



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

2010-11 HERI Faculty Survey

Institutional Profile Reports

California State University-Fresno

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

Table of Contents

Institutional Profile Reports

How to Read the Institutional Profile Reports [H1](#)

Nationally Normed Comparison Group Data

a. Full-time Undergraduate Faculty [1A](#)

b. All Respondents [1B](#)

Additional Comparison Group Data

a. Part-time Undergraduate Faculty [2A](#)

b. Full-time Academic Administrators [2B](#)

c. Graduate Only Faculty [Not Available](#)

d. Other Respondents [2D](#)

Institutional Profile Report - condensed version

Full-time Undergraduate Faculty [3](#)

Appendix

a. List of Participating Institutions [A1](#)

2010-11 HERI Faculty Survey Instrument

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

How to Read the Institutional Profile Report

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

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	339	4,962	13,040	203	2,567	7,269	136	2,395	5,771	
What is your principal activity in your current position at this institution?										
Administration	5.0%	5.8%	7.3%	5.4%	5.9%	7.4%	4.4%	5.7%	7.1%	
Teaching	90.6%	91.3%	70.6%	91.1%	92.0%	67.8%	89.7%	90.5%	75.0%	
Research	0.9%	1.3%	20.0%	1.0%	1.1%	23.1%	0.7%	1.5%	15.2%	
Services to clients and patients	0.6%	0.6%	1.1%	1.0%	0.5%	1.1%	0.0%	0.8%	1.1%	
Other	2.9%	1.0%	0.9%	1.5%	0.5%	0.5%	5.1%	1.6%	1.6%	
Total(n)	339	4,962	13,034	203	2,567	7,265	136	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	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	339	4,962	13,039	203	2,567	7,269	136	2,395	5,770	
What is your present academic rank?										
Professor	34.2%	27.9%	33.7%	36.9%	33.3%	40.8%	30.1%	21.4%	22.9%	
Associate professor	22.4%	26.4%	24.3%	26.1%	26.3%	23.2%	16.9%	26.5%	26.2%	
Assistant professor	28.3%	30.2%	26.4%	24.6%	28.1%	23.8%	33.8%	32.8%	30.4%	
Lecturer	14.5%	8.7%	8.9%	11.3%	6.8%	7.4%	19.1%	11.1%	11.2%	
Instructor	0.6%	6.8%	6.6%	1.0%	5.5%	4.8%	0.0%	8.2%	9.3%	
Total(n)	339	4,815	12,228	203	2,496	6,807	136	2,319	5,421	
What is your tenure status at this institution?										
Tenured	55.2%	54.3%	55.6%	60.1%	59.0%	61.6%	47.8%	48.6%	46.4%	
On tenure track, but not tenured	30.7%	27.3%	22.7%	29.1%	26.0%	20.7%	33.1%	28.8%	25.9%	
Not on tenure track, but institution has tenure system	13.3%	17.6%	20.5%	10.8%	14.6%	16.9%	16.9%	21.3%	26.1%	
Institution has no tenure system	0.9%	0.8%	1.2%	0.0%	0.4%	0.9%	2.2%	1.2%	1.7%	
Total(n)	339	4,813	12,241	203	2,496	6,817	136	2,317	5,424	
Are you currently serving in an administrative position as:										
Department chair	11.5%	11.3%	8.4%	13.8%	13.7%	9.6%	8.1%	8.5%	6.5%	
Dean (associate or assistant)	0.0%	1.1%	2.2%	0.0%	1.1%	2.1%	0.0%	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	18.3%	13.8%	16.3%	16.3%	12.6%	15.6%	21.3%	15.3%	17.2%	
Not applicable	66.7%	68.6%	65.2%	67.5%	66.4%	63.3%	65.4%	71.1%	68.0%	

California State University-Fresno	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.)	0.3%	0.7%	1.0%	0.5%	0.7%	1.3%	0.0%	0.6%	0.6%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	17.1%	21.1%	14.8%	13.3%	17.6%	11.8%	22.8%	25.2%	19.6%	
LL.B., J.D.	0.9%	1.4%	1.5%	1.0%	1.8%	1.4%	0.7%	0.8%	1.6%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	1.6%	0.0%	0.1%	1.9%	0.0%	0.1%	1.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.6%	0.6%	0.7%	1.0%	0.9%	0.8%	0.0%	0.3%	0.6%	
Ed.D.	8.0%	4.6%	2.7%	6.4%	2.6%	1.6%	10.3%	7.0%	4.3%	
Ph.D.	71.1%	70.0%	76.4%	75.9%	74.6%	80.1%	64.0%	64.3%	70.7%	
Other degree	2.1%	1.6%	1.3%	2.0%	1.6%	1.2%	2.2%	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)	339	4,961	13,035	203	2,567	7,268	136	2,394	5,767	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.3%	1.9%	1.1%	0.0%	2.6%	1.3%	0.9%	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.	1.4%	0.6%	0.5%	0.5%	0.4%	0.2%	2.7%	0.7%	1.0%	
Ph.D.	2.7%	4.4%	2.9%	2.7%	3.8%	2.2%	2.7%	5.3%	4.0%	
Other degree	0.7%	0.8%	0.8%	1.1%	0.3%	0.6%	0.0%	1.3%	1.1%	
None	94.9%	91.7%	94.3%	95.7%	92.5%	95.4%	93.6%	90.6%	92.6%	
Total(n)	296	4,429	11,650	186	2,339	6,612	110	2,090	5,038	

California State University-Fresno	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	40.7%	31.8%	52.0%	42.4%	35.4%	55.8%	38.2%	27.5%	46.1%	
Very important	38.9%	38.3%	29.4%	37.9%	36.3%	27.9%	40.4%	40.6%	31.8%	
Somewhat important	17.4%	26.5%	15.9%	17.2%	24.5%	13.6%	17.6%	28.8%	19.4%	
Not important	2.9%	3.5%	2.8%	2.5%	3.7%	2.8%	3.7%	3.1%	2.7%	
Total(n)	339	4,960	13,035	203	2,566	7,265	136	2,394	5,770	
Teaching										
Essential	71.7%	80.6%	68.8%	73.4%	80.8%	68.3%	69.1%	80.4%	69.6%	
Very important	26.5%	17.7%	27.5%	25.1%	17.6%	27.7%	28.7%	17.9%	27.1%	
Somewhat important	1.8%	1.6%	3.6%	1.5%	1.6%	3.8%	2.2%	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)	339	4,962	13,038	203	2,567	7,268	136	2,395	5,770	
Service										
Essential	19.8%	16.8%	19.2%	20.7%	15.2%	18.0%	18.4%	18.7%	20.9%	
Very important	42.5%	49.7%	43.1%	41.9%	48.3%	42.3%	43.4%	51.4%	44.4%	
Somewhat important	33.9%	30.9%	34.6%	33.0%	33.0%	35.9%	35.3%	28.3%	32.5%	
Not important	3.8%	2.6%	3.2%	4.4%	3.6%	3.8%	2.9%	1.5%	2.2%	
Total(n)	339	4,958	13,032	203	2,565	7,264	136	2,393	5,768	

California State University-Fresno	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	12.1%	15.5%	18.7%	15.3%	16.5%	19.8%	7.4%	14.4%	16.9%	Civic Minded Practice	
Taught an interdisciplinary course	36.0%	38.3%	46.2%	39.4%	37.4%	47.5%	30.9%	39.3%	44.2%		
Taught an ethnic studies course	7.7%	11.0%	10.3%	5.9%	9.1%	8.6%	10.3%	13.3%	12.8%		
Taught a women's studies course	2.7%	8.0%	6.2%	0.5%	3.2%	2.0%	5.9%	13.7%	12.5%		
Taught a service learning course	22.5%	21.8%	17.6%	21.8%	19.2%	15.1%	23.5%	24.9%	21.5%		
Taught an exclusively web-based course at this institution	16.3%	24.5%	15.7%	17.8%	21.8%	13.1%	14.0%	27.8%	19.5%		
Participated in a teaching enhancement workshop	70.2%	68.8%	55.4%	65.5%	63.9%	49.6%	77.2%	74.7%	64.3%		
Advised student groups involved in service/volunteer work	60.8%	48.5%	42.3%	62.1%	47.3%	39.7%	58.8%	49.8%	46.3%		
Collaborated with the local community in research/teaching	67.0%	51.2%	45.0%	67.5%	48.0%	41.6%	66.2%	55.1%	50.2%		
Conducted research or writing focused on international/global issues	30.4%	27.1%	32.0%	33.0%	30.1%	33.3%	26.5%	23.5%	30.1%		
Conducted research or writing focused on racial or ethnic minorities	25.4%	19.7%	23.9%	19.2%	17.4%	19.7%	34.6%	22.5%	30.2%		
Conducted research or writing focused on women and gender issues	19.2%	19.2%	20.1%	11.8%	13.1%	13.2%	30.1%	26.6%	30.8%		
Engaged undergraduates on <u>your</u> research project	55.6%	43.8%	49.5%	63.4%	48.5%	54.5%	44.1%	38.0%	41.8%		
Worked with undergraduates on a research project	61.5%	61.7%	62.2%	67.5%	66.2%	66.1%	52.6%	56.2%	56.2%		
Engaged in academic research that spans multiple disciplines	61.7%	56.2%	67.8%	67.5%	60.9%	71.5%	52.9%	50.5%	62.0%		
Taught a seminar for first-year students	18.0%	20.6%	22.2%	20.2%	19.8%	21.9%	14.7%	21.5%	22.7%		
Taught a capstone course	33.6%	39.6%	33.3%	34.5%	39.8%	33.3%	32.4%	39.4%	33.3%		
Taught in a learning community (e.g., FIG, linked courses)	5.6%	11.3%	8.3%	6.4%	10.8%	7.8%	4.4%	11.9%	9.1%		
Supervised an undergraduate thesis	24.5%	27.9%	33.1%	27.6%	29.1%	34.6%	19.9%	26.5%	30.9%		
Published op-ed pieces or editorials	21.0%	16.1%	16.6%	24.6%	18.3%	19.0%	15.6%	13.5%	12.9%		
Received funding for your work from foundations	31.3%	19.9%	23.2%	36.9%	20.9%	25.3%	22.8%	18.7%	20.1%		
Received funding for your work from state or federal government	35.3%	26.6%	35.9%	38.9%	28.4%	40.4%	29.9%	24.3%	28.9%		
Received funding for your work from business or industry	17.8%	9.1%	13.1%	23.6%	11.1%	16.6%	8.9%	6.7%	7.7%		
Total(n)	338	4,934	12,950	203	2,552	7,220	135	2,382	5,730		

California State University-Fresno	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	2.99	3.20	2.38	3.00	3.19	2.33	2.96	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)	339	4,962	13,040	203	2,567	7,269	136	2,395	5,771	
Teach at least one course this term at another institution	5.3%	3.5%	2.8%	3.0%	2.9%	2.4%	8.8%	4.1%	3.4%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	27.1%	36.1%	20.4%	25.6%	38.0%	20.3%	29.4%	33.7%	20.7%	
Mean student enrollment	58.6	48.5	56.5	70.3	54.0	63.0	43.4	41.1	46.8	
Have teaching/lab assistant or reader/grader assigned	11.1%	10.7%	27.5%	13.8%	10.8%	29.9%	7.5%	10.5%	23.8%	
Course required for an undergraduate major										
Teach at least one course	67.0%	76.7%	57.5%	69.0%	77.7%	57.6%	64.0%	75.6%	57.4%	
Mean student enrollment	34.8	28.5	39.2	35.6	28.0	39.3	33.6	29.1	39.0	
Have teaching/lab assistant or reader/grader assigned	10.7%	10.9%	26.1%	13.6%	11.7%	28.7%	6.1%	9.9%	22.0%	
Other undergraduate course										
Teach at least one course	21.5%	27.7%	25.6%	24.1%	30.2%	26.5%	17.6%	24.6%	24.2%	
Mean student enrollment	26.1	22.3	28.1	26.0	22.6	28.4	26.3	21.9	27.6	
Have teaching/lab assistant or reader/grader assigned	6.2%	6.9%	18.9%	7.1%	7.0%	19.9%	4.2%	6.7%	17.3%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.9%	1.0%	0.5%	0.5%	0.7%	0.3%	1.5%	1.4%	0.7%	
Mean student enrollment	43.0	32.4	33.4	74.0	44.0	29.4	27.5	25.1	36.3	
Have teaching/lab assistant or reader/grader assigned	33.3%	23.0%	17.3%	100.0%	32.6%	19.7%	0.0%	17.0%	15.6%	
Non-credit course (other than above)										
Teach at least one course	1.8%	0.5%	0.8%	1.5%	0.3%	0.8%	2.2%	0.8%	0.9%	
Mean student enrollment	39.7	27.4	28.9	32.7	30.4	33.1	46.7	25.8	23.0	
Have teaching/lab assistant or reader/grader assigned	16.7%	17.6%	6.4%	0.0%	25.6%	5.7%	33.3%	13.5%	7.5%	
Graduate course										
Teach at least one course	42.8%	21.9%	39.2%	39.4%	20.3%	39.2%	47.8%	23.9%	39.2%	
Mean student enrollment	14.1	16.0	17.7	13.9	15.8	18.1	14.4	16.2	17.0	
Have teaching/lab assistant or reader/grader assigned	1.8%	4.5%	11.4%	1.3%	4.8%	13.7%	2.6%	4.2%	7.7%	

California State University-Fresno	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	22.2%	42.9%	38.9%	50.0%	58.2%	40.3%	0.0%	35.4%	36.4%	
Graduate courses	22.2%	26.2%	36.7%	25.0%	29.0%	41.5%	20.0%	24.8%	28.5%	
Non-credit courses	0.0%	21.6%	12.2%	0.0%	11.2%	8.1%	0.0%	26.6%	19.3%	
I do not teach	55.6%	9.4%	12.2%	25.0%	1.6%	10.1%	80.0%	13.2%	15.8%	
Total(n)	9	70	366	4	25	191	5	45	175	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	8.3%	6.0%	5.2%	6.9%	5.4%	5.1%	10.3%	6.8%	5.5%	
Writing	21.5%	14.4%	12.2%	20.7%	14.4%	11.0%	22.8%	14.4%	14.1%	
Mathematics	6.2%	7.1%	4.6%	7.4%	7.5%	4.8%	4.4%	6.5%	4.2%	
ESL	1.2%	1.2%	1.0%	1.0%	0.8%	0.5%	1.5%	1.7%	1.7%	
General academic skills	16.8%	12.4%	10.2%	16.7%	12.0%	9.1%	16.9%	13.0%	11.8%	
Other subject areas	10.3%	6.9%	6.4%	11.3%	6.5%	6.1%	8.8%	7.5%	7.0%	
Total(n)	339	4,962	13,040	203	2,567	7,269	136	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	28.0%	30.7%	21.2%	26.1%	25.8%	18.4%	30.9%	36.5%	25.5%	
No	62.8%	62.3%	71.6%	67.0%	67.8%	75.7%	56.6%	55.8%	65.3%	
Not eligible	2.7%	1.4%	1.9%	2.5%	1.4%	1.9%	2.9%	1.3%	1.9%	
Not available	6.5%	5.6%	5.4%	4.4%	5.0%	4.1%	9.6%	6.4%	7.3%	
Total(n)	339	4,948	13,007	203	2,558	7,250	136	2,390	5,757	
Paid sabbatical leave										
Yes	35.2%	24.1%	31.8%	38.1%	27.0%	35.6%	30.9%	20.5%	26.0%	
No	45.0%	53.5%	48.2%	46.0%	54.7%	48.7%	43.4%	52.0%	47.3%	
Not eligible	19.2%	19.1%	16.9%	15.8%	14.7%	13.0%	24.3%	24.4%	22.7%	
Not available	0.6%	3.4%	3.2%	0.0%	3.6%	2.7%	1.5%	3.0%	4.0%	
Total(n)	338	4,952	13,018	202	2,560	7,256	136	2,392	5,762	
Travel funds paid by the institution										
Yes	78.2%	80.1%	74.6%	79.8%	79.5%	72.8%	75.7%	80.8%	77.5%	
No	16.2%	16.3%	20.8%	16.7%	17.8%	23.3%	15.4%	14.6%	17.0%	
Not eligible	2.7%	2.0%	2.5%	1.5%	1.3%	2.1%	4.4%	2.8%	3.1%	
Not available	2.9%	1.6%	2.0%	2.0%	1.4%	1.8%	4.4%	1.8%	2.4%	
Total(n)	339	4,958	13,032	203	2,565	7,265	136	2,393	5,767	

California State University-Fresno	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	61.4%	45.9%	50.1%	65.8%	49.0%	52.5%	54.8%	42.3%	46.4%	
No	35.3%	49.2%	44.9%	32.2%	47.1%	43.4%	40.0%	51.8%	47.2%	
Not eligible	2.4%	3.5%	3.6%	1.5%	2.7%	2.8%	3.7%	4.5%	4.8%	
Not available	0.9%	1.3%	1.4%	0.5%	1.2%	1.2%	1.5%	1.5%	1.7%	
Total(n)	337	4,946	13,009	202	2,557	7,249	135	2,389	5,760	
Training for administrative leadership										
Yes	17.8%	15.5%	13.6%	19.3%	16.3%	13.2%	15.6%	14.4%	14.3%	
No	70.3%	72.6%	75.6%	70.3%	73.3%	77.9%	70.4%	71.7%	72.0%	
Not eligible	5.0%	4.1%	5.2%	4.0%	3.5%	4.5%	6.7%	4.9%	6.4%	
Not available	6.8%	7.8%	5.6%	6.4%	6.9%	4.5%	7.4%	9.0%	7.4%	
Total(n)	337	4,947	13,004	202	2,559	7,249	135	2,388	5,755	
Received incentives to develop new courses										
Yes	28.3%	25.3%	21.3%	29.6%	24.8%	21.3%	26.5%	25.9%	21.3%	
No	66.7%	66.5%	70.6%	66.0%	68.5%	72.1%	67.6%	63.9%	68.4%	
Not eligible	2.4%	1.7%	2.3%	2.0%	1.6%	2.4%	2.9%	1.7%	2.0%	
Not available	2.7%	6.6%	5.8%	2.5%	5.1%	4.2%	2.9%	8.5%	8.2%	
Total(n)	339	4,955	13,017	203	2,562	7,255	136	2,393	5,762	
Received incentives to integrate new technology into your classroom										
Yes	32.4%	21.7%	17.9%	32.5%	21.6%	17.3%	32.4%	21.9%	18.8%	
No	63.7%	70.1%	75.2%	64.5%	72.0%	77.0%	62.5%	67.9%	72.3%	
Not eligible	1.5%	1.2%	1.8%	2.0%	1.2%	1.9%	0.7%	1.3%	1.6%	
Not available	2.4%	6.9%	5.2%	1.0%	5.2%	3.8%	4.4%	8.8%	7.3%	
Total(n)	339	4,953	13,016	203	2,561	7,255	136	2,392	5,761	

California State University-Fresno	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	15.9%	22.1%	15.0%	11.3%	17.9%	12.0%	22.8%	27.1%	19.8%	
1-2	21.8%	22.0%	15.7%	18.2%	20.4%	13.1%	27.2%	23.8%	19.7%	
3-4	18.9%	16.6%	12.0%	20.7%	15.6%	10.1%	16.2%	17.7%	14.8%	
5-10	18.3%	20.1%	17.3%	16.7%	20.5%	16.8%	20.6%	19.6%	18.1%	
11-20	12.4%	11.3%	14.3%	13.8%	14.5%	15.2%	10.3%	7.5%	12.9%	
21-50	8.0%	6.1%	14.3%	11.8%	7.9%	16.4%	2.2%	3.8%	11.0%	
51+	4.7%	1.9%	11.4%	7.4%	3.1%	16.3%	0.7%	0.5%	3.8%	
Total(n)	339	4,957	13,027	203	2,563	7,262	136	2,394	5,765	
Mean	3.32	3.02	3.88	3.68	3.29	4.25	2.78	2.70	3.33	
Standard deviation	1.71	1.61	1.96	1.77	1.68	1.98	1.44	1.47	1.78	
Significance	-	***	***	-	**	***	-	-	***	
Effect size	-	0.19	-0.29	-	0.23	-0.29	-	0.05	-0.31	
Chapters in edited volumes										Scholarly Productivity
None	53.4%	57.5%	40.7%	48.8%	55.3%	37.3%	60.3%	60.2%	45.9%	
1-2	28.9%	27.2%	25.9%	30.0%	27.2%	25.1%	27.2%	27.3%	27.1%	
3-4	8.6%	8.5%	13.0%	9.9%	8.9%	14.2%	6.6%	8.0%	11.1%	
5-10	7.4%	4.9%	12.2%	8.4%	5.8%	13.6%	5.9%	3.9%	10.0%	
11-20	1.8%	1.1%	5.1%	3.0%	1.6%	5.7%	0.0%	0.6%	4.1%	
21-50	0.0%	0.6%	2.5%	0.0%	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)	339	4,924	12,947	203	2,538	7,206	136	2,386	5,741	
Mean	1.75	1.67	2.25	1.87	1.75	2.38	1.58	1.58	2.05	
Standard deviation	1.01	0.99	1.41	1.08	1.08	1.47	0.86	0.85	1.29	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	0.08	-0.35	-	0.11	-0.35	-	0.00	-0.36	

California State University-Fresno	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	63.6%	70.3%	60.4%	60.6%	67.2%	57.2%	68.1%	74.0%	65.4%	
1-2	24.9%	21.8%	23.9%	27.1%	23.2%	24.5%	21.5%	20.1%	23.0%	
3-4	8.3%	4.6%	8.5%	8.4%	5.4%	9.5%	8.1%	3.7%	6.9%	
5-10	3.0%	2.6%	5.3%	3.4%	3.2%	6.3%	2.2%	1.9%	3.9%	
11-20	0.3%	0.5%	1.4%	0.5%	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+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
Total(n)	338	4,938	12,979	203	2,552	7,233	135	2,386	5,746	
Mean	1.51	1.42	1.65	1.56	1.48	1.73	1.44	1.35	1.52	
Standard deviation	0.79	0.77	0.99	0.83	0.84	1.06	0.74	0.68	0.86	
Significance	-	*	**	-		*	-			
Effect size	-	0.12	-0.14	-	0.10	-0.16	-	0.13	-0.09	
Other, such as patents or computer software products										
None	87.5%	90.9%	85.3%	84.7%	88.5%	81.2%	91.9%	93.7%	91.6%	
1-2	7.1%	5.3%	8.0%	8.4%	6.0%	10.0%	5.2%	4.4%	4.9%	
3-4	2.4%	1.5%	3.1%	3.0%	1.9%	3.9%	1.5%	1.0%	1.9%	
5-10	1.5%	1.2%	2.1%	2.0%	1.6%	2.8%	0.7%	0.7%	0.9%	
11-20	0.3%	0.8%	0.7%	0.5%	1.3%	1.1%	0.0%	0.1%	0.2%	
21-50	0.6%	0.2%	0.5%	1.0%	0.4%	0.6%	0.0%	0.0%	0.3%	
51+	0.6%	0.2%	0.3%	0.5%	0.2%	0.4%	0.7%	0.1%	0.1%	
Total(n)	337	4,927	12,941	202	2,546	7,215	135	2,381	5,726	
Mean	1.24	1.17	1.28	1.30	1.23	1.36	1.15	1.10	1.14	
Standard deviation	0.81	0.66	0.81	0.89	0.79	0.93	0.65	0.44	0.58	
Significance	-			-			-			
Effect size	-	0.11	-0.05	-	0.09	-0.06	-	0.11	0.02	

California State University-Fresno	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	82.9%	82.9%	86.1%	82.8%	81.9%	86.6%	83.1%	84.1%	85.4%	
1-2	4.4%	5.6%	4.9%	4.4%	5.5%	4.3%	4.4%	5.6%	5.7%	
3-4	4.1%	4.2%	2.7%	3.4%	4.5%	2.6%	5.1%	3.9%	3.0%	
5-10	4.4%	4.1%	3.5%	4.9%	4.0%	3.2%	3.7%	4.1%	4.0%	
11-20	1.8%	1.6%	1.2%	1.5%	2.0%	1.5%	2.2%	1.2%	0.8%	
21-50	0.9%	1.1%	0.9%	0.5%	1.3%	1.0%	1.5%	0.9%	0.8%	
51+	1.5%	0.6%	0.6%	2.5%	0.8%	0.8%	0.0%	0.3%	0.3%	
Total(n)	339	4,952	13,008	203	2,561	7,251	136	2,391	5,757	
Mean	1.46	1.42	1.34	1.49	1.46	1.35	1.42	1.37	1.33	
Standard deviation	1.20	1.07	1.00	1.28	1.14	1.05	1.06	0.98	0.93	
Significance	-		*	-			-			
Effect size	-	0.04	0.12	-	0.03	0.13	-	0.05	0.10	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	29.3%	36.2%	24.2%	28.6%	33.1%	21.0%	30.4%	39.9%	29.1%	
1-2	40.2%	36.5%	27.9%	38.4%	35.0%	25.9%	43.0%	38.4%	31.1%	
3-4	20.7%	18.7%	23.5%	20.7%	20.7%	24.3%	20.7%	16.2%	22.2%	
5-10	8.0%	7.1%	17.6%	10.8%	9.1%	20.1%	3.7%	4.7%	13.7%	
11-20	1.5%	1.2%	5.0%	1.5%	1.7%	6.3%	1.5%	0.7%	3.2%	
21-50	0.3%	0.2%	1.3%	0.0%	0.3%	1.7%	0.7%	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)	338	4,958	13,022	203	2,564	7,262	135	2,394	5,760	
Mean	2.13	2.01	2.57	2.18	2.12	2.72	2.05	1.88	2.33	
Standard deviation	0.99	0.99	1.27	1.02	1.05	1.32	0.96	0.90	1.16	
Significance	-	*	***	-		***	-	*	**	
Effect size	-	0.12	-0.35	-	0.06	-0.41	-	0.19	-0.24	Scholarly Productivity

California State University-Fresno	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	51.8%	46.5%	49.1%	55.0%	48.4%	51.1%	47.1%	44.3%	46.0%	
To some extent	43.2%	47.0%	45.2%	41.1%	46.3%	44.2%	46.3%	48.0%	46.7%	
Not at all	5.0%	6.4%	5.7%	4.0%	5.3%	4.7%	6.6%	7.8%	7.3%	
Total(n)	338	4,956	13,028	202	2,563	7,261	136	2,393	5,767	
Mean	2.47	2.40	2.43	2.51	2.43	2.46	2.40	2.37	2.39	
Standard deviation	0.59	0.61	0.60	0.58	0.59	0.59	0.61	0.62	0.62	
Significance	-	*		-			-			
Effect size	-	0.11	0.07	-	0.14	0.08	-	0.05	0.02	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	27.1%	32.2%	31.7%	34.0%	37.9%	37.3%	16.9%	25.3%	23.0%	
To some extent	50.7%	50.0%	50.8%	47.8%	49.1%	48.4%	55.1%	51.0%	54.3%	
Not at all	22.1%	17.8%	17.6%	18.2%	13.0%	14.3%	27.9%	23.7%	22.7%	
Total(n)	339	4,959	13,032	203	2,565	7,265	136	2,394	5,767	
Mean	2.05	2.14	2.14	2.16	2.25	2.23	1.89	2.02	2.00	
Standard deviation	0.70	0.69	0.69	0.71	0.67	0.68	0.66	0.70	0.68	
Significance	-	*	*	-			-	*		
Effect size	-	-0.13	-0.13	-	-0.13	-0.10	-	-0.19	-0.16	
Experience close alignment between your work and your personal values										
To a great extent	54.0%	62.1%	62.6%	54.2%	62.6%	64.4%	53.7%	61.5%	59.9%	
To some extent	41.3%	33.7%	33.8%	40.4%	33.2%	31.7%	42.6%	34.3%	37.1%	
Not at all	4.7%	4.2%	3.5%	5.4%	4.1%	3.9%	3.7%	4.2%	3.0%	
Total(n)	339	4,960	13,033	203	2,566	7,265	136	2,394	5,768	
Mean	2.49	2.58	2.59	2.49	2.58	2.61	2.50	2.57	2.57	
Standard deviation	0.59	0.57	0.56	0.60	0.57	0.56	0.57	0.57	0.55	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.16	-0.18	-	-0.16	-0.21	-	-0.12	-0.13	

California State University-Fresno	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	30.0%	29.6%	29.0%	25.7%	28.4%	25.7%	36.3%	31.1%	34.0%	
To some extent	37.1%	34.7%	35.7%	39.1%	32.6%	33.9%	34.1%	37.2%	38.4%	
Not at all	32.9%	35.7%	35.3%	35.1%	39.0%	40.4%	29.6%	31.7%	27.6%	
Total(n)	337	4,949	13,011	202	2,560	7,254	135	2,389	5,757	
Mean	1.97	1.94	1.94	1.91	1.89	1.85	2.07	1.99	2.06	
Standard deviation	0.79	0.81	0.80	0.78	0.81	0.80	0.81	0.79	0.78	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.02	0.07	-	0.10	0.01	
Mentor new faculty										
To a great extent	27.7%	21.6%	21.2%	26.6%	19.3%	20.8%	29.4%	24.3%	21.8%	
To some extent	48.4%	50.9%	49.7%	49.3%	53.4%	51.2%	47.1%	47.9%	47.4%	
Not at all	23.9%	27.5%	29.1%	24.1%	27.2%	28.0%	23.5%	27.8%	30.8%	
Total(n)	339	4,958	13,026	203	2,564	7,262	136	2,394	5,764	
Mean	2.04	1.94	1.92	2.02	1.92	1.93	2.06	1.97	1.91	
Standard deviation	0.72	0.70	0.70	0.71	0.68	0.69	0.73	0.72	0.72	
Significance	-	*	**	-	*		-		*	
Effect size	-	0.14	0.17	-	0.15	0.13	-	0.13	0.21	

California State University-Fresno	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	90.6%	94.7%	91.7%	90.0%	93.7%	91.0%	91.5%	96.0%	92.9%	
Occasionally	5.2%	4.2%	5.3%	6.0%	5.3%	6.4%	3.8%	2.8%	3.7%	
Not at all	4.2%	1.1%	2.9%	4.0%	1.0%	2.6%	4.6%	1.2%	3.3%	
Total(n)	330	4,905	12,658	200	2,545	7,103	130	2,360	5,555	
Mean	2.86	2.94	2.89	2.86	2.93	2.88	2.87	2.95	2.90	
Standard deviation	0.45	0.29	0.40	0.45	0.30	0.39	0.46	0.27	0.40	
Significance	-	***		-	**		-	**		
Effect size	-	-0.28	-0.08	-	-0.23	-0.05	-	-0.30	-0.07	
Support their opinions with a logical argument										
Frequently	80.3%	83.3%	79.8%	80.5%	82.4%	78.3%	80.0%	84.5%	82.2%	
Occasionally	15.2%	14.7%	16.7%	16.0%	15.7%	18.3%	13.8%	13.6%	14.3%	
Not at all	4.5%	1.9%	3.5%	3.5%	2.0%	3.4%	6.2%	1.9%	3.5%	
Total(n)	330	4,897	12,641	200	2,537	7,090	130	2,360	5,551	
Mean	2.76	2.81	2.76	2.77	2.80	2.75	2.74	2.83	2.79	
Standard deviation	0.52	0.44	0.50	0.50	0.44	0.51	0.56	0.43	0.49	
Significance	-	*		-			-	*		
Effect size	-	-0.11	0.00	-	-0.07	0.04	-	-0.21	-0.10	
Seek solutions to problems and explain them to others										
Frequently	70.3%	73.2%	68.7%	70.5%	71.3%	66.9%	70.0%	75.4%	71.6%	
Occasionally	24.2%	24.6%	26.6%	23.5%	26.6%	28.3%	25.4%	22.3%	23.9%	
Not at all	5.5%	2.2%	4.7%	6.0%	2.2%	4.8%	4.6%	2.3%	4.6%	
Total(n)	330	4,899	12,645	200	2,541	7,096	130	2,358	5,549	
Mean	2.65	2.71	2.64	2.65	2.69	2.62	2.65	2.73	2.67	
Standard deviation	0.58	0.50	0.57	0.59	0.51	0.58	0.57	0.49	0.56	
Significance	-	*		-			-			
Effect size	-	-0.12	0.02	-	-0.08	0.05	-	-0.16	-0.04	
Revise their papers to improve their writing										
Frequently	55.2%	57.2%	52.2%	51.0%	51.8%	47.4%	61.5%	63.8%	59.7%	
Occasionally	34.5%	33.9%	35.0%	39.0%	38.9%	38.4%	27.7%	27.9%	29.6%	
Not at all	10.3%	8.9%	12.8%	10.0%	9.3%	14.2%	10.8%	8.3%	10.7%	
Total(n)	330	4,900	12,630	200	2,541	7,087	130	2,359	5,543	
Mean	2.45	2.48	2.39	2.41	2.42	2.33	2.51	2.55	2.49	
Standard deviation	0.67	0.65	0.70	0.67	0.66	0.71	0.68	0.64	0.68	
Significance	-			-			-			
Effect size	-	-0.05	0.09	-	-0.02	0.11	-	-0.06	0.03	

California State University-Fresno	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	67.9%	71.6%	66.4%	61.5%	67.5%	62.4%	77.7%	76.4%	72.7%	
Occasionally	27.9%	25.5%	28.2%	34.5%	28.8%	31.7%	17.7%	21.4%	22.8%	
Not at all	4.2%	3.0%	5.4%	4.0%	3.7%	5.9%	4.6%	2.2%	4.4%	
Total(n)	330	4,901	12,635	200	2,541	7,086	130	2,360	5,549	
Mean	2.64	2.69	2.61	2.58	2.64	2.56	2.73	2.74	2.68	
Standard deviation	0.56	0.52	0.59	0.57	0.55	0.60	0.54	0.48	0.55	
Significance	-			-			-			
Effect size	-	-0.10	0.05	-	-0.11	0.03	-	-0.02	0.09	
Take risks for potential gains										
Frequently	43.8%	36.9%	35.6%	42.0%	36.8%	33.9%	46.5%	37.1%	38.4%	
Occasionally	39.5%	49.0%	46.8%	42.0%	48.6%	47.2%	35.7%	49.6%	46.1%	
Not at all	16.7%	14.0%	17.6%	16.0%	14.6%	18.9%	17.8%	13.3%	15.5%	
Total(n)	329	4,890	12,603	200	2,537	7,074	129	2,353	5,529	
Mean	2.27	2.23	2.18	2.26	2.22	2.15	2.29	2.24	2.23	
Standard deviation	0.73	0.68	0.71	0.72	0.68	0.71	0.75	0.67	0.70	
Significance	-		*	-		*	-			
Effect size	-	0.06	0.13	-	0.06	0.15	-	0.07	0.09	
Seek alternative solutions to a problem										
Frequently	61.7%	62.4%	57.4%	61.8%	60.0%	54.8%	61.5%	65.4%	61.3%	
Occasionally	32.5%	34.6%	37.1%	32.7%	36.8%	39.6%	32.3%	31.9%	33.1%	
Not at all	5.8%	3.0%	5.6%	5.5%	3.2%	5.6%	6.2%	2.7%	5.6%	
Total(n)	329	4,898	12,629	199	2,540	7,085	130	2,358	5,544	
Mean	2.56	2.59	2.52	2.56	2.57	2.49	2.55	2.63	2.56	
Standard deviation	0.60	0.55	0.60	0.60	0.56	0.60	0.61	0.54	0.60	
Significance	-			-			-			
Effect size	-	-0.05	0.07	-	-0.02	0.12	-	-0.15	-0.02	

California State University-Fresno	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	56.5%	55.3%	56.1%	51.3%	50.5%	53.6%	64.6%	61.1%	60.0%	
Occasionally	32.8%	34.6%	31.9%	39.2%	39.2%	35.1%	23.1%	29.0%	26.7%	
Not at all	10.6%	10.1%	12.1%	9.5%	10.2%	11.3%	12.3%	9.9%	13.3%	
Total(n)	329	4,903	12,643	199	2,543	7,090	130	2,360	5,553	
Mean	2.46	2.45	2.44	2.42	2.40	2.42	2.52	2.51	2.47	
Standard deviation	0.68	0.67	0.70	0.66	0.67	0.69	0.71	0.67	0.72	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.03	0.00	-	0.01	0.07	
Explore topics on their own, even though it was not required for a class										
Frequently	54.1%	53.5%	53.0%	49.7%	51.1%	51.0%	60.8%	56.4%	56.2%	
Occasionally	38.6%	42.5%	41.7%	42.7%	44.7%	43.7%	32.3%	39.9%	38.5%	
Not at all	7.3%	4.0%	5.3%	7.5%	4.2%	5.3%	6.9%	3.8%	5.3%	
Total(n)	329	4,901	12,644	199	2,543	7,096	130	2,358	5,548	
Mean	2.47	2.49	2.48	2.42	2.47	2.46	2.54	2.53	2.51	
Standard deviation	0.63	0.57	0.60	0.63	0.58	0.60	0.62	0.57	0.60	
Significance	-			-			-			
Effect size	-	-0.04	-0.02	-	-0.09	-0.07	-	0.02	0.05	
Accept mistakes as part of the learning process										
Frequently	73.6%	77.7%	71.0%	73.4%	76.1%	68.6%	73.8%	79.5%	74.8%	
Occasionally	21.0%	20.5%	25.1%	20.1%	21.9%	27.3%	22.3%	18.9%	21.6%	
Not at all	5.5%	1.8%	3.9%	6.5%	2.0%	4.2%	3.8%	1.5%	3.6%	
Total(n)	329	4,900	12,641	199	2,540	7,089	130	2,360	5,552	
Mean	2.68	2.76	2.67	2.67	2.74	2.64	2.70	2.78	2.71	
Standard deviation	0.57	0.47	0.55	0.60	0.48	0.56	0.54	0.45	0.53	
Significance	-	**		-			-			
Effect size	-	-0.17	0.02	-	-0.15	0.05	-	-0.18	-0.02	

California State University-Fresno	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	67.2%	76.1%	70.0%	62.3%	71.4%	65.5%	74.6%	81.7%	77.1%	
Occasionally	27.7%	21.4%	25.5%	33.7%	26.1%	30.0%	18.5%	15.6%	18.3%	
Not at all	5.2%	2.6%	4.5%	4.0%	2.4%	4.5%	6.9%	2.7%	4.6%	
Total(n)	329	4,900	12,639	199	2,542	7,093	130	2,358	5,546	
Mean	2.62	2.73	2.65	2.58	2.69	2.61	2.68	2.79	2.73	
Standard deviation	0.58	0.50	0.56	0.57	0.51	0.57	0.60	0.47	0.54	
Significance	-	***		-	**		-	*		
Effect size	-	-0.22	-0.05	-	-0.22	-0.05	-	-0.23	-0.09	
Integrate skills and knowledge from different sources and experiences										
Frequently	75.1%	79.6%	73.8%	70.4%	74.9%	69.9%	82.3%	85.2%	79.9%	
Occasionally	20.4%	18.4%	22.1%	25.6%	23.3%	25.5%	12.3%	12.6%	16.8%	
Not at all	4.6%	2.0%	4.1%	4.0%	1.8%	4.6%	5.4%	2.1%	3.3%	
Total(n)	329	4,902	12,642	199	2,541	7,093	130	2,361	5,549	
Mean	2.71	2.78	2.70	2.66	2.73	2.65	2.77	2.83	2.77	
Standard deviation	0.55	0.46	0.54	0.55	0.48	0.56	0.54	0.43	0.50	
Significance	-	**		-			-			
Effect size	-	-0.15	0.02	-	-0.15	0.02	-	-0.14	0.00	

California State University-Fresno	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	20.4%	18.4%	13.4%	22.2%	17.6%	12.5%	17.8%	19.3%	14.7%	
Most	19.2%	18.6%	14.3%	18.7%	20.1%	14.6%	20.0%	16.8%	13.9%	
Some	31.1%	33.3%	30.8%	29.6%	32.9%	31.0%	33.3%	33.7%	30.6%	
None	29.3%	29.8%	41.4%	29.6%	29.4%	41.8%	28.9%	30.2%	40.8%	
Total(n)	338	4,954	13,001	203	2,564	7,257	135	2,390	5,744	
Mean	2.31	2.26	2.00	2.33	2.26	1.98	2.27	2.25	2.03	
Standard deviation	1.10	1.07	1.05	1.12	1.06	1.03	1.07	1.09	1.07	
Significance	-		***	-		***	-		*	
Effect size	-	0.05	0.30	-	0.07	0.34	-	0.02	0.22	
Essay exams										
All	23.4%	19.2%	19.0%	23.2%	20.6%	19.6%	23.7%	17.5%	18.1%	
Most	21.3%	19.9%	20.2%	20.7%	21.6%	20.3%	22.2%	17.8%	20.2%	
Some	33.4%	31.6%	31.1%	35.5%	31.4%	30.7%	30.4%	31.8%	31.6%	
None	21.9%	29.4%	29.7%	20.7%	26.4%	29.4%	23.7%	32.9%	30.1%	
Total(n)	338	4,954	12,998	203	2,563	7,251	135	2,391	5,747	
Mean	2.46	2.29	2.28	2.46	2.36	2.30	2.46	2.20	2.26	
Standard deviation	1.08	1.08	1.09	1.06	1.08	1.09	1.10	1.08	1.08	
Significance	-	**	**	-		*	-	**	*	
Effect size	-	0.16	0.17	-	0.09	0.15	-	0.24	0.19	
Short-answer exams										
All	21.1%	22.0%	18.2%	22.8%	22.1%	18.6%	18.5%	21.9%	17.7%	
Most	25.2%	24.1%	23.4%	24.3%	24.8%	23.8%	26.7%	23.2%	22.9%	
Some	32.3%	33.1%	35.1%	34.2%	33.0%	35.2%	29.6%	33.2%	34.9%	
None	21.4%	20.8%	23.3%	18.8%	20.1%	22.5%	25.2%	21.8%	24.5%	
Total(n)	337	4,946	12,974	202	2,559	7,237	135	2,387	5,737	
Mean	2.46	2.47	2.37	2.51	2.49	2.38	2.39	2.45	2.34	
Standard deviation	1.05	1.05	1.03	1.04	1.05	1.03	1.06	1.06	1.03	
Significance	-			-			-			
Effect size	-	-0.01	0.09	-	0.02	0.13	-	-0.06	0.05	

California State University-Fresno	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	19.6%	22.4%	16.9%	22.3%	21.9%	16.9%	15.6%	23.1%	17.0%	
Most	29.4%	21.0%	17.9%	26.7%	23.1%	18.1%	33.3%	18.4%	17.5%	
Some	30.9%	33.5%	33.6%	29.7%	32.5%	33.2%	32.6%	34.6%	34.3%	
None	20.2%	23.1%	31.6%	21.3%	22.5%	31.8%	18.5%	23.8%	31.3%	
Total(n)	337	4,947	12,975	202	2,560	7,238	135	2,387	5,737	
Mean	2.48	2.43	2.20	2.50	2.44	2.20	2.46	2.41	2.20	
Standard deviation	1.02	1.08	1.06	1.06	1.07	1.06	0.97	1.09	1.06	
Significance	-		***	-		***	-		**	
Effect size	-	0.05	0.26	-	0.06	0.28	-	0.05	0.25	
Weekly essay assignments										
All	8.4%	8.5%	8.4%	10.4%	7.7%	6.7%	5.3%	9.5%	11.0%	
Most	11.9%	12.2%	10.5%	10.4%	10.4%	9.5%	14.3%	14.4%	12.2%	
Some	27.2%	29.0%	29.2%	28.7%	29.1%	28.0%	24.8%	29.0%	31.1%	
None	52.5%	50.2%	51.9%	50.5%	52.8%	55.9%	55.6%	47.2%	45.8%	
Total(n)	335	4,939	12,961	202	2,553	7,224	133	2,386	5,737	
Mean	1.76	1.79	1.75	1.81	1.73	1.67	1.69	1.86	1.88	
Standard deviation	0.96	0.96	0.95	1.00	0.93	0.90	0.91	0.99	1.00	
Significance	-			-		*	-		*	
Effect size	-	-0.03	0.01	-	0.09	0.16	-	-0.17	-0.19	
Student presentations										
All	23.4%	22.3%	21.9%	23.6%	18.9%	18.5%	23.1%	26.3%	27.1%	
Most	23.4%	24.7%	23.4%	17.2%	23.5%	20.4%	32.8%	26.3%	27.9%	
Some	41.5%	39.9%	41.2%	45.3%	42.6%	44.6%	35.8%	36.8%	36.0%	
None	11.6%	13.0%	13.5%	13.8%	15.0%	16.5%	8.2%	10.7%	9.0%	
Total(n)	337	4,950	13,008	203	2,561	7,255	134	2,389	5,753	
Mean	2.59	2.56	2.54	2.51	2.46	2.41	2.71	2.68	2.73	
Standard deviation	0.97	0.98	0.98	1.00	0.96	0.97	0.92	0.98	0.96	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	0.05	0.10	-	0.03	-0.02	Student-Centered Pedagogy

California State University-Fresno	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	22.6%	18.7%	19.8%	23.2%	17.5%	17.8%	21.6%	20.3%	22.9%	
Most	29.1%	23.0%	24.1%	26.1%	21.4%	23.4%	33.6%	24.8%	25.3%	
Some	37.1%	40.9%	38.4%	39.4%	43.5%	39.9%	33.6%	37.7%	36.1%	
None	11.3%	17.4%	17.7%	11.3%	17.5%	18.9%	11.2%	17.2%	15.7%	
Total(n)	337	4,948	12,993	203	2,560	7,247	134	2,388	5,746	
Mean	2.63	2.43	2.46	2.61	2.39	2.40	2.66	2.48	2.55	
Standard deviation	0.96	0.98	1.00	0.97	0.97	0.99	0.94	1.00	1.01	
Significance	-	***	**	-	**	**	-	*		
Effect size	-	0.20	0.17	-	0.23	0.21	-	0.18	0.11	
Student evaluations of each others' work										
All	9.5%	10.9%	9.7%	7.9%	8.7%	7.5%	11.9%	13.6%	13.2%	
Most	19.8%	13.8%	10.9%	17.2%	12.3%	9.4%	23.7%	15.5%	13.2%	
Some	34.6%	41.0%	37.4%	35.0%	39.9%	36.0%	34.1%	42.4%	39.6%	
None	36.1%	34.3%	42.0%	39.9%	39.1%	47.2%	30.4%	28.5%	34.0%	
Total(n)	338	4,946	12,989	203	2,555	7,241	135	2,391	5,748	
Mean	2.03	2.01	1.88	1.93	1.91	1.77	2.17	2.14	2.06	
Standard deviation	0.97	0.96	0.95	0.94	0.92	0.90	1.00	0.98	1.00	
Significance	-		**	-		*	-			
Effect size	-	0.02	0.16	-	0.02	0.18	-	0.03	0.11	Student-Centered Pedagogy
Grading on a curve										
All	3.6%	4.5%	8.2%	5.4%	6.5%	10.0%	0.8%	2.2%	5.6%	
Most	8.9%	7.9%	10.7%	12.3%	10.5%	13.2%	3.8%	4.7%	6.8%	
Some	20.5%	21.5%	20.4%	21.7%	22.7%	21.7%	18.8%	20.1%	18.5%	
None	67.0%	66.1%	60.6%	60.6%	60.3%	55.1%	76.7%	73.0%	69.1%	
Total(n)	336	4,937	12,967	203	2,556	7,240	133	2,381	5,727	
Mean	1.49	1.51	1.67	1.63	1.63	1.78	1.29	1.36	1.49	
Standard deviation	0.80	0.82	0.96	0.90	0.91	1.02	0.57	0.67	0.85	
Significance	-		***	-		*	-		**	
Effect size	-	-0.02	-0.19	-	0.00	-0.15	-	-0.10	-0.24	

California State University-Fresno	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	30.2%	30.1%	27.9%	28.1%	28.9%	26.2%	33.3%	31.6%	30.5%	
Most	20.4%	20.8%	19.5%	21.7%	21.3%	19.6%	18.5%	20.1%	19.4%	
Some	23.7%	21.7%	19.9%	23.6%	21.5%	19.7%	23.7%	21.9%	20.2%	
None	25.7%	27.4%	32.7%	26.6%	28.3%	34.5%	24.4%	26.3%	29.9%	
Total(n)	338	4,914	12,875	203	2,543	7,190	135	2,371	5,685	
Mean	2.55	2.54	2.43	2.51	2.51	2.38	2.61	2.57	2.51	
Standard deviation	1.17	1.18	1.21	1.16	1.18	1.20	1.19	1.18	1.21	
Significance	-			-			-			
Effect size	-	0.01	0.10	-	0.00	0.11	-	0.03	0.08	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	62.8%	65.7%	63.4%	57.1%	60.0%	57.9%	71.3%	72.6%	71.7%	
Most	19.5%	16.8%	18.9%	20.7%	19.6%	20.6%	17.6%	13.4%	16.3%	
Some	15.3%	15.3%	14.8%	20.2%	17.7%	17.5%	8.1%	12.5%	10.6%	
None	2.4%	2.2%	2.9%	2.0%	2.7%	3.9%	2.9%	1.6%	1.4%	
Total(n)	339	4,958	13,022	203	2,564	7,262	136	2,394	5,760	
Mean	3.43	3.46	3.43	3.33	3.37	3.33	3.57	3.57	3.58	
Standard deviation	0.83	0.83	0.85	0.86	0.87	0.90	0.77	0.77	0.73	
Significance	-			-			-			
Effect size	-	-0.04	0.00	-	-0.05	0.00	-	0.00	-0.01	
Cooperative learning (small groups)										
All	36.2%	40.4%	35.6%	30.8%	32.2%	27.7%	44.1%	50.3%	47.8%	
Most	18.7%	21.2%	20.5%	17.9%	23.1%	20.3%	19.9%	18.8%	20.8%	
Some	35.6%	29.1%	30.3%	39.8%	32.0%	34.0%	29.4%	25.5%	24.4%	
None	9.5%	9.3%	13.6%	11.4%	12.6%	18.0%	6.6%	5.4%	6.9%	
Total(n)	337	4,942	12,957	201	2,555	7,221	136	2,387	5,736	
Mean	2.82	2.93	2.78	2.68	2.75	2.58	3.01	3.14	3.10	
Standard deviation	1.03	1.03	1.07	1.03	1.04	1.08	1.00	0.98	0.99	
Significance	-			-			-			
Effect size	-	-0.11	0.04	-	-0.07	0.09	-	-0.13	-0.09	

California State University-Fresno	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	17.7%	14.3%	12.4%	15.8%	10.4%	9.2%	20.6%	19.0%	17.4%		
Most	20.4%	16.6%	14.2%	20.7%	15.8%	13.1%	19.9%	17.6%	15.8%		
Some	29.5%	37.5%	32.6%	31.5%	39.2%	33.9%	26.5%	35.3%	30.6%		
None	32.4%	31.6%	40.9%	32.0%	34.5%	43.8%	33.1%	28.0%	36.3%		
Total(n)	339	4,941	12,981	203	2,550	7,234	136	2,391	5,747		
Mean	2.23	2.14	1.98	2.20	2.02	1.88	2.28	2.28	2.14		
Standard deviation	1.09	1.02	1.02	1.06	0.96	0.96	1.13	1.07	1.09		
Significance	-		***	-	*	***	-				
Effect size	-	0.09	0.25	-	0.19	0.33	-	0.00	0.13		
Teaching assistants											
All	2.1%	1.7%	5.2%	2.5%	1.6%	5.7%	1.5%	1.8%	4.6%		
Most	1.8%	2.5%	7.6%	2.5%	2.7%	8.4%	0.7%	2.4%	6.4%		
Some	21.3%	16.4%	31.1%	26.2%	17.6%	33.1%	14.0%	15.0%	28.2%		
None	74.9%	79.3%	56.1%	68.8%	78.0%	52.9%	83.8%	80.8%	60.9%		
Total(n)	338	4,947	12,971	202	2,559	7,232	136	2,388	5,739		
Mean	1.31	1.27	1.62	1.39	1.28	1.67	1.20	1.25	1.55		
Standard deviation	0.61	0.59	0.84	0.66	0.59	0.85	0.51	0.59	0.81		
Significance	-		***	-	*	***	-		***		
Effect size	-	0.07	-0.37	-	0.19	-0.33	-	-0.08	-0.43		
Recitals/Demonstrations											
All	8.9%	11.0%	9.1%	9.4%	9.6%	7.7%	8.1%	12.7%	11.4%		
Most	11.8%	10.3%	10.2%	12.4%	10.5%	11.0%	11.0%	10.2%	9.0%		
Some	26.6%	25.6%	27.2%	29.7%	27.2%	28.6%	22.1%	23.7%	25.0%		
None	52.7%	53.0%	53.4%	48.5%	52.7%	52.7%	58.8%	53.3%	54.6%		
Total(n)	338	4,949	12,981	202	2,559	7,238	136	2,390	5,743		
Mean	1.77	1.79	1.75	1.83	1.77	1.74	1.68	1.82	1.77		
Standard deviation	0.97	1.02	0.97	0.98	0.98	0.94	0.96	1.06	1.02		
Significance	-			-			-				
Effect size	-	-0.02	0.02	-	0.06	0.10	-	-0.13	-0.09		

California State University-Fresno	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	12.4%	15.1%	14.4%	12.4%	13.2%	11.6%	12.5%	17.4%	18.8%	
Most	22.2%	20.7%	17.6%	20.3%	19.8%	16.7%	25.0%	21.8%	19.0%	
Some	39.6%	43.3%	42.9%	41.6%	44.0%	43.0%	36.8%	42.5%	42.7%	
None	25.7%	20.9%	25.1%	25.7%	23.0%	28.7%	25.7%	18.4%	19.6%	
Total(n)	338	4,944	12,975	202	2,554	7,233	136	2,390	5,742	
Mean	2.21	2.30	2.21	2.19	2.23	2.11	2.24	2.38	2.37	
Standard deviation	0.97	0.96	0.98	0.96	0.95	0.95	0.98	0.97	1.00	
Significance	-			-			-			
Effect size	-	-0.09	0.00	-	-0.04	0.08	-	-0.14	-0.13	
Extensive lecturing										
All	15.1%	16.7%	17.8%	17.3%	21.5%	22.1%	11.8%	10.8%	11.1%	
Most	35.2%	26.7%	26.9%	38.1%	31.5%	29.5%	30.9%	20.9%	23.0%	
Some	33.4%	36.2%	37.5%	34.2%	32.5%	35.4%	32.4%	40.8%	40.6%	
None	16.3%	20.4%	17.8%	10.4%	14.5%	12.9%	25.0%	27.5%	25.3%	
Total(n)	338	4,949	12,987	202	2,562	7,244	136	2,387	5,743	
Mean	2.49	2.40	2.45	2.62	2.60	2.61	2.29	2.15	2.20	
Standard deviation	0.94	0.99	0.98	0.89	0.98	0.97	0.97	0.94	0.94	
Significance	-			-			-			
Effect size	-	0.09	0.04	-	0.02	0.01	-	0.15	0.10	
Multiple drafts of written work										
All	10.0%	11.0%	9.6%	9.4%	9.5%	7.0%	11.0%	12.8%	13.5%	
Most	16.8%	14.4%	13.4%	13.3%	12.1%	11.8%	22.1%	17.3%	15.8%	
Some	46.6%	46.2%	45.3%	52.2%	50.1%	46.1%	38.2%	41.5%	43.9%	
None	26.5%	28.4%	31.8%	25.1%	28.3%	35.1%	28.7%	28.5%	26.8%	
Total(n)	339	4,948	12,974	203	2,560	7,236	136	2,388	5,738	
Mean	2.10	2.08	2.01	2.07	2.03	1.91	2.15	2.14	2.16	
Standard deviation	0.91	0.93	0.91	0.87	0.88	0.86	0.97	0.97	0.97	
Significance	-			-		**	-			
Effect size	-	0.02	0.10	-	0.05	0.19	-	0.01	-0.01	

California State University-Fresno	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	7.1%	9.2%	8.0%	6.9%	7.3%	6.5%	7.4%	11.5%	10.2%	
Most	16.2%	12.7%	12.6%	14.3%	12.3%	10.9%	19.1%	13.1%	15.3%	
Some	45.1%	45.3%	45.5%	46.3%	45.2%	45.7%	43.4%	45.5%	45.3%	
None	31.6%	32.8%	33.9%	32.5%	35.2%	36.9%	30.1%	29.9%	29.2%	
Total(n)	339	4,950	12,988	203	2,559	7,245	136	2,391	5,743	
Mean	1.99	1.98	1.95	1.96	1.92	1.87	2.04	2.06	2.06	
Standard deviation	0.87	0.91	0.88	0.86	0.87	0.85	0.89	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.01	0.05	-	0.05	0.11	-	-0.02	-0.02	
Reflective writing/journaling										Student-Centered Pedagogy
All	9.8%	10.2%	7.2%	10.4%	6.4%	4.4%	8.8%	14.9%	11.5%	
Most	11.5%	11.1%	10.0%	8.4%	8.9%	8.0%	16.2%	13.8%	13.0%	
Some	34.3%	33.5%	29.4%	30.7%	31.4%	26.9%	39.7%	36.0%	33.2%	
None	44.4%	45.2%	53.5%	50.5%	53.4%	60.7%	35.3%	35.3%	42.3%	
Total(n)	338	4,952	12,986	202	2,560	7,243	136	2,392	5,743	
Mean	1.87	1.86	1.71	1.79	1.68	1.56	1.99	2.08	1.94	
Standard deviation	0.97	0.98	0.92	0.98	0.88	0.82	0.93	1.04	1.01	
Significance	-		**	-		***	-			
Effect size	-	0.01	0.17	-	0.13	0.28	-	-0.09	0.05	
Community service as part of coursework										Civic Minded Practice
All	2.4%	2.3%	1.6%	3.0%	1.6%	1.0%	1.5%	3.1%	2.6%	
Most	8.3%	4.7%	3.9%	6.9%	4.0%	2.8%	10.3%	5.6%	5.7%	
Some	32.7%	28.1%	19.7%	31.5%	25.1%	16.9%	34.6%	31.6%	23.9%	
None	56.6%	65.0%	74.8%	58.6%	69.3%	79.3%	53.7%	59.7%	67.8%	
Total(n)	339	4,952	12,984	203	2,561	7,247	136	2,391	5,737	
Mean	1.56	1.44	1.32	1.54	1.38	1.26	1.60	1.52	1.43	
Standard deviation	0.74	0.69	0.63	0.75	0.64	0.56	0.73	0.74	0.72	
Significance	-	**	***	-	***	***	-		**	
Effect size	-	0.17	0.38	-	0.25	0.50	-	0.11	0.24	

California State University-Fresno	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	4.2%	4.1%	2.6%	4.0%	3.9%	2.0%	4.4%	4.4%	3.5%	
Most	9.2%	5.9%	4.6%	9.4%	5.2%	4.0%	8.9%	6.6%	5.4%	
Some	15.7%	19.3%	14.1%	16.3%	17.4%	13.0%	14.8%	21.6%	15.9%	
None	70.9%	70.7%	78.7%	70.3%	73.4%	80.9%	71.9%	67.4%	75.3%	
Total(n)	337	4,944	12,978	202	2,558	7,242	135	2,386	5,736	
Mean	1.47	1.43	1.31	1.47	1.40	1.27	1.46	1.48	1.37	
Standard deviation	0.83	0.78	0.68	0.82	0.76	0.63	0.84	0.80	0.74	
Significance	-		***	-		***	-			
Effect size	-	0.05	0.24	-	0.09	0.32	-	-0.03	0.12	
Using real-life problems										
All	38.3%	34.5%	30.6%	36.5%	30.3%	27.0%	41.2%	39.6%	36.1%	
Most	32.2%	28.8%	26.6%	34.0%	30.8%	27.7%	29.4%	26.5%	24.9%	
Some	21.2%	29.9%	29.6%	22.2%	30.9%	30.3%	19.9%	28.7%	28.4%	
None	8.3%	6.8%	13.2%	7.4%	8.1%	15.0%	9.6%	5.2%	10.6%	
Total(n)	339	4,950	12,998	203	2,558	7,250	136	2,392	5,748	
Mean	3.01	2.91	2.75	3.00	2.83	2.67	3.02	3.00	2.87	
Standard deviation	0.96	0.95	1.03	0.94	0.95	1.03	1.00	0.94	1.02	
Significance	-		***	-	*	***	-			
Effect size	-	0.11	0.25	-	0.18	0.32	-	0.02	0.15	
Using student inquiry to drive learning										
All	23.6%	23.6%	20.6%	22.7%	20.3%	17.8%	25.0%	27.5%	24.9%	
Most	31.9%	25.2%	24.9%	31.0%	25.9%	23.7%	33.1%	24.4%	26.8%	
Some	35.7%	40.0%	40.7%	37.4%	40.4%	42.5%	33.1%	39.5%	37.8%	
None	8.8%	11.2%	13.8%	8.9%	13.4%	16.0%	8.8%	8.6%	10.4%	
Total(n)	339	4,950	12,992	203	2,563	7,251	136	2,387	5,741	
Mean	2.70	2.61	2.52	2.67	2.53	2.43	2.74	2.71	2.66	
Standard deviation	0.93	0.97	0.97	0.92	0.96	0.96	0.93	0.96	0.96	
Significance	-		***	-	*	***	-			
Effect size	-	0.09	0.19	-	0.15	0.25	-	0.03	0.08	Student-Centered Pedagogy

California State University-Fresno	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	38.9%	28.3%	37.4%	43.3%	32.0%	41.2%	32.4%	23.8%	31.5%	
Very important	36.6%	34.4%	34.1%	36.0%	35.2%	33.1%	37.5%	33.5%	35.7%	
Somewhat important	20.4%	27.4%	22.5%	17.2%	23.4%	20.7%	25.0%	32.3%	25.3%	
Not important	4.1%	9.9%	6.0%	3.4%	9.4%	5.0%	5.1%	10.4%	7.6%	
Total(n)	339	4,957	13,032	203	2,565	7,266	136	2,392	5,766	
Mean	3.10	2.81	3.03	3.19	2.90	3.10	2.97	2.71	2.91	
Standard deviation	0.87	0.96	0.92	0.84	0.96	0.90	0.89	0.94	0.93	
Significance	-	***		-	***		-	**		
Effect size	-	0.30	0.08	-	0.30	0.10	-	0.28	0.06	
Influencing the political structure										
Essential	8.9%	6.0%	5.4%	7.4%	5.3%	4.8%	11.1%	6.8%	6.2%	
Very important	17.2%	21.3%	19.5%	18.2%	21.1%	17.7%	15.6%	21.4%	22.1%	
Somewhat important	46.7%	42.0%	42.1%	45.3%	42.0%	41.9%	48.9%	42.1%	42.4%	
Not important	27.2%	30.7%	33.0%	29.1%	31.6%	35.5%	24.4%	29.7%	29.2%	
Total(n)	338	4,947	13,014	203	2,559	7,256	135	2,388	5,758	
Mean	2.08	2.02	1.97	2.04	2.00	1.92	2.13	2.05	2.05	
Standard deviation	0.89	0.87	0.86	0.88	0.86	0.85	0.91	0.88	0.87	
Significance	-		*	-		*	-			
Effect size	-	0.07	0.13	-	0.05	0.14	-	0.09	0.09	
Influencing social values										
Essential	14.5%	16.6%	14.7%	13.3%	14.7%	12.1%	16.3%	19.0%	18.8%	
Very important	38.2%	35.2%	32.9%	37.9%	32.4%	29.6%	38.5%	38.6%	38.0%	Civic
Somewhat important	37.9%	36.5%	37.9%	36.5%	38.1%	40.4%	40.0%	34.6%	34.1%	Minded
Not important	9.5%	11.6%	14.5%	12.3%	14.9%	18.0%	5.2%	7.7%	9.1%	Values
Total(n)	338	4,951	13,017	203	2,561	7,260	135	2,390	5,757	
Mean	2.58	2.57	2.48	2.52	2.47	2.36	2.66	2.69	2.67	Social
Standard deviation	0.85	0.90	0.91	0.87	0.92	0.91	0.81	0.87	0.88	Agency
Significance	-		*	-		*	-			
Effect size	-	0.01	0.11	-	0.05	0.18	-	-0.03	-0.01	

California State University-Fresno	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	51.2%	49.3%	50.0%	54.7%	52.3%	51.8%	45.9%	45.6%	47.3%	
Very important	24.7%	23.0%	23.7%	27.9%	24.9%	25.4%	20.0%	20.8%	21.1%	
Somewhat important	11.6%	10.3%	10.0%	8.5%	9.6%	9.6%	16.3%	11.2%	10.6%	
Not important	12.5%	17.3%	16.3%	9.0%	13.2%	13.2%	17.8%	22.4%	21.0%	
Total(n)	336	4,943	12,995	201	2,561	7,253	135	2,382	5,742	
Mean	3.15	3.04	3.08	3.28	3.16	3.16	2.94	2.90	2.95	
Standard deviation	1.05	1.13	1.12	0.96	1.06	1.06	1.16	1.21	1.19	
Significance	-			-			-			
Effect size	-	0.10	0.06	-	0.11	0.11	-	0.03	-0.01	
Becoming very well off financially										
Essential	6.2%	5.5%	5.0%	7.9%	5.9%	5.5%	3.7%	5.0%	4.2%	
Very important	24.6%	20.4%	22.1%	24.6%	23.6%	24.7%	24.4%	16.5%	18.1%	
Somewhat important	54.4%	54.8%	54.4%	55.2%	54.1%	54.2%	53.3%	55.7%	54.8%	
Not important	14.8%	19.3%	18.5%	12.3%	16.4%	15.6%	18.5%	22.8%	22.9%	
Total(n)	338	4,954	13,020	203	2,565	7,264	135	2,389	5,756	
Mean	2.22	2.12	2.14	2.28	2.19	2.20	2.13	2.04	2.04	
Standard deviation	0.77	0.78	0.77	0.78	0.77	0.76	0.75	0.77	0.76	
Significance	-	*		-			-			
Effect size	-	0.13	0.10	-	0.12	0.11	-	0.12	0.12	
Helping others who are in difficulty										
Essential	27.5%	26.9%	25.8%	23.6%	23.7%	22.9%	33.3%	30.7%	30.3%	
Very important	48.2%	48.5%	46.8%	54.2%	49.8%	45.9%	39.3%	47.0%	48.2%	
Somewhat important	23.4%	23.8%	26.2%	20.7%	25.5%	29.7%	27.4%	21.7%	20.9%	
Not important	0.9%	0.8%	1.2%	1.5%	1.0%	1.5%	0.0%	0.6%	0.7%	
Total(n)	338	4,954	13,020	203	2,564	7,261	135	2,390	5,759	
Mean	3.02	3.01	2.97	3.00	2.96	2.90	3.06	3.08	3.08	
Standard deviation	0.74	0.73	0.75	0.71	0.73	0.76	0.78	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.01	0.07	-	0.05	0.13	-	-0.03	-0.03	

California State University-Fresno	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	20.4%	19.9%	17.8%	19.2%	17.9%	15.3%	22.2%	22.3%	21.6%	
Very important	42.3%	40.8%	38.8%	38.9%	39.3%	36.4%	47.4%	42.7%	42.5%	
Somewhat important	31.7%	33.0%	36.5%	35.5%	34.5%	39.2%	25.9%	31.1%	32.4%	
Not important	5.6%	6.3%	6.9%	6.4%	8.3%	9.1%	4.4%	3.9%	3.5%	
Total(n)	338	4,953	13,016	203	2,563	7,261	135	2,390	5,755	
Mean	2.78	2.74	2.67	2.71	2.67	2.58	2.87	2.83	2.82	
Standard deviation	0.83	0.85	0.84	0.85	0.86	0.86	0.81	0.81	0.81	
Significance	-		*	-		*	-			
Effect size	-	0.05	0.13	-	0.05	0.15	-	0.05	0.06	
Developing a meaningful philosophy of life										
Essential	53.1%	50.9%	49.3%	51.5%	47.8%	46.3%	55.6%	54.6%	53.9%	
Very important	32.6%	33.4%	32.1%	33.2%	33.9%	33.0%	31.9%	32.7%	30.7%	
Somewhat important	12.8%	12.8%	14.6%	13.9%	14.8%	16.0%	11.1%	10.3%	12.5%	
Not important	1.5%	3.0%	4.0%	1.5%	3.5%	4.8%	1.5%	2.4%	2.9%	
Total(n)	337	4,950	13,013	202	2,560	7,254	135	2,390	5,759	
Mean	3.37	3.32	3.27	3.35	3.26	3.21	3.41	3.40	3.36	
Standard deviation	0.76	0.81	0.85	0.77	0.84	0.88	0.75	0.77	0.81	
Significance	-		*	-		*	-			
Effect size	-	0.06	0.12	-	0.11	0.16	-	0.01	0.06	
Helping to promote racial understanding										
Essential	34.6%	37.0%	33.8%	27.7%	30.4%	27.1%	44.9%	45.0%	44.2%	
Very important	42.0%	36.6%	38.0%	45.0%	37.9%	38.4%	37.5%	35.1%	37.3%	
Somewhat important	20.1%	21.3%	23.1%	22.8%	24.2%	27.3%	16.2%	17.8%	16.5%	
Not important	3.3%	5.1%	5.1%	4.5%	7.5%	7.1%	1.5%	2.1%	2.0%	
Total(n)	338	4,956	13,014	202	2,564	7,255	136	2,392	5,759	
Mean	3.08	3.06	3.01	2.96	2.91	2.85	3.26	3.23	3.24	
Standard deviation	0.82	0.88	0.88	0.83	0.92	0.90	0.78	0.81	0.79	
Significance	-			-			-			
Effect size	-	0.02	0.08	-	0.05	0.12	-	0.04	0.03	Social Agency

California State University-Fresno	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	26.7%	28.8%	23.5%	23.8%	25.5%	20.7%	31.1%	32.8%	27.9%	
Very important	22.3%	22.7%	20.0%	23.3%	22.0%	19.7%	20.7%	23.5%	20.4%	
Somewhat important	26.1%	26.4%	25.6%	26.2%	27.5%	25.1%	25.9%	25.1%	26.4%	
Not important	24.9%	22.1%	30.9%	26.7%	25.1%	34.5%	22.2%	18.5%	25.3%	
Total(n)	337	4,944	12,994	202	2,558	7,245	135	2,386	5,749	
Mean	2.51	2.58	2.36	2.44	2.48	2.27	2.61	2.71	2.51	
Standard deviation	1.13	1.12	1.15	1.12	1.12	1.14	1.15	1.11	1.15	
Significance	-		*	-		*	-			
Effect size	-	-0.06	0.13	-	-0.04	0.15	-	-0.09	0.09	
Making a theoretical contribution to science										
Essential	12.2%	8.7%	15.8%	16.3%	10.3%	18.4%	6.0%	6.7%	11.8%	
Very important	28.8%	22.8%	27.0%	31.0%	23.9%	28.8%	25.4%	21.6%	24.3%	
Somewhat important	30.3%	34.8%	27.7%	29.6%	35.0%	27.1%	31.3%	34.6%	28.6%	
Not important	28.8%	33.6%	29.5%	23.2%	30.7%	25.8%	37.3%	37.2%	35.3%	
Total(n)	337	4,948	13,001	203	2,562	7,253	134	2,386	5,748	
Mean	2.24	2.07	2.29	2.40	2.14	2.40	2.00	1.98	2.13	
Standard deviation	1.00	0.95	1.05	1.02	0.97	1.06	0.93	0.92	1.03	
Significance	-	**		-	***		-			
Effect size	-	0.18	-0.05	-	0.27	0.00	-	0.02	-0.13	
Participating in a community action program										
Essential	11.6%	9.7%	7.5%	7.5%	8.8%	5.6%	17.8%	10.7%	10.4%	
Very important	27.1%	23.7%	21.1%	28.9%	22.0%	19.1%	24.4%	25.7%	24.3%	
Somewhat important	42.6%	44.2%	45.3%	43.8%	43.8%	45.7%	40.7%	44.7%	44.6%	
Not important	18.8%	22.4%	26.1%	19.9%	25.4%	29.6%	17.0%	18.9%	20.8%	
Total(n)	336	4,946	12,993	201	2,558	7,245	135	2,388	5,748	
Mean	2.32	2.21	2.10	2.24	2.14	2.01	2.43	2.28	2.24	
Standard deviation	0.91	0.90	0.87	0.86	0.90	0.84	0.97	0.89	0.90	
Significance	-	*	***	-		***	-		*	
Effect size	-	0.12	0.25	-	0.11	0.27	-	0.17	0.21	Social Agency

California State University-Fresno	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	19.8%	22.7%	21.5%	18.7%	24.1%	21.4%	21.3%	21.1%	21.5%	
Very important	37.2%	39.2%	39.2%	37.4%	39.5%	39.4%	36.8%	38.8%	38.8%	
Somewhat important	36.6%	31.3%	32.3%	37.4%	29.8%	32.2%	35.3%	33.2%	32.4%	
Not important	6.5%	6.7%	7.1%	6.4%	6.6%	6.9%	6.6%	6.9%	7.3%	
Total(n)	339	4,954	13,017	203	2,563	7,259	136	2,391	5,758	
Mean	2.70	2.78	2.75	2.68	2.81	2.75	2.73	2.74	2.75	
Standard deviation	0.86	0.87	0.87	0.85	0.88	0.87	0.87	0.87	0.87	
Significance	-			-	*		-			
Effect size	-	-0.09	-0.06	-	-0.15	-0.08	-	-0.01	-0.02	
Becoming a community leader										Social Agency
Essential	9.5%	6.2%	5.3%	9.4%	6.5%	4.7%	9.6%	5.8%	6.1%	
Very important	18.6%	17.5%	13.6%	23.8%	17.4%	12.8%	11.0%	17.6%	14.9%	
Somewhat important	42.3%	42.6%	41.9%	38.1%	42.6%	42.7%	48.5%	42.7%	40.6%	
Not important	29.6%	33.7%	39.2%	28.7%	33.5%	39.8%	30.9%	33.9%	38.4%	
Total(n)	338	4,952	13,008	202	2,563	7,257	136	2,389	5,751	
Mean	2.08	1.96	1.85	2.14	1.97	1.82	1.99	1.95	1.89	
Standard deviation	0.93	0.87	0.85	0.94	0.88	0.83	0.90	0.86	0.87	
Significance	-	*	***	-	**	***	-			
Effect size	-	0.14	0.27	-	0.19	0.39	-	0.05	0.11	
Mentoring the next generation of scholars										
Essential	38.3%	36.6%	40.4%	38.4%	33.1%	38.1%	38.2%	40.9%	43.9%	
Very important	42.8%	38.7%	38.6%	41.4%	38.6%	38.8%	44.9%	38.9%	38.4%	
Somewhat important	16.5%	21.9%	18.6%	16.7%	24.7%	20.3%	16.2%	18.5%	16.1%	
Not important	2.4%	2.8%	2.4%	3.4%	3.7%	2.9%	0.7%	1.8%	1.6%	
Total(n)	339	4,956	13,022	203	2,564	7,261	136	2,392	5,761	
Mean	3.17	3.09	3.17	3.15	3.01	3.12	3.21	3.19	3.25	
Standard deviation	0.78	0.83	0.81	0.82	0.85	0.83	0.73	0.79	0.78	
Significance	-			-	*		-			
Effect size	-	0.10	0.00	-	0.16	0.04	-	0.03	-0.05	

California State University-Fresno	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	86.1%	89.7%	89.1%	84.2%	88.1%	87.0%	88.9%	91.7%	92.3%	
Very important	11.6%	9.7%	10.2%	12.9%	11.3%	12.3%	9.6%	7.8%	7.0%	
Somewhat important	1.5%	0.5%	0.4%	2.5%	0.5%	0.5%	0.0%	0.4%	0.2%	
Not important	0.9%	0.1%	0.3%	0.5%	0.1%	0.2%	1.5%	0.1%	0.5%	
Total(n)	337	4,935	12,835	202	2,553	7,167	135	2,382	5,668	
Mean	3.83	3.89	3.88	3.81	3.87	3.86	3.86	3.91	3.91	
Standard deviation	0.48	0.33	0.36	0.49	0.36	0.37	0.46	0.30	0.33	
Significance	-	**	*	-	*		-			
Effect size	-	-0.18	-0.14	-	-0.17	-0.14	-	-0.17	-0.15	
Prepare students for employment after college										
Essential	49.3%	45.9%	38.0%	50.5%	42.3%	36.1%	47.4%	50.4%	41.0%	
Very important	37.4%	40.1%	40.6%	34.7%	41.4%	40.6%	41.5%	38.5%	40.5%	
Somewhat important	11.6%	13.1%	18.9%	12.9%	15.1%	20.4%	9.6%	10.7%	16.5%	
Not important	1.8%	0.9%	2.5%	2.0%	1.3%	2.8%	1.5%	0.4%	2.0%	
Total(n)	337	4,932	12,822	202	2,552	7,160	135	2,380	5,662	
Mean	3.34	3.31	3.14	3.34	3.25	3.10	3.35	3.39	3.20	
Standard deviation	0.75	0.73	0.81	0.78	0.75	0.82	0.72	0.69	0.78	
Significance	-		***	-		***	-		*	
Effect size	-	0.04	0.25	-	0.12	0.29	-	-0.06	0.19	
Prepare students for graduate or advanced education										
Essential	28.2%	27.6%	25.4%	27.2%	25.0%	23.7%	29.6%	30.8%	28.1%	
Very important	49.9%	49.6%	49.6%	49.0%	49.9%	49.8%	51.1%	49.3%	49.3%	
Somewhat important	20.2%	21.9%	23.8%	22.3%	24.2%	25.4%	17.0%	19.2%	21.4%	
Not important	1.8%	0.8%	1.2%	1.5%	0.8%	1.1%	2.2%	0.8%	1.2%	
Total(n)	337	4,932	12,821	202	2,552	7,161	135	2,380	5,660	
Mean	3.04	3.04	2.99	3.02	2.99	2.96	3.08	3.10	3.04	
Standard deviation	0.74	0.73	0.73	0.75	0.72	0.73	0.74	0.72	0.74	
Significance	-			-			-			
Effect size	-	0.00	0.07	-	0.04	0.08	-	-0.03	0.05	

California State University-Fresno	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	34.0%	33.2%	29.8%	32.8%	28.1%	25.6%	35.8%	39.3%	36.5%	
Very important	38.2%	39.0%	37.6%	37.3%	41.6%	39.1%	39.6%	35.9%	35.4%	
Somewhat important	23.9%	24.8%	27.1%	25.9%	26.7%	29.3%	20.9%	22.6%	23.6%	
Not important	3.9%	3.0%	5.5%	4.0%	3.6%	6.1%	3.7%	2.2%	4.5%	
Total(n)	335	4,926	12,811	201	2,552	7,161	134	2,374	5,650	
Mean	3.02	3.02	2.92	2.99	2.94	2.84	3.07	3.12	3.04	
Standard deviation	0.86	0.84	0.88	0.87	0.83	0.88	0.85	0.83	0.88	
Significance	-		*	-		*	-			
Effect size	-	0.00	0.11	-	0.06	0.17	-	-0.06	0.03	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	19.4%	19.1%	16.0%	17.9%	14.9%	12.7%	21.6%	24.2%	21.2%	
Very important	34.9%	34.3%	32.9%	31.8%	33.0%	30.4%	39.6%	35.9%	36.8%	
Somewhat important	37.0%	38.7%	40.7%	39.8%	42.4%	44.6%	32.8%	34.2%	34.6%	
Not important	8.7%	7.9%	10.4%	10.4%	9.8%	12.3%	6.0%	5.7%	7.4%	
Total(n)	335	4,928	12,816	201	2,552	7,162	134	2,376	5,654	
Mean	2.65	2.65	2.55	2.57	2.53	2.43	2.77	2.79	2.72	
Standard deviation	0.89	0.88	0.88	0.90	0.86	0.86	0.86	0.88	0.88	
Significance	-		*	-		*	-			
Effect size	-	0.00	0.11	-	0.05	0.16	-	-0.02	0.06	
Teach students the classic works of Western civilization										
Essential	8.9%	9.4%	8.7%	10.4%	10.7%	9.5%	6.7%	7.7%	7.5%	
Very important	19.6%	17.3%	18.0%	16.8%	18.7%	18.8%	23.9%	15.7%	16.7%	
Somewhat important	43.5%	43.7%	41.1%	43.6%	41.7%	39.6%	43.3%	46.2%	43.4%	
Not important	28.0%	29.6%	32.2%	29.2%	28.9%	32.0%	26.1%	30.4%	32.4%	
Total(n)	336	4,923	12,797	202	2,551	7,150	134	2,372	5,647	
Mean	2.10	2.06	2.03	2.08	2.11	2.06	2.11	2.01	1.99	
Standard deviation	0.91	0.92	0.92	0.93	0.94	0.94	0.87	0.88	0.89	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	-0.03	0.02	-	0.11	0.13	

California State University-Fresno	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	29.0%	30.0%	25.5%	26.9%	28.2%	22.6%	32.1%	32.1%	30.2%	
Very important	39.1%	38.1%	36.8%	39.3%	37.1%	35.6%	38.8%	39.4%	38.7%	
Somewhat important	25.7%	27.7%	31.4%	25.4%	29.8%	34.8%	26.1%	25.3%	26.2%	
Not important	6.3%	4.2%	6.3%	8.5%	5.0%	7.1%	3.0%	3.2%	5.0%	
Total(n)	335	4,929	12,815	201	2,553	7,160	134	2,376	5,655	
Mean	2.91	2.94	2.82	2.85	2.88	2.74	3.00	3.00	2.94	
Standard deviation	0.89	0.86	0.89	0.92	0.88	0.89	0.84	0.84	0.87	
Significance	-			-			-			
Effect size	-	-0.03	0.10	-	-0.03	0.12	-	0.00	0.07	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	35.9%	36.8%	30.8%	34.7%	34.1%	26.4%	37.8%	40.0%	37.6%	
Very important	39.5%	38.3%	38.0%	40.6%	38.2%	38.2%	37.8%	38.4%	37.8%	
Somewhat important	21.7%	21.5%	25.6%	21.3%	23.3%	28.9%	22.2%	19.2%	20.6%	
Not important	3.0%	3.5%	5.6%	3.5%	4.4%	6.6%	2.2%	2.3%	4.1%	
Total(n)	337	4,932	12,812	202	2,553	7,155	135	2,379	5,657	
Mean	3.08	3.08	2.94	3.06	3.02	2.84	3.11	3.16	3.09	
Standard deviation	0.83	0.84	0.89	0.84	0.87	0.89	0.83	0.81	0.86	
Significance	-		**	-		***	-			
Effect size	-	0.00	0.16	-	0.05	0.25	-	-0.06	0.02	
Instill in students a commitment to community service										Civic Minded Values
Essential	17.9%	17.0%	14.0%	17.3%	14.0%	10.9%	18.7%	20.6%	18.9%	
Very important	35.7%	35.9%	30.3%	35.1%	31.6%	27.4%	36.6%	41.1%	35.0%	
Somewhat important	38.1%	36.4%	40.8%	37.1%	40.1%	43.6%	39.6%	31.9%	36.6%	
Not important	8.3%	10.7%	14.8%	10.4%	14.2%	18.2%	5.2%	6.4%	9.5%	
Total(n)	336	4,928	12,808	202	2,552	7,154	134	2,376	5,654	
Mean	2.63	2.59	2.44	2.59	2.45	2.31	2.69	2.76	2.63	
Standard deviation	0.87	0.89	0.91	0.89	0.90	0.89	0.84	0.85	0.89	
Significance	-		***	-	*	***	-			
Effect size	-	0.04	0.21	-	0.16	0.31	-	-0.08	0.07	

California State University-Fresno	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	36.5%	39.4%	35.1%	27.5%	30.8%	25.6%	50.0%	49.8%	49.7%	
Very important	36.5%	34.7%	34.4%	38.5%	35.3%	35.1%	33.6%	33.9%	33.4%	
Somewhat important	23.1%	20.6%	23.9%	29.5%	25.8%	29.9%	13.4%	14.4%	14.6%	
Not important	3.9%	5.3%	6.6%	4.5%	8.1%	9.4%	3.0%	2.0%	2.3%	
Total(n)	334	4,929	12,810	200	2,551	7,157	134	2,378	5,653	
Mean	3.06	3.08	2.98	2.89	2.89	2.77	3.31	3.32	3.31	
Standard deviation	0.87	0.90	0.92	0.86	0.94	0.94	0.82	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.02	0.09	-	0.00	0.13	-	-0.01	0.00	
Help master knowledge in a discipline										
Essential	54.6%	58.9%	58.4%	51.0%	55.8%	56.8%	60.0%	62.7%	60.8%	
Very important	38.6%	35.2%	35.2%	43.6%	37.8%	36.4%	31.1%	32.1%	33.4%	
Somewhat important	5.9%	5.7%	5.9%	5.0%	6.2%	6.4%	7.4%	5.0%	5.3%	
Not important	0.9%	0.2%	0.5%	0.5%	0.2%	0.4%	1.5%	0.2%	0.5%	
Total(n)	337	4,933	12,816	202	2,553	7,160	135	2,380	5,656	
Mean	3.47	3.53	3.52	3.45	3.49	3.50	3.50	3.57	3.54	
Standard deviation	0.65	0.61	0.63	0.61	0.62	0.63	0.70	0.60	0.62	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.06	-0.08	-	-0.12	-0.06	
Develop creative capacities										
Essential	39.3%	37.8%	38.2%	42.1%	38.9%	38.6%	35.1%	36.6%	37.6%	
Very important	44.9%	41.4%	41.9%	43.6%	40.8%	41.4%	47.0%	42.0%	42.8%	
Somewhat important	14.0%	18.4%	17.8%	12.9%	17.7%	18.2%	15.7%	19.2%	17.1%	
Not important	1.8%	2.4%	2.1%	1.5%	2.6%	1.8%	2.2%	2.1%	2.5%	
Total(n)	336	4,928	12,804	202	2,551	7,154	134	2,377	5,650	
Mean	3.22	3.15	3.16	3.26	3.16	3.17	3.15	3.13	3.16	
Standard deviation	0.75	0.80	0.79	0.74	0.80	0.78	0.76	0.79	0.79	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.13	0.12	-	0.03	-0.01	

California State University-Fresno	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	21.4%	30.9%	26.6%	18.3%	30.9%	24.5%	26.1%	30.9%	29.9%	
Very important	35.4%	37.5%	36.1%	33.2%	35.8%	35.4%	38.8%	39.6%	37.3%	
Somewhat important	32.4%	25.5%	29.2%	36.1%	26.7%	31.3%	26.9%	24.0%	25.9%	
Not important	10.7%	6.1%	8.1%	12.4%	6.5%	8.8%	8.2%	5.5%	6.9%	
Total(n)	336	4,930	12,800	202	2,554	7,156	134	2,376	5,644	
Mean	2.68	2.93	2.81	2.57	2.91	2.76	2.83	2.96	2.90	
Standard deviation	0.93	0.90	0.92	0.93	0.91	0.92	0.91	0.88	0.91	
Significance	-	***	*	-	***	**	-			
Effect size	-	-0.28	-0.14	-	-0.37	-0.21	-	-0.15	-0.08	
Promote ability to write effectively										
Essential	56.7%	59.9%	56.8%	53.0%	54.6%	52.0%	62.2%	66.3%	64.3%	
Very important	36.2%	33.6%	34.2%	39.6%	37.1%	36.8%	31.1%	29.3%	30.1%	
Somewhat important	5.6%	5.8%	7.7%	5.9%	7.3%	9.6%	5.2%	4.1%	4.8%	
Not important	1.5%	0.7%	1.3%	1.5%	1.0%	1.5%	1.5%	0.3%	0.9%	
Total(n)	337	4,932	12,816	202	2,553	7,160	135	2,379	5,656	
Mean	3.48	3.53	3.47	3.44	3.45	3.39	3.54	3.62	3.58	
Standard deviation	0.67	0.64	0.69	0.68	0.67	0.72	0.67	0.58	0.63	
Significance	-			-			-			
Effect size	-	-0.08	0.01	-	-0.01	0.07	-	-0.14	-0.06	
Help students evaluate the quality and reliability of information										
Essential	58.8%	64.4%	62.5%	54.0%	59.8%	57.3%	65.9%	69.9%	70.6%	
Very important	36.2%	31.8%	33.2%	41.1%	34.8%	37.7%	28.9%	28.3%	26.1%	
Somewhat important	3.6%	3.4%	3.7%	3.5%	4.9%	4.3%	3.7%	1.7%	2.8%	
Not important	1.5%	0.3%	0.6%	1.5%	0.5%	0.7%	1.5%	0.1%	0.5%	
Total(n)	337	4,933	12,814	202	2,554	7,160	135	2,379	5,654	
Mean	3.52	3.60	3.58	3.48	3.54	3.52	3.59	3.68	3.67	
Standard deviation	0.64	0.57	0.60	0.64	0.62	0.61	0.64	0.51	0.56	
Significance	-	*		-			-	*		
Effect size	-	-0.14	-0.10	-	-0.10	-0.07	-	-0.18	-0.14	

California State University-Fresno	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	25.8%	33.9%	30.4%	20.8%	31.5%	25.8%	33.3%	36.9%	37.5%	
Very important	38.9%	34.7%	35.8%	38.6%	33.4%	34.8%	39.3%	36.3%	37.4%	
Somewhat important	26.4%	25.1%	25.3%	29.7%	27.1%	29.3%	21.5%	22.7%	19.2%	
Not important	8.9%	6.2%	8.5%	10.9%	8.0%	10.1%	5.9%	4.1%	6.0%	
Total(n)	337	4,931	12,806	202	2,552	7,157	135	2,379	5,649	
Mean	2.82	2.96	2.88	2.69	2.88	2.76	3.00	3.06	3.06	
Standard deviation	0.92	0.92	0.94	0.92	0.94	0.95	0.89	0.87	0.89	
Significance	-	**		-	**		-			
Effect size	-	-0.15	-0.06	-	-0.20	-0.07	-	-0.07	-0.07	
Teach students tolerance and respect for different beliefs										
Essential	47.6%	51.8%	45.5%	37.1%	43.0%	35.6%	63.4%	62.5%	60.9%	
Very important	31.5%	31.6%	32.9%	35.6%	35.2%	36.4%	25.4%	27.2%	27.5%	
Somewhat important	17.9%	13.4%	17.3%	23.3%	16.7%	22.3%	9.7%	9.4%	9.6%	
Not important	3.0%	3.2%	4.3%	4.0%	5.0%	5.7%	1.5%	0.9%	2.1%	
Total(n)	336	4,930	12,807	202	2,552	7,154	134	2,378	5,653	
Mean	3.24	3.32	3.20	3.06	3.16	3.02	3.51	3.51	3.47	
Standard deviation	0.85	0.82	0.87	0.87	0.88	0.90	0.73	0.70	0.75	
Significance	-			-			-			
Effect size	-	-0.10	0.05	-	-0.11	0.04	-	0.00	0.05	
Encourage students to become agents of social change										
Essential	21.7%	25.7%	21.7%	17.8%	19.1%	15.5%	27.6%	33.6%	31.4%	
Very important	34.2%	31.0%	29.3%	33.2%	27.2%	25.8%	35.8%	35.5%	34.8%	
Somewhat important	32.1%	31.0%	32.5%	33.7%	37.0%	37.5%	29.9%	23.9%	24.8%	
Not important	11.9%	12.3%	16.4%	15.3%	16.7%	21.2%	6.7%	7.0%	9.0%	
Total(n)	336	4,928	12,801	202	2,551	7,152	134	2,377	5,649	
Mean	2.66	2.70	2.56	2.53	2.49	2.36	2.84	2.96	2.89	
Standard deviation	0.95	0.98	1.00	0.96	0.98	0.98	0.91	0.92	0.95	
Significance	-			-		*	-			
Effect size	-	-0.04	0.10	-	0.04	0.17	-	-0.13	-0.05	Civic Minded Values

California State University-Fresno	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	0.3%	0.2%	0.5%	0.5%	0.2%	0.4%	0.0%	0.2%	0.5%	
1-4	14.8%	8.9%	24.9%	13.9%	8.0%	26.1%	16.2%	10.0%	23.1%	
5-8	29.3%	22.0%	36.9%	29.7%	21.3%	37.4%	28.7%	22.8%	36.2%	
9-12	36.1%	43.7%	24.9%	36.6%	46.8%	24.6%	35.3%	39.9%	25.4%	
13-16	11.2%	16.7%	7.6%	10.9%	15.4%	6.5%	11.8%	18.2%	9.2%	
17-20	5.3%	4.6%	3.1%	6.4%	4.5%	2.9%	3.7%	4.6%	3.4%	
21-34	1.8%	3.0%	1.7%	2.0%	3.0%	1.6%	1.5%	3.0%	1.8%	
35-44	0.6%	0.4%	0.2%	0.0%	0.3%	0.1%	1.5%	0.6%	0.2%	
45+	0.6%	0.5%	0.2%	0.0%	0.3%	0.2%	1.5%	0.7%	0.3%	
Total(n)	338	4,955	13,019	202	2,561	7,253	136	2,394	5,766	
Mean	3.73	3.99	3.33	3.71	3.99	3.28	3.76	3.99	3.40	
Standard deviation	1.25	1.19	1.18	1.17	1.14	1.16	1.37	1.24	1.21	
Significance	-	***	***	-	***	***	-	*	***	
Effect size	-	-0.22	0.34	-	-0.25	0.37	-	-0.19	0.30	
Preparing for teaching (including reading student papers and grading)										
None	0.6%	0.1%	0.4%	0.5%	0.2%	0.5%	0.7%	0.1%	0.3%	
1-4	13.4%	8.0%	15.5%	14.4%	8.8%	17.6%	11.8%	7.1%	12.2%	
5-8	26.4%	21.2%	26.9%	28.4%	24.0%	29.0%	23.5%	17.9%	23.6%	
9-12	22.6%	24.8%	23.7%	21.9%	26.5%	24.3%	23.5%	22.8%	22.6%	
13-16	13.6%	16.3%	13.3%	12.9%	15.5%	12.0%	14.7%	17.3%	15.2%	
17-20	11.3%	14.9%	11.0%	13.4%	13.5%	9.1%	8.1%	16.7%	13.9%	
21-34	7.7%	11.1%	7.2%	5.5%	9.5%	6.2%	11.0%	13.1%	8.7%	
35-44	3.0%	2.2%	1.4%	3.0%	1.5%	0.7%	2.9%	3.0%	2.3%	
45+	1.5%	1.3%	0.8%	0.0%	0.6%	0.5%	3.7%	2.1%	1.2%	
Total(n)	337	4,946	12,992	201	2,556	7,236	136	2,390	5,756	
Mean	4.24	4.57	4.07	4.09	4.38	3.88	4.45	4.80	4.36	
Standard deviation	1.71	1.63	1.60	1.60	1.55	1.52	1.86	1.69	1.67	
Significance	-	***		-	*		-	*		
Effect size	-	-0.20	0.11	-	-0.19	0.14	-	-0.21	0.05	

California State University-Fresno	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	1.5%	3.0%	3.8%	0.5%	2.8%	3.9%	2.9%	3.3%	3.8%	
1-4	42.6%	52.1%	55.8%	46.0%	55.4%	57.0%	37.5%	48.3%	53.8%	
5-8	37.3%	30.7%	27.8%	37.6%	28.2%	27.4%	36.8%	33.6%	28.4%	
9-12	12.7%	9.4%	8.1%	10.9%	9.3%	7.5%	15.4%	9.5%	9.0%	
13-16	3.6%	2.7%	2.8%	2.5%	2.4%	2.7%	5.1%	3.1%	2.8%	
17-20	1.8%	1.4%	1.2%	1.5%	1.3%	1.1%	2.2%	1.5%	1.4%	
21-34	0.6%	0.4%	0.4%	1.0%	0.4%	0.3%	0.0%	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)	338	4,952	13,016	202	2,559	7,252	136	2,393	5,764	
Mean	2.82	2.64	2.56	2.77	2.59	2.53	2.89	2.69	2.61	
Standard deviation	0.99	0.98	0.96	0.97	0.95	0.93	1.02	1.00	1.00	
Significance	-	**	***	-	**	***	-	*	**	
Effect size	-	0.18	0.27	-	0.19	0.26	-	0.20	0.28	
Committee work and meetings										
None	3.8%	3.5%	6.1%	2.5%	4.6%	6.7%	5.9%	2.2%	5.1%	
1-4	52.4%	57.4%	56.2%	53.5%	58.4%	56.9%	50.7%	56.2%	55.3%	
5-8	31.7%	26.5%	25.3%	31.2%	24.8%	25.0%	32.4%	28.6%	25.8%	
9-12	8.3%	8.1%	8.1%	9.4%	8.3%	7.9%	6.6%	7.9%	8.5%	
13-16	2.7%	2.9%	2.6%	2.0%	2.7%	2.1%	3.7%	3.2%	3.2%	
17-20	0.9%	1.5%	1.3%	1.5%	1.2%	1.0%	0.0%	1.8%	1.7%	
21-34	0.3%	0.1%	0.3%	0.0%	0.1%	0.3%	0.7%	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+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	338	4,952	13,007	202	2,558	7,245	136	2,394	5,762	
Mean	2.57	2.55	2.50	2.59	2.50	2.47	2.54	2.60	2.56	
Standard deviation	0.90	0.93	0.96	0.88	0.91	0.94	0.93	0.95	0.99	
Significance	-			-			-			
Effect size	-	0.02	0.07	-	0.10	0.13	-	-0.06	-0.02	

California State University-Fresno	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	20.5%	29.6%	28.9%	19.4%	29.8%	29.9%	22.2%	29.4%	27.4%	
1-4	36.3%	41.8%	39.2%	37.3%	42.1%	39.1%	34.8%	41.3%	39.4%	
5-8	20.8%	13.0%	14.8%	19.4%	13.0%	15.4%	23.0%	13.0%	14.0%	
9-12	7.4%	6.7%	7.4%	9.5%	6.6%	6.4%	4.4%	6.8%	9.0%	
13-16	6.0%	3.1%	3.9%	6.5%	2.9%	3.6%	5.2%	3.3%	4.2%	
17-20	3.9%	3.3%	2.9%	2.5%	3.0%	2.7%	5.9%	3.8%	3.1%	
21-34	3.0%	1.6%	2.2%	3.5%	1.5%	2.1%	2.2%	1.7%	2.2%	
35-44	1.2%	0.7%	0.5%	1.0%	0.9%	0.5%	1.5%	0.4%	0.4%	
45+	0.9%	0.2%	0.3%	1.0%	0.2%	0.2%	0.7%	0.2%	0.4%	
Total(n)	336	4,943	12,986	201	2,555	7,238	135	2,388	5,748	
Mean	2.77	2.33	2.39	2.79	2.31	2.35	2.74	2.34	2.46	
Standard deviation	1.70	1.46	1.50	1.69	1.46	1.47	1.72	1.46	1.53	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	0.30	0.25	-	0.33	0.30	-	0.27	0.18	
Research and scholarly writing										
None	12.2%	14.7%	10.9%	10.4%	12.5%	8.6%	14.9%	17.3%	14.5%	
1-4	39.3%	43.2%	27.4%	37.1%	40.7%	24.8%	42.5%	46.1%	31.5%	
5-8	20.8%	20.4%	19.2%	21.3%	21.8%	18.8%	20.1%	18.7%	19.9%	
9-12	14.0%	11.8%	14.4%	18.8%	13.2%	15.1%	6.7%	10.1%	13.3%	
13-16	6.3%	4.6%	8.0%	4.5%	5.0%	8.1%	9.0%	4.1%	7.8%	
17-20	4.2%	2.8%	7.5%	4.0%	3.6%	8.7%	4.5%	1.8%	5.6%	
21-34	2.1%	2.0%	7.3%	2.5%	2.3%	9.1%	1.5%	1.6%	4.6%	
35-44	0.9%	0.3%	3.4%	1.0%	0.5%	4.4%	0.7%	0.1%	1.8%	
45+	0.3%	0.3%	1.8%	0.5%	0.4%	2.4%	0.0%	0.2%	1.0%	
Total(n)	336	4,945	12,987	202	2,558	7,245	134	2,387	5,742	
Mean	2.90	2.68	3.61	3.00	2.82	3.88	2.75	2.51	3.19	
Standard deviation	1.52	1.40	2.04	1.53	1.47	2.12	1.49	1.29	1.83	
Significance	-	**	***	-		***	-	*	**	
Effect size	-	0.16	-0.35	-	0.12	-0.42	-	0.19	-0.24	

California State University-Fresno	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	46.3%	55.1%	59.0%	43.6%	52.2%	57.5%	50.4%	58.5%	61.2%	
1-4	31.8%	28.5%	24.9%	31.2%	29.0%	25.5%	32.6%	27.9%	24.0%	
5-8	13.9%	9.0%	9.1%	14.9%	9.8%	9.5%	12.6%	8.1%	8.5%	
9-12	4.5%	3.6%	3.8%	5.4%	4.2%	4.2%	3.0%	2.9%	3.3%	
13-16	2.4%	1.2%	1.3%	3.0%	1.7%	1.2%	1.5%	0.7%	1.4%	
17-20	0.9%	1.7%	1.1%	1.5%	2.0%	1.1%	0.0%	1.2%	1.1%	
21-34	0.3%	0.6%	0.5%	0.5%	0.7%	0.6%	0.0%	0.6%	0.4%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.2%	
Total(n)	337	4,934	12,950	202	2,552	7,216	135	2,382	5,734	
Mean	1.89	1.77	1.70	2.00	1.85	1.74	1.73	1.67	1.66	
Standard deviation	1.10	1.18	1.14	1.20	1.26	1.17	0.90	1.07	1.09	
Significance	-		**	-		**	-			
Effect size	-	0.10	0.17	-	0.12	0.22	-	0.06	0.06	
Consultation with clients/patients										
None	69.2%	80.2%	81.4%	70.8%	80.7%	81.7%	66.9%	79.7%	81.1%	
1-4	19.2%	13.5%	11.9%	20.3%	13.7%	11.9%	17.6%	13.2%	12.0%	
5-8	7.4%	3.6%	3.4%	5.9%	3.1%	3.3%	9.6%	4.1%	3.5%	
9-12	2.7%	1.3%	1.4%	2.0%	1.1%	1.2%	3.7%	1.5%	1.8%	
13-16	0.9%	0.6%	0.5%	0.5%	0.5%	0.5%	1.5%	0.8%	0.4%	
17-20	0.0%	0.4%	0.5%	0.0%	0.6%	0.5%	0.0%	0.2%	0.5%	
21-34	0.3%	0.3%	0.4%	0.5%	0.2%	0.4%	0.0%	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%	0.7%	0.1%	0.2%	
Total(n)	338	4,947	12,992	202	2,556	7,237	136	2,391	5,755	
Mean	1.50	1.31	1.33	1.43	1.30	1.33	1.60	1.33	1.33	
Standard deviation	0.96	0.80	0.92	0.83	0.77	0.94	1.12	0.82	0.90	
Significance	-	***	***	-	*		-	***	***	
Effect size	-	0.24	0.18	-	0.17	0.11	-	0.33	0.30	

California State University-Fresno	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										Civic Minded Practice
None	26.0%	36.8%	45.4%	28.7%	39.0%	47.8%	22.1%	34.1%	41.6%	
1-4	52.1%	51.4%	44.3%	49.5%	48.2%	41.8%	55.9%	55.3%	48.2%	
5-8	15.7%	8.8%	7.6%	14.9%	9.4%	7.7%	16.9%	8.1%	7.4%	
9-12	3.3%	2.0%	1.8%	3.0%	2.3%	1.7%	3.7%	1.5%	1.9%	
13-16	1.5%	0.6%	0.5%	1.5%	0.8%	0.5%	1.5%	0.4%	0.5%	
17-20	1.2%	0.3%	0.3%	2.0%	0.2%	0.3%	0.0%	0.5%	0.4%	
21-34	0.3%	0.1%	0.1%	0.5%	0.1%	0.1%	0.0%	0.1%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	338	4,947	12,999	202	2,555	7,240	136	2,392	5,759	
Mean	2.07	1.80	1.69	2.07	1.79	1.67	2.07	1.81	1.73	
Standard deviation	0.97	0.80	0.81	1.06	0.81	0.82	0.82	0.77	0.79	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.34	0.47	-	0.35	0.49	-	0.34	0.43	
Outside consulting/freelance work										
None	69.5%	70.8%	70.0%	66.3%	67.1%	67.4%	74.3%	75.3%	73.9%	
1-4	19.2%	22.0%	23.0%	22.3%	24.5%	24.6%	14.7%	19.1%	20.5%	
5-8	6.5%	4.9%	4.9%	6.9%	6.1%	5.7%	5.9%	3.5%	3.7%	
9-12	3.0%	1.3%	1.4%	3.0%	1.8%	1.6%	2.9%	0.6%	1.0%	
13-16	0.9%	0.4%	0.3%	1.0%	0.2%	0.3%	0.7%	0.6%	0.4%	
17-20	0.3%	0.3%	0.2%	0.5%	0.2%	0.2%	0.0%	0.3%	0.2%	
21-34	0.6%	0.2%	0.1%	0.0%	0.0%	0.0%	1.5%	0.5%	0.2%	
35-44	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	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)	338	4,940	12,988	202	2,552	7,236	136	2,388	5,752	
Mean	1.50	1.40	1.41	1.51	1.45	1.44	1.47	1.35	1.35	
Standard deviation	0.95	0.79	0.76	0.89	0.77	0.77	1.04	0.81	0.73	
Significance	-	*	*	-			-			
Effect size	-	0.13	0.12	-	0.08	0.09	-	0.15	0.16	

California State University-Fresno	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	11.3%	8.1%	9.1%	14.9%	9.8%	11.7%	5.9%	6.0%	5.2%	
1-4	18.4%	19.2%	18.0%	17.8%	20.7%	18.7%	19.3%	17.3%	16.9%	
5-8	26.1%	25.4%	25.2%	19.3%	23.6%	25.6%	36.3%	27.6%	24.6%	
9-12	14.8%	15.8%	16.1%	18.3%	18.0%	17.7%	9.6%	13.2%	13.6%	
13-16	7.1%	8.1%	9.1%	6.9%	8.3%	9.0%	7.4%	7.8%	9.4%	
17-20	11.6%	9.3%	8.2%	13.9%	8.9%	7.3%	8.1%	9.8%	9.5%	
21-34	5.0%	6.3%	5.9%	5.4%	5.4%	4.9%	4.4%	7.3%	7.5%	
35-44	2.7%	4.0%	4.2%	2.0%	3.3%	2.6%	3.7%	4.9%	6.6%	
45+	3.0%	3.9%	4.1%	1.5%	1.9%	2.4%	5.2%	6.2%	6.8%	
Total(n)	337	4,935	12,974	202	2,549	7,230	135	2,386	5,744	
Mean	3.74	3.93	3.92	3.67	3.70	3.62	3.85	4.20	4.37	
Standard deviation	2.03	2.09	2.11	1.99	1.95	1.94	2.09	2.22	2.27	
Significance	-			-			-		**	
Effect size	-	-0.09	-0.09	-	-0.02	0.03	-	-0.16	-0.23	
Commuting to campus										
None	4.7%	5.8%	5.8%	5.4%	6.3%	6.1%	3.7%	5.2%	5.3%	
1-4	71.8%	61.1%	58.7%	70.3%	63.3%	60.6%	74.1%	58.5%	55.8%	
5-8	18.1%	22.7%	24.7%	17.8%	21.2%	23.7%	18.5%	24.6%	26.2%	
9-12	5.0%	8.2%	8.6%	6.4%	7.6%	7.6%	3.0%	8.9%	10.0%	
13-16	0.0%	1.6%	1.7%	0.0%	1.5%	1.5%	0.0%	1.8%	2.1%	
17-20	0.0%	0.2%	0.3%	0.0%	0.1%	0.2%	0.0%	0.3%	0.4%	
21-34	0.0%	0.2%	0.1%	0.0%	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%	0.7%	0.3%	0.1%	
Total(n)	337	4,939	12,986	202	2,553	7,236	135	2,386	5,750	
Mean	2.26	2.41	2.43	2.25	2.36	2.39	2.26	2.48	2.50	
Standard deviation	0.72	0.86	0.86	0.65	0.79	0.82	0.80	0.94	0.90	
Significance	-	**	***	-		*	-	**	**	
Effect size	-	-0.17	-0.20	-	-0.14	-0.17	-	-0.23	-0.27	

California State University-Fresno	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	80.8%	87.4%	89.7%	80.2%	87.7%	89.6%	81.6%	87.1%	89.7%	
1-4	10.9%	7.0%	6.0%	10.4%	7.2%	6.2%	11.8%	6.8%	5.8%	
5-8	3.0%	2.5%	2.1%	5.0%	2.0%	2.1%	0.0%	3.0%	2.3%	
9-12	3.3%	1.5%	1.0%	3.0%	1.6%	0.9%	3.7%	1.5%	1.2%	
13-16	1.2%	0.5%	0.4%	1.5%	0.6%	0.4%	0.7%	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	0.3%	0.3%	0.2%	0.0%	0.2%	0.2%	0.7%	0.4%	0.2%	
35-44	0.3%	0.2%	0.1%	0.0%	0.2%	0.1%	0.7%	0.3%	0.1%	
45+	0.3%	0.2%	0.1%	0.0%	0.1%	0.1%	0.7%	0.3%	0.1%	
Total(n)	338	4,936	12,976	202	2,554	7,233	136	2,382	5,743	
Mean	1.38	1.25	1.20	1.35	1.24	1.20	1.41	1.27	1.20	
Standard deviation	1.01	0.87	0.74	0.83	0.81	0.75	1.23	0.92	0.74	
Significance	-	**	***	-		**	-		**	
Effect size	-	0.15	0.24	-	0.14	0.20	-	0.15	0.28	

California State University-Fresno	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	77.3%	45.7%	31.3%	76.4%	45.8%	29.7%	78.7%	45.5%	33.8%	
No	22.7%	54.3%	68.7%	23.6%	54.2%	70.3%	21.3%	54.5%	66.2%	
Total(n)	339	4,956	13,031	203	2,563	7,263	136	2,393	5,768	
Are you a U.S. citizen?										
Yes	85.2%	93.5%	92.1%	83.3%	93.2%	91.4%	88.1%	93.9%	93.3%	
No	14.8%	6.5%	7.9%	16.7%	6.8%	8.6%	11.9%	6.1%	6.7%	
Total(n)	338	4,953	13,028	203	2,560	7,262	135	2,393	5,766	
Do you plan to retire within the next three years?										
Yes	14.7%	12.2%	10.1%	15.8%	12.0%	10.2%	13.2%	12.4%	10.0%	
No	85.3%	87.8%	89.9%	84.2%	88.0%	89.8%	86.8%	87.6%	90.0%	
Total(n)	339	4,954	13,020	203	2,560	7,253	136	2,394	5,767	
Do you use your scholarship to address local community needs?										
Yes	62.5%	47.3%	41.0%	60.6%	45.8%	37.4%	65.4%	49.2%	46.5%	Civic Minded Practice
No	37.5%	52.7%	59.0%	39.4%	54.2%	62.6%	34.6%	50.8%	53.5%	
Total(n)	339	4,953	13,020	203	2,561	7,257	136	2,392	5,763	
Have you been sexually harassed at this institution?										
Yes	8.0%	4.9%	4.4%	4.5%	2.2%	2.0%	13.2%	8.2%	8.0%	
No	92.0%	95.1%	95.6%	95.5%	97.8%	98.0%	86.8%	91.8%	92.0%	
Total(n)	337	4,951	13,018	201	2,559	7,258	136	2,392	5,760	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	9.4%	13.7%	11.0%	3.4%	8.2%	6.0%	18.4%	20.3%	18.8%	
No	90.6%	86.3%	89.0%	96.6%	91.8%	94.0%	81.6%	79.7%	81.2%	
Total(n)	339	4,955	13,029	203	2,562	7,262	136	2,393	5,767	
Have you ever received an award for outstanding teaching?										
Yes	37.6%	43.1%	43.0%	40.4%	45.2%	45.8%	33.3%	40.7%	38.8%	
No	62.4%	56.9%	57.0%	59.6%	54.8%	54.2%	66.7%	59.3%	61.2%	
Total(n)	338	4,954	13,029	203	2,562	7,263	135	2,392	5,766	
Is (or was) your spouse/partner an academic?										
Yes	26.9%	31.6%	32.4%	26.9%	33.4%	31.4%	27.1%	29.3%	34.0%	
No	73.1%	68.4%	67.6%	73.1%	66.6%	68.6%	72.9%	70.7%	66.0%	
Total(n)	334	4,926	12,968	201	2,555	7,239	133	2,371	5,729	

California State University-Fresno	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	26.3%	23.3%	20.1%	27.1%	23.5%	20.5%	25.0%	23.0%	19.5%	
No	73.7%	76.7%	79.9%	72.9%	76.5%	79.5%	75.0%	77.0%	80.5%	
Total(n)	339	4,958	13,033	203	2,565	7,265	136	2,393	5,768	
Considered leaving academe for another job?										
Yes	36.6%	35.3%	32.3%	36.0%	33.2%	30.0%	37.5%	37.9%	35.9%	
No	63.4%	64.7%	67.7%	64.0%	66.8%	70.0%	62.5%	62.1%	64.1%	
Total(n)	339	4,958	13,032	203	2,564	7,265	136	2,394	5,767	
Considered leaving this institution for another?										
Yes	52.5%	47.1%	48.5%	52.7%	47.9%	48.8%	52.2%	46.1%	47.9%	
No	47.5%	52.9%	51.5%	47.3%	52.1%	51.2%	47.8%	53.9%	52.1%	
Total(n)	339	4,957	13,030	203	2,565	7,265	136	2,392	5,765	
Changed academic institutions?										
Yes	9.7%	17.1%	16.1%	11.3%	15.7%	14.5%	7.4%	18.6%	18.5%	
No	90.3%	82.9%	83.9%	88.7%	84.3%	85.5%	92.6%	81.4%	81.5%	
Total(n)	339	4,959	13,029	203	2,565	7,263	136	2,394	5,766	
Engaged in paid consulting outside of your institution?										
Yes	40.4%	35.4%	40.6%	46.8%	37.5%	43.4%	30.9%	32.9%	36.3%	
No	59.6%	64.6%	59.4%	53.2%	62.5%	56.6%	69.1%	67.1%	63.7%	
Total(n)	339	4,955	13,026	203	2,563	7,263	136	2,392	5,763	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	71.7%	61.5%	59.6%	70.4%	62.3%	60.2%	73.5%	60.6%	58.6%	
No	28.3%	38.5%	40.4%	29.6%	37.7%	39.8%	26.5%	39.4%	41.4%	
Total(n)	339	4,958	13,028	203	2,564	7,263	136	2,394	5,765	
Received at least one firm job offer?										
Yes	24.2%	27.2%	26.1%	24.6%	27.1%	25.0%	23.5%	27.3%	27.9%	
No	75.8%	72.8%	73.9%	75.4%	72.9%	75.0%	76.5%	72.7%	72.1%	
Total(n)	339	4,956	13,026	203	2,562	7,261	136	2,394	5,765	
Requested/sought an early promotion?										
Yes	10.3%	8.8%	8.2%	10.3%	9.2%	8.9%	10.3%	8.4%	7.0%	
No	89.7%	91.2%	91.8%	89.7%	90.8%	91.1%	89.7%	91.6%	93.0%	
Total(n)	339	4,958	13,028	203	2,564	7,262	136	2,394	5,766	

California State University-Fresno	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	26.3%	33.6%	36.1%	24.6%	31.8%	35.9%	28.7%	35.8%	36.4%	
Probably yes	28.3%	32.2%	34.4%	29.1%	33.9%	34.7%	27.2%	30.2%	33.9%	
Not sure	22.4%	19.4%	16.5%	23.6%	19.1%	16.3%	20.6%	19.9%	16.9%	
Probably no	15.3%	9.2%	8.0%	15.3%	10.0%	8.1%	15.4%	8.3%	7.7%	
Definitely no	7.7%	5.5%	5.0%	7.4%	5.3%	4.9%	8.1%	5.9%	5.2%	
Total(n)	339	4,953	13,009	203	2,562	7,251	136	2,391	5,758	
Mean	3.50	3.79	3.89	3.48	3.77	3.89	3.53	3.82	3.89	
Standard deviation	1.24	1.16	1.13	1.22	1.15	1.13	1.28	1.18	1.14	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.25	-0.35	-	-0.25	-0.36	-	-0.25	-0.32	
Still want to be a college professor?										
Definitely yes	65.4%	63.0%	61.2%	70.8%	63.5%	63.8%	57.4%	62.5%	57.3%	
Probably yes	23.7%	25.0%	26.5%	20.3%	25.8%	25.0%	28.7%	24.2%	28.8%	
Not sure	7.7%	8.4%	9.2%	5.9%	7.3%	8.3%	10.3%	9.6%	10.4%	
Probably no	3.0%	2.9%	2.5%	2.5%	2.9%	2.1%	3.7%	2.9%	3.0%	
Definitely no	0.3%	0.7%	0.6%	0.5%	0.6%	0.7%	0.0%	0.7%	0.5%	
Total(n)	338	4,952	13,014	202	2,559	7,251	136	2,393	5,763	
Mean	4.51	4.47	4.45	4.58	4.49	4.49	4.40	4.45	4.39	
Standard deviation	0.79	0.82	0.81	0.76	0.80	0.79	0.82	0.84	0.83	
Significance	-			-			-			
Effect size	-	0.05	0.07	-	0.11	0.11	-	-0.06	0.01	

California State University-Fresno	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	43.0%	60.6%	50.1%	42.9%	61.1%	51.0%	43.3%	59.9%	48.7%	
Somewhat descriptive	49.9%	35.2%	44.0%	50.2%	34.6%	43.8%	49.3%	36.0%	44.4%	
Not descriptive	7.1%	4.2%	5.9%	6.9%	4.3%	5.2%	7.5%	4.1%	7.0%	
Total(n)	337	4,955	13,016	203	2,564	7,259	134	2,391	5,757	
Mean	2.36	2.56	2.44	2.36	2.57	2.46	2.36	2.56	2.42	
Standard deviation	0.61	0.57	0.60	0.61	0.58	0.59	0.62	0.57	0.62	
Significance	-	***	*	-	***	*	-	***		
Effect size	-	-0.35	-0.13	-	-0.36	-0.17	-	-0.35	-0.10	
The faculty are typically at odds with campus administration										
Very descriptive	20.7%	22.5%	20.0%	22.2%	23.0%	19.7%	18.5%	22.0%	20.4%	
Somewhat descriptive	53.8%	46.7%	46.6%	50.2%	47.1%	46.6%	59.3%	46.1%	46.6%	
Not descriptive	25.4%	30.8%	33.4%	27.6%	29.9%	33.7%	22.2%	31.9%	32.9%	
Total(n)	338	4,948	12,994	203	2,562	7,251	135	2,386	5,743	
Mean	1.95	1.92	1.87	1.95	1.93	1.86	1.96	1.90	1.87	
Standard deviation	0.68	0.73	0.72	0.71	0.72	0.72	0.64	0.73	0.72	
Significance	-		*	-			-			
Effect size	-	0.04	0.11	-	0.03	0.13	-	0.08	0.13	
Faculty here respect each other										
Very descriptive	31.1%	43.9%	47.0%	30.5%	45.2%	47.9%	31.9%	42.3%	45.5%	
Somewhat descriptive	61.2%	49.5%	46.0%	62.1%	49.0%	46.0%	60.0%	50.2%	46.1%	
Not descriptive	7.7%	6.6%	7.0%	7.4%	5.9%	6.1%	8.1%	7.5%	8.4%	
Total(n)	338	4,954	13,017	203	2,564	7,260	135	2,390	5,757	
Mean	2.23	2.37	2.40	2.23	2.39	2.42	2.24	2.35	2.37	
Standard deviation	0.58	0.61	0.62	0.57	0.60	0.60	0.59	0.61	0.63	
Significance	-	***	***	-	***	***	-	*	*	
Effect size	-	-0.23	-0.27	-	-0.27	-0.32	-	-0.18	-0.21	

California State University-Fresno	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	7.1%	3.8%	4.9%	7.9%	3.9%	4.9%	6.0%	3.6%	5.0%	
Somewhat descriptive	30.3%	18.6%	23.2%	31.5%	19.0%	24.0%	28.4%	18.2%	21.8%	
Not descriptive	62.6%	77.6%	71.9%	60.6%	77.1%	71.1%	65.7%	78.2%	73.2%	
Total(n)	337	4,954	13,005	203	2,565	7,254	134	2,389	5,751	
Mean	1.45	1.26	1.33	1.47	1.27	1.34	1.40	1.25	1.32	
Standard deviation	0.62	0.52	0.57	0.64	0.52	0.57	0.60	0.51	0.56	
Significance	-	***	***	-	***	**	-	**		
Effect size	-	0.37	0.21	-	0.38	0.23	-	0.29	0.14	
Faculty are rewarded for being good teachers										
Very descriptive	11.5%	18.5%	15.6%	8.9%	18.2%	15.5%	15.6%	18.9%	15.6%	
Somewhat descriptive	49.1%	54.5%	55.2%	52.7%	54.1%	54.9%	43.7%	55.1%	55.6%	
Not descriptive	39.3%	26.9%	29.3%	38.4%	27.7%	29.6%	40.7%	25.9%	28.8%	
Total(n)	338	4,952	13,004	203	2,564	7,255	135	2,388	5,749	
Mean	1.72	1.92	1.86	1.70	1.90	1.86	1.75	1.93	1.87	
Standard deviation	0.66	0.67	0.66	0.62	0.67	0.66	0.71	0.67	0.65	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	-0.30	-0.21	-	-0.30	-0.24	-	-0.27	-0.18	
There is respect for the expression of diverse values and beliefs										
Very descriptive	26.4%	32.6%	36.1%	27.6%	31.7%	35.1%	24.6%	33.6%	37.6%	
Somewhat descriptive	63.5%	57.6%	54.5%	61.6%	58.8%	55.7%	66.4%	56.0%	52.6%	
Not descriptive	10.1%	9.9%	9.5%	10.8%	9.4%	9.2%	9.0%	10.4%	9.8%	
Total(n)	337	4,949	12,995	203	2,561	7,247	134	2,388	5,748	
Mean	2.16	2.23	2.27	2.17	2.22	2.26	2.16	2.23	2.28	
Standard deviation	0.58	0.61	0.62	0.60	0.60	0.61	0.56	0.62	0.63	
Significance	-	*	**	-		*	-		*	
Effect size	-	-0.11	-0.18	-	-0.08	-0.15	-	-0.11	-0.19	

California State University-Fresno	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	23.2%	18.2%	15.3%	18.8%	16.4%	13.3%	29.9%	20.4%	18.3%	
Somewhat descriptive	56.3%	52.7%	52.3%	62.4%	54.0%	54.7%	47.0%	51.3%	48.8%	
Not descriptive	20.5%	29.0%	32.4%	18.8%	29.6%	32.0%	23.1%	28.3%	32.9%	
Total(n)	336	4,945	12,978	202	2,560	7,239	134	2,385	5,739	
Mean	2.03	1.89	1.83	2.00	1.87	1.81	2.07	1.92	1.85	
Standard deviation	0.66	0.68	0.67	0.61	0.67	0.65	0.73	0.69	0.70	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	0.21	0.30	-	0.19	0.29	-	0.22	0.31	
Administrators consider faculty concerns when making policy										
Very descriptive	9.2%	15.8%	14.8%	9.4%	15.6%	15.3%	8.9%	16.1%	14.0%	
Somewhat descriptive	53.0%	54.6%	57.3%	54.2%	56.1%	57.4%	51.1%	52.7%	57.1%	
Not descriptive	37.9%	29.6%	27.9%	36.5%	28.4%	27.3%	40.0%	31.2%	28.8%	
Total(n)	338	4,943	12,988	203	2,560	7,251	135	2,383	5,737	
Mean	1.71	1.86	1.87	1.73	1.87	1.88	1.69	1.85	1.85	
Standard deviation	0.62	0.66	0.64	0.62	0.65	0.64	0.63	0.67	0.64	
Significance	-	***	***	-	**	***	-	**	**	
Effect size	-	-0.23	-0.25	-	-0.22	-0.23	-	-0.24	-0.25	
The administration is open about its policies										
Very descriptive	13.9%	20.4%	17.2%	14.8%	20.2%	16.9%	12.6%	20.6%	17.6%	
Somewhat descriptive	55.0%	51.0%	53.3%	55.7%	50.6%	52.8%	54.1%	51.5%	54.2%	
Not descriptive	31.1%	28.6%	29.5%	29.6%	29.2%	30.3%	33.3%	27.9%	28.2%	
Total(n)	338	4,944	12,992	203	2,561	7,253	135	2,383	5,739	
Mean	1.83	1.92	1.88	1.85	1.91	1.87	1.79	1.93	1.89	
Standard deviation	0.65	0.70	0.67	0.65	0.70	0.67	0.65	0.69	0.67	
Significance	-	*		-			-	*		
Effect size	-	-0.13	-0.07	-	-0.09	-0.03	-	-0.20	-0.15	

California State University-Fresno	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	17.5%	18.9%	19.1%	14.9%	15.7%	15.7%	21.7%	22.6%	24.4%	
Somewhat	53.5%	56.6%	55.9%	50.5%	58.0%	55.9%	58.1%	54.9%	56.0%	
Not at all	29.0%	24.6%	25.0%	34.7%	26.3%	28.5%	20.2%	22.5%	19.6%	
Total(n)	331	4,878	12,764	202	2,522	7,092	129	2,356	5,672	
Mean	1.89	1.94	1.94	1.80	1.89	1.87	2.02	2.00	2.05	
Standard deviation	0.67	0.66	0.66	0.68	0.64	0.65	0.65	0.67	0.66	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.14	-0.11	-	0.03	-0.05	
Child care										
Extensive	17.5%	17.5%	18.4%	14.5%	13.7%	13.5%	24.2%	23.3%	26.8%	
Somewhat	37.4%	36.0%	37.5%	39.3%	35.2%	37.0%	33.3%	37.1%	38.4%	
Not at all	45.0%	46.5%	44.1%	46.2%	51.1%	49.5%	42.4%	39.6%	34.8%	
Total(n)	211	2,960	8,090	145	1,702	4,863	66	1,258	3,227	
Mean	1.73	1.71	1.74	1.68	1.63	1.64	1.82	1.84	1.92	
Standard deviation	0.74	0.75	0.75	0.71	0.71	0.71	0.80	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	0.07	0.06	-	-0.03	-0.13	
Care of elderly parent										
Extensive	17.3%	11.6%	13.3%	13.6%	9.3%	9.6%	22.7%	14.4%	19.2%	
Somewhat	38.6%	36.2%	36.7%	35.6%	32.7%	35.6%	43.2%	40.6%	38.3%	
Not at all	44.1%	52.2%	50.1%	50.8%	58.0%	54.7%	34.1%	45.0%	42.5%	
Total(n)	220	3,264	8,773	132	1,728	5,032	88	1,536	3,741	
Mean	1.73	1.59	1.63	1.63	1.51	1.55	1.89	1.69	1.77	
Standard deviation	0.74	0.69	0.71	0.71	0.66	0.66	0.75	0.71	0.75	
Significance	-	**	*	-	*		-	*		
Effect size	-	0.20	0.14	-	0.18	0.12	-	0.28	0.16	

California State University-Fresno	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	8.0%	8.2%	7.9%	5.1%	6.8%	6.1%	12.6%	9.8%	10.7%	
Somewhat	46.7%	45.5%	45.8%	46.4%	45.5%	44.9%	47.2%	45.5%	47.2%	
Not at all	45.2%	46.3%	46.3%	48.5%	47.6%	49.0%	40.2%	44.7%	42.1%	
Total(n)	323	4,759	12,484	196	2,483	7,005	127	2,276	5,479	
Mean	1.63	1.62	1.62	1.57	1.59	1.57	1.72	1.65	1.69	
Standard deviation	0.63	0.63	0.63	0.59	0.61	0.61	0.67	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	-0.03	0.00	-	0.11	0.05	
Health of spouse/partner										
Extensive	6.0%	8.2%	7.4%	4.4%	7.8%	6.9%	9.1%	8.8%	8.4%	
Somewhat	36.7%	36.5%	37.0%	38.5%	39.8%	40.2%	33.3%	31.8%	31.4%	
Not at all	57.3%	55.2%	55.5%	57.1%	52.4%	52.9%	57.6%	59.4%	60.2%	
Total(n)	281	4,120	10,989	182	2,290	6,530	99	1,830	4,459	
Mean	1.49	1.53	1.52	1.47	1.55	1.54	1.52	1.49	1.48	
Standard deviation	0.61	0.64	0.63	0.58	0.64	0.62	0.66	0.65	0.65	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	-0.13	-0.11	-	0.05	0.06	
Review/promotion process										
Extensive	20.5%	20.4%	20.5%	16.9%	17.7%	17.3%	26.4%	23.8%	25.5%	
Somewhat	41.3%	39.0%	37.6%	39.5%	36.0%	35.6%	44.3%	42.7%	40.8%	
Not at all	38.2%	40.6%	41.9%	43.5%	46.3%	47.2%	29.2%	33.5%	33.7%	
Total(n)	283	4,328	11,365	177	2,279	6,383	106	2,049	4,982	
Mean	1.82	1.80	1.79	1.73	1.71	1.70	1.97	1.90	1.92	
Standard deviation	0.75	0.75	0.76	0.73	0.75	0.74	0.75	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	0.03	0.04	-	0.09	0.06	

California State University-Fresno	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	10.7%	6.6%	6.5%	9.1%	4.1%	4.3%	12.9%	9.5%	9.8%	
Somewhat	26.7%	22.7%	22.3%	19.9%	18.4%	16.3%	36.3%	27.8%	31.3%	
Not at all	62.7%	70.7%	71.2%	71.0%	77.5%	79.4%	50.8%	62.6%	58.9%	
Total(n)	300	4,396	11,640	176	2,287	6,477	124	2,109	5,163	
Mean	1.48	1.36	1.35	1.38	1.27	1.25	1.62	1.47	1.51	
Standard deviation	0.68	0.60	0.60	0.65	0.53	0.52	0.71	0.66	0.67	
Significance	-	***	***	-	**	**	-	*		
Effect size	-	0.20	0.22	-	0.21	0.25	-	0.23	0.16	
Personal finances										
Extensive	23.0%	20.9%	18.1%	20.6%	21.2%	15.9%	26.5%	20.5%	21.4%	
Somewhat	51.7%	49.2%	46.4%	55.8%	50.0%	46.8%	45.5%	48.4%	45.7%	
Not at all	25.4%	29.9%	35.6%	23.6%	28.9%	37.4%	28.0%	31.2%	32.9%	
Total(n)	331	4,838	12,711	199	2,516	7,110	132	2,322	5,601	
Mean	1.98	1.91	1.82	1.97	1.92	1.79	1.98	1.89	1.89	
Standard deviation	0.70	0.71	0.71	0.67	0.70	0.70	0.74	0.71	0.73	
Significance	-		***	-		***	-			
Effect size	-	0.10	0.23	-	0.07	0.26	-	0.13	0.12	
Committee work										
Extensive	13.5%	13.1%	11.2%	10.7%	11.4%	9.6%	17.6%	15.1%	13.7%	
Somewhat	54.7%	54.5%	51.3%	55.6%	53.9%	50.3%	53.4%	55.2%	52.9%	
Not at all	31.8%	32.4%	37.5%	33.7%	34.6%	40.1%	29.0%	29.7%	33.4%	
Total(n)	327	4,828	12,620	196	2,501	7,055	131	2,327	5,565	
Mean	1.82	1.81	1.74	1.77	1.77	1.70	1.89	1.85	1.80	
Standard deviation	0.65	0.65	0.65	0.63	0.64	0.64	0.68	0.65	0.66	
Significance	-		*	-			-			
Effect size	-	0.02	0.12	-	0.00	0.11	-	0.06	0.14	Career Related Stress

California State University-Fresno	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	9.8%	11.8%	10.4%	5.0%	10.0%	9.3%	17.2%	13.9%	12.0%	
Somewhat	46.4%	45.1%	43.3%	51.0%	44.7%	42.5%	39.6%	45.6%	44.5%	
Not at all	43.8%	43.1%	46.3%	44.1%	45.3%	48.2%	43.3%	40.4%	43.5%	
Total(n)	336	4,910	12,877	202	2,538	7,187	134	2,372	5,690	
Mean	1.66	1.69	1.64	1.61	1.65	1.61	1.74	1.73	1.69	
Standard deviation	0.65	0.67	0.66	0.58	0.65	0.65	0.74	0.69	0.68	
Significance	-			-			-			
Effect size	-	-0.04	0.03	-	-0.06	0.00	-	0.01	0.07	
Colleagues										
Extensive	14.5%	15.6%	13.4%	10.0%	12.8%	11.2%	21.3%	18.8%	16.7%	
Somewhat	53.4%	48.0%	49.1%	55.7%	49.4%	48.5%	50.0%	46.4%	49.9%	
Not at all	32.0%	36.4%	37.6%	34.3%	37.8%	40.3%	28.7%	34.8%	33.5%	
Total(n)	337	4,937	12,965	201	2,551	7,225	136	2,386	5,740	
Mean	1.82	1.79	1.76	1.76	1.75	1.71	1.93	1.84	1.83	
Standard deviation	0.66	0.69	0.67	0.62	0.67	0.66	0.71	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.04	0.09	-	0.01	0.08	-	0.13	0.14	Career Related Stress
Students										
Extensive	6.2%	7.4%	6.3%	3.4%	5.8%	5.1%	10.3%	9.3%	8.2%	
Somewhat	53.1%	57.1%	53.9%	55.7%	56.6%	51.5%	49.3%	57.6%	57.5%	
Not at all	40.7%	35.5%	39.8%	40.9%	37.6%	43.4%	40.4%	33.1%	34.2%	
Total(n)	339	4,933	12,949	203	2,552	7,216	136	2,381	5,733	
Mean	1.65	1.72	1.67	1.63	1.68	1.62	1.70	1.76	1.74	
Standard deviation	0.59	0.59	0.59	0.55	0.58	0.58	0.65	0.61	0.60	
Significance	-	*		-			-			
Effect size	-	-0.12	-0.03	-	-0.09	0.02	-	-0.10	-0.07	Career Related Stress

California State University-Fresno	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	21.4%	17.5%	24.1%	19.0%	15.1%	21.6%	25.2%	20.5%	28.2%	Career Related Stress
Somewhat	45.0%	46.7%	48.9%	46.0%	46.1%	49.7%	43.3%	47.6%	47.6%	
Not at all	33.6%	35.8%	27.0%	35.0%	38.8%	28.8%	31.5%	32.0%	24.3%	
Total(n)	327	4,727	12,466	200	2,488	7,045	127	2,239	5,421	
Mean	1.88	1.82	1.97	1.84	1.76	1.93	1.94	1.88	2.04	
Standard deviation	0.73	0.71	0.71	0.72	0.70	0.71	0.75	0.71	0.72	
Significance	-		*	-			-			
Effect size	-	0.08	-0.13	-	0.11	-0.13	-	0.08	-0.14	
Institutional procedures and "red tape"										
Extensive	26.7%	19.4%	19.9%	29.9%	18.9%	19.4%	22.1%	20.1%	20.8%	Career Related Stress
Somewhat	57.0%	54.1%	53.7%	53.7%	55.1%	54.6%	61.8%	52.9%	52.4%	
Not at all	16.3%	26.5%	26.3%	16.4%	26.0%	26.0%	16.2%	27.1%	26.9%	
Total(n)	337	4,895	12,846	201	2,539	7,186	136	2,356	5,660	
Mean	2.10	1.93	1.94	2.13	1.93	1.93	2.06	1.93	1.94	
Standard deviation	0.65	0.67	0.68	0.67	0.67	0.67	0.62	0.68	0.69	
Significance	-	***	***	-	***	***	-	*	*	
Effect size	-	0.25	0.24	-	0.30	0.30	-	0.19	0.17	
Teaching load										
Extensive	34.4%	25.7%	16.9%	31.2%	23.5%	13.8%	39.4%	28.5%	21.7%	Career Related Stress
Somewhat	41.9%	45.7%	42.7%	41.1%	46.9%	44.0%	43.2%	44.3%	40.8%	
Not at all	23.7%	28.5%	40.4%	27.7%	29.6%	42.2%	17.4%	27.2%	37.5%	
Total(n)	334	4,923	12,922	202	2,548	7,210	132	2,375	5,712	
Mean	2.11	1.97	1.77	2.03	1.94	1.72	2.22	2.01	1.84	
Standard deviation	0.76	0.74	0.72	0.77	0.73	0.69	0.72	0.75	0.75	
Significance	-	***	***	-		***	-	**	***	
Effect size	-	0.19	0.47	-	0.12	0.45	-	0.28	0.51	

California State University-Fresno	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	7.0%	8.4%	9.7%	5.1%	7.5%	7.7%	11.0%	9.7%	13.2%	
Somewhat	39.6%	36.2%	37.4%	34.4%	33.3%	35.0%	50.7%	40.3%	41.8%	
Not at all	53.5%	55.4%	52.8%	60.5%	59.2%	57.3%	38.4%	50.0%	45.0%	
Total(n)	230	3,335	9,057	157	1,878	5,426	73	1,457	3,631	
Mean	1.53	1.53	1.57	1.45	1.48	1.50	1.73	1.60	1.68	
Standard deviation	0.62	0.65	0.66	0.59	0.63	0.64	0.65	0.66	0.69	
Significance	-			-			-			
Effect size	-	0.00	-0.06	-	-0.05	-0.08	-	0.20	0.07	
Friction with spouse/partner										
Extensive	6.0%	6.7%	5.9%	7.1%	5.2%	5.1%	4.0%	8.9%	7.4%	
Somewhat	25.4%	29.1%	28.4%	24.7%	31.7%	28.6%	26.7%	25.3%	27.9%	
Not at all	68.6%	64.2%	65.7%	68.1%	63.1%	66.3%	69.3%	65.8%	64.7%	
Total(n)	283	4,103	10,959	182	2,276	6,507	101	1,827	4,452	
Mean	1.37	1.43	1.40	1.39	1.42	1.39	1.35	1.43	1.43	
Standard deviation	0.60	0.62	0.60	0.62	0.59	0.58	0.56	0.65	0.63	
Significance	-			-			-			
Effect size	-	-0.10	-0.05	-	-0.05	0.00	-	-0.12	-0.13	
Lack of personal time										
Extensive	36.3%	34.0%	32.3%	30.5%	28.6%	27.0%	44.9%	40.5%	40.5%	
Somewhat	47.8%	49.7%	50.3%	51.7%	52.7%	52.0%	41.9%	46.1%	47.8%	
Not at all	15.9%	16.3%	17.3%	17.7%	18.8%	21.0%	13.2%	13.3%	11.7%	
Total(n)	339	4,942	12,983	203	2,554	7,231	136	2,388	5,752	
Mean	2.20	2.18	2.15	2.13	2.10	2.06	2.32	2.27	2.29	
Standard deviation	0.69	0.69	0.69	0.68	0.68	0.69	0.70	0.68	0.66	
Significance	-			-			-			
Effect size	-	0.03	0.07	-	0.04	0.10	-	0.07	0.05	Career Related Stress

California State University-Fresno	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	9.4%	8.7%	7.3%	6.9%	7.7%	6.2%	13.2%	9.9%	9.0%	
Somewhat	51.6%	48.8%	45.9%	49.8%	47.0%	44.1%	54.4%	51.0%	48.6%	
Not at all	38.9%	42.5%	46.9%	43.3%	45.3%	49.8%	32.4%	39.1%	42.4%	
Total(n)	339	4,937	12,948	203	2,550	7,209	136	2,387	5,739	
Mean	1.71	1.66	1.60	1.64	1.62	1.56	1.81	1.71	1.67	
Standard deviation	0.63	0.63	0.62	0.61	0.62	0.61	0.65	0.64	0.63	
Significance	-		**	-			-		*	
Effect size	-	0.08	0.18	-	0.03	0.13	-	0.16	0.22	
Job security										
Extensive	12.3%	13.5%	12.0%	9.6%	13.1%	10.3%	16.2%	13.9%	14.7%	
Somewhat	38.3%	30.6%	26.5%	37.9%	29.5%	24.2%	39.0%	31.9%	30.0%	
Not at all	49.4%	55.9%	61.5%	52.5%	57.4%	65.5%	44.9%	54.2%	55.3%	
Total(n)	334	4,882	12,819	198	2,529	7,162	136	2,353	5,657	
Mean	1.63	1.58	1.51	1.57	1.56	1.45	1.71	1.60	1.59	
Standard deviation	0.69	0.72	0.70	0.66	0.71	0.67	0.73	0.72	0.73	
Significance	-		**	-		*	-			
Effect size	-	0.07	0.17	-	0.01	0.18	-	0.15	0.16	
Being part of a dual career couple										
Extensive	9.0%	9.7%	12.9%	8.6%	6.5%	9.5%	9.7%	14.0%	18.5%	
Somewhat	37.2%	37.9%	37.4%	33.7%	35.9%	35.1%	42.7%	40.7%	41.2%	
Not at all	53.8%	52.4%	49.7%	57.7%	57.6%	55.4%	47.6%	45.4%	40.3%	
Total(n)	266	3,913	10,361	163	2,093	5,947	103	1,820	4,414	
Mean	1.55	1.57	1.63	1.51	1.49	1.54	1.62	1.69	1.78	
Standard deviation	0.66	0.66	0.70	0.65	0.62	0.66	0.66	0.70	0.74	
Significance	-			-			-		*	
Effect size	-	-0.03	-0.11	-	0.03	-0.05	-	-0.10	-0.22	

California State University-Fresno	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	34.4%	28.7%	19.9%	31.2%	28.9%	18.4%	39.3%	28.4%	22.1%	
Somewhat	47.8%	54.2%	54.2%	51.5%	52.5%	54.2%	42.2%	56.3%	54.1%	
Not at all	17.8%	17.1%	26.0%	17.3%	18.5%	27.4%	18.5%	15.3%	23.8%	
Total(n)	337	4,934	12,895	202	2,548	7,186	135	2,386	5,709	
Mean	2.17	2.12	1.94	2.14	2.10	1.91	2.21	2.13	1.98	
Standard deviation	0.70	0.67	0.67	0.68	0.68	0.67	0.73	0.65	0.68	
Significance	-		***	-		***	-		***	
Effect size	-	0.07	0.34	-	0.06	0.34	-	0.12	0.34	
Self-imposed high expectations										
Extensive	28.5%	28.9%	31.9%	24.4%	27.1%	29.1%	34.6%	31.1%	36.2%	
Somewhat	55.2%	55.3%	53.3%	55.7%	54.7%	53.7%	54.4%	56.0%	52.7%	
Not at all	16.3%	15.9%	14.8%	19.9%	18.3%	17.3%	11.0%	12.9%	11.1%	
Total(n)	337	4,928	12,951	201	2,546	7,216	136	2,382	5,735	
Mean	2.12	2.13	2.17	2.04	2.09	2.12	2.24	2.18	2.25	
Standard deviation	0.66	0.66	0.66	0.67	0.67	0.67	0.64	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.02	-0.08	-	-0.07	-0.12	-	0.09	-0.02	
Change in work responsibilities										
Extensive	14.1%	12.8%	12.1%	10.4%	10.2%	8.5%	19.7%	15.9%	17.6%	
Somewhat	39.5%	38.8%	38.3%	39.1%	35.4%	36.0%	40.2%	42.8%	42.0%	
Not at all	46.4%	48.4%	49.6%	50.5%	54.4%	55.5%	40.2%	41.2%	40.5%	
Total(n)	319	4,677	12,331	192	2,435	6,912	127	2,242	5,419	
Mean	1.68	1.64	1.62	1.60	1.56	1.53	1.80	1.75	1.77	
Standard deviation	0.71	0.70	0.69	0.67	0.67	0.65	0.75	0.71	0.73	
Significance	-			-			-			
Effect size	-	0.06	0.09	-	0.06	0.11	-	0.07	0.04	

California State University-Fresno	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	59.0%	38.1%	29.3%	57.1%	38.9%	27.8%	61.8%	37.0%	31.7%	
Somewhat	37.2%	46.7%	48.1%	37.9%	45.3%	47.3%	36.0%	48.5%	49.2%	
Not at all	3.8%	15.2%	22.6%	4.9%	15.8%	24.9%	2.2%	14.4%	19.1%	
Total(n)	339	4,914	12,802	203	2,543	7,149	136	2,371	5,653	
Mean	2.55	2.23	2.07	2.52	2.23	2.03	2.60	2.23	2.13	
Standard deviation	0.57	0.69	0.72	0.59	0.70	0.73	0.54	0.68	0.70	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.46	0.67	-	0.41	0.67	-	0.54	0.67	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	4.7%	8.8%	10.8%	5.9%	9.0%	11.6%	2.9%	8.6%	9.5%	Job Satisfaction: Compensation
Satisfied	27.4%	34.9%	39.3%	24.6%	34.6%	39.6%	31.6%	35.4%	38.9%	
Marginally satisfied	36.3%	33.5%	30.3%	36.5%	33.5%	30.1%	36.0%	33.5%	30.5%	
Not satisfied	31.6%	22.8%	19.6%	33.0%	23.0%	18.7%	29.4%	22.5%	21.1%	
Total(n)	339	4,960	13,019	203	2,565	7,262	136	2,395	5,757	
Mean	2.05	2.30	2.41	2.03	2.30	2.44	2.08	2.30	2.37	
Standard deviation	0.88	0.92	0.92	0.90	0.92	0.92	0.85	0.91	0.92	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.27	-0.39	-	-0.29	-0.45	-	-0.24	-0.32	
Health benefits										
Very satisfied	26.4%	23.2%	23.1%	28.2%	23.2%	22.6%	23.7%	23.2%	23.9%	
Satisfied	54.9%	51.9%	51.9%	51.5%	49.9%	51.0%	60.0%	54.3%	53.4%	
Marginally satisfied	16.0%	19.1%	19.1%	17.8%	20.3%	20.0%	13.3%	17.5%	17.8%	
Not satisfied	2.7%	5.8%	5.9%	2.5%	6.5%	6.5%	3.0%	5.0%	5.0%	
Total(n)	337	4,896	12,803	202	2,542	7,185	135	2,354	5,618	
Mean	3.05	2.92	2.92	3.05	2.90	2.90	3.04	2.96	2.96	
Standard deviation	0.73	0.81	0.81	0.75	0.83	0.82	0.70	0.78	0.78	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.16	0.16	-	0.18	0.18	-	0.10	0.10	

California State University-Fresno	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	20.1%	17.2%	17.6%	19.9%	17.0%	17.7%	20.3%	17.4%	17.4%	
Satisfied	51.4%	53.2%	53.2%	52.7%	52.6%	53.6%	49.2%	53.8%	52.7%	
Marginally satisfied	24.3%	23.4%	22.6%	23.9%	23.9%	22.3%	25.0%	22.7%	23.2%	
Not satisfied	4.3%	6.3%	6.6%	3.5%	6.4%	6.4%	5.5%	6.1%	6.8%	
Total(n)	329	4,866	12,753	201	2,534	7,149	128	2,332	5,604	
Mean	2.87	2.81	2.82	2.89	2.80	2.83	2.84	2.83	2.81	
Standard deviation	0.77	0.79	0.79	0.75	0.79	0.79	0.81	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.11	0.08	-	0.01	0.04	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	7.2%	8.6%	16.9%	8.0%	9.9%	19.2%	6.0%	7.1%	13.2%	
Satisfied	34.7%	39.8%	44.6%	40.3%	42.1%	46.5%	26.3%	37.0%	41.5%	
Marginally satisfied	32.0%	31.1%	25.4%	26.9%	30.5%	23.6%	39.8%	31.7%	28.1%	
Not satisfied	26.0%	20.5%	13.2%	24.9%	17.5%	10.6%	27.8%	24.2%	17.2%	
Total(n)	334	4,871	12,774	201	2,527	7,145	133	2,344	5,629	
Mean	2.23	2.37	2.65	2.31	2.44	2.74	2.11	2.27	2.51	
Standard deviation	0.92	0.90	0.91	0.94	0.89	0.89	0.88	0.91	0.93	
Significance	-	**	***	-	*	***	-	*	***	
Effect size	-	-0.16	-0.46	-	-0.15	-0.48	-	-0.18	-0.43	
Teaching load										Job Satisfaction: Compensation
Very satisfied	3.6%	7.9%	13.5%	4.4%	8.1%	14.4%	2.3%	7.6%	12.0%	
Satisfied	33.0%	38.1%	47.4%	34.5%	39.9%	48.3%	30.8%	35.9%	45.9%	
Marginally satisfied	25.3%	28.2%	24.1%	22.2%	27.1%	23.9%	30.1%	29.5%	24.4%	
Not satisfied	38.1%	25.8%	15.1%	38.9%	24.9%	13.5%	36.8%	27.0%	17.7%	
Total(n)	336	4,943	12,973	203	2,561	7,245	133	2,382	5,728	
Mean	2.02	2.28	2.59	2.04	2.31	2.64	1.98	2.24	2.52	
Standard deviation	0.93	0.94	0.90	0.96	0.94	0.89	0.88	0.94	0.92	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.28	-0.63	-	-0.29	-0.67	-	-0.28	-0.59	

California State University-Fresno	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	3.5%	5.9%	10.9%	4.9%	6.1%	10.9%	1.5%	5.7%	11.1%	
Satisfied	26.8%	37.2%	43.3%	24.6%	34.5%	40.5%	30.1%	40.5%	47.5%	
Marginally satisfied	36.3%	36.3%	31.9%	36.0%	36.8%	33.4%	36.8%	35.6%	29.6%	
Not satisfied	33.3%	20.6%	13.9%	34.5%	22.5%	15.2%	31.6%	18.3%	11.8%	
Total(n)	339	4,956	13,009	203	2,563	7,254	136	2,393	5,755	
Mean	2.01	2.28	2.51	2.00	2.24	2.47	2.01	2.34	2.58	
Standard deviation	0.86	0.86	0.86	0.89	0.87	0.88	0.83	0.84	0.84	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.31	-0.58	-	-0.28	-0.53	-	-0.39	-0.68	
Office/lab space										
Very satisfied	16.9%	20.5%	23.5%	16.7%	19.1%	21.8%	17.3%	22.1%	26.0%	
Satisfied	43.5%	49.2%	47.3%	42.9%	50.3%	48.7%	44.4%	47.9%	45.2%	
Marginally satisfied	25.4%	17.2%	18.0%	24.2%	17.9%	18.4%	27.1%	16.2%	17.3%	
Not satisfied	14.2%	13.2%	11.2%	16.2%	12.6%	11.1%	11.3%	13.8%	11.4%	
Total(n)	331	4,903	12,856	198	2,537	7,172	133	2,366	5,684	
Mean	2.63	2.77	2.83	2.60	2.76	2.81	2.68	2.78	2.86	
Standard deviation	0.93	0.92	0.91	0.95	0.90	0.90	0.89	0.94	0.93	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	-0.15	-0.22	-	-0.18	-0.23	-	-0.11	-0.19	
Autonomy and independence										
Very satisfied	27.7%	34.1%	41.7%	30.0%	35.8%	42.7%	24.3%	32.0%	40.2%	
Satisfied	49.9%	49.0%	44.5%	47.8%	47.4%	44.3%	52.9%	51.1%	44.7%	
Marginally satisfied	16.8%	13.4%	10.8%	14.8%	12.8%	10.2%	19.9%	14.1%	11.8%	
Not satisfied	5.6%	3.5%	3.0%	7.4%	4.0%	2.8%	2.9%	2.8%	3.4%	
Total(n)	339	4,952	13,008	203	2,560	7,248	136	2,392	5,760	
Mean	3.00	3.14	3.25	3.00	3.15	3.27	2.99	3.12	3.22	
Standard deviation	0.82	0.77	0.76	0.86	0.79	0.75	0.75	0.75	0.78	
Significance	-	**	***	-	**	***	-	*	***	
Effect size	-	-0.18	-0.33	-	-0.19	-0.36	-	-0.17	-0.29	
										Job Satisfaction: Workplace

California State University-Fresno	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	24.9%	27.1%	29.0%	29.2%	26.0%	28.4%	18.4%	28.3%	29.8%	
Satisfied	49.1%	49.5%	47.4%	47.0%	50.4%	48.4%	52.2%	48.4%	45.9%	
Marginally satisfied	17.5%	16.9%	16.4%	16.3%	17.3%	15.9%	19.1%	16.5%	17.0%	
Not satisfied	8.6%	6.5%	7.3%	7.4%	6.3%	7.3%	10.3%	6.8%	7.2%	
Total(n)	338	4,952	13,014	202	2,560	7,255	136	2,392	5,759	
Mean	2.90	2.97	2.98	2.98	2.96	2.98	2.79	2.98	2.98	
Standard deviation	0.87	0.84	0.86	0.87	0.83	0.86	0.86	0.85	0.87	
Significance	-			-			-	*	*	
Effect size	-	-0.08	-0.09	-	0.02	0.00	-	-0.22	-0.22	
Social relationships with other faculty										
Very satisfied	17.7%	19.8%	17.7%	20.0%	17.7%	15.7%	14.2%	22.3%	20.8%	
Satisfied	46.3%	48.8%	47.2%	44.1%	49.9%	48.1%	49.6%	47.3%	45.9%	
Marginally satisfied	26.1%	22.4%	24.8%	25.1%	22.7%	25.8%	27.6%	22.0%	23.2%	
Not satisfied	9.9%	9.1%	10.3%	10.8%	9.7%	10.4%	8.7%	8.4%	10.2%	
Total(n)	322	4,760	12,518	195	2,467	7,012	127	2,293	5,506	
Mean	2.72	2.79	2.72	2.73	2.76	2.69	2.69	2.84	2.77	
Standard deviation	0.87	0.86	0.87	0.90	0.86	0.86	0.82	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.08	0.00	-	-0.03	0.05	-	-0.17	-0.09	
Competency of colleagues										
Very satisfied	17.2%	22.8%	28.4%	18.8%	21.5%	27.1%	14.7%	24.3%	30.4%	
Satisfied	50.0%	53.4%	50.6%	48.0%	54.4%	51.6%	52.9%	52.1%	49.2%	
Marginally satisfied	24.9%	17.2%	15.7%	25.7%	17.4%	16.0%	23.5%	17.0%	15.3%	
Not satisfied	8.0%	6.6%	5.3%	7.4%	6.7%	5.3%	8.8%	6.6%	5.2%	
Total(n)	338	4,949	12,998	202	2,557	7,242	136	2,392	5,756	
Mean	2.76	2.92	3.02	2.78	2.91	3.00	2.74	2.94	3.05	
Standard deviation	0.83	0.81	0.81	0.84	0.80	0.80	0.82	0.82	0.81	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	-0.20	-0.32	-	-0.16	-0.28	-	-0.24	-0.38	Job Satisfaction: Workplace

California State University-Fresno	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	18.9%	25.1%	30.7%	21.3%	27.1%	33.3%	15.4%	22.8%	26.8%	
Satisfied	42.0%	44.4%	42.6%	42.1%	44.7%	43.5%	41.9%	44.1%	41.2%	
Marginally satisfied	26.1%	19.3%	16.0%	26.4%	17.9%	13.6%	25.7%	21.0%	19.7%	
Not satisfied	12.9%	11.1%	10.6%	10.2%	10.3%	9.5%	16.9%	12.1%	12.3%	
Total(n)	333	4,923	12,947	197	2,543	7,220	136	2,380	5,727	
Mean	2.67	2.84	2.93	2.75	2.89	3.01	2.56	2.78	2.82	
Standard deviation	0.93	0.93	0.94	0.91	0.92	0.92	0.95	0.93	0.96	
Significance	-	**	***	-	*	***	-	**	**	
Effect size	-	-0.18	-0.28	-	-0.15	-0.28	-	-0.24	-0.27	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	24.0%	29.2%	29.0%	27.3%	31.2%	29.5%	19.3%	26.7%	28.4%	
Satisfied	41.7%	40.8%	38.5%	40.9%	41.8%	39.2%	43.0%	39.6%	37.4%	
Marginally satisfied	19.5%	16.1%	16.6%	17.7%	15.2%	15.9%	22.2%	17.2%	17.6%	
Not satisfied	14.7%	13.9%	15.9%	14.1%	11.8%	15.4%	15.6%	16.5%	16.6%	
Total(n)	333	4,885	12,838	198	2,512	7,133	135	2,373	5,705	
Mean	2.75	2.85	2.81	2.81	2.92	2.83	2.66	2.77	2.78	
Standard deviation	0.98	0.99	1.03	0.99	0.96	1.02	0.96	1.02	1.04	
Significance	-			-			-			
Effect size	-	-0.10	-0.06	-	-0.11	-0.02	-	-0.11	-0.12	
Course assignments										Job Satisfaction: Workplace
Very satisfied	23.4%	27.2%	27.1%	24.9%	27.9%	26.0%	21.2%	26.4%	28.8%	
Satisfied	55.9%	55.0%	55.4%	54.7%	53.9%	56.4%	57.6%	56.5%	53.8%	
Marginally satisfied	16.2%	13.5%	13.9%	16.4%	14.0%	14.3%	15.9%	12.9%	13.3%	
Not satisfied	4.5%	4.3%	3.6%	4.0%	4.3%	3.3%	5.3%	4.3%	4.0%	
Total(n)	333	4,924	12,873	201	2,549	7,184	132	2,375	5,689	
Mean	2.98	3.05	3.06	3.00	3.05	3.05	2.95	3.05	3.07	
Standard deviation	0.76	0.76	0.74	0.76	0.77	0.73	0.76	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.06	-0.07	-	-0.13	-0.16	

California State University-Fresno	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	41.7%	50.4%	52.4%	43.6%	53.3%	53.4%	38.8%	46.8%	51.0%	
Satisfied	45.8%	40.6%	39.6%	45.5%	38.9%	39.4%	46.3%	42.5%	39.8%	
Marginally satisfied	10.4%	7.7%	6.1%	8.9%	6.4%	5.5%	12.7%	9.2%	7.0%	
Not satisfied	2.1%	1.3%	1.9%	2.0%	1.3%	1.7%	2.2%	1.4%	2.2%	
Total(n)	336	4,921	12,886	202	2,550	7,198	134	2,371	5,688	
Mean	3.27	3.40	3.43	3.31	3.44	3.45	3.22	3.35	3.40	
Standard deviation	0.73	0.69	0.69	0.72	0.67	0.68	0.75	0.70	0.71	
Significance	-	***	***	-	**	**	-	*	**	
Effect size	-	-0.19	-0.23	-	-0.19	-0.21	-	-0.19	-0.25	
Availability of child care at this institution										
Very satisfied	6.7%	11.4%	8.6%	6.3%	12.6%	8.7%	7.4%	10.3%	8.4%	
Satisfied	24.0%	24.3%	21.6%	29.2%	24.3%	24.7%	14.8%	24.3%	17.8%	
Marginally satisfied	20.0%	14.7%	17.0%	20.8%	14.6%	18.8%	18.5%	14.9%	14.8%	
Not satisfied	49.3%	49.5%	52.8%	43.8%	48.5%	47.8%	59.3%	50.5%	59.0%	
Total(n)	75	1,143	2,932	48	568	1,519	27	575	1,413	
Mean	1.88	1.98	1.86	1.98	2.01	1.94	1.70	1.94	1.75	
Standard deviation	1.00	1.09	1.03	1.00	1.11	1.03	0.99	1.08	1.02	
Significance	-			-			-			
Effect size	-	-0.09	0.02	-	-0.03	0.04	-	-0.22	-0.05	
Prospects for career advancement										
Very satisfied	5.1%	7.4%	10.5%	5.9%	7.6%	10.8%	3.9%	7.2%	10.1%	
Satisfied	39.7%	43.4%	44.0%	41.1%	43.2%	45.1%	37.8%	43.5%	42.3%	
Marginally satisfied	32.4%	29.2%	26.6%	32.4%	29.1%	26.0%	32.3%	29.2%	27.5%	
Not satisfied	22.8%	20.1%	18.9%	20.5%	20.1%	18.1%	26.0%	20.0%	20.1%	
Total(n)	312	4,497	11,823	185	2,326	6,529	127	2,171	5,294	
Mean	2.27	2.38	2.46	2.32	2.38	2.48	2.20	2.38	2.42	
Standard deviation	0.87	0.89	0.91	0.87	0.89	0.91	0.87	0.88	0.92	
Significance	-	*	***	-		*	-	*	**	
Effect size	-	-0.12	-0.21	-	-0.07	-0.18	-	-0.20	-0.24	
										Job Satisfaction: Compensation

California State University-Fresno	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	15.3%	19.5%	17.0%	14.4%	20.3%	17.1%	16.7%	18.6%	16.8%	
Satisfied	36.3%	43.7%	39.4%	37.8%	45.6%	40.6%	34.1%	41.4%	37.5%	
Marginally satisfied	27.0%	22.4%	25.4%	25.4%	21.5%	26.0%	29.5%	23.4%	24.5%	
Not satisfied	21.3%	14.5%	18.2%	22.4%	12.7%	16.2%	19.7%	16.7%	21.2%	
Total(n)	333	4,924	12,907	201	2,551	7,205	132	2,373	5,702	
Mean	2.46	2.68	2.55	2.44	2.73	2.59	2.48	2.62	2.50	
Standard deviation	0.99	0.95	0.98	0.99	0.92	0.95	0.99	0.97	1.01	
Significance	-	***		-	***	*	-			
Effect size	-	-0.23	-0.09	-	-0.32	-0.16	-	-0.14	-0.02	
Overall job satisfaction										
Very satisfied	13.6%	16.7%	19.5%	16.4%	18.3%	21.1%	9.6%	14.7%	17.0%	
Satisfied	51.6%	56.5%	55.2%	51.2%	55.9%	54.6%	52.2%	57.3%	56.2%	
Marginally satisfied	28.2%	20.6%	20.2%	26.4%	19.5%	18.9%	30.9%	22.0%	22.2%	
Not satisfied	6.5%	6.1%	5.1%	6.0%	6.3%	5.4%	7.4%	5.9%	4.6%	
Total(n)	337	4,952	13,011	201	2,560	7,253	136	2,392	5,758	
Mean	2.72	2.84	2.89	2.78	2.86	2.91	2.64	2.81	2.86	
Standard deviation	0.78	0.77	0.77	0.79	0.78	0.78	0.76	0.75	0.75	
Significance	-	**	***	-		*	-	*	***	
Effect size	-	-0.16	-0.22	-	-0.10	-0.17	-	-0.23	-0.29	
Tuition remission for your children/dependents										
Very satisfied	22.3%	18.7%	30.5%	21.7%	16.6%	30.7%	23.4%	21.7%	30.2%	
Satisfied	35.3%	33.3%	32.4%	33.7%	32.0%	31.5%	38.3%	35.1%	34.0%	
Marginally satisfied	23.0%	13.1%	11.5%	25.0%	13.0%	11.9%	19.1%	13.3%	10.7%	
Not satisfied	19.4%	34.9%	25.6%	19.6%	38.3%	26.0%	19.1%	30.0%	25.0%	
Total(n)	139	2,229	6,388	92	1,264	3,892	47	965	2,496	
Mean	2.60	2.36	2.68	2.58	2.27	2.67	2.66	2.48	2.69	
Standard deviation	1.04	1.14	1.16	1.04	1.14	1.16	1.05	1.13	1.15	
Significance	-	*		-	*		-			
Effect size	-	0.21	-0.07	-	0.27	-0.08	-	0.16	-0.03	

California State University-Fresno	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	10.0%	23.0%	16.6%	10.3%	20.8%	14.7%	9.6%	25.7%	19.5%	
Agree somewhat	67.8%	64.0%	63.5%	63.5%	64.8%	63.9%	74.3%	63.0%	62.9%	
Disagree somewhat	16.8%	10.8%	17.2%	20.7%	11.9%	18.6%	11.0%	9.4%	15.2%	
Disagree strongly	5.3%	2.2%	2.7%	5.4%	2.5%	2.9%	5.1%	1.9%	2.4%	
Total(n)	339	4,946	12,981	203	2,559	7,238	136	2,387	5,743	
Mean	2.83	3.08	2.94	2.79	3.04	2.90	2.88	3.13	2.99	
Standard deviation	0.67	0.65	0.67	0.70	0.65	0.66	0.63	0.64	0.67	
Significance	-	***	**	-	***	*	-	***		
Effect size	-	-0.38	-0.16	-	-0.38	-0.17	-	-0.39	-0.16	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	11.0%	15.6%	14.4%	7.9%	11.9%	10.4%	15.6%	20.0%	20.5%	
Agree somewhat	40.4%	41.1%	36.7%	37.6%	37.5%	33.8%	44.4%	45.4%	41.3%	
Disagree somewhat	37.4%	35.1%	39.6%	41.1%	39.1%	43.4%	31.9%	30.3%	33.6%	
Disagree strongly	11.3%	8.2%	9.4%	13.4%	11.5%	12.4%	8.1%	4.3%	4.6%	
Total(n)	337	4,930	12,933	202	2,552	7,214	135	2,378	5,719	
Mean	2.51	2.64	2.56	2.40	2.50	2.42	2.67	2.81	2.78	
Standard deviation	0.83	0.84	0.85	0.82	0.85	0.84	0.84	0.80	0.82	
Significance	-	**		-			-	*		
Effect size	-	-0.15	-0.06	-	-0.12	-0.02	-	-0.18	-0.13	
Faculty feel that most students are well-prepared academically										
Agree strongly	2.1%	3.1%	6.6%	2.0%	3.0%	6.4%	2.2%	3.3%	6.9%	
Agree somewhat	18.0%	24.6%	34.1%	17.2%	22.4%	33.8%	19.1%	27.3%	34.6%	
Disagree somewhat	40.4%	48.6%	43.8%	40.4%	50.6%	44.1%	40.4%	46.3%	43.3%	
Disagree strongly	39.5%	23.7%	15.6%	40.4%	24.1%	15.7%	38.2%	23.2%	15.3%	
Total(n)	339	4,947	12,978	203	2,561	7,237	136	2,386	5,741	
Mean	1.83	2.07	2.32	1.81	2.04	2.31	1.85	2.11	2.33	
Standard deviation	0.79	0.78	0.81	0.79	0.76	0.81	0.80	0.79	0.82	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.31	-0.60	-	-0.30	-0.62	-	-0.33	-0.59	

California State University-Fresno	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	15.2%	18.6%	24.0%	12.4%	14.0%	18.9%	19.5%	24.0%	31.8%	
Agree somewhat	47.2%	48.3%	47.0%	43.6%	49.1%	47.9%	52.6%	47.2%	45.6%	
Disagree somewhat	29.3%	26.2%	22.8%	34.7%	27.4%	24.6%	21.1%	24.9%	20.0%	
Disagree strongly	8.4%	6.9%	6.2%	9.4%	9.4%	8.6%	6.8%	3.9%	2.6%	
Total(n)	335	4,907	12,869	202	2,537	7,172	133	2,370	5,697	
Mean	2.69	2.78	2.89	2.59	2.68	2.77	2.85	2.91	3.07	
Standard deviation	0.83	0.82	0.84	0.83	0.83	0.85	0.81	0.80	0.79	
Significance	-		***	-		**	-		**	
Effect size	-	-0.11	-0.24	-	-0.11	-0.21	-	-0.08	-0.28	
This institution should hire more women faculty										
Agree strongly	10.1%	11.0%	17.7%	8.4%	7.7%	14.5%	12.7%	15.1%	22.7%	
Agree somewhat	45.5%	41.7%	43.9%	42.1%	39.5%	42.4%	50.7%	44.4%	46.2%	
Disagree somewhat	36.9%	38.5%	31.2%	41.1%	40.8%	33.6%	30.6%	35.9%	27.5%	
Disagree strongly	7.4%	8.7%	7.2%	8.4%	12.1%	9.5%	6.0%	4.7%	3.6%	
Total(n)	336	4,901	12,845	202	2,533	7,157	134	2,368	5,688	
Mean	2.58	2.55	2.72	2.50	2.43	2.62	2.70	2.70	2.88	
Standard deviation	0.77	0.80	0.84	0.77	0.80	0.85	0.77	0.78	0.79	
Significance	-		**	-		*	-		**	
Effect size	-	0.04	-0.17	-	0.09	-0.14	-	0.00	-0.23	
Student Affairs staff have the support and respect of faculty										
Agree strongly	11.4%	13.3%	14.4%	9.1%	10.4%	12.4%	14.9%	16.9%	17.6%	
Agree somewhat	60.2%	62.3%	62.2%	62.6%	63.5%	62.2%	56.7%	60.9%	62.3%	
Disagree somewhat	24.1%	20.2%	20.0%	24.2%	22.0%	21.6%	23.9%	17.9%	17.4%	
Disagree strongly	4.2%	4.2%	3.4%	4.0%	4.1%	3.8%	4.5%	4.3%	2.7%	
Total(n)	332	4,869	12,733	198	2,524	7,119	134	2,345	5,614	
Mean	2.79	2.85	2.88	2.77	2.80	2.83	2.82	2.90	2.95	
Standard deviation	0.69	0.69	0.68	0.67	0.67	0.68	0.73	0.72	0.67	
Significance	-		*	-			-		*	
Effect size	-	-0.09	-0.13	-	-0.04	-0.09	-	-0.11	-0.19	

California State University-Fresno	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	23.4%	38.6%	35.8%	25.7%	36.9%	34.9%	20.0%	40.6%	37.0%	
Agree somewhat	57.9%	50.2%	53.8%	57.4%	51.6%	54.6%	58.5%	48.6%	52.5%	
Disagree somewhat	16.0%	9.9%	9.2%	15.3%	10.3%	9.1%	17.0%	9.5%	9.3%	
Disagree strongly	2.7%	1.3%	1.3%	1.5%	1.3%	1.3%	4.4%	1.3%	1.1%	
Total(n)	337	4,942	12,964	202	2,557	7,230	135	2,385	5,734	
Mean	3.02	3.26	3.24	3.07	3.24	3.23	2.94	3.28	3.25	
Standard deviation	0.71	0.68	0.66	0.68	0.68	0.66	0.74	0.69	0.67	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.35	-0.33	-	-0.25	-0.24	-	-0.49	-0.46	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	26.4%	40.6%	31.5%	26.2%	38.7%	30.2%	26.7%	42.8%	33.4%	
Agree somewhat	55.8%	50.3%	52.7%	57.9%	52.9%	54.3%	52.6%	47.3%	50.3%	
Disagree somewhat	15.1%	7.3%	13.7%	13.9%	6.4%	13.4%	17.0%	8.3%	14.2%	
Disagree strongly	2.7%	1.8%	2.1%	2.0%	2.1%	2.1%	3.7%	1.6%	2.2%	
Total(n)	337	4,938	12,904	202	2,557	7,204	135	2,381	5,700	
Mean	3.06	3.30	3.14	3.08	3.28	3.13	3.02	3.31	3.15	
Standard deviation	0.72	0.68	0.72	0.69	0.67	0.71	0.77	0.69	0.73	
Significance	-	***	*	-	***		-	***	*	
Effect size	-	-0.35	-0.11	-	-0.30	-0.07	-	-0.42	-0.18	
There is a lot of campus racial conflict here										
Agree strongly	3.9%	1.2%	1.3%	3.0%	1.1%	1.0%	5.2%	1.3%	1.7%	
Agree somewhat	12.3%	6.9%	7.6%	10.0%	6.2%	6.0%	15.7%	7.8%	9.9%	
Disagree somewhat	39.2%	37.5%	37.6%	37.0%	34.8%	34.8%	42.5%	40.7%	41.9%	
Disagree strongly	44.6%	54.4%	53.6%	50.0%	57.9%	58.3%	36.6%	50.1%	46.5%	
Total(n)	334	4,926	12,915	200	2,546	7,201	134	2,380	5,714	
Mean	1.75	1.55	1.56	1.66	1.50	1.50	1.90	1.60	1.67	
Standard deviation	0.82	0.68	0.69	0.78	0.66	0.65	0.85	0.69	0.72	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.29	0.28	-	0.24	0.25	-	0.43	0.32	

California State University-Fresno	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	18.5%	21.4%	25.4%	20.3%	22.9%	26.1%	15.8%	19.7%	24.2%	
Agree somewhat	54.0%	51.2%	50.3%	56.9%	51.9%	51.9%	49.6%	50.3%	47.9%	
Disagree somewhat	17.6%	19.0%	16.9%	15.8%	17.5%	15.4%	20.3%	20.7%	19.1%	
Disagree strongly	9.9%	8.4%	7.4%	6.9%	7.7%	6.6%	14.3%	9.3%	8.7%	
Total(n)	335	4,899	12,876	202	2,539	7,197	133	2,360	5,679	
Mean	2.81	2.86	2.94	2.91	2.90	2.98	2.67	2.80	2.88	
Standard deviation	0.85	0.85	0.85	0.80	0.84	0.82	0.91	0.86	0.88	
Significance	-		**	-			-		**	
Effect size	-	-0.06	-0.15	-	0.01	-0.09	-	-0.15	-0.24	
My teaching is valued by faculty in my department										
Agree strongly	40.9%	50.1%	43.6%	46.0%	51.0%	43.5%	33.3%	49.0%	43.9%	
Agree somewhat	44.5%	40.2%	44.0%	44.1%	39.9%	44.1%	45.2%	40.6%	43.8%	
Disagree somewhat	10.1%	7.3%	9.3%	6.4%	7.2%	9.4%	15.6%	7.5%	9.1%	
Disagree strongly	4.5%	2.4%	3.1%	3.5%	1.9%	3.1%	5.9%	2.9%	3.2%	
Total(n)	337	4,942	12,977	202	2,557	7,237	135	2,385	5,740	
Mean	3.22	3.38	3.28	3.33	3.40	3.28	3.06	3.36	3.28	
Standard deviation	0.80	0.72	0.76	0.75	0.71	0.76	0.85	0.74	0.76	
Significance	-	***		-			-	***	***	
Effect size	-	-0.22	-0.08	-	-0.10	0.07	-	-0.41	-0.29	
Faculty of color are treated fairly here										
Agree strongly	43.9%	48.8%	44.9%	48.0%	52.1%	49.3%	37.8%	44.8%	38.1%	
Agree somewhat	44.5%	42.3%	45.8%	41.6%	40.4%	43.0%	48.9%	44.7%	50.1%	
Disagree somewhat	8.9%	6.8%	7.6%	7.9%	6.0%	6.4%	10.4%	7.9%	9.5%	
Disagree strongly	2.7%	2.1%	1.6%	2.5%	1.6%	1.3%	3.0%	2.7%	2.2%	
Total(n)	337	4,900	12,832	202	2,546	7,181	135	2,354	5,651	
Mean	3.30	3.38	3.34	3.35	3.43	3.40	3.21	3.32	3.24	
Standard deviation	0.74	0.70	0.69	0.73	0.68	0.67	0.75	0.73	0.71	
Significance	-	*		-			-			
Effect size	-	-0.11	-0.06	-	-0.12	-0.07	-	-0.15	-0.04	

California State University-Fresno	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	42.1%	48.2%	46.1%	51.7%	56.6%	53.5%	27.6%	38.2%	34.5%	
Agree somewhat	43.0%	40.2%	42.3%	38.3%	36.7%	39.4%	50.0%	44.3%	46.8%	
Disagree somewhat	11.9%	9.5%	8.9%	9.0%	5.7%	5.7%	16.4%	14.0%	14.0%	
Disagree strongly	3.0%	2.1%	2.7%	1.0%	1.0%	1.4%	6.0%	3.5%	4.7%	
Total(n)	335	4,928	12,918	201	2,550	7,206	134	2,378	5,712	
Mean	3.24	3.35	3.32	3.41	3.49	3.45	2.99	3.17	3.11	
Standard deviation	0.78	0.74	0.75	0.69	0.65	0.67	0.83	0.80	0.81	
Significance	-	**		-			-	*		
Effect size	-	-0.15	-0.11	-	-0.12	-0.06	-	-0.23	-0.15	
Gay and lesbian faculty are treated fairly here										
Agree strongly	40.8%	43.6%	41.8%	44.9%	48.5%	46.6%	34.8%	37.7%	34.4%	
Agree somewhat	46.8%	46.5%	47.2%	45.9%	43.5%	44.0%	48.1%	50.1%	52.1%	
Disagree somewhat	9.1%	7.1%	8.2%	6.6%	5.8%	7.0%	12.6%	8.7%	10.0%	
Disagree strongly	3.3%	2.8%	2.8%	2.6%	2.2%	2.5%	4.4%	3.5%	3.4%	
Total(n)	331	4,850	12,583	196	2,510	7,013	135	2,340	5,570	
Mean	3.25	3.31	3.28	3.33	3.38	3.35	3.13	3.22	3.18	
Standard deviation	0.76	0.72	0.73	0.71	0.70	0.72	0.80	0.75	0.74	
Significance	-			-			-			
Effect size	-	-0.08	-0.04	-	-0.07	-0.03	-	-0.12	-0.07	
Faculty are sufficiently involved in campus decision making										
Agree strongly	11.2%	14.2%	11.5%	11.9%	13.4%	11.6%	10.3%	15.3%	11.4%	
Agree somewhat	46.2%	46.1%	44.4%	49.0%	47.5%	45.1%	41.9%	44.3%	43.3%	
Disagree somewhat	30.8%	24.9%	28.8%	28.7%	23.7%	27.5%	33.8%	26.3%	30.9%	
Disagree strongly	11.8%	14.8%	15.3%	10.4%	15.4%	15.9%	14.0%	14.1%	14.4%	
Total(n)	338	4,932	12,939	202	2,553	7,224	136	2,379	5,715	
Mean	2.57	2.60	2.52	2.62	2.59	2.52	2.49	2.61	2.52	
Standard deviation	0.84	0.91	0.89	0.83	0.90	0.89	0.86	0.91	0.88	
Significance	-			-			-			
Effect size	-	-0.03	0.06	-	0.03	0.11	-	-0.13	-0.03	

California State University-Fresno	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	12.5%	18.3%	17.4%	11.9%	17.2%	16.5%	13.3%	19.8%	18.7%	
Agree somewhat	52.7%	55.8%	53.9%	58.2%	56.1%	54.8%	44.4%	55.5%	52.5%	
Disagree somewhat	25.6%	19.5%	21.9%	20.4%	20.1%	22.5%	33.3%	18.8%	20.9%	
Disagree strongly	9.2%	6.3%	6.9%	9.5%	6.7%	6.2%	8.9%	5.9%	8.0%	
Total(n)	336	4,937	12,932	201	2,558	7,219	135	2,379	5,713	
Mean	2.68	2.86	2.82	2.73	2.84	2.82	2.62	2.89	2.82	
Standard deviation	0.81	0.78	0.80	0.79	0.78	0.78	0.83	0.78	0.83	
Significance	-	***	**	-			-	***	**	
Effect size	-	-0.23	-0.18	-	-0.14	-0.12	-	-0.35	-0.24	
This institution takes responsibility for educating underprepared students										
Agree strongly	19.2%	19.2%	13.0%	19.3%	18.8%	12.9%	19.1%	19.6%	13.1%	
Agree somewhat	49.7%	51.0%	50.6%	52.5%	51.9%	51.6%	45.6%	50.0%	49.0%	
Disagree somewhat	22.5%	23.0%	28.6%	21.3%	23.3%	28.8%	24.3%	22.8%	28.3%	
Disagree strongly	8.6%	6.7%	7.8%	6.9%	6.0%	6.7%	11.0%	7.6%	9.6%	
Total(n)	338	4,929	12,890	202	2,553	7,199	136	2,376	5,691	
Mean	2.80	2.83	2.69	2.84	2.84	2.71	2.73	2.82	2.66	
Standard deviation	0.85	0.81	0.79	0.81	0.80	0.77	0.90	0.83	0.82	
Significance	-		*	-		*	-			
Effect size	-	-0.04	0.14	-	0.00	0.17	-	-0.11	0.09	
The criteria for advancement and promotion decisions are clear										
Agree strongly	38.1%	26.8%	25.2%	41.5%	27.7%	26.7%	33.1%	25.6%	22.8%	
Agree somewhat	45.5%	45.9%	45.6%	45.0%	47.3%	46.3%	46.3%	44.2%	44.4%	
Disagree somewhat	11.0%	19.2%	20.9%	8.0%	17.8%	19.1%	15.4%	20.8%	23.6%	
Disagree strongly	5.4%	8.2%	8.4%	5.5%	7.1%	7.8%	5.1%	9.4%	9.2%	
Total(n)	336	4,935	12,959	200	2,556	7,230	136	2,379	5,729	
Mean	3.16	2.91	2.88	3.23	2.96	2.92	3.07	2.86	2.81	
Standard deviation	0.82	0.88	0.88	0.82	0.86	0.88	0.83	0.91	0.89	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.28	0.32	-	0.31	0.35	-	0.23	0.29	

California State University-Fresno	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	25.2%	16.4%	8.7%	22.8%	17.2%	8.4%	28.9%	15.5%	9.2%	
Agree somewhat	45.7%	34.8%	26.4%	46.0%	34.3%	26.1%	45.2%	35.5%	26.9%	
Disagree somewhat	24.9%	37.2%	40.6%	27.2%	36.5%	40.1%	21.5%	38.0%	41.4%	
Disagree strongly	4.2%	11.6%	24.2%	4.0%	12.0%	25.4%	4.4%	11.0%	22.4%	
Total(n)	337	4,944	12,944	202	2,559	7,217	135	2,385	5,727	
Mean	2.92	2.56	2.20	2.88	2.57	2.18	2.99	2.56	2.23	
Standard deviation	0.81	0.90	0.90	0.80	0.91	0.91	0.83	0.88	0.90	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.40	0.80	-	0.34	0.77	-	0.49	0.84	
There is adequate support for faculty development										
Agree strongly	10.1%	13.1%	13.7%	10.9%	12.2%	13.9%	8.8%	14.3%	13.3%	
Agree somewhat	46.2%	48.1%	49.9%	46.0%	50.3%	51.5%	46.3%	45.5%	47.4%	
Disagree somewhat	28.4%	28.2%	26.7%	28.7%	27.7%	25.3%	27.9%	28.8%	28.9%	
Disagree strongly	15.4%	10.5%	9.7%	14.4%	9.8%	9.3%	16.9%	11.4%	10.4%	
Total(n)	338	4,940	12,963	202	2,559	7,235	136	2,381	5,728	
Mean	2.51	2.64	2.68	2.53	2.65	2.70	2.47	2.63	2.64	
Standard deviation	0.87	0.84	0.83	0.87	0.82	0.82	0.88	0.87	0.84	
Significance	-	**	***	-	*	**	-	*	*	
Effect size	-	-0.15	-0.20	-	-0.15	-0.21	-	-0.18	-0.20	

California State University-Fresno	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	26.1%	38.0%	35.9%	28.2%	37.8%	35.7%	23.0%	38.3%	36.3%	
High priority	42.1%	40.2%	43.6%	42.6%	40.4%	44.2%	41.5%	40.0%	42.6%	
Medium priority	26.1%	17.9%	17.2%	23.8%	17.3%	16.6%	29.6%	18.6%	18.0%	
Low priority	5.6%	3.9%	3.3%	5.4%	4.5%	3.4%	5.9%	3.1%	3.1%	
Total(n)	337	4,941	12,957	202	2,556	7,223	135	2,385	5,734	
Mean	2.89	3.12	3.12	2.94	3.11	3.12	2.81	3.13	3.12	
Standard deviation	0.86	0.84	0.81	0.86	0.85	0.80	0.86	0.82	0.81	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.27	-0.28	-	-0.20	-0.23	-	-0.39	-0.38	
To develop a sense of community among students and faculty										
Highest priority	8.1%	10.5%	10.2%	8.9%	10.1%	9.6%	6.8%	10.9%	11.2%	
High priority	41.2%	44.1%	39.8%	42.6%	42.4%	39.8%	39.1%	46.2%	39.9%	
Medium priority	36.4%	34.8%	37.7%	37.6%	36.9%	39.0%	34.6%	32.2%	35.6%	
Low priority	14.3%	10.7%	12.3%	10.9%	10.6%	11.6%	19.5%	10.7%	13.3%	
Total(n)	335	4,936	12,942	202	2,556	7,218	133	2,380	5,724	
Mean	2.43	2.54	2.48	2.50	2.52	2.47	2.33	2.57	2.49	
Standard deviation	0.83	0.82	0.84	0.81	0.81	0.82	0.87	0.82	0.86	
Significance	-	*		-			-	**	*	
Effect size	-	-0.13	-0.06	-	-0.02	0.04	-	-0.29	-0.19	
To facilitate student involvement in community service										
Highest priority	17.9%	8.6%	7.7%	18.8%	7.4%	6.6%	16.4%	10.0%	9.4%	Institutional Priority: Civic Engagement
High priority	49.4%	35.9%	31.5%	47.5%	33.8%	30.5%	52.2%	38.4%	32.9%	
Medium priority	27.1%	43.5%	44.6%	26.7%	45.5%	45.5%	27.6%	41.0%	43.2%	
Low priority	5.7%	12.1%	16.2%	6.9%	13.3%	17.3%	3.7%	10.6%	14.5%	
Total(n)	336	4,929	12,924	202	2,551	7,207	134	2,378	5,717	
Mean	2.79	2.41	2.31	2.78	2.35	2.26	2.81	2.48	2.37	
Standard deviation	0.80	0.81	0.83	0.83	0.80	0.82	0.75	0.81	0.84	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.47	0.58	-	0.54	0.63	-	0.41	0.52	

California State University-Fresno	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	6.0%	6.5%	6.6%	6.0%	5.1%	5.8%	6.0%	8.1%	7.9%	
High priority	29.6%	25.4%	24.9%	31.3%	23.7%	24.8%	27.1%	27.3%	25.1%	
Medium priority	46.1%	44.9%	44.3%	45.8%	45.4%	44.0%	46.6%	44.3%	44.8%	
Low priority	18.3%	23.3%	24.1%	16.9%	25.8%	25.4%	20.3%	20.3%	22.2%	
Total(n)	334	4,923	12,908	201	2,547	7,197	133	2,376	5,711	
Mean	2.23	2.15	2.14	2.26	2.08	2.11	2.19	2.23	2.19	
Standard deviation	0.82	0.85	0.86	0.81	0.83	0.85	0.83	0.86	0.87	
Significance	-			-	**	*	-			
Effect size	-	0.09	0.10	-	0.22	0.18	-	-0.05	0.00	
To increase or maintain institutional prestige										
Highest priority	14.6%	16.5%	34.6%	13.9%	15.5%	33.4%	15.8%	17.7%	36.4%	Institutional Priority: Increase Prestige
High priority	42.1%	40.3%	38.5%	43.1%	40.5%	39.1%	40.6%	40.0%	37.5%	
Medium priority	36.7%	32.8%	21.2%	38.1%	34.4%	21.7%	34.6%	30.9%	20.6%	
Low priority	6.6%	10.5%	5.7%	5.0%	9.7%	5.8%	9.0%	11.4%	5.5%	
Total(n)	335	4,931	12,943	202	2,552	7,219	133	2,379	5,724	
Mean	2.65	2.63	3.02	2.66	2.62	3.00	2.63	2.64	3.05	
Standard deviation	0.81	0.88	0.89	0.78	0.86	0.89	0.86	0.90	0.89	
Significance	-		***	-		***	-		***	
Effect size	-	0.02	-0.42	-	0.05	-0.38	-	-0.01	-0.47	
To hire faculty 'stars'										
Highest priority	2.7%	3.3%	16.2%	3.0%	3.0%	15.7%	2.2%	3.7%	17.0%	Institutional Priority: Increase Prestige
High priority	20.5%	12.7%	25.6%	21.8%	10.9%	25.6%	18.7%	14.9%	25.7%	
Medium priority	36.9%	33.8%	32.4%	35.6%	31.9%	32.7%	38.8%	36.0%	32.0%	
Low priority	39.9%	50.2%	25.7%	39.6%	54.2%	26.0%	40.3%	45.3%	25.3%	
Total(n)	336	4,927	12,921	202	2,552	7,210	134	2,375	5,711	
Mean	1.86	1.69	2.32	1.88	1.63	2.31	1.83	1.77	2.34	
Standard deviation	0.83	0.82	1.03	0.85	0.79	1.02	0.81	0.84	1.04	
Significance	-	***	***	-	***	***	-		***	
Effect size	-	0.21	-0.45	-	0.32	-0.42	-	0.07	-0.49	

California State University-Fresno	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	11.0%	10.1%	8.6%	9.4%	9.2%	7.8%	13.3%	11.1%	9.7%	
High priority	34.7%	37.6%	38.3%	33.2%	38.7%	38.9%	37.0%	36.3%	37.4%	
Medium priority	40.1%	39.5%	40.8%	44.1%	39.1%	41.7%	34.1%	40.0%	39.4%	
Low priority	14.2%	12.7%	12.3%	13.4%	12.9%	11.5%	15.6%	12.5%	13.5%	
Total(n)	337	4,924	12,911	202	2,548	7,205	135	2,376	5,706	
Mean	2.42	2.45	2.43	2.39	2.44	2.43	2.48	2.46	2.43	
Standard deviation	0.87	0.84	0.81	0.83	0.83	0.80	0.91	0.85	0.84	
Significance	-			-			-			
Effect size	-	-0.04	-0.01	-	-0.06	-0.05	-	0.02	0.06	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	19.6%	18.2%	39.6%	20.8%	17.6%	38.9%	17.9%	18.9%	40.6%	
High priority	36.3%	36.3%	37.2%	38.1%	35.1%	37.4%	33.6%	37.7%	37.0%	
Medium priority	35.1%	28.9%	17.2%	34.7%	28.9%	17.6%	35.8%	29.0%	16.5%	
Low priority	8.9%	16.6%	6.1%	6.4%	18.4%	6.1%	12.7%	14.4%	6.0%	
Total(n)	336	4,929	12,938	202	2,552	7,219	134	2,377	5,719	
Mean	2.67	2.56	3.10	2.73	2.52	3.09	2.57	2.61	3.12	
Standard deviation	0.89	0.97	0.89	0.86	0.98	0.89	0.93	0.95	0.89	
Significance	-	*	***	-	**	***	-		***	
Effect size	-	0.11	-0.48	-	0.21	-0.40	-	-0.04	-0.62	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	14.9%	12.8%	12.7%	13.4%	11.5%	11.9%	17.2%	14.4%	14.0%	
High priority	38.4%	37.3%	37.0%	36.6%	38.7%	38.2%	41.0%	35.6%	35.2%	
Medium priority	40.2%	36.3%	37.9%	43.1%	36.3%	38.2%	35.8%	36.2%	37.3%	
Low priority	6.5%	13.6%	12.4%	6.9%	13.4%	11.7%	6.0%	13.9%	13.4%	
Total(n)	336	4,930	12,918	202	2,552	7,205	134	2,378	5,713	
Mean	2.62	2.49	2.50	2.56	2.48	2.50	2.69	2.50	2.50	
Standard deviation	0.82	0.88	0.87	0.81	0.86	0.85	0.82	0.90	0.89	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.15	0.14	-	0.09	0.07	-	0.21	0.21	

California State University-Fresno	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	10.1%	9.2%	9.7%	7.9%	10.5%	10.7%	13.4%	7.7%	8.3%	
High priority	34.5%	35.9%	37.6%	38.6%	42.5%	44.1%	28.4%	27.9%	27.5%	
Medium priority	39.0%	37.3%	36.4%	42.1%	35.6%	34.9%	34.3%	39.4%	38.8%	
Low priority	16.4%	17.5%	16.3%	11.4%	11.4%	10.4%	23.9%	24.9%	25.4%	
Total(n)	336	4,911	12,872	202	2,539	7,179	134	2,372	5,693	
Mean	2.38	2.37	2.41	2.43	2.52	2.55	2.31	2.18	2.19	
Standard deviation	0.88	0.88	0.87	0.80	0.83	0.82	0.98	0.90	0.91	
Significance	-			-		*	-			
Effect size	-	0.01	-0.03	-	-0.11	-0.15	-	0.14	0.13	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	10.1%	6.5%	5.4%	10.4%	4.9%	4.4%	9.6%	8.4%	7.0%	
High priority	42.1%	27.5%	24.1%	43.6%	26.5%	23.6%	40.0%	28.7%	24.9%	
Medium priority	38.0%	42.4%	43.4%	38.1%	43.8%	44.5%	37.8%	40.7%	41.6%	
Low priority	9.8%	23.7%	27.1%	7.9%	24.8%	27.6%	12.6%	22.3%	26.4%	
Total(n)	337	4,918	12,878	202	2,544	7,183	135	2,374	5,695	
Mean	2.53	2.17	2.08	2.56	2.11	2.05	2.47	2.23	2.13	
Standard deviation	0.81	0.86	0.85	0.78	0.83	0.83	0.84	0.89	0.88	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.42	0.53	-	0.54	0.61	-	0.27	0.39	
To create and sustain partnerships with surrounding communities										
Highest priority	16.0%	10.8%	9.2%	14.4%	8.5%	7.2%	18.5%	13.4%	12.2%	
High priority	50.4%	38.6%	33.3%	55.4%	37.5%	33.0%	43.0%	40.0%	33.8%	
Medium priority	26.7%	37.5%	40.4%	24.3%	40.2%	41.8%	30.4%	34.3%	38.3%	
Low priority	6.8%	13.1%	17.1%	5.9%	13.7%	18.0%	8.1%	12.3%	15.8%	
Total(n)	337	4,914	12,890	202	2,542	7,187	135	2,372	5,703	
Mean	2.76	2.47	2.35	2.78	2.41	2.30	2.72	2.55	2.42	
Standard deviation	0.80	0.85	0.87	0.76	0.83	0.84	0.86	0.87	0.90	
Significance	-	***	***	-	***	***	-	*	***	
Effect size	-	0.34	0.47	-	0.45	0.57	-	0.20	0.33	

California State University-Fresno	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	21.6%	13.6%	37.2%	18.5%	13.2%	36.8%	26.1%	14.1%	37.8%	
High priority	47.6%	34.7%	35.3%	53.0%	35.4%	36.2%	39.6%	34.0%	33.9%	
Medium priority	24.9%	37.3%	20.3%	23.0%	37.8%	20.3%	27.6%	36.8%	20.4%	
Low priority	6.0%	14.3%	7.2%	5.5%	13.6%	6.8%	6.7%	15.1%	7.9%	
Total(n)	334	4,897	12,857	200	2,534	7,181	134	2,363	5,676	
Mean	2.85	2.48	3.02	2.85	2.48	3.03	2.85	2.47	3.02	
Standard deviation	0.83	0.90	0.93	0.78	0.89	0.92	0.89	0.91	0.95	
Significance	-	***	***	-	***	**	-	***	*	
Effect size	-	0.41	-0.18	-	0.42	-0.20	-	0.42	-0.18	
To increase the representation of minorities in the faculty and administration										
Highest priority	8.6%	7.8%	7.7%	6.9%	7.3%	6.9%	11.2%	8.4%	9.0%	Institutional Priority: Commit- ment to Diversity
High priority	29.2%	30.4%	32.5%	32.7%	31.1%	34.2%	23.9%	29.6%	29.9%	
Medium priority	47.9%	43.8%	43.8%	46.0%	44.6%	44.6%	50.7%	42.7%	42.5%	
Low priority	14.3%	18.0%	16.0%	14.4%	17.0%	14.3%	14.2%	19.2%	18.6%	
Total(n)	336	4,901	12,852	202	2,536	7,171	134	2,365	5,681	
Mean	2.32	2.28	2.32	2.32	2.29	2.34	2.32	2.27	2.29	
Standard deviation	0.82	0.85	0.83	0.80	0.83	0.80	0.85	0.87	0.87	
Significance	-			-			-			
Effect size	-	0.05	0.00	-	0.04	-0.03	-	0.06	0.03	
To strengthen links with the for-profit, corporate sector										
Highest priority	15.2%	12.4%	17.6%	11.9%	11.6%	15.9%	20.3%	13.4%	20.3%	
High priority	42.1%	31.3%	34.9%	43.6%	32.1%	36.5%	39.8%	30.4%	32.4%	
Medium priority	32.2%	36.9%	33.6%	32.2%	36.9%	34.0%	32.3%	36.8%	33.0%	
Low priority	10.4%	19.4%	13.9%	12.4%	19.3%	13.6%	7.5%	19.5%	14.3%	
Total(n)	335	4,895	12,823	202	2,537	7,170	133	2,358	5,653	
Mean	2.62	2.37	2.56	2.55	2.36	2.55	2.73	2.38	2.59	
Standard deviation	0.87	0.93	0.94	0.86	0.92	0.92	0.87	0.94	0.97	
Significance	-	***		-	**		-	***		
Effect size	-	0.27	0.06	-	0.21	0.00	-	0.37	0.14	

California State University-Fresno	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	7.5%	10.8%	10.9%	7.4%	9.4%	9.7%	7.5%	12.4%	12.8%	
High priority	34.9%	38.6%	37.6%	33.2%	38.8%	38.0%	37.6%	38.3%	37.1%	
Medium priority	44.8%	40.6%	39.5%	46.0%	41.3%	40.0%	42.9%	39.7%	38.9%	
Low priority	12.8%	10.1%	11.9%	13.4%	10.5%	12.4%	12.0%	9.6%	11.3%	
Total(n)	335	4,915	12,880	202	2,546	7,184	133	2,369	5,696	
Mean	2.37	2.50	2.48	2.35	2.47	2.45	2.41	2.54	2.51	
Standard deviation	0.80	0.82	0.84	0.80	0.80	0.83	0.80	0.83	0.85	
Significance	-	**	*	-	*		-			
Effect size	-	-0.16	-0.13	-	-0.15	-0.12	-	-0.16	-0.12	
To increase the representation of women in the faculty and administration										
Highest priority	5.4%	5.7%	7.1%	5.0%	5.7%	7.5%	6.0%	5.7%	6.5%	
High priority	28.1%	24.5%	29.0%	30.3%	29.6%	34.1%	24.6%	18.3%	21.0%	
Medium priority	50.4%	47.7%	46.1%	50.7%	48.4%	46.3%	50.0%	47.0%	45.8%	
Low priority	16.1%	22.1%	17.8%	13.9%	16.3%	12.1%	19.4%	29.0%	26.6%	
Total(n)	335	4,895	12,828	201	2,533	7,155	134	2,362	5,673	
Mean	2.23	2.14	2.25	2.26	2.25	2.37	2.17	2.01	2.07	
Standard deviation	0.78	0.82	0.83	0.76	0.79	0.79	0.81	0.84	0.86	
Significance	-			-			-	*		
Effect size	-	0.11	-0.02	-	0.01	-0.14	-	0.19	0.12	
To develop an appreciation for multiculturalism										
Highest priority	9.6%	12.7%	11.5%	6.5%	11.1%	10.3%	14.2%	14.7%	13.5%	
High priority	39.4%	36.8%	36.1%	40.8%	38.6%	37.8%	37.3%	34.7%	33.4%	
Medium priority	41.8%	38.1%	39.9%	41.8%	37.9%	40.4%	41.8%	38.3%	39.3%	
Low priority	9.3%	12.4%	12.4%	10.9%	12.4%	11.5%	6.7%	12.4%	13.9%	
Total(n)	335	4,912	12,867	201	2,539	7,172	134	2,373	5,695	
Mean	2.49	2.50	2.47	2.43	2.48	2.47	2.59	2.52	2.46	
Standard deviation	0.79	0.87	0.85	0.77	0.85	0.83	0.82	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	-0.06	-0.05	-	0.08	0.15	

California State University-Fresno	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	13.3%	12.1%	10.8%	11.8%	11.8%	10.3%	15.4%	12.3%	11.6%	
Agree somewhat	53.4%	49.2%	46.3%	56.7%	48.3%	44.9%	48.5%	50.4%	48.3%	
Disagree somewhat	24.5%	27.4%	30.0%	21.7%	27.9%	31.0%	28.7%	26.9%	28.5%	
Disagree strongly	8.8%	11.3%	12.9%	9.9%	12.0%	13.7%	7.4%	10.4%	11.6%	
Total(n)	339	4,940	12,963	203	2,554	7,223	136	2,386	5,740	
Mean	2.71	2.62	2.55	2.70	2.60	2.52	2.72	2.65	2.60	
Standard deviation	0.81	0.84	0.85	0.80	0.85	0.85	0.81	0.83	0.84	
Significance	-		***	-		**	-			
Effect size	-	0.11	0.19	-	0.12	0.21	-	0.08	0.14	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	11.3%	5.2%	4.2%	10.0%	7.0%	5.3%	13.2%	3.0%	2.5%	
Agree somewhat	30.3%	22.3%	20.9%	36.8%	24.5%	24.0%	20.6%	19.6%	16.3%	
Disagree somewhat	35.0%	42.7%	42.5%	35.3%	43.7%	44.6%	34.6%	41.6%	39.3%	
Disagree strongly	23.4%	29.8%	32.3%	17.9%	24.8%	26.1%	31.6%	35.8%	41.9%	
Total(n)	337	4,927	12,919	201	2,545	7,199	136	2,382	5,720	
Mean	2.29	2.03	1.97	2.39	2.14	2.09	2.15	1.90	1.79	
Standard deviation	0.95	0.85	0.84	0.89	0.87	0.84	1.02	0.82	0.80	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.31	0.38	-	0.29	0.36	-	0.30	0.45	
Colleges should be actively involved in solving social problems										
Agree strongly	21.0%	21.2%	22.3%	20.8%	20.4%	19.7%	21.3%	22.1%	26.2%	
Agree somewhat	60.1%	54.4%	54.2%	61.4%	52.2%	53.9%	58.1%	57.1%	54.6%	
Disagree somewhat	15.7%	20.0%	19.0%	14.4%	21.7%	20.4%	17.6%	17.9%	16.8%	
Disagree strongly	3.3%	4.5%	4.6%	3.5%	5.8%	6.0%	2.9%	2.9%	2.4%	
Total(n)	338	4,928	12,929	202	2,548	7,201	136	2,380	5,728	
Mean	2.99	2.92	2.94	3.00	2.87	2.87	2.98	2.98	3.05	
Standard deviation	0.71	0.76	0.77	0.70	0.80	0.79	0.71	0.72	0.72	
Significance	-			-	*	*	-			
Effect size	-	0.09	0.06	-	0.16	0.16	-	0.00	-0.10	Civic Minded Values

California State University-Fresno	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	31.5%	31.8%	28.5%	30.3%	27.4%	23.8%	33.1%	37.0%	35.7%	
Agree somewhat	58.8%	58.3%	58.3%	57.7%	60.1%	59.7%	60.3%	56.2%	56.1%	
Disagree somewhat	7.7%	8.5%	11.1%	10.0%	10.6%	13.7%	4.4%	5.9%	7.1%	
Disagree strongly	2.1%	1.4%	2.1%	2.0%	1.9%	2.8%	2.2%	0.9%	1.1%	
Total(n)	337	4,933	12,934	201	2,551	7,205	136	2,382	5,729	
Mean	3.20	3.20	3.13	3.16	3.13	3.05	3.24	3.29	3.26	
Standard deviation	0.66	0.65	0.68	0.68	0.66	0.70	0.64	0.62	0.63	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	0.00	0.10	-	0.05	0.16	-	-0.08	-0.03	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	50.6%	56.2%	56.7%	44.6%	50.8%	49.1%	59.6%	62.6%	68.6%	
Agree somewhat	44.1%	38.0%	37.6%	48.5%	40.8%	43.0%	37.5%	34.5%	29.3%	
Disagree somewhat	4.7%	4.5%	4.5%	6.4%	6.1%	6.1%	2.2%	2.6%	1.9%	
Disagree strongly	0.6%	1.4%	1.2%	0.5%	2.3%	1.8%	0.7%	0.3%	0.2%	
Total(n)	338	4,937	12,934	202	2,551	7,204	136	2,386	5,730	
Mean	3.45	3.49	3.50	3.37	3.40	3.39	3.56	3.60	3.66	
Standard deviation	0.62	0.65	0.64	0.63	0.71	0.68	0.58	0.55	0.53	
Significance	-	-	-	-	-	-	-	-	*	
Effect size	-	-0.06	-0.08	-	-0.04	-0.03	-	-0.07	-0.19	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	2.7%	2.6%	2.9%	3.0%	3.4%	3.8%	2.2%	1.7%	1.4%	
Agree somewhat	15.7%	14.1%	15.9%	20.3%	16.7%	19.0%	8.8%	10.9%	11.1%	
Disagree somewhat	41.7%	42.1%	42.6%	37.6%	44.0%	43.9%	47.8%	39.9%	40.7%	
Disagree strongly	39.9%	41.1%	38.6%	39.1%	35.9%	33.3%	41.2%	47.5%	46.8%	
Total(n)	338	4,930	12,935	202	2,548	7,208	136	2,382	5,727	
Mean	1.81	1.78	1.83	1.87	1.88	1.93	1.72	1.67	1.67	
Standard deviation	0.79	0.78	0.79	0.84	0.80	0.82	0.72	0.74	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	-0.03	-	-0.01	-0.07	-	0.07	0.07	

California State University-Fresno	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	4.7%	4.0%	5.1%	5.4%	4.1%	5.6%	3.7%	3.9%	4.2%	
Agree somewhat	27.2%	24.2%	20.6%	29.7%	25.4%	20.9%	23.5%	22.8%	20.2%	
Disagree somewhat	27.2%	34.9%	34.6%	26.2%	33.1%	33.4%	28.7%	37.0%	36.5%	
Disagree strongly	40.8%	36.9%	39.7%	38.6%	37.4%	40.1%	44.1%	36.4%	39.1%	
Total(n)	338	4,927	12,925	202	2,543	7,197	136	2,384	5,728	
Mean	1.96	1.95	1.91	2.02	1.96	1.92	1.87	1.94	1.89	
Standard deviation	0.93	0.88	0.89	0.95	0.89	0.91	0.90	0.86	0.87	
Significance	-			-			-			
Effect size	-	0.01	0.06	-	0.07	0.11	-	-0.08	-0.02	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	35.3%	28.7%	27.6%	35.6%	24.7%	23.1%	34.8%	33.6%	34.6%	
Agree somewhat	54.3%	60.4%	60.0%	51.0%	63.4%	62.5%	59.3%	56.7%	56.2%	
Disagree somewhat	9.5%	9.3%	9.9%	12.4%	9.9%	11.0%	5.2%	8.5%	8.2%	
Disagree strongly	0.9%	1.6%	2.4%	1.0%	2.0%	3.3%	0.7%	1.2%	1.0%	
Total(n)	337	4,932	12,938	202	2,551	7,206	135	2,381	5,732	
Mean	3.24	3.16	3.13	3.21	3.11	3.05	3.28	3.23	3.24	
Standard deviation	0.65	0.65	0.67	0.69	0.64	0.69	0.59	0.65	0.64	
Significance	-	*	**	-	*	**	-			
Effect size	-	0.12	0.16	-	0.16	0.23	-	0.08	0.06	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	13.0%	11.8%	13.6%	12.9%	11.3%	13.9%	13.2%	12.4%	13.1%	
Agree somewhat	47.9%	47.2%	44.4%	46.0%	48.4%	43.4%	50.7%	45.7%	46.0%	
Disagree somewhat	30.8%	32.2%	31.7%	34.2%	32.0%	31.8%	25.7%	32.3%	31.4%	
Disagree strongly	8.3%	8.8%	10.3%	6.9%	8.2%	10.9%	10.3%	9.5%	9.5%	
Total(n)	338	4,884	12,832	202	2,528	7,159	136	2,356	5,673	
Mean	2.66	2.62	2.61	2.65	2.63	2.60	2.67	2.61	2.63	
Standard deviation	0.81	0.81	0.85	0.79	0.79	0.86	0.83	0.82	0.83	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.03	0.06	-	0.07	0.05	

California State University-Fresno	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	35.1%	33.9%	32.5%	36.8%	27.9%	27.5%	32.6%	41.1%	40.2%	
Agree somewhat	31.3%	28.1%	28.7%	27.4%	27.2%	28.5%	37.0%	29.3%	29.0%	
Disagree somewhat	24.1%	25.3%	26.0%	26.4%	28.4%	28.4%	20.7%	21.6%	22.3%	
Disagree strongly	9.5%	12.6%	12.8%	9.5%	16.5%	15.6%	9.6%	7.9%	8.5%	
Total(n)	336	4,902	12,866	201	2,539	7,182	135	2,363	5,684	
Mean	2.92	2.83	2.81	2.92	2.66	2.68	2.93	3.04	3.01	
Standard deviation	0.98	1.03	1.03	1.00	1.05	1.04	0.96	0.97	0.98	
Significance	-			-	***	**	-			
Effect size	-	0.09	0.11	-	0.25	0.23	-	-0.11	-0.08	
This institution should not offer remedial/developmental education										
Agree strongly	9.2%	6.3%	5.6%	8.4%	7.5%	6.7%	10.3%	4.9%	4.0%	
Agree somewhat	26.0%	17.4%	17.1%	32.7%	19.0%	19.5%	16.2%	15.4%	13.4%	
Disagree somewhat	38.2%	39.8%	44.6%	37.6%	40.7%	45.9%	39.0%	38.7%	42.5%	
Disagree strongly	26.6%	36.5%	32.7%	21.3%	32.8%	27.9%	34.6%	41.1%	40.0%	
Total(n)	338	4,917	12,890	202	2,544	7,186	136	2,373	5,704	
Mean	2.18	1.93	1.96	2.28	2.01	2.05	2.02	1.84	1.81	
Standard deviation	0.93	0.89	0.85	0.89	0.90	0.86	0.96	0.86	0.81	
Significance	-	***	***	-	***	***	-	*	**	
Effect size	-	0.28	0.26	-	0.30	0.27	-	0.21	0.26	

California State University-Fresno	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	0.4%	4.3%	3.3%	0.7%	3.0%	2.2%	0.0%	5.9%	5.1%	
\$40,000 - \$49,999	3.8%	13.4%	9.4%	3.3%	10.4%	7.2%	4.8%	17.3%	13.0%	
\$50,000 - \$59,999	24.9%	24.5%	17.3%	20.3%	22.8%	14.8%	33.3%	26.7%	21.3%	
\$60,000 - \$69,999	21.9%	21.0%	16.1%	19.6%	20.2%	14.5%	26.2%	21.9%	18.7%	
\$70,000 - \$79,999	15.6%	15.1%	14.1%	19.0%	16.8%	13.9%	9.5%	13.0%	14.4%	
\$80,000 - \$89,999	12.7%	8.8%	10.9%	13.1%	10.9%	12.3%	11.9%	6.1%	8.7%	
\$90,000 - \$99,999	13.5%	6.1%	7.4%	14.4%	7.7%	8.1%	11.9%	4.1%	6.4%	
\$100,000 - \$124,999	7.2%	6.0%	11.4%	9.8%	7.6%	14.0%	2.4%	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)	237	3,709	8,778	153	1,958	4,937	84	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	2.4%	0.7%	0.8%	5.1%	0.6%	0.5%	0.0%	0.8%	1.3%	
\$30,000 - \$39,999	1.2%	2.8%	2.1%	2.6%	2.4%	1.5%	0.0%	3.3%	2.9%	
\$40,000 - \$49,999	3.7%	13.6%	7.9%	0.0%	18.0%	7.7%	7.0%	8.6%	8.1%	
\$50,000 - \$59,999	26.8%	15.4%	12.5%	20.5%	10.9%	11.2%	32.6%	20.5%	14.4%	
\$60,000 - \$69,999	20.7%	22.3%	15.1%	15.4%	20.0%	12.2%	25.6%	24.9%	19.4%	
\$70,000 - \$79,999	12.2%	14.9%	10.7%	12.8%	12.0%	10.1%	11.6%	18.3%	11.6%	
\$80,000 - \$89,999	6.1%	9.1%	9.5%	7.7%	9.6%	8.9%	4.7%	8.6%	10.4%	
\$90,000 - \$99,999	11.0%	7.4%	8.5%	15.4%	8.1%	9.5%	7.0%	6.5%	7.0%	
\$100,000 - \$124,999	13.4%	9.9%	13.4%	15.4%	12.0%	12.9%	11.6%	7.4%	14.1%	
\$125,000 - \$149,999	1.2%	2.8%	8.2%	2.6%	5.2%	10.6%	0.0%	0.1%	4.6%	
\$150,000 or more	1.2%	0.6%	10.8%	2.6%	1.1%	14.4%	0.0%	0.0%	5.5%	
Total(n)	82	904	3,203	39	434	1,717	43	470	1,486	
Your base institutional salary reported above is based on:										
Less than 9 months	3.6%	5.9%	4.1%	3.0%	4.8%	4.1%	4.4%	7.2%	4.1%	
9/10 months	72.1%	75.2%	70.7%	77.6%	76.7%	71.0%	64.0%	73.3%	70.2%	
11/12 months	24.3%	19.0%	25.2%	19.4%	18.5%	24.9%	31.6%	19.5%	25.7%	
Total(n)	337	4,911	12,826	201	2,539	7,143	136	2,372	5,683	

California State University-Fresno	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%	48.2%	43.3%	43.8%	42.8%	39.4%	39.3%	56.4%	47.9%	50.7%	
75% to 99%	40.1%	46.9%	44.4%	44.3%	48.9%	46.3%	33.8%	44.5%	41.5%	
74% to 50%	8.7%	7.8%	9.0%	10.0%	9.8%	11.1%	6.8%	5.5%	5.7%	
25% to 49%	2.4%	1.5%	2.0%	3.0%	1.4%	2.4%	1.5%	1.6%	1.5%	
1% to 24%	0.6%	0.3%	0.6%	0.0%	0.4%	0.7%	1.5%	0.3%	0.4%	
0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.3%	0.2%	
Total(n)	334	4,898	12,840	201	2,531	7,160	133	2,367	5,680	
Other income from this institution										
100%	0.3%	0.0%	0.1%	0.0%	0.1%	0.1%	0.8%	0.0%	0.0%	
75% to 99%	0.9%	0.1%	0.1%	0.5%	0.1%	0.1%	1.6%	0.1%	0.0%	
74% to 50%	0.6%	0.1%	0.4%	0.5%	0.0%	0.4%	0.8%	0.1%	0.3%	
25% to 49%	1.8%	3.5%	5.3%	2.5%	4.2%	6.3%	0.8%	2.8%	3.7%	
1% to 24%	23.6%	34.8%	29.4%	27.9%	37.4%	31.7%	17.1%	31.6%	25.8%	
0%	72.7%	61.5%	64.8%	68.5%	58.2%	61.3%	79.1%	65.4%	70.2%	
Total(n)	326	4,779	12,470	197	2,475	6,972	129	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%	0.3%	0.3%	0.2%	0.5%	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%	9.3%	5.4%	5.6%	9.7%	5.7%	5.7%	8.6%	5.1%	5.3%	
0%	90.4%	93.5%	93.4%	89.8%	93.2%	93.1%	91.4%	93.9%	93.9%	
Total(n)	324	4,751	12,344	196	2,456	6,895	128	2,295	5,449	
Non-academic income										
100%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.2%	
75% to 99%	0.3%	0.4%	0.7%	0.0%	0.4%	0.7%	0.8%	0.4%	0.6%	
74% to 50%	3.4%	1.3%	2.0%	3.6%	1.2%	2.1%	3.1%	1.4%	1.7%	
25% to 49%	5.2%	5.6%	5.3%	6.1%	6.2%	6.1%	3.9%	4.9%	4.0%	
1% to 24%	26.5%	23.7%	26.1%	28.9%	26.4%	29.2%	22.8%	20.6%	21.4%	
0%	64.5%	68.9%	65.8%	61.4%	65.8%	61.8%	69.3%	72.6%	72.1%	
Total(n)	324	4,774	12,465	197	2,468	6,977	127	2,306	5,488	

California State University-Fresno	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	0.6%	2.6%	2.7%	0.5%	2.1%	2.2%	0.8%	3.2%	3.4%	
1986 - 1980	5.4%	9.4%	9.8%	3.5%	9.2%	9.8%	8.3%	9.7%	9.7%	
1971 - 1975	11.1%	9.9%	10.0%	12.4%	9.2%	9.2%	9.1%	10.8%	11.3%	
1966 - 1970	16.2%	11.6%	13.3%	14.4%	11.7%	12.2%	18.9%	11.6%	15.1%	
1961 - 1965	14.7%	13.0%	11.9%	17.8%	12.1%	10.9%	9.8%	14.1%	13.3%	
1956 - 1960	17.7%	15.4%	14.1%	18.3%	14.1%	13.2%	16.7%	17.1%	15.5%	
1951 - 1955	13.2%	17.2%	16.6%	9.9%	19.6%	17.9%	18.2%	14.2%	14.6%	
1946 - 1950	15.0%	14.9%	14.2%	16.3%	15.6%	15.3%	12.9%	14.1%	12.5%	
1941 - 1945	5.4%	4.5%	5.5%	5.9%	5.0%	6.9%	4.5%	3.9%	3.4%	
1940 or earlier	0.9%	1.4%	2.0%	1.0%	1.6%	2.5%	0.8%	1.2%	1.2%	
Total(n)	334	4,857	12,760	202	2,517	7,135	132	2,340	5,625	
Year of highest degree now held										
1973 or earlier	4.8%	3.5%	6.0%	5.5%	4.7%	8.1%	3.7%	2.2%	2.6%	
1974 - 1978	4.5%	5.2%	7.5%	6.5%	7.1%	10.0%	1.5%	3.1%	3.6%	
1979 - 1983	6.6%	9.0%	10.2%	7.5%	11.8%	12.0%	5.2%	5.6%	7.4%	
1984 - 1988	11.1%	10.6%	11.1%	11.0%	11.9%	12.3%	11.2%	8.9%	9.4%	
1989 - 1993	13.5%	13.1%	12.2%	11.0%	12.0%	11.8%	17.2%	14.4%	12.9%	
1994 - 1998	19.2%	15.4%	13.8%	22.5%	15.0%	11.8%	14.2%	15.8%	16.9%	
1999 - 2003	19.5%	15.5%	14.1%	18.5%	13.0%	12.3%	20.9%	18.5%	17.0%	
2004 - 2008	16.8%	18.2%	16.4%	15.0%	15.6%	14.3%	19.4%	21.4%	19.6%	
2009 or later	4.2%	9.4%	8.6%	2.5%	8.9%	7.4%	6.7%	10.1%	10.6%	
Total(n)	334	4,886	12,836	200	2,529	7,165	134	2,357	5,671	
Year of appointment at present institution										
1973 or earlier	4.8%	1.4%	1.8%	6.0%	1.6%	2.2%	3.0%	1.0%	1.1%	
1974 - 1978	0.9%	1.7%	2.6%	1.5%	2.3%	3.7%	0.0%	0.9%	1.0%	
1979 - 1983	1.8%	5.4%	6.2%	3.0%	6.9%	8.1%	0.0%	3.4%	3.2%	
1984 - 1988	9.0%	8.8%	9.2%	8.0%	10.9%	11.2%	10.4%	6.2%	6.1%	
1989 - 1993	9.6%	10.4%	10.6%	7.5%	11.6%	11.5%	12.7%	9.0%	9.2%	
1994 - 1998	11.6%	10.9%	11.4%	12.4%	10.4%	11.0%	10.4%	11.4%	11.9%	
1999 - 2003	24.8%	14.2%	13.8%	26.4%	12.7%	12.3%	22.4%	16.1%	16.1%	
2004 - 2008	32.5%	23.3%	22.8%	30.3%	20.9%	20.3%	35.8%	26.3%	26.6%	
2009 or later	5.1%	23.9%	21.7%	5.0%	22.7%	19.6%	5.2%	25.4%	24.8%	
Total(n)	335	4,889	12,847	201	2,532	7,173	134	2,357	5,674	

California State University-Fresno	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	14.8%	17.3%	15.6%	12.5%	12.6%	12.2%	18.8%	23.3%	21.9%	
1974 - 1978	0.9%	0.7%	1.9%	0.7%	0.9%	2.4%	1.2%	0.3%	1.0%	
1979 - 1983	0.4%	2.3%	4.4%	0.7%	3.4%	5.8%	0.0%	0.9%	1.9%	
1984 - 1988	5.7%	6.5%	8.7%	6.3%	8.1%	10.6%	4.7%	4.6%	5.1%	
1989 - 1993	10.5%	11.1%	12.4%	8.3%	13.0%	14.8%	14.1%	8.6%	8.1%	
1994 - 1998	10.5%	14.6%	14.9%	9.0%	17.4%	15.6%	12.9%	11.1%	13.6%	
1999 - 2003	14.8%	13.6%	13.8%	16.7%	13.6%	13.3%	11.8%	13.5%	14.6%	
2004 - 2008	27.9%	18.6%	16.7%	30.6%	17.5%	14.6%	23.5%	20.0%	20.3%	
2009 or later	14.4%	15.4%	11.6%	15.3%	13.6%	10.6%	12.9%	17.7%	13.5%	
Total(n)	229	3,584	9,338	144	1,927	5,504	85	1,657	3,834	
Aggregated Major										
Agriculture or Forestry (General Area 1)	3.0%	1.5%	2.0%	3.9%	1.8%	2.4%	1.5%	1.2%	1.4%	
Biological Sciences (General Area 5)	5.9%	6.2%	7.1%	7.9%	7.2%	7.6%	3.0%	4.9%	6.4%	
Business (General Area 6)	6.2%	6.3%	4.4%	6.9%	8.4%	5.1%	5.2%	3.9%	3.3%	
Education (General Area 10 and Specific Discipline 2102)	16.3%	14.3%	9.1%	13.8%	9.4%	5.7%	20.0%	20.2%	14.3%	
Engineering (General Area 11)	6.5%	2.4%	5.0%	10.3%	3.5%	6.8%	0.7%	1.1%	2.3%	
English (General Area 12)	3.6%	7.9%	5.7%	2.0%	7.4%	4.5%	5.9%	8.5%	7.4%	
Health-related (General Area 15)	4.4%	5.6%	6.1%	2.5%	1.6%	3.9%	7.4%	10.5%	9.5%	
History or Political Science (Specific Discipline 3007,3009)	4.1%	4.6%	6.5%	3.4%	5.4%	7.2%	5.2%	3.7%	5.5%	
Humanities (General Area 14,24)	5.3%	4.5%	7.7%	3.9%	4.9%	8.1%	7.4%	4.1%	7.0%	
Fine Arts (General Area 2,4,22)	8.0%	6.7%	6.5%	8.4%	7.4%	6.6%	7.4%	5.9%	6.3%	
Mathematics or Statistics (General Area 18)	3.0%	4.1%	4.2%	3.0%	5.5%	5.3%	3.0%	2.4%	2.4%	
Physical Sciences (General Area 25)	6.5%	8.0%	7.6%	9.4%	9.8%	10.1%	2.2%	5.8%	3.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	16.3%	14.0%	15.4%	14.3%	13.3%	14.3%	19.3%	14.8%	17.2%	
Other Technical (General Area 8,19,28)	2.7%	2.2%	2.4%	3.9%	3.1%	3.1%	0.7%	1.1%	1.3%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	8.3%	11.5%	10.4%	6.4%	11.2%	9.4%	11.1%	11.9%	12.1%	
Total(n)	338	4,930	12,964	203	2,554	7,234	135	2,376	5,730	

California State University-Fresno	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)	5.9%	1.2%	1.9%	8.4%	1.6%	2.3%	2.2%	0.7%	1.4%	
Biological Sciences (General Area 5)	5.0%	5.8%	6.5%	6.4%	6.6%	7.2%	3.0%	4.8%	5.5%	
Business (General Area 6)	7.1%	7.4%	5.2%	7.9%	9.8%	6.2%	5.9%	4.6%	3.7%	
Education (General Area 10 and Specific Discipline 2102)	11.2%	9.9%	7.2%	9.9%	6.9%	4.9%	13.3%	13.6%	10.8%	
Engineering (General Area 11)	4.7%	2.3%	5.8%	7.4%	3.6%	8.0%	0.7%	0.7%	2.5%	
English (General Area 12)	3.0%	8.6%	5.8%	1.5%	8.3%	4.7%	5.2%	8.9%	7.5%	
Health-related (General Area 15)	8.9%	7.7%	7.2%	5.9%	2.3%	4.4%	13.3%	14.2%	11.6%	
History or Political Science (Specific Discipline 3007,3009)	3.8%	4.3%	6.1%	3.9%	5.0%	6.6%	3.7%	3.5%	5.4%	
Humanities (General Area 14,24)	4.7%	4.2%	7.5%	3.0%	4.4%	7.7%	7.4%	3.9%	7.3%	
Fine Arts (General Area 2,4,22)	7.7%	6.9%	6.8%	8.4%	7.4%	7.0%	6.7%	6.3%	6.7%	
Mathematics or Statistics (General Area 18)	2.4%	4.7%	4.1%	2.5%	5.9%	5.1%	2.2%	3.1%	2.5%	
Physical Sciences (General Area 25)	6.8%	7.9%	6.7%	9.9%	9.4%	8.8%	2.2%	6.0%	3.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.5%	12.3%	13.3%	10.8%	11.6%	12.2%	20.0%	13.1%	14.9%	
Other Technical (General Area 8,19,28)	2.4%	3.2%	2.5%	3.4%	4.3%	3.3%	0.7%	2.0%	1.2%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.8%	13.7%	13.3%	10.8%	13.1%	11.6%	13.3%	14.4%	15.7%	
Total(n)	338	4,927	12,949	203	2,550	7,225	135	2,377	5,724	

California State University-Fresno	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	58.6%	62.8%	61.9%	50.0%	59.7%	61.1%	71.4%	66.6%	63.2%	
1	18.9%	17.2%	17.8%	20.5%	18.2%	17.7%	16.5%	16.1%	18.0%	
2	16.8%	15.2%	15.3%	21.5%	15.4%	15.0%	9.8%	14.9%	15.8%	
3	4.2%	3.4%	3.5%	6.0%	4.8%	4.2%	1.5%	1.7%	2.3%	
4+	1.5%	1.4%	1.4%	2.0%	1.9%	1.9%	0.8%	0.8%	0.7%	
Total(n)	333	4,888	12,874	200	2,533	7,181	133	2,355	5,693	
18 years or older										
0	60.8%	58.6%	59.7%	60.3%	56.0%	56.1%	61.5%	61.8%	65.1%	
1	11.1%	12.5%	12.4%	11.1%	13.5%	12.3%	11.1%	11.2%	12.5%	
2	17.4%	18.4%	17.6%	17.6%	19.4%	19.6%	17.0%	17.2%	14.5%	
3	6.3%	6.9%	6.5%	6.0%	6.9%	7.3%	6.7%	6.8%	5.4%	
4+	4.5%	3.6%	3.8%	5.0%	4.1%	4.7%	3.7%	3.0%	2.5%	
Total(n)	334	4,901	12,902	199	2,537	7,191	135	2,364	5,711	
How would you characterize your political views?										
Far left	9.1%	9.3%	11.8%	9.0%	9.5%	11.3%	9.2%	9.0%	12.6%	
Liberal	42.1%	47.6%	51.5%	38.2%	42.3%	47.7%	48.1%	54.1%	57.2%	
Middle of the road	34.2%	28.5%	25.7%	37.2%	31.7%	28.3%	29.8%	24.6%	21.6%	
Conservative	13.6%	13.9%	10.7%	15.1%	15.7%	12.2%	11.5%	11.7%	8.3%	
Far right	0.9%	0.7%	0.4%	0.5%	0.8%	0.5%	1.5%	0.6%	0.3%	
Total(n)	330	4,885	12,862	199	2,530	7,176	131	2,355	5,686	
Are you currently: (Mark one)										
Single	11.5%	11.6%	10.7%	8.9%	7.8%	8.0%	15.6%	16.1%	14.8%	
Married	76.3%	73.7%	76.5%	82.8%	80.8%	82.7%	66.7%	65.3%	67.0%	
Unmarried, living with partner	4.1%	5.1%	5.5%	4.4%	4.4%	4.6%	3.7%	5.8%	6.9%	
Divorced	5.3%	6.4%	5.1%	3.0%	4.2%	3.1%	8.9%	8.9%	8.1%	
Widowed	1.8%	1.6%	1.2%	0.5%	0.9%	0.7%	3.7%	2.4%	2.0%	
Separated	0.9%	1.7%	1.1%	0.5%	1.9%	1.0%	1.5%	1.5%	1.2%	
Total(n)	338	4,952	13,016	203	2,565	7,257	135	2,387	5,759	

California State University-Fresno	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	77.9%	90.3%	87.2%	73.4%	89.7%	86.1%	84.6%	91.0%	88.9%	
No	22.1%	9.7%	12.8%	26.6%	10.3%	13.9%	15.4%	9.0%	11.1%	
Total(n)	339	4,957	13,028	203	2,564	7,262	136	2,393	5,766	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	3.0%	2.0%	2.0%	1.5%	2.0%	2.0%	5.2%	2.1%	2.1%	
Asian American/Asian	13.7%	5.8%	5.7%	15.9%	6.5%	6.8%	10.4%	5.0%	3.9%	
Native Hawaiian/Pacific Islander	0.3%	0.1%	0.3%	0.5%	0.1%	0.4%	0.0%	0.2%	0.2%	
African American/Black	2.7%	2.9%	3.5%	1.5%	2.8%	3.3%	4.4%	2.9%	3.8%	
Mexican American/Chicano	5.1%	1.3%	1.4%	5.5%	1.6%	1.5%	4.4%	1.0%	1.2%	
Puerto Rican	0.0%	0.2%	0.4%	0.0%	0.2%	0.3%	0.0%	0.1%	0.6%	
Other Latino	3.3%	1.3%	2.6%	3.0%	1.3%	2.6%	3.7%	1.2%	2.7%	
White/Caucasian	73.2%	89.0%	86.5%	70.1%	88.3%	85.3%	77.8%	89.9%	88.2%	
Other	5.7%	2.4%	3.2%	7.5%	2.5%	3.2%	3.0%	2.4%	3.1%	
Total(n)	336	4,905	12,902	201	2,533	7,182	135	2,372	5,720	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.3%	0.3%	0.5%	0.5%	0.5%	0.5%	0.0%	0.2%	0.4%	
Asian	13.7%	4.8%	5.3%	15.9%	4.9%	6.5%	10.4%	4.5%	3.5%	
Black	1.5%	2.5%	2.8%	1.0%	2.6%	2.6%	2.2%	2.5%	3.2%	
Hispanic	6.3%	1.5%	2.6%	6.5%	1.8%	2.6%	5.9%	1.1%	2.6%	
White	68.5%	84.7%	82.1%	65.7%	83.6%	81.1%	72.6%	86.0%	83.6%	
Other	3.6%	1.7%	2.0%	5.0%	1.7%	2.2%	1.5%	1.6%	1.7%	
Two or more races/ethnicities	6.3%	4.5%	4.7%	5.5%	4.9%	4.6%	7.4%	4.1%	5.0%	
Total (n)	336	4,905	12,902	201	2,533	7,182	135	2,372	5,720	

California State University-Fresno	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	

California State University-Fresno	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	

California State University-Fresno	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	

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

California State University-Fresno	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	

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
All Respondents	464	4,962	13,040	261	2,567	7,269	203	2,395	5,771	
What is your principal activity in your current position at this institution?										
Administration	4.1%	5.8%	7.3%	5.0%	5.9%	7.4%	3.0%	5.7%	7.1%	
Teaching	91.4%	91.3%	70.6%	92.3%	92.0%	67.8%	90.1%	90.5%	75.0%	
Research	0.6%	1.3%	20.0%	0.8%	1.1%	23.1%	0.5%	1.5%	15.2%	
Services to clients and patients	1.1%	0.6%	1.1%	0.8%	0.5%	1.1%	1.5%	0.8%	1.1%	
Other	2.8%	1.0%	0.9%	1.1%	0.5%	0.5%	4.9%	1.6%	1.6%	
Total(n)	464	4,962	13,034	261	2,567	7,265	203	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	75.4%	100.0%	100.0%	78.9%	100.0%	100.0%	70.9%	100.0%	100.0%	
No	24.6%	0.0%	0.0%	21.1%	0.0%	0.0%	29.1%	0.0%	0.0%	
Total(n)	464	4,962	13,039	261	2,567	7,269	203	2,395	5,770	
What is your present academic rank?										
Professor	27.8%	27.9%	33.7%	31.8%	33.3%	40.8%	22.7%	21.4%	22.9%	
Associate professor	16.8%	26.4%	24.3%	20.3%	26.3%	23.2%	12.3%	26.5%	26.2%	
Assistant professor	21.3%	30.2%	26.4%	19.9%	28.1%	23.8%	23.2%	32.8%	30.4%	
Lecturer	27.2%	8.7%	8.9%	22.2%	6.8%	7.4%	33.5%	11.1%	11.2%	
Instructor	6.9%	6.8%	6.6%	5.7%	5.5%	4.8%	8.4%	8.2%	9.3%	
Total(n)	464	4,815	12,228	261	2,496	6,807	203	2,319	5,421	
What is your tenure status at this institution?										
Tenured	43.1%	54.3%	55.6%	49.0%	59.0%	61.6%	35.5%	48.6%	46.4%	
On tenure track, but not tenured	23.3%	27.3%	22.7%	23.8%	26.0%	20.7%	22.7%	28.8%	25.9%	
Not on tenure track, but institution has tenure system	32.1%	17.6%	20.5%	26.8%	14.6%	16.9%	38.9%	21.3%	26.1%	
Institution has no tenure system	1.5%	0.8%	1.2%	0.4%	0.4%	0.9%	3.0%	1.2%	1.7%	
Total(n)	464	4,813	12,241	261	2,496	6,817	203	2,317	5,424	
Are you currently serving in an administrative position as:										
Department chair	8.4%	11.3%	8.4%	10.7%	13.7%	9.6%	5.4%	8.5%	6.5%	
Dean (associate or assistant)	0.2%	1.1%	2.2%	0.4%	1.1%	2.1%	0.0%	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	15.7%	13.8%	16.3%	14.9%	12.6%	15.6%	16.7%	15.3%	17.2%	
Not applicable	72.6%	68.6%	65.2%	72.4%	66.4%	63.3%	72.9%	71.1%	68.0%	

California State University-Fresno	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.)	2.8%	0.7%	1.0%	2.7%	0.7%	1.3%	3.0%	0.6%	0.6%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	29.1%	21.1%	14.8%	23.0%	17.6%	11.8%	36.9%	25.2%	19.6%	
LL.B., J.D.	1.3%	1.4%	1.5%	1.5%	1.8%	1.4%	1.0%	0.8%	1.6%	
M.D., D.D.S. (or equivalent)	0.2%	0.1%	1.6%	0.0%	0.1%	1.9%	0.5%	0.1%	1.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.6%	0.6%	0.7%	0.8%	0.9%	0.8%	0.5%	0.3%	0.6%	
Ed.D.	6.9%	4.6%	2.7%	5.7%	2.6%	1.6%	8.4%	7.0%	4.3%	
Ph.D.	56.9%	70.0%	76.4%	64.4%	74.6%	80.1%	47.3%	64.3%	70.7%	
Other degree	1.9%	1.6%	1.3%	1.9%	1.6%	1.2%	2.0%	1.7%	1.5%	
None	0.2%	0.0%	0.1%	0.0%	0.1%	0.1%	0.5%	0.0%	0.1%	
Total(n)	464	4,961	13,035	261	2,567	7,268	203	2,394	5,767	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.3%	0.1%	0.1%	0.0%	0.1%	0.0%	0.6%	0.1%	0.1%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.8%	1.9%	1.1%	0.8%	2.6%	1.3%	0.6%	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)	0.3%	0.1%	0.1%	0.0%	0.2%	0.1%	0.6%	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.	1.8%	0.6%	0.5%	0.4%	0.4%	0.2%	3.7%	0.7%	1.0%	
Ph.D.	4.0%	4.4%	2.9%	4.7%	3.8%	2.2%	3.0%	5.3%	4.0%	
Other degree	1.5%	0.8%	0.8%	2.1%	0.3%	0.6%	0.6%	1.3%	1.1%	
None	91.5%	91.7%	94.3%	91.9%	92.5%	95.4%	90.9%	90.6%	92.6%	
Total(n)	400	4,429	11,650	236	2,339	6,612	164	2,090	5,038	

California State University-Fresno	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	36.1%	31.8%	52.0%	37.5%	35.4%	55.8%	34.2%	27.5%	46.1%	
Very important	36.7%	38.3%	29.4%	36.8%	36.3%	27.9%	36.6%	40.6%	31.8%	
Somewhat important	21.6%	26.5%	15.9%	20.3%	24.5%	13.6%	23.3%	28.8%	19.4%	
Not important	5.6%	3.5%	2.8%	5.4%	3.7%	2.8%	5.9%	3.1%	2.7%	
Total(n)	463	4,960	13,035	261	2,566	7,265	202	2,394	5,770	
Teaching										
Essential	72.6%	80.6%	68.8%	73.2%	80.8%	68.3%	71.9%	80.4%	69.6%	
Very important	25.2%	17.7%	27.5%	25.7%	17.6%	27.7%	24.6%	17.9%	27.1%	
Somewhat important	1.9%	1.6%	3.6%	1.1%	1.6%	3.8%	3.0%	1.7%	3.2%	
Not important	0.2%	0.0%	0.1%	0.0%	0.0%	0.1%	0.5%	0.0%	0.1%	
Total(n)	464	4,962	13,038	261	2,567	7,268	203	2,395	5,770	
Service										
Essential	24.6%	16.8%	19.2%	23.8%	15.2%	18.0%	25.7%	18.7%	20.9%	
Very important	41.3%	49.7%	43.1%	41.4%	48.3%	42.3%	41.1%	51.4%	44.4%	
Somewhat important	29.6%	30.9%	34.6%	29.5%	33.0%	35.9%	29.7%	28.3%	32.5%	
Not important	4.5%	2.6%	3.2%	5.4%	3.6%	3.8%	3.5%	1.5%	2.2%	
Total(n)	463	4,958	13,032	261	2,565	7,264	202	2,393	5,768	

California State University-Fresno	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	10.4%	15.5%	18.7%	13.1%	16.5%	19.8%	6.9%	14.4%	16.9%	
Taught an interdisciplinary course	32.2%	38.3%	46.2%	36.4%	37.4%	47.5%	26.7%	39.3%	44.2%	
Taught an ethnic studies course	6.5%	11.0%	10.3%	4.6%	9.1%	8.6%	8.9%	13.3%	12.8%	
Taught a women's studies course	3.0%	8.0%	6.2%	0.8%	3.2%	2.0%	6.0%	13.7%	12.5%	
Taught a service learning course	20.8%	21.8%	17.6%	21.2%	19.2%	15.1%	20.3%	24.9%	21.5%	
Taught an exclusively web-based course at this institution	14.3%	24.5%	15.7%	16.6%	21.8%	13.1%	11.4%	27.8%	19.5%	
Participated in a teaching enhancement workshop	62.3%	68.8%	55.4%	59.2%	63.9%	49.6%	66.3%	74.7%	64.3%	
Advised student groups involved in service/volunteer work	52.9%	48.5%	42.3%	55.4%	47.3%	39.7%	49.8%	49.8%	46.3%	Civic Minded Practice
Collaborated with the local community in research/teaching	58.9%	51.2%	45.0%	60.8%	48.0%	41.6%	56.4%	55.1%	50.2%	
Conducted research or writing focused on international/global issues	24.4%	27.1%	32.0%	27.2%	30.1%	33.3%	20.8%	23.5%	30.1%	
Conducted research or writing focused on racial or ethnic minorities	22.1%	19.7%	23.9%	18.1%	17.4%	19.7%	27.2%	22.5%	30.2%	
Conducted research or writing focused on women and gender issues	16.9%	19.2%	20.1%	11.2%	13.1%	13.2%	24.3%	26.6%	30.8%	
Engaged undergraduates on <u>your</u> research project	43.6%	43.8%	49.5%	52.5%	48.5%	54.5%	32.2%	38.0%	41.8%	
Worked with undergraduates on a research project	53.1%	61.7%	62.2%	59.2%	66.2%	66.1%	45.3%	56.2%	56.2%	
Engaged in academic research that spans multiple disciplines	52.9%	56.2%	67.8%	59.4%	60.9%	71.5%	44.6%	50.5%	62.0%	
Taught a seminar for first-year students	17.5%	20.6%	22.2%	19.2%	19.8%	21.9%	15.3%	21.5%	22.7%	
Taught a capstone course	27.9%	39.6%	33.3%	29.6%	39.8%	33.3%	25.7%	39.4%	33.3%	
Taught in a learning community (e.g., FIG, linked courses)	5.6%	11.3%	8.3%	6.2%	10.8%	7.8%	5.0%	11.9%	9.1%	
Supervised an undergraduate thesis	19.7%	27.9%	33.1%	23.5%	29.1%	34.6%	14.9%	26.5%	30.9%	
Published op-ed pieces or editorials	17.8%	16.1%	16.6%	22.3%	18.3%	19.0%	11.9%	13.5%	12.9%	
Received funding for your work from foundations	26.0%	19.9%	23.2%	31.5%	20.9%	25.3%	18.8%	18.7%	20.1%	
Received funding for your work from state or federal government	29.3%	26.6%	35.9%	33.8%	28.4%	40.4%	23.5%	24.3%	28.9%	
Received funding for your work from business or industry	13.9%	9.1%	13.1%	19.6%	11.1%	16.6%	6.5%	6.7%	7.7%	
Total(n)	461	4,934	12,950	260	2,552	7,220	201	2,382	5,730	

California State University-Fresno	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	2.80	3.20	2.38	2.80	3.19	2.33	2.80	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)	463	4,962	13,040	261	2,567	7,269	202	2,395	5,771	
Teach at least one course this term at another institution	8.8%	3.5%	2.8%	5.4%	2.9%	2.4%	13.3%	4.1%	3.4%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	27.6%	36.1%	20.4%	27.6%	38.0%	20.3%	27.6%	33.7%	20.7%	
Mean student enrollment	54.2	48.5	56.5	61.0	54.0	63.0	45.5	41.1	46.8	
Have teaching/lab assistant or reader/grader assigned	9.9%	10.7%	27.5%	13.0%	10.8%	29.9%	6.0%	10.5%	23.8%	
Course required for an undergraduate major										
Teach at least one course	61.9%	76.7%	57.5%	64.0%	77.7%	57.6%	59.1%	75.6%	57.4%	
Mean student enrollment	34.5	28.5	39.2	36.3	28.0	39.3	32.1	29.1	39.0	
Have teaching/lab assistant or reader/grader assigned	9.6%	10.9%	26.1%	12.6%	11.7%	28.7%	5.5%	9.9%	22.0%	
Other undergraduate course										
Teach at least one course	17.9%	27.7%	25.6%	21.1%	30.2%	26.5%	13.8%	24.6%	24.2%	
Mean student enrollment	26.6	22.3	28.1	26.7	22.6	28.4	26.4	21.9	27.6	
Have teaching/lab assistant or reader/grader assigned	5.4%	6.9%	18.9%	6.4%	7.0%	19.9%	3.6%	6.7%	17.3%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.9%	1.0%	0.5%	0.4%	0.7%	0.3%	1.5%	1.4%	0.7%	
Mean student enrollment	78.5	32.4	33.4	74.0	44.0	29.4	80.0	25.1	36.3	
Have teaching/lab assistant or reader/grader assigned	50.0%	23.0%	17.3%	100.0%	32.6%	19.7%	33.3%	17.0%	15.6%	
Non-credit course (other than above)										
Teach at least one course	1.5%	0.5%	0.8%	1.1%	0.3%	0.8%	2.0%	0.8%	0.9%	
Mean student enrollment	38.7	27.4	28.9	32.7	30.4	33.1	43.3	25.8	23.0	
Have teaching/lab assistant or reader/grader assigned	28.6%	17.6%	6.4%	0.0%	25.6%	5.7%	50.0%	13.5%	7.5%	
Graduate course										
Teach at least one course	35.6%	21.9%	39.2%	33.7%	20.3%	39.2%	37.9%	23.9%	39.2%	
Mean student enrollment	14.1	16.0	17.7	13.9	15.8	18.1	14.4	16.2	17.0	
Have teaching/lab assistant or reader/grader assigned	2.4%	4.5%	11.4%	2.3%	4.8%	13.7%	2.5%	4.2%	7.7%	

California State University-Fresno	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	40.0%	42.9%	38.9%	55.6%	58.2%	40.3%	31.3%	35.4%	36.4%	
Graduate courses	12.0%	26.2%	36.7%	22.2%	29.0%	41.5%	6.3%	24.8%	28.5%	
Non-credit courses	4.0%	21.6%	12.2%	11.1%	11.2%	8.1%	0.0%	26.6%	19.3%	
I do not teach	44.0%	9.4%	12.2%	11.1%	1.6%	10.1%	62.5%	13.2%	15.8%	
Total(n)	25	70	366	9	25	191	16	45	175	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	8.4%	6.0%	5.2%	6.9%	5.4%	5.1%	10.3%	6.8%	5.5%	
Writing	20.0%	14.4%	12.2%	19.5%	14.4%	11.0%	20.7%	14.4%	14.1%	
Mathematics	5.4%	7.1%	4.6%	6.5%	7.5%	4.8%	3.9%	6.5%	4.2%	
ESL	1.1%	1.2%	1.0%	1.1%	0.8%	0.5%	1.0%	1.7%	1.7%	
General academic skills	15.9%	12.4%	10.2%	15.3%	12.0%	9.1%	16.7%	13.0%	11.8%	
Other subject areas	12.9%	6.9%	6.4%	13.0%	6.5%	6.1%	12.8%	7.5%	7.0%	
Total(n)	464	4,962	13,040	261	2,567	7,269	203	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	24.4%	30.7%	21.2%	23.8%	25.8%	18.4%	25.2%	36.5%	25.5%	
No	60.7%	62.3%	71.6%	64.0%	67.8%	75.7%	56.4%	55.8%	65.3%	
Not eligible	8.6%	1.4%	1.9%	8.0%	1.4%	1.9%	9.4%	1.3%	1.9%	
Not available	6.3%	5.6%	5.4%	4.2%	5.0%	4.1%	8.9%	6.4%	7.3%	
Total(n)	463	4,948	13,007	261	2,558	7,250	202	2,390	5,757	
Paid sabbatical leave										
Yes	27.9%	24.1%	31.8%	31.5%	27.0%	35.6%	23.3%	20.5%	26.0%	
No	44.2%	53.5%	48.2%	44.2%	54.7%	48.7%	44.1%	52.0%	47.3%	
Not eligible	26.0%	19.1%	16.9%	23.1%	14.7%	13.0%	29.7%	24.4%	22.7%	
Not available	1.9%	3.4%	3.2%	1.2%	3.6%	2.7%	3.0%	3.0%	4.0%	
Total(n)	462	4,952	13,018	260	2,560	7,256	202	2,392	5,762	
Travel funds paid by the institution										
Yes	63.1%	80.1%	74.6%	67.8%	79.5%	72.8%	56.9%	80.8%	77.5%	
No	22.5%	16.3%	20.8%	20.3%	17.8%	23.3%	25.2%	14.6%	17.0%	
Not eligible	10.8%	2.0%	2.5%	9.2%	1.3%	2.1%	12.9%	2.8%	3.1%	
Not available	3.7%	1.6%	2.0%	2.7%	1.4%	1.8%	5.0%	1.8%	2.4%	
Total(n)	463	4,958	13,032	261	2,565	7,265	202	2,393	5,767	

California State University-Fresno	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	48.6%	45.9%	50.1%	55.0%	49.0%	52.5%	40.3%	42.3%	46.4%	
No	39.9%	49.2%	44.9%	35.4%	47.1%	43.4%	45.8%	51.8%	47.2%	
Not eligible	8.9%	3.5%	3.6%	7.7%	2.7%	2.8%	10.4%	4.5%	4.8%	
Not available	2.6%	1.3%	1.4%	1.9%	1.2%	1.2%	3.5%	1.5%	1.7%	
Total(n)	461	4,946	13,009	260	2,557	7,249	201	2,389	5,760	
Training for administrative leadership										
Yes	15.2%	15.5%	13.6%	17.3%	16.3%	13.2%	12.4%	14.4%	14.3%	
No	66.8%	72.6%	75.6%	66.5%	73.3%	77.9%	67.2%	71.7%	72.0%	
Not eligible	11.5%	4.1%	5.2%	10.0%	3.5%	4.5%	13.4%	4.9%	6.4%	
Not available	6.5%	7.8%	5.6%	6.2%	6.9%	4.5%	7.0%	9.0%	7.4%	
Total(n)	461	4,947	13,004	260	2,559	7,249	201	2,388	5,755	
Received incentives to develop new courses										
Yes	22.5%	25.3%	21.3%	25.3%	24.8%	21.3%	18.8%	25.9%	21.3%	
No	66.5%	66.5%	70.6%	65.1%	68.5%	72.1%	68.3%	63.9%	68.4%	
Not eligible	7.6%	1.7%	2.3%	6.9%	1.6%	2.4%	8.4%	1.7%	2.0%	
Not available	3.5%	6.6%	5.8%	2.7%	5.1%	4.2%	4.5%	8.5%	8.2%	
Total(n)	463	4,955	13,017	261	2,562	7,255	202	2,393	5,762	
Received incentives to integrate new technology into your classroom										
Yes	26.3%	21.7%	17.9%	27.6%	21.6%	17.3%	24.8%	21.9%	18.8%	
No	63.7%	70.1%	75.2%	64.0%	72.0%	77.0%	63.4%	67.9%	72.3%	
Not eligible	6.0%	1.2%	1.8%	5.7%	1.2%	1.9%	6.4%	1.3%	1.6%	
Not available	3.9%	6.9%	5.2%	2.7%	5.2%	3.8%	5.4%	8.8%	7.3%	
Total(n)	463	4,953	13,016	261	2,561	7,255	202	2,392	5,761	

California State University-Fresno	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	26.8%	22.1%	15.0%	17.6%	17.9%	12.0%	38.6%	27.1%	19.8%	
1-2	21.8%	22.0%	15.7%	19.9%	20.4%	13.1%	24.3%	23.8%	19.7%	
3-4	15.6%	16.6%	12.0%	18.0%	15.6%	10.1%	12.4%	17.7%	14.8%	
5-10	15.6%	20.1%	17.3%	15.7%	20.5%	16.8%	15.3%	19.6%	18.1%	
11-20	10.2%	11.3%	14.3%	12.3%	14.5%	15.2%	7.4%	7.5%	12.9%	
21-50	6.5%	6.1%	14.3%	10.3%	7.9%	16.4%	1.5%	3.8%	11.0%	
51+	3.7%	1.9%	11.4%	6.1%	3.1%	16.3%	0.5%	0.5%	3.8%	
Total(n)	463	4,957	13,027	261	2,563	7,262	202	2,394	5,765	
Mean	2.95	3.02	3.88	3.41	3.29	4.25	2.35	2.70	3.33	
Standard deviation	1.74	1.61	1.96	1.82	1.68	1.98	1.43	1.47	1.78	
Significance	-		***	-		***	-	**	***	
Effect size	-	-0.04	-0.47	-	0.07	-0.42	-	-0.24	-0.55	
Chapters in edited volumes										Scholarly Productivity
None	60.9%	57.5%	40.7%	53.3%	55.3%	37.3%	70.8%	60.2%	45.9%	
1-2	25.5%	27.2%	25.9%	29.1%	27.2%	25.1%	20.8%	27.3%	27.1%	
3-4	6.7%	8.5%	13.0%	8.4%	8.9%	14.2%	4.5%	8.0%	11.1%	
5-10	5.6%	4.9%	12.2%	6.9%	5.8%	13.6%	4.0%	3.9%	10.0%	
11-20	1.3%	1.1%	5.1%	2.3%	1.6%	5.7%	0.0%	0.6%	4.1%	
21-50	0.0%	0.6%	2.5%	0.0%	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)	463	4,924	12,947	261	2,538	7,206	202	2,386	5,741	
Mean	1.61	1.67	2.25	1.76	1.75	2.38	1.42	1.58	2.05	
Standard deviation	0.93	0.99	1.41	1.02	1.08	1.47	0.76	0.85	1.29	
Significance	-		***	-		***	-	**	***	
Effect size	-	-0.06	-0.45	-	0.01	-0.42	-	-0.19	-0.49	

California State University-Fresno	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	67.7%	70.3%	60.4%	62.8%	67.2%	57.2%	74.1%	74.0%	65.4%	
1-2	22.9%	21.8%	23.9%	26.4%	23.2%	24.5%	18.4%	20.1%	23.0%	
3-4	6.5%	4.6%	8.5%	7.3%	5.4%	9.5%	5.5%	3.7%	6.9%	
5-10	2.6%	2.6%	5.3%	3.1%	3.2%	6.3%	2.0%	1.9%	3.9%	
11-20	0.2%	0.5%	1.4%	0.4%	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+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
Total(n)	462	4,938	12,979	261	2,552	7,233	201	2,386	5,746	
Mean	1.45	1.42	1.65	1.52	1.48	1.73	1.35	1.35	1.52	
Standard deviation	0.75	0.77	0.99	0.79	0.84	1.06	0.68	0.68	0.86	
Significance	-		***	-		**	-		**	
Effect size	-	0.04	-0.20	-	0.05	-0.20	-	0.00	-0.20	
Other, such as patents or computer software products										
None	89.6%	90.9%	85.3%	86.9%	88.5%	81.2%	93.0%	93.7%	91.6%	
1-2	5.6%	5.3%	8.0%	6.9%	6.0%	10.0%	4.0%	4.4%	4.9%	
3-4	1.7%	1.5%	3.1%	2.3%	1.9%	3.9%	1.0%	1.0%	1.9%	
5-10	1.1%	1.2%	2.1%	1.5%	1.6%	2.8%	0.5%	0.7%	0.9%	
11-20	0.7%	0.8%	0.7%	0.8%	1.3%	1.1%	0.5%	0.1%	0.2%	
21-50	0.7%	0.2%	0.5%	1.2%	0.4%	0.6%	0.0%	0.0%	0.3%	
51+	0.7%	0.2%	0.3%	0.4%	0.2%	0.4%	1.0%	0.1%	0.1%	
Total(n)	461	4,927	12,941	260	2,546	7,215	201	2,381	5,726	
Mean	1.22	1.17	1.28	1.27	1.23	1.36	1.15	1.10	1.14	
Standard deviation	0.82	0.66	0.81	0.88	0.79	0.93	0.74	0.44	0.58	
Significance	-			-			-			
Effect size	-	0.08	-0.07	-	0.05	-0.10	-	0.11	0.02	

California State University-Fresno	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%	83.1%	81.9%	86.6%	85.1%	84.1%	85.4%	
1-2	4.8%	5.6%	4.9%	5.0%	5.5%	4.3%	4.5%	5.6%	5.7%	
3-4	3.5%	4.2%	2.7%	3.1%	4.5%	2.6%	4.0%	3.9%	3.0%	
5-10	4.1%	4.1%	3.5%	4.6%	4.0%	3.2%	3.5%	4.1%	4.0%	
11-20	1.5%	1.6%	1.2%	1.1%	2.0%	1.5%	2.0%	1.2%	0.8%	
21-50	0.6%	1.1%	0.9%	0.4%	1.3%	1.0%	1.0%	0.9%	0.8%	
51+	1.5%	0.6%	0.6%	2.7%	0.8%	0.8%	0.0%	0.3%	0.3%	
Total(n)	463	4,952	13,008	261	2,561	7,251	202	2,391	5,757	
Mean	1.42	1.42	1.34	1.48	1.46	1.35	1.36	1.37	1.33	
Standard deviation	1.15	1.07	1.00	1.27	1.14	1.05	0.98	0.98	0.93	
Significance	-			-			-			
Effect size	-	0.00	0.08	-	0.02	0.12	-	-0.01	0.03	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	42.2%	36.2%	24.2%	36.8%	33.1%	21.0%	49.3%	39.9%	29.1%	
1-2	34.2%	36.5%	27.9%	35.2%	35.0%	25.9%	32.8%	38.4%	31.1%	
3-4	16.0%	18.7%	23.5%	17.6%	20.7%	24.3%	13.9%	16.2%	22.2%	
5-10	6.3%	7.1%	17.6%	9.2%	9.1%	20.1%	2.5%	4.7%	13.7%	
11-20	1.1%	1.2%	5.0%	1.1%	1.7%	6.3%	1.0%	0.7%	3.2%	
21-50	0.2%	0.2%	1.3%	0.0%	0.3%	1.7%	0.5%	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)	462	4,958	13,022	261	2,564	7,262	201	2,394	5,760	
Mean	1.90	2.01	2.57	2.03	2.12	2.72	1.75	1.88	2.33	
Standard deviation	0.98	0.99	1.27	1.01	1.05	1.32	0.92	0.90	1.16	
Significance	-	*	***	-		***	-	*	***	
Effect size	-	-0.11	-0.53	-	-0.09	-0.52	-	-0.14	-0.50	Scholarly Productivity

California State University-Fresno	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	51.4%	46.5%	49.1%	57.2%	48.4%	51.1%	44.1%	44.3%	46.0%	
To some extent	42.3%	47.0%	45.2%	38.9%	46.3%	44.2%	46.5%	48.0%	46.7%	
Not at all	6.3%	6.4%	5.7%	3.9%	5.3%	4.7%	9.4%	7.8%	7.3%	
Total(n)	459	4,956	13,028	257	2,563	7,261	202	2,393	5,767	
Mean	2.45	2.40	2.43	2.53	2.43	2.46	2.35	2.37	2.39	
Standard deviation	0.61	0.61	0.60	0.57	0.59	0.59	0.65	0.62	0.62	
Significance	-			-	**		-			
Effect size	-	0.08	0.03	-	0.17	0.12	-	-0.03	-0.06	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	34.7%	32.2%	31.7%	37.9%	37.9%	37.3%	30.5%	25.3%	23.0%	
To some extent	46.3%	50.0%	50.8%	46.4%	49.1%	48.4%	46.3%	51.0%	54.3%	
Not at all	19.0%	17.8%	17.6%	15.7%	13.0%	14.3%	23.2%	23.7%	22.7%	
Total(n)	464	4,959	13,032	261	2,565	7,265	203	2,394	5,767	
Mean	2.16	2.14	2.14	2.22	2.25	2.23	2.07	2.02	2.00	
Standard deviation	0.72	0.69	0.69	0.70	0.67	0.68	0.73	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.04	-0.01	-	0.07	0.10	
Experience close alignment between your work and your personal values										
To a great extent	58.4%	62.1%	62.6%	57.5%	62.6%	64.4%	59.6%	61.5%	59.9%	
To some extent	37.7%	33.7%	33.8%	37.5%	33.2%	31.7%	37.9%	34.3%	37.1%	
Not at all	3.9%	4.2%	3.5%	5.0%	4.1%	3.9%	2.5%	4.2%	3.0%	
Total(n)	464	4,960	13,033	261	2,566	7,265	203	2,394	5,768	
Mean	2.55	2.58	2.59	2.52	2.58	2.61	2.57	2.57	2.57	
Standard deviation	0.57	0.57	0.56	0.59	0.57	0.56	0.54	0.57	0.55	
Significance	-			-		*	-			
Effect size	-	-0.05	-0.07	-	-0.11	-0.16	-	0.00	0.00	

California State University-Fresno	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	28.0%	29.6%	29.0%	25.4%	28.4%	25.7%	31.3%	31.1%	34.0%	
To some extent	37.3%	34.7%	35.7%	38.1%	32.6%	33.9%	36.3%	37.2%	38.4%	
Not at all	34.7%	35.7%	35.3%	36.5%	39.0%	40.4%	32.3%	31.7%	27.6%	
Total(n)	461	4,949	13,011	260	2,560	7,254	201	2,389	5,757	
Mean	1.93	1.94	1.94	1.89	1.89	1.85	1.99	1.99	2.06	
Standard deviation	0.79	0.81	0.80	0.78	0.81	0.80	0.80	0.79	0.78	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	0.00	0.05	-	0.00	-0.09	
Mentor new faculty										
To a great extent	21.8%	21.6%	21.2%	21.8%	19.3%	20.8%	21.8%	24.3%	21.8%	
To some extent	44.5%	50.9%	49.7%	46.0%	53.4%	51.2%	42.6%	47.9%	47.4%	
Not at all	33.7%	27.5%	29.1%	32.2%	27.2%	28.0%	35.6%	27.8%	30.8%	
Total(n)	463	4,958	13,026	261	2,564	7,262	202	2,394	5,764	
Mean	1.88	1.94	1.92	1.90	1.92	1.93	1.86	1.97	1.91	
Standard deviation	0.74	0.70	0.70	0.73	0.68	0.69	0.75	0.72	0.72	
Significance	-			-			-	*		
Effect size	-	-0.09	-0.06	-	-0.03	-0.04	-	-0.15	-0.07	

California State University-Fresno	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	91.8%	94.7%	91.7%	91.1%	93.7%	91.0%	92.8%	96.0%	92.9%	
Occasionally	4.4%	4.2%	5.3%	5.4%	5.3%	6.4%	3.1%	2.8%	3.7%	
Not at all	3.8%	1.1%	2.9%	3.5%	1.0%	2.6%	4.1%	1.2%	3.3%	
Total(n)	451	4,905	12,658	257	2,545	7,103	194	2,360	5,555	
Mean	2.88	2.94	2.89	2.88	2.93	2.88	2.89	2.95	2.90	
Standard deviation	0.43	0.29	0.40	0.42	0.30	0.39	0.43	0.27	0.40	
Significance	-	***		-	*		-	**		
Effect size	-	-0.21	-0.03	-	-0.17	0.00	-	-0.22	-0.02	
Support their opinions with a logical argument										
Frequently	81.6%	83.3%	79.8%	82.9%	82.4%	78.3%	79.9%	84.5%	82.2%	
Occasionally	14.4%	14.7%	16.7%	14.0%	15.7%	18.3%	14.9%	13.6%	14.3%	
Not at all	4.0%	1.9%	3.5%	3.1%	2.0%	3.4%	5.2%	1.9%	3.5%	
Total(n)	451	4,897	12,641	257	2,537	7,090	194	2,360	5,551	
Mean	2.78	2.81	2.76	2.80	2.80	2.75	2.75	2.83	2.79	
Standard deviation	0.50	0.44	0.50	0.47	0.44	0.51	0.54	0.43	0.49	
Significance	-			-			-	*		
Effect size	-	-0.07	0.04	-	0.00	0.10	-	-0.19	-0.08	
Seek solutions to problems and explain them to others										
Frequently	73.4%	73.2%	68.7%	73.2%	71.3%	66.9%	73.7%	75.4%	71.6%	
Occasionally	21.5%	24.6%	26.6%	21.4%	26.6%	28.3%	21.6%	22.3%	23.9%	
Not at all	5.1%	2.2%	4.7%	5.4%	2.2%	4.8%	4.6%	2.3%	4.6%	
Total(n)	451	4,899	12,645	257	2,541	7,096	194	2,358	5,549	
Mean	2.68	2.71	2.64	2.68	2.69	2.62	2.69	2.73	2.67	
Standard deviation	0.57	0.50	0.57	0.57	0.51	0.58	0.55	0.49	0.56	
Significance	-			-			-			
Effect size	-	-0.06	0.07	-	-0.02	0.10	-	-0.08	0.04	
Revise their papers to improve their writing										
Frequently	56.8%	57.2%	52.2%	52.0%	51.8%	47.4%	63.2%	63.8%	59.7%	
Occasionally	33.4%	33.9%	35.0%	37.9%	38.9%	38.4%	27.5%	27.9%	29.6%	
Not at all	9.8%	8.9%	12.8%	10.2%	9.3%	14.2%	9.3%	8.3%	10.7%	
Total(n)	449	4,900	12,630	256	2,541	7,087	193	2,359	5,543	
Mean	2.47	2.48	2.39	2.42	2.42	2.33	2.54	2.55	2.49	
Standard deviation	0.67	0.65	0.70	0.67	0.66	0.71	0.66	0.64	0.68	
Significance	-		*	-		*	-			
Effect size	-	-0.02	0.11	-	0.00	0.13	-	-0.02	0.07	

California State University-Fresno	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	69.7%	71.6%	66.4%	63.7%	67.5%	62.4%	77.7%	76.4%	72.7%	
Occasionally	26.5%	25.5%	28.2%	32.4%	28.8%	31.7%	18.7%	21.4%	22.8%	
Not at all	3.8%	3.0%	5.4%	3.9%	3.7%	5.9%	3.6%	2.2%	4.4%	
Total(n)	449	4,901	12,635	256	2,541	7,086	193	2,360	5,549	
Mean	2.66	2.69	2.61	2.60	2.64	2.56	2.74	2.74	2.68	
Standard deviation	0.55	0.52	0.59	0.57	0.55	0.60	0.52	0.48	0.55	
Significance	-			-			-			
Effect size	-	-0.06	0.08	-	-0.07	0.07	-	0.00	0.11	
Take risks for potential gains										
Frequently	44.4%	36.9%	35.6%	43.8%	36.8%	33.9%	45.3%	37.1%	38.4%	
Occasionally	39.3%	49.0%	46.8%	40.2%	48.6%	47.2%	38.0%	49.6%	46.1%	
Not at all	16.3%	14.0%	17.6%	16.0%	14.6%	18.9%	16.7%	13.3%	15.5%	
Total(n)	448	4,890	12,603	256	2,537	7,074	192	2,353	5,529	
Mean	2.28	2.23	2.18	2.28	2.22	2.15	2.29	2.24	2.23	
Standard deviation	0.73	0.68	0.71	0.72	0.68	0.71	0.74	0.67	0.70	
Significance	-		**	-		**	-			
Effect size	-	0.07	0.14	-	0.09	0.18	-	0.07	0.09	
Seek alternative solutions to a problem										
Frequently	64.7%	62.4%	57.4%	64.5%	60.0%	54.8%	64.9%	65.4%	61.3%	
Occasionally	30.2%	34.6%	37.1%	30.5%	36.8%	39.6%	29.9%	31.9%	33.1%	
Not at all	5.1%	3.0%	5.6%	5.1%	3.2%	5.6%	5.2%	2.7%	5.6%	
Total(n)	450	4,898	12,629	256	2,540	7,085	194	2,358	5,544	
Mean	2.60	2.59	2.52	2.59	2.57	2.49	2.60	2.63	2.56	
Standard deviation	0.59	0.55	0.60	0.59	0.56	0.60	0.59	0.54	0.60	
Significance	-		**	-		**	-			
Effect size	-	0.02	0.13	-	0.04	0.17	-	-0.06	0.07	

California State University-Fresno	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	56.6%	55.3%	56.1%	52.1%	50.5%	53.6%	62.6%	61.1%	60.0%	
Occasionally	32.3%	34.6%	31.9%	36.2%	39.2%	35.1%	27.2%	29.0%	26.7%	
Not at all	11.1%	10.1%	12.1%	11.7%	10.2%	11.3%	10.3%	9.9%	13.3%	
Total(n)	452	4,903	12,643	257	2,543	7,090	195	2,360	5,553	
Mean	2.46	2.45	2.44	2.40	2.40	2.42	2.52	2.51	2.47	
Standard deviation	0.69	0.67	0.70	0.69	0.67	0.69	0.68	0.67	0.72	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.00	-0.03	-	0.01	0.07	
Explore topics on their own, even though it was not required for a class										
Frequently	54.9%	53.5%	53.0%	49.8%	51.1%	51.0%	61.5%	56.4%	56.2%	
Occasionally	38.3%	42.5%	41.7%	42.8%	44.7%	43.7%	32.3%	39.9%	38.5%	
Not at all	6.9%	4.0%	5.3%	7.4%	4.2%	5.3%	6.2%	3.8%	5.3%	
Total(n)	452	4,901	12,644	257	2,543	7,096	195	2,358	5,548	
Mean	2.48	2.49	2.48	2.42	2.47	2.46	2.55	2.53	2.51	
Standard deviation	0.62	0.57	0.60	0.63	0.58	0.60	0.61	0.57	0.60	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.09	-0.07	-	0.04	0.07	
Accept mistakes as part of the learning process										
Frequently	75.9%	77.7%	71.0%	76.3%	76.1%	68.6%	75.4%	79.5%	74.8%	
Occasionally	19.2%	20.5%	25.1%	17.9%	21.9%	27.3%	21.0%	18.9%	21.6%	
Not at all	4.9%	1.8%	3.9%	5.8%	2.0%	4.2%	3.6%	1.5%	3.6%	
Total(n)	452	4,900	12,641	257	2,540	7,089	195	2,360	5,552	
Mean	2.71	2.76	2.67	2.70	2.74	2.64	2.72	2.78	2.71	
Standard deviation	0.55	0.47	0.55	0.57	0.48	0.56	0.53	0.45	0.53	
Significance	-	*		-			-			
Effect size	-	-0.11	0.07	-	-0.08	0.11	-	-0.13	0.02	

California State University-Fresno	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	69.8%	76.1%	70.0%	64.6%	71.4%	65.5%	76.8%	81.7%	77.1%	
Occasionally	25.1%	21.4%	25.5%	31.1%	26.1%	30.0%	17.0%	15.6%	18.3%	
Not at all	5.1%	2.6%	4.5%	4.3%	2.4%	4.5%	6.2%	2.7%	4.6%	
Total(n)	451	4,900	12,639	257	2,542	7,093	194	2,358	5,546	
Mean	2.65	2.73	2.65	2.60	2.69	2.61	2.71	2.79	2.73	
Standard deviation	0.58	0.50	0.56	0.57	0.51	0.57	0.58	0.47	0.54	
Significance	-	**		-	**		-	*		
Effect size	-	-0.16	0.00	-	-0.18	-0.02	-	-0.17	-0.04	
Integrate skills and knowledge from different sources and experiences										
Frequently	78.1%	79.6%	73.8%	73.2%	74.9%	69.9%	84.6%	85.2%	79.9%	
Occasionally	18.1%	18.4%	22.1%	23.3%	23.3%	25.5%	11.3%	12.6%	16.8%	
Not at all	3.8%	2.0%	4.1%	3.5%	1.8%	4.6%	4.1%	2.1%	3.3%	
Total(n)	452	4,902	12,642	257	2,541	7,093	195	2,361	5,549	
Mean	2.74	2.78	2.70	2.70	2.73	2.65	2.81	2.83	2.77	
Standard deviation	0.52	0.46	0.54	0.53	0.48	0.56	0.49	0.43	0.50	
Significance	-			-			-			
Effect size	-	-0.09	0.07	-	-0.06	0.09	-	-0.05	0.08	

California State University-Fresno	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	23.4%	18.4%	13.4%	24.5%	17.6%	12.5%	22.0%	19.3%	14.7%	
Most	16.9%	18.6%	14.3%	18.0%	20.1%	14.6%	15.5%	16.8%	13.9%	
Some	28.6%	33.3%	30.8%	26.4%	32.9%	31.0%	31.5%	33.7%	30.6%	
None	31.0%	29.8%	41.4%	31.0%	29.4%	41.8%	31.0%	30.2%	40.8%	
Total(n)	461	4,954	13,001	261	2,564	7,257	200	2,390	5,744	
Mean	2.33	2.26	2.00	2.36	2.26	1.98	2.29	2.25	2.03	
Standard deviation	1.15	1.07	1.05	1.16	1.06	1.03	1.13	1.09	1.07	
Significance	-		***	-		***	-		***	
Effect size	-	0.07	0.31	-	0.09	0.37	-	0.04	0.24	
Essay exams										
All	22.8%	19.2%	19.0%	23.4%	20.6%	19.6%	22.0%	17.5%	18.1%	
Most	17.4%	19.9%	20.2%	18.4%	21.6%	20.3%	16.0%	17.8%	20.2%	
Some	32.1%	31.6%	31.1%	33.0%	31.4%	30.7%	31.0%	31.8%	31.6%	
None	27.8%	29.4%	29.7%	25.3%	26.4%	29.4%	31.0%	32.9%	30.1%	
Total(n)	461	4,954	12,998	261	2,563	7,251	200	2,391	5,747	
Mean	2.35	2.29	2.28	2.40	2.36	2.30	2.29	2.20	2.26	
Standard deviation	1.11	1.08	1.09	1.10	1.08	1.09	1.13	1.08	1.08	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.04	0.09	-	0.08	0.03	
Short-answer exams										
All	22.4%	22.0%	18.2%	24.2%	22.1%	18.6%	20.0%	21.9%	17.7%	
Most	22.2%	24.1%	23.4%	22.3%	24.8%	23.8%	22.0%	23.2%	22.9%	
Some	29.8%	33.1%	35.1%	30.0%	33.0%	35.2%	29.5%	33.2%	34.9%	
None	25.7%	20.8%	23.3%	23.5%	20.1%	22.5%	28.5%	21.8%	24.5%	
Total(n)	460	4,946	12,974	260	2,559	7,237	200	2,387	5,737	
Mean	2.41	2.47	2.37	2.47	2.49	2.38	2.34	2.45	2.34	
Standard deviation	1.10	1.05	1.03	1.10	1.05	1.03	1.09	1.06	1.03	
Significance	-			-			-			
Effect size	-	-0.06	0.04	-	-0.02	0.09	-	-0.10	0.00	

California State University-Fresno	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	21.7%	22.4%	16.9%	24.2%	21.9%	16.9%	18.5%	23.1%	17.0%	
Most	25.7%	21.0%	17.9%	25.0%	23.1%	18.1%	26.5%	18.4%	17.5%	
Some	28.0%	33.5%	33.6%	26.9%	32.5%	33.2%	29.5%	34.6%	34.3%	
None	24.6%	23.1%	31.6%	23.8%	22.5%	31.8%	25.5%	23.8%	31.3%	
Total(n)	460	4,947	12,975	260	2,560	7,238	200	2,387	5,737	
Mean	2.45	2.43	2.20	2.50	2.44	2.20	2.38	2.41	2.20	
Standard deviation	1.08	1.08	1.06	1.10	1.07	1.06	1.06	1.09	1.06	
Significance	-		***	-		***	-		*	
Effect size	-	0.02	0.24	-	0.06	0.28	-	-0.03	0.17	
Weekly essay assignments										
All	10.5%	8.5%	8.4%	12.3%	7.7%	6.7%	8.2%	9.5%	11.0%	
Most	10.7%	12.2%	10.5%	10.8%	10.4%	9.5%	10.7%	14.4%	12.2%	
Some	25.2%	29.0%	29.2%	24.6%	29.1%	28.0%	26.0%	29.0%	31.1%	
None	53.5%	50.2%	51.9%	52.3%	52.8%	55.9%	55.1%	47.2%	45.8%	
Total(n)	456	4,939	12,961	260	2,553	7,224	196	2,386	5,737	
Mean	1.78	1.79	1.75	1.83	1.73	1.67	1.72	1.86	1.88	
Standard deviation	1.01	0.96	0.95	1.05	0.93	0.90	0.95	0.99	1.00	
Significance	-			-		**	-		*	
Effect size	-	-0.01	0.03	-	0.11	0.18	-	-0.14	-0.16	
Student presentations										
All	26.8%	22.3%	21.9%	26.4%	18.9%	18.5%	27.3%	26.3%	27.1%	
Most	21.8%	24.7%	23.4%	16.9%	23.5%	20.4%	28.3%	26.3%	27.9%	
Some	37.5%	39.9%	41.2%	40.2%	42.6%	44.6%	33.8%	36.8%	36.0%	
None	13.9%	13.0%	13.5%	16.5%	15.0%	16.5%	10.6%	10.7%	9.0%	
Total(n)	459	4,950	13,008	261	2,561	7,255	198	2,389	5,753	
Mean	2.61	2.56	2.54	2.53	2.46	2.41	2.72	2.68	2.73	
Standard deviation	1.03	0.98	0.98	1.05	0.96	0.97	0.98	0.98	0.96	
Significance	-			-			-			
Effect size	-	0.05	0.07	-	0.07	0.12	-	0.04	-0.01	Student-Centered Pedagogy

California State University-Fresno	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	26.1%	18.7%	19.8%	26.1%	17.5%	17.8%	26.1%	20.3%	22.9%	
Most	25.4%	23.0%	24.1%	23.0%	21.4%	23.4%	28.6%	24.8%	25.3%	
Some	32.8%	40.9%	38.4%	35.2%	43.5%	39.9%	29.6%	37.7%	36.1%	
None	15.7%	17.4%	17.7%	15.7%	17.5%	18.9%	15.6%	17.2%	15.7%	
Total(n)	460	4,948	12,993	261	2,560	7,247	199	2,388	5,746	
Mean	2.62	2.43	2.46	2.59	2.39	2.40	2.65	2.48	2.55	
Standard deviation	1.04	0.98	1.00	1.04	0.97	0.99	1.03	1.00	1.01	
Significance	-	***	***	-	**	**	-	*		
Effect size	-	0.19	0.16	-	0.21	0.19	-	0.17	0.10	
Student evaluations of each others' work										
All	12.2%	10.9%	9.7%	10.0%	8.7%	7.5%	15.1%	13.6%	13.2%	Student-Centered Pedagogy
Most	17.2%	13.8%	10.9%	15.7%	12.3%	9.4%	19.1%	15.5%	13.2%	
Some	32.0%	41.0%	37.4%	31.4%	39.9%	36.0%	32.7%	42.4%	39.6%	
None	38.7%	34.3%	42.0%	42.9%	39.1%	47.2%	33.2%	28.5%	34.0%	
Total(n)	460	4,946	12,989	261	2,555	7,241	199	2,391	5,748	
Mean	2.03	2.01	1.88	1.93	1.91	1.77	2.16	2.14	2.06	
Standard deviation	1.02	0.96	0.95	0.99	0.92	0.90	1.05	0.98	1.00	
Significance	-		***	-		**	-			
Effect size	-	0.02	0.16	-	0.02	0.18	-	0.02	0.10	
Grading on a curve										
All	5.0%	4.5%	8.2%	7.7%	6.5%	10.0%	1.5%	2.2%	5.6%	
Most	8.3%	7.9%	10.7%	12.3%	10.5%	13.2%	3.0%	4.7%	6.8%	
Some	18.8%	21.5%	20.4%	21.5%	22.7%	21.7%	15.2%	20.1%	18.5%	
None	67.9%	66.1%	60.6%	58.6%	60.3%	55.1%	80.2%	73.0%	69.1%	
Total(n)	458	4,937	12,967	261	2,556	7,240	197	2,381	5,727	
Mean	1.50	1.51	1.67	1.69	1.63	1.78	1.26	1.36	1.49	
Standard deviation	0.85	0.82	0.96	0.96	0.91	1.02	0.59	0.67	0.85	
Significance	-		***	-			-	*	***	
Effect size	-	-0.01	-0.18	-	0.07	-0.09	-	-0.15	-0.27	

California State University-Fresno	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	34.3%	30.1%	27.9%	31.8%	28.9%	26.2%	37.5%	31.6%	30.5%	
Most	20.8%	20.8%	19.5%	22.6%	21.3%	19.6%	18.5%	20.1%	19.4%	
Some	21.3%	21.7%	19.9%	21.8%	21.5%	19.7%	20.5%	21.9%	20.2%	
None	23.6%	27.4%	32.7%	23.8%	28.3%	34.5%	23.5%	26.3%	29.9%	
Total(n)	461	4,914	12,875	261	2,543	7,190	200	2,371	5,685	
Mean	2.66	2.54	2.43	2.62	2.51	2.38	2.70	2.57	2.51	
Standard deviation	1.18	1.18	1.21	1.16	1.18	1.20	1.20	1.18	1.21	
Significance	-	*	***	-		**	-		*	
Effect size	-	0.10	0.19	-	0.09	0.20	-	0.11	0.16	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	64.1%	65.7%	63.4%	60.2%	60.0%	57.9%	69.3%	72.6%	71.7%	
Most	17.9%	16.8%	18.9%	17.2%	19.6%	20.6%	18.8%	13.4%	16.3%	
Some	14.9%	15.3%	14.8%	20.7%	17.7%	17.5%	7.4%	12.5%	10.6%	
None	3.0%	2.2%	2.9%	1.9%	2.7%	3.9%	4.5%	1.6%	1.4%	
Total(n)	463	4,958	13,022	261	2,564	7,262	202	2,394	5,760	
Mean	3.43	3.46	3.43	3.36	3.37	3.33	3.53	3.57	3.58	
Standard deviation	0.85	0.83	0.85	0.87	0.87	0.90	0.82	0.77	0.73	
Significance	-			-			-			
Effect size	-	-0.04	0.00	-	-0.01	0.03	-	-0.05	-0.07	
Cooperative learning (small groups)										
All	38.2%	40.4%	35.6%	33.2%	32.2%	27.7%	44.6%	50.3%	47.8%	
Most	18.0%	21.2%	20.5%	17.8%	23.1%	20.3%	18.3%	18.8%	20.8%	
Some	30.8%	29.1%	30.3%	33.2%	32.0%	34.0%	27.7%	25.5%	24.4%	
None	13.0%	9.3%	13.6%	15.8%	12.6%	18.0%	9.4%	5.4%	6.9%	
Total(n)	461	4,942	12,957	259	2,555	7,221	202	2,387	5,736	
Mean	2.81	2.93	2.78	2.68	2.75	2.58	2.98	3.14	3.10	
Standard deviation	1.09	1.03	1.07	1.10	1.04	1.08	1.05	0.98	0.99	
Significance	-	*		-			-	*		
Effect size	-	-0.12	0.03	-	-0.07	0.09	-	-0.16	-0.12	

California State University-Fresno	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	20.8%	14.3%	12.4%	18.8%	10.4%	9.2%	23.5%	19.0%	17.4%		
Most	18.0%	16.6%	14.2%	18.8%	15.8%	13.1%	17.0%	17.6%	15.8%		
Some	28.0%	37.5%	32.6%	28.0%	39.2%	33.9%	28.0%	35.3%	30.6%		
None	33.2%	31.6%	40.9%	34.5%	34.5%	43.8%	31.5%	28.0%	36.3%		
Total(n)	461	4,941	12,981	261	2,550	7,234	200	2,391	5,747		
Mean	2.26	2.14	1.98	2.22	2.02	1.88	2.33	2.28	2.14		
Standard deviation	1.13	1.02	1.02	1.11	0.96	0.96	1.15	1.07	1.09		
Significance	-	*	***	-	**	***	-	-	*		
Effect size	-	0.12	0.27	-	0.21	0.35	-	0.05	0.17		
Teaching assistants											
All	2.0%	1.7%	5.2%	2.7%	1.6%	5.7%	1.0%	1.8%	4.6%		
Most	1.3%	2.5%	7.6%	1.9%	2.7%	8.4%	0.5%	2.4%	6.4%		
Some	18.2%	16.4%	31.1%	22.3%	17.6%	33.1%	12.9%	15.0%	28.2%		
None	78.5%	79.3%	56.1%	73.1%	78.0%	52.9%	85.6%	80.8%	60.9%		
Total(n)	461	4,947	12,971	260	2,559	7,232	201	2,388	5,739		
Mean	1.27	1.27	1.62	1.34	1.28	1.67	1.17	1.25	1.55		
Standard deviation	0.58	0.59	0.84	0.65	0.59	0.85	0.46	0.59	0.81		
Significance	-	-	***	-	-	***	-	-	***		
Effect size	-	0.00	-0.42	-	0.10	-0.39	-	-0.14	-0.47		
Recitals/Demonstrations											
All	12.1%	11.0%	9.1%	10.4%	9.6%	7.7%	14.4%	12.7%	11.4%		
Most	11.7%	10.3%	10.2%	12.7%	10.5%	11.0%	10.4%	10.2%	9.0%		
Some	21.9%	25.6%	27.2%	25.4%	27.2%	28.6%	17.4%	23.7%	25.0%		
None	54.2%	53.0%	53.4%	51.5%	52.7%	52.7%	57.7%	53.3%	54.6%		
Total(n)	461	4,949	12,981	260	2,559	7,238	201	2,390	5,743		
Mean	1.82	1.79	1.75	1.82	1.77	1.74	1.82	1.82	1.77		
Standard deviation	1.06	1.02	0.97	1.01	0.98	0.94	1.11	1.06	1.02		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.03	0.07	-	0.05	0.09	-	0.00	0.05		

California State University-Fresno	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	15.2%	15.1%	14.4%	14.6%	13.2%	11.6%	15.9%	17.4%	18.8%	
Most	19.5%	20.7%	17.6%	19.6%	19.8%	16.7%	19.4%	21.8%	19.0%	
Some	37.3%	43.3%	42.9%	37.3%	44.0%	43.0%	37.3%	42.5%	42.7%	
None	28.0%	20.9%	25.1%	28.5%	23.0%	28.7%	27.4%	18.4%	19.6%	
Total(n)	461	4,944	12,975	260	2,554	7,233	201	2,390	5,742	
Mean	2.22	2.30	2.21	2.20	2.23	2.11	2.24	2.38	2.37	
Standard deviation	1.02	0.96	0.98	1.01	0.95	0.95	1.03	0.97	1.00	
Significance	-			-			-			
Effect size	-	-0.08	0.01	-	-0.03	0.09	-	-0.14	-0.13	
Extensive lecturing										
All	17.8%	16.7%	17.8%	20.8%	21.5%	22.1%	13.9%	10.8%	11.1%	
Most	29.9%	26.7%	26.9%	32.7%	31.5%	29.5%	26.4%	20.9%	23.0%	
Some	33.6%	36.2%	37.5%	33.1%	32.5%	35.4%	34.3%	40.8%	40.6%	
None	18.7%	20.4%	17.8%	13.5%	14.5%	12.9%	25.4%	27.5%	25.3%	
Total(n)	461	4,949	12,987	260	2,562	7,244	201	2,387	5,743	
Mean	2.47	2.40	2.45	2.61	2.60	2.61	2.29	2.15	2.20	
Standard deviation	0.99	0.99	0.98	0.96	0.98	0.97	1.00	0.94	0.94	
Significance	-			-			-	*		
Effect size	-	0.07	0.02	-	0.01	0.00	-	0.15	0.10	
Multiple drafts of written work										
All	10.8%	11.0%	9.6%	10.3%	9.5%	7.0%	11.4%	12.8%	13.5%	
Most	16.5%	14.4%	13.4%	13.0%	12.1%	11.8%	20.9%	17.3%	15.8%	
Some	42.9%	46.2%	45.3%	47.5%	50.1%	46.1%	36.8%	41.5%	43.9%	
None	29.9%	28.4%	31.8%	29.1%	28.3%	35.1%	30.8%	28.5%	26.8%	
Total(n)	462	4,948	12,974	261	2,560	7,236	201	2,388	5,738	
Mean	2.08	2.08	2.01	2.05	2.03	1.91	2.13	2.14	2.16	
Standard deviation	0.94	0.93	0.91	0.91	0.88	0.86	0.98	0.97	0.97	
Significance	-			-		**	-			
Effect size	-	0.00	0.08	-	0.02	0.16	-	-0.01	-0.03	

California State University-Fresno	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	9.8%	9.2%	8.0%	9.2%	7.3%	6.5%	10.5%	11.5%	10.2%	
Most	15.2%	12.7%	12.6%	13.8%	12.3%	10.9%	17.0%	13.1%	15.3%	
Some	42.3%	45.3%	45.5%	43.3%	45.2%	45.7%	41.0%	45.5%	45.3%	
None	32.8%	32.8%	33.9%	33.7%	35.2%	36.9%	31.5%	29.9%	29.2%	
Total(n)	461	4,950	12,988	261	2,559	7,245	200	2,391	5,743	
Mean	2.02	1.98	1.95	1.98	1.92	1.87	2.07	2.06	2.06	
Standard deviation	0.93	0.91	0.88	0.92	0.87	0.85	0.95	0.94	0.92	
Significance	-			-		*	-			
Effect size	-	0.04	0.08	-	0.07	0.13	-	0.01	0.01	
Reflective writing/journaling										Student-Centered Pedagogy
All	13.5%	10.2%	7.2%	12.4%	6.4%	4.4%	15.0%	14.9%	11.5%	
Most	10.0%	11.1%	10.0%	8.5%	8.9%	8.0%	12.0%	13.8%	13.0%	
Some	31.2%	33.5%	29.4%	27.8%	31.4%	26.9%	35.5%	36.0%	33.2%	
None	45.3%	45.2%	53.5%	51.4%	53.4%	60.7%	37.5%	35.3%	42.3%	
Total(n)	459	4,952	12,986	259	2,560	7,243	200	2,392	5,743	
Mean	1.92	1.86	1.71	1.82	1.68	1.56	2.05	2.08	1.94	
Standard deviation	1.04	0.98	0.92	1.03	0.88	0.82	1.05	1.04	1.01	
Significance	-		***	-	*	***	-			
Effect size	-	0.06	0.23	-	0.16	0.32	-	-0.03	0.11	
Community service as part of coursework										Civic Minded Practice
All	3.7%	2.3%	1.6%	4.6%	1.6%	1.0%	2.5%	3.1%	2.6%	
Most	7.1%	4.7%	3.9%	6.1%	4.0%	2.8%	8.5%	5.6%	5.7%	
Some	29.0%	28.1%	19.7%	28.7%	25.1%	16.9%	29.4%	31.6%	23.9%	
None	60.2%	65.0%	74.8%	60.5%	69.3%	79.3%	59.7%	59.7%	67.8%	
Total(n)	462	4,952	12,984	261	2,561	7,247	201	2,391	5,737	
Mean	1.54	1.44	1.32	1.55	1.38	1.26	1.54	1.52	1.43	
Standard deviation	0.78	0.69	0.63	0.81	0.64	0.56	0.75	0.74	0.72	
Significance	-	**	***	-	***	***	-		*	
Effect size	-	0.14	0.35	-	0.27	0.52	-	0.03	0.15	

California State University-Fresno	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	3.7%	4.1%	2.6%	3.5%	3.9%	2.0%	4.0%	4.4%	3.5%	
Most	7.6%	5.9%	4.6%	8.8%	5.2%	4.0%	6.0%	6.6%	5.4%	
Some	14.1%	19.3%	14.1%	14.6%	17.4%	13.0%	13.5%	21.6%	15.9%	
None	74.6%	70.7%	78.7%	73.1%	73.4%	80.9%	76.5%	67.4%	75.3%	
Total(n)	460	4,944	12,978	260	2,558	7,242	200	2,386	5,736	
Mean	1.40	1.43	1.31	1.43	1.40	1.27	1.38	1.48	1.37	
Standard deviation	0.78	0.78	0.68	0.79	0.76	0.63	0.77	0.80	0.74	
Significance	-		**	-		***	-			
Effect size	-	-0.04	0.13	-	0.04	0.25	-	-0.13	0.01	
Using real-life problems										
All	42.5%	34.5%	30.6%	42.5%	30.3%	27.0%	42.6%	39.6%	36.1%	
Most	28.3%	28.8%	26.6%	29.1%	30.8%	27.7%	27.2%	26.5%	24.9%	
Some	21.2%	29.9%	29.6%	21.5%	30.9%	30.3%	20.8%	28.7%	28.4%	
None	8.0%	6.8%	13.2%	6.9%	8.1%	15.0%	9.4%	5.2%	10.6%	
Total(n)	463	4,950	12,998	261	2,558	7,250	202	2,392	5,748	
Mean	3.05	2.91	2.75	3.07	2.83	2.67	3.03	3.00	2.87	
Standard deviation	0.98	0.95	1.03	0.96	0.95	1.03	1.01	0.94	1.02	
Significance	-	**	***	-	***	***	-		*	
Effect size	-	0.15	0.29	-	0.25	0.39	-	0.03	0.16	
Using student inquiry to drive learning										
All	28.8%	23.6%	20.6%	26.8%	20.3%	17.8%	31.3%	27.5%	24.9%	
Most	29.2%	25.2%	24.9%	30.7%	25.9%	23.7%	27.4%	24.4%	26.8%	
Some	33.3%	40.0%	40.7%	34.1%	40.4%	42.5%	32.3%	39.5%	37.8%	
None	8.7%	11.2%	13.8%	8.4%	13.4%	16.0%	9.0%	8.6%	10.4%	
Total(n)	462	4,950	12,992	261	2,563	7,251	201	2,387	5,741	
Mean	2.78	2.61	2.52	2.76	2.53	2.43	2.81	2.71	2.66	
Standard deviation	0.96	0.97	0.97	0.94	0.96	0.96	0.98	0.96	0.96	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	0.18	0.27	-	0.24	0.34	-	0.10	0.16	Student-Centered Pedagogy

California State University-Fresno	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	38.4%	28.3%	37.4%	43.7%	32.0%	41.2%	31.5%	23.8%	31.5%	
Very important	37.1%	34.4%	34.1%	35.2%	35.2%	33.1%	39.4%	33.5%	35.7%	
Somewhat important	19.8%	27.4%	22.5%	16.9%	23.4%	20.7%	23.6%	32.3%	25.3%	
Not important	4.7%	9.9%	6.0%	4.2%	9.4%	5.0%	5.4%	10.4%	7.6%	
Total(n)	464	4,957	13,032	261	2,565	7,266	203	2,392	5,766	
Mean	3.09	2.81	3.03	3.18	2.90	3.10	2.97	2.71	2.91	
Standard deviation	0.87	0.96	0.92	0.86	0.96	0.90	0.88	0.94	0.93	
Significance	-	***		-	***		-	***		
Effect size	-	0.29	0.07	-	0.29	0.09	-	0.28	0.06	
Influencing the political structure										
Essential	7.1%	6.0%	5.4%	5.8%	5.3%	4.8%	8.9%	6.8%	6.2%	
Very important	18.4%	21.3%	19.5%	19.2%	21.1%	17.7%	17.3%	21.4%	22.1%	
Somewhat important	46.3%	42.0%	42.1%	45.8%	42.0%	41.9%	47.0%	42.1%	42.4%	
Not important	28.1%	30.7%	33.0%	29.2%	31.6%	35.5%	26.7%	29.7%	29.2%	
Total(n)	462	4,947	13,014	260	2,559	7,256	202	2,388	5,758	
Mean	2.05	2.02	1.97	2.02	2.00	1.92	2.08	2.05	2.05	
Standard deviation	0.87	0.87	0.86	0.85	0.86	0.85	0.89	0.88	0.87	
Significance	-		*	-			-			
Effect size	-	0.03	0.09	-	0.02	0.12	-	0.03	0.03	
Influencing social values										
Essential	16.4%	16.6%	14.7%	13.4%	14.7%	12.1%	20.3%	19.0%	18.8%	
Very important	38.0%	35.2%	32.9%	38.3%	32.4%	29.6%	37.6%	38.6%	38.0%	Civic
Somewhat important	36.5%	36.5%	37.9%	36.0%	38.1%	40.4%	37.1%	34.6%	34.1%	Minded
Not important	9.1%	11.6%	14.5%	12.3%	14.9%	18.0%	5.0%	7.7%	9.1%	Values
Total(n)	463	4,951	13,017	261	2,561	7,260	202	2,390	5,757	
Mean	2.62	2.57	2.48	2.53	2.47	2.36	2.73	2.69	2.67	Social
Standard deviation	0.86	0.90	0.91	0.87	0.92	0.91	0.84	0.87	0.88	Agency
Significance	-		**	-		**	-			
Effect size	-	0.06	0.15	-	0.07	0.19	-	0.05	0.07	

California State University-Fresno	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	52.7%	49.3%	50.0%	56.0%	52.3%	51.8%	48.5%	45.6%	47.3%	
Very important	25.4%	23.0%	23.7%	27.4%	24.9%	25.4%	22.8%	20.8%	21.1%	
Somewhat important	10.6%	10.3%	10.0%	9.3%	9.6%	9.6%	12.4%	11.2%	10.6%	
Not important	11.3%	17.3%	16.3%	7.3%	13.2%	13.2%	16.3%	22.4%	21.0%	
Total(n)	461	4,943	12,995	259	2,561	7,253	202	2,382	5,742	
Mean	3.20	3.04	3.08	3.32	3.16	3.16	3.03	2.90	2.95	
Standard deviation	1.02	1.13	1.12	0.92	1.06	1.06	1.13	1.21	1.19	
Significance	-	**	*	-	*	*	-			
Effect size	-	0.14	0.11	-	0.15	0.15	-	0.11	0.07	
Becoming very well off financially										
Essential	6.7%	5.5%	5.0%	8.8%	5.9%	5.5%	4.0%	5.0%	4.2%	
Very important	26.1%	20.4%	22.1%	28.0%	23.6%	24.7%	23.8%	16.5%	18.1%	
Somewhat important	50.5%	54.8%	54.4%	49.8%	54.1%	54.2%	51.5%	55.7%	54.8%	
Not important	16.6%	19.3%	18.5%	13.4%	16.4%	15.6%	20.8%	22.8%	22.9%	
Total(n)	463	4,954	13,020	261	2,565	7,264	202	2,389	5,756	
Mean	2.23	2.12	2.14	2.32	2.19	2.20	2.11	2.04	2.04	
Standard deviation	0.80	0.78	0.77	0.82	0.77	0.76	0.77	0.77	0.76	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.14	0.12	-	0.17	0.16	-	0.09	0.09	
Helping others who are in difficulty										
Essential	31.3%	26.9%	25.8%	25.3%	23.7%	22.9%	39.1%	30.7%	30.3%	
Very important	47.7%	48.5%	46.8%	54.0%	49.8%	45.9%	39.6%	47.0%	48.2%	
Somewhat important	20.3%	23.8%	26.2%	19.5%	25.5%	29.7%	21.3%	21.7%	20.9%	
Not important	0.6%	0.8%	1.2%	1.1%	1.0%	1.5%	0.0%	0.6%	0.7%	
Total(n)	463	4,954	13,020	261	2,564	7,261	202	2,390	5,759	
Mean	3.10	3.01	2.97	3.03	2.96	2.90	3.18	3.08	3.08	
Standard deviation	0.73	0.73	0.75	0.70	0.73	0.76	0.76	0.74	0.73	
Significance	-	*	***	-		**	-			
Effect size	-	0.12	0.17	-	0.10	0.17	-	0.14	0.14	

California State University-Fresno	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	21.4%	19.9%	17.8%	19.5%	17.9%	15.3%	23.8%	22.3%	21.6%	
Very important	44.1%	40.8%	38.8%	40.6%	39.3%	36.4%	48.5%	42.7%	42.5%	
Somewhat important	29.6%	33.0%	36.5%	33.7%	34.5%	39.2%	24.3%	31.1%	32.4%	
Not important	5.0%	6.3%	6.9%	6.1%	8.3%	9.1%	3.5%	3.9%	3.5%	
Total(n)	463	4,953	13,016	261	2,563	7,261	202	2,390	5,755	
Mean	2.82	2.74	2.67	2.74	2.67	2.58	2.93	2.83	2.82	
Standard deviation	0.82	0.85	0.84	0.84	0.86	0.86	0.79	0.81	0.81	
Significance	-		***	-		**	-			
Effect size	-	0.09	0.18	-	0.08	0.19	-	0.12	0.14	
Developing a meaningful philosophy of life										
Essential	55.2%	50.9%	49.3%	53.5%	47.8%	46.3%	57.4%	54.6%	53.9%	
Very important	31.6%	33.4%	32.1%	32.7%	33.9%	33.0%	30.2%	32.7%	30.7%	
Somewhat important	11.5%	12.8%	14.6%	11.9%	14.8%	16.0%	10.9%	10.3%	12.5%	
Not important	1.7%	3.0%	4.0%	1.9%	3.5%	4.8%	1.5%	2.4%	2.9%	
Total(n)	462	4,950	13,013	260	2,560	7,254	202	2,390	5,759	
Mean	3.40	3.32	3.27	3.38	3.26	3.21	3.44	3.40	3.36	
Standard deviation	0.76	0.81	0.85	0.77	0.84	0.88	0.75	0.77	0.81	
Significance	-	*	**	-	*	**	-			
Effect size	-	0.10	0.15	-	0.14	0.19	-	0.05	0.10	
Helping to promote racial understanding										
Essential	39.1%	37.0%	33.8%	30.4%	30.4%	27.1%	50.2%	45.0%	44.2%	
Very important	40.4%	36.6%	38.0%	44.6%	37.9%	38.4%	35.0%	35.1%	37.3%	
Somewhat important	17.5%	21.3%	23.1%	21.2%	24.2%	27.3%	12.8%	17.8%	16.5%	
Not important	3.0%	5.1%	5.1%	3.8%	7.5%	7.1%	2.0%	2.1%	2.0%	
Total(n)	463	4,956	13,014	260	2,564	7,255	203	2,392	5,759	
Mean	3.16	3.06	3.01	3.02	2.91	2.85	3.33	3.23	3.24	
Standard deviation	0.81	0.88	0.88	0.82	0.92	0.90	0.77	0.81	0.79	
Significance	-	*	***	-		**	-			
Effect size	-	0.11	0.17	-	0.12	0.19	-	0.12	0.11	Social Agency

California State University-Fresno	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	29.5%	28.8%	23.5%	25.5%	25.5%	20.7%	34.7%	32.8%	27.9%	
Very important	23.2%	22.7%	20.0%	22.4%	22.0%	19.7%	24.3%	23.5%	20.4%	
Somewhat important	25.8%	26.4%	25.6%	27.0%	27.5%	25.1%	24.3%	25.1%	26.4%	
Not important	21.5%	22.1%	30.9%	25.1%	25.1%	34.5%	16.8%	18.5%	25.3%	
Total(n)	461	4,944	12,994	259	2,558	7,245	202	2,386	5,749	
Mean	2.61	2.58	2.36	2.48	2.48	2.27	2.77	2.71	2.51	
Standard deviation	1.12	1.12	1.15	1.13	1.12	1.14	1.10	1.11	1.15	
Significance	-		***	-		**	-		**	
Effect size	-	0.03	0.22	-	0.00	0.18	-	0.05	0.23	
Making a theoretical contribution to science										
Essential	11.0%	8.7%	15.8%	14.6%	10.3%	18.4%	6.5%	6.7%	11.8%	
Very important	25.3%	22.8%	27.0%	28.7%	23.9%	28.8%	20.9%	21.6%	24.3%	
Somewhat important	32.5%	34.8%	27.7%	31.4%	35.0%	27.1%	33.8%	34.6%	28.6%	
Not important	31.2%	33.6%	29.5%	25.3%	30.7%	25.8%	38.8%	37.2%	35.3%	
Total(n)	462	4,948	13,001	261	2,562	7,253	201	2,386	5,748	
Mean	2.16	2.07	2.29	2.33	2.14	2.40	1.95	1.98	2.13	
Standard deviation	0.99	0.95	1.05	1.01	0.97	1.06	0.93	0.92	1.03	
Significance	-		**	-	**		-		*	
Effect size	-	0.09	-0.12	-	0.20	-0.07	-	-0.03	-0.17	
Participating in a community action program										
Essential	12.4%	9.7%	7.5%	8.5%	8.8%	5.6%	17.3%	10.7%	10.4%	
Very important	28.9%	23.7%	21.1%	31.0%	22.0%	19.1%	26.2%	25.7%	24.3%	
Somewhat important	41.3%	44.2%	45.3%	40.7%	43.8%	45.7%	42.1%	44.7%	44.6%	
Not important	17.4%	22.4%	26.1%	19.8%	25.4%	29.6%	14.4%	18.9%	20.8%	
Total(n)	460	4,946	12,993	258	2,558	7,245	202	2,388	5,748	
Mean	2.36	2.21	2.10	2.28	2.14	2.01	2.47	2.28	2.24	
Standard deviation	0.91	0.90	0.87	0.88	0.90	0.84	0.94	0.89	0.90	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	0.17	0.30	-	0.16	0.32	-	0.21	0.26	Social Agency

California State University-Fresno	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	19.8%	22.7%	21.5%	19.5%	24.1%	21.4%	20.2%	21.1%	21.5%	
Very important	38.6%	39.2%	39.2%	39.5%	39.5%	39.4%	37.4%	38.8%	38.8%	
Somewhat important	35.6%	31.3%	32.3%	34.9%	29.8%	32.2%	36.5%	33.2%	32.4%	
Not important	6.0%	6.7%	7.1%	6.1%	6.6%	6.9%	5.9%	6.9%	7.3%	
Total(n)	464	4,954	13,017	261	2,563	7,259	203	2,391	5,758	
Mean	2.72	2.78	2.75	2.72	2.81	2.75	2.72	2.74	2.75	
Standard deviation	0.85	0.87	0.87	0.85	0.88	0.87	0.85	0.87	0.87	
Significance	-			-			-			
Effect size	-	-0.07	-0.03	-	-0.10	-0.03	-	-0.02	-0.03	
Becoming a community leader										Social Agency
Essential	9.7%	6.2%	5.3%	9.6%	6.5%	4.7%	9.9%	5.8%	6.1%	
Very important	19.0%	17.5%	13.6%	25.4%	17.4%	12.8%	10.8%	17.6%	14.9%	
Somewhat important	41.7%	42.6%	41.9%	36.9%	42.6%	42.7%	47.8%	42.7%	40.6%	
Not important	29.6%	33.7%	39.2%	28.1%	33.5%	39.8%	31.5%	33.9%	38.4%	
Total(n)	463	4,952	13,008	260	2,563	7,257	203	2,389	5,751	
Mean	2.09	1.96	1.85	2.17	1.97	1.82	1.99	1.95	1.89	
Standard deviation	0.93	0.87	0.85	0.95	0.88	0.83	0.91	0.86	0.87	
Significance	-	**	***	-	***	***	-			
Effect size	-	0.15	0.28	-	0.23	0.42	-	0.05	0.11	
Mentoring the next generation of scholars										
Essential	39.0%	36.6%	40.4%	39.1%	33.1%	38.1%	38.9%	40.9%	43.9%	
Very important	40.7%	38.7%	38.6%	38.7%	38.6%	38.8%	43.3%	38.9%	38.4%	
Somewhat important	17.0%	21.9%	18.6%	17.6%	24.7%	20.3%	16.3%	18.5%	16.1%	
Not important	3.2%	2.8%	2.4%	4.6%	3.7%	2.9%	1.5%	1.8%	1.6%	
Total(n)	464	4,956	13,022	261	2,564	7,261	203	2,392	5,761	
Mean	3.16	3.09	3.17	3.12	3.01	3.12	3.20	3.19	3.25	
Standard deviation	0.82	0.83	0.81	0.86	0.85	0.83	0.76	0.79	0.78	
Significance	-			-	*		-			
Effect size	-	0.08	-0.01	-	0.13	0.00	-	0.01	-0.06	

California State University-Fresno	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	86.3%	89.7%	89.1%	84.2%	88.1%	87.0%	89.1%	91.7%	92.3%	
Very important	11.9%	9.7%	10.2%	13.5%	11.3%	12.3%	10.0%	7.8%	7.0%	
Somewhat important	1.1%	0.5%	0.4%	1.9%	0.5%	0.5%	0.0%	0.4%	0.2%	
Not important	0.7%	0.1%	0.3%	0.4%	0.1%	0.2%	1.0%	0.1%	0.5%	
Total(n)	461	4,935	12,835	260	2,553	7,167	201	2,382	5,668	
Mean	3.84	3.89	3.88	3.82	3.87	3.86	3.87	3.91	3.91	
Standard deviation	0.44	0.33	0.36	0.46	0.36	0.37	0.42	0.30	0.33	
Significance	-	**	*	-	*		-			
Effect size	-	-0.15	-0.11	-	-0.14	-0.11	-	-0.13	-0.12	
Prepare students for employment after college										
Essential	53.1%	45.9%	38.0%	53.1%	42.3%	36.1%	53.2%	50.4%	41.0%	
Very important	35.4%	40.1%	40.6%	33.5%	41.4%	40.6%	37.8%	38.5%	40.5%	
Somewhat important	10.0%	13.1%	18.9%	11.5%	15.1%	20.4%	8.0%	10.7%	16.5%	
Not important	1.5%	0.9%	2.5%	1.9%	1.3%	2.8%	1.0%	0.4%	2.0%	
Total(n)	461	4,932	12,822	260	2,552	7,160	201	2,380	5,662	
Mean	3.40	3.31	3.14	3.38	3.25	3.10	3.43	3.39	3.20	
Standard deviation	0.73	0.73	0.81	0.76	0.75	0.82	0.68	0.69	0.78	
Significance	-	*	***	-	**	***	-		***	
Effect size	-	0.12	0.32	-	0.17	0.34	-	0.06	0.29	
Prepare students for graduate or advanced education										
Essential	32.8%	27.6%	25.4%	28.8%	25.0%	23.7%	37.8%	30.8%	28.1%	
Very important	46.4%	49.6%	49.6%	47.7%	49.9%	49.8%	44.8%	49.3%	49.3%	
Somewhat important	18.9%	21.9%	23.8%	21.5%	24.2%	25.4%	15.4%	19.2%	21.4%	
Not important	2.0%	0.8%	1.2%	1.9%	0.8%	1.1%	2.0%	0.8%	1.2%	
Total(n)	461	4,932	12,821	260	2,552	7,161	201	2,380	5,660	
Mean	3.10	3.04	2.99	3.03	2.99	2.96	3.18	3.10	3.04	
Standard deviation	0.77	0.73	0.73	0.76	0.72	0.73	0.76	0.72	0.74	
Significance	-		**	-			-		**	
Effect size	-	0.08	0.15	-	0.06	0.10	-	0.11	0.19	

California State University-Fresno	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	39.9%	33.2%	29.8%	35.1%	28.1%	25.6%	46.0%	39.3%	36.5%	
Very important	35.7%	39.0%	37.6%	37.8%	41.6%	39.1%	33.0%	35.9%	35.4%	
Somewhat important	21.1%	24.8%	27.1%	23.6%	26.7%	29.3%	18.0%	22.6%	23.6%	
Not important	3.3%	3.0%	5.5%	3.5%	3.6%	6.1%	3.0%	2.2%	4.5%	
Total(n)	459	4,926	12,811	259	2,552	7,161	200	2,374	5,650	
Mean	3.12	3.02	2.92	3.05	2.94	2.84	3.22	3.12	3.04	
Standard deviation	0.85	0.84	0.88	0.85	0.83	0.88	0.85	0.83	0.88	
Significance	-	*	***	-	*	***	-		**	
Effect size	-	0.12	0.23	-	0.13	0.24	-	0.12	0.20	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	23.5%	19.1%	16.0%	19.7%	14.9%	12.7%	28.5%	24.2%	21.2%	
Very important	33.3%	34.3%	32.9%	30.9%	33.0%	30.4%	36.5%	35.9%	36.8%	
Somewhat important	35.7%	38.7%	40.7%	40.5%	42.4%	44.6%	29.5%	34.2%	34.6%	
Not important	7.4%	7.9%	10.4%	8.9%	9.8%	12.3%	5.5%	5.7%	7.4%	
Total(n)	459	4,928	12,816	259	2,552	7,162	200	2,376	5,654	
Mean	2.73	2.65	2.55	2.61	2.53	2.43	2.88	2.79	2.72	
Standard deviation	0.90	0.88	0.88	0.90	0.86	0.86	0.89	0.88	0.88	
Significance	-		***	-		***	-		*	
Effect size	-	0.09	0.20	-	0.09	0.21	-	0.10	0.18	
Teach students the classic works of Western civilization										
Essential	9.4%	9.4%	8.7%	10.4%	10.7%	9.5%	8.0%	7.7%	7.5%	
Very important	21.6%	17.3%	18.0%	17.3%	18.7%	18.8%	27.1%	15.7%	16.7%	
Somewhat important	43.1%	43.7%	41.1%	44.6%	41.7%	39.6%	41.2%	46.2%	43.4%	
Not important	25.9%	29.6%	32.2%	27.7%	28.9%	32.0%	23.6%	30.4%	32.4%	
Total(n)	459	4,923	12,797	260	2,551	7,150	199	2,372	5,647	
Mean	2.14	2.06	2.03	2.10	2.11	2.06	2.20	2.01	1.99	
Standard deviation	0.91	0.92	0.92	0.93	0.94	0.94	0.89	0.88	0.89	
Significance	-		*	-			-	**	**	
Effect size	-	0.09	0.12	-	-0.01	0.04	-	0.22	0.24	

California State University-Fresno	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	33.1%	30.0%	25.5%	29.0%	28.2%	22.6%	38.5%	32.1%	30.2%	
Very important	39.0%	38.1%	36.8%	40.2%	37.1%	35.6%	37.5%	39.4%	38.7%	
Somewhat important	22.9%	27.7%	31.4%	23.6%	29.8%	34.8%	22.0%	25.3%	26.2%	
Not important	5.0%	4.2%	6.3%	7.3%	5.0%	7.1%	2.0%	3.2%	5.0%	
Total(n)	459	4,929	12,815	259	2,553	7,160	200	2,376	5,655	
Mean	3.00	2.94	2.82	2.91	2.88	2.74	3.13	3.00	2.94	
Standard deviation	0.87	0.86	0.89	0.90	0.88	0.89	0.82	0.84	0.87	
Significance	-		***	-		**	-	*	**	
Effect size	-	0.07	0.20	-	0.03	0.19	-	0.15	0.22	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	40.8%	36.8%	30.8%	37.3%	34.1%	26.4%	45.3%	40.0%	37.6%	
Very important	36.9%	38.3%	38.0%	40.0%	38.2%	38.2%	32.8%	38.4%	37.8%	
Somewhat important	19.5%	21.5%	25.6%	19.6%	23.3%	28.9%	19.4%	19.2%	20.6%	
Not important	2.8%	3.5%	5.6%	3.1%	4.4%	6.6%	2.5%	2.3%	4.1%	
Total(n)	461	4,932	12,812	260	2,553	7,155	201	2,379	5,657	
Mean	3.16	3.08	2.94	3.12	3.02	2.84	3.21	3.16	3.09	
Standard deviation	0.83	0.84	0.89	0.83	0.87	0.89	0.84	0.81	0.86	
Significance	-		***	-		***	-			
Effect size	-	0.10	0.25	-	0.11	0.31	-	0.06	0.14	
Instill in students a commitment to community service										Civic Minded Values
Essential	19.6%	17.0%	14.0%	18.5%	14.0%	10.9%	21.1%	20.6%	18.9%	
Very important	36.4%	35.9%	30.3%	36.5%	31.6%	27.4%	36.2%	41.1%	35.0%	
Somewhat important	36.6%	36.4%	40.8%	35.0%	40.1%	43.6%	38.7%	31.9%	36.6%	
Not important	7.4%	10.7%	14.8%	10.0%	14.2%	18.2%	4.0%	6.4%	9.5%	
Total(n)	459	4,928	12,808	260	2,552	7,154	199	2,376	5,654	
Mean	2.68	2.59	2.44	2.63	2.45	2.31	2.74	2.76	2.63	
Standard deviation	0.87	0.89	0.91	0.90	0.90	0.89	0.83	0.85	0.89	
Significance	-	*	***	-	**	***	-			
Effect size	-	0.10	0.26	-	0.20	0.36	-	-0.02	0.12	

California State University-Fresno	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	39.2%	39.4%	35.1%	28.4%	30.8%	25.6%	53.0%	49.8%	49.7%	
Very important	37.0%	34.7%	34.4%	40.5%	35.3%	35.1%	32.5%	33.9%	33.4%	
Somewhat important	20.1%	20.6%	23.9%	26.5%	25.8%	29.9%	12.0%	14.4%	14.6%	
Not important	3.7%	5.3%	6.6%	4.7%	8.1%	9.4%	2.5%	2.0%	2.3%	
Total(n)	457	4,929	12,810	257	2,551	7,157	200	2,378	5,653	
Mean	3.12	3.08	2.98	2.93	2.89	2.77	3.36	3.32	3.31	
Standard deviation	0.85	0.90	0.92	0.86	0.94	0.94	0.79	0.79	0.80	
Significance	-		**	-		**	-			
Effect size	-	0.04	0.15	-	0.04	0.17	-	0.05	0.06	
Help master knowledge in a discipline										
Essential	57.5%	58.9%	58.4%	52.9%	55.8%	56.8%	63.4%	62.7%	60.8%	
Very important	36.2%	35.2%	35.2%	41.7%	37.8%	36.4%	29.2%	32.1%	33.4%	
Somewhat important	5.6%	5.7%	5.9%	5.0%	6.2%	6.4%	6.4%	5.0%	5.3%	
Not important	0.7%	0.2%	0.5%	0.4%	0.2%	0.4%	1.0%	0.2%	0.5%	
Total(n)	461	4,933	12,816	259	2,553	7,160	202	2,380	5,656	
Mean	3.51	3.53	3.52	3.47	3.49	3.50	3.55	3.57	3.54	
Standard deviation	0.63	0.61	0.63	0.61	0.62	0.63	0.66	0.60	0.62	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	-0.03	-0.05	-	-0.03	0.02	
Develop creative capacities										
Essential	42.0%	37.8%	38.2%	42.9%	38.9%	38.6%	40.8%	36.6%	37.6%	
Very important	43.9%	41.4%	41.9%	43.2%	40.8%	41.4%	44.8%	42.0%	42.8%	
Somewhat important	12.6%	18.4%	17.8%	12.4%	17.7%	18.2%	12.9%	19.2%	17.1%	
Not important	1.5%	2.4%	2.1%	1.5%	2.6%	1.8%	1.5%	2.1%	2.5%	
Total(n)	460	4,928	12,804	259	2,551	7,154	201	2,377	5,650	
Mean	3.26	3.15	3.16	3.27	3.16	3.17	3.25	3.13	3.16	
Standard deviation	0.73	0.80	0.79	0.74	0.80	0.78	0.73	0.79	0.79	
Significance	-	**	**	-	*	*	-	*		
Effect size	-	0.14	0.13	-	0.14	0.13	-	0.15	0.11	

California State University-Fresno	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	24.1%	30.9%	26.6%	17.8%	30.9%	24.5%	32.3%	30.9%	29.9%	
Very important	35.7%	37.5%	36.1%	35.1%	35.8%	35.4%	36.3%	39.6%	37.3%	
Somewhat important	31.3%	25.5%	29.2%	36.3%	26.7%	31.3%	24.9%	24.0%	25.9%	
Not important	8.9%	6.1%	8.1%	10.8%	6.5%	8.8%	6.5%	5.5%	6.9%	
Total(n)	460	4,930	12,800	259	2,554	7,156	201	2,376	5,644	
Mean	2.75	2.93	2.81	2.60	2.91	2.76	2.95	2.96	2.90	
Standard deviation	0.92	0.90	0.92	0.90	0.91	0.92	0.91	0.88	0.91	
Significance	-	***		-	***	**	-			
Effect size	-	-0.20	-0.07	-	-0.34	-0.17	-	-0.01	0.05	
Promote ability to write effectively										
Essential	58.7%	59.9%	56.8%	54.8%	54.6%	52.0%	63.7%	66.3%	64.3%	
Very important	34.6%	33.6%	34.2%	37.5%	37.1%	36.8%	30.8%	29.3%	30.1%	
Somewhat important	5.2%	5.8%	7.7%	5.8%	7.3%	9.6%	4.5%	4.1%	4.8%	
Not important	1.5%	0.7%	1.3%	1.9%	1.0%	1.5%	1.0%	0.3%	0.9%	
Total(n)	460	4,932	12,816	259	2,553	7,160	201	2,379	5,656	
Mean	3.50	3.53	3.47	3.45	3.45	3.39	3.57	3.62	3.58	
Standard deviation	0.67	0.64	0.69	0.69	0.67	0.72	0.63	0.58	0.63	
Significance	-			-			-			
Effect size	-	-0.05	0.04	-	0.00	0.08	-	-0.09	-0.02	
Help students evaluate the quality and reliability of information										
Essential	62.0%	64.4%	62.5%	56.0%	59.8%	57.3%	69.7%	69.9%	70.6%	
Very important	33.3%	31.8%	33.2%	39.4%	34.8%	37.7%	25.4%	28.3%	26.1%	
Somewhat important	3.7%	3.4%	3.7%	3.5%	4.9%	4.3%	4.0%	1.7%	2.8%	
Not important	1.1%	0.3%	0.6%	1.2%	0.5%	0.7%	1.0%	0.1%	0.5%	
Total(n)	460	4,933	12,814	259	2,554	7,160	201	2,379	5,654	
Mean	3.56	3.60	3.58	3.50	3.54	3.52	3.64	3.68	3.67	
Standard deviation	0.62	0.57	0.60	0.62	0.62	0.61	0.61	0.51	0.56	
Significance	-			-			-			
Effect size	-	-0.07	-0.03	-	-0.06	-0.03	-	-0.08	-0.05	

California State University-Fresno	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	28.3%	33.9%	30.4%	22.0%	31.5%	25.8%	36.5%	36.9%	37.5%	
Very important	37.5%	34.7%	35.8%	38.2%	33.4%	34.8%	36.5%	36.3%	37.4%	
Somewhat important	25.3%	25.1%	25.3%	28.2%	27.1%	29.3%	21.5%	22.7%	19.2%	
Not important	8.9%	6.2%	8.5%	11.6%	8.0%	10.1%	5.5%	4.1%	6.0%	
Total(n)	459	4,931	12,806	259	2,552	7,157	200	2,379	5,649	
Mean	2.85	2.96	2.88	2.71	2.88	2.76	3.04	3.06	3.06	
Standard deviation	0.93	0.92	0.94	0.94	0.94	0.95	0.90	0.87	0.89	
Significance	-	*		-	**		-			
Effect size	-	-0.12	-0.03	-	-0.18	-0.05	-	-0.02	-0.02	
Teach students tolerance and respect for different beliefs										
Essential	50.8%	51.8%	45.5%	40.2%	43.0%	35.6%	64.5%	62.5%	60.9%	
Very important	31.2%	31.6%	32.9%	35.5%	35.2%	36.4%	25.5%	27.2%	27.5%	
Somewhat important	15.3%	13.4%	17.3%	20.5%	16.7%	22.3%	8.5%	9.4%	9.6%	
Not important	2.8%	3.2%	4.3%	3.9%	5.0%	5.7%	1.5%	0.9%	2.1%	
Total(n)	459	4,930	12,807	259	2,552	7,154	200	2,378	5,653	
Mean	3.30	3.32	3.20	3.12	3.16	3.02	3.53	3.51	3.47	
Standard deviation	0.83	0.82	0.87	0.87	0.88	0.90	0.72	0.70	0.75	
Significance	-		*	-			-			
Effect size	-	-0.02	0.11	-	-0.05	0.11	-	0.03	0.08	
Encourage students to become agents of social change										
Essential	25.0%	25.7%	21.7%	18.9%	19.1%	15.5%	32.8%	33.6%	31.4%	
Very important	32.6%	31.0%	29.3%	33.2%	27.2%	25.8%	31.8%	35.5%	34.8%	
Somewhat important	30.7%	31.0%	32.5%	32.4%	37.0%	37.5%	28.4%	23.9%	24.8%	
Not important	11.7%	12.3%	16.4%	15.4%	16.7%	21.2%	7.0%	7.0%	9.0%	
Total(n)	460	4,928	12,801	259	2,551	7,152	201	2,377	5,649	
Mean	2.71	2.70	2.56	2.56	2.49	2.36	2.91	2.96	2.89	
Standard deviation	0.97	0.98	1.00	0.97	0.98	0.98	0.94	0.92	0.95	
Significance	-		**	-		**	-			
Effect size	-	0.01	0.15	-	0.07	0.20	-	-0.05	0.02	Civic Minded Values

California State University-Fresno	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	3.0%	0.2%	0.5%	2.3%	0.2%	0.4%	4.0%	0.2%	0.5%	
1-4	17.1%	8.9%	24.9%	16.5%	8.0%	26.1%	17.8%	10.0%	23.1%	
5-8	29.7%	22.0%	36.9%	30.8%	21.3%	37.4%	28.2%	22.8%	36.2%	
9-12	30.1%	43.7%	24.9%	31.5%	46.8%	24.6%	28.2%	39.9%	25.4%	
13-16	11.5%	16.7%	7.6%	10.0%	15.4%	6.5%	13.4%	18.2%	9.2%	
17-20	5.0%	4.6%	3.1%	5.8%	4.5%	2.9%	4.0%	4.6%	3.4%	
21-34	2.6%	3.0%	1.7%	2.7%	3.0%	1.6%	2.5%	3.0%	1.8%	
35-44	0.6%	0.4%	0.2%	0.4%	0.3%	0.1%	1.0%	0.6%	0.2%	
45+	0.4%	0.5%	0.2%	0.0%	0.3%	0.2%	1.0%	0.7%	0.3%	
Total(n)	462	4,955	13,019	260	2,561	7,253	202	2,394	5,766	
Mean	3.61	3.99	3.33	3.60	3.99	3.28	3.62	3.99	3.40	
Standard deviation	1.37	1.19	1.18	1.29	1.14	1.16	1.46	1.24	1.21	
Significance	-	***	***	-	***	***	-	***	*	
Effect size	-	-0.32	0.24	-	-0.34	0.28	-	-0.30	0.18	
Preparing for teaching (including reading student papers and grading)										
None	2.8%	0.1%	0.4%	1.9%	0.2%	0.5%	3.9%	0.1%	0.3%	
1-4	16.7%	8.0%	15.5%	18.5%	8.8%	17.6%	14.3%	7.1%	12.2%	
5-8	26.2%	21.2%	26.9%	26.6%	24.0%	29.0%	25.6%	17.9%	23.6%	
9-12	20.3%	24.8%	23.7%	20.1%	26.5%	24.3%	20.7%	22.8%	22.6%	
13-16	13.2%	16.3%	13.3%	13.1%	15.5%	12.0%	13.3%	17.3%	15.2%	
17-20	9.5%	14.9%	11.0%	11.6%	13.5%	9.1%	6.9%	16.7%	13.9%	
21-34	7.6%	11.1%	7.2%	5.0%	9.5%	6.2%	10.8%	13.1%	8.7%	
35-44	2.4%	2.2%	1.4%	2.7%	1.5%	0.7%	2.0%	3.0%	2.3%	
45+	1.3%	1.3%	0.8%	0.4%	0.6%	0.5%	2.5%	2.1%	1.2%	
Total(n)	462	4,946	12,992	259	2,556	7,236	203	2,390	5,756	
Mean	4.03	4.57	4.07	3.95	4.38	3.88	4.14	4.80	4.36	
Standard deviation	1.76	1.63	1.60	1.66	1.55	1.52	1.87	1.69	1.67	
Significance	-	***		-	***		-	***		
Effect size	-	-0.33	-0.03	-	-0.28	0.05	-	-0.39	-0.13	

California State University-Fresno	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	7.8%	3.0%	3.8%	7.3%	2.8%	3.9%	8.4%	3.3%	3.8%	
1-4	47.2%	52.1%	55.8%	46.2%	55.4%	57.0%	48.5%	48.3%	53.8%	
5-8	30.3%	30.7%	27.8%	33.1%	28.2%	27.4%	26.7%	33.6%	28.4%	
9-12	9.5%	9.4%	8.1%	8.8%	9.3%	7.5%	10.4%	9.5%	9.0%	
13-16	2.6%	2.7%	2.8%	1.9%	2.4%	2.7%	3.5%	3.1%	2.8%	
17-20	1.7%	1.4%	1.2%	1.9%	1.3%	1.1%	1.5%	1.5%	1.4%	
21-34	0.6%	0.4%	0.4%	0.8%	0.4%	0.3%	0.5%	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+	0.2%	0.0%	0.1%	0.0%	0.0%	0.1%	0.5%	0.0%	0.0%	
Total(n)	462	4,952	13,016	260	2,559	7,252	202	2,393	5,764	
Mean	2.61	2.64	2.56	2.61	2.59	2.53	2.61	2.69	2.61	
Standard deviation	1.08	0.98	0.96	1.03	0.95	0.93	1.15	1.00	1.00	
Significance	-			-			-			
Effect size	-	-0.03	0.05	-	0.02	0.09	-	-0.08	0.00	
Committee work and meetings										
None	19.7%	3.5%	6.1%	18.1%	4.6%	6.7%	21.8%	2.2%	5.1%	
1-4	46.8%	57.4%	56.2%	46.2%	58.4%	56.9%	47.5%	56.2%	55.3%	
5-8	23.8%	26.5%	25.3%	25.0%	24.8%	25.0%	22.3%	28.6%	25.8%	
9-12	6.5%	8.1%	8.1%	8.1%	8.3%	7.9%	4.5%	7.9%	8.5%	
13-16	2.4%	2.9%	2.6%	1.5%	2.7%	2.1%	3.5%	3.2%	3.2%	
17-20	0.6%	1.5%	1.3%	1.2%	1.2%	1.0%	0.0%	1.8%	1.7%	
21-34	0.2%	0.1%	0.3%	0.0%	0.1%	0.3%	0.5%	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+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	462	4,952	13,007	260	2,558	7,245	202	2,394	5,762	
Mean	2.28	2.55	2.50	2.32	2.50	2.47	2.22	2.60	2.56	
Standard deviation	1.00	0.93	0.96	0.99	0.91	0.94	1.00	0.95	0.99	
Significance	-	***	***	-	**	*	-	***	***	
Effect size	-	-0.29	-0.23	-	-0.20	-0.16	-	-0.40	-0.34	

California State University-Fresno	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	32.6%	29.6%	28.9%	32.0%	29.8%	29.9%	33.3%	29.4%	27.4%	
1-4	33.9%	41.8%	39.2%	32.4%	42.1%	39.1%	35.8%	41.3%	39.4%	
5-8	15.9%	13.0%	14.8%	15.8%	13.0%	15.4%	15.9%	13.0%	14.0%	
9-12	5.4%	6.7%	7.4%	7.3%	6.6%	6.4%	3.0%	6.8%	9.0%	
13-16	4.8%	3.1%	3.9%	5.0%	2.9%	3.6%	4.5%	3.3%	4.2%	
17-20	3.0%	3.3%	2.9%	2.3%	3.0%	2.7%	4.0%	3.8%	3.1%	
21-34	2.8%	1.6%	2.2%	3.5%	1.5%	2.1%	2.0%	1.7%	2.2%	
35-44	0.9%	0.7%	0.5%	0.8%	0.9%	0.5%	1.0%	0.4%	0.4%	
45+	0.7%	0.2%	0.3%	0.8%	0.2%	0.2%	0.5%	0.2%	0.4%	
Total(n)	460	4,943	12,986	259	2,555	7,238	201	2,388	5,748	
Mean	2.45	2.33	2.39	2.50	2.31	2.35	2.37	2.34	2.46	
Standard deviation	1.66	1.46	1.50	1.70	1.46	1.47	1.62	1.46	1.53	
Significance	-			-	*		-			
Effect size	-	0.08	0.04	-	0.13	0.10	-	0.02	-0.06	
Research and scholarly writing										
None	24.4%	14.7%	10.9%	20.0%	12.5%	8.6%	30.2%	17.3%	14.5%	
1-4	36.2%	43.2%	27.4%	35.0%	40.7%	24.8%	37.7%	46.1%	31.5%	
5-8	16.6%	20.4%	19.2%	17.7%	21.8%	18.8%	15.1%	18.7%	19.9%	
9-12	11.5%	11.8%	14.4%	16.5%	13.2%	15.1%	5.0%	10.1%	13.3%	
13-16	5.0%	4.6%	8.0%	3.8%	5.0%	8.1%	6.5%	4.1%	7.8%	
17-20	3.7%	2.8%	7.5%	3.8%	3.6%	8.7%	3.5%	1.8%	5.6%	
21-34	1.5%	2.0%	7.3%	1.9%	2.3%	9.1%	1.0%	1.6%	4.6%	
35-44	0.9%	0.3%	3.4%	0.8%	0.5%	4.4%	1.0%	0.1%	1.8%	
45+	0.2%	0.3%	1.8%	0.4%	0.4%	2.4%	0.0%	0.2%	1.0%	
Total(n)	459	4,945	12,987	260	2,558	7,245	199	2,387	5,742	
Mean	2.59	2.68	3.61	2.75	2.82	3.88	2.40	2.51	3.19	
Standard deviation	1.54	1.40	2.04	1.55	1.47	2.12	1.51	1.29	1.83	
Significance	-		***	-		***	-		***	
Effect size	-	-0.06	-0.50	-	-0.05	-0.53	-	-0.09	-0.43	

California State University-Fresno	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	47.2%	55.1%	59.0%	45.0%	52.2%	57.5%	50.0%	58.5%	61.2%	
1-4	31.3%	28.5%	24.9%	30.4%	29.0%	25.5%	32.5%	27.9%	24.0%	
5-8	13.9%	9.0%	9.1%	15.4%	9.8%	9.5%	12.0%	8.1%	8.5%	
9-12	3.7%	3.6%	3.8%	4.6%	4.2%	4.2%	2.5%	2.9%	3.3%	
13-16	2.0%	1.2%	1.3%	2.3%	1.7%	1.2%	1.5%	0.7%	1.4%	
17-20	1.3%	1.7%	1.1%	1.9%	2.0%	1.1%	0.5%	1.2%	1.1%	
21-34	0.7%	0.6%	0.5%	0.4%	0.7%	0.6%	1.0%	0.6%	0.4%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.2%	
Total(n)	460	4,934	12,950	260	2,552	7,216	200	2,382	5,734	
Mean	1.88	1.77	1.70	1.96	1.85	1.74	1.79	1.67	1.66	
Standard deviation	1.14	1.18	1.14	1.18	1.26	1.17	1.07	1.07	1.09	
Significance	-		***	-		**	-			
Effect size	-	0.09	0.16	-	0.09	0.19	-	0.11	0.12	
Consultation with clients/patients										
None	66.0%	80.2%	81.4%	68.5%	80.7%	81.7%	62.9%	79.7%	81.1%	
1-4	21.0%	13.5%	11.9%	20.8%	13.7%	11.9%	21.3%	13.2%	12.0%	
5-8	7.6%	3.6%	3.4%	6.2%	3.1%	3.3%	9.4%	4.1%	3.5%	
9-12	2.4%	1.3%	1.4%	1.9%	1.1%	1.2%	3.0%	1.5%	1.8%	
13-16	1.1%	0.6%	0.5%	0.8%	0.5%	0.5%	1.5%	0.8%	0.4%	
17-20	0.4%	0.4%	0.5%	0.4%	0.6%	0.5%	0.5%	0.2%	0.5%	
21-34	0.6%	0.3%	0.4%	0.8%	0.2%	0.4%	0.5%	0.3%	0.4%	
35-44	0.4%	0.0%	0.2%	0.4%	0.0%	0.3%	0.5%	0.0%	0.0%	
45+	0.4%	0.0%	0.2%	0.4%	0.0%	0.2%	0.5%	0.1%	0.2%	
Total(n)	462	4,947	12,992	260	2,556	7,237	202	2,391	5,755	
Mean	1.60	1.31	1.33	1.54	1.30	1.33	1.68	1.33	1.33	
Standard deviation	1.17	0.80	0.92	1.13	0.77	0.94	1.23	0.82	0.90	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.36	0.29	-	0.31	0.22	-	0.43	0.39	

California State University-Fresno	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	28.8%	36.8%	45.4%	33.1%	39.0%	47.8%	23.3%	34.1%	41.6%	Civic Minded Practice
1-4	49.8%	51.4%	44.3%	44.6%	48.2%	41.8%	56.4%	55.3%	48.2%	
5-8	14.5%	8.8%	7.6%	14.6%	9.4%	7.7%	14.4%	8.1%	7.4%	
9-12	3.5%	2.0%	1.8%	3.1%	2.3%	1.7%	4.0%	1.5%	1.9%	
13-16	1.7%	0.6%	0.5%	2.3%	0.8%	0.5%	1.0%	0.4%	0.5%	
17-20	0.9%	0.3%	0.3%	1.5%	0.2%	0.3%	0.0%	0.5%	0.4%	
21-34	0.2%	0.1%	0.1%	0.4%	0.1%	0.1%	0.0%	0.1%	0.1%	
35-44	0.6%	0.0%	0.0%	0.4%	0.0%	0.0%	1.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	462	4,947	12,999	260	2,555	7,240	202	2,392	5,759	
Mean	2.06	1.80	1.69	2.05	1.79	1.67	2.08	1.81	1.73	
Standard deviation	1.07	0.80	0.81	1.14	0.81	0.82	0.99	0.77	0.79	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.33	0.46	-	0.32	0.46	-	0.35	0.44	
Outside consulting/freelance work										
None	67.6%	70.8%	70.0%	65.0%	67.1%	67.4%	70.9%	75.3%	73.9%	
1-4	19.4%	22.0%	23.0%	21.5%	24.5%	24.6%	16.7%	19.1%	20.5%	
5-8	6.5%	4.9%	4.9%	7.7%	6.1%	5.7%	4.9%	3.5%	3.7%	
9-12	3.9%	1.3%	1.4%	3.8%	1.8%	1.6%	3.9%	0.6%	1.0%	
13-16	1.1%	0.4%	0.3%	1.2%	0.2%	0.3%	1.0%	0.6%	0.4%	
17-20	0.6%	0.3%	0.2%	0.8%	0.2%	0.2%	0.5%	0.3%	0.2%	
21-34	0.9%	0.2%	0.1%	0.0%	0.0%	0.0%	2.0%	0.5%	0.2%	
35-44	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	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)	463	4,940	12,988	260	2,552	7,236	203	2,388	5,752	
Mean	1.57	1.40	1.41	1.57	1.45	1.44	1.57	1.35	1.35	
Standard deviation	1.06	0.79	0.76	0.96	0.77	0.77	1.18	0.81	0.73	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	0.22	0.21	-	0.16	0.17	-	0.27	0.30	

California State University-Fresno	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	11.3%	8.1%	9.1%	15.0%	9.8%	11.7%	6.4%	6.0%	5.2%	
1-4	17.5%	19.2%	18.0%	17.7%	20.7%	18.7%	17.3%	17.3%	16.9%	
5-8	26.2%	25.4%	25.2%	20.0%	23.6%	25.6%	34.2%	27.6%	24.6%	
9-12	14.9%	15.8%	16.1%	17.7%	18.0%	17.7%	11.4%	13.2%	13.6%	
13-16	6.3%	8.1%	9.1%	6.5%	8.3%	9.0%	5.9%	7.8%	9.4%	
17-20	10.2%	9.3%	8.2%	12.7%	8.9%	7.3%	6.9%	9.8%	9.5%	
21-34	5.8%	6.3%	5.9%	6.2%	5.4%	4.9%	5.4%	7.3%	7.5%	
35-44	2.4%	4.0%	4.2%	1.9%	3.3%	2.6%	3.0%	4.9%	6.6%	
45+	5.4%	3.9%	4.1%	2.3%	1.9%	2.4%	9.4%	6.2%	6.8%	
Total(n)	462	4,935	12,974	260	2,549	7,230	202	2,386	5,744	
Mean	3.86	3.93	3.92	3.69	3.70	3.62	4.07	4.20	4.37	
Standard deviation	2.17	2.09	2.11	2.05	1.95	1.94	2.30	2.22	2.27	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.01	0.04	-	-0.06	-0.13	
Commuting to campus										
None	5.8%	5.8%	5.8%	6.5%	6.3%	6.1%	5.0%	5.2%	5.3%	
1-4	71.6%	61.1%	58.7%	69.2%	63.3%	60.6%	74.8%	58.5%	55.8%	
5-8	17.5%	22.7%	24.7%	18.1%	21.2%	23.7%	16.8%	24.6%	26.2%	
9-12	4.5%	8.2%	8.6%	6.2%	7.6%	7.6%	2.5%	8.9%	10.0%	
13-16	0.2%	1.6%	1.7%	0.0%	1.5%	1.5%	0.5%	1.8%	2.1%	
17-20	0.0%	0.2%	0.3%	0.0%	0.1%	0.2%	0.0%	0.3%	0.4%	
21-34	0.0%	0.2%	0.1%	0.0%	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+	0.2%	0.1%	0.1%	0.0%	0.0%	0.1%	0.5%	0.3%	0.1%	
Total(n)	462	4,939	12,986	260	2,553	7,236	202	2,386	5,750	
Mean	2.23	2.41	2.43	2.24	2.36	2.39	2.22	2.48	2.50	
Standard deviation	0.70	0.86	0.86	0.66	0.79	0.82	0.75	0.94	0.90	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	-0.21	-0.23	-	-0.15	-0.18	-	-0.28	-0.31	

California State University-Fresno	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	72.9%	87.4%	89.7%	72.3%	87.7%	89.6%	73.8%	87.1%	89.7%	
1-4	9.7%	7.0%	6.0%	8.8%	7.2%	6.2%	10.9%	6.8%	5.8%	
5-8	3.7%	2.5%	2.1%	6.2%	2.0%	2.1%	0.5%	3.0%	2.3%	
9-12	3.0%	1.5%	1.0%	2.7%	1.6%	0.9%	3.5%	1.5%	1.2%	
13-16	1.5%	0.5%	0.4%	1.9%	0.6%	0.4%	1.0%	0.4%	0.3%	
17-20	0.6%	0.4%	0.3%	0.4%	0.4%	0.3%	1.0%	0.4%	0.3%	
21-34	1.5%	0.3%	0.2%	1.2%	0.2%	0.2%	2.0%	0.4%	0.2%	
35-44	3.2%	0.2%	0.1%	3.8%	0.2%	0.1%	2.5%	0.3%	0.1%	
45+	3.7%	0.2%	0.1%	2.7%	0.1%	0.1%	5.0%	0.3%	0.1%	
Total(n)	462	4,936	12,976	260	2,554	7,233	202	2,382	5,743	
Mean	1.97	1.25	1.20	1.94	1.24	1.20	2.00	1.27	1.20	
Standard deviation	2.12	0.87	0.74	2.03	0.81	0.75	2.23	0.92	0.74	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.83	1.04	-	0.86	0.99	-	0.79	1.08	

California State University-Fresno	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	70.3%	45.7%	31.3%	69.3%	45.8%	29.7%	71.4%	45.5%	33.8%	
No	29.7%	54.3%	68.7%	30.7%	54.2%	70.3%	28.6%	54.5%	66.2%	
Total(n)	464	4,956	13,031	261	2,563	7,263	203	2,393	5,768	
Are you a U.S. citizen?										
Yes	87.5%	93.5%	92.1%	85.4%	93.2%	91.4%	90.1%	93.9%	93.3%	
No	12.5%	6.5%	7.9%	14.6%	6.8%	8.6%	9.9%	6.1%	6.7%	
Total(n)	463	4,953	13,028	261	2,560	7,262	202	2,393	5,766	
Do you plan to retire within the next three years?										
Yes	15.3%	12.2%	10.1%	17.6%	12.0%	10.2%	12.3%	12.4%	10.0%	
No	84.7%	87.8%	89.9%	82.4%	88.0%	89.8%	87.7%	87.6%	90.0%	
Total(n)	464	4,954	13,020	261	2,560	7,253	203	2,394	5,767	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	59.7%	47.3%	41.0%	59.4%	45.8%	37.4%	60.1%	49.2%	46.5%	
No	40.3%	52.7%	59.0%	40.6%	54.2%	62.6%	39.9%	50.8%	53.5%	
Total(n)	464	4,953	13,020	261	2,561	7,257	203	2,392	5,763	
Have you been sexually harassed at this institution?										
Yes	7.1%	4.9%	4.4%	4.6%	2.2%	2.0%	10.3%	8.2%	8.0%	
No	92.9%	95.1%	95.6%	95.4%	97.8%	98.0%	89.7%	91.8%	92.0%	
Total(n)	462	4,951	13,018	259	2,559	7,258	203	2,392	5,760	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	13.4%	13.7%	11.0%	5.0%	8.2%	6.0%	24.1%	20.3%	18.8%	
No	86.6%	86.3%	89.0%	95.0%	91.8%	94.0%	75.9%	79.7%	81.2%	
Total(n)	464	4,955	13,029	261	2,562	7,262	203	2,393	5,767	
Have you ever received an award for outstanding teaching?										
Yes	33.8%	43.1%	43.0%	39.5%	45.2%	45.8%	26.4%	40.7%	38.8%	
No	66.2%	56.9%	57.0%	60.5%	54.8%	54.2%	73.6%	59.3%	61.2%	
Total(n)	462	4,954	13,029	261	2,562	7,263	201	2,392	5,766	
Is (or was) your spouse/partner an academic?										
Yes	27.1%	31.6%	32.4%	27.8%	33.4%	31.4%	26.1%	29.3%	34.0%	
No	72.9%	68.4%	67.6%	72.2%	66.6%	68.6%	73.9%	70.7%	66.0%	
Total(n)	458	4,926	12,968	259	2,555	7,239	199	2,371	5,729	

California State University-Fresno	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	24.8%	23.3%	20.1%	27.6%	23.5%	20.5%	21.2%	23.0%	19.5%	
No	75.2%	76.7%	79.9%	72.4%	76.5%	79.5%	78.8%	77.0%	80.5%	
Total(n)	464	4,958	13,033	261	2,565	7,265	203	2,393	5,768	
Considered leaving academe for another job?										
Yes	33.2%	35.3%	32.3%	31.8%	33.2%	30.0%	35.0%	37.9%	35.9%	
No	66.8%	64.7%	67.7%	68.2%	66.8%	70.0%	65.0%	62.1%	64.1%	
Total(n)	464	4,958	13,032	261	2,564	7,265	203	2,394	5,767	
Considered leaving this institution for another?										
Yes	46.1%	47.1%	48.5%	47.9%	47.9%	48.8%	43.8%	46.1%	47.9%	
No	53.9%	52.9%	51.5%	52.1%	52.1%	51.2%	56.2%	53.9%	52.1%	
Total(n)	464	4,957	13,030	261	2,565	7,265	203	2,392	5,765	
Changed academic institutions?										
Yes	8.6%	17.1%	16.1%	11.1%	15.7%	14.5%	5.4%	18.6%	18.5%	
No	91.4%	82.9%	83.9%	88.9%	84.3%	85.5%	94.6%	81.4%	81.5%	
Total(n)	464	4,959	13,029	261	2,565	7,263	203	2,394	5,766	
Engaged in paid consulting outside of your institution?										
Yes	39.0%	35.4%	40.6%	45.6%	37.5%	43.4%	30.5%	32.9%	36.3%	
No	61.0%	64.6%	59.4%	54.4%	62.5%	56.6%	69.5%	67.1%	63.7%	
Total(n)	464	4,955	13,026	261	2,563	7,263	203	2,392	5,763	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	68.5%	61.5%	59.6%	68.2%	62.3%	60.2%	69.0%	60.6%	58.6%	
No	31.5%	38.5%	40.4%	31.8%	37.7%	39.8%	31.0%	39.4%	41.4%	
Total(n)	464	4,958	13,028	261	2,564	7,263	203	2,394	5,765	
Received at least one firm job offer?										
Yes	23.9%	27.2%	26.1%	24.1%	27.1%	25.0%	23.6%	27.3%	27.9%	
No	76.1%	72.8%	73.9%	75.9%	72.9%	75.0%	76.4%	72.7%	72.1%	
Total(n)	464	4,956	13,026	261	2,562	7,261	203	2,394	5,765	
Requested/sought an early promotion?										
Yes	8.6%	8.8%	8.2%	8.8%	9.2%	8.9%	8.4%	8.4%	7.0%	
No	91.4%	91.2%	91.8%	91.2%	90.8%	91.1%	91.6%	91.6%	93.0%	
Total(n)	464	4,958	13,028	261	2,564	7,262	203	2,394	5,766	

California State University-Fresno	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	31.7%	33.6%	36.1%	28.5%	31.8%	35.9%	36.0%	35.8%	36.4%	
Probably yes	28.7%	32.2%	34.4%	30.4%	33.9%	34.7%	26.6%	30.2%	33.9%	
Not sure	20.3%	19.4%	16.5%	21.5%	19.1%	16.3%	18.7%	19.9%	16.9%	
Probably no	12.7%	9.2%	8.0%	12.7%	10.0%	8.1%	12.8%	8.3%	7.7%	
Definitely no	6.5%	5.5%	5.0%	6.9%	5.3%	4.9%	5.9%	5.9%	5.2%	
Total(n)	463	4,953	13,009	260	2,562	7,251	203	2,391	5,758	
Mean	3.67	3.79	3.89	3.61	3.77	3.89	3.74	3.82	3.89	
Standard deviation	1.23	1.16	1.13	1.22	1.15	1.13	1.24	1.18	1.14	
Significance	-	*	***	-	*	***	-			
Effect size	-	-0.10	-0.19	-	-0.14	-0.25	-	-0.07	-0.13	
Still want to be a college professor?										
Definitely yes	65.7%	63.0%	61.2%	70.0%	63.5%	63.8%	60.1%	62.5%	57.3%	
Probably yes	24.8%	25.0%	26.5%	20.8%	25.8%	25.0%	30.0%	24.2%	28.8%	
Not sure	6.3%	8.4%	9.2%	5.8%	7.3%	8.3%	6.9%	9.6%	10.4%	
Probably no	3.0%	2.9%	2.5%	3.1%	2.9%	2.1%	3.0%	2.9%	3.0%	
Definitely no	0.2%	0.7%	0.6%	0.4%	0.6%	0.7%	0.0%	0.7%	0.5%	
Total(n)	463	4,952	13,014	260	2,559	7,251	203	2,393	5,763	
Mean	4.53	4.47	4.45	4.57	4.49	4.49	4.47	4.45	4.39	
Standard deviation	0.76	0.82	0.81	0.77	0.80	0.79	0.75	0.84	0.83	
Significance	-		*	-			-			
Effect size	-	0.07	0.10	-	0.10	0.10	-	0.02	0.10	

California State University-Fresno	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	39.8%	60.6%	50.1%	41.8%	61.1%	51.0%	37.3%	59.9%	48.7%	
Somewhat descriptive	52.2%	35.2%	44.0%	51.7%	34.6%	43.8%	52.7%	36.0%	44.4%	
Not descriptive	8.0%	4.2%	5.9%	6.5%	4.3%	5.2%	10.0%	4.1%	7.0%	
Total(n)	462	4,955	13,016	261	2,564	7,259	201	2,391	5,757	
Mean	2.32	2.56	2.44	2.35	2.57	2.46	2.27	2.56	2.42	
Standard deviation	0.61	0.57	0.60	0.60	0.58	0.59	0.63	0.57	0.62	
Significance	-	***	***	-	***	**	-	***	***	
Effect size	-	-0.42	-0.20	-	-0.38	-0.19	-	-0.51	-0.24	
The faculty are typically at odds with campus administration										
Very descriptive	16.8%	22.5%	20.0%	18.8%	23.0%	19.7%	14.4%	22.0%	20.4%	
Somewhat descriptive	52.9%	46.7%	46.6%	50.6%	47.1%	46.6%	55.9%	46.1%	46.6%	
Not descriptive	30.2%	30.8%	33.4%	30.7%	29.9%	33.7%	29.7%	31.9%	32.9%	
Total(n)	463	4,948	12,994	261	2,562	7,251	202	2,386	5,743	
Mean	1.87	1.92	1.87	1.88	1.93	1.86	1.85	1.90	1.87	
Standard deviation	0.67	0.73	0.72	0.69	0.72	0.72	0.65	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.07	0.00	-	-0.07	0.03	-	-0.07	-0.03	
Faculty here respect each other										
Very descriptive	35.5%	43.9%	47.0%	35.6%	45.2%	47.9%	35.3%	42.3%	45.5%	
Somewhat descriptive	58.0%	49.5%	46.0%	57.9%	49.0%	46.0%	58.2%	50.2%	46.1%	
Not descriptive	6.5%	6.6%	7.0%	6.5%	5.9%	6.1%	6.5%	7.5%	8.4%	
Total(n)	462	4,954	13,017	261	2,564	7,260	201	2,390	5,757	
Mean	2.29	2.37	2.40	2.29	2.39	2.42	2.29	2.35	2.37	
Standard deviation	0.58	0.61	0.62	0.58	0.60	0.60	0.58	0.61	0.63	
Significance	-	**	***	-	*	***	-			
Effect size	-	-0.13	-0.18	-	-0.17	-0.22	-	-0.10	-0.13	

California State University-Fresno	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	5.6%	3.8%	4.9%	6.1%	3.9%	4.9%	5.0%	3.6%	5.0%	
Somewhat descriptive	29.5%	18.6%	23.2%	31.0%	19.0%	24.0%	27.5%	18.2%	21.8%	
Not descriptive	64.9%	77.6%	71.9%	62.8%	77.1%	71.1%	67.5%	78.2%	73.2%	
Total(n)	461	4,954	13,005	261	2,565	7,254	200	2,389	5,751	
Mean	1.41	1.26	1.33	1.43	1.27	1.34	1.38	1.25	1.32	
Standard deviation	0.60	0.52	0.57	0.61	0.52	0.57	0.58	0.51	0.56	
Significance	-	***	**	-	***	*	-	***		
Effect size	-	0.29	0.14	-	0.31	0.16	-	0.25	0.11	
Faculty are rewarded for being good teachers										
Very descriptive	12.7%	18.5%	15.6%	10.3%	18.2%	15.5%	15.8%	18.9%	15.6%	
Somewhat descriptive	49.2%	54.5%	55.2%	53.6%	54.1%	54.9%	43.6%	55.1%	55.6%	
Not descriptive	38.0%	26.9%	29.3%	36.0%	27.7%	29.6%	40.6%	25.9%	28.8%	
Total(n)	463	4,952	13,004	261	2,564	7,255	202	2,388	5,749	
Mean	1.75	1.92	1.86	1.74	1.90	1.86	1.75	1.93	1.87	
Standard deviation	0.67	0.67	0.66	0.63	0.67	0.66	0.71	0.67	0.65	
Significance	-	***	***	-	***	**	-	***	*	
Effect size	-	-0.25	-0.17	-	-0.24	-0.18	-	-0.27	-0.18	
There is respect for the expression of diverse values and beliefs										
Very descriptive	31.0%	32.6%	36.1%	31.8%	31.7%	35.1%	29.9%	33.6%	37.6%	
Somewhat descriptive	59.5%	57.6%	54.5%	57.5%	58.8%	55.7%	62.2%	56.0%	52.6%	
Not descriptive	9.5%	9.9%	9.5%	10.7%	9.4%	9.2%	8.0%	10.4%	9.8%	
Total(n)	462	4,949	12,995	261	2,561	7,247	201	2,388	5,748	
Mean	2.21	2.23	2.27	2.21	2.22	2.26	2.22	2.23	2.28	
Standard deviation	0.60	0.61	0.62	0.62	0.60	0.61	0.58	0.62	0.63	
Significance	-		*	-			-			
Effect size	-	-0.03	-0.10	-	-0.02	-0.08	-	-0.02	-0.10	

California State University-Fresno	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	22.9%	18.2%	15.3%	18.1%	16.4%	13.3%	29.0%	20.4%	18.3%	
Somewhat descriptive	54.5%	52.7%	52.3%	60.6%	54.0%	54.7%	46.5%	51.3%	48.8%	
Not descriptive	22.7%	29.0%	32.4%	21.2%	29.6%	32.0%	24.5%	28.3%	32.9%	
Total(n)	459	4,945	12,978	259	2,560	7,239	200	2,385	5,739	
Mean	2.00	1.89	1.83	1.97	1.87	1.81	2.05	1.92	1.85	
Standard deviation	0.68	0.68	0.67	0.63	0.67	0.65	0.73	0.69	0.70	
Significance	-	***	***	-	*	***	-	*	***	
Effect size	-	0.16	0.25	-	0.15	0.25	-	0.19	0.29	
Administrators consider faculty concerns when making policy										
Very descriptive	11.5%	15.8%	14.8%	12.7%	15.6%	15.3%	10.0%	16.1%	14.0%	
Somewhat descriptive	55.2%	54.6%	57.3%	53.7%	56.1%	57.4%	57.2%	52.7%	57.1%	
Not descriptive	33.3%	29.6%	27.9%	33.6%	28.4%	27.3%	32.8%	31.2%	28.8%	
Total(n)	460	4,943	12,988	259	2,560	7,251	201	2,383	5,737	
Mean	1.78	1.86	1.87	1.79	1.87	1.88	1.77	1.85	1.85	
Standard deviation	0.63	0.66	0.64	0.65	0.65	0.64	0.61	0.67	0.64	
Significance	-	*	**	-	-	*	-	-	-	
Effect size	-	-0.12	-0.14	-	-0.12	-0.14	-	-0.12	-0.13	
The administration is open about its policies										
Very descriptive	16.5%	20.4%	17.2%	18.1%	20.2%	16.9%	14.4%	20.6%	17.6%	
Somewhat descriptive	56.6%	51.0%	53.3%	54.4%	50.6%	52.8%	59.4%	51.5%	54.2%	
Not descriptive	26.9%	28.6%	29.5%	27.4%	29.2%	30.3%	26.2%	27.9%	28.2%	
Total(n)	461	4,944	12,992	259	2,561	7,253	202	2,383	5,739	
Mean	1.90	1.92	1.88	1.91	1.91	1.87	1.88	1.93	1.89	
Standard deviation	0.65	0.70	0.67	0.67	0.70	0.67	0.63	0.69	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	0.03	-	0.00	0.06	-	-0.07	-0.01	

California State University-Fresno	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	18.8%	18.9%	19.1%	14.7%	15.7%	15.7%	24.2%	22.6%	24.4%	
Somewhat	50.7%	56.6%	55.9%	47.7%	58.0%	55.9%	54.6%	54.9%	56.0%	
Not at all	30.5%	24.6%	25.0%	37.6%	26.3%	28.5%	21.1%	22.5%	19.6%	
Total(n)	452	4,878	12,764	258	2,522	7,092	194	2,356	5,672	
Mean	1.88	1.94	1.94	1.77	1.89	1.87	2.03	2.00	2.05	
Standard deviation	0.69	0.66	0.66	0.69	0.64	0.65	0.67	0.67	0.66	
Significance	-			-	**	*	-			
Effect size	-	-0.09	-0.09	-	-0.19	-0.15	-	0.04	-0.03	
Child care										
Extensive	15.3%	17.5%	18.4%	12.4%	13.7%	13.5%	19.8%	23.3%	26.8%	
Somewhat	35.2%	36.0%	37.5%	36.8%	35.2%	37.0%	32.8%	37.1%	38.4%	
Not at all	49.5%	46.5%	44.1%	50.8%	51.1%	49.5%	47.4%	39.6%	34.8%	
Total(n)	301	2,960	8,090	185	1,702	4,863	116	1,258	3,227	
Mean	1.66	1.71	1.74	1.62	1.63	1.64	1.72	1.84	1.92	
Standard deviation	0.73	0.75	0.75	0.70	0.71	0.71	0.78	0.78	0.78	
Significance	-			-			-		**	
Effect size	-	-0.07	-0.11	-	-0.01	-0.03	-	-0.15	-0.26	
Care of elderly parent										
Extensive	17.0%	11.6%	13.3%	13.4%	9.3%	9.6%	21.6%	14.4%	19.2%	
Somewhat	37.6%	36.2%	36.7%	33.7%	32.7%	35.6%	42.4%	40.6%	38.3%	
Not at all	45.3%	52.2%	50.1%	52.9%	58.0%	54.7%	36.0%	45.0%	42.5%	
Total(n)	311	3,264	8,773	172	1,728	5,032	139	1,536	3,741	
Mean	1.72	1.59	1.63	1.60	1.51	1.55	1.86	1.69	1.77	
Standard deviation	0.74	0.69	0.71	0.71	0.66	0.66	0.75	0.71	0.75	
Significance	-	**	*	-			-	**		
Effect size	-	0.19	0.13	-	0.14	0.08	-	0.24	0.12	

California State University-Fresno	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	8.8%	8.2%	7.9%	7.1%	6.8%	6.1%	11.2%	9.8%	10.7%	
Somewhat	42.6%	45.5%	45.8%	43.1%	45.5%	44.9%	42.0%	45.5%	47.2%	
Not at all	48.5%	46.3%	46.3%	49.8%	47.6%	49.0%	46.8%	44.7%	42.1%	
Total(n)	441	4,759	12,484	253	2,483	7,005	188	2,276	5,479	
Mean	1.60	1.62	1.62	1.57	1.59	1.57	1.64	1.65	1.69	
Standard deviation	0.65	0.63	0.63	0.62	0.61	0.61	0.67	0.65	0.66	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.03	0.00	-	-0.02	-0.08	
Health of spouse/partner										
Extensive	6.7%	8.2%	7.4%	4.6%	7.8%	6.9%	9.9%	8.8%	8.4%	
Somewhat	35.4%	36.5%	37.0%	36.8%	39.8%	40.2%	33.1%	31.8%	31.4%	
Not at all	57.9%	55.2%	55.5%	58.6%	52.4%	52.9%	57.0%	59.4%	60.2%	
Total(n)	390	4,120	10,989	239	2,290	6,530	151	1,830	4,459	
Mean	1.49	1.53	1.52	1.46	1.55	1.54	1.53	1.49	1.48	
Standard deviation	0.62	0.64	0.63	0.58	0.64	0.62	0.67	0.65	0.65	
Significance	-			-	*	*	-			
Effect size	-	-0.06	-0.05	-	-0.14	-0.13	-	0.06	0.08	
Review/promotion process										
Extensive	17.8%	20.4%	20.5%	15.2%	17.7%	17.3%	21.6%	23.8%	25.5%	
Somewhat	36.4%	39.0%	37.6%	35.0%	36.0%	35.6%	38.6%	42.7%	40.8%	
Not at all	45.7%	40.6%	41.9%	49.8%	46.3%	47.2%	39.9%	33.5%	33.7%	
Total(n)	376	4,328	11,365	223	2,279	6,383	153	2,049	4,982	
Mean	1.72	1.80	1.79	1.65	1.71	1.70	1.82	1.90	1.92	
Standard deviation	0.75	0.75	0.76	0.73	0.75	0.74	0.76	0.75	0.77	
Significance	-	*		-			-			
Effect size	-	-0.11	-0.09	-	-0.08	-0.07	-	-0.11	-0.13	

California State University-Fresno	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	8.7%	6.6%	6.5%	7.6%	4.1%	4.3%	10.2%	9.5%	9.8%	
Somewhat	24.6%	22.7%	22.3%	18.7%	18.4%	16.3%	32.2%	27.8%	31.3%	
Not at all	66.7%	70.7%	71.2%	73.8%	77.5%	79.4%	57.6%	62.6%	58.9%	
Total(n)	402	4,396	11,640	225	2,287	6,477	177	2,109	5,163	
Mean	1.42	1.36	1.35	1.34	1.27	1.25	1.53	1.47	1.51	
Standard deviation	0.65	0.60	0.60	0.61	0.53	0.52	0.67	0.66	0.67	
Significance	-		*	-		*	-			
Effect size	-	0.10	0.12	-	0.13	0.17	-	0.09	0.03	
Personal finances										
Extensive	23.8%	20.9%	18.1%	22.0%	21.2%	15.9%	26.2%	20.5%	21.4%	
Somewhat	49.1%	49.2%	46.4%	51.4%	50.0%	46.8%	46.2%	48.4%	45.7%	
Not at all	27.1%	29.9%	35.6%	26.7%	28.9%	37.4%	27.7%	31.2%	32.9%	
Total(n)	450	4,838	12,711	255	2,516	7,110	195	2,322	5,601	
Mean	1.97	1.91	1.82	1.95	1.92	1.79	1.98	1.89	1.89	
Standard deviation	0.71	0.71	0.71	0.70	0.70	0.70	0.74	0.71	0.73	
Significance	-		***	-		***	-			
Effect size	-	0.08	0.21	-	0.04	0.23	-	0.13	0.12	
Committee work										
Extensive	12.1%	13.1%	11.2%	9.6%	11.4%	9.6%	15.5%	15.1%	13.7%	
Somewhat	47.0%	54.5%	51.3%	48.1%	53.9%	50.3%	45.4%	55.2%	52.9%	
Not at all	40.9%	32.4%	37.5%	42.3%	34.6%	40.1%	39.1%	29.7%	33.4%	
Total(n)	413	4,828	12,620	239	2,501	7,055	174	2,327	5,565	
Mean	1.71	1.81	1.74	1.67	1.77	1.70	1.76	1.85	1.80	
Standard deviation	0.67	0.65	0.65	0.64	0.64	0.64	0.70	0.65	0.66	
Significance	-	**		-	*		-			
Effect size	-	-0.15	-0.05	-	-0.16	-0.05	-	-0.14	-0.06	Career Related Stress

California State University-Fresno	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	7.9%	11.8%	10.4%	4.5%	10.0%	9.3%	12.6%	13.9%	12.0%	
Somewhat	41.0%	45.1%	43.3%	44.5%	44.7%	42.5%	36.3%	45.6%	44.5%	
Not at all	51.0%	43.1%	46.3%	51.0%	45.3%	48.2%	51.1%	40.4%	43.5%	
Total(n)	429	4,910	12,877	247	2,538	7,187	182	2,372	5,690	
Mean	1.57	1.69	1.64	1.53	1.65	1.61	1.62	1.73	1.69	
Standard deviation	0.64	0.67	0.66	0.58	0.65	0.65	0.70	0.69	0.68	
Significance	-	***	*	-	**		-	*		
Effect size	-	-0.18	-0.11	-	-0.18	-0.12	-	-0.16	-0.10	
Colleagues										
Extensive	11.6%	15.6%	13.4%	8.2%	12.8%	11.2%	15.9%	18.8%	16.7%	
Somewhat	47.6%	48.0%	49.1%	48.2%	49.4%	48.5%	46.8%	46.4%	49.9%	
Not at all	40.8%	36.4%	37.6%	43.5%	37.8%	40.3%	37.3%	34.8%	33.5%	
Total(n)	456	4,937	12,965	255	2,551	7,225	201	2,386	5,740	
Mean	1.71	1.79	1.76	1.65	1.75	1.71	1.79	1.84	1.83	
Standard deviation	0.66	0.69	0.67	0.63	0.67	0.66	0.70	0.71	0.69	
Significance	-	*		-	*		-			
Effect size	-	-0.12	-0.07	-	-0.15	-0.09	-	-0.07	-0.06	
Students										
Extensive	4.8%	7.4%	6.3%	2.7%	5.8%	5.1%	7.5%	9.3%	8.2%	
Somewhat	49.0%	57.1%	53.9%	49.2%	56.6%	51.5%	48.8%	57.6%	57.5%	
Not at all	46.2%	35.5%	39.8%	48.1%	37.6%	43.4%	43.8%	33.1%	34.2%	
Total(n)	461	4,933	12,949	260	2,552	7,216	201	2,381	5,733	
Mean	1.59	1.72	1.67	1.55	1.68	1.62	1.64	1.76	1.74	
Standard deviation	0.58	0.59	0.59	0.55	0.58	0.58	0.62	0.61	0.60	
Significance	-	***	**	-	***		-	**	*	
Effect size	-	-0.22	-0.14	-	-0.22	-0.12	-	-0.20	-0.17	

California State University-Fresno	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	17.8%	17.5%	24.1%	16.0%	15.1%	21.6%	20.5%	20.5%	28.2%	Career Related Stress
Somewhat	39.0%	46.7%	48.9%	41.8%	46.1%	49.7%	35.1%	47.6%	47.6%	
Not at all	43.1%	35.8%	27.0%	42.2%	38.8%	28.8%	44.4%	32.0%	24.3%	
Total(n)	415	4,727	12,466	244	2,488	7,045	171	2,239	5,421	
Mean	1.75	1.82	1.97	1.74	1.76	1.93	1.76	1.88	2.04	
Standard deviation	0.74	0.71	0.71	0.72	0.70	0.71	0.77	0.71	0.72	
Significance	-		***	-		***	-	*	***	
Effect size	-	-0.10	-0.31	-	-0.03	-0.27	-	-0.17	-0.39	
Institutional procedures and "red tape"										
Extensive	22.8%	19.4%	19.9%	25.6%	18.9%	19.4%	19.2%	20.1%	20.8%	Career Related Stress
Somewhat	52.1%	54.1%	53.7%	50.0%	55.1%	54.6%	54.9%	52.9%	52.4%	
Not at all	25.1%	26.5%	26.3%	24.4%	26.0%	26.0%	25.9%	27.1%	26.9%	
Total(n)	447	4,895	12,846	254	2,539	7,186	193	2,356	5,660	
Mean	1.98	1.93	1.94	2.01	1.93	1.93	1.93	1.93	1.94	
Standard deviation	0.69	0.67	0.68	0.71	0.67	0.67	0.67	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.12	0.12	-	0.00	-0.01	
Teaching load										
Extensive	27.6%	25.7%	16.9%	25.0%	23.5%	13.8%	31.1%	28.5%	21.7%	Career Related Stress
Somewhat	36.5%	45.7%	42.7%	36.3%	46.9%	44.0%	36.8%	44.3%	40.8%	
Not at all	35.9%	28.5%	40.4%	38.7%	29.6%	42.2%	32.1%	27.2%	37.5%	
Total(n)	449	4,923	12,922	256	2,548	7,210	193	2,375	5,712	
Mean	1.92	1.97	1.77	1.86	1.94	1.72	1.99	2.01	1.84	
Standard deviation	0.79	0.74	0.72	0.79	0.73	0.69	0.80	0.75	0.75	
Significance	-		***	-		**	-		**	
Effect size	-	-0.07	0.21	-	-0.11	0.20	-	-0.03	0.20	

California State University-Fresno	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	7.4%	8.4%	9.7%	5.0%	7.5%	7.7%	11.5%	9.7%	13.2%	
Somewhat	36.5%	36.2%	37.4%	32.8%	33.3%	35.0%	42.6%	40.3%	41.8%	
Not at all	56.0%	55.4%	52.8%	62.2%	59.2%	57.3%	45.9%	50.0%	45.0%	
Total(n)	323	3,335	9,057	201	1,878	5,426	122	1,457	3,631	
Mean	1.51	1.53	1.57	1.43	1.48	1.50	1.66	1.60	1.68	
Standard deviation	0.63	0.65	0.66	0.59	0.63	0.64	0.68	0.66	0.69	
Significance	-			-			-			
Effect size	-	-0.03	-0.09	-	-0.08	-0.11	-	0.09	-0.03	
Friction with spouse/partner										
Extensive	5.9%	6.7%	5.9%	6.4%	5.2%	5.1%	5.2%	8.9%	7.4%	
Somewhat	23.5%	29.1%	28.4%	22.5%	31.7%	28.6%	25.2%	25.3%	27.9%	
Not at all	70.6%	64.2%	65.7%	71.2%	63.1%	66.3%	69.7%	65.8%	64.7%	
Total(n)	391	4,103	10,959	236	2,276	6,507	155	1,827	4,452	
Mean	1.35	1.43	1.40	1.35	1.42	1.39	1.35	1.43	1.43	
Standard deviation	0.59	0.62	0.60	0.60	0.59	0.58	0.58	0.65	0.63	
Significance	-	*		-			-			
Effect size	-	-0.13	-0.08	-	-0.12	-0.07	-	-0.12	-0.13	
Lack of personal time										
Extensive	31.2%	34.0%	32.3%	25.4%	28.6%	27.0%	38.6%	40.5%	40.5%	
Somewhat	47.4%	49.7%	50.3%	49.6%	52.7%	52.0%	44.6%	46.1%	47.8%	
Not at all	21.4%	16.3%	17.3%	25.0%	18.8%	21.0%	16.8%	13.3%	11.7%	
Total(n)	462	4,942	12,983	260	2,554	7,231	202	2,388	5,752	
Mean	2.10	2.18	2.15	2.00	2.10	2.06	2.22	2.27	2.29	
Standard deviation	0.72	0.69	0.69	0.71	0.68	0.69	0.71	0.68	0.66	
Significance	-	*		-	*		-			
Effect size	-	-0.12	-0.07	-	-0.15	-0.09	-	-0.07	-0.11	Career Related Stress

California State University-Fresno	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	8.4%	8.7%	7.3%	5.7%	7.7%	6.2%	11.8%	9.9%	9.0%	
Somewhat	50.6%	48.8%	45.9%	49.0%	47.0%	44.1%	52.7%	51.0%	48.6%	
Not at all	40.9%	42.5%	46.9%	45.2%	45.3%	49.8%	35.5%	39.1%	42.4%	
Total(n)	464	4,937	12,948	261	2,550	7,209	203	2,387	5,739	
Mean	1.67	1.66	1.60	1.61	1.62	1.56	1.76	1.71	1.67	
Standard deviation	0.62	0.63	0.62	0.60	0.62	0.61	0.65	0.64	0.63	
Significance	-		*	-			-		*	
Effect size	-	0.02	0.11	-	-0.02	0.08	-	0.08	0.14	
Job security										
Extensive	17.8%	13.5%	12.0%	14.2%	13.1%	10.3%	22.4%	13.9%	14.7%	
Somewhat	36.3%	30.6%	26.5%	35.0%	29.5%	24.2%	37.8%	31.9%	30.0%	
Not at all	45.9%	55.9%	61.5%	50.8%	57.4%	65.5%	39.8%	54.2%	55.3%	
Total(n)	455	4,882	12,819	254	2,529	7,162	201	2,353	5,657	
Mean	1.72	1.58	1.51	1.63	1.56	1.45	1.83	1.60	1.59	
Standard deviation	0.75	0.72	0.70	0.72	0.71	0.67	0.77	0.72	0.73	
Significance	-	***	***	-		***	-	***	***	
Effect size	-	0.19	0.30	-	0.10	0.27	-	0.32	0.33	
Being part of a dual career couple										
Extensive	8.5%	9.7%	12.9%	7.5%	6.5%	9.5%	9.9%	14.0%	18.5%	
Somewhat	36.5%	37.9%	37.4%	32.9%	35.9%	35.1%	41.7%	40.7%	41.2%	
Not at all	54.9%	52.4%	49.7%	59.6%	57.6%	55.4%	48.3%	45.4%	40.3%	
Total(n)	364	3,913	10,361	213	2,093	5,947	151	1,820	4,414	
Mean	1.54	1.57	1.63	1.48	1.49	1.54	1.62	1.69	1.78	
Standard deviation	0.65	0.66	0.70	0.63	0.62	0.66	0.66	0.70	0.74	
Significance	-		*	-			-		**	
Effect size	-	-0.05	-0.13	-	-0.02	-0.09	-	-0.10	-0.22	

California State University-Fresno	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	28.4%	28.7%	19.9%	25.2%	28.9%	18.4%	32.5%	28.4%	22.1%	
Somewhat	51.5%	54.2%	54.2%	54.7%	52.5%	54.2%	47.5%	56.3%	54.1%	
Not at all	20.1%	17.1%	26.0%	20.2%	18.5%	27.4%	20.0%	15.3%	23.8%	
Total(n)	458	4,934	12,895	258	2,548	7,186	200	2,386	5,709	
Mean	2.08	2.12	1.94	2.05	2.10	1.91	2.13	2.13	1.98	
Standard deviation	0.69	0.67	0.67	0.67	0.68	0.67	0.72	0.65	0.68	
Significance	-		***	-		***	-		**	
Effect size	-	-0.06	0.21	-	-0.07	0.21	-	0.00	0.22	
Self-imposed high expectations										
Extensive	25.2%	28.9%	31.9%	22.0%	27.1%	29.1%	29.2%	31.1%	36.2%	
Somewhat	55.7%	55.3%	53.3%	54.4%	54.7%	53.7%	57.4%	56.0%	52.7%	
Not at all	19.1%	15.9%	14.8%	23.6%	18.3%	17.3%	13.4%	12.9%	11.1%	
Total(n)	461	4,928	12,951	259	2,546	7,216	202	2,382	5,735	
Mean	2.06	2.13	2.17	1.98	2.09	2.12	2.16	2.18	2.25	
Standard deviation	0.66	0.66	0.66	0.68	0.67	0.67	0.63	0.64	0.64	
Significance	-	*	***	-	*	***	-		*	
Effect size	-	-0.11	-0.17	-	-0.16	-0.21	-	-0.03	-0.14	
Change in work responsibilities										
Extensive	12.6%	12.8%	12.1%	9.5%	10.2%	8.5%	16.8%	15.9%	17.6%	
Somewhat	37.6%	38.8%	38.3%	35.0%	35.4%	36.0%	41.1%	42.8%	42.0%	
Not at all	49.8%	48.4%	49.6%	55.6%	54.4%	55.5%	42.2%	41.2%	40.5%	
Total(n)	428	4,677	12,331	243	2,435	6,912	185	2,242	5,419	
Mean	1.63	1.64	1.62	1.54	1.56	1.53	1.75	1.75	1.77	
Standard deviation	0.70	0.70	0.69	0.66	0.67	0.65	0.73	0.71	0.73	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	-0.03	0.02	-	0.00	-0.03	

California State University-Fresno	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	53.9%	38.1%	29.3%	53.3%	38.9%	27.8%	54.7%	37.0%	31.7%	
Somewhat	40.0%	46.7%	48.1%	39.8%	45.3%	47.3%	40.4%	48.5%	49.2%	
Not at all	6.1%	15.2%	22.6%	6.9%	15.8%	24.9%	4.9%	14.4%	19.1%	
Total(n)	462	4,914	12,802	259	2,543	7,149	203	2,371	5,653	
Mean	2.48	2.23	2.07	2.46	2.23	2.03	2.50	2.23	2.13	
Standard deviation	0.61	0.69	0.72	0.62	0.70	0.73	0.59	0.68	0.70	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.36	0.57	-	0.33	0.59	-	0.40	0.53	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	6.5%	8.8%	10.8%	6.1%	9.0%	11.6%	6.9%	8.6%	9.5%	Job Satisfaction: Compensation
Satisfied	29.7%	34.9%	39.3%	28.7%	34.6%	39.6%	31.0%	35.4%	38.9%	
Marginally satisfied	35.6%	33.5%	30.3%	35.2%	33.5%	30.1%	36.0%	33.5%	30.5%	
Not satisfied	28.2%	22.8%	19.6%	29.9%	23.0%	18.7%	26.1%	22.5%	21.1%	
Total(n)	464	4,960	13,019	261	2,565	7,262	203	2,395	5,757	
Mean	2.14	2.30	2.41	2.11	2.30	2.44	2.19	2.30	2.37	
Standard deviation	0.91	0.92	0.92	0.91	0.92	0.92	0.90	0.91	0.92	
Significance	-	***	***	-	**	***	-		**	
Effect size	-	-0.17	-0.29	-	-0.21	-0.36	-	-0.12	-0.20	
Health benefits										
Very satisfied	26.7%	23.2%	23.1%	26.9%	23.2%	22.6%	26.3%	23.2%	23.9%	
Satisfied	52.2%	51.9%	51.9%	51.0%	49.9%	51.0%	53.7%	54.3%	53.4%	
Marginally satisfied	17.5%	19.1%	19.1%	20.0%	20.3%	20.0%	14.2%	17.5%	17.8%	
Not satisfied	3.7%	5.8%	5.9%	2.0%	6.5%	6.5%	5.8%	5.0%	5.0%	
Total(n)	435	4,896	12,803	245	2,542	7,185	190	2,354	5,618	
Mean	3.02	2.92	2.92	3.03	2.90	2.90	3.01	2.96	2.96	
Standard deviation	0.77	0.81	0.81	0.74	0.83	0.82	0.80	0.78	0.78	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.12	0.12	-	0.16	0.16	-	0.06	0.06	

California State University-Fresno	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	18.9%	17.2%	17.6%	18.4%	17.0%	17.7%	19.6%	17.4%	17.4%	
Satisfied	50.1%	53.2%	53.2%	52.2%	52.6%	53.6%	47.3%	53.8%	52.7%	
Marginally satisfied	24.7%	23.4%	22.6%	24.1%	23.9%	22.3%	25.5%	22.7%	23.2%	
Not satisfied	6.3%	6.3%	6.6%	5.3%	6.4%	6.4%	7.6%	6.1%	6.8%	
Total(n)	429	4,866	12,753	245	2,534	7,149	184	2,332	5,604	
Mean	2.82	2.81	2.82	2.84	2.80	2.83	2.79	2.83	2.81	
Standard deviation	0.81	0.79	0.79	0.78	0.79	0.79	0.85	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.05	0.01	-	-0.05	-0.03	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	7.7%	8.6%	16.9%	7.9%	9.9%	19.2%	7.6%	7.1%	13.2%	
Satisfied	36.3%	39.8%	44.6%	41.3%	42.1%	46.5%	29.7%	37.0%	41.5%	
Marginally satisfied	30.7%	31.1%	25.4%	26.9%	30.5%	23.6%	35.7%	31.7%	28.1%	
Not satisfied	25.3%	20.5%	13.2%	24.0%	17.5%	10.6%	27.0%	24.2%	17.2%	
Total(n)	427	4,871	12,774	242	2,527	7,145	185	2,344	5,629	
Mean	2.26	2.37	2.65	2.33	2.44	2.74	2.18	2.27	2.51	
Standard deviation	0.93	0.90	0.91	0.93	0.89	0.89	0.92	0.91	0.93	
Significance	-	*	***	-		***	-		***	
Effect size	-	-0.12	-0.43	-	-0.12	-0.46	-	-0.10	-0.35	
Teaching load										Job Satisfaction: Compensation
Very satisfied	6.2%	7.9%	13.5%	5.8%	8.1%	14.4%	6.7%	7.6%	12.0%	
Satisfied	36.9%	38.1%	47.4%	40.1%	39.9%	48.3%	32.8%	35.9%	45.9%	
Marginally satisfied	25.9%	28.2%	24.1%	21.4%	27.1%	23.9%	31.8%	29.5%	24.4%	
Not satisfied	31.0%	25.8%	15.1%	32.7%	24.9%	13.5%	28.7%	27.0%	17.7%	
Total(n)	452	4,943	12,973	257	2,561	7,245	195	2,382	5,728	
Mean	2.18	2.28	2.59	2.19	2.31	2.64	2.17	2.24	2.52	
Standard deviation	0.95	0.94	0.90	0.96	0.94	0.89	0.93	0.94	0.92	
Significance	-	*	***	-		***	-		***	
Effect size	-	-0.11	-0.46	-	-0.13	-0.51	-	-0.07	-0.38	

California State University-Fresno	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	5.4%	5.9%	10.9%	5.8%	6.1%	10.9%	5.0%	5.7%	11.1%	
Satisfied	31.5%	37.2%	43.3%	29.0%	34.5%	40.5%	34.8%	40.5%	47.5%	
Marginally satisfied	36.1%	36.3%	31.9%	35.5%	36.8%	33.4%	36.8%	35.6%	29.6%	
Not satisfied	27.0%	20.6%	13.9%	29.7%	22.5%	15.2%	23.4%	18.3%	11.8%	
Total(n)	460	4,956	13,009	259	2,563	7,254	201	2,393	5,755	
Mean	2.15	2.28	2.51	2.11	2.24	2.47	2.21	2.34	2.58	
Standard deviation	0.88	0.86	0.86	0.90	0.87	0.88	0.86	0.84	0.84	
Significance	-	**	***	-	*	***	-	*	***	
Effect size	-	-0.15	-0.42	-	-0.15	-0.41	-	-0.15	-0.44	
Office/lab space										
Very satisfied	17.7%	20.5%	23.5%	17.4%	19.1%	21.8%	18.0%	22.1%	26.0%	
Satisfied	43.0%	49.2%	47.3%	41.9%	50.3%	48.7%	44.3%	47.9%	45.2%	
Marginally satisfied	24.6%	17.2%	18.0%	25.3%	17.9%	18.4%	23.7%	16.2%	17.3%	
Not satisfied	14.7%	13.2%	11.2%	15.4%	12.6%	11.1%	13.9%	13.8%	11.4%	
Total(n)	435	4,903	12,856	241	2,537	7,172	194	2,366	5,684	
Mean	2.64	2.77	2.83	2.61	2.76	2.81	2.66	2.78	2.86	
Standard deviation	0.94	0.92	0.91	0.95	0.90	0.90	0.93	0.94	0.93	
Significance	-	**	***	-	*	***	-		**	
Effect size	-	-0.14	-0.21	-	-0.17	-0.22	-	-0.13	-0.22	
Autonomy and independence										
Very satisfied	29.9%	34.1%	41.7%	32.0%	35.8%	42.7%	27.1%	32.0%	40.2%	
Satisfied	51.3%	49.0%	44.5%	49.0%	47.4%	44.3%	54.2%	51.1%	44.7%	
Marginally satisfied	14.5%	13.4%	10.8%	13.1%	12.8%	10.2%	16.3%	14.1%	11.8%	
Not satisfied	4.3%	3.5%	3.0%	5.8%	4.0%	2.8%	2.5%	2.8%	3.4%	
Total(n)	462	4,952	13,008	259	2,560	7,248	203	2,392	5,760	
Mean	3.07	3.14	3.25	3.07	3.15	3.27	3.06	3.12	3.22	
Standard deviation	0.78	0.77	0.76	0.83	0.79	0.75	0.73	0.75	0.78	
Significance	-		***	-		***	-		**	
Effect size	-	-0.09	-0.24	-	-0.10	-0.27	-	-0.08	-0.21	
										Job Satisfaction: Workplace

California State University-Fresno	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	26.6%	27.1%	29.0%	30.2%	26.0%	28.4%	21.9%	28.3%	29.8%	
Satisfied	49.7%	49.5%	47.4%	46.9%	50.4%	48.4%	53.2%	48.4%	45.9%	
Marginally satisfied	16.8%	16.9%	16.4%	16.7%	17.3%	15.9%	16.9%	16.5%	17.0%	
Not satisfied	7.0%	6.5%	7.3%	6.2%	6.3%	7.3%	8.0%	6.8%	7.2%	
Total(n)	459	4,952	13,014	258	2,560	7,255	201	2,392	5,759	
Mean	2.96	2.97	2.98	3.01	2.96	2.98	2.89	2.98	2.98	
Standard deviation	0.84	0.84	0.86	0.85	0.83	0.86	0.84	0.85	0.87	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	0.06	0.03	-	-0.11	-0.10	
Social relationships with other faculty										
Very satisfied	18.8%	19.8%	17.7%	19.8%	17.7%	15.7%	17.5%	22.3%	20.8%	
Satisfied	47.8%	48.8%	47.2%	45.2%	49.9%	48.1%	51.4%	47.3%	45.9%	
Marginally satisfied	24.8%	22.4%	24.8%	25.8%	22.7%	25.8%	23.5%	22.0%	23.2%	
Not satisfied	8.6%	9.1%	10.3%	9.3%	9.7%	10.4%	7.7%	8.4%	10.2%	
Total(n)	431	4,760	12,518	248	2,467	7,012	183	2,293	5,506	
Mean	2.77	2.79	2.72	2.75	2.76	2.69	2.79	2.84	2.77	
Standard deviation	0.85	0.86	0.87	0.88	0.86	0.86	0.82	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.02	0.06	-	-0.01	0.07	-	-0.06	0.02	
Competency of colleagues										
Very satisfied	21.4%	22.8%	28.4%	22.5%	21.5%	27.1%	20.0%	24.3%	30.4%	Job Satisfaction: Workplace
Satisfied	49.8%	53.4%	50.6%	48.1%	54.4%	51.6%	52.0%	52.1%	49.2%	
Marginally satisfied	21.8%	17.2%	15.7%	22.5%	17.4%	16.0%	21.0%	17.0%	15.3%	
Not satisfied	7.0%	6.6%	5.3%	7.0%	6.7%	5.3%	7.0%	6.6%	5.2%	
Total(n)	458	4,949	12,998	258	2,557	7,242	200	2,392	5,756	
Mean	2.86	2.92	3.02	2.86	2.91	3.00	2.85	2.94	3.05	
Standard deviation	0.83	0.81	0.81	0.84	0.80	0.80	0.82	0.82	0.81	
Significance	-		***	-		**	-		***	
Effect size	-	-0.07	-0.20	-	-0.06	-0.18	-	-0.11	-0.25	

California State University-Fresno	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	16.0%	25.1%	30.7%	18.4%	27.1%	33.3%	13.1%	22.8%	26.8%	
Satisfied	39.6%	44.4%	42.6%	41.6%	44.7%	43.5%	37.2%	44.1%	41.2%	
Marginally satisfied	26.3%	19.3%	16.0%	26.0%	17.9%	13.6%	26.6%	21.0%	19.7%	
Not satisfied	18.0%	11.1%	10.6%	14.0%	10.3%	9.5%	23.1%	12.1%	12.3%	
Total(n)	449	4,923	12,947	250	2,543	7,220	199	2,380	5,727	
Mean	2.54	2.84	2.93	2.64	2.89	3.01	2.40	2.78	2.82	
Standard deviation	0.97	0.93	0.94	0.94	0.92	0.92	0.98	0.93	0.96	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.32	-0.41	-	-0.27	-0.40	-	-0.41	-0.44	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	28.3%	29.2%	29.0%	30.7%	31.2%	29.5%	25.3%	26.7%	28.4%	
Satisfied	41.6%	40.8%	38.5%	41.7%	41.8%	39.2%	41.4%	39.6%	37.4%	
Marginally satisfied	17.3%	16.1%	16.6%	15.4%	15.2%	15.9%	19.7%	17.2%	17.6%	
Not satisfied	12.8%	13.9%	15.9%	12.2%	11.8%	15.4%	13.6%	16.5%	16.6%	
Total(n)	452	4,885	12,838	254	2,512	7,133	198	2,373	5,705	
Mean	2.85	2.85	2.81	2.91	2.92	2.83	2.78	2.77	2.78	
Standard deviation	0.97	0.99	1.03	0.97	0.96	1.02	0.98	1.02	1.04	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	-0.01	0.08	-	0.01	0.00	
Course assignments										Job Satisfaction: Workplace
Very satisfied	26.2%	27.2%	27.1%	27.7%	27.9%	26.0%	24.1%	26.4%	28.8%	
Satisfied	54.5%	55.0%	55.4%	54.7%	53.9%	56.4%	54.4%	56.5%	53.8%	
Marginally satisfied	15.1%	13.5%	13.9%	14.5%	14.0%	14.3%	15.9%	12.9%	13.3%	
Not satisfied	4.2%	4.3%	3.6%	3.1%	4.3%	3.3%	5.6%	4.3%	4.0%	
Total(n)	451	4,924	12,873	256	2,549	7,184	195	2,375	5,689	
Mean	3.03	3.05	3.06	3.07	3.05	3.05	2.97	3.05	3.07	
Standard deviation	0.76	0.76	0.74	0.74	0.77	0.73	0.79	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.03	-0.04	-	0.03	0.03	-	-0.11	-0.13	

California State University-Fresno	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	43.5%	50.4%	52.4%	45.9%	53.3%	53.4%	40.2%	46.8%	51.0%	
Satisfied	43.9%	40.6%	39.6%	43.2%	38.9%	39.4%	44.8%	42.5%	39.8%	
Marginally satisfied	10.6%	7.7%	6.1%	8.9%	6.4%	5.5%	12.9%	9.2%	7.0%	
Not satisfied	2.0%	1.3%	1.9%	1.9%	1.3%	1.7%	2.1%	1.4%	2.2%	
Total(n)	451	4,921	12,886	257	2,550	7,198	194	2,371	5,688	
Mean	3.29	3.40	3.43	3.33	3.44	3.45	3.23	3.35	3.40	
Standard deviation	0.73	0.69	0.69	0.72	0.67	0.68	0.75	0.70	0.71	
Significance	-	**	***	-	*	**	-	*	**	
Effect size	-	-0.16	-0.20	-	-0.16	-0.18	-	-0.17	-0.24	
Availability of child care at this institution										
Very satisfied	7.7%	11.4%	8.6%	7.3%	12.6%	8.7%	8.3%	10.3%	8.4%	
Satisfied	24.2%	24.3%	21.6%	27.3%	24.3%	24.7%	19.4%	24.3%	17.8%	
Marginally satisfied	19.8%	14.7%	17.0%	20.0%	14.6%	18.8%	19.4%	14.9%	14.8%	
Not satisfied	48.4%	49.5%	52.8%	45.5%	48.5%	47.8%	52.8%	50.5%	59.0%	
Total(n)	91	1,143	2,932	55	568	1,519	36	575	1,413	
Mean	1.91	1.98	1.86	1.96	2.01	1.94	1.83	1.94	1.75	
Standard deviation	1.02	1.09	1.03	1.02	1.11	1.03	1.03	1.08	1.02	
Significance	-			-			-			
Effect size	-	-0.06	0.05	-	-0.05	0.02	-	-0.10	0.08	
Prospects for career advancement										
Very satisfied	4.8%	7.4%	10.5%	5.5%	7.6%	10.8%	4.0%	7.2%	10.1%	
Satisfied	37.5%	43.4%	44.0%	40.9%	43.2%	45.1%	33.3%	43.5%	42.3%	
Marginally satisfied	30.2%	29.2%	26.6%	30.5%	29.1%	26.0%	29.9%	29.2%	27.5%	
Not satisfied	27.5%	20.1%	18.9%	23.2%	20.1%	18.1%	32.8%	20.0%	20.1%	
Total(n)	397	4,497	11,823	220	2,326	6,529	177	2,171	5,294	
Mean	2.20	2.38	2.46	2.29	2.38	2.48	2.08	2.38	2.42	
Standard deviation	0.90	0.89	0.91	0.88	0.89	0.91	0.90	0.88	0.92	
Significance	-	***	***	-		**	-	***	***	
Effect size	-	-0.20	-0.29	-	-0.10	-0.21	-	-0.34	-0.37	
										Job Satisfaction: Compensation

California State University-Fresno	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	19.0%	19.5%	17.0%	18.4%	20.3%	17.1%	19.7%	18.6%	16.8%	
Satisfied	37.3%	43.7%	39.4%	37.6%	45.6%	40.6%	36.9%	41.4%	37.5%	
Marginally satisfied	26.0%	22.4%	25.4%	25.5%	21.5%	26.0%	26.8%	23.4%	24.5%	
Not satisfied	17.7%	14.5%	18.2%	18.4%	12.7%	16.2%	16.7%	16.7%	21.2%	
Total(n)	453	4,924	12,907	255	2,551	7,205	198	2,373	5,702	
Mean	2.58	2.68	2.55	2.56	2.73	2.59	2.60	2.62	2.50	
Standard deviation	0.99	0.95	0.98	0.99	0.92	0.95	0.99	0.97	1.01	
Significance	-	*		-	**		-			
Effect size	-	-0.11	0.03	-	-0.18	-0.03	-	-0.02	0.10	
Overall job satisfaction										
Very satisfied	17.6%	16.7%	19.5%	17.8%	18.3%	21.1%	17.2%	14.7%	17.0%	
Satisfied	52.9%	56.5%	55.2%	53.9%	55.9%	54.6%	51.7%	57.3%	56.2%	
Marginally satisfied	23.0%	20.6%	20.2%	21.3%	19.5%	18.9%	25.1%	22.0%	22.2%	
Not satisfied	6.5%	6.1%	5.1%	7.0%	6.3%	5.4%	5.9%	5.9%	4.6%	
Total(n)	461	4,952	13,011	258	2,560	7,253	203	2,392	5,758	
Mean	2.82	2.84	2.89	2.83	2.86	2.91	2.80	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	-	-0.03	-0.09	-	-0.04	-0.10	-	-0.01	-0.08	
Tuition remission for your children/dependents										
Very satisfied	21.5%	18.7%	30.5%	22.0%	16.6%	30.7%	20.6%	21.7%	30.2%	
Satisfied	36.2%	33.3%	32.4%	33.9%	32.0%	31.5%	39.7%	35.1%	34.0%	
Marginally satisfied	20.9%	13.1%	11.5%	21.1%	13.0%	11.9%	20.6%	13.3%	10.7%	
Not satisfied	21.5%	34.9%	25.6%	22.9%	38.3%	26.0%	19.1%	30.0%	25.0%	
Total(n)	177	2,229	6,388	109	1,264	3,892	68	965	2,496	
Mean	2.58	2.36	2.68	2.55	2.27	2.67	2.62	2.48	2.69	
Standard deviation	1.05	1.14	1.16	1.08	1.14	1.16	1.02	1.13	1.15	
Significance	-	*		-	*		-			
Effect size	-	0.19	-0.09	-	0.25	-0.10	-	0.12	-0.06	

California State University-Fresno	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	12.3%	23.0%	16.6%	12.7%	20.8%	14.7%	11.9%	25.7%	19.5%	
Agree somewhat	66.7%	64.0%	63.5%	63.8%	64.8%	63.9%	70.3%	63.0%	62.9%	
Disagree somewhat	16.5%	10.8%	17.2%	18.8%	11.9%	18.6%	13.4%	9.4%	15.2%	
Disagree strongly	4.5%	2.2%	2.7%	4.6%	2.5%	2.9%	4.5%	1.9%	2.4%	
Total(n)	462	4,946	12,981	260	2,559	7,238	202	2,387	5,743	
Mean	2.87	3.08	2.94	2.85	3.04	2.90	2.90	3.13	2.99	
Standard deviation	0.67	0.65	0.67	0.69	0.65	0.66	0.65	0.64	0.67	
Significance	-	***	*	-	***		-	***		
Effect size	-	-0.32	-0.10	-	-0.29	-0.08	-	-0.36	-0.13	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	11.1%	15.6%	14.4%	8.1%	11.9%	10.4%	15.1%	20.0%	20.5%	
Agree somewhat	38.9%	41.1%	36.7%	35.5%	37.5%	33.8%	43.2%	45.4%	41.3%	
Disagree somewhat	38.2%	35.1%	39.6%	40.9%	39.1%	43.4%	34.7%	30.3%	33.6%	
Disagree strongly	11.8%	8.2%	9.4%	15.4%	11.5%	12.4%	7.0%	4.3%	4.6%	
Total(n)	458	4,930	12,933	259	2,552	7,214	199	2,378	5,719	
Mean	2.49	2.64	2.56	2.36	2.50	2.42	2.66	2.81	2.78	
Standard deviation	0.84	0.84	0.85	0.84	0.85	0.84	0.82	0.80	0.82	
Significance	-	***		-	*		-	*	*	
Effect size	-	-0.18	-0.08	-	-0.16	-0.07	-	-0.19	-0.15	
Faculty feel that most students are well-prepared academically										
Agree strongly	2.4%	3.1%	6.6%	2.7%	3.0%	6.4%	2.0%	3.3%	6.9%	
Agree somewhat	23.4%	24.6%	34.1%	21.2%	22.4%	33.8%	26.2%	27.3%	34.6%	
Disagree somewhat	40.7%	48.6%	43.8%	40.0%	50.6%	44.1%	41.6%	46.3%	43.3%	
Disagree strongly	33.5%	23.7%	15.6%	36.2%	24.1%	15.7%	30.2%	23.2%	15.3%	
Total(n)	462	4,947	12,978	260	2,561	7,237	202	2,386	5,741	
Mean	1.95	2.07	2.32	1.90	2.04	2.31	2.00	2.11	2.33	
Standard deviation	0.81	0.78	0.81	0.82	0.76	0.81	0.80	0.79	0.82	
Significance	-	**	***	-	**	***	-		***	
Effect size	-	-0.15	-0.46	-	-0.18	-0.51	-	-0.14	-0.40	

California State University-Fresno	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	13.8%	18.6%	24.0%	11.6%	14.0%	18.9%	16.8%	24.0%	31.8%	
Agree somewhat	45.2%	48.3%	47.0%	41.3%	49.1%	47.9%	50.3%	47.2%	45.6%	
Disagree somewhat	31.8%	26.2%	22.8%	35.9%	27.4%	24.6%	26.4%	24.9%	20.0%	
Disagree strongly	9.2%	6.9%	6.2%	11.2%	9.4%	8.6%	6.6%	3.9%	2.6%	
Total(n)	456	4,907	12,869	259	2,537	7,172	197	2,370	5,697	
Mean	2.64	2.78	2.89	2.53	2.68	2.77	2.77	2.91	3.07	
Standard deviation	0.83	0.82	0.84	0.84	0.83	0.85	0.80	0.80	0.79	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	-0.17	-0.30	-	-0.18	-0.28	-	-0.18	-0.38	
This institution should hire more women faculty										
Agree strongly	9.0%	11.0%	17.7%	6.6%	7.7%	14.5%	12.1%	15.1%	22.7%	
Agree somewhat	42.2%	41.7%	43.9%	39.8%	39.5%	42.4%	45.5%	44.4%	46.2%	
Disagree somewhat	39.8%	38.5%	31.2%	42.9%	40.8%	33.6%	35.9%	35.9%	27.5%	
Disagree strongly	9.0%	8.7%	7.2%	10.8%	12.1%	9.5%	6.6%	4.7%	3.6%	
Total(n)	457	4,901	12,845	259	2,533	7,157	198	2,368	5,688	
Mean	2.51	2.55	2.72	2.42	2.43	2.62	2.63	2.70	2.88	
Standard deviation	0.78	0.80	0.84	0.77	0.80	0.85	0.78	0.78	0.79	
Significance	-		***	-		***	-		***	
Effect size	-	-0.05	-0.25	-	-0.01	-0.24	-	-0.09	-0.32	
Student Affairs staff have the support and respect of faculty										
Agree strongly	12.8%	13.3%	14.4%	9.8%	10.4%	12.4%	16.7%	16.9%	17.6%	
Agree somewhat	63.1%	62.3%	62.2%	65.9%	63.5%	62.2%	59.6%	60.9%	62.3%	
Disagree somewhat	20.8%	20.2%	20.0%	20.8%	22.0%	21.6%	20.7%	17.9%	17.4%	
Disagree strongly	3.3%	4.2%	3.4%	3.5%	4.1%	3.8%	3.0%	4.3%	2.7%	
Total(n)	453	4,869	12,733	255	2,524	7,119	198	2,345	5,614	
Mean	2.85	2.85	2.88	2.82	2.80	2.83	2.90	2.90	2.95	
Standard deviation	0.67	0.69	0.68	0.65	0.67	0.68	0.70	0.72	0.67	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	0.03	-0.01	-	0.00	-0.07	

California State University-Fresno	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	28.0%	38.6%	35.8%	27.7%	36.9%	34.9%	28.5%	40.6%	37.0%	
Agree somewhat	57.0%	50.2%	53.8%	57.7%	51.6%	54.6%	56.0%	48.6%	52.5%	
Disagree somewhat	12.8%	9.9%	9.2%	13.1%	10.3%	9.1%	12.5%	9.5%	9.3%	
Disagree strongly	2.2%	1.3%	1.3%	1.5%	1.3%	1.3%	3.0%	1.3%	1.1%	
Total(n)	460	4,942	12,964	260	2,557	7,230	200	2,385	5,734	
Mean	3.11	3.26	3.24	3.12	3.24	3.23	3.10	3.28	3.25	
Standard deviation	0.70	0.68	0.66	0.68	0.68	0.66	0.72	0.69	0.67	
Significance	-	***	***	-	**	**	-	***	**	
Effect size	-	-0.22	-0.20	-	-0.18	-0.17	-	-0.26	-0.22	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	30.2%	40.6%	31.5%	29.2%	38.7%	30.2%	31.5%	42.8%	33.4%	
Agree somewhat	54.8%	50.3%	52.7%	55.8%	52.9%	54.3%	53.5%	47.3%	50.3%	
Disagree somewhat	13.0%	7.3%	13.7%	13.5%	6.4%	13.4%	12.5%	8.3%	14.2%	
Disagree strongly	2.0%	1.8%	2.1%	1.5%	2.1%	2.1%	2.5%	1.6%	2.2%	
Total(n)	460	4,938	12,904	260	2,557	7,204	200	2,381	5,700	
Mean	3.13	3.30	3.14	3.13	3.28	3.13	3.14	3.31	3.15	
Standard deviation	0.70	0.68	0.72	0.69	0.67	0.71	0.72	0.69	0.73	
Significance	-	***		-	***		-	***		
Effect size	-	-0.25	-0.01	-	-0.22	0.00	-	-0.25	-0.01	
There is a lot of campus racial conflict here										
Agree strongly	3.1%	1.2%	1.3%	2.7%	1.1%	1.0%	3.5%	1.3%	1.7%	
Agree somewhat	11.2%	6.9%	7.6%	9.3%	6.2%	6.0%	13.6%	7.8%	9.9%	
Disagree somewhat	37.3%	37.5%	37.6%	34.1%	34.8%	34.8%	41.4%	40.7%	41.9%	
Disagree strongly	48.5%	54.4%	53.6%	53.9%	57.9%	58.3%	41.4%	50.1%	46.5%	
Total(n)	456	4,926	12,915	258	2,546	7,201	198	2,380	5,714	
Mean	1.69	1.55	1.56	1.61	1.50	1.50	1.79	1.60	1.67	
Standard deviation	0.79	0.68	0.69	0.77	0.66	0.65	0.81	0.69	0.72	
Significance	-	***	***	-	*	**	-	***	*	
Effect size	-	0.21	0.19	-	0.17	0.17	-	0.28	0.17	

California State University-Fresno	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	18.2%	21.4%	25.4%	18.4%	22.9%	26.1%	17.9%	19.7%	24.2%	
Agree somewhat	51.5%	51.2%	50.3%	54.9%	51.9%	51.9%	46.8%	50.3%	47.9%	
Disagree somewhat	19.1%	19.0%	16.9%	17.6%	17.5%	15.4%	21.1%	20.7%	19.1%	
Disagree strongly	11.2%	8.4%	7.4%	9.0%	7.7%	6.6%	14.2%	9.3%	8.7%	
Total(n)	445	4,899	12,876	255	2,539	7,197	190	2,360	5,679	
Mean	2.77	2.86	2.94	2.83	2.90	2.98	2.68	2.80	2.88	
Standard deviation	0.88	0.85	0.85	0.83	0.84	0.82	0.93	0.86	0.88	
Significance	-	*	***	-		**	-		**	
Effect size	-	-0.11	-0.20	-	-0.08	-0.18	-	-0.14	-0.23	
My teaching is valued by faculty in my department										
Agree strongly	43.8%	50.1%	43.6%	47.3%	51.0%	43.5%	39.2%	49.0%	43.9%	
Agree somewhat	42.9%	40.2%	44.0%	43.5%	39.9%	44.1%	42.2%	40.6%	43.8%	
Disagree somewhat	9.2%	7.3%	9.3%	5.8%	7.2%	9.4%	13.6%	7.5%	9.1%	
Disagree strongly	4.1%	2.4%	3.1%	3.5%	1.9%	3.1%	5.0%	2.9%	3.2%	
Total(n)	459	4,942	12,977	260	2,557	7,237	199	2,385	5,740	
Mean	3.26	3.38	3.28	3.35	3.40	3.28	3.16	3.36	3.28	
Standard deviation	0.79	0.72	0.76	0.74	0.71	0.76	0.84	0.74	0.76	
Significance	-	***		-			-	***	*	
Effect size	-	-0.17	-0.03	-	-0.07	0.09	-	-0.27	-0.16	
Faculty of color are treated fairly here										
Agree strongly	47.7%	48.8%	44.9%	51.2%	52.1%	49.3%	43.1%	44.8%	38.1%	
Agree somewhat	42.6%	42.3%	45.8%	40.7%	40.4%	43.0%	45.2%	44.7%	50.1%	
Disagree somewhat	7.7%	6.8%	7.6%	6.2%	6.0%	6.4%	9.6%	7.9%	9.5%	
Disagree strongly	2.0%	2.1%	1.6%	1.9%	1.6%	1.3%	2.0%	2.7%	2.2%	
Total(n)	455	4,900	12,832	258	2,546	7,181	197	2,354	5,651	
Mean	3.36	3.38	3.34	3.41	3.43	3.40	3.29	3.32	3.24	
Standard deviation	0.71	0.70	0.69	0.70	0.68	0.67	0.72	0.73	0.71	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	-0.03	0.01	-	-0.04	0.07	

California State University-Fresno	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	45.7%	48.2%	46.1%	53.7%	56.6%	53.5%	35.4%	38.2%	34.5%	
Agree somewhat	42.0%	40.2%	42.3%	38.1%	36.7%	39.4%	47.0%	44.3%	46.8%	
Disagree somewhat	9.9%	9.5%	8.9%	7.4%	5.7%	5.7%	13.1%	14.0%	14.0%	
Disagree strongly	2.4%	2.1%	2.7%	0.8%	1.0%	1.4%	4.5%	3.5%	4.7%	
Total(n)	455	4,928	12,918	257	2,550	7,206	198	2,378	5,712	
Mean	3.31	3.35	3.32	3.45	3.49	3.45	3.13	3.17	3.11	
Standard deviation	0.75	0.74	0.75	0.67	0.65	0.67	0.81	0.80	0.81	
Significance	-			-			-			
Effect size	-	-0.05	-0.01	-	-0.06	0.00	-	-0.05	0.02	
Gay and lesbian faculty are treated fairly here										
Agree strongly	44.3%	43.6%	41.8%	47.2%	48.5%	46.6%	40.5%	37.7%	34.4%	
Agree somewhat	45.4%	46.5%	47.2%	44.0%	43.5%	44.0%	47.2%	50.1%	52.1%	
Disagree somewhat	7.6%	7.1%	8.2%	6.3%	5.8%	7.0%	9.2%	8.7%	10.0%	
Disagree strongly	2.7%	2.8%	2.8%	2.4%	2.2%	2.5%	3.1%	3.5%	3.4%	
Total(n)	447	4,850	12,583	252	2,510	7,013	195	2,340	5,570	
Mean	3.31	3.31	3.28	3.36	3.38	3.35	3.25	3.22	3.18	
Standard deviation	0.73	0.72	0.73	0.71	0.70	0.72	0.75	0.75	0.74	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	-0.03	0.01	-	0.04	0.09	
Faculty are sufficiently involved in campus decision making										
Agree strongly	14.0%	14.2%	11.5%	15.1%	13.4%	11.6%	12.6%	15.3%	11.4%	
Agree somewhat	46.9%	46.1%	44.4%	48.1%	47.5%	45.1%	45.5%	44.3%	43.3%	
Disagree somewhat	28.7%	24.9%	28.8%	26.7%	23.7%	27.5%	31.3%	26.3%	30.9%	
Disagree strongly	10.3%	14.8%	15.3%	10.1%	15.4%	15.9%	10.6%	14.1%	14.4%	
Total(n)	456	4,932	12,939	258	2,553	7,224	198	2,379	5,715	
Mean	2.65	2.60	2.52	2.68	2.59	2.52	2.60	2.61	2.52	
Standard deviation	0.85	0.91	0.89	0.85	0.90	0.89	0.84	0.91	0.88	
Significance	-		**	-		**	-			
Effect size	-	0.05	0.15	-	0.10	0.18	-	-0.01	0.09	

California State University-Fresno	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	16.6%	18.3%	17.4%	15.8%	17.2%	16.5%	17.6%	19.8%	18.7%	
Agree somewhat	53.9%	55.8%	53.9%	57.5%	56.1%	54.8%	49.2%	55.5%	52.5%	
Disagree somewhat	22.1%	19.5%	21.9%	18.9%	20.1%	22.5%	26.1%	18.8%	20.9%	
Disagree strongly	7.4%	6.3%	6.9%	7.7%	6.7%	6.2%	7.0%	5.9%	8.0%	
Total(n)	458	4,937	12,932	259	2,558	7,219	199	2,379	5,713	
Mean	2.80	2.86	2.82	2.81	2.84	2.82	2.77	2.89	2.82	
Standard deviation	0.80	0.78	0.80	0.79	0.78	0.78	0.82	0.78	0.83	
Significance	-			-			-	*		
Effect size	-	-0.08	-0.03	-	-0.04	-0.01	-	-0.15	-0.06	
This institution takes responsibility for educating underprepared students										
Agree strongly	20.0%	19.2%	13.0%	20.1%	18.8%	12.9%	20.0%	19.6%	13.1%	
Agree somewhat	51.9%	51.0%	50.6%	55.6%	51.9%	51.6%	47.0%	50.0%	49.0%	
Disagree somewhat	21.4%	23.0%	28.6%	18.5%	23.3%	28.8%	25.0%	22.8%	28.3%	
Disagree strongly	6.8%	6.7%	7.8%	5.8%	6.0%	6.7%	8.0%	7.6%	9.6%	
Total(n)	459	4,929	12,890	259	2,553	7,199	200	2,376	5,691	
Mean	2.85	2.83	2.69	2.90	2.84	2.71	2.79	2.82	2.66	
Standard deviation	0.81	0.81	0.79	0.78	0.80	0.77	0.85	0.83	0.82	
Significance	-		***	-		***	-		*	
Effect size	-	0.02	0.20	-	0.08	0.25	-	-0.04	0.16	
The criteria for advancement and promotion decisions are clear										
Agree strongly	34.1%	26.8%	25.2%	38.5%	27.7%	26.7%	28.5%	25.6%	22.8%	
Agree somewhat	45.3%	45.9%	45.6%	46.3%	47.3%	46.3%	44.0%	44.2%	44.4%	
Disagree somewhat	14.9%	19.2%	20.9%	10.5%	17.8%	19.1%	20.5%	20.8%	23.6%	
Disagree strongly	5.7%	8.2%	8.4%	4.7%	7.1%	7.8%	7.0%	9.4%	9.2%	
Total(n)	457	4,935	12,959	257	2,556	7,230	200	2,379	5,729	
Mean	3.08	2.91	2.88	3.19	2.96	2.92	2.94	2.86	2.81	
Standard deviation	0.84	0.88	0.88	0.80	0.86	0.88	0.88	0.91	0.89	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	0.19	0.23	-	0.27	0.31	-	0.09	0.15	

California State University-Fresno	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	20.7%	16.4%	8.7%	19.2%	17.2%	8.4%	22.6%	15.5%	9.2%	
Agree somewhat	41.8%	34.8%	26.4%	41.9%	34.3%	26.1%	41.7%	35.5%	26.9%	
Disagree somewhat	32.5%	37.2%	40.6%	34.2%	36.5%	40.1%	30.2%	38.0%	41.4%	
Disagree strongly	5.0%	11.6%	24.2%	4.6%	12.0%	25.4%	5.5%	11.0%	22.4%	
Total(n)	459	4,944	12,944	260	2,559	7,217	199	2,385	5,727	
Mean	2.78	2.56	2.20	2.76	2.57	2.18	2.81	2.56	2.23	
Standard deviation	0.83	0.90	0.90	0.81	0.91	0.91	0.85	0.88	0.90	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.24	0.64	-	0.21	0.64	-	0.28	0.64	
There is adequate support for faculty development										
Agree strongly	11.8%	13.1%	13.7%	11.6%	12.2%	13.9%	12.0%	14.3%	13.3%	
Agree somewhat	48.8%	48.1%	49.9%	50.6%	50.3%	51.5%	46.5%	45.5%	47.4%	
Disagree somewhat	27.2%	28.2%	26.7%	25.9%	27.7%	25.3%	29.0%	28.8%	28.9%	
Disagree strongly	12.2%	10.5%	9.7%	12.0%	9.8%	9.3%	12.5%	11.4%	10.4%	
Total(n)	459	4,940	12,963	259	2,559	7,235	200	2,381	5,728	
Mean	2.60	2.64	2.68	2.62	2.65	2.70	2.58	2.63	2.64	
Standard deviation	0.85	0.84	0.83	0.84	0.82	0.82	0.86	0.87	0.84	
Significance	-		*	-			-			
Effect size	-	-0.05	-0.10	-	-0.04	-0.10	-	-0.06	-0.07	

California State University-Fresno	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	31.1%	38.0%	35.9%	31.5%	37.8%	35.7%	30.5%	38.3%	36.3%	
High priority	42.6%	40.2%	43.6%	43.1%	40.4%	44.2%	42.0%	40.0%	42.6%	
Medium priority	21.3%	17.9%	17.2%	20.4%	17.3%	16.6%	22.5%	18.6%	18.0%	
Low priority	5.0%	3.9%	3.3%	5.0%	4.5%	3.4%	5.0%	3.1%	3.1%	
Total(n)	460	4,941	12,957	260	2,556	7,223	200	2,385	5,734	
Mean	3.00	3.12	3.12	3.01	3.11	3.12	2.98	3.13	3.12	
Standard deviation	0.85	0.84	0.81	0.85	0.85	0.80	0.86	0.82	0.81	
Significance	-	**	**	-		*	-	*	*	
Effect size	-	-0.14	-0.15	-	-0.12	-0.14	-	-0.18	-0.17	
To develop a sense of community among students and faculty										
Highest priority	12.9%	10.5%	10.2%	12.7%	10.1%	9.6%	13.2%	10.9%	11.2%	
High priority	42.0%	44.1%	39.8%	43.8%	42.4%	39.8%	39.6%	46.2%	39.9%	
Medium priority	33.7%	34.8%	37.7%	34.6%	36.9%	39.0%	32.5%	32.2%	35.6%	
Low priority	11.4%	10.7%	12.3%	8.8%	10.6%	11.6%	14.7%	10.7%	13.3%	
Total(n)	457	4,936	12,942	260	2,556	7,218	197	2,380	5,724	
Mean	2.56	2.54	2.48	2.60	2.52	2.47	2.51	2.57	2.49	
Standard deviation	0.86	0.82	0.84	0.82	0.81	0.82	0.90	0.82	0.86	
Significance	-		*	-		*	-			
Effect size	-	0.02	0.10	-	0.10	0.16	-	-0.07	0.02	
To facilitate student involvement in community service										
Highest priority	19.2%	8.6%	7.7%	20.8%	7.4%	6.6%	17.1%	10.0%	9.4%	Institutional Priority: Civic Engagement
High priority	47.3%	35.9%	31.5%	45.8%	33.8%	30.5%	49.2%	38.4%	32.9%	
Medium priority	27.7%	43.5%	44.6%	26.5%	45.5%	45.5%	29.1%	41.0%	43.2%	
Low priority	5.9%	12.1%	16.2%	6.9%	13.3%	17.3%	4.5%	10.6%	14.5%	
Total(n)	459	4,929	12,924	260	2,551	7,207	199	2,378	5,717	
Mean	2.80	2.41	2.31	2.80	2.35	2.26	2.79	2.48	2.37	
Standard deviation	0.81	0.81	0.83	0.85	0.80	0.82	0.78	0.81	0.84	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.48	0.59	-	0.56	0.66	-	0.38	0.50	

California State University-Fresno	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	8.3%	6.5%	6.6%	7.3%	5.1%	5.8%	9.6%	8.1%	7.9%	
High priority	31.5%	25.4%	24.9%	34.0%	23.7%	24.8%	28.3%	27.3%	25.1%	
Medium priority	43.1%	44.9%	44.3%	40.9%	45.4%	44.0%	46.0%	44.3%	44.8%	
Low priority	17.1%	23.3%	24.1%	17.8%	25.8%	25.4%	16.2%	20.3%	22.2%	
Total(n)	457	4,923	12,908	259	2,547	7,197	198	2,376	5,711	
Mean	2.31	2.15	2.14	2.31	2.08	2.11	2.31	2.23	2.19	
Standard deviation	0.85	0.85	0.86	0.85	0.83	0.85	0.86	0.86	0.87	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.19	0.20	-	0.28	0.24	-	0.09	0.14	
To increase or maintain institutional prestige										
Highest priority	17.5%	16.5%	34.6%	16.9%	15.5%	33.4%	18.2%	17.7%	36.4%	Institutional Priority: Increase Prestige
High priority	41.9%	40.3%	38.5%	43.1%	40.5%	39.1%	40.4%	40.0%	37.5%	
Medium priority	33.8%	32.8%	21.2%	33.5%	34.4%	21.7%	34.3%	30.9%	20.6%	
Low priority	6.8%	10.5%	5.7%	6.5%	9.7%	5.8%	7.1%	11.4%	5.5%	
Total(n)	458	4,931	12,943	260	2,552	7,219	198	2,379	5,724	
Mean	2.70	2.63	3.02	2.70	2.62	3.00	2.70	2.64	3.05	
Standard deviation	0.83	0.88	0.89	0.82	0.86	0.89	0.85	0.90	0.89	
Significance	-		***	-		***	-		***	
Effect size	-	0.08	-0.36	-	0.09	-0.34	-	0.07	-0.39	
To hire faculty 'stars'										
Highest priority	3.3%	3.3%	16.2%	3.5%	3.0%	15.7%	3.0%	3.7%	17.0%	Institutional Priority: Increase Prestige
High priority	22.4%	12.7%	25.6%	23.5%	10.9%	25.6%	21.1%	14.9%	25.7%	
Medium priority	37.5%	33.8%	32.4%	36.5%	31.9%	32.7%	38.7%	36.0%	32.0%	
Low priority	36.8%	50.2%	25.7%	36.5%	54.2%	26.0%	37.2%	45.3%	25.3%	
Total(n)	459	4,927	12,921	260	2,552	7,210	199	2,375	5,711	
Mean	1.92	1.69	2.32	1.94	1.63	2.31	1.90	1.77	2.34	
Standard deviation	0.85	0.82	1.03	0.86	0.79	1.02	0.83	0.84	1.04	
Significance	-	***	***	-	***	***	-	*	***	
Effect size	-	0.28	-0.39	-	0.39	-0.36	-	0.15	-0.42	

California State University-Fresno	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	11.8%	10.1%	8.6%	10.1%	9.2%	7.8%	14.0%	11.1%	9.7%	
High priority	36.5%	37.6%	38.3%	35.7%	38.7%	38.9%	37.5%	36.3%	37.4%	
Medium priority	39.7%	39.5%	40.8%	41.5%	39.1%	41.7%	37.5%	40.0%	39.4%	
Low priority	12.0%	12.7%	12.3%	12.8%	12.9%	11.5%	11.0%	12.5%	13.5%	
Total(n)	458	4,924	12,911	258	2,548	7,205	200	2,376	5,706	
Mean	2.48	2.45	2.43	2.43	2.44	2.43	2.55	2.46	2.43	
Standard deviation	0.85	0.84	0.81	0.84	0.83	0.80	0.87	0.85	0.84	
Significance	-			-			-		*	
Effect size	-	0.04	0.06	-	-0.01	0.00	-	0.11	0.14	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	19.7%	18.2%	39.6%	20.8%	17.6%	38.9%	18.1%	18.9%	40.6%	
High priority	39.5%	36.3%	37.2%	42.1%	35.1%	37.4%	36.2%	37.7%	37.0%	
Medium priority	32.8%	28.9%	17.2%	30.5%	28.9%	17.6%	35.7%	29.0%	16.5%	
Low priority	8.1%	16.6%	6.1%	6.6%	18.4%	6.1%	10.1%	14.4%	6.0%	
Total(n)	458	4,929	12,938	259	2,552	7,219	199	2,377	5,719	
Mean	2.71	2.56	3.10	2.77	2.52	3.09	2.62	2.61	3.12	
Standard deviation	0.87	0.97	0.89	0.85	0.98	0.89	0.90	0.95	0.89	
Significance	-	**	***	-	***	***	-		***	
Effect size	-	0.15	-0.44	-	0.26	-0.36	-	0.01	-0.56	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	16.8%	12.8%	12.7%	14.6%	11.5%	11.9%	19.6%	14.4%	14.0%	
High priority	41.0%	37.3%	37.0%	40.8%	38.7%	38.2%	41.2%	35.6%	35.2%	
Medium priority	36.6%	36.3%	37.9%	38.1%	36.3%	38.2%	34.7%	36.2%	37.3%	
Low priority	5.7%	13.6%	12.4%	6.5%	13.4%	11.7%	4.5%	13.9%	13.4%	
Total(n)	459	4,930	12,918	260	2,552	7,205	199	2,378	5,713	
Mean	2.69	2.49	2.50	2.63	2.48	2.50	2.76	2.50	2.50	
Standard deviation	0.82	0.88	0.87	0.81	0.86	0.85	0.82	0.90	0.89	
Significance	-	***	***	-	**	*	-	***	***	
Effect size	-	0.23	0.22	-	0.17	0.15	-	0.29	0.29	

California State University-Fresno	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	12.0%	9.2%	9.7%	9.7%	10.5%	10.7%	15.1%	7.7%	8.3%	
High priority	37.6%	35.9%	37.6%	42.6%	42.5%	44.1%	31.2%	27.9%	27.5%	
Medium priority	37.2%	37.3%	36.4%	37.6%	35.6%	34.9%	36.7%	39.4%	38.8%	
Low priority	13.1%	17.5%	16.3%	10.1%	11.4%	10.4%	17.1%	24.9%	25.4%	
Total(n)	457	4,911	12,872	258	2,539	7,179	199	2,372	5,693	
Mean	2.49	2.37	2.41	2.52	2.52	2.55	2.44	2.18	2.19	
Standard deviation	0.87	0.88	0.87	0.80	0.83	0.82	0.95	0.90	0.91	
Significance	-	**		-			-	***	***	
Effect size	-	0.14	0.09	-	0.00	-0.04	-	0.29	0.27	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	12.3%	6.5%	5.4%	12.1%	4.9%	4.4%	12.5%	8.4%	7.0%	
High priority	42.5%	27.5%	24.1%	44.4%	26.5%	23.6%	40.0%	28.7%	24.9%	
Medium priority	35.9%	42.4%	43.4%	35.8%	43.8%	44.5%	36.0%	40.7%	41.6%	
Low priority	9.4%	23.7%	27.1%	7.8%	24.8%	27.6%	11.5%	22.3%	26.4%	
Total(n)	457	4,918	12,878	257	2,544	7,183	200	2,374	5,695	
Mean	2.58	2.17	2.08	2.61	2.11	2.05	2.54	2.23	2.13	
Standard deviation	0.82	0.86	0.85	0.80	0.83	0.83	0.86	0.89	0.88	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.48	0.59	-	0.60	0.67	-	0.35	0.47	
To create and sustain partnerships with surrounding communities										
Highest priority	18.4%	10.8%	9.2%	16.7%	8.5%	7.2%	20.5%	13.4%	12.2%	
High priority	49.2%	38.6%	33.3%	54.1%	37.5%	33.0%	43.0%	40.0%	33.8%	
Medium priority	26.5%	37.5%	40.4%	23.3%	40.2%	41.8%	30.5%	34.3%	38.3%	
Low priority	5.9%	13.1%	17.1%	5.8%	13.7%	18.0%	6.0%	12.3%	15.8%	
Total(n)	457	4,914	12,890	257	2,542	7,187	200	2,372	5,703	
Mean	2.80	2.47	2.35	2.82	2.41	2.30	2.78	2.55	2.42	
Standard deviation	0.80	0.85	0.87	0.78	0.83	0.84	0.84	0.87	0.90	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.39	0.52	-	0.49	0.62	-	0.26	0.40	

California State University-Fresno	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	21.8%	13.6%	37.2%	20.2%	13.2%	36.8%	23.7%	14.1%	37.8%	
High priority	47.5%	34.7%	35.3%	52.5%	35.4%	36.2%	40.9%	34.0%	33.9%	
Medium priority	25.9%	37.3%	20.3%	22.6%	37.8%	20.3%	30.3%	36.8%	20.4%	
Low priority	4.8%	14.3%	7.2%	4.7%	13.6%	6.8%	5.1%	15.1%	7.9%	
Total(n)	455	4,897	12,857	257	2,534	7,181	198	2,363	5,676	
Mean	2.86	2.48	3.02	2.88	2.48	3.03	2.83	2.47	3.02	
Standard deviation	0.81	0.90	0.93	0.78	0.89	0.92	0.85	0.91	0.95	
Significance	-	***	***	-	***	**	-	***	**	
Effect size	-	0.42	-0.17	-	0.45	-0.16	-	0.40	-0.20	
To increase the representation of minorities in the faculty and administration										
Highest priority	10.3%	7.8%	7.7%	8.9%	7.3%	6.9%	12.1%	8.4%	9.0%	Institutional Priority: Commitment to Diversity
High priority	32.7%	30.4%	32.5%	36.6%	31.1%	34.2%	27.8%	29.6%	29.9%	
Medium priority	45.1%	43.8%	43.8%	42.8%	44.6%	44.6%	48.0%	42.7%	42.5%	
Low priority	11.9%	18.0%	16.0%	11.7%	17.0%	14.3%	12.1%	19.2%	18.6%	
Total(n)	455	4,901	12,852	257	2,536	7,171	198	2,365	5,681	
Mean	2.42	2.28	2.32	2.43	2.29	2.34	2.40	2.27	2.29	
Standard deviation	0.83	0.85	0.83	0.81	0.83	0.80	0.85	0.87	0.87	
Significance	-	***	*	-	**		-	*		
Effect size	-	0.16	0.12	-	0.17	0.11	-	0.15	0.13	
To strengthen links with the for-profit, corporate sector										
Highest priority	16.2%	12.4%	17.6%	13.1%	11.6%	15.9%	20.3%	13.4%	20.3%	
High priority	44.3%	31.3%	34.9%	46.7%	32.1%	36.5%	41.1%	30.4%	32.4%	
Medium priority	31.1%	36.9%	33.6%	30.1%	36.9%	34.0%	32.5%	36.8%	33.0%	
Low priority	8.3%	19.4%	13.9%	10.0%	19.3%	13.6%	6.1%	19.5%	14.3%	
Total(n)	456	4,895	12,823	259	2,537	7,170	197	2,358	5,653	
Mean	2.68	2.37	2.56	2.63	2.36	2.55	2.76	2.38	2.59	
Standard deviation	0.84	0.93	0.94	0.84	0.92	0.92	0.85	0.94	0.97	
Significance	-	***	**	-	***		-	***	*	
Effect size	-	0.33	0.13	-	0.29	0.09	-	0.40	0.18	

California State University-Fresno	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	12.3%	10.8%	10.9%	10.8%	9.4%	9.7%	14.3%	12.4%	12.8%	
High priority	36.3%	38.6%	37.6%	36.3%	38.8%	38.0%	36.2%	38.3%	37.1%	
Medium priority	41.5%	40.6%	39.5%	41.7%	41.3%	40.0%	41.3%	39.7%	38.9%	
Low priority	9.9%	10.1%	11.9%	11.2%	10.5%	12.4%	8.2%	9.6%	11.3%	
Total(n)	455	4,915	12,880	259	2,546	7,184	196	2,369	5,696	
Mean	2.51	2.50	2.48	2.47	2.47	2.45	2.57	2.54	2.51	
Standard deviation	0.83	0.82	0.84	0.83	0.80	0.83	0.84	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.00	0.02	-	0.04	0.07	
To increase the representation of women in the faculty and administration										
Highest priority	7.5%	5.7%	7.1%	6.3%	5.7%	7.5%	9.1%	5.7%	6.5%	Institutional Priority: Commit- ment to Diversity
High priority	29.5%	24.5%	29.0%	32.0%	29.6%	34.1%	26.3%	18.3%	21.0%	
Medium priority	48.9%	47.7%	46.1%	50.0%	48.4%	46.3%	47.5%	47.0%	45.8%	
Low priority	14.1%	22.1%	17.8%	11.7%	16.3%	12.1%	17.2%	29.0%	26.6%	
Total(n)	454	4,895	12,828	256	2,533	7,155	198	2,362	5,673	
Mean	2.30	2.14	2.25	2.33	2.25	2.37	2.27	2.01	2.07	
Standard deviation	0.80	0.82	0.83	0.76	0.79	0.79	0.85	0.84	0.86	
Significance	-	***		-			-	***	**	
Effect size	-	0.20	0.06	-	0.10	-0.05	-	0.31	0.23	
To develop an appreciation for multiculturalism										
Highest priority	13.6%	12.7%	11.5%	9.7%	11.1%	10.3%	18.6%	14.7%	13.5%	Institutional Priority: Commit- ment to Diversity
High priority	40.0%	36.8%	36.1%	42.2%	38.6%	37.8%	37.2%	34.7%	33.4%	
Medium priority	38.5%	38.1%	39.9%	38.4%	37.9%	40.4%	38.7%	38.3%	39.3%	
Low priority	7.9%	12.4%	12.4%	9.7%	12.4%	11.5%	5.5%	12.4%	13.9%	
Total(n)	457	4,912	12,867	258	2,539	7,172	199	2,373	5,695	
Mean	2.59	2.50	2.47	2.52	2.48	2.47	2.69	2.52	2.46	
Standard deviation	0.82	0.87	0.85	0.80	0.85	0.83	0.84	0.89	0.89	
Significance	-	*	**	-			-	**	***	
Effect size	-	0.10	0.14	-	0.05	0.06	-	0.19	0.26	

California State University-Fresno	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	17.1%	12.1%	10.8%	17.2%	11.8%	10.3%	16.9%	12.3%	11.6%	
Agree somewhat	53.7%	49.2%	46.3%	55.6%	48.3%	44.9%	51.2%	50.4%	48.3%	
Disagree somewhat	21.9%	27.4%	30.0%	18.8%	27.9%	31.0%	25.9%	26.9%	28.5%	
Disagree strongly	7.4%	11.3%	12.9%	8.4%	12.0%	13.7%	6.0%	10.4%	11.6%	
Total(n)	462	4,940	12,963	261	2,554	7,223	201	2,386	5,740	
Mean	2.81	2.62	2.55	2.82	2.60	2.52	2.79	2.65	2.60	
Standard deviation	0.80	0.84	0.85	0.82	0.85	0.85	0.79	0.83	0.84	
Significance	-	***	***	-	***	***	-	*	**	
Effect size	-	0.23	0.31	-	0.26	0.35	-	0.17	0.23	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	11.3%	5.2%	4.2%	10.5%	7.0%	5.3%	12.4%	3.0%	2.5%	
Agree somewhat	32.0%	22.3%	20.9%	38.4%	24.5%	24.0%	23.9%	19.6%	16.3%	
Disagree somewhat	35.3%	42.7%	42.5%	34.9%	43.7%	44.6%	35.8%	41.6%	39.3%	
Disagree strongly	21.4%	29.8%	32.3%	16.3%	24.8%	26.1%	27.9%	35.8%	41.9%	
Total(n)	459	4,927	12,919	258	2,545	7,199	201	2,382	5,720	
Mean	2.33	2.03	1.97	2.43	2.14	2.09	2.21	1.90	1.79	
Standard deviation	0.94	0.85	0.84	0.88	0.87	0.84	0.99	0.82	0.80	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.35	0.43	-	0.33	0.40	-	0.38	0.53	
Colleges should be actively involved in solving social problems										
Agree strongly	22.8%	21.2%	22.3%	21.2%	20.4%	19.7%	24.9%	22.1%	26.2%	
Agree somewhat	55.7%	54.4%	54.2%	59.6%	52.2%	53.9%	50.7%	57.1%	54.6%	
Disagree somewhat	17.6%	20.0%	19.0%	15.4%	21.7%	20.4%	20.4%	17.9%	16.8%	
Disagree strongly	3.9%	4.5%	4.6%	3.8%	5.8%	6.0%	4.0%	2.9%	2.4%	
Total(n)	461	4,928	12,929	260	2,548	7,201	201	2,380	5,728	
Mean	2.97	2.92	2.94	2.98	2.87	2.87	2.97	2.98	3.05	
Standard deviation	0.75	0.76	0.77	0.72	0.80	0.79	0.78	0.72	0.72	
Significance	-			-	*	*	-			
Effect size	-	0.07	0.04	-	0.14	0.14	-	-0.01	-0.11	Civic Minded Values

California State University-Fresno	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	33.3%	31.8%	28.5%	30.9%	27.4%	23.8%	36.3%	37.0%	35.7%	
Agree somewhat	57.8%	58.3%	58.3%	57.1%	60.1%	59.7%	58.7%	56.2%	56.1%	
Disagree somewhat	7.0%	8.5%	11.1%	9.7%	10.6%	13.7%	3.5%	5.9%	7.1%	
Disagree strongly	2.0%	1.4%	2.1%	2.3%	1.9%	2.8%	1.5%	0.9%	1.1%	
Total(n)	460	4,933	12,934	259	2,551	7,205	201	2,382	5,729	
Mean	3.22	3.20	3.13	3.17	3.13	3.05	3.30	3.29	3.26	
Standard deviation	0.66	0.65	0.68	0.69	0.66	0.70	0.61	0.62	0.63	
Significance	-		**	-		**	-			
Effect size	-	0.03	0.13	-	0.06	0.17	-	0.02	0.06	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	52.7%	56.2%	56.7%	45.0%	50.8%	49.1%	62.7%	62.6%	68.6%	
Agree somewhat	41.4%	38.0%	37.6%	46.9%	40.8%	43.0%	34.3%	34.5%	29.3%	
Disagree somewhat	5.0%	4.5%	4.5%	6.9%	6.1%	6.1%	2.5%	2.6%	1.9%	
Disagree strongly	0.9%	1.4%	1.2%	1.2%	2.3%	1.8%	0.5%	0.3%	0.2%	
Total(n)	461	4,937	12,934	260	2,551	7,204	201	2,386	5,730	
Mean	3.46	3.49	3.50	3.36	3.40	3.39	3.59	3.60	3.66	
Standard deviation	0.63	0.65	0.64	0.66	0.71	0.68	0.57	0.55	0.53	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	-0.06	-0.04	-	-0.02	-0.13	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	3.0%	2.6%	2.9%	3.5%	3.4%	3.8%	2.5%	1.7%	1.4%	
Agree somewhat	14.8%	14.1%	15.9%	19.2%	16.7%	19.0%	9.0%	10.9%	11.1%	
Disagree somewhat	41.0%	42.1%	42.6%	39.2%	44.0%	43.9%	43.3%	39.9%	40.7%	
Disagree strongly	41.2%	41.1%	38.6%	38.1%	35.9%	33.3%	45.3%	47.5%	46.8%	
Total(n)	461	4,930	12,935	260	2,548	7,208	201	2,382	5,727	
Mean	1.80	1.78	1.83	1.88	1.88	1.93	1.69	1.67	1.67	
Standard deviation	0.80	0.78	0.79	0.84	0.80	0.82	0.74	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.03	-0.04	-	0.00	-0.06	-	0.03	0.03	

California State University-Fresno	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	4.6%	4.0%	5.1%	5.0%	4.1%	5.6%	4.0%	3.9%	4.2%	
Agree somewhat	28.5%	24.2%	20.6%	29.2%	25.4%	20.9%	27.5%	22.8%	20.2%	
Disagree somewhat	28.5%	34.9%	34.6%	28.5%	33.1%	33.4%	28.5%	37.0%	36.5%	
Disagree strongly	38.5%	36.9%	39.7%	37.3%	37.4%	40.1%	40.0%	36.4%	39.1%	
Total(n)	460	4,927	12,925	260	2,543	7,197	200	2,384	5,728	
Mean	1.99	1.95	1.91	2.02	1.96	1.92	1.96	1.94	1.89	
Standard deviation	0.92	0.88	0.89	0.93	0.89	0.91	0.91	0.86	0.87	
Significance	-			-			-			
Effect size	-	0.05	0.09	-	0.07	0.11	-	0.02	0.08	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	36.5%	28.7%	27.6%	36.9%	24.7%	23.1%	36.0%	33.6%	34.6%	
Agree somewhat	53.7%	60.4%	60.0%	50.8%	63.4%	62.5%	57.5%	56.7%	56.2%	
Disagree somewhat	8.9%	9.3%	9.9%	11.2%	9.9%	11.0%	6.0%	8.5%	8.2%	
Disagree strongly	0.9%	1.6%	2.4%	1.2%	2.0%	3.3%	0.5%	1.2%	1.0%	
Total(n)	460	4,932	12,938	260	2,551	7,206	200	2,381	5,732	
Mean	3.26	3.16	3.13	3.23	3.11	3.05	3.29	3.23	3.24	
Standard deviation	0.65	0.65	0.67	0.69	0.64	0.69	0.60	0.65	0.64	
Significance	-	**	***	-	**	***	-			
Effect size	-	0.15	0.19	-	0.19	0.26	-	0.09	0.08	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	12.9%	11.8%	13.6%	13.2%	11.3%	13.9%	12.6%	12.4%	13.1%	
Agree somewhat	47.3%	47.2%	44.4%	46.5%	48.4%	43.4%	48.2%	45.7%	46.0%	
Disagree somewhat	31.5%	32.2%	31.7%	33.3%	32.0%	31.8%	29.1%	32.3%	31.4%	
Disagree strongly	8.3%	8.8%	10.3%	7.0%	8.2%	10.9%	10.1%	9.5%	9.5%	
Total(n)	457	4,884	12,832	258	2,528	7,159	199	2,356	5,673	
Mean	2.65	2.62	2.61	2.66	2.63	2.60	2.63	2.61	2.63	
Standard deviation	0.81	0.81	0.85	0.79	0.79	0.86	0.83	0.82	0.83	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.04	0.07	-	0.02	0.00	

California State University-Fresno	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	37.5%	33.9%	32.5%	37.8%	27.9%	27.5%	37.1%	41.1%	40.2%	
Agree somewhat	28.9%	28.1%	28.7%	27.0%	27.2%	28.5%	31.5%	29.3%	29.0%	
Disagree somewhat	23.7%	25.3%	26.0%	25.5%	28.4%	28.4%	21.3%	21.6%	22.3%	
Disagree strongly	9.9%	12.6%	12.8%	9.7%	16.5%	15.6%	10.2%	7.9%	8.5%	
Total(n)	456	4,902	12,866	259	2,539	7,182	197	2,363	5,684	
Mean	2.94	2.83	2.81	2.93	2.66	2.68	2.95	3.04	3.01	
Standard deviation	1.00	1.03	1.03	1.01	1.05	1.04	1.00	0.97	0.98	
Significance	-	*	**	-	***	***	-			
Effect size	-	0.11	0.13	-	0.26	0.24	-	-0.09	-0.06	
This institution should not offer remedial/developmental education										
Agree strongly	7.9%	6.3%	5.6%	7.7%	7.5%	6.7%	8.1%	4.9%	4.0%	
Agree somewhat	23.8%	17.4%	17.1%	30.4%	19.0%	19.5%	15.2%	15.4%	13.4%	
Disagree somewhat	39.3%	39.8%	44.6%	36.5%	40.7%	45.9%	42.9%	38.7%	42.5%	
Disagree strongly	29.0%	36.5%	32.7%	25.4%	32.8%	27.9%	33.8%	41.1%	40.0%	
Total(n)	458	4,917	12,890	260	2,544	7,186	198	2,373	5,704	
Mean	2.10	1.93	1.96	2.20	2.01	2.05	1.97	1.84	1.81	
Standard deviation	0.91	0.89	0.85	0.91	0.90	0.86	0.90	0.86	0.81	
Significance	-	***	***	-	**	**	-	*	**	
Effect size	-	0.19	0.16	-	0.21	0.17	-	0.15	0.20	

California State University-Fresno	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	0.4%	4.3%	3.3%	0.6%	3.0%	2.2%	0.0%	5.9%	5.1%	
\$40,000 - \$49,999	3.7%	13.4%	9.4%	3.2%	10.4%	7.2%	4.6%	17.3%	13.0%	
\$50,000 - \$59,999	25.3%	24.5%	17.3%	20.8%	22.8%	14.8%	33.3%	26.7%	21.3%	
\$60,000 - \$69,999	22.0%	21.0%	16.1%	19.5%	20.2%	14.5%	26.4%	21.9%	18.7%	
\$70,000 - \$79,999	15.8%	15.1%	14.1%	18.8%	16.8%	13.9%	10.3%	13.0%	14.4%	
\$80,000 - \$89,999	12.4%	8.8%	10.9%	13.0%	10.9%	12.3%	11.5%	6.1%	8.7%	
\$90,000 - \$99,999	13.3%	6.1%	7.4%	14.3%	7.7%	8.1%	11.5%	4.1%	6.4%	
\$100,000 - \$124,999	7.1%	6.0%	11.4%	9.7%	7.6%	14.0%	2.3%	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)	241	3,709	8,778	154	1,958	4,937	87	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	2.3%	0.7%	0.8%	4.9%	0.6%	0.5%	0.0%	0.8%	1.3%	
\$30,000 - \$39,999	1.1%	2.8%	2.1%	2.4%	2.4%	1.5%	0.0%	3.3%	2.9%	
\$40,000 - \$49,999	3.4%	13.6%	7.9%	0.0%	18.0%	7.7%	6.5%	8.6%	8.1%	
\$50,000 - \$59,999	26.4%	15.4%	12.5%	19.5%	10.9%	11.2%	32.6%	20.5%	14.4%	
\$60,000 - \$69,999	19.5%	22.3%	15.1%	14.6%	20.0%	12.2%	23.9%	24.9%	19.4%	
\$70,000 - \$79,999	11.5%	14.9%	10.7%	12.2%	12.0%	10.1%	10.9%	18.3%	11.6%	
\$80,000 - \$89,999	5.7%	9.1%	9.5%	7.3%	9.6%	8.9%	4.3%	8.6%	10.4%	
\$90,000 - \$99,999	11.5%	7.4%	8.5%	14.6%	8.1%	9.5%	8.7%	6.5%	7.0%	
\$100,000 - \$124,999	16.1%	9.9%	13.4%	19.5%	12.0%	12.9%	13.0%	7.4%	14.1%	
\$125,000 - \$149,999	1.1%	2.8%	8.2%	2.4%	5.2%	10.6%	0.0%	0.1%	4.6%	
\$150,000 or more	1.1%	0.6%	10.8%	2.4%	1.1%	14.4%	0.0%	0.0%	5.5%	
Total(n)	87	904	3,203	41	434	1,717	46	470	1,486	
Your base institutional salary reported above is based on:										
Less than 9 months	3.7%	5.9%	4.1%	2.9%	4.8%	4.1%	4.9%	7.2%	4.1%	
9/10 months	71.2%	75.2%	70.7%	77.0%	76.7%	71.0%	62.9%	73.3%	70.2%	
11/12 months	25.1%	19.0%	25.2%	20.1%	18.5%	24.9%	32.2%	19.5%	25.7%	
Total(n)	347	4,911	12,826	204	2,539	7,143	143	2,372	5,683	

California State University-Fresno	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%	40.7%	43.3%	43.8%	36.3%	39.4%	39.3%	46.5%	47.9%	50.7%	
75% to 99%	33.3%	46.9%	44.4%	37.5%	48.9%	46.3%	27.8%	44.5%	41.5%	
74% to 50%	9.9%	7.8%	9.0%	10.9%	9.8%	11.1%	8.6%	5.5%	5.7%	
25% to 49%	6.2%	1.5%	2.0%	6.3%	1.4%	2.4%	6.1%	1.6%	1.5%	
1% to 24%	9.9%	0.3%	0.6%	9.0%	0.4%	0.7%	11.1%	0.3%	0.4%	
0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.3%	0.2%	
Total(n)	454	4,898	12,840	256	2,531	7,160	198	2,367	5,680	
Other income from this institution										
100%	0.2%	0.0%	0.1%	0.0%	0.1%	0.1%	0.5%	0.0%	0.0%	
75% to 99%	0.7%	0.1%	0.1%	0.4%	0.1%	0.1%	1.1%	0.1%	0.0%	
74% to 50%	1.1%	0.1%	0.4%	1.2%	0.0%	0.4%	1.1%	0.1%	0.3%	
25% to 49%	1.6%	3.5%	5.3%	2.0%	4.2%	6.3%	1.1%	2.8%	3.7%	
1% to 24%	20.1%	34.8%	29.4%	24.0%	37.4%	31.7%	14.9%	31.6%	25.8%	
0%	76.3%	61.5%	64.8%	72.4%	58.2%	61.3%	81.4%	65.4%	70.2%	
Total(n)	438	4,779	12,470	250	2,475	6,972	188	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%	1.1%	0.0%	0.0%	0.4%	0.0%	0.0%	2.1%	0.0%	0.0%	
74% to 50%	0.7%	0.3%	0.2%	0.8%	0.4%	0.3%	0.5%	0.1%	0.1%	
25% to 49%	2.1%	0.8%	0.7%	0.8%	0.7%	0.7%	3.7%	0.8%	0.6%	
1% to 24%	9.2%	5.4%	5.6%	9.6%	5.7%	5.7%	8.6%	5.1%	5.3%	
0%	86.9%	93.5%	93.4%	88.4%	93.2%	93.1%	85.0%	93.9%	93.9%	
Total(n)	436	4,751	12,344	249	2,456	6,895	187	2,295	5,449	
Non-academic income										
100%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.2%	
75% to 99%	8.8%	0.4%	0.7%	9.1%	0.4%	0.7%	8.5%	0.4%	0.6%	
74% to 50%	7.0%	1.3%	2.0%	7.1%	1.2%	2.1%	6.9%	1.4%	1.7%	
25% to 49%	5.2%	5.6%	5.3%	6.0%	6.2%	6.1%	4.2%	4.9%	4.0%	
1% to 24%	22.9%	23.7%	26.1%	24.2%	26.4%	29.2%	21.2%	20.6%	21.4%	
0%	56.0%	68.9%	65.8%	53.6%	65.8%	61.8%	59.3%	72.6%	72.1%	
Total(n)	441	4,774	12,465	252	2,468	6,977	189	2,306	5,488	

California State University-Fresno	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	0.7%	2.6%	2.7%	0.4%	2.1%	2.2%	1.0%	3.2%	3.4%	
1986 - 1980	5.7%	9.4%	9.8%	3.9%	9.2%	9.8%	8.2%	9.7%	9.7%	
1971 - 1975	11.2%	9.9%	10.0%	11.2%	9.2%	9.2%	11.3%	10.8%	11.3%	
1966 - 1970	13.7%	11.6%	13.3%	12.0%	11.7%	12.2%	15.9%	11.6%	15.1%	
1961 - 1965	13.7%	13.0%	11.9%	15.8%	12.1%	10.9%	10.8%	14.1%	13.3%	
1956 - 1960	16.7%	15.4%	14.1%	17.0%	14.1%	13.2%	16.4%	17.1%	15.5%	
1951 - 1955	13.7%	17.2%	16.6%	11.6%	19.6%	17.9%	16.4%	14.2%	14.6%	
1946 - 1950	15.4%	14.9%	14.2%	16.6%	15.6%	15.3%	13.8%	14.1%	12.5%	
1941 - 1945	7.5%	4.5%	5.5%	8.9%	5.0%	6.9%	5.6%	3.9%	3.4%	
1940 or earlier	1.8%	1.4%	2.0%	2.7%	1.6%	2.5%	0.5%	1.2%	1.2%	
Total(n)	454	4,857	12,760	259	2,517	7,135	195	2,340	5,625	
Year of highest degree now held										
1973 or earlier	7.5%	3.5%	6.0%	9.3%	4.7%	8.1%	5.0%	2.2%	2.6%	
1974 - 1978	5.5%	5.2%	7.5%	7.8%	7.1%	10.0%	2.5%	3.1%	3.6%	
1979 - 1983	5.9%	9.0%	10.2%	6.6%	11.8%	12.0%	5.0%	5.6%	7.4%	
1984 - 1988	9.4%	10.6%	11.1%	9.7%	11.9%	12.3%	9.0%	8.9%	9.4%	
1989 - 1993	11.8%	13.1%	12.2%	10.1%	12.0%	11.8%	14.1%	14.4%	12.9%	
1994 - 1998	18.2%	15.4%	13.8%	20.2%	15.0%	11.8%	15.6%	15.8%	16.9%	
1999 - 2003	18.6%	15.5%	14.1%	17.1%	13.0%	12.3%	20.6%	18.5%	17.0%	
2004 - 2008	18.0%	18.2%	16.4%	16.0%	15.6%	14.3%	20.6%	21.4%	19.6%	
2009 or later	5.0%	9.4%	8.6%	3.1%	8.9%	7.4%	7.5%	10.1%	10.6%	
Total(n)	456	4,886	12,836	257	2,529	7,165	199	2,357	5,671	
Year of appointment at present institution										
1973 or earlier	5.0%	1.4%	1.8%	7.0%	1.6%	2.2%	2.5%	1.0%	1.1%	
1974 - 1978	1.3%	1.7%	2.6%	2.3%	2.3%	3.7%	0.0%	0.9%	1.0%	
1979 - 1983	2.0%	5.4%	6.2%	3.1%	6.9%	8.1%	0.5%	3.4%	3.2%	
1984 - 1988	7.2%	8.8%	9.2%	6.2%	10.9%	11.2%	8.5%	6.2%	6.1%	
1989 - 1993	7.7%	10.4%	10.6%	6.6%	11.6%	11.5%	9.0%	9.0%	9.2%	
1994 - 1998	10.3%	10.9%	11.4%	10.1%	10.4%	11.0%	10.6%	11.4%	11.9%	
1999 - 2003	22.1%	14.2%	13.8%	23.6%	12.7%	12.3%	20.1%	16.1%	16.1%	
2004 - 2008	35.0%	23.3%	22.8%	31.0%	20.9%	20.3%	40.2%	26.3%	26.6%	
2009 or later	9.4%	23.9%	21.7%	10.1%	22.7%	19.6%	8.5%	25.4%	24.8%	
Total(n)	457	4,889	12,847	258	2,532	7,173	199	2,357	5,674	

California State University-Fresno	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	25.0%	17.3%	15.6%	18.0%	12.6%	12.2%	34.8%	23.3%	21.9%	
1974 - 1978	1.1%	0.7%	1.9%	1.2%	0.9%	2.4%	0.9%	0.3%	1.0%	
1979 - 1983	0.7%	2.3%	4.4%	1.2%	3.4%	5.8%	0.0%	0.9%	1.9%	
1984 - 1988	5.4%	6.5%	8.7%	6.2%	8.1%	10.6%	4.3%	4.6%	5.1%	
1989 - 1993	9.1%	11.1%	12.4%	7.5%	13.0%	14.8%	11.3%	8.6%	8.1%	
1994 - 1998	9.1%	14.6%	14.9%	8.7%	17.4%	15.6%	9.6%	11.1%	13.6%	
1999 - 2003	12.7%	13.6%	13.8%	15.5%	13.6%	13.3%	8.7%	13.5%	14.6%	
2004 - 2008	23.9%	18.6%	16.7%	27.3%	17.5%	14.6%	19.1%	20.0%	20.3%	
2009 or later	13.0%	15.4%	11.6%	14.3%	13.6%	10.6%	11.3%	17.7%	13.5%	
Total(n)	276	3,584	9,338	161	1,927	5,504	115	1,657	3,834	
Aggregated Major										
Agriculture or Forestry (General Area 1)	2.4%	1.5%	2.0%	3.5%	1.8%	2.4%	1.0%	1.2%	1.4%	
Biological Sciences (General Area 5)	5.0%	6.2%	7.1%	7.3%	7.2%	7.6%	2.0%	4.9%	6.4%	
Business (General Area 6)	6.3%	6.3%	4.4%	6.9%	8.4%	5.1%	5.4%	3.9%	3.3%	
Education (General Area 10 and Specific Discipline 2102)	16.2%	14.3%	9.1%	14.2%	9.4%	5.7%	18.8%	20.2%	14.3%	
Engineering (General Area 11)	6.1%	2.4%	5.0%	10.4%	3.5%	6.8%	0.5%	1.1%	2.3%	
English (General Area 12)	3.7%	7.9%	5.7%	2.7%	7.4%	4.5%	5.0%	8.5%	7.4%	
Health-related (General Area 15)	6.5%	5.6%	6.1%	3.8%	1.6%	3.9%	9.9%	10.5%	9.5%	
History or Political Science (Specific Discipline 3007,3009)	4.3%	4.6%	6.5%	3.8%	5.4%	7.2%	5.0%	3.7%	5.5%	
Humanities (General Area 14,24)	5.2%	4.5%	7.7%	3.8%	4.9%	8.1%	6.9%	4.1%	7.0%	
Fine Arts (General Area 2,4,22)	9.1%	6.7%	6.5%	8.1%	7.4%	6.6%	10.4%	5.9%	6.3%	
Mathematics or Statistics (General Area 18)	2.8%	4.1%	4.2%	2.7%	5.5%	5.3%	3.0%	2.4%	2.4%	
Physical Sciences (General Area 25)	6.1%	8.0%	7.6%	8.8%	9.8%	10.1%	2.5%	5.8%	3.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.5%	14.0%	15.4%	13.1%	13.3%	14.3%	16.3%	14.8%	17.2%	
Other Technical (General Area 8,19,28)	1.9%	2.2%	2.4%	3.1%	3.1%	3.1%	0.5%	1.1%	1.3%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	10.0%	11.5%	10.4%	7.7%	11.2%	9.4%	12.9%	11.9%	12.1%	
Total(n)	462	4,930	12,964	260	2,554	7,234	202	2,376	5,730	

2010-11 HERI Faculty Survey
Institutional Profile Report
 All Respondents

California State University-Fresno	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)	4.5%	1.2%	1.9%	6.9%	1.6%	2.3%	1.5%	0.7%	1.4%	
Biological Sciences (General Area 5)	4.1%	5.8%	6.5%	5.8%	6.6%	7.2%	2.0%	4.8%	5.5%	
Business (General Area 6)	7.4%	7.4%	5.2%	7.7%	9.8%	6.2%	6.9%	4.6%	3.7%	
Education (General Area 10 and Specific Discipline 2102)	10.8%	9.9%	7.2%	9.6%	6.9%	4.9%	12.4%	13.6%	10.8%	
Engineering (General Area 11)	4.8%	2.3%	5.8%	8.1%	3.6%	8.0%	0.5%	0.7%	2.5%	
English (General Area 12)	3.2%	8.6%	5.8%	1.9%	8.3%	4.7%	5.0%	8.9%	7.5%	
Health-related (General Area 15)	9.7%	7.7%	7.2%	6.9%	2.3%	4.4%	13.4%	14.2%	11.6%	
History or Political Science (Specific Discipline 3007,3009)	4.1%	4.3%	6.1%	4.2%	5.0%	6.6%	4.0%	3.5%	5.4%	
Humanities (General Area 14,24)	4.8%	4.2%	7.5%	3.1%	4.4%	7.7%	6.9%	3.9%	7.3%	
Fine Arts (General Area 2,4,22)	8.9%	6.9%	6.8%	8.5%	7.4%	7.0%	9.4%	6.3%	6.7%	
Mathematics or Statistics (General Area 18)	1.9%	4.7%	4.1%	1.9%	5.9%	5.1%	2.0%	3.1%	2.5%	
Physical Sciences (General Area 25)	6.3%	7.9%	6.7%	9.2%	9.4%	8.8%	2.5%	6.0%	3.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.8%	12.3%	13.3%	11.2%	11.6%	12.2%	14.9%	13.1%	14.9%	
Other Technical (General Area 8,19,28)	2.2%	3.2%	2.5%	3.5%	4.3%	3.3%	0.5%	2.0%	1.2%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.5%	13.7%	13.3%	11.5%	13.1%	11.6%	18.3%	14.4%	15.7%	
Total(n)	462	4,927	12,949	260	2,550	7,225	202	2,377	5,724	

California State University-Fresno	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	59.8%	62.8%	61.9%	54.3%	59.7%	61.1%	66.8%	66.6%	63.2%	
1	18.3%	17.2%	17.8%	17.7%	18.2%	17.7%	19.1%	16.1%	18.0%	
2	16.6%	15.2%	15.3%	20.5%	15.4%	15.0%	11.6%	14.9%	15.8%	
3	3.8%	3.4%	3.5%	5.5%	4.8%	4.2%	1.5%	1.7%	2.3%	
4+	1.5%	1.4%	1.4%	2.0%	1.9%	1.9%	1.0%	0.8%	0.7%	
Total(n)	453	4,888	12,874	254	2,533	7,181	199	2,355	5,693	
18 years or older										
0	55.4%	58.6%	59.7%	53.7%	56.0%	56.1%	57.5%	61.8%	65.1%	
1	12.3%	12.5%	12.4%	10.9%	13.5%	12.3%	14.0%	11.2%	12.5%	
2	19.0%	18.4%	17.6%	19.5%	19.4%	19.6%	18.5%	17.2%	14.5%	
3	7.7%	6.9%	6.5%	8.6%	6.9%	7.3%	6.5%	6.8%	5.4%	
4+	5.7%	3.6%	3.8%	7.4%	4.1%	4.7%	3.5%	3.0%	2.5%	
Total(n)	457	4,901	12,902	257	2,537	7,191	200	2,364	5,711	
How would you characterize your political views?										
Far left	7.3%	9.3%	11.8%	7.5%	9.5%	11.3%	7.1%	9.0%	12.6%	
Liberal	41.2%	47.6%	51.5%	37.6%	42.3%	47.7%	45.9%	54.1%	57.2%	
Middle of the road	35.7%	28.5%	25.7%	37.6%	31.7%	28.3%	33.2%	24.6%	21.6%	
Conservative	15.1%	13.9%	10.7%	16.9%	15.7%	12.2%	12.8%	11.7%	8.3%	
Far right	0.7%	0.7%	0.4%	0.4%	0.8%	0.5%	1.0%	0.6%	0.3%	
Total(n)	451	4,885	12,862	255	2,530	7,176	196	2,355	5,686	
Are you currently: (Mark one)										
Single	10.0%	11.6%	10.7%	8.0%	7.8%	8.0%	12.4%	16.1%	14.8%	
Married	77.3%	73.7%	76.5%	83.1%	80.8%	82.7%	69.7%	65.3%	67.0%	
Unmarried, living with partner	3.7%	5.1%	5.5%	4.2%	4.4%	4.6%	3.0%	5.8%	6.9%	
Divorced	6.9%	6.4%	5.1%	3.4%	4.2%	3.1%	11.4%	8.9%	8.1%	
Widowed	1.3%	1.6%	1.2%	0.4%	0.9%	0.7%	2.5%	2.4%	2.0%	
Separated	0.9%	1.7%	1.1%	0.8%	1.9%	1.0%	1.0%	1.5%	1.2%	
Total(n)	462	4,952	13,016	261	2,565	7,257	201	2,387	5,759	

California State University-Fresno	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	78.9%	90.3%	87.2%	75.5%	89.7%	86.1%	83.3%	91.0%	88.9%	
No	21.1%	9.7%	12.8%	24.5%	10.3%	13.9%	16.7%	9.0%	11.1%	
Total(n)	464	4,957	13,028	261	2,564	7,262	203	2,393	5,766	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	3.1%	2.0%	2.0%	1.5%	2.0%	2.0%	5.0%	2.1%	2.1%	
Asian American/Asian	12.2%	5.8%	5.7%	14.3%	6.5%	6.8%	9.5%	5.0%	3.9%	
Native Hawaiian/Pacific Islander	0.2%	0.1%	0.3%	0.4%	0.1%	0.4%	0.0%	0.2%	0.2%	
African American/Black	2.8%	2.9%	3.5%	1.9%	2.8%	3.3%	4.0%	2.9%	3.8%	
Mexican American/Chicano	6.3%	1.3%	1.4%	5.4%	1.6%	1.5%	7.5%	1.0%	1.2%	
Puerto Rican	0.0%	0.2%	0.4%	0.0%	0.2%	0.3%	0.0%	0.1%	0.6%	
Other Latino	2.8%	1.3%	2.6%	3.1%	1.3%	2.6%	2.5%	1.2%	2.7%	
White/Caucasian	73.4%	89.0%	86.5%	71.8%	88.3%	85.3%	75.5%	89.9%	88.2%	
Other	6.3%	2.4%	3.2%	7.7%	2.5%	3.2%	4.5%	2.4%	3.1%	
Total(n)	459	4,905	12,902	259	2,533	7,182	200	2,372	5,720	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.4%	0.3%	0.5%	0.4%	0.5%	0.5%	0.5%	0.2%	0.4%	
Asian	11.8%	4.8%	5.3%	13.9%	4.9%	6.5%	9.0%	4.5%	3.5%	
Black	1.5%	2.5%	2.8%	1.2%	2.6%	2.6%	2.0%	2.5%	3.2%	
Hispanic	6.8%	1.5%	2.6%	6.2%	1.8%	2.6%	7.5%	1.1%	2.6%	
White	68.8%	84.7%	82.1%	67.2%	83.6%	81.1%	71.0%	86.0%	83.6%	
Other	4.4%	1.7%	2.0%	5.8%	1.7%	2.2%	2.5%	1.6%	1.7%	
Two or more races/ethnicities	6.3%	4.5%	4.7%	5.4%	4.9%	4.6%	7.5%	4.1%	5.0%	
Total (n)	459	4,905	12,902	259	2,533	7,182	200	2,372	5,720	

California State University-Fresno	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	

California State University-Fresno	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	

California State University-Fresno	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	

2010-11 HERI Faculty Survey
Institutional Profile Report
 All Respondents

California State University-Fresno	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	

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Part-time Undergraduate Faculty	113	1,133	2,271	55	505	1,053	58	628	1,218	
What is your principal activity in your current position at this institution?										
Administration	0.9%	1.1%	1.2%	1.8%	1.4%	1.1%	0.0%	1.0%	1.3%	
Teaching	99.1%	96.3%	95.0%	98.2%	96.2%	94.5%	100.0%	96.3%	95.4%	
Research	0.0%	0.7%	1.8%	0.0%	0.8%	2.5%	0.0%	0.6%	1.3%	
Services to clients and patients	0.0%	0.6%	0.9%	0.0%	0.4%	0.8%	0.0%	0.8%	1.0%	
Other	0.0%	1.2%	1.1%	0.0%	1.2%	1.1%	0.0%	1.3%	1.0%	
Total(n)	113	1,133	2,271	55	505	1,053	58	628	1,218	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	113	1,133	2,270	55	505	1,052	58	628	1,218	
<u>PART-TIME ONLY</u>										
If given the choice, I would prefer to work full-time at this institution										
Yes	62.8%	62.1%	59.6%	65.5%	62.3%	59.2%	60.3%	61.9%	60.0%	
No	37.2%	37.9%	40.4%	34.5%	37.7%	40.8%	39.7%	38.1%	40.0%	
Total(n)	113	1,131	2,265	55	504	1,049	58	627	1,216	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	46.9%	51.8%	48.6%	52.7%	52.3%	48.5%	41.4%	51.4%	48.7%	
No	53.1%	48.2%	51.4%	47.3%	47.7%	51.5%	58.6%	48.6%	51.3%	
Total(n)	113	1,133	2,270	55	505	1,052	58	628	1,218	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	39.6%	31.7%	30.9%	44.8%	34.2%	33.4%	33.3%	29.6%	28.7%	
Within the last year	18.9%	15.2%	17.5%	17.2%	14.4%	16.5%	20.8%	15.9%	18.3%	
1 to 2 years ago	9.4%	15.8%	13.1%	10.3%	14.1%	11.2%	8.3%	17.1%	14.8%	
3 to 5 years ago	15.1%	12.5%	14.5%	13.8%	12.2%	14.7%	16.7%	12.8%	14.3%	
More than 5 years ago	17.0%	24.8%	24.0%	13.8%	25.1%	24.2%	20.8%	24.6%	23.9%	
Total(n)	53	584	1,098	29	263	509	24	321	589	

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
My full-time professional career is outside of academia										
Yes	35.7%	31.5%	36.0%	37.0%	38.0%	45.4%	34.5%	26.3%	27.9%	
No	64.3%	68.5%	64.0%	63.0%	62.0%	54.6%	65.5%	73.7%	72.1%	
Total(n)	112	1,117	2,242	54	500	1,040	58	617	1,202	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Agree strongly	51.3%	51.9%	47.8%	50.9%	47.0%	40.3%	51.7%	55.7%	54.3%	
Agree somewhat	29.2%	27.2%	29.1%	29.1%	26.6%	29.5%	29.3%	27.7%	28.7%	
Disagree somewhat	11.5%	12.6%	14.0%	9.1%	15.1%	16.5%	13.8%	10.7%	11.8%	
Disagree strongly	8.0%	8.3%	9.2%	10.9%	11.3%	13.7%	5.2%	5.9%	5.3%	
Total(n)	113	1,132	2,265	55	504	1,049	58	628	1,216	
Mean	3.24	3.23	3.15	3.20	3.09	2.96	3.28	3.33	3.32	
Standard deviation	0.95	0.96	0.98	1.01	1.03	1.06	0.89	0.89	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.09	-	0.11	0.23	-	-0.06	-0.05	
Compensation is not a major consideration in my decision to teach part-time										
Agree strongly	24.1%	19.9%	21.4%	25.5%	23.0%	25.4%	22.8%	17.4%	17.9%	
Agree somewhat	32.1%	32.6%	33.2%	38.2%	33.9%	33.7%	26.3%	31.5%	32.9%	
Disagree somewhat	25.0%	24.3%	24.8%	20.0%	24.6%	23.9%	29.8%	24.1%	25.6%	
Disagree strongly	18.8%	23.2%	20.6%	16.4%	18.5%	17.1%	21.1%	27.0%	23.7%	
Total(n)	112	1,130	2,262	55	504	1,049	57	626	1,213	
Mean	2.62	2.49	2.55	2.73	2.62	2.67	2.51	2.39	2.45	
Standard deviation	1.05	1.05	1.04	1.03	1.03	1.03	1.07	1.06	1.04	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.07	-	0.11	0.06	-	0.11	0.06	

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Part-time teaching is a stepping-stone to a full-time position										
Agree strongly	26.5%	22.9%	20.5%	21.8%	18.1%	16.7%	31.0%	26.7%	23.8%	
Agree somewhat	27.4%	28.5%	27.8%	30.9%	30.8%	29.3%	24.1%	26.7%	26.6%	
Disagree somewhat	15.9%	22.7%	24.7%	16.4%	23.7%	24.9%	15.5%	21.9%	24.5%	
Disagree strongly	30.1%	26.0%	27.0%	30.9%	27.4%	29.1%	29.3%	24.8%	25.1%	
Total(n)	113	1,129	2,259	55	503	1,048	58	626	1,211	
Mean	2.50	2.48	2.42	2.44	2.40	2.34	2.57	2.55	2.49	
Standard deviation	1.18	1.11	1.09	1.15	1.07	1.07	1.22	1.13	1.11	
Significance	-			-			-			
Effect size	-	0.02	0.07	-	0.04	0.09	-	0.02	0.07	
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Agree strongly	35.7%	27.9%	18.9%	31.5%	23.5%	15.8%	39.7%	31.4%	21.6%	
Agree somewhat	10.7%	9.5%	7.4%	11.1%	10.0%	6.7%	10.3%	9.1%	8.0%	
Disagree somewhat	16.1%	10.7%	9.5%	16.7%	11.6%	9.9%	15.5%	10.0%	9.1%	
Disagree strongly	37.5%	51.9%	64.2%	40.7%	55.0%	67.6%	34.5%	49.5%	61.3%	
Total(n)	112	1,130	2,262	54	502	1,047	58	628	1,215	
Mean	2.45	2.13	1.81	2.33	2.02	1.71	2.55	2.22	1.90	
Standard deviation	1.31	1.31	1.20	1.30	1.26	1.13	1.33	1.34	1.24	
Significance	-	*	***	-		***	-		***	
Effect size	-	0.24	0.53	-	0.25	0.55	-	0.25	0.52	
Teaching part-time fits my current lifestyle										
Agree strongly	47.8%	46.2%	48.4%	54.5%	45.5%	46.1%	41.4%	46.7%	50.3%	
Agree somewhat	34.5%	37.1%	36.3%	38.2%	39.8%	40.0%	31.0%	34.9%	33.1%	
Disagree somewhat	6.2%	10.2%	9.5%	3.6%	8.2%	8.5%	8.6%	11.8%	10.3%	
Disagree strongly	11.5%	6.5%	5.8%	3.6%	6.6%	5.3%	19.0%	6.5%	6.3%	
Total(n)	113	1,130	2,261	55	503	1,047	58	627	1,214	
Mean	3.19	3.23	3.27	3.44	3.24	3.27	2.95	3.22	3.28	
Standard deviation	0.99	0.88	0.86	0.74	0.86	0.83	1.13	0.89	0.88	
Significance	-			-			-	*	**	
Effect size	-	-0.05	-0.09	-	0.23	0.20	-	-0.30	-0.38	

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Full-time positions were not available										
Agree strongly	39.3%	40.9%	36.1%	40.0%	36.5%	31.4%	38.6%	44.5%	40.2%	
Agree somewhat	25.0%	23.1%	22.4%	21.8%	24.5%	23.5%	28.1%	21.9%	21.4%	
Disagree somewhat	17.9%	16.0%	17.9%	18.2%	16.2%	19.5%	17.5%	15.7%	16.5%	
Disagree strongly	17.9%	20.0%	23.7%	20.0%	22.7%	25.6%	15.8%	17.9%	22.0%	
Total(n)	112	1,109	2,219	55	493	1,030	57	616	1,189	
Mean	2.86	2.85	2.71	2.82	2.75	2.61	2.89	2.93	2.80	
Standard deviation	1.13	1.16	1.18	1.17	1.17	1.17	1.10	1.15	1.19	
Significance	-			-			-			
Effect size	-	0.01	0.13	-	0.06	0.18	-	-0.03	0.08	
My expertise in my chosen profession is relevant to the course(s) I teach										
Agree strongly	88.5%	84.7%	85.8%	87.3%	85.7%	86.2%	89.7%	83.9%	85.3%	
Agree somewhat	7.1%	12.7%	11.6%	9.1%	12.4%	11.5%	5.2%	13.1%	11.8%	
Disagree somewhat	1.8%	1.7%	1.6%	1.8%	1.2%	1.6%	1.7%	2.1%	1.6%	
Disagree strongly	2.7%	0.9%	1.0%	1.8%	0.8%	0.7%	3.4%	1.0%	1.2%	
Total(n)	113	1,130	2,260	55	502	1,047	58	628	1,213	
Mean	3.81	3.81	3.82	3.82	3.83	3.83	3.81	3.80	3.81	
Standard deviation	0.59	0.49	0.49	0.55	0.46	0.46	0.63	0.51	0.51	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	-0.02	-0.02	-	0.02	0.00	
Mark all institutional resources available to you in your last term as part-time faculty.										
Use of private office	21.2%	18.4%	16.9%	23.6%	18.4%	17.9%	19.0%	18.5%	16.0%	
Shared office space	45.1%	61.9%	54.5%	40.0%	60.4%	51.0%	50.0%	63.1%	57.5%	
A personal computer	30.1%	46.3%	40.7%	27.3%	48.5%	41.7%	32.8%	44.6%	39.8%	
An email account	90.3%	92.5%	89.2%	87.3%	91.9%	88.5%	93.1%	93.0%	89.8%	
A phone/voicemail	42.5%	53.5%	42.9%	40.0%	52.7%	40.4%	44.8%	54.1%	45.2%	
Total(n)	113	1,133	2,271	55	505	1,053	58	628	1,218	

California State University-Fresno	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 the following statements:										
Are given specific training before teaching										
Agree strongly	10.7%	9.8%	12.5%	9.3%	9.4%	10.7%	12.1%	10.1%	14.1%	
Agree somewhat	30.4%	27.9%	27.6%	33.3%	30.0%	28.5%	27.6%	26.2%	26.8%	
Disagree somewhat	32.1%	28.0%	28.4%	35.2%	28.8%	29.8%	29.3%	27.4%	27.2%	
Disagree strongly	26.8%	34.3%	31.5%	22.2%	31.8%	31.0%	31.0%	36.3%	32.0%	
Total(n)	112	1,123	2,251	54	500	1,043	58	623	1,208	
Mean	2.25	2.13	2.21	2.30	2.17	2.19	2.21	2.10	2.23	
Standard deviation	0.97	1.00	1.02	0.92	0.98	0.99	1.02	1.01	1.05	
Significance	-			-			-			
Effect size	-	0.12	0.04	-	0.13	0.11	-	0.11	-0.02	
Rarely get hired into full-time positions										
Agree strongly	24.3%	30.9%	29.7%	16.7%	27.6%	27.1%	31.6%	33.5%	32.0%	
Agree somewhat	36.9%	33.0%	33.5%	44.4%	37.0%	36.7%	29.8%	29.7%	30.8%	
Disagree somewhat	31.5%	28.1%	29.3%	33.3%	26.4%	28.5%	29.8%	29.5%	30.0%	
Disagree strongly	7.2%	8.1%	7.4%	5.6%	9.0%	7.8%	8.8%	7.3%	7.1%	
Total(n)	111	1,092	2,179	54	489	1,015	57	603	1,164	
Mean	2.78	2.87	2.86	2.72	2.83	2.83	2.84	2.89	2.88	
Standard deviation	0.90	0.95	0.93	0.81	0.93	0.92	0.98	0.96	0.94	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.12	-0.12	-	-0.05	-0.04	
Receive respect from students										
Agree strongly	68.1%	61.8%	64.8%	69.1%	63.7%	66.8%	67.2%	60.3%	63.2%	
Agree somewhat	25.7%	33.9%	31.1%	25.5%	33.1%	29.5%	25.9%	34.6%	32.4%	
Disagree somewhat	2.7%	2.8%	2.9%	1.8%	2.0%	2.7%	3.4%	3.5%	3.1%	
Disagree strongly	3.5%	1.4%	1.2%	3.6%	1.2%	1.1%	3.4%	1.6%	1.3%	
Total(n)	113	1,127	2,256	55	502	1,044	58	625	1,212	
Mean	3.58	3.56	3.60	3.60	3.59	3.62	3.57	3.54	3.58	
Standard deviation	0.72	0.62	0.61	0.71	0.59	0.59	0.73	0.64	0.62	
Significance	-			-			-			
Effect size	-	0.03	-0.03	-	0.02	-0.03	-	0.05	-0.02	

California State University-Fresno	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 the following statements:										
Are primarily responsible for introductory classes										
Agree strongly	23.9%	29.6%	26.3%	23.1%	26.3%	22.9%	24.6%	32.3%	29.3%	
Agree somewhat	28.4%	32.6%	33.4%	38.5%	35.9%	35.1%	19.3%	29.9%	32.0%	
Disagree somewhat	31.2%	24.6%	26.4%	28.8%	24.8%	27.7%	33.3%	24.4%	25.2%	
Disagree strongly	16.5%	13.2%	13.9%	9.6%	13.0%	14.4%	22.8%	13.4%	13.5%	
Total(n)	109	1,118	2,235	52	499	1,037	57	619	1,198	
Mean	2.60	2.79	2.72	2.75	2.75	2.66	2.46	2.81	2.77	
Standard deviation	1.03	1.01	1.00	0.93	0.99	0.98	1.10	1.03	1.02	
Significance	-			-			-	*	*	
Effect size	-	-0.19	-0.12	-	0.00	0.09	-	-0.34	-0.30	
Have no guarantee of employment security										
Agree strongly	56.6%	56.3%	55.6%	63.6%	59.0%	57.5%	50.0%	54.2%	53.9%	
Agree somewhat	25.7%	30.2%	30.7%	23.6%	28.7%	29.9%	27.6%	31.4%	31.3%	
Disagree somewhat	12.4%	10.7%	10.5%	9.1%	9.8%	9.4%	15.5%	11.4%	11.5%	
Disagree strongly	5.3%	2.8%	3.2%	3.6%	2.6%	3.2%	6.9%	3.0%	3.2%	
Total(n)	113	1,126	2,247	55	502	1,040	58	624	1,207	
Mean	3.34	3.40	3.39	3.47	3.44	3.42	3.21	3.37	3.36	
Standard deviation	0.89	0.79	0.80	0.81	0.77	0.79	0.95	0.80	0.81	
Significance	-			-			-			
Effect size	-	0	0	-	0	0	-	0	0	
Have access to support services										
Agree strongly	0	0	0	0	0	0	0	0	0	
Agree somewhat	0.37	0.45	0.44	0.33	0.47	0.45	0.41	0.43	0.42	
Disagree somewhat	16.8%	12.3%	12.1%	16.4%	11.7%	11.5%	17.2%	12.8%	12.6%	
Disagree strongly	5.3%	4.4%	4.7%	5.5%	2.8%	3.2%	5.2%	5.8%	5.9%	
Total(n)	11300.0%	112800.0%	226100.0%	5500.0%	50300.0%	104800.0%	5800.0%	62500.0%	121300.0%	
Mean	3.13	3.17	3.18	3.18	3.21	3.22	3.09	3.14	3.15	
Standard deviation	0.9	0.8	0.8	0.9	0.8	0.8	0.9	0.9	0.9	
Significance	-			-			-			
Effect size	-	-4.9%	-6.1%	-	-3.9%	-5.2%	-	-5.9%	-7.0%	

California State University-Fresno	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 the following statements:										
Are compensated for advising/counseling students										
Agree strongly	0.05	0.05	0.05	0.06	0.05	0.03	0.04	0.05	0.06	
Agree somewhat	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	
Disagree somewhat	36.9%	35.8%	36.0%	35.2%	39.2%	39.2%	38.6%	33.0%	33.3%	
Disagree strongly	45.0%	47.1%	45.9%	48.1%	42.9%	43.2%	42.1%	50.5%	48.3%	
Total(n)	111.00	1115.00	2225.00	54.00	497.00	1031.00	57.00	618.00	1194.00	
Mean	1.8	1.8	1.8	1.7	1.8	1.8	1.8	1.7	1.8	
Standard deviation	85.0%	85.0%	85.0%	87.0%	84.0%	81.0%	83.0%	85.0%	88.0%	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	-0.07	-0.05	-	0.12	0.06	
Are required to attend meetings										
Agree strongly	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	
Agree somewhat	25.7%	23.5%	25.8%	23.6%	22.8%	25.0%	27.6%	24.1%	26.5%	
Disagree somewhat	36.3%	34.7%	34.5%	36.4%	38.1%	36.5%	36.2%	31.9%	32.7%	
Disagree strongly	0.30	0.30	0.29	0.33	0.31	0.30	0.28	0.30	0.27	
Total(n)	113.0	1130.0	2258.0	55.0	504.0	1046.0	58.0	626.0	1212.0	
Mean	212.0%	216.0%	220.0%	205.0%	209.0%	212.0%	217.0%	221.0%	227.0%	
Standard deviation	93.0%	98.0%	98.0%	93.0%	93.0%	94.0%	94.0%	102.0%	101.0%	
Significance	-			-			-			
Effect size	-	0.0	-0.1	-	0.0	-0.1	-	0.0	-0.1	
Have good working relationships with the administration										
Agree strongly	46.4%	41.3%	42.6%	45.5%	41.7%	43.2%	47.4%	41.0%	42.1%	
Agree somewhat	42.0%	44.2%	43.1%	40.0%	44.9%	42.7%	43.9%	43.6%	43.5%	
Disagree somewhat	10.7%	11.0%	10.7%	14.5%	9.8%	10.3%	7.0%	11.9%	11.1%	
Disagree strongly	0.9%	3.6%	3.6%	0.0%	3.6%	3.7%	1.8%	3.5%	3.4%	
Total(n)	112	1,123	2,251	55	499	1,041	57	624	1,210	
Mean	3.34	3.23	3.25	3.31	3.25	3.25	3.37	3.22	3.24	
Standard deviation	0.70	0.78	0.78	0.72	0.77	0.79	0.70	0.79	0.78	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	0.08	0.08	-	0.19	0.17	

California State University-Fresno	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 the following statements:										
Are respected by full-time faculty										
Agree strongly	44.2%	36.8%	37.1%	43.6%	39.7%	38.8%	44.8%	34.4%	35.7%	
Agree somewhat	34.5%	43.5%	42.2%	40.0%	45.5%	43.3%	29.3%	41.9%	41.4%	
Disagree somewhat	13.3%	13.2%	13.9%	7.3%	9.6%	12.1%	19.0%	16.1%	15.4%	
Disagree strongly	8.0%	6.5%	6.7%	9.1%	5.2%	5.9%	6.9%	7.5%	7.5%	
Total(n)	113	1,128	2,256	55	501	1,042	58	627	1,214	
Mean	3.15	3.11	3.10	3.18	3.20	3.15	3.12	3.03	3.05	
Standard deviation	0.94	0.86	0.88	0.92	0.81	0.85	0.96	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	-0.02	0.04	-	0.10	0.08	
Besides this institution, at how many other institutions do you teach?										
Mean	0.0	1.0	1.0	0.0	1.0	1.0	1.0	1.0	1.0	
Median	0	0	0	0	0	0	0	0	0	
Total(n)	111	1,119	2,239	54	497	1,034	57	622	1,205	
END OF PART-TIME ONLY										

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What is your present academic rank?										
Professor	7.1%	6.4%	7.6%	10.9%	6.9%	9.4%	3.4%	6.0%	6.1%	
Associate professor	0.0%	1.9%	4.3%	0.0%	2.2%	5.2%	0.0%	1.6%	3.5%	
Assistant professor	0.9%	2.9%	5.9%	1.8%	3.2%	6.1%	0.0%	2.6%	5.7%	
Lecturer	67.3%	52.5%	39.1%	63.6%	52.3%	39.1%	70.7%	52.6%	39.0%	
Instructor	24.8%	36.4%	43.1%	23.6%	35.4%	40.2%	25.9%	37.2%	45.6%	
Total(n)	113	1,113	2,140	55	495	981	58	618	1,159	
What is your tenure status at this institution?										
Tenured	5.3%	4.1%	3.6%	7.3%	4.2%	4.1%	3.4%	4.1%	3.3%	
On tenure track, but not tenured	1.8%	0.4%	0.6%	3.6%	0.6%	0.8%	0.0%	0.3%	0.4%	
Not on tenure track, but institution has tenure system	89.4%	92.5%	92.2%	87.3%	92.1%	91.4%	91.4%	92.9%	92.8%	
Institution has no tenure system	3.5%	2.9%	3.6%	1.8%	3.0%	3.7%	5.2%	2.8%	3.5%	
Total(n)	113	1,112	2,143	55	496	987	58	616	1,156	
Are you currently serving in an administrative position as:										
Department chair	0.0%	0.3%	0.3%	0.0%	0.4%	0.2%	0.0%	0.2%	0.3%	
Dean (associate or assistant)	0.0%	0.1%	0.3%	0.0%	0.0%	0.3%	0.0%	0.2%	0.2%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	5.3%	3.7%	4.7%	10.9%	4.2%	4.6%	0.0%	3.3%	4.8%	
Not applicable	93.8%	93.4%	91.3%	90.9%	93.1%	91.7%	96.6%	93.6%	90.9%	

California State University-Fresno	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.)	10.6%	6.8%	6.7%	10.9%	9.1%	8.6%	10.3%	4.9%	5.1%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	62.8%	59.5%	55.6%	58.2%	52.7%	49.6%	67.2%	65.0%	60.9%	
LL.B., J.D.	2.7%	3.1%	4.0%	3.6%	4.2%	5.8%	1.7%	2.2%	2.5%	
M.D., D.D.S. (or equivalent)	0.9%	0.5%	1.5%	0.0%	0.6%	2.2%	1.7%	0.5%	0.9%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.9%	0.5%	0.7%	0.0%	0.2%	0.9%	1.7%	0.8%	0.7%	
Ed.D.	4.4%	2.8%	3.8%	3.6%	2.8%	3.2%	5.2%	2.9%	4.3%	
Ph.D.	15.9%	23.7%	25.2%	21.8%	26.9%	27.0%	10.3%	21.0%	23.6%	
Other degree	0.9%	2.6%	2.0%	1.8%	3.0%	2.1%	0.0%	2.4%	1.9%	
None	0.9%	0.4%	0.4%	0.0%	0.6%	0.7%	1.7%	0.3%	0.2%	
Total(n)	113	1,133	2,269	55	505	1,053	58	628	1,216	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	1.1%	0.5%	0.6%	0.0%	0.7%	0.7%	2.2%	0.4%	0.5%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	2.2%	4.0%	3.5%	4.3%	5.5%	4.1%	0.0%	2.8%	2.9%	
LL.B., J.D.	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
M.D., D.D.S. (or equivalent)	1.1%	0.1%	0.1%	0.0%	0.0%	0.0%	2.2%	0.2%	0.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	
Ed.D.	2.2%	2.2%	2.2%	0.0%	1.0%	1.4%	4.3%	3.2%	3.0%	
Ph.D.	8.6%	10.7%	9.6%	12.8%	12.1%	10.2%	4.3%	9.6%	9.1%	
Other degree	3.2%	2.5%	3.0%	4.3%	2.4%	2.5%	2.2%	2.6%	3.4%	
None	81.7%	79.5%	80.6%	78.7%	77.9%	80.6%	84.8%	80.8%	80.7%	
Total(n)	93	921	1,819	47	420	872	46	501	947	

California State University-Fresno	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	23.2%	23.5%	23.9%	21.8%	21.8%	23.1%	24.6%	24.9%	24.5%	
Very important	29.5%	32.2%	33.0%	30.9%	35.0%	33.5%	28.1%	29.9%	32.5%	
Somewhat important	33.0%	32.3%	31.6%	30.9%	28.7%	30.0%	35.1%	35.1%	33.0%	
Not important	14.3%	12.0%	11.6%	16.4%	14.5%	13.4%	12.3%	10.1%	10.0%	
Total(n)	112	1,131	2,268	55	505	1,053	57	626	1,215	
Teaching										
Essential	76.1%	74.3%	72.1%	70.9%	70.5%	68.8%	81.0%	77.4%	75.0%	
Very important	22.1%	23.7%	24.7%	29.1%	27.1%	27.3%	15.5%	20.9%	22.5%	
Somewhat important	1.8%	2.0%	3.0%	0.0%	2.4%	3.7%	3.4%	1.8%	2.4%	
Not important	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	
Total(n)	113	1,133	2,271	55	505	1,053	58	628	1,218	
Service										
Essential	38.4%	28.9%	30.3%	34.5%	25.2%	27.9%	42.1%	31.8%	32.4%	
Very important	36.6%	42.2%	41.8%	38.2%	42.3%	41.4%	35.1%	42.1%	42.1%	
Somewhat important	17.9%	24.4%	22.8%	18.2%	26.6%	24.2%	17.5%	22.6%	21.5%	
Not important	7.1%	4.6%	5.1%	9.1%	6.0%	6.4%	5.3%	3.5%	4.0%	
Total(n)	112	1,129	2,264	55	504	1,052	57	625	1,212	

California State University-Fresno	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	5.4%	8.0%	10.1%	3.7%	8.3%	10.2%	7.0%	7.7%	10.0%	Civic Minded Practice
Taught an interdisciplinary course	21.4%	29.4%	30.6%	25.5%	29.3%	30.5%	17.5%	29.6%	30.7%	
Taught an ethnic studies course	2.7%	9.1%	8.8%	0.0%	8.6%	9.1%	5.3%	9.6%	8.5%	
Taught a women's studies course	3.6%	5.9%	5.0%	1.9%	2.8%	2.4%	5.3%	8.5%	7.2%	
Taught a service learning course	16.2%	14.1%	13.9%	18.5%	12.0%	11.7%	14.0%	15.8%	15.9%	
Taught an exclusively web-based course at this	8.1%	12.0%	17.1%	11.1%	11.4%	15.3%	5.3%	12.6%	18.7%	
Participated in a teaching enhancement workshop	39.6%	47.7%	45.6%	33.3%	42.2%	39.5%	45.6%	52.0%	50.8%	
Advised student groups involved in service/volunteer work	30.4%	26.8%	26.4%	31.5%	24.3%	24.3%	29.3%	28.8%	28.2%	
Collaborated with the local community in research/teaching	35.1%	33.8%	32.1%	35.2%	30.7%	29.3%	35.1%	36.2%	34.5%	
Conducted research or writing focused on international/global issues	7.1%	17.5%	17.2%	7.3%	20.3%	19.6%	7.0%	15.2%	15.1%	
Conducted research or writing focused on racial or ethnic minorities	9.9%	16.0%	14.2%	11.1%	15.8%	13.7%	8.8%	16.2%	14.6%	
Conducted research or writing focused on women and gender issues	8.1%	13.7%	13.6%	5.6%	9.0%	9.6%	10.5%	17.4%	17.1%	
Engaged undergraduates on <u>your</u> research project	9.0%	16.6%	16.4%	11.1%	18.9%	18.5%	7.0%	14.7%	14.6%	
Worked with undergraduates on a research project	28.8%	29.8%	30.4%	27.8%	32.1%	32.4%	29.8%	28.0%	28.6%	
Engaged in academic research that spans multiple disciplines	26.8%	32.2%	33.9%	27.3%	34.8%	36.1%	26.3%	30.1%	32.0%	
Taught a seminar for first-year students	17.1%	19.7%	20.5%	16.7%	15.7%	17.0%	17.5%	23.0%	23.5%	
Taught a capstone course	11.7%	13.3%	14.9%	11.1%	14.1%	16.3%	12.3%	12.6%	13.7%	
Taught in a learning community (e.g., FIG, linked courses)	6.3%	7.2%	8.0%	5.6%	5.8%	6.6%	7.0%	8.3%	9.2%	
Supervised an undergraduate thesis	7.2%	8.0%	7.5%	9.3%	9.6%	7.9%	5.3%	6.7%	7.1%	
Published op-ed pieces or editorials	8.1%	14.4%	14.3%	13.0%	18.3%	17.7%	3.5%	11.2%	11.4%	
Received funding for your work from foundations	11.7%	9.0%	8.2%	13.0%	8.8%	7.7%	10.5%	9.1%	8.6%	
Received funding for your work from state or federal government	10.8%	10.1%	9.8%	13.0%	10.8%	10.9%	8.8%	9.6%	8.8%	
Received funding for your work from business or industry	2.7%	5.4%	6.4%	5.6%	6.4%	8.6%	0.0%	4.6%	4.5%	
Total(n)	111	1,126	2,252	54	502	1,042	57	624	1,210	

California State University-Fresno	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	2.5	3.0	2.0	2.2	2.0	2.0	2.9	3.0	2.0	
Median	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	
Mode	1	1	1	1	1	1	2	1	1	
Total(n)	112	1,130	2,267	55	504	1,051	57	626	1,216	
Teach at least one course this term at another institution	20.4%	23.1%	22.8%	14.5%	19.4%	20.0%	25.9%	26.1%	25.2%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	31.9%	31.6%	23.8%	36.4%	30.1%	21.0%	27.6%	32.8%	26.2%	
Mean student enrollment	43.1	38.9	40.3	36.9	38.9	41.1	50.9	39.0	39.7	
Have teaching/lab assistant or reader/grader assigned	7.0%	759.0%	1137.0%	11.0%	750.0%	962.0%	2.1%	765.0%	1257.0%	
Course required for an undergraduate major										
Teach at least one course	53.1%	51.6%	48.4%	49.1%	53.7%	48.1%	56.9%	50.0%	48.6%	
Mean student enrollment	33.5	29.9	29.9	39.9	31.8	31.2	28.3	28.2	28.7	
Have teaching/lab assistant or reader/grader assigned	5.4%	917.0%	1194.0%	7.4%	1058.0%	1310.0%	3.8%	796.0%	1094.0%	
Other undergraduate course										
Teach at least one course	8.8%	19.2%	18.0%	10.9%	20.0%	18.5%	6.9%	18.5%	17.5%	
Mean student enrollment	30.3	23.8	25.4	32.8	23.7	27.0	26.7	23.8	24.0	
Have teaching/lab assistant or reader/grader assigned	0.0%	691.0%	956.0%	0.0%	941.0%	1128.0%	0.0%	474.0%	798.0%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.9%	2.8%	1.6%	0.0%	2.0%	1.0%	1.7%	3.5%	2.1%	
Mean student enrollment	185.0	27.9	29.9	.	26.8	26.8	185.0	28.4	31.3	
Have teaching/lab assistant or reader/grader assigned	100.0%	4193.0%	3727.0%	.	5250.0%	4773.0%	100.0%	3712.0%	3267.0%	
Non-credit course (other than above)										
Teach at least one course	0.9%	0.5%	0.9%	0.0%	0.0%	0.6%	1.7%	1.0%	1.2%	
Mean student enrollment	33.0	25.8	18.6	.	.	19.7	33.0	25.8	18.2	
Have teaching/lab assistant or reader/grader assigned	100.0%	2500.0%	952.0%	.	.	0.0%	100.0%	2500.0%	1333.0%	
Graduate course										
Teach at least one course	17.7%	12.7%	18.8%	14.5%	11.7%	19.7%	20.7%	13.5%	18.1%	
Mean student enrollment	13.9	17.9	22.5	13.3	18.7	24.1	14.3	17.3	20.9	
Have teaching/lab assistant or reader/grader assigned	6.3%	770.0%	1016.0%	12.5%	763.0%	1131.0%	2.1%	775.0%	909.0%	

California State University-Fresno	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	100.0%	71.9%	53.1%	100.0%	72.0%	50.0%	100.0%	71.9%	56.7%	
Graduate courses	0.0%	8.8%	24.8%	0.0%	8.0%	26.9%	0.0%	9.4%	22.4%	
Non-credit courses	0.0%	0.0%	2.8%	0.0%	0.0%	2.6%	0.0%	0.0%	3.0%	
I do not teach	0.0%	19.3%	19.3%	0.0%	20.0%	20.5%	0.0%	18.8%	17.9%	
Total(n)	4	57	145	2	25	78	2	32	67	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	9.7%	10.4%	8.7%	7.3%	7.9%	6.2%	12.1%	12.4%	10.8%	
Writing	16.8%	19.2%	16.6%	16.4%	16.6%	13.5%	17.2%	21.2%	19.3%	
Mathematics	3.5%	6.2%	4.9%	3.6%	7.9%	5.8%	3.4%	4.8%	4.1%	
ESL	0.9%	3.3%	3.0%	1.8%	2.8%	2.6%	0.0%	3.7%	3.4%	
General academic skills	13.3%	14.0%	11.7%	10.9%	13.9%	10.8%	15.5%	14.2%	12.5%	
Other subject areas	19.5%	13.1%	11.7%	18.2%	13.3%	10.7%	20.7%	12.9%	12.5%	
Total(n)	113	1,133	2,271	55	505	1,053	58	628	1,218	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	13.4%	15.1%	14.6%	14.5%	12.7%	12.4%	12.3%	17.1%	16.5%	
No	52.7%	52.7%	54.3%	52.7%	57.9%	58.9%	52.6%	48.6%	50.4%	
Not eligible	27.7%	22.1%	22.2%	29.1%	19.2%	20.3%	26.3%	24.4%	23.8%	
Not available	6.3%	10.0%	8.9%	3.6%	10.1%	8.5%	8.8%	9.9%	9.3%	
Total(n)	112	1,130	2,264	55	504	1,051	57	626	1,213	
Paid sabbatical leave										
Yes	6.3%	3.3%	3.1%	9.1%	3.8%	4.1%	3.5%	2.9%	2.3%	
No	40.2%	36.3%	39.1%	36.4%	40.5%	43.0%	43.9%	33.0%	35.7%	
Not eligible	47.3%	51.5%	49.2%	49.1%	46.8%	44.9%	45.6%	55.2%	53.0%	
Not available	6.3%	8.9%	8.5%	5.5%	8.9%	8.0%	7.0%	8.9%	9.0%	
Total(n)	112	1,131	2,263	55	504	1,050	57	627	1,213	
Travel funds paid by the institution										
Yes	17.0%	17.7%	18.6%	23.6%	18.7%	19.0%	10.5%	16.9%	18.2%	
No	41.1%	40.9%	42.1%	32.7%	45.4%	45.4%	49.1%	37.2%	39.2%	
Not eligible	35.7%	33.8%	32.1%	38.2%	28.8%	28.8%	33.3%	37.9%	34.9%	
Not available	6.3%	7.6%	7.2%	5.5%	7.1%	6.8%	7.0%	8.0%	7.7%	
Total(n)	112	1,130	2,264	55	504	1,051	57	626	1,213	

California State University-Fresno	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	11.6%	7.4%	7.0%	16.4%	9.2%	8.6%	7.0%	6.1%	5.6%	
No	51.8%	52.4%	54.6%	45.5%	56.4%	57.3%	57.9%	49.3%	52.3%	
Not eligible	28.6%	32.5%	31.2%	30.9%	27.1%	27.8%	26.3%	36.8%	34.1%	
Not available	8.0%	7.6%	7.2%	7.3%	7.4%	6.3%	8.8%	7.8%	7.9%	
Total(n)	112	1,129	2,260	55	502	1,047	57	627	1,213	
Training for administrative leadership										
Yes	6.3%	3.3%	3.9%	9.1%	4.8%	4.5%	3.5%	2.1%	3.4%	
No	55.4%	56.2%	57.2%	52.7%	61.8%	61.6%	57.9%	51.7%	53.4%	
Not eligible	32.1%	31.1%	29.8%	32.7%	25.3%	26.0%	31.6%	35.7%	33.1%	
Not available	6.3%	9.5%	9.1%	5.5%	8.2%	7.8%	7.0%	10.5%	10.1%	
Total(n)	112	1,129	2,260	55	502	1,048	57	627	1,212	
Received incentives to develop new courses										
Yes	7.1%	8.0%	10.0%	10.9%	9.7%	10.9%	3.5%	6.5%	9.2%	
No	62.5%	58.4%	58.4%	60.0%	61.5%	62.0%	64.9%	55.8%	55.2%	
Not eligible	24.1%	23.3%	22.0%	25.5%	20.0%	19.5%	22.8%	25.8%	24.1%	
Not available	6.3%	10.4%	9.7%	3.6%	8.7%	7.6%	8.8%	11.8%	11.5%	
Total(n)	112	1,131	2,263	55	504	1,050	57	627	1,213	
Received incentives to integrate new technology into your classroom										
Yes	9.8%	8.7%	9.3%	9.1%	9.4%	8.9%	10.5%	8.1%	9.7%	
No	60.7%	60.3%	61.3%	61.8%	63.9%	65.5%	59.6%	57.3%	57.6%	
Not eligible	20.5%	20.2%	19.4%	20.0%	17.5%	17.8%	21.1%	22.4%	20.9%	
Not available	8.9%	10.8%	10.0%	9.1%	9.2%	7.8%	8.8%	12.1%	11.8%	
Total(n)	112	1,128	2,259	55	502	1,047	57	626	1,212	

California State University-Fresno	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	58.9%	55.6%	54.1%	41.8%	50.0%	49.2%	75.4%	60.1%	58.2%	
1-2	18.8%	20.6%	21.1%	21.8%	19.6%	19.6%	15.8%	21.4%	22.4%	
3-4	6.3%	9.0%	9.3%	9.1%	11.5%	11.0%	3.5%	7.0%	7.9%	
5-10	8.0%	7.9%	7.6%	12.7%	7.7%	8.4%	3.5%	8.0%	7.0%	
11-20	4.5%	2.9%	3.0%	7.3%	4.0%	3.8%	1.8%	2.1%	2.4%	
21-50	2.7%	2.6%	3.0%	5.5%	4.4%	4.5%	0.0%	1.1%	1.6%	
51+	0.9%	1.4%	1.9%	1.8%	2.8%	3.5%	0.0%	0.3%	0.5%	
Total(n)	112	1,130	2,268	55	504	1,052	57	626	1,216	
Mean	1.92	1.95	2.01	2.45	2.20	2.25	1.40	1.75	1.80	
Standard deviation	1.43	1.41	1.47	1.69	1.62	1.68	0.86	1.17	1.23	
Significance	-			-			-	*	*	
Effect size	-	-0.02	-0.06	-	0.15	0.12	-	-0.30	-0.33	
Chapters in edited volumes										Scholarly Productivity
None	81.3%	80.0%	78.3%	69.1%	76.8%	75.7%	93.0%	82.5%	80.5%	
1-2	16.1%	12.5%	13.0%	25.5%	15.2%	13.9%	7.0%	10.4%	12.3%	
3-4	1.8%	4.9%	5.2%	3.6%	5.6%	5.7%	0.0%	4.3%	4.7%	
5-10	0.9%	1.4%	2.1%	1.8%	0.8%	2.5%	0.0%	1.9%	1.8%	
11-20	0.0%	1.0%	1.0%	0.0%	1.4%	1.5%	0.0%	0.6%	0.6%	
21-50	0.0%	0.2%	0.3%	0.0%	0.2%	0.6%	0.0%	0.2%	0.1%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	112	1,124	2,256	55	500	1,046	57	624	1,210	
Mean	1.22	1.31	1.36	1.38	1.35	1.42	1.07	1.28	1.30	
Standard deviation	0.51	0.74	0.81	0.65	0.77	0.91	0.26	0.72	0.71	
Significance	-			-			-	*	*	
Effect size	-	-0.12	-0.17	-	0.04	-0.04	-	-0.29	-0.32	

California State University-Fresno	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	79.5%	80.5%	78.1%	69.1%	77.9%	74.5%	89.5%	82.7%	81.3%	
1-2	17.0%	13.3%	14.7%	25.5%	14.3%	16.5%	8.8%	12.5%	13.2%	
3-4	1.8%	3.6%	3.8%	3.6%	3.8%	4.2%	0.0%	3.4%	3.4%	
5-10	1.8%	1.4%	2.3%	1.8%	2.2%	3.2%	1.8%	0.8%	1.5%	
11-20	0.0%	0.8%	0.8%	0.0%	1.4%	1.1%	0.0%	0.3%	0.4%	
21-50	0.0%	0.3%	0.2%	0.0%	0.4%	0.4%	0.0%	0.2%	0.1%	
51+	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.1%	
Total(n)	112	1,125	2,258	55	502	1,049	57	623	1,209	
Mean	1.26	1.30	1.34	1.38	1.36	1.42	1.14	1.25	1.27	
Standard deviation	0.58	0.74	0.77	0.65	0.83	0.87	0.48	0.65	0.67	
Significance	-			-			-			
Effect size	-	-0.05	-0.10	-	0.02	-0.05	-	-0.17	-0.19	
Other, such as patents or computer software products										
None	94.6%	91.6%	90.9%	94.5%	88.2%	86.5%	94.7%	94.4%	94.7%	
1-2	1.8%	4.2%	4.9%	1.8%	6.0%	7.3%	1.8%	2.7%	2.8%	
3-4	0.0%	0.9%	1.2%	0.0%	1.2%	1.8%	0.0%	0.6%	0.7%	
5-10	0.0%	0.8%	1.2%	0.0%	1.0%	1.8%	0.0%	0.6%	0.7%	
11-20	1.8%	1.4%	1.0%	1.8%	2.6%	1.7%	1.8%	0.5%	0.4%	
21-50	0.9%	0.4%	0.4%	1.8%	0.6%	0.6%	0.0%	0.3%	0.2%	
51+	0.9%	0.6%	0.4%	0.0%	0.4%	0.4%	1.8%	0.8%	0.5%	
Total(n)	112	1,124	2,256	55	501	1,048	57	623	1,208	
Mean	1.19	1.20	1.19	1.18	1.27	1.28	1.19	1.14	1.12	
Standard deviation	0.91	0.82	0.76	0.86	0.91	0.89	0.95	0.73	0.62	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	-0.10	-0.11	-	0.07	0.11	

California State University-Fresno	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	85.7%	78.5%	79.1%	83.6%	78.6%	80.2%	87.7%	78.5%	78.2%	
1-2	6.3%	8.2%	8.6%	7.3%	6.5%	6.7%	5.3%	9.6%	10.1%	
3-4	1.8%	5.0%	4.7%	1.8%	5.6%	4.7%	1.8%	4.5%	4.7%	
5-10	3.6%	3.9%	4.0%	3.6%	4.0%	4.2%	3.5%	3.8%	3.9%	
11-20	0.9%	1.8%	1.3%	0.0%	1.8%	1.0%	1.8%	1.8%	1.6%	
21-50	0.0%	1.4%	1.1%	0.0%	1.8%	1.5%	0.0%	1.1%	0.8%	
51+	1.8%	1.2%	1.1%	3.6%	1.8%	1.6%	0.0%	0.8%	0.7%	
Total(n)	112	1,131	2,268	55	504	1,052	57	627	1,216	
Mean	1.35	1.51	1.48	1.44	1.56	1.50	1.26	1.47	1.46	
Standard deviation	1.06	1.20	1.15	1.27	1.31	1.23	0.81	1.12	1.07	
Significance	-			-			-			
Effect size	-	-0.13	-0.11	-	-0.09	-0.05	-	-0.19	-0.19	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	79.5%	69.0%	66.7%	69.1%	64.2%	62.4%	89.5%	72.8%	70.4%	
1-2	16.1%	20.8%	21.5%	21.8%	23.5%	23.2%	10.5%	18.7%	20.1%	
3-4	2.7%	6.3%	6.9%	5.5%	7.6%	8.0%	0.0%	5.3%	5.9%	
5-10	1.8%	2.7%	3.5%	3.6%	3.4%	4.8%	0.0%	2.1%	2.4%	
11-20	0.0%	0.6%	0.7%	0.0%	0.8%	0.8%	0.0%	0.5%	0.6%	
21-50	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	
51+	0.0%	0.4%	0.4%	0.0%	0.4%	0.6%	0.0%	0.5%	0.3%	
Total(n)	112	1,129	2,265	55	503	1,050	57	626	1,215	
Mean	1.27	1.47	1.53	1.44	1.55	1.61	1.11	1.41	1.45	
Standard deviation	0.60	0.88	0.93	0.76	0.93	1.00	0.31	0.84	0.86	
Significance	-	*	**	-			-	**	**	
Effect size	-	-0.23	-0.28	-	-0.12	-0.17	-	-0.36	-0.40	Scholarly Productivity

California State University-Fresno	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	46.8%	45.1%	45.6%	65.4%	51.9%	48.9%	29.8%	39.6%	42.7%	
To some extent	43.1%	44.5%	44.5%	30.8%	38.6%	40.2%	54.4%	49.3%	48.2%	
Not at all	10.1%	10.4%	9.9%	3.8%	9.5%	10.9%	15.8%	11.1%	9.0%	
Total(n)	109	1,118	2,245	52	497	1,040	57	621	1,205	
Mean	2.37	2.35	2.36	2.62	2.42	2.38	2.14	2.29	2.34	
Standard deviation	0.66	0.66	0.65	0.57	0.66	0.67	0.67	0.65	0.64	
Significance	-			-	*	*	-		*	
Effect size	-	0.03	0.02	-	0.30	0.36	-	-0.23	-0.31	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	57.5%	49.6%	52.0%	52.7%	55.6%	56.7%	62.1%	44.9%	47.8%	
To some extent	33.6%	42.3%	40.5%	41.8%	39.5%	37.5%	25.9%	44.6%	43.0%	
Not at all	8.8%	8.0%	7.6%	5.5%	5.0%	5.7%	12.1%	10.5%	9.2%	
Total(n)	113	1,132	2,269	55	504	1,052	58	628	1,217	
Mean	2.49	2.42	2.44	2.47	2.51	2.51	2.50	2.34	2.39	
Standard deviation	0.66	0.64	0.63	0.60	0.59	0.60	0.71	0.66	0.65	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	-0.07	-0.07	-	0.24	0.17	
Experience close alignment between your work and your personal values										
To a great extent	72.6%	69.2%	73.4%	72.7%	69.3%	73.1%	72.4%	69.1%	73.7%	
To some extent	26.5%	29.2%	24.9%	25.5%	29.3%	25.5%	27.6%	29.1%	24.3%	
Not at all	0.9%	1.6%	1.7%	1.8%	1.4%	1.3%	0.0%	1.8%	2.0%	
Total(n)	113	1,133	2,270	55	505	1,053	58	628	1,217	
Mean	2.72	2.68	2.72	2.71	2.68	2.72	2.72	2.67	2.72	
Standard deviation	0.47	0.50	0.49	0.50	0.50	0.48	0.45	0.51	0.49	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	0.06	-0.02	-	0.10	0.00	

California State University-Fresno	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	21.4%	24.7%	24.3%	21.8%	21.8%	21.8%	21.1%	27.1%	26.5%	
To some extent	36.6%	36.1%	35.8%	34.5%	33.9%	33.3%	38.6%	37.9%	37.9%	
Not at all	42.0%	39.2%	39.9%	43.6%	44.4%	44.9%	40.4%	35.0%	35.6%	
Total(n)	112	1,128	2,262	55	505	1,051	57	623	1,211	
Mean	1.79	1.86	1.84	1.78	1.77	1.77	1.81	1.92	1.91	
Standard deviation	0.77	0.79	0.79	0.79	0.78	0.78	0.77	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.09	-0.06	-	0.01	0.01	-	-0.14	-0.13	
Mentor new faculty										
To a great extent	4.5%	7.1%	7.4%	3.6%	7.3%	7.1%	5.3%	6.9%	7.6%	
To some extent	31.3%	31.5%	31.3%	32.7%	29.5%	29.7%	29.8%	33.1%	32.8%	
Not at all	64.3%	61.5%	61.3%	63.6%	63.2%	63.2%	64.9%	60.1%	59.7%	
Total(n)	112	1,131	2,266	55	505	1,051	57	626	1,215	
Mean	1.40	1.46	1.46	1.40	1.44	1.44	1.40	1.47	1.48	
Standard deviation	0.58	0.62	0.63	0.56	0.63	0.62	0.59	0.62	0.63	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.06	-0.06	-	-0.11	-0.13	

California State University-Fresno	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	97.2%	96.7%	94.0%	96.3%	96.6%	92.7%	98.2%	96.8%	95.1%	
Occasionally	2.8%	1.8%	2.6%	3.7%	2.4%	3.3%	1.8%	1.3%	2.0%	
Not at all	0.0%	1.5%	3.4%	0.0%	1.0%	3.9%	0.0%	1.9%	3.0%	
Total(n)	109	1,113	2,195	54	496	1,018	55	617	1,177	
Mean	2.97	2.95	2.91	2.96	2.96	2.89	2.98	2.95	2.92	
Standard deviation	0.16	0.28	0.39	0.19	0.25	0.42	0.13	0.30	0.36	
Significance	-			-			-			
Effect size	-	0.07	0.15	-	0.00	0.17	-	0.10	0.17	
Support their opinions with a logical argument										
Frequently	87.2%	86.6%	84.6%	92.6%	85.3%	82.7%	81.8%	87.7%	86.2%	
Occasionally	12.8%	11.4%	11.6%	7.4%	12.9%	13.1%	18.2%	10.2%	10.3%	
Not at all	0.0%	2.0%	3.8%	0.0%	1.8%	4.2%	0.0%	2.1%	3.5%	
Total(n)	109	1,114	2,191	54	497	1,017	55	617	1,174	
Mean	2.87	2.85	2.81	2.93	2.84	2.78	2.82	2.86	2.83	
Standard deviation	0.34	0.41	0.48	0.26	0.42	0.50	0.39	0.41	0.46	
Significance	-			-		*	-			
Effect size	-	0.05	0.13	-	0.21	0.30	-	-0.10	-0.02	
Seek solutions to problems and explain them to others										
Frequently	84.4%	81.3%	80.3%	83.3%	78.9%	78.1%	85.5%	83.3%	82.2%	
Occasionally	13.8%	16.3%	15.6%	14.8%	19.5%	17.5%	12.7%	13.8%	13.9%	
Not at all	1.8%	2.3%	4.2%	1.9%	1.6%	4.4%	1.8%	2.9%	3.9%	
Total(n)	109	1,114	2,190	54	497	1,017	55	617	1,173	
Mean	2.83	2.79	2.76	2.81	2.77	2.74	2.84	2.80	2.78	
Standard deviation	0.43	0.46	0.51	0.44	0.46	0.53	0.42	0.47	0.50	
Significance	-			-			-			
Effect size	-	0.09	0.14	-	0.09	0.13	-	0.09	0.12	
Revise their papers to improve their writing										
Frequently	63.9%	60.9%	60.8%	56.6%	51.9%	52.4%	70.9%	68.1%	68.1%	
Occasionally	30.6%	27.0%	25.7%	34.0%	34.1%	31.5%	27.3%	21.3%	20.7%	
Not at all	5.6%	12.1%	13.5%	9.4%	13.9%	16.2%	1.8%	10.6%	11.3%	
Total(n)	108	1,110	2,185	53	495	1,014	55	615	1,171	
Mean	2.58	2.49	2.47	2.47	2.38	2.36	2.69	2.58	2.57	
Standard deviation	0.60	0.70	0.72	0.67	0.72	0.74	0.50	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.13	0.15	-	0.13	0.15	-	0.16	0.17	

California State University-Fresno	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	75.9%	74.8%	74.1%	71.7%	70.2%	69.6%	80.0%	78.5%	78.1%	
Occasionally	23.1%	21.6%	20.7%	26.4%	26.0%	24.4%	20.0%	18.0%	17.5%	
Not at all	0.9%	3.6%	5.2%	1.9%	3.8%	6.0%	0.0%	3.4%	4.4%	
Total(n)	108	1,111	2,188	53	496	1,017	55	615	1,171	
Mean	2.75	2.71	2.69	2.70	2.66	2.64	2.80	2.75	2.74	
Standard deviation	0.46	0.53	0.56	0.50	0.55	0.59	0.40	0.51	0.53	
Significance	-			-			-			
Effect size	-	0.08	0.11	-	0.07	0.10	-	0.10	0.11	
Take risks for potential gains										
Frequently	47.2%	47.6%	45.1%	49.1%	45.6%	43.5%	45.5%	49.2%	46.5%	
Occasionally	38.0%	40.5%	41.2%	35.8%	42.0%	42.1%	40.0%	39.3%	40.4%	
Not at all	14.8%	11.9%	13.7%	15.1%	12.4%	14.4%	14.5%	11.6%	13.1%	
Total(n)	108	1,107	2,183	53	493	1,013	55	614	1,170	
Mean	2.32	2.36	2.31	2.34	2.33	2.29	2.31	2.38	2.33	
Standard deviation	0.72	0.68	0.70	0.73	0.69	0.70	0.72	0.68	0.70	
Significance	-			-			-			
Effect size	-	-0.06	0.01	-	0.01	0.07	-	-0.10	-0.03	
Seek alternative solutions to a problem										
Frequently	72.5%	71.7%	69.1%	74.1%	69.6%	67.4%	70.9%	73.5%	70.6%	
Occasionally	25.7%	25.2%	26.0%	24.1%	27.8%	27.4%	27.3%	23.1%	24.7%	
Not at all	1.8%	3.1%	4.9%	1.9%	2.6%	5.2%	1.8%	3.4%	4.6%	
Total(n)	109	1,111	2,187	54	496	1,015	55	615	1,172	
Mean	2.71	2.69	2.64	2.72	2.67	2.62	2.69	2.70	2.66	
Standard deviation	0.50	0.53	0.57	0.49	0.52	0.58	0.50	0.53	0.56	
Significance	-			-			-			
Effect size	-	0.04	0.12	-	0.10	0.17	-	-0.02	0.05	

California State University-Fresno	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	58.6%	53.5%	54.4%	56.4%	48.7%	50.4%	60.7%	57.4%	57.9%	
Occasionally	29.7%	33.9%	31.9%	25.5%	37.1%	34.5%	33.9%	31.4%	29.6%	
Not at all	11.7%	12.5%	13.7%	18.2%	14.2%	15.0%	5.4%	11.2%	12.5%	
Total(n)	111	1,117	2,192	55	499	1,019	56	618	1,173	
Mean	2.47	2.41	2.41	2.38	2.34	2.35	2.55	2.46	2.45	
Standard deviation	0.70	0.70	0.72	0.78	0.72	0.73	0.60	0.69	0.71	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.06	0.04	-	0.13	0.14	
Explore topics on their own, even though it was not required for a class										
Frequently	56.8%	59.8%	58.9%	50.9%	59.6%	59.5%	62.5%	60.0%	58.4%	
Occasionally	38.7%	35.5%	34.4%	43.6%	35.7%	33.2%	33.9%	35.3%	35.5%	
Not at all	4.5%	4.7%	6.7%	5.5%	4.6%	7.4%	3.6%	4.7%	6.1%	
Total(n)	111	1,115	2,191	55	498	1,019	56	617	1,172	
Mean	2.52	2.55	2.52	2.45	2.55	2.52	2.59	2.55	2.52	
Standard deviation	0.59	0.58	0.62	0.60	0.58	0.63	0.56	0.58	0.61	
Significance	-			-			-			
Effect size	-	-0.05	0.00	-	-0.17	-0.11	-	0.07	0.11	
Accept mistakes as part of the learning process										
Frequently	82.9%	82.0%	79.4%	87.3%	79.6%	77.0%	78.6%	84.0%	81.5%	
Occasionally	15.3%	16.0%	16.8%	10.9%	19.0%	18.5%	19.6%	13.6%	15.3%	
Not at all	1.8%	2.0%	3.8%	1.8%	1.4%	4.5%	1.8%	2.4%	3.2%	
Total(n)	111	1,119	2,197	55	500	1,021	56	619	1,176	
Mean	2.81	2.80	2.76	2.85	2.78	2.72	2.77	2.82	2.78	
Standard deviation	0.44	0.45	0.51	0.40	0.45	0.54	0.47	0.45	0.48	
Significance	-			-			-			
Effect size	-	0.02	0.10	-	0.16	0.24	-	-0.11	-0.02	

California State University-Fresno	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	77.5%	78.5%	76.0%	72.7%	73.5%	71.2%	82.1%	82.5%	80.1%	
Occasionally	19.8%	17.7%	18.7%	23.6%	22.8%	22.4%	16.1%	13.6%	15.4%	
Not at all	2.7%	3.8%	5.3%	3.6%	3.6%	6.4%	1.8%	3.9%	4.4%	
Total(n)	111	1,116	2,191	55	499	1,019	56	617	1,172	
Mean	2.75	2.75	2.71	2.69	2.70	2.65	2.80	2.79	2.76	
Standard deviation	0.49	0.51	0.56	0.54	0.53	0.60	0.44	0.50	0.52	
Significance	-			-			-			
Effect size	-	0.00	0.07	-	-0.02	0.07	-	0.02	0.08	
Integrate skills and knowledge from different sources and experiences										
Frequently	86.5%	84.6%	81.8%	83.6%	79.4%	77.3%	89.3%	88.8%	85.8%	
Occasionally	13.5%	13.4%	14.4%	16.4%	18.6%	17.8%	10.7%	9.2%	11.3%	
Not at all	0.0%	2.0%	3.8%	0.0%	2.0%	4.9%	0.0%	1.9%	2.9%	
Total(n)	111	1,117	2,193	55	499	1,020	56	618	1,173	
Mean	2.86	2.83	2.78	2.84	2.77	2.72	2.89	2.87	2.83	
Standard deviation	0.34	0.43	0.50	0.37	0.46	0.55	0.31	0.39	0.45	
Significance	-			-			-			
Effect size	-	0.07	0.16	-	0.15	0.22	-	0.05	0.13	

California State University-Fresno	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	34.5%	27.7%	26.3%	34.5%	28.6%	28.8%	34.5%	27.0%	24.2%	
Most	10.6%	12.5%	11.7%	14.5%	14.7%	12.4%	6.9%	10.7%	11.1%	
Some	23.0%	20.4%	21.0%	16.4%	17.7%	18.2%	29.3%	22.5%	23.3%	
None	31.9%	39.5%	41.0%	34.5%	39.1%	40.6%	29.3%	39.8%	41.4%	
Total(n)	113	1,130	2,257	55	504	1,048	58	626	1,209	
Mean	2.48	2.28	2.23	2.49	2.33	2.29	2.47	2.25	2.18	
Standard deviation	1.26	1.24	1.24	1.29	1.26	1.26	1.25	1.23	1.21	
Significance	-		*	-			-			
Effect size	-	0.16	0.20	-	0.13	0.16	-	0.18	0.24	
Essay exams										
All	22.1%	26.2%	24.2%	25.5%	27.0%	25.0%	19.0%	25.6%	23.5%	
Most	6.2%	14.4%	13.7%	10.9%	12.5%	13.2%	1.7%	16.0%	14.1%	
Some	31.0%	23.8%	24.3%	25.5%	22.8%	22.8%	36.2%	24.6%	25.6%	
None	40.7%	35.6%	37.7%	38.2%	37.7%	38.9%	43.1%	33.9%	36.7%	
Total(n)	113	1,130	2,255	55	504	1,046	58	626	1,209	
Mean	2.10	2.31	2.24	2.24	2.29	2.24	1.97	2.33	2.24	
Standard deviation	1.16	1.20	1.19	1.22	1.23	1.21	1.11	1.19	1.18	
Significance	-			-			-	*		
Effect size	-	-0.18	-0.12	-	-0.04	0.00	-	-0.30	-0.23	
Short-answer exams										
All	27.4%	25.0%	23.6%	30.9%	25.0%	24.4%	24.1%	24.9%	22.8%	
Most	14.2%	17.4%	15.5%	16.4%	17.7%	14.9%	12.1%	17.1%	15.9%	
Some	23.9%	27.5%	27.8%	14.5%	26.8%	26.1%	32.8%	28.0%	29.3%	
None	34.5%	30.2%	33.2%	38.2%	30.4%	34.6%	31.0%	30.0%	32.0%	
Total(n)	113	1,129	2,252	55	503	1,044	58	626	1,208	
Mean	2.35	2.37	2.29	2.40	2.37	2.29	2.29	2.37	2.30	
Standard deviation	1.22	1.16	1.16	1.29	1.16	1.18	1.15	1.15	1.14	
Significance	-			-			-			
Effect size	-	-0.02	0.05	-	0.03	0.09	-	-0.07	-0.01	

California State University-Fresno	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	30.1%	26.7%	25.4%	32.7%	26.9%	25.2%	27.6%	26.5%	25.5%	
Most	15.0%	15.9%	15.0%	18.2%	15.0%	14.4%	12.1%	16.6%	15.6%	
Some	21.2%	25.9%	24.8%	18.2%	25.9%	22.8%	24.1%	25.9%	26.6%	
None	33.6%	31.5%	34.8%	30.9%	32.1%	37.5%	36.2%	31.0%	32.4%	
Total(n)	113	1,127	2,251	55	501	1,042	58	626	1,209	
Mean	2.42	2.38	2.31	2.53	2.37	2.27	2.31	2.39	2.34	
Standard deviation	1.24	1.18	1.19	1.25	1.19	1.21	1.23	1.18	1.18	
Significance	-			-			-			
Effect size	-	0.03	0.09	-	0.13	0.21	-	-0.07	-0.03	
Weekly essay assignments										
All	18.0%	17.1%	18.5%	20.0%	15.9%	17.0%	16.1%	18.1%	19.8%	
Most	7.2%	13.1%	13.1%	10.9%	11.5%	10.6%	3.6%	14.4%	15.3%	
Some	20.7%	22.3%	22.3%	10.9%	20.5%	21.9%	30.4%	23.8%	22.5%	
None	54.1%	47.4%	46.1%	58.2%	52.1%	50.4%	50.0%	43.7%	42.3%	
Total(n)	111	1,126	2,246	55	503	1,044	56	623	1,202	
Mean	1.89	2.00	2.04	1.93	1.91	1.94	1.86	2.07	2.13	
Standard deviation	1.15	1.14	1.15	1.23	1.13	1.14	1.09	1.14	1.16	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	0.02	-0.01	-	-0.18	-0.23	
Student presentations										
All	37.5%	35.3%	36.0%	36.4%	32.6%	34.1%	38.6%	37.4%	37.6%	
Most	17.9%	17.9%	18.3%	14.5%	14.3%	15.6%	21.1%	20.8%	20.7%	
Some	26.8%	29.1%	27.7%	23.6%	29.8%	28.9%	29.8%	28.4%	26.6%	
None	17.9%	17.8%	18.0%	25.5%	23.3%	21.4%	10.5%	13.4%	15.1%	
Total(n)	112	1,129	2,253	55	503	1,044	57	626	1,209	
Mean	2.75	2.71	2.72	2.62	2.56	2.62	2.88	2.82	2.81	
Standard deviation	1.14	1.13	1.13	1.22	1.17	1.16	1.05	1.08	1.10	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.05	0.00	-	0.06	0.06	Student-Centered Pedagogy

California State University-Fresno	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	37.2%	34.6%	35.1%	36.4%	33.9%	34.5%	37.9%	35.2%	35.6%	
Most	16.8%	17.1%	16.4%	12.7%	16.5%	15.5%	20.7%	17.5%	17.2%	
Some	20.4%	22.4%	21.8%	20.0%	20.9%	20.4%	20.7%	23.6%	22.9%	
None	25.7%	25.9%	26.8%	30.9%	28.7%	29.7%	20.7%	23.6%	24.3%	
Total(n)	113	1,129	2,247	55	502	1,042	58	627	1,205	
Mean	2.65	2.60	2.60	2.55	2.56	2.55	2.76	2.64	2.64	
Standard deviation	1.22	1.20	1.22	1.27	1.23	1.24	1.17	1.19	1.20	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.01	0.00	-	0.10	0.10	
Student evaluations of each others' work										
All	19.6%	20.3%	21.0%	16.4%	15.9%	17.0%	22.8%	23.9%	24.4%	Student-Centered Pedagogy
Most	10.7%	12.4%	11.5%	10.9%	11.5%	10.9%	10.5%	13.1%	12.1%	
Some	24.1%	27.8%	27.4%	18.2%	26.6%	26.3%	29.8%	28.7%	28.3%	
None	45.5%	39.5%	40.1%	54.5%	45.9%	45.7%	36.8%	34.3%	35.3%	
Total(n)	112	1,127	2,252	55	503	1,045	57	624	1,207	
Mean	2.04	2.14	2.13	1.89	1.97	1.99	2.19	2.27	2.26	
Standard deviation	1.17	1.15	1.16	1.15	1.10	1.12	1.17	1.17	1.18	
Significance	-			-			-			
Effect size	-	-0.09	-0.08	-	-0.07	-0.09	-	-0.07	-0.06	
Grading on a curve										
All	9.8%	7.7%	8.6%	16.4%	11.9%	12.9%	3.5%	4.4%	4.8%	
Most	7.1%	7.0%	7.3%	12.7%	10.1%	10.3%	1.8%	4.5%	4.7%	
Some	14.3%	18.3%	17.8%	20.0%	16.3%	18.1%	8.8%	20.0%	17.6%	
None	68.8%	66.9%	66.3%	50.9%	61.7%	58.7%	86.0%	71.1%	72.9%	
Total(n)	112	1,124	2,250	55	504	1,047	57	620	1,203	
Mean	1.58	1.56	1.58	1.95	1.72	1.77	1.23	1.42	1.41	
Standard deviation	0.99	0.92	0.95	1.15	1.06	1.08	0.66	0.77	0.79	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.22	0.17	-	-0.25	-0.23	

California State University-Fresno	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	48.7%	41.1%	39.7%	45.5%	38.8%	37.2%	51.7%	42.9%	41.8%	
Most	23.0%	20.2%	20.4%	27.3%	19.7%	19.6%	19.0%	20.6%	21.0%	
Some	14.2%	17.1%	17.1%	14.5%	16.1%	17.8%	13.8%	17.9%	16.5%	
None	14.2%	21.7%	22.8%	12.7%	25.4%	25.4%	15.5%	18.7%	20.6%	
Total(n)	113	1,113	2,228	55	497	1,035	58	616	1,193	
Mean	3.06	2.81	2.77	3.05	2.72	2.69	3.07	2.88	2.84	
Standard deviation	1.10	1.19	1.20	1.06	1.22	1.21	1.14	1.16	1.18	
Significance	-	*	*	-		*	-			
Effect size	-	0.21	0.24	-	0.27	0.30	-	0.16	0.19	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	69.9%	74.4%	75.3%	70.9%	71.5%	72.7%	69.0%	76.7%	77.5%	
Most	14.2%	13.5%	12.4%	5.5%	13.5%	12.9%	22.4%	13.6%	11.9%	
Some	14.2%	10.0%	9.6%	21.8%	12.5%	11.1%	6.9%	8.0%	8.3%	
None	1.8%	2.1%	2.8%	1.8%	2.6%	3.3%	1.7%	1.8%	2.3%	
Total(n)	113	1,132	2,258	55	505	1,048	58	627	1,210	Student-Centered Pedagogy
Mean	3.52	3.60	3.60	3.45	3.54	3.55	3.59	3.65	3.65	
Standard deviation	0.80	0.75	0.77	0.90	0.81	0.82	0.70	0.70	0.73	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	-0.11	-0.12	-	-0.09	-0.08	
Cooperative learning (small groups)										
All	44.2%	52.6%	51.7%	40.0%	43.3%	44.5%	48.3%	60.1%	58.0%	
Most	15.9%	16.5%	15.4%	18.2%	15.9%	14.5%	13.8%	17.0%	16.3%	
Some	18.6%	19.2%	20.4%	9.1%	24.9%	25.1%	27.6%	14.6%	16.3%	
None	21.2%	11.7%	12.5%	32.7%	15.9%	15.9%	10.3%	8.3%	9.5%	
Total(n)	113	1,127	2,249	55	503	1,043	58	624	1,206	Student-Centered Pedagogy
Mean	2.83	3.10	3.06	2.65	2.87	2.88	3.00	3.29	3.23	
Standard deviation	1.21	1.09	1.10	1.31	1.14	1.15	1.09	1.00	1.04	
Significance	-	*	*	-			-	*		
Effect size	-	-0.25	-0.21	-	-0.19	-0.20	-	-0.29	-0.22	

California State University-Fresno	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	30.4%	24.9%	24.0%	29.1%	22.1%	20.0%	31.6%	27.2%	27.5%	
Most	12.5%	11.1%	11.0%	12.7%	10.7%	11.1%	12.3%	11.4%	10.8%	
Some	23.2%	26.2%	24.9%	12.7%	24.1%	23.9%	33.3%	28.0%	25.9%	
None	33.9%	37.8%	40.1%	45.5%	43.1%	45.0%	22.8%	33.4%	35.9%	
Total(n)	112	1,125	2,245	55	503	1,043	57	622	1,202	
Mean	2.39	2.23	2.19	2.25	2.12	2.06	2.53	2.32	2.30	
Standard deviation	1.24	1.20	1.20	1.31	1.19	1.17	1.17	1.20	1.22	
Significance	-			-			-			
Effect size	-	0.13	0.17	-	0.11	0.16	-	0.18	0.19	
Teaching assistants										
All	1.8%	3.4%	5.3%	3.6%	3.6%	5.4%	0.0%	3.2%	5.2%	
Most	0.0%	2.2%	2.8%	0.0%	2.8%	3.2%	0.0%	1.8%	2.5%	
Some	10.6%	11.4%	11.9%	9.1%	10.3%	11.7%	12.1%	12.3%	12.1%	
None	87.6%	83.0%	80.0%	87.3%	83.3%	79.8%	87.9%	82.7%	80.1%	
Total(n)	113	1,127	2,246	55	503	1,044	58	624	1,202	
Mean	1.16	1.26	1.33	1.20	1.27	1.34	1.12	1.25	1.33	
Standard deviation	0.49	0.66	0.77	0.62	0.68	0.78	0.33	0.65	0.77	
Significance	-		*	-			-		*	
Effect size	-	-0.15	-0.22	-	-0.10	-0.18	-	-0.20	-0.27	
Recitals/Demonstrations										
All	23.0%	19.3%	20.3%	14.5%	16.3%	17.7%	31.0%	21.6%	22.6%	
Most	12.4%	11.4%	11.4%	14.5%	12.7%	12.2%	10.3%	10.2%	10.7%	
Some	9.7%	21.8%	21.8%	10.9%	22.7%	22.6%	8.6%	21.1%	21.1%	
None	54.9%	47.6%	46.5%	60.0%	48.2%	47.6%	50.0%	47.0%	45.5%	
Total(n)	113	1,127	2,246	55	502	1,045	58	625	1,201	
Mean	2.04	2.02	2.06	1.84	1.97	2.00	2.22	2.06	2.10	
Standard deviation	1.27	1.17	1.18	1.15	1.12	1.14	1.35	1.20	1.21	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	-0.12	-0.14	-	0.13	0.10	

California State University-Fresno	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	23.0%	24.4%	25.6%	21.8%	22.8%	23.9%	24.1%	25.8%	27.1%	
Most	13.3%	16.0%	15.2%	18.2%	15.7%	15.1%	8.6%	16.3%	15.4%	
Some	30.1%	31.4%	30.4%	20.0%	30.2%	29.7%	39.7%	32.5%	31.1%	
None	33.6%	28.1%	28.7%	40.0%	31.3%	31.3%	27.6%	25.4%	26.4%	
Total(n)	113	1,129	2,250	55	504	1,045	58	625	1,205	
Mean	2.26	2.37	2.38	2.22	2.30	2.32	2.29	2.42	2.43	
Standard deviation	1.16	1.13	1.15	1.20	1.14	1.15	1.12	1.13	1.15	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.07	-0.09	-	-0.12	-0.12	
Extensive lecturing										
All	27.4%	22.1%	22.1%	34.5%	27.2%	27.3%	20.7%	17.9%	17.6%	
Most	15.9%	22.5%	21.5%	14.5%	28.0%	25.8%	17.2%	18.1%	17.8%	
Some	35.4%	32.1%	32.0%	29.1%	28.8%	28.9%	41.4%	34.7%	34.7%	
None	21.2%	23.4%	24.4%	21.8%	16.1%	18.0%	20.7%	29.3%	30.0%	
Total(n)	113	1,129	2,251	55	504	1,046	58	625	1,205	
Mean	2.50	2.43	2.41	2.62	2.66	2.63	2.38	2.25	2.23	
Standard deviation	1.11	1.07	1.08	1.18	1.04	1.07	1.04	1.06	1.06	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	-0.04	-0.01	-	0.12	0.14	
Multiple drafts of written work										
All	13.3%	17.3%	17.2%	12.7%	13.9%	13.5%	13.8%	20.1%	20.4%	
Most	15.0%	13.3%	12.2%	10.9%	10.7%	10.5%	19.0%	15.4%	13.6%	
Some	34.5%	31.5%	31.3%	32.7%	33.7%	31.7%	36.2%	29.7%	31.0%	
None	37.2%	37.8%	39.3%	43.6%	41.7%	44.3%	31.0%	34.7%	35.0%	
Total(n)	113	1,126	2,246	55	504	1,042	58	622	1,204	
Mean	2.04	2.10	2.07	1.93	1.97	1.93	2.16	2.21	2.20	
Standard deviation	1.03	1.09	1.10	1.03	1.04	1.04	1.02	1.12	1.13	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.04	0.00	-	-0.04	-0.04	

California State University-Fresno	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	17.9%	16.6%	17.6%	16.4%	14.7%	15.5%	19.3%	18.1%	19.4%	
Most	12.5%	14.8%	13.8%	10.9%	13.1%	13.0%	14.0%	16.2%	14.5%	
Some	35.7%	33.6%	32.0%	32.7%	31.9%	31.7%	38.6%	34.9%	32.1%	
None	33.9%	35.1%	36.7%	40.0%	40.4%	39.8%	28.1%	30.8%	34.0%	
Total(n)	112	1,129	2,250	55	505	1,046	57	624	1,204	
Mean	2.14	2.13	2.12	2.04	2.02	2.04	2.25	2.22	2.19	
Standard deviation	1.08	1.07	1.09	1.09	1.06	1.07	1.07	1.07	1.11	
Significance	-			-			-			
Effect size	-	0.01	0.02	-	0.02	0.00	-	0.03	0.05	
Reflective writing/journaling										Student-Centered Pedagogy
All	26.1%	19.9%	20.0%	20.4%	16.3%	14.8%	31.6%	22.9%	24.4%	
Most	6.3%	13.9%	12.7%	9.3%	11.5%	10.7%	3.5%	15.8%	14.4%	
Some	22.5%	24.0%	23.0%	16.7%	20.0%	20.0%	28.1%	27.2%	25.7%	
None	45.0%	42.2%	44.3%	53.7%	52.2%	54.4%	36.8%	34.1%	35.5%	
Total(n)	111	1,129	2,253	54	504	1,045	57	625	1,208	
Mean	2.14	2.12	2.08	1.96	1.92	1.86	2.30	2.28	2.28	
Standard deviation	1.25	1.16	1.17	1.21	1.13	1.11	1.27	1.16	1.18	
Significance	-			-			-			
Effect size	-	0.02	0.05	-	0.04	0.09	-	0.02	0.02	
Community service as part of coursework										Civic Minded Practice
All	7.1%	5.2%	5.0%	9.1%	4.2%	4.1%	5.2%	6.1%	5.7%	
Most	4.4%	4.7%	4.4%	3.6%	3.4%	3.2%	5.2%	5.8%	5.6%	
Some	17.7%	16.3%	16.0%	18.2%	15.1%	14.8%	17.2%	17.3%	17.0%	
None	70.8%	73.7%	74.6%	69.1%	77.4%	77.9%	72.4%	70.8%	71.7%	
Total(n)	113	1,127	2,249	55	504	1,047	58	623	1,202	
Mean	1.48	1.41	1.40	1.53	1.34	1.33	1.43	1.47	1.45	
Standard deviation	0.88	0.81	0.79	0.94	0.74	0.73	0.82	0.86	0.84	
Significance	-			-			-			
Effect size	-	0.09	0.10	-	0.26	0.27	-	-0.05	-0.02	

California State University-Fresno	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	2.7%	4.7%	5.3%	1.8%	3.6%	4.7%	3.4%	5.6%	5.9%	
Most	2.7%	5.5%	5.3%	5.5%	5.6%	5.0%	0.0%	5.4%	5.6%	
Some	9.7%	10.5%	10.7%	9.1%	10.9%	10.6%	10.3%	10.2%	10.7%	
None	85.0%	79.3%	78.7%	83.6%	80.0%	79.7%	86.2%	78.7%	77.7%	
Total(n)	113	1,129	2,249	55	504	1,045	58	625	1,204	
Mean	1.23	1.36	1.37	1.25	1.33	1.35	1.21	1.38	1.40	
Standard deviation	0.63	0.79	0.81	0.64	0.74	0.78	0.61	0.83	0.84	
Significance	-			-			-			
Effect size	-	-0.16	-0.17	-	-0.11	-0.13	-	-0.20	-0.23	
Using real-life problems										
All	55.8%	47.0%	46.6%	63.6%	46.9%	47.1%	48.3%	47.0%	46.2%	
Most	18.6%	23.8%	23.6%	12.7%	23.8%	23.5%	24.1%	23.8%	23.6%	
Some	21.2%	20.8%	20.4%	18.2%	20.0%	19.2%	24.1%	21.4%	21.4%	
None	4.4%	8.4%	9.4%	5.5%	9.3%	10.1%	3.4%	7.7%	8.8%	
Total(n)	113	1,130	2,256	55	505	1,050	58	625	1,206	
Mean	3.26	3.09	3.07	3.35	3.08	3.08	3.17	3.10	3.07	
Standard deviation	0.94	1.00	1.02	0.97	1.02	1.03	0.92	0.99	1.01	
Significance	-			-			-			
Effect size	-	0.17	0.19	-	0.26	0.26	-	0.07	0.10	
Using student inquiry to drive learning										
All	45.1%	39.8%	39.2%	40.0%	37.4%	38.0%	50.0%	41.8%	40.3%	Student-Centered Pedagogy
Most	23.0%	24.2%	25.0%	30.9%	24.8%	25.5%	15.5%	23.7%	24.6%	
Some	26.5%	28.0%	26.6%	21.8%	28.9%	25.9%	31.0%	27.2%	27.2%	
None	5.3%	8.1%	9.2%	7.3%	8.9%	10.6%	3.4%	7.4%	8.0%	
Total(n)	113	1,130	2,253	55	505	1,049	58	625	1,204	
Mean	3.08	2.96	2.94	3.04	2.91	2.91	3.12	3.00	2.97	
Standard deviation	0.96	1.00	1.01	0.96	1.01	1.03	0.97	0.99	1.00	
Significance	-			-			-			
Effect size	-	0.12	0.14	-	0.13	0.13	-	0.12	0.15	

California State University-Fresno	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	37.2%	33.8%	35.5%	43.6%	34.1%	36.4%	31.0%	33.6%	34.8%	
Very important	38.9%	32.7%	33.6%	34.5%	31.9%	33.2%	43.1%	33.4%	33.9%	
Somewhat important	16.8%	23.6%	21.6%	14.5%	24.2%	21.8%	19.0%	23.1%	21.4%	
Not important	7.1%	9.9%	9.3%	7.3%	9.9%	8.7%	6.9%	9.9%	9.9%	
Total(n)	113	1,133	2,269	55	505	1,052	58	628	1,217	
Mean	3.06	2.90	2.95	3.15	2.90	2.97	2.98	2.91	2.94	
Standard deviation	0.91	0.98	0.97	0.93	0.99	0.96	0.89	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.16	0.11	-	0.25	0.19	-	0.07	0.04	
Influencing the political structure										
Essential	1.8%	8.7%	7.9%	0.0%	8.2%	8.1%	3.4%	9.1%	7.7%	
Very important	22.3%	18.2%	18.9%	24.1%	19.9%	19.7%	20.7%	16.8%	18.1%	
Somewhat important	43.8%	40.7%	39.1%	44.4%	37.6%	36.7%	43.1%	43.1%	41.2%	
Not important	32.1%	32.5%	34.1%	31.5%	34.4%	35.5%	32.8%	31.0%	32.9%	
Total(n)	112	1,129	2,264	54	503	1,049	58	626	1,215	
Mean	1.94	2.03	2.01	1.93	2.02	2.00	1.95	2.04	2.01	
Standard deviation	0.79	0.92	0.92	0.75	0.93	0.94	0.83	0.92	0.91	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.10	-0.07	-	-0.10	-0.07	
Influencing social values										
Essential	22.1%	22.5%	22.5%	14.5%	19.9%	20.6%	29.3%	24.7%	24.1%	
Very important	37.2%	39.4%	40.4%	38.2%	34.4%	37.2%	36.2%	43.5%	43.1%	Civic
Somewhat important	33.6%	29.2%	27.9%	34.5%	33.6%	30.0%	32.8%	25.6%	26.0%	Minded
Not important	7.1%	8.8%	9.3%	12.7%	12.1%	12.2%	1.7%	6.2%	6.8%	Values
Total(n)	113	1,131	2,265	55	503	1,049	58	628	1,216	
Mean	2.74	2.76	2.76	2.55	2.62	2.66	2.93	2.87	2.84	Social
Standard deviation	0.88	0.90	0.90	0.90	0.94	0.94	0.83	0.86	0.87	Agency
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.07	-0.12	-	0.07	0.10	

California State University-Fresno	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	56.6%	49.8%	53.8%	58.2%	48.2%	53.5%	55.2%	51.1%	54.2%	
Very important	29.2%	22.6%	21.2%	27.3%	24.2%	22.8%	31.0%	21.2%	19.9%	
Somewhat important	8.0%	11.2%	10.3%	12.7%	12.9%	10.3%	3.4%	9.7%	10.2%	
Not important	6.2%	16.5%	14.6%	1.8%	14.7%	13.4%	10.3%	17.9%	15.7%	
Total(n)	113	1,130	2,260	55	504	1,049	58	626	1,211	
Mean	3.36	3.06	3.14	3.42	3.06	3.16	3.31	3.06	3.13	
Standard deviation	0.88	1.13	1.10	0.79	1.09	1.07	0.96	1.15	1.12	
Significance	-	**	*	-	*		-			
Effect size	-	0.27	0.20	-	0.33	0.24	-	0.22	0.16	
Becoming very well off financially										
Essential	8.0%	6.7%	8.6%	10.9%	7.3%	8.9%	5.2%	6.2%	8.3%	
Very important	29.2%	24.3%	24.4%	38.2%	26.1%	27.0%	20.7%	22.8%	22.1%	
Somewhat important	43.4%	49.1%	48.4%	32.7%	48.7%	46.6%	53.4%	49.4%	50.0%	
Not important	19.5%	19.9%	18.6%	18.2%	17.8%	17.4%	20.7%	21.5%	19.7%	
Total(n)	113	1,132	2,266	55	505	1,051	58	627	1,215	
Mean	2.26	2.18	2.23	2.42	2.23	2.27	2.10	2.14	2.19	
Standard deviation	0.86	0.82	0.85	0.92	0.83	0.85	0.79	0.82	0.85	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	0.23	0.18	-	-0.05	-0.11	
Helping others who are in difficulty										
Essential	42.5%	37.2%	38.4%	32.7%	31.9%	33.0%	51.7%	41.6%	43.0%	
Very important	44.2%	45.7%	45.0%	50.9%	47.3%	47.3%	37.9%	44.4%	43.1%	
Somewhat important	13.3%	16.2%	15.7%	16.4%	19.6%	18.6%	10.3%	13.4%	13.3%	
Not important	0.0%	0.9%	0.9%	0.0%	1.2%	1.1%	0.0%	0.6%	0.7%	
Total(n)	113	1,133	2,268	55	505	1,051	58	628	1,217	
Mean	3.29	3.19	3.21	3.16	3.10	3.12	3.41	3.27	3.28	
Standard deviation	0.69	0.73	0.73	0.69	0.74	0.74	0.68	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.14	0.11	-	0.08	0.05	-	0.20	0.18	

California State University-Fresno	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	23.9%	23.1%	22.5%	20.0%	20.0%	19.1%	27.6%	25.6%	25.5%	
Very important	46.9%	39.8%	38.2%	45.5%	38.2%	35.4%	48.3%	41.1%	40.5%	
Somewhat important	25.7%	32.7%	32.6%	29.1%	35.8%	36.5%	22.4%	30.1%	29.2%	
Not important	3.5%	4.4%	6.7%	5.5%	5.9%	8.9%	1.7%	3.2%	4.8%	
Total(n)	113	1,133	2,267	55	505	1,051	58	628	1,216	
Mean	2.91	2.82	2.77	2.80	2.72	2.65	3.02	2.89	2.87	
Standard deviation	0.80	0.84	0.87	0.83	0.85	0.89	0.76	0.82	0.85	
Significance	-			-			-			
Effect size	-	0.11	0.16	-	0.09	0.17	-	0.16	0.18	
Developing a meaningful philosophy of life										
Essential	61.1%	56.3%	59.5%	61.8%	51.7%	55.3%	60.3%	60.0%	63.1%	
Very important	27.4%	30.8%	28.8%	29.1%	33.5%	30.8%	25.9%	28.7%	27.0%	
Somewhat important	8.8%	10.9%	9.7%	5.5%	11.5%	10.9%	12.1%	10.4%	8.7%	
Not important	2.7%	2.0%	2.0%	3.6%	3.4%	3.0%	1.7%	1.0%	1.2%	
Total(n)	113	1,133	2,267	55	505	1,050	58	628	1,217	
Mean	3.47	3.41	3.46	3.49	3.33	3.38	3.45	3.48	3.52	
Standard deviation	0.77	0.76	0.75	0.77	0.81	0.80	0.78	0.72	0.70	
Significance	-			-			-			
Effect size	-	0.08	0.01	-	0.20	0.14	-	-0.04	-0.10	
Helping to promote racial understanding										
Essential	53.1%	47.1%	44.4%	40.0%	39.2%	38.6%	65.5%	53.5%	49.5%	Social Agency
Very important	34.5%	34.9%	35.7%	41.8%	37.2%	36.3%	27.6%	33.0%	35.3%	
Somewhat important	9.7%	15.1%	16.8%	16.4%	19.6%	20.5%	3.4%	11.5%	13.6%	
Not important	2.7%	2.9%	3.1%	1.8%	4.0%	4.7%	3.4%	2.1%	1.7%	
Total(n)	113	1,133	2,268	55	505	1,051	58	628	1,217	
Mean	3.38	3.26	3.22	3.20	3.12	3.09	3.55	3.38	3.32	
Standard deviation	0.77	0.82	0.83	0.78	0.86	0.88	0.73	0.77	0.77	
Significance	-		*	-			-		*	
Effect size	-	0.15	0.19	-	0.09	0.13	-	0.22	0.30	

California State University-Fresno	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	37.5%	36.1%	41.6%	33.3%	29.0%	35.4%	41.4%	41.7%	47.0%	
Very important	27.7%	24.4%	22.6%	20.4%	25.8%	23.1%	34.5%	23.2%	22.3%	
Somewhat important	23.2%	23.2%	21.3%	29.6%	23.7%	23.0%	17.2%	22.8%	19.9%	
Not important	11.6%	16.4%	14.4%	16.7%	21.5%	18.6%	6.9%	12.3%	10.9%	
Total(n)	112	1,131	2,261	54	503	1,045	58	628	1,216	
Mean	2.91	2.80	2.91	2.70	2.62	2.75	3.10	2.94	3.05	
Standard deviation	1.04	1.10	1.10	1.11	1.12	1.13	0.93	1.06	1.05	
Significance	-			-			-			
Effect size	-	0.10	0.00	-	0.07	-0.04	-	0.15	0.05	
Making a theoretical contribution to science										
Essential	7.1%	8.4%	9.1%	7.3%	8.5%	10.0%	6.9%	8.3%	8.4%	
Very important	17.7%	17.3%	18.5%	21.8%	19.1%	20.2%	13.8%	15.9%	16.9%	
Somewhat important	39.8%	33.8%	32.4%	38.2%	35.0%	32.4%	41.4%	32.9%	32.3%	
Not important	35.4%	40.4%	40.0%	32.7%	37.4%	37.4%	37.9%	42.9%	42.4%	
Total(n)	113	1,130	2,265	55	503	1,049	58	627	1,216	
Mean	1.96	1.94	1.97	2.04	1.99	2.03	1.90	1.90	1.91	
Standard deviation	0.91	0.95	0.97	0.92	0.95	0.99	0.89	0.95	0.96	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	0.05	0.01	-	0.00	-0.01	
Participating in a community action program										
Essential	13.4%	14.0%	13.0%	11.1%	12.1%	11.2%	15.5%	15.5%	14.6%	
Very important	32.1%	26.3%	28.0%	37.0%	25.2%	26.2%	27.6%	27.3%	29.6%	
Somewhat important	41.1%	43.1%	41.9%	31.5%	41.5%	41.3%	50.0%	44.5%	42.4%	
Not important	13.4%	16.5%	17.1%	20.4%	21.2%	21.4%	6.9%	12.8%	13.4%	
Total(n)	112	1,131	2,265	54	504	1,049	58	627	1,216	
Mean	2.46	2.38	2.37	2.39	2.28	2.27	2.52	2.45	2.45	
Standard deviation	0.89	0.92	0.91	0.94	0.93	0.92	0.84	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.09	0.10	-	0.12	0.13	-	0.08	0.08	Social Agency

California State University-Fresno	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	20.4%	26.8%	25.3%	21.8%	30.3%	29.5%	19.0%	23.9%	21.6%	
Very important	42.5%	37.4%	38.8%	47.3%	37.4%	37.7%	37.9%	37.3%	39.8%	
Somewhat important	31.9%	30.3%	28.6%	25.5%	27.1%	26.2%	37.9%	32.9%	30.7%	
Not important	5.3%	5.6%	7.3%	5.5%	5.1%	6.7%	5.2%	5.9%	7.8%	
Total(n)	113	1,132	2,266	55	505	1,051	58	627	1,215	
Mean	2.78	2.85	2.82	2.85	2.93	2.90	2.71	2.79	2.75	
Standard deviation	0.83	0.88	0.89	0.83	0.88	0.90	0.84	0.87	0.88	
Significance	-			-			-			
Effect size	-	-0.08	-0.04	-	-0.09	-0.06	-	-0.09	-0.05	
Becoming a community leader										Social Agency
Essential	10.6%	9.4%	8.7%	10.9%	9.5%	9.6%	10.3%	9.3%	7.9%	
Very important	19.5%	21.5%	21.4%	30.9%	23.2%	23.4%	8.6%	20.1%	19.7%	
Somewhat important	41.6%	39.6%	40.5%	32.7%	39.4%	39.7%	50.0%	39.7%	41.3%	
Not important	28.3%	29.6%	29.4%	25.5%	27.9%	27.3%	31.0%	30.9%	31.1%	
Total(n)	113	1,132	2,265	55	505	1,051	58	627	1,214	
Mean	2.12	2.11	2.09	2.27	2.14	2.15	1.98	2.08	2.04	
Standard deviation	0.95	0.94	0.92	0.97	0.93	0.93	0.91	0.94	0.91	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.14	0.13	-	-0.11	-0.07	
Mentoring the next generation of scholars										
Essential	41.6%	39.4%	39.3%	40.0%	35.0%	35.8%	43.1%	42.9%	42.3%	
Very important	34.5%	36.7%	37.4%	30.9%	36.6%	38.1%	37.9%	36.8%	36.8%	
Somewhat important	18.6%	20.5%	19.9%	20.0%	24.0%	22.2%	17.2%	17.7%	18.0%	
Not important	5.3%	3.4%	3.4%	9.1%	4.4%	4.0%	1.7%	2.6%	3.0%	
Total(n)	113	1,132	2,267	55	505	1,051	58	627	1,216	
Mean	3.12	3.12	3.12	3.02	3.02	3.06	3.22	3.20	3.18	
Standard deviation	0.90	0.85	0.85	0.99	0.87	0.86	0.80	0.82	0.83	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.00	-0.05	-	0.02	0.05	

California State University-Fresno	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	87.5%	90.0%	89.6%	83.6%	87.6%	87.0%	91.2%	92.0%	91.7%	
Very important	12.5%	9.7%	9.9%	16.4%	12.0%	11.8%	8.8%	7.9%	8.2%	
Somewhat important	0.0%	0.3%	0.5%	0.0%	0.4%	1.0%	0.0%	0.2%	0.1%	
Not important	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Total(n)	112	1,123	2,231	55	501	1,033	57	622	1,198	
Mean	3.88	3.90	3.89	3.84	3.87	3.86	3.91	3.92	3.92	
Standard deviation	0.33	0.31	0.34	0.37	0.35	0.39	0.29	0.28	0.28	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.09	-0.05	-	-0.04	-0.04	
Prepare students for employment after college										
Essential	63.4%	54.1%	53.7%	61.8%	49.9%	50.3%	64.9%	57.6%	56.7%	
Very important	30.4%	34.3%	34.2%	29.1%	35.9%	35.5%	31.6%	33.0%	33.1%	
Somewhat important	5.4%	10.3%	10.9%	7.3%	12.4%	12.6%	3.5%	8.7%	9.4%	
Not important	0.9%	1.2%	1.2%	1.8%	1.8%	1.6%	0.0%	0.8%	0.8%	
Total(n)	112	1,121	2,231	55	499	1,032	57	622	1,199	
Mean	3.56	3.41	3.41	3.51	3.34	3.34	3.61	3.47	3.46	
Standard deviation	0.64	0.72	0.73	0.72	0.76	0.76	0.56	0.69	0.69	
Significance	-	*	*	-			-			
Effect size	-	0.21	0.21	-	0.22	0.22	-	0.20	0.22	
Prepare students for graduate or advanced education										
Essential	47.3%	35.5%	36.8%	34.5%	28.9%	33.1%	59.6%	40.7%	39.9%	
Very important	35.7%	43.2%	43.0%	43.6%	48.9%	44.7%	28.1%	38.6%	41.5%	
Somewhat important	14.3%	20.1%	19.0%	18.2%	20.6%	20.6%	10.5%	19.6%	17.6%	
Not important	2.7%	1.2%	1.3%	3.6%	1.6%	1.5%	1.8%	1.0%	1.0%	
Total(n)	112	1,122	2,231	55	501	1,033	57	621	1,198	
Mean	3.28	3.13	3.15	3.09	3.05	3.09	3.46	3.19	3.20	
Standard deviation	0.81	0.77	0.76	0.82	0.75	0.77	0.76	0.78	0.76	
Significance	-			-			-	*	*	
Effect size	-	0.19	0.17	-	0.05	0.00	-	0.35	0.34	

California State University-Fresno	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	58.0%	48.5%	51.4%	45.5%	42.7%	47.1%	70.2%	53.2%	55.0%	
Very important	27.7%	34.4%	32.7%	38.2%	35.9%	33.7%	17.5%	33.1%	31.9%	
Somewhat important	12.5%	15.3%	13.7%	14.5%	19.8%	17.1%	10.5%	11.7%	10.8%	
Not important	1.8%	1.8%	2.1%	1.8%	1.6%	2.0%	1.8%	1.9%	2.3%	
Total(n)	112	1,123	2,233	55	501	1,033	57	622	1,200	
Mean	3.42	3.30	3.33	3.27	3.20	3.26	3.56	3.38	3.40	
Standard deviation	0.78	0.79	0.79	0.78	0.81	0.81	0.76	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.15	0.11	-	0.09	0.01	-	0.23	0.21	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	33.9%	32.8%	34.5%	25.5%	27.4%	30.5%	42.1%	37.1%	38.0%	
Very important	28.6%	36.1%	35.6%	27.3%	35.6%	33.5%	29.8%	36.5%	37.4%	
Somewhat important	33.9%	26.0%	24.6%	43.6%	30.0%	28.3%	24.6%	22.8%	21.4%	
Not important	3.6%	5.1%	5.3%	3.6%	7.0%	7.7%	3.5%	3.5%	3.3%	
Total(n)	112	1,122	2,232	55	500	1,033	57	622	1,199	
Mean	2.93	2.97	2.99	2.75	2.83	2.87	3.11	3.07	3.10	
Standard deviation	0.91	0.89	0.90	0.89	0.91	0.94	0.90	0.86	0.85	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	-0.09	-0.13	-	0.05	0.01	
Teach students the classic works of Western civilization										
Essential	11.6%	12.8%	13.8%	10.9%	12.6%	14.6%	12.3%	13.0%	13.1%	
Very important	27.7%	22.6%	23.5%	18.2%	22.8%	23.5%	36.8%	22.5%	23.4%	
Somewhat important	42.0%	39.8%	37.9%	50.9%	41.1%	37.6%	33.3%	38.6%	38.2%	
Not important	18.8%	24.8%	24.8%	20.0%	23.6%	24.2%	17.5%	25.8%	25.4%	
Total(n)	112	1,122	2,227	55	501	1,032	57	621	1,195	
Mean	2.32	2.24	2.26	2.20	2.24	2.29	2.44	2.23	2.24	
Standard deviation	0.91	0.97	0.98	0.89	0.95	0.99	0.93	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	-0.04	-0.09	-	0.21	0.20	

California State University-Fresno	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	42.9%	42.0%	44.4%	34.5%	35.9%	39.8%	50.9%	46.9%	48.3%	
Very important	39.3%	38.6%	36.6%	43.6%	39.7%	37.7%	35.1%	37.6%	35.7%	
Somewhat important	16.1%	16.6%	15.6%	18.2%	20.0%	18.1%	14.0%	13.8%	13.5%	
Not important	1.8%	2.8%	3.4%	3.6%	4.4%	4.5%	0.0%	1.6%	2.5%	
Total(n)	112	1,123	2,232	55	501	1,033	57	622	1,199	
Mean	3.23	3.20	3.22	3.09	3.07	3.13	3.37	3.30	3.30	
Standard deviation	0.78	0.81	0.83	0.82	0.85	0.86	0.72	0.76	0.79	
Significance	-			-			-			
Effect size	-	0.04	0.01	-	0.02	-0.05	-	0.09	0.09	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	52.7%	49.4%	50.6%	45.5%	43.3%	45.1%	59.6%	54.3%	55.3%	
Very important	31.3%	35.4%	34.1%	38.2%	36.7%	35.6%	24.6%	34.4%	32.8%	
Somewhat important	14.3%	12.7%	12.5%	14.5%	15.6%	14.8%	14.0%	10.5%	10.5%	
Not important	1.8%	2.4%	2.8%	1.8%	4.4%	4.5%	1.8%	0.8%	1.3%	
Total(n)	112	1,123	2,231	55	501	1,033	57	622	1,198	
Mean	3.35	3.32	3.33	3.27	3.19	3.21	3.42	3.42	3.42	
Standard deviation	0.79	0.79	0.80	0.78	0.85	0.86	0.80	0.71	0.73	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.09	0.07	-	0.00	0.00	
Instill in students a commitment to community service										Civic Minded Values
Essential	23.2%	23.3%	24.4%	21.8%	19.2%	21.0%	24.6%	26.7%	27.4%	
Very important	39.3%	37.1%	37.4%	41.8%	34.9%	35.0%	36.8%	38.8%	39.5%	
Somewhat important	32.1%	31.7%	30.2%	27.3%	35.5%	33.7%	36.8%	28.6%	27.2%	
Not important	5.4%	7.9%	7.9%	9.1%	10.4%	10.3%	1.8%	6.0%	5.9%	
Total(n)	112	1,120	2,226	55	501	1,032	57	619	1,194	
Mean	2.80	2.76	2.78	2.76	2.63	2.67	2.84	2.86	2.88	
Standard deviation	0.86	0.90	0.90	0.90	0.91	0.92	0.82	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.04	0.02	-	0.14	0.10	-	-0.02	-0.05	

California State University-Fresno	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	46.4%	47.5%	45.4%	31.5%	35.7%	35.2%	60.3%	57.1%	54.2%	
Very important	36.6%	33.0%	33.9%	46.3%	36.9%	36.2%	27.6%	29.9%	31.9%	
Somewhat important	13.4%	16.8%	17.0%	16.7%	23.4%	22.6%	10.3%	11.4%	12.2%	
Not important	3.6%	2.7%	3.6%	5.6%	4.0%	5.9%	1.7%	1.6%	1.7%	
Total(n)	112	1,121	2,223	54	499	1,030	58	622	1,193	
Mean	3.26	3.25	3.21	3.04	3.04	3.01	3.47	3.42	3.39	
Standard deviation	0.82	0.83	0.85	0.85	0.87	0.90	0.75	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.01	0.06	-	0.00	0.03	-	0.07	0.11	
Help master knowledge in a discipline										
Essential	66.1%	57.3%	56.2%	59.3%	53.3%	51.7%	72.4%	60.5%	60.1%	
Very important	29.5%	36.8%	37.3%	35.2%	41.1%	41.1%	24.1%	33.4%	34.1%	
Somewhat important	4.5%	5.7%	6.2%	5.6%	5.6%	7.0%	3.4%	5.8%	5.5%	
Not important	0.0%	0.2%	0.3%	0.0%	0.0%	0.3%	0.0%	0.3%	0.3%	
Total(n)	112	1,122	2,224	54	499	1,030	58	623	1,194	
Mean	3.62	3.51	3.49	3.54	3.48	3.44	3.69	3.54	3.54	
Standard deviation	0.57	0.61	0.63	0.61	0.60	0.64	0.54	0.62	0.62	
Significance	-		*	-			-			
Effect size	-	0.18	0.21	-	0.10	0.16	-	0.24	0.24	
Develop creative capacities										
Essential	50.9%	48.9%	49.1%	46.3%	46.9%	47.8%	55.2%	50.6%	50.2%	
Very important	38.4%	37.2%	37.5%	40.7%	38.3%	39.0%	36.2%	36.3%	36.2%	
Somewhat important	9.8%	12.5%	12.1%	11.1%	13.0%	11.5%	8.6%	12.0%	12.6%	
Not important	0.9%	1.4%	1.4%	1.9%	1.8%	1.7%	0.0%	1.1%	1.1%	
Total(n)	112	1,122	2,219	54	499	1,027	58	623	1,192	
Mean	3.39	3.34	3.34	3.31	3.30	3.33	3.47	3.36	3.35	
Standard deviation	0.70	0.75	0.74	0.75	0.76	0.74	0.65	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.01	-0.03	-	0.15	0.16	

California State University-Fresno	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	32.1%	32.0%	31.9%	16.7%	25.7%	27.5%	46.6%	37.1%	35.8%	
Very important	33.9%	38.0%	37.3%	42.6%	39.2%	37.2%	25.9%	37.1%	37.4%	
Somewhat important	29.5%	24.6%	24.0%	35.2%	28.5%	26.8%	24.1%	21.5%	21.5%	
Not important	4.5%	5.4%	6.8%	5.6%	6.6%	8.6%	3.4%	4.3%	5.3%	
Total(n)	112	1,121	2,221	54	498	1,027	58	623	1,194	
Mean	2.94	2.97	2.94	2.70	2.84	2.84	3.16	3.07	3.04	
Standard deviation	0.89	0.88	0.91	0.82	0.88	0.93	0.91	0.87	0.88	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.16	-0.15	-	0.10	0.14	
Promote ability to write effectively										
Essential	62.5%	62.3%	62.9%	59.3%	54.5%	56.4%	65.5%	68.5%	68.5%	
Very important	31.3%	29.7%	28.7%	31.5%	35.1%	32.5%	31.0%	25.4%	25.5%	
Somewhat important	4.5%	6.6%	6.8%	5.6%	8.6%	8.6%	3.4%	5.0%	5.3%	
Not important	1.8%	1.4%	1.5%	3.7%	1.8%	2.4%	0.0%	1.1%	0.8%	
Total(n)	112	1,122	2,223	54	499	1,030	58	623	1,193	
Mean	3.54	3.53	3.53	3.46	3.42	3.43	3.62	3.61	3.62	
Standard deviation	0.67	0.68	0.69	0.77	0.73	0.75	0.56	0.64	0.62	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	0.05	0.04	-	0.02	0.00	
Help students evaluate the quality and reliability of information										
Essential	69.6%	66.5%	66.7%	61.1%	59.1%	61.1%	77.6%	72.4%	71.5%	
Very important	25.9%	29.9%	29.3%	35.2%	36.5%	33.8%	17.2%	24.7%	25.4%	
Somewhat important	4.5%	3.3%	3.6%	3.7%	4.0%	4.5%	5.2%	2.7%	2.9%	
Not important	0.0%	0.3%	0.4%	0.0%	0.4%	0.7%	0.0%	0.2%	0.2%	
Total(n)	112	1,122	2,223	54	499	1,030	58	623	1,193	
Mean	3.65	3.63	3.62	3.57	3.54	3.55	3.72	3.69	3.68	
Standard deviation	0.56	0.56	0.58	0.57	0.59	0.61	0.56	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.05	0.03	-	0.06	0.08	

California State University-Fresno	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	32.1%	36.1%	35.4%	24.1%	32.9%	33.5%	39.7%	38.7%	37.1%	
Very important	34.8%	36.9%	35.5%	37.0%	34.9%	34.7%	32.8%	38.5%	36.2%	
Somewhat important	23.2%	20.3%	21.7%	24.1%	24.6%	23.2%	22.4%	16.9%	20.4%	
Not important	9.8%	6.7%	7.4%	14.8%	7.6%	8.6%	5.2%	5.9%	6.3%	
Total(n)	112	1,122	2,223	54	499	1,030	58	623	1,193	
Mean	2.89	3.02	2.99	2.70	2.93	2.93	3.07	3.10	3.04	
Standard deviation	0.97	0.91	0.93	1.00	0.94	0.95	0.92	0.89	0.91	
Significance	-			-			-			
Effect size	-	-0.14	-0.11	-	-0.24	-0.24	-	-0.03	0.03	
Teach students tolerance and respect for different beliefs										
Essential	58.9%	59.7%	58.4%	50.0%	49.9%	48.7%	67.2%	67.5%	66.6%	
Very important	29.5%	29.1%	29.2%	35.2%	32.9%	33.2%	24.1%	26.0%	25.7%	
Somewhat important	8.9%	9.4%	9.8%	11.1%	13.6%	13.3%	6.9%	5.9%	6.8%	
Not important	2.7%	1.9%	2.7%	3.7%	3.6%	4.8%	1.7%	0.5%	0.8%	
Total(n)	112	1,121	2,221	54	499	1,028	58	622	1,193	
Mean	3.45	3.47	3.43	3.31	3.29	3.26	3.57	3.61	3.58	
Standard deviation	0.77	0.74	0.78	0.82	0.83	0.86	0.70	0.62	0.66	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	0.02	0.06	-	-0.06	-0.02	
Encourage students to become agents of social change										
Essential	32.1%	31.1%	30.1%	20.4%	23.4%	24.3%	43.1%	37.2%	35.1%	
Very important	28.6%	31.6%	33.3%	35.2%	29.3%	31.5%	22.4%	33.5%	34.9%	
Somewhat important	26.8%	27.9%	26.4%	27.8%	34.1%	29.4%	25.9%	23.0%	23.8%	
Not important	12.5%	9.4%	10.2%	16.7%	13.2%	14.8%	8.6%	6.3%	6.2%	
Total(n)	112	1,122	2,221	54	499	1,029	58	623	1,192	
Mean	2.80	2.84	2.83	2.59	2.63	2.65	3.00	3.02	2.99	
Standard deviation	1.03	0.97	0.97	1.00	0.98	1.00	1.03	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.04	-0.03	-	-0.04	-0.06	-	-0.02	0.01	Civic Minded Values

California State University-Fresno	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	1.8%	4.0%	5.3%	3.6%	4.4%	6.2%	0.0%	3.7%	4.5%	
1-4	25.7%	29.8%	33.8%	27.3%	31.9%	35.6%	24.1%	28.1%	32.2%	
5-8	33.6%	29.3%	29.4%	36.4%	30.0%	28.8%	31.0%	28.7%	30.0%	
9-12	15.0%	19.1%	16.2%	14.5%	17.7%	15.4%	15.5%	20.3%	16.8%	
13-16	13.3%	9.9%	7.7%	7.3%	9.1%	6.7%	19.0%	10.5%	8.6%	
17-20	4.4%	3.9%	3.6%	3.6%	3.4%	3.8%	5.2%	4.3%	3.4%	
21-34	5.3%	2.9%	3.1%	5.5%	2.2%	2.5%	5.2%	3.5%	3.6%	
35-44	0.9%	0.7%	0.6%	1.8%	0.8%	0.7%	0.0%	0.6%	0.5%	
45+	0.0%	0.4%	0.4%	0.0%	0.6%	0.4%	0.0%	0.3%	0.3%	
Total(n)	113	1,131	2,265	55	504	1,050	58	627	1,215	
Mean	3.51	3.31	3.15	3.36	3.22	3.08	3.66	3.38	3.22	
Standard deviation	1.49	1.45	1.44	1.56	1.43	1.44	1.43	1.46	1.45	
Significance	-		**	-			-		*	
Effect size	-	0.14	0.25	-	0.10	0.19	-	0.19	0.30	
Preparing for teaching (including reading student papers and grading)										
None	1.8%	2.9%	4.4%	3.6%	3.4%	5.7%	0.0%	2.5%	3.3%	
1-4	26.5%	23.9%	24.9%	34.5%	27.4%	27.4%	19.0%	21.0%	22.7%	
5-8	27.4%	26.0%	27.4%	20.0%	27.0%	29.3%	34.5%	25.2%	25.7%	
9-12	15.9%	17.9%	17.8%	14.5%	17.9%	16.9%	17.2%	17.8%	18.7%	
13-16	13.3%	10.2%	8.9%	14.5%	8.9%	7.4%	12.1%	11.1%	10.2%	
17-20	5.3%	9.0%	8.2%	5.5%	7.2%	6.9%	5.2%	10.5%	9.4%	
21-34	8.0%	6.5%	5.5%	3.6%	5.8%	4.8%	12.1%	7.0%	6.2%	
35-44	0.9%	2.5%	1.8%	1.8%	1.4%	0.9%	0.0%	3.3%	2.6%	
45+	0.9%	1.2%	1.0%	1.8%	1.0%	0.8%	0.0%	1.4%	1.2%	
Total(n)	113	1,131	2,264	55	503	1,048	58	628	1,216	
Mean	3.70	3.81	3.64	3.53	3.59	3.42	3.86	3.99	3.83	
Standard deviation	1.69	1.79	1.73	1.78	1.70	1.63	1.59	1.84	1.79	
Significance	-			-			-			
Effect size	-	-0.06	0.03	-	-0.04	0.07	-	-0.07	0.02	

California State University-Fresno	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	22.3%	19.5%	18.6%	30.9%	20.8%	20.8%	14.0%	18.3%	16.8%	
1-4	62.5%	66.3%	68.0%	47.3%	62.9%	66.5%	77.2%	69.1%	69.3%	
5-8	11.6%	9.5%	9.2%	16.4%	10.3%	8.3%	7.0%	8.9%	10.0%	
9-12	0.9%	2.5%	2.3%	1.8%	3.8%	2.5%	0.0%	1.4%	2.2%	
13-16	0.0%	0.6%	0.7%	0.0%	0.4%	0.6%	0.0%	0.8%	0.8%	
17-20	1.8%	0.9%	0.6%	3.6%	1.0%	0.7%	0.0%	0.8%	0.5%	
21-34	0.0%	0.6%	0.5%	0.0%	0.8%	0.8%	0.0%	0.5%	0.2%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.9%	0.1%	0.0%	0.0%	0.0%	0.0%	1.8%	0.2%	0.1%	
Total(n)	112	1,131	2,266	55	504	1,050	57	627	1,216	
Mean	2.04	2.04	2.03	2.04	2.06	2.01	2.05	2.03	2.04	
Standard deviation	1.05	0.89	0.83	1.07	0.92	0.86	1.04	0.85	0.80	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	-0.02	0.03	-	0.02	0.01	
Committee work and meetings										
None	66.4%	63.5%	64.4%	74.5%	66.6%	68.3%	58.6%	60.9%	61.0%	
1-4	31.0%	31.5%	30.9%	20.0%	27.4%	27.1%	41.4%	34.8%	34.2%	
5-8	1.8%	4.0%	3.4%	3.6%	4.6%	3.1%	0.0%	3.5%	3.5%	
9-12	0.9%	0.7%	0.8%	1.8%	0.8%	0.7%	0.0%	0.6%	0.8%	
13-16	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
17-20	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.1%	
21-34	0.0%	0.2%	0.2%	0.0%	0.4%	0.2%	0.0%	0.0%	0.2%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
Total(n)	113	1,130	2,264	55	503	1,049	58	627	1,215	
Mean	1.37	1.44	1.43	1.33	1.43	1.40	1.41	1.44	1.46	
Standard deviation	0.57	0.70	0.74	0.64	0.78	0.76	0.50	0.62	0.72	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.13	-0.09	-	-0.05	-0.07	

California State University-Fresno	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	69.0%	66.7%	67.4%	80.0%	70.3%	71.4%	58.6%	63.9%	64.1%	
1-4	28.3%	27.2%	25.9%	14.5%	23.9%	22.5%	41.4%	29.8%	28.8%	
5-8	1.8%	2.9%	3.0%	3.6%	3.2%	3.0%	0.0%	2.7%	3.0%	
9-12	0.0%	0.7%	1.4%	0.0%	0.4%	1.0%	0.0%	1.0%	1.6%	
13-16	0.0%	0.9%	0.8%	0.0%	0.6%	0.6%	0.0%	1.1%	1.1%	
17-20	0.9%	0.6%	0.5%	1.8%	0.8%	0.7%	0.0%	0.5%	0.3%	
21-34	0.0%	0.5%	0.3%	0.0%	0.4%	0.3%	0.0%	0.6%	0.3%	
35-44	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	0.0%	0.3%	0.3%	
45+	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.2%	0.4%	
Total(n)	113	1,130	2,264	55	502	1,048	58	628	1,216	
Mean	1.36	1.48	1.49	1.31	1.43	1.43	1.41	1.52	1.53	
Standard deviation	0.67	0.98	1.01	0.81	0.95	0.98	0.50	1.00	1.03	
Significance	-			-			-			
Effect size	-	-0.12	-0.13	-	-0.13	-0.12	-	-0.11	-0.12	
Research and scholarly writing										
None	59.8%	50.5%	48.1%	56.4%	47.2%	47.0%	63.2%	53.2%	49.0%	
1-4	25.9%	27.2%	28.8%	25.5%	26.4%	26.2%	26.3%	27.8%	31.0%	
5-8	5.4%	9.0%	9.8%	5.5%	11.1%	11.1%	5.3%	7.3%	8.6%	
9-12	5.4%	5.0%	5.0%	9.1%	6.5%	6.4%	1.8%	3.7%	3.8%	
13-16	0.9%	2.3%	2.3%	0.0%	2.0%	2.2%	1.8%	2.6%	2.4%	
17-20	2.7%	3.4%	2.7%	3.6%	3.0%	2.5%	1.8%	3.7%	2.8%	
21-34	0.0%	1.1%	1.9%	0.0%	1.6%	2.4%	0.0%	0.6%	1.4%	
35-44	0.0%	1.0%	1.0%	0.0%	1.0%	1.0%	0.0%	1.0%	1.0%	
45+	0.0%	0.6%	0.7%	0.0%	1.2%	1.3%	0.0%	0.2%	0.1%	
Total(n)	112	1,130	2,264	55	504	1,050	57	626	1,214	
Mean	1.70	2.04	2.09	1.82	2.17	2.20	1.58	1.94	1.99	
Standard deviation	1.14	1.57	1.59	1.25	1.68	1.73	1.02	1.47	1.46	
Significance	-	*	*	-			-		*	
Effect size	-	-0.22	-0.25	-	-0.21	-0.22	-	-0.24	-0.28	

California State University-Fresno	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	49.6%	49.0%	50.8%	49.1%	50.5%	52.8%	50.0%	47.8%	49.2%	
1-4	30.1%	28.3%	27.4%	27.3%	27.2%	25.1%	32.8%	29.2%	29.3%	
5-8	14.2%	10.1%	10.1%	18.2%	10.9%	10.6%	10.3%	9.4%	9.7%	
9-12	1.8%	6.1%	5.5%	1.8%	6.2%	5.2%	1.7%	6.1%	5.8%	
13-16	0.0%	1.7%	1.6%	0.0%	1.2%	1.8%	0.0%	2.1%	1.5%	
17-20	2.7%	2.4%	2.0%	3.6%	1.8%	1.8%	1.7%	2.9%	2.1%	
21-34	1.8%	1.8%	1.6%	0.0%	1.6%	1.5%	3.4%	1.9%	1.7%	
35-44	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.3%	0.3%	
45+	0.0%	0.3%	0.6%	0.0%	0.2%	1.0%	0.0%	0.3%	0.2%	
Total(n)	113	1,129	2,262	55	503	1,048	58	626	1,214	
Mean	1.88	2.01	1.97	1.87	1.95	1.97	1.88	2.05	1.98	
Standard deviation	1.25	1.44	1.45	1.16	1.38	1.50	1.35	1.49	1.40	
Significance	-			-			-			
Effect size	-	-0.09	-0.06	-	-0.06	-0.07	-	-0.11	-0.07	
Consultation with clients/patients										
None	58.0%	69.3%	66.3%	60.0%	69.2%	65.0%	56.1%	69.3%	67.4%	
1-4	25.9%	18.9%	19.6%	21.8%	18.3%	19.3%	29.8%	19.4%	20.0%	
5-8	8.0%	4.4%	4.9%	7.3%	5.0%	5.9%	8.8%	4.0%	4.0%	
9-12	1.8%	2.1%	2.4%	1.8%	1.4%	2.2%	1.8%	2.7%	2.6%	
13-16	0.9%	0.9%	1.3%	1.8%	1.0%	1.2%	0.0%	0.8%	1.3%	
17-20	1.8%	1.4%	1.5%	1.8%	1.4%	2.0%	1.8%	1.4%	1.2%	
21-34	0.9%	1.0%	1.7%	1.8%	1.2%	1.7%	0.0%	0.8%	1.7%	
35-44	1.8%	1.2%	1.2%	1.8%	1.4%	1.5%	1.8%	1.1%	1.0%	
45+	0.9%	0.7%	1.0%	1.8%	1.2%	1.1%	0.0%	0.3%	0.8%	
Total(n)	112	1,127	2,260	55	504	1,048	57	623	1,212	
Mean	1.85	1.65	1.76	1.96	1.70	1.83	1.74	1.61	1.70	
Standard deviation	1.55	1.43	1.57	1.80	1.55	1.66	1.26	1.33	1.49	
Significance	-			-			-			
Effect size	-	0.14	0.06	-	0.17	0.08	-	0.10	0.03	

California State University-Fresno	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	36.6%	40.1%	38.6%	47.3%	41.9%	41.5%	26.3%	38.7%	36.2%	Civic Minded Practice
1-4	44.6%	42.4%	43.9%	29.1%	37.1%	39.0%	59.6%	46.7%	48.1%	
5-8	9.8%	10.2%	10.9%	12.7%	13.1%	12.3%	7.0%	7.9%	9.7%	
9-12	3.6%	3.8%	3.1%	3.6%	3.8%	3.1%	3.5%	3.9%	3.1%	
13-16	2.7%	1.2%	1.3%	5.5%	1.4%	1.5%	0.0%	1.1%	1.2%	
17-20	0.0%	0.9%	0.7%	0.0%	1.0%	0.8%	0.0%	0.8%	0.6%	
21-34	0.0%	0.4%	0.5%	0.0%	0.4%	0.6%	0.0%	0.3%	0.4%	
35-44	2.7%	0.7%	0.6%	1.8%	0.8%	0.7%	3.5%	0.6%	0.5%	
45+	0.0%	0.3%	0.3%	0.0%	0.6%	0.5%	0.0%	0.0%	0.2%	
Total(n)	112	1,127	2,259	55	504	1,048	57	623	1,211	
Mean	2.04	1.93	1.93	2.00	1.98	1.95	2.09	1.89	1.92	
Standard deviation	1.35	1.17	1.15	1.39	1.29	1.24	1.33	1.07	1.07	
Significance	-			-			-			
Effect size	-	0.09	0.10	-	0.02	0.04	-	0.19	0.16	
Outside consulting/freelance work										
None	62.8%	59.6%	57.5%	60.0%	55.5%	53.6%	65.5%	63.0%	60.8%	
1-4	18.6%	20.4%	21.3%	20.0%	22.5%	22.5%	17.2%	18.6%	20.3%	
5-8	6.2%	8.7%	9.4%	9.1%	9.5%	10.1%	3.4%	8.0%	8.9%	
9-12	7.1%	5.0%	4.7%	7.3%	4.4%	4.8%	6.9%	5.5%	4.7%	
13-16	1.8%	2.0%	2.0%	1.8%	2.2%	2.2%	1.7%	1.8%	1.8%	
17-20	1.8%	2.0%	2.1%	1.8%	2.2%	2.9%	1.7%	1.9%	1.4%	
21-34	1.8%	1.5%	1.8%	0.0%	2.4%	2.1%	3.4%	0.8%	1.5%	
35-44	0.0%	0.5%	0.5%	0.0%	1.0%	1.0%	0.0%	0.2%	0.1%	
45+	0.0%	0.3%	0.7%	0.0%	0.4%	0.9%	0.0%	0.2%	0.5%	
Total(n)	113	1,125	2,253	55	503	1,044	58	622	1,209	
Mean	1.79	1.86	1.92	1.76	1.99	2.06	1.81	1.75	1.80	
Standard deviation	1.35	1.44	1.52	1.19	1.59	1.67	1.50	1.29	1.37	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	-0.14	-0.18	-	0.05	0.01	

California State University-Fresno	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	10.6%	11.8%	11.8%	16.4%	17.9%	17.6%	5.2%	6.9%	6.8%	
1-4	15.0%	20.0%	18.6%	16.4%	21.9%	21.7%	13.8%	18.4%	15.9%	
5-8	26.5%	24.3%	22.8%	21.8%	22.9%	23.9%	31.0%	25.4%	21.9%	
9-12	15.0%	14.3%	14.7%	16.4%	13.9%	14.0%	13.8%	14.6%	15.4%	
13-16	4.4%	7.2%	7.3%	5.5%	7.0%	6.1%	3.4%	7.4%	8.3%	
17-20	6.2%	7.5%	7.6%	9.1%	7.6%	7.2%	3.4%	7.5%	7.9%	
21-34	8.0%	4.7%	5.4%	7.3%	4.0%	4.7%	8.6%	5.3%	6.0%	
35-44	1.8%	3.1%	3.2%	1.8%	2.2%	1.9%	1.7%	3.8%	4.4%	
45+	12.4%	7.1%	8.5%	5.5%	2.6%	2.9%	19.0%	10.7%	13.4%	
Total(n)	113	1,127	2,254	55	502	1,043	58	625	1,211	
Mean	4.21	3.85	3.99	3.76	3.35	3.37	4.64	4.24	4.53	
Standard deviation	2.49	2.27	2.36	2.26	2.01	2.02	2.65	2.39	2.49	
Significance	-			-			-			
Effect size	-	0.16	0.09	-	0.20	0.19	-	0.17	0.04	
Commuting to campus										
None	8.0%	8.8%	12.3%	10.9%	9.1%	11.7%	5.2%	8.6%	12.8%	
1-4	70.8%	64.5%	62.3%	63.6%	62.9%	61.9%	77.6%	65.9%	62.6%	
5-8	16.8%	18.9%	18.7%	20.0%	19.8%	20.1%	13.8%	18.2%	17.5%	
9-12	3.5%	5.3%	4.6%	5.5%	4.6%	3.6%	1.7%	5.9%	5.4%	
13-16	0.9%	1.3%	1.2%	0.0%	2.0%	1.5%	1.7%	0.8%	0.9%	
17-20	0.0%	0.7%	0.5%	0.0%	1.0%	0.7%	0.0%	0.5%	0.3%	
21-34	0.0%	0.2%	0.1%	0.0%	0.4%	0.2%	0.0%	0.0%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.2%	0.2%	
Total(n)	113	1,131	2,260	55	504	1,045	58	627	1,215	
Mean	2.19	2.30	2.24	2.20	2.33	2.26	2.17	2.27	2.22	
Standard deviation	0.66	0.88	0.90	0.70	0.95	0.91	0.63	0.81	0.88	
Significance	-			-			-			
Effect size	-	-0.13	-0.06	-	-0.14	-0.07	-	-0.12	-0.06	

California State University-Fresno	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	47.3%	50.2%	48.0%	41.8%	47.0%	42.2%	52.6%	52.7%	53.1%	
1-4	7.1%	8.8%	8.2%	3.6%	8.7%	7.8%	10.5%	8.8%	8.5%	
5-8	6.3%	5.9%	6.1%	10.9%	6.0%	5.7%	1.8%	5.8%	6.5%	
9-12	2.7%	3.8%	4.1%	1.8%	3.4%	4.3%	3.5%	4.2%	4.0%	
13-16	2.7%	2.4%	3.0%	3.6%	2.2%	3.2%	1.8%	2.6%	2.8%	
17-20	2.7%	4.2%	4.0%	1.8%	4.2%	4.1%	3.5%	4.2%	4.0%	
21-34	5.4%	5.1%	5.6%	5.5%	6.0%	6.1%	5.3%	4.3%	5.2%	
35-44	12.5%	12.6%	11.8%	18.2%	13.5%	13.8%	7.0%	11.9%	9.9%	
45+	13.4%	7.1%	9.1%	12.7%	9.1%	12.7%	14.0%	5.5%	6.0%	
Total(n)	112	1,126	2,255	55	504	1,048	57	622	1,207	
Mean	3.79	3.38	3.54	4.16	3.63	4.01	3.42	3.17	3.14	
Standard deviation	3.26	3.00	3.06	3.30	3.11	3.21	3.21	2.89	2.86	
Significance	-			-			-			
Effect size	-	0.14	0.08	-	0.17	0.05	-	0.09	0.10	

California State University-Fresno	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	49.6%	48.9%	31.4%	43.6%	48.9%	30.8%	55.2%	49.0%	32.0%	
No	50.4%	51.1%	68.6%	56.4%	51.1%	69.2%	44.8%	51.0%	68.0%	
Total(n)	113	1,132	2,269	55	505	1,053	58	627	1,216	
Are you a U.S. citizen?										
Yes	93.8%	96.6%	95.9%	94.5%	95.6%	95.6%	93.1%	97.3%	96.1%	
No	6.2%	3.4%	4.1%	5.5%	4.4%	4.4%	6.9%	2.7%	3.9%	
Total(n)	113	1,133	2,269	55	505	1,052	58	628	1,217	
Do you plan to retire within the next three years?										
Yes	16.8%	13.5%	13.4%	23.6%	17.4%	17.1%	10.3%	10.5%	10.2%	
No	83.2%	86.5%	86.6%	76.4%	82.6%	82.9%	89.7%	89.5%	89.8%	
Total(n)	113	1,122	2,252	55	500	1,043	58	622	1,209	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	52.2%	42.0%	41.8%	56.4%	43.7%	42.0%	48.3%	40.6%	41.6%	
No	47.8%	58.0%	58.2%	43.6%	56.3%	58.0%	51.7%	59.4%	58.4%	
Total(n)	113	1,129	2,262	55	504	1,048	58	625	1,214	
Have you been sexually harassed at this institution?										
Yes	4.4%	2.6%	2.7%	5.5%	2.0%	1.4%	3.4%	3.0%	3.9%	
No	95.6%	97.4%	97.3%	94.5%	98.0%	98.6%	96.6%	97.0%	96.1%	
Total(n)	113	1,132	2,268	55	505	1,053	58	627	1,215	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	24.8%	24.5%	24.2%	10.9%	14.9%	12.3%	37.9%	32.2%	34.4%	
No	75.2%	75.5%	75.8%	89.1%	85.1%	87.7%	62.1%	67.8%	65.6%	
Total(n)	113	1,132	2,269	55	505	1,053	58	627	1,216	
Have you ever received an award for outstanding teaching?										
Yes	23.9%	29.1%	29.4%	34.5%	32.7%	32.0%	13.8%	26.2%	27.2%	
No	76.1%	70.9%	70.6%	65.5%	67.3%	68.0%	86.2%	73.8%	72.8%	
Total(n)	113	1,131	2,267	55	505	1,053	58	626	1,214	
Is (or was) your spouse/partner an academic?										
Yes	26.5%	25.7%	25.3%	32.7%	28.3%	25.6%	20.7%	23.6%	24.9%	
No	73.5%	74.3%	74.7%	67.3%	71.7%	74.4%	79.3%	76.4%	75.1%	
Total(n)	113	1,132	2,265	55	505	1,050	58	627	1,215	

California State University-Fresno	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	21.2%	20.5%	18.8%	29.1%	23.0%	21.1%	13.8%	18.5%	16.7%	
No	78.8%	79.5%	81.2%	70.9%	77.0%	78.9%	86.2%	81.5%	83.3%	
Total(n)	113	1,123	2,255	55	500	1,045	58	623	1,210	
Considered leaving academe for another job?										
Yes	22.1%	37.5%	33.9%	14.5%	34.3%	30.2%	29.3%	40.0%	37.2%	
No	77.9%	62.5%	66.1%	85.5%	65.7%	69.8%	70.7%	60.0%	62.8%	
Total(n)	113	1,129	2,260	55	504	1,049	58	625	1,211	
Considered leaving this institution for another?										
Yes	27.4%	39.0%	36.0%	27.3%	38.0%	34.8%	27.6%	39.9%	37.1%	
No	72.6%	61.0%	64.0%	72.7%	62.0%	65.2%	72.4%	60.1%	62.9%	
Total(n)	113	1,132	2,263	55	505	1,050	58	627	1,213	
Changed academic institutions?										
Yes	6.2%	17.5%	16.4%	10.9%	19.4%	17.6%	1.7%	16.0%	15.3%	
No	93.8%	82.5%	83.6%	89.1%	80.6%	82.4%	98.3%	84.0%	84.7%	
Total(n)	113	1,131	2,263	55	505	1,050	58	626	1,213	
Engaged in paid consulting outside of your institution?										
Yes	33.6%	36.4%	38.8%	40.0%	38.8%	42.3%	27.6%	34.5%	35.8%	
No	66.4%	63.6%	61.2%	60.0%	61.2%	57.7%	72.4%	65.5%	64.2%	
Total(n)	113	1,131	2,262	55	505	1,050	58	626	1,212	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	57.5%	57.0%	58.1%	58.2%	56.8%	58.9%	56.9%	57.2%	57.5%	
No	42.5%	43.0%	41.9%	41.8%	43.2%	41.1%	43.1%	42.8%	42.5%	
Total(n)	113	1,131	2,265	55	505	1,051	58	626	1,214	
Received at least one firm job offer?										
Yes	23.9%	28.2%	31.9%	21.8%	28.4%	33.8%	25.9%	28.0%	30.2%	
No	76.1%	71.8%	68.1%	78.2%	71.6%	66.2%	74.1%	72.0%	69.8%	
Total(n)	113	1,129	2,260	55	504	1,049	58	625	1,211	
Requested/sought an early promotion?										
Yes	3.5%	5.9%	6.6%	3.6%	7.3%	7.7%	3.4%	4.8%	5.6%	
No	96.5%	94.1%	93.4%	96.4%	92.7%	92.3%	96.6%	95.2%	94.4%	
Total(n)	113	1,128	2,261	55	504	1,049	58	624	1,212	

California State University-Fresno	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	49.1%	48.5%	54.0%	44.4%	49.8%	53.8%	53.4%	47.5%	54.2%	
Probably yes	30.4%	33.5%	30.1%	35.2%	32.5%	30.4%	25.9%	34.2%	29.9%	
Not sure	14.3%	11.9%	10.7%	13.0%	12.0%	10.7%	15.5%	11.8%	10.6%	
Probably no	3.6%	4.2%	3.5%	3.7%	3.6%	3.4%	3.4%	4.6%	3.7%	
Definitely no	2.7%	2.0%	1.6%	3.7%	2.2%	1.7%	1.7%	1.9%	1.6%	
Total(n)	112	1,130	2,257	54	502	1,044	58	628	1,213	
Mean	4.20	4.22	4.31	4.13	4.24	4.31	4.26	4.21	4.31	
Standard deviation	0.99	0.95	0.92	1.03	0.95	0.92	0.97	0.95	0.92	
Significance	-			-			-			
Effect size	-	-0.02	-0.12	-	-0.12	-0.20	-	0.05	-0.05	
Still want to be a college professor?										
Definitely yes	68.1%	62.0%	63.1%	69.1%	63.6%	62.7%	67.2%	60.8%	63.5%	
Probably yes	26.5%	25.9%	25.9%	21.8%	23.6%	26.4%	31.0%	27.8%	25.5%	
Not sure	1.8%	7.5%	7.0%	3.6%	8.2%	7.2%	0.0%	6.9%	6.9%	
Probably no	3.5%	3.4%	2.8%	5.5%	3.6%	2.8%	1.7%	3.2%	2.7%	
Definitely no	0.0%	1.2%	1.2%	0.0%	1.0%	1.0%	0.0%	1.4%	1.4%	
Total(n)	113	1,127	2,254	55	500	1,043	58	627	1,211	
Mean	4.59	4.44	4.47	4.55	4.45	4.47	4.64	4.43	4.47	
Standard deviation	0.70	0.86	0.84	0.81	0.87	0.82	0.58	0.86	0.85	
Significance	-			-			-			
Effect size	-	0.17	0.14	-	0.11	0.10	-	0.24	0.20	

California State University-Fresno	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	33.6%	37.5%	39.4%	40.0%	38.9%	39.9%	27.6%	36.3%	38.9%	
Somewhat descriptive	54.9%	52.3%	52.4%	54.5%	52.8%	53.3%	55.2%	51.9%	51.7%	
Not descriptive	11.5%	10.2%	8.2%	5.5%	8.3%	6.8%	17.2%	11.8%	9.4%	
Total(n)	113	1,123	2,237	55	504	1,042	58	619	1,195	
Mean	2.22	2.27	2.31	2.35	2.31	2.33	2.10	2.25	2.30	
Standard deviation	0.64	0.64	0.62	0.58	0.62	0.60	0.67	0.65	0.63	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.15	-	0.06	0.03	-	-0.23	-0.32	
The faculty are typically at odds with campus administration										
Very descriptive	4.4%	8.1%	8.0%	5.5%	8.0%	9.3%	3.4%	8.2%	6.9%	
Somewhat descriptive	48.7%	41.0%	36.3%	50.9%	40.4%	34.0%	46.6%	41.5%	38.4%	
Not descriptive	46.9%	50.9%	55.7%	43.6%	51.6%	56.7%	50.0%	50.3%	54.8%	
Total(n)	113	1,112	2,206	55	502	1,030	58	610	1,176	
Mean	1.58	1.57	1.52	1.62	1.56	1.53	1.53	1.58	1.52	
Standard deviation	0.58	0.64	0.64	0.59	0.64	0.66	0.57	0.64	0.62	
Significance	-			-			-			
Effect size	-	0.02	0.09	-	0.09	0.14	-	-0.08	0.02	
Faculty here respect each other										
Very descriptive	50.4%	51.0%	52.5%	54.5%	52.0%	52.2%	46.6%	50.2%	52.8%	
Somewhat descriptive	46.0%	43.7%	42.5%	41.8%	44.0%	42.8%	50.0%	43.5%	42.2%	
Not descriptive	3.5%	5.3%	5.0%	3.6%	4.0%	5.0%	3.4%	6.3%	4.9%	
Total(n)	113	1,123	2,237	55	504	1,039	58	619	1,198	
Mean	2.47	2.46	2.48	2.51	2.48	2.47	2.43	2.44	2.48	
Standard deviation	0.57	0.59	0.59	0.57	0.57	0.59	0.57	0.61	0.59	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	0.05	0.07	-	-0.02	-0.08	

California State University-Fresno	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	1.8%	5.0%	4.5%	0.0%	4.4%	5.0%	3.4%	5.5%	4.0%	
Somewhat descriptive	26.5%	21.9%	21.6%	29.1%	23.3%	23.0%	24.1%	20.9%	20.5%	
Not descriptive	71.7%	73.1%	73.9%	70.9%	72.4%	72.0%	72.4%	73.6%	75.5%	
Total(n)	113	1,121	2,227	55	503	1,036	58	618	1,191	
Mean	1.30	1.32	1.31	1.29	1.32	1.33	1.31	1.32	1.29	
Standard deviation	0.50	0.56	0.55	0.46	0.55	0.57	0.54	0.57	0.53	
Significance	-			-			-			
Effect size	-	-0.04	-0.02	-	-0.05	-0.07	-	-0.02	0.04	
Faculty are rewarded for being good teachers										
Very descriptive	15.0%	14.6%	15.3%	14.5%	14.0%	15.7%	15.5%	15.1%	15.0%	
Somewhat descriptive	48.7%	52.9%	54.2%	56.4%	56.1%	56.3%	41.4%	50.2%	52.5%	
Not descriptive	36.3%	32.6%	30.4%	29.1%	29.9%	28.0%	43.1%	34.7%	32.5%	
Total(n)	113	1,112	2,209	55	501	1,031	58	611	1,178	
Mean	1.79	1.82	1.85	1.85	1.84	1.88	1.72	1.80	1.83	
Standard deviation	0.69	0.66	0.66	0.65	0.64	0.65	0.72	0.68	0.67	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	0.02	-0.05	-	-0.12	-0.16	
There is respect for the expression of diverse values and beliefs										
Very descriptive	43.4%	48.0%	44.1%	47.3%	48.2%	43.6%	39.7%	47.7%	44.5%	
Somewhat descriptive	48.7%	45.0%	48.2%	43.6%	45.2%	48.9%	53.4%	44.8%	47.6%	
Not descriptive	8.0%	7.0%	7.7%	9.1%	6.5%	7.4%	6.9%	7.4%	8.0%	
Total(n)	113	1,122	2,226	55	504	1,036	58	618	1,190	
Mean	2.35	2.41	2.36	2.38	2.42	2.36	2.33	2.40	2.36	
Standard deviation	0.63	0.62	0.62	0.65	0.61	0.62	0.60	0.62	0.63	
Significance	-			-			-			
Effect size	-	-0.10	-0.02	-	-0.07	0.03	-	-0.11	-0.05	

California State University-Fresno	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	18.8%	16.5%	18.8%	13.0%	14.9%	17.9%	24.1%	17.8%	19.5%	
Somewhat descriptive	50.9%	49.4%	49.1%	57.4%	51.0%	50.9%	44.8%	48.1%	47.6%	
Not descriptive	30.4%	34.1%	32.1%	29.6%	34.1%	31.2%	31.0%	34.1%	32.8%	
Total(n)	112	1,111	2,204	54	498	1,022	58	613	1,182	
Mean	1.88	1.82	1.87	1.83	1.81	1.87	1.93	1.84	1.87	
Standard deviation	0.69	0.69	0.70	0.64	0.67	0.69	0.75	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.09	0.01	-	0.03	-0.06	-	0.13	0.08	
Administrators consider faculty concerns when making policy										
Very descriptive	18.0%	15.6%	17.5%	24.5%	17.3%	19.2%	12.1%	14.2%	16.0%	
Somewhat descriptive	61.3%	62.2%	60.1%	52.8%	61.8%	58.9%	69.0%	62.5%	61.2%	
Not descriptive	20.7%	22.2%	22.4%	22.6%	20.9%	21.9%	19.0%	23.2%	22.8%	
Total(n)	111	1,108	2,189	53	497	1,019	58	611	1,170	
Mean	1.97	1.93	1.95	2.02	1.96	1.97	1.93	1.91	1.93	
Standard deviation	0.62	0.61	0.63	0.69	0.62	0.64	0.56	0.61	0.62	
Significance	-			-			-			
Effect size	-	0.07	0.03	-	0.10	0.08	-	0.03	0.00	
The administration is open about its policies										
Very descriptive	21.6%	25.7%	26.3%	28.3%	28.0%	28.3%	15.5%	23.8%	24.6%	
Somewhat descriptive	62.2%	56.8%	55.1%	52.8%	54.5%	52.4%	70.7%	58.7%	57.4%	
Not descriptive	16.2%	17.5%	18.6%	18.9%	17.5%	19.3%	13.8%	17.5%	18.0%	
Total(n)	111	1,107	2,198	53	497	1,026	58	610	1,172	
Mean	2.05	2.08	2.08	2.09	2.10	2.09	2.02	2.06	2.07	
Standard deviation	0.62	0.65	0.67	0.69	0.67	0.68	0.55	0.64	0.65	
Significance	-			-			-			
Effect size	-	-0.05	-0.04	-	-0.01	0.00	-	-0.06	-0.08	

California State University-Fresno	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	20.2%	19.5%	19.6%	13.2%	12.8%	13.8%	26.8%	25.0%	24.5%	
Somewhat	44.0%	52.8%	52.5%	37.7%	53.1%	51.4%	50.0%	52.6%	53.5%	
Not at all	35.8%	27.6%	27.9%	49.1%	34.1%	34.8%	23.2%	22.5%	22.0%	
Total(n)	109	1,085	2,164	53	484	993	56	601	1,171	
Mean	1.84	1.92	1.92	1.64	1.79	1.79	2.04	2.02	2.02	
Standard deviation	0.74	0.68	0.68	0.71	0.65	0.67	0.71	0.69	0.68	
Significance	-			-			-			
Effect size	-	-0.12	-0.12	-	-0.23	-0.22	-	0.03	0.03	
Child care										
Extensive	9.9%	16.6%	16.2%	2.7%	8.5%	9.0%	15.9%	23.3%	22.5%	
Somewhat	27.2%	32.0%	35.7%	27.0%	34.2%	34.3%	27.3%	30.1%	37.0%	
Not at all	63.0%	51.5%	48.0%	70.3%	57.3%	56.7%	56.8%	46.6%	40.5%	
Total(n)	81	616	1,268	37	281	589	44	335	679	
Mean	1.47	1.65	1.68	1.32	1.51	1.52	1.59	1.77	1.82	
Standard deviation	0.67	0.75	0.74	0.53	0.65	0.66	0.76	0.80	0.77	
Significance	-	*	*	-			-			
Effect size	-	-0.24	-0.28	-	-0.29	-0.30	-	-0.23	-0.30	
Care of elderly parent										
Extensive	16.7%	15.3%	14.3%	12.8%	13.8%	11.4%	20.0%	16.7%	16.9%	
Somewhat	35.7%	38.2%	37.6%	25.6%	32.3%	34.4%	44.4%	43.4%	40.6%	
Not at all	47.6%	46.5%	48.1%	61.5%	53.8%	54.2%	35.6%	39.9%	42.5%	
Total(n)	84	691	1,387	39	325	660	45	366	727	
Mean	1.69	1.69	1.66	1.51	1.60	1.57	1.84	1.77	1.74	
Standard deviation	0.74	0.72	0.71	0.72	0.72	0.69	0.74	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	-0.13	-0.09	-	0.10	0.14	

California State University-Fresno	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%	8.5%	8.6%	13.0%	6.5%	7.6%	9.6%	10.1%	9.5%	
Somewhat	28.3%	44.7%	44.0%	31.5%	46.6%	45.6%	25.0%	43.1%	42.7%	
Not at all	60.4%	46.8%	47.4%	55.6%	46.8%	46.7%	65.4%	46.8%	47.9%	
Total(n)	106	1,061	2,116	54	476	984	52	585	1,132	
Mean	1.51	1.62	1.61	1.57	1.60	1.61	1.44	1.63	1.62	
Standard deviation	0.69	0.64	0.64	0.72	0.61	0.63	0.67	0.66	0.65	
Significance	-	-	-	-	-	-	-	*	-	
Effect size	-	-0.17	-0.16	-	-0.05	-0.06	-	-0.29	-0.28	
Health of spouse/partner										
Extensive	7.9%	7.1%	7.4%	5.5%	7.6%	7.6%	10.9%	6.6%	7.2%	
Somewhat	30.7%	33.9%	34.3%	30.9%	36.2%	37.3%	30.4%	31.8%	31.3%	
Not at all	61.4%	59.0%	58.3%	63.6%	56.3%	55.0%	58.7%	61.5%	61.6%	
Total(n)	101	905	1,826	55	437	905	46	468	921	
Mean	1.47	1.48	1.49	1.42	1.51	1.53	1.52	1.45	1.46	
Standard deviation	0.64	0.63	0.63	0.60	0.63	0.63	0.69	0.62	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.03	-	-0.14	-0.17	-	0.11	0.10	
Review/promotion process										
Extensive	7.3%	9.7%	8.5%	9.3%	9.4%	7.3%	5.1%	10.0%	9.6%	
Somewhat	19.5%	27.8%	27.6%	16.3%	21.2%	23.8%	23.1%	33.4%	31.1%	
Not at all	73.2%	62.5%	63.9%	74.4%	69.4%	68.9%	71.8%	56.6%	59.3%	
Total(n)	82	803	1,567	43	372	753	39	431	814	
Mean	1.34	1.47	1.45	1.35	1.40	1.38	1.33	1.53	1.50	
Standard deviation	0.61	0.67	0.65	0.65	0.66	0.62	0.58	0.67	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.19	-0.17	-	-0.08	-0.05	-	-0.30	-0.26	

California State University-Fresno	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	2.2%	4.3%	4.1%	2.2%	2.9%	2.8%	2.2%	5.5%	5.3%	
Somewhat	15.4%	18.1%	16.6%	10.9%	14.8%	14.1%	20.0%	20.8%	18.9%	
Not at all	82.4%	77.6%	79.3%	87.0%	82.3%	83.1%	77.8%	73.7%	75.9%	
Total(n)	91	907	1,823	46	412	854	45	495	969	
Mean	1.20	1.27	1.25	1.15	1.21	1.20	1.24	1.32	1.29	
Standard deviation	0.45	0.53	0.52	0.42	0.47	0.46	0.48	0.57	0.56	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	-0.13	-0.11	-	-0.14	-0.09	
Personal finances										
Extensive	25.0%	28.7%	27.5%	24.5%	22.9%	22.7%	25.5%	33.4%	31.5%	
Somewhat	40.7%	46.4%	45.9%	35.8%	46.2%	46.7%	45.5%	46.5%	45.2%	
Not at all	34.3%	24.9%	26.7%	39.6%	30.9%	30.6%	29.1%	20.0%	23.3%	
Total(n)	108	1,089	2,165	53	485	994	55	604	1,171	
Mean	1.91	2.04	2.01	1.85	1.92	1.92	1.96	2.13	2.08	
Standard deviation	0.77	0.73	0.74	0.79	0.73	0.73	0.74	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.18	-0.14	-	-0.10	-0.10	-	-0.24	-0.16	
Committee work										
Extensive	4.0%	2.5%	2.2%	5.0%	2.1%	1.3%	2.9%	2.8%	3.0%	
Somewhat	14.7%	21.2%	19.7%	10.0%	17.0%	17.5%	20.0%	25.3%	21.8%	
Not at all	81.3%	76.3%	78.1%	85.0%	81.0%	81.1%	77.1%	71.9%	75.2%	
Total(n)	75	692	1,409	40	336	684	35	356	725	Career Related Stress
Mean	1.23	1.26	1.24	1.20	1.21	1.20	1.26	1.31	1.28	
Standard deviation	0.51	0.49	0.48	0.52	0.46	0.43	0.51	0.52	0.51	
Significance	-			-			-			
Effect size	-	-0.06	-0.02	-	-0.02	0.00	-	-0.10	-0.04	

California State University-Fresno	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	1.2%	2.4%	2.0%	2.4%	2.1%	1.6%	0.0%	2.8%	2.5%	
Somewhat	12.2%	21.2%	20.6%	9.5%	20.7%	19.4%	15.0%	21.6%	21.7%	
Not at all	86.6%	76.4%	77.3%	88.1%	77.2%	79.0%	85.0%	75.7%	75.8%	
Total(n)	82	817	1,619	42	381	763	40	436	856	
Mean	1.15	1.26	1.25	1.14	1.25	1.23	1.15	1.27	1.27	
Standard deviation	0.39	0.49	0.48	0.42	0.48	0.45	0.36	0.50	0.49	
Significance	-	*		-			-			
Effect size	-	-0.22	-0.21	-	-0.23	-0.20	-	-0.24	-0.24	
Colleagues										
Extensive	1.9%	4.8%	3.7%	2.0%	3.4%	2.5%	1.8%	6.0%	4.7%	
Somewhat	26.9%	28.2%	27.5%	17.6%	24.0%	24.6%	35.1%	31.6%	30.0%	
Not at all	71.3%	67.0%	68.8%	80.4%	72.6%	72.9%	63.2%	62.4%	65.3%	
Total(n)	108	1,054	2,091	51	471	968	57	583	1,123	Career Related Stress
Mean	1.31	1.38	1.35	1.22	1.31	1.30	1.39	1.44	1.39	
Standard deviation	0.50	0.58	0.55	0.46	0.53	0.51	0.53	0.61	0.58	
Significance	-			-			-			
Effect size	-	-0.12	-0.07	-	-0.17	-0.16	-	-0.08	0.00	
Students										
Extensive	0.0%	4.4%	4.0%	0.0%	3.2%	3.0%	0.0%	5.3%	4.9%	
Somewhat	38.7%	49.5%	46.0%	25.9%	43.4%	40.1%	50.9%	54.4%	51.1%	
Not at all	61.3%	46.1%	50.0%	74.1%	53.3%	56.9%	49.1%	40.3%	44.0%	
Total(n)	111	1,101	2,206	54	493	1,020	57	608	1,186	Career Related Stress
Mean	1.39	1.58	1.54	1.26	1.50	1.46	1.51	1.65	1.61	
Standard deviation	0.49	0.58	0.57	0.44	0.56	0.56	0.50	0.58	0.58	
Significance	-	***	**	-	**	**	-			
Effect size	-	-0.33	-0.26	-	-0.43	-0.36	-	-0.24	-0.17	

California State University-Fresno	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	2.6%	6.0%	8.1%	2.4%	6.4%	7.7%	2.7%	5.6%	8.5%	Career Related Stress
Somewhat	15.4%	28.2%	26.1%	19.5%	25.4%	24.2%	10.8%	31.0%	28.0%	
Not at all	82.1%	65.8%	65.8%	78.0%	68.1%	68.1%	86.5%	63.5%	63.5%	
Total(n)	78	783	1,567	41	389	766	37	394	801	
Mean	1.21	1.40	1.42	1.24	1.38	1.40	1.16	1.42	1.45	
Standard deviation	0.47	0.60	0.64	0.49	0.60	0.63	0.44	0.60	0.65	
Significance	-	**	**	-			-	*	**	
Effect size	-	-0.32	-0.33	-	-0.23	-0.25	-	-0.43	-0.45	
Institutional procedures and "red tape"										
Extensive	8.1%	8.8%	8.1%	8.0%	8.0%	7.6%	8.2%	9.4%	8.7%	Career Related Stress
Somewhat	36.4%	41.5%	39.3%	36.0%	38.3%	36.7%	36.7%	44.3%	41.7%	
Not at all	55.6%	49.7%	52.6%	56.0%	53.7%	55.8%	55.1%	46.3%	49.7%	
Total(n)	99	991	1,965	50	460	938	49	531	1,027	
Mean	1.53	1.59	1.56	1.52	1.54	1.52	1.53	1.63	1.59	
Standard deviation	0.64	0.65	0.64	0.65	0.64	0.63	0.65	0.65	0.64	
Significance	-			-			-			
Effect size	-	-0.09	-0.05	-	-0.03	0.00	-	-0.15	-0.09	
Teaching load										
Extensive	5.5%	9.1%	7.8%	0.0%	5.4%	5.5%	10.5%	12.1%	9.8%	Career Related Stress
Somewhat	22.0%	30.0%	29.2%	19.2%	28.2%	26.0%	24.6%	31.6%	32.0%	
Not at all	72.5%	60.9%	63.0%	80.8%	66.4%	68.5%	64.9%	56.4%	58.2%	
Total(n)	109	1,059	2,115	52	479	982	57	580	1,133	
Mean	1.33	1.48	1.45	1.19	1.39	1.37	1.46	1.56	1.52	
Standard deviation	0.58	0.66	0.64	0.40	0.59	0.59	0.68	0.70	0.67	
Significance	-	*		-	*	*	-			
Effect size	-	-0.23	-0.19	-	-0.34	-0.31	-	-0.14	-0.09	

California State University-Fresno	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	8.3%	8.1%	7.6%	4.9%	4.7%	4.1%	11.6%	11.0%	10.8%	
Somewhat	26.2%	32.8%	33.2%	24.4%	29.1%	29.7%	27.9%	36.1%	36.4%	
Not at all	65.5%	59.1%	59.2%	70.7%	66.2%	66.2%	60.5%	52.9%	52.8%	
Total(n)	84	719	1,485	41	337	708	43	382	777	
Mean	1.43	1.49	1.48	1.34	1.39	1.38	1.51	1.58	1.58	
Standard deviation	0.65	0.64	0.63	0.57	0.58	0.56	0.70	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.09	-0.08	-	-0.09	-0.07	-	-0.10	-0.10	
Friction with spouse/partner										
Extensive	5.0%	6.9%	5.3%	3.8%	6.3%	4.6%	6.3%	7.4%	6.0%	
Somewhat	16.0%	24.1%	25.6%	15.4%	22.8%	24.6%	16.7%	25.2%	26.5%	
Not at all	79.0%	69.0%	69.1%	80.8%	70.9%	70.8%	77.1%	67.4%	67.5%	
Total(n)	100	914	1,841	52	430	893	48	484	948	
Mean	1.26	1.38	1.36	1.23	1.35	1.34	1.29	1.40	1.39	
Standard deviation	0.54	0.61	0.58	0.51	0.60	0.56	0.58	0.62	0.60	
Significance	-			-			-			
Effect size	-	-0.20	-0.17	-	-0.20	-0.20	-	-0.18	-0.17	
Lack of personal time										
Extensive	15.3%	21.4%	20.9%	5.6%	11.7%	14.5%	24.6%	29.3%	26.4%	
Somewhat	45.0%	50.0%	48.6%	40.7%	50.2%	46.8%	49.1%	49.8%	50.2%	
Not at all	39.6%	28.6%	30.5%	53.7%	38.1%	38.7%	26.3%	21.0%	23.4%	
Total(n)	111	1,111	2,212	54	496	1,020	57	615	1,192	
Mean	1.76	1.93	1.90	1.52	1.74	1.76	1.98	2.08	2.03	
Standard deviation	0.70	0.70	0.71	0.61	0.66	0.69	0.72	0.70	0.71	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.24	-0.20	-	-0.33	-0.35	-	-0.14	-0.07	Career Related Stress

California State University-Fresno	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	6.2%	6.0%	6.6%	1.8%	5.0%	5.8%	10.3%	6.8%	7.4%	
Somewhat	47.8%	48.5%	46.5%	49.1%	44.7%	43.5%	46.6%	51.6%	49.1%	
Not at all	46.0%	45.5%	46.8%	49.1%	50.3%	50.7%	43.1%	41.6%	43.5%	
Total(n)	113	1,115	2,217	55	497	1,022	58	618	1,195	
Mean	1.60	1.61	1.60	1.53	1.55	1.55	1.67	1.65	1.64	
Standard deviation	0.61	0.60	0.61	0.54	0.59	0.60	0.66	0.60	0.62	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.03	-0.03	-	0.03	0.05	
Job security										
Extensive	33.6%	31.2%	26.8%	30.2%	26.9%	23.1%	36.8%	34.6%	29.9%	
Somewhat	30.9%	38.3%	37.4%	26.4%	37.3%	34.7%	35.1%	39.2%	39.7%	
Not at all	35.5%	30.5%	35.9%	43.4%	35.8%	42.3%	28.1%	26.2%	30.4%	
Total(n)	110	1,101	2,181	53	491	1,001	57	610	1,180	
Mean	1.98	2.01	1.91	1.87	1.91	1.81	2.09	2.08	1.99	
Standard deviation	0.83	0.79	0.79	0.86	0.79	0.79	0.81	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.04	0.09	-	-0.05	0.08	-	0.01	0.13	
Being part of a dual career couple										
Extensive	6.5%	11.8%	10.1%	2.0%	9.2%	7.9%	11.6%	14.0%	12.0%	
Somewhat	32.6%	35.5%	34.4%	30.6%	33.1%	30.3%	34.9%	37.5%	38.0%	
Not at all	60.9%	52.7%	55.5%	67.3%	57.7%	61.8%	53.5%	48.5%	50.1%	
Total(n)	92	874	1,754	49	402	819	43	472	935	
Mean	1.46	1.59	1.55	1.35	1.51	1.46	1.58	1.65	1.62	
Standard deviation	0.62	0.69	0.67	0.52	0.66	0.64	0.70	0.71	0.69	
Significance	-			-			-			
Effect size	-	-0.19	-0.13	-	-0.24	-0.17	-	-0.10	-0.06	

California State University-Fresno	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	10.8%	21.7%	17.6%	3.8%	18.3%	15.5%	17.2%	24.4%	19.4%	
Somewhat	63.1%	54.8%	54.1%	64.2%	56.4%	54.7%	62.1%	53.5%	53.7%	
Not at all	26.1%	23.6%	28.2%	32.1%	25.4%	29.8%	20.7%	22.1%	26.9%	
Total(n)	111	1,108	2,207	53	493	1,018	58	615	1,189	
Mean	1.85	1.98	1.89	1.72	1.93	1.86	1.97	2.02	1.93	
Standard deviation	0.59	0.67	0.67	0.53	0.66	0.66	0.62	0.68	0.68	
Significance	-	*		-	*		-			
Effect size	-	-0.19	-0.06	-	-0.32	-0.21	-	-0.07	0.06	
Self-imposed high expectations										
Extensive	16.1%	22.4%	22.9%	14.5%	16.8%	18.9%	17.5%	26.9%	26.3%	
Somewhat	58.0%	56.6%	54.6%	50.9%	55.6%	53.9%	64.9%	57.4%	55.2%	
Not at all	25.9%	21.0%	22.5%	34.5%	27.6%	27.2%	17.5%	15.7%	18.5%	
Total(n)	112	1,111	2,214	55	493	1,016	57	618	1,198	
Mean	1.90	2.01	2.00	1.80	1.89	1.92	2.00	2.11	2.08	
Standard deviation	0.64	0.66	0.67	0.68	0.66	0.67	0.60	0.64	0.67	
Significance	-			-			-			
Effect size	-	-0.17	-0.15	-	-0.14	-0.18	-	-0.17	-0.12	
Change in work responsibilities										
Extensive	8.2%	10.4%	10.1%	6.3%	7.7%	8.3%	10.2%	12.7%	11.7%	
Somewhat	29.9%	36.9%	36.6%	16.7%	33.0%	34.2%	42.9%	40.1%	38.7%	
Not at all	61.9%	52.7%	53.3%	77.1%	59.3%	57.6%	46.9%	47.1%	49.6%	
Total(n)	97	1,027	2,060	48	469	957	49	558	1,103	
Mean	1.46	1.58	1.57	1.29	1.48	1.51	1.63	1.66	1.62	
Standard deviation	0.65	0.67	0.67	0.58	0.64	0.64	0.67	0.69	0.69	
Significance	-			-	*	*	-			
Effect size	-	-0.18	-0.16	-	-0.30	-0.34	-	-0.04	0.01	

California State University-Fresno	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	38.7%	33.7%	26.1%	37.7%	29.1%	22.1%	39.7%	37.4%	29.5%	
Somewhat	48.6%	42.7%	40.0%	47.2%	43.4%	39.0%	50.0%	42.1%	40.9%	
Not at all	12.6%	23.6%	33.9%	15.1%	27.5%	38.8%	10.3%	20.5%	29.6%	
Total(n)	111	1,062	2,073	53	477	958	58	585	1,115	
Mean	2.26	2.10	1.92	2.23	2.02	1.83	2.29	2.17	2.00	
Standard deviation	0.67	0.75	0.77	0.70	0.75	0.76	0.65	0.74	0.77	
Significance	-	*	***	-		***	-		**	
Effect size	-	0.21	0.44	-	0.28	0.53	-	0.16	0.38	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	9.7%	4.2%	6.2%	5.5%	3.5%	6.5%	13.8%	4.7%	5.9%	Job Satisfaction: Compensation
Satisfied	37.2%	29.7%	30.7%	45.5%	32.4%	33.1%	29.3%	27.6%	28.7%	
Marginally satisfied	32.7%	34.6%	34.6%	30.9%	32.2%	32.0%	34.5%	36.5%	36.7%	
Not satisfied	20.4%	31.5%	28.6%	18.2%	31.8%	28.4%	22.4%	31.3%	28.7%	
Total(n)	113	1,104	2,205	55	487	1,010	58	617	1,195	
Mean	2.36	2.07	2.14	2.38	2.08	2.18	2.34	2.06	2.12	
Standard deviation	0.92	0.88	0.90	0.85	0.88	0.92	0.98	0.88	0.89	
Significance	-	***	*	-	*		-	*		
Effect size	-	0.33	0.24	-	0.34	0.22	-	0.32	0.25	
Health benefits										
Very satisfied	26.7%	23.0%	18.0%	20.0%	17.9%	15.7%	32.6%	27.2%	20.0%	
Satisfied	41.9%	34.2%	29.4%	47.5%	37.3%	31.0%	37.0%	31.7%	28.1%	
Marginally satisfied	24.4%	13.7%	14.5%	32.5%	14.6%	15.0%	17.4%	12.9%	14.1%	
Not satisfied	7.0%	29.1%	38.0%	0.0%	30.1%	38.3%	13.0%	28.2%	37.8%	
Total(n)	86	739	1,288	40	335	587	46	404	701	
Mean	2.88	2.51	2.27	2.88	2.43	2.24	2.89	2.58	2.30	
Standard deviation	0.89	1.14	1.15	0.72	1.10	1.12	1.02	1.16	1.17	
Significance	-	**	***	-	*	***	-		***	
Effect size	-	0.32	0.53	-	0.41	0.57	-	0.27	0.50	

California State University-Fresno	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	13.6%	9.9%	9.4%	12.2%	8.5%	9.5%	14.9%	11.0%	9.3%	
Satisfied	44.3%	34.9%	32.1%	46.3%	35.8%	32.7%	42.6%	34.2%	31.6%	
Marginally satisfied	27.3%	24.3%	22.9%	26.8%	23.5%	22.3%	27.7%	24.9%	23.3%	
Not satisfied	14.8%	30.9%	35.6%	14.6%	32.3%	35.5%	14.9%	29.9%	35.7%	
Total(n)	88	779	1,361	41	341	611	47	438	750	
Mean	2.57	2.24	2.15	2.56	2.21	2.16	2.57	2.26	2.15	
Standard deviation	0.91	1.00	1.02	0.90	0.99	1.02	0.93	1.01	1.01	
Significance	-	**	***	-	*	*	-	*	**	
Effect size	-	0.33	0.41	-	0.35	0.39	-	0.31	0.42	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	7.4%	5.4%	7.0%	5.3%	8.0%	8.3%	9.3%	3.3%	5.8%	
Satisfied	42.0%	31.6%	34.0%	47.4%	34.1%	38.2%	37.2%	29.6%	30.6%	
Marginally satisfied	27.2%	32.1%	29.5%	28.9%	31.3%	28.2%	25.6%	32.7%	30.7%	
Not satisfied	23.5%	30.9%	29.5%	18.4%	26.6%	25.4%	27.9%	34.3%	32.9%	
Total(n)	81	813	1,551	38	361	710	43	452	841	
Mean	2.33	2.12	2.19	2.39	2.24	2.29	2.28	2.02	2.09	
Standard deviation	0.92	0.91	0.94	0.86	0.94	0.94	0.98	0.88	0.93	
Significance	-	*		-			-			
Effect size	-	0.23	0.15	-	0.16	0.11	-	0.30	0.20	
Teaching load										Job Satisfaction: Compensation
Very satisfied	14.8%	8.9%	10.6%	11.8%	11.2%	11.6%	17.5%	7.1%	9.8%	
Satisfied	48.1%	49.3%	50.0%	60.8%	49.3%	51.8%	36.8%	49.3%	48.4%	
Marginally satisfied	28.7%	26.8%	25.4%	19.6%	25.9%	23.6%	36.8%	27.6%	26.9%	
Not satisfied	8.3%	15.0%	14.0%	7.8%	13.7%	13.1%	8.8%	16.0%	14.8%	
Total(n)	108	1,089	2,152	51	483	993	57	606	1,159	
Mean	2.69	2.52	2.57	2.76	2.58	2.62	2.63	2.48	2.53	
Standard deviation	0.83	0.85	0.86	0.76	0.86	0.85	0.88	0.84	0.86	
Significance	-	*		-			-			
Effect size	-	0.20	0.14	-	0.21	0.16	-	0.18	0.12	

California State University-Fresno	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	10.8%	9.0%	15.2%	9.4%	9.0%	14.5%	12.1%	8.9%	15.8%	
Satisfied	45.0%	48.0%	49.8%	47.2%	45.3%	47.7%	43.1%	50.2%	51.6%	
Marginally satisfied	36.0%	32.2%	26.5%	32.1%	33.5%	28.2%	39.7%	31.2%	25.0%	
Not satisfied	8.1%	10.9%	8.5%	11.3%	12.2%	9.6%	5.2%	9.7%	7.5%	
Total(n)	111	1,115	2,225	53	499	1,032	58	616	1,193	
Mean	2.59	2.55	2.72	2.55	2.51	2.67	2.62	2.58	2.76	
Standard deviation	0.79	0.80	0.82	0.82	0.82	0.84	0.77	0.79	0.81	
Significance	-			-			-			
Effect size	-	0.05	-0.16	-	0.05	-0.14	-	0.05	-0.17	
Office/lab space										
Very satisfied	19.6%	13.6%	14.1%	17.5%	12.7%	12.5%	21.2%	14.4%	15.4%	
Satisfied	38.0%	39.5%	37.9%	40.0%	40.7%	38.8%	36.5%	38.6%	37.2%	
Marginally satisfied	23.9%	26.2%	25.4%	30.0%	25.7%	25.5%	19.2%	26.6%	25.2%	
Not satisfied	18.5%	20.7%	22.6%	12.5%	20.9%	23.1%	23.1%	20.5%	22.2%	
Total(n)	92	997	1,838	40	440	834	52	557	1,004	
Mean	2.59	2.46	2.43	2.63	2.45	2.41	2.56	2.47	2.46	
Standard deviation	1.01	0.97	0.99	0.93	0.96	0.98	1.07	0.97	1.00	
Significance	-			-			-			
Effect size	-	0.13	0.16	-	0.19	0.22	-	0.09	0.10	
Autonomy and independence										
Very satisfied	36.9%	38.9%	41.0%	37.7%	36.5%	39.9%	36.2%	40.8%	42.0%	
Satisfied	55.0%	49.7%	47.3%	56.6%	52.8%	48.8%	53.4%	47.2%	46.1%	
Marginally satisfied	7.2%	8.9%	9.0%	5.7%	8.5%	9.3%	8.6%	9.3%	8.8%	
Not satisfied	0.9%	2.5%	2.6%	0.0%	2.2%	2.0%	1.7%	2.8%	3.1%	
Total(n)	111	1,111	2,212	53	496	1,022	58	615	1,190	
Mean	3.28	3.25	3.27	3.32	3.24	3.27	3.24	3.26	3.27	
Standard deviation	0.63	0.72	0.73	0.58	0.70	0.71	0.68	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.04	0.01	-	0.11	0.07	-	-0.03	-0.04	Job Satisfaction: Workplace

California State University-Fresno	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	33.9%	32.4%	32.6%	34.0%	31.7%	32.2%	33.9%	32.9%	32.9%	
Satisfied	50.5%	46.1%	45.4%	47.2%	45.7%	45.4%	53.6%	46.5%	45.3%	
Marginally satisfied	13.8%	16.4%	16.9%	17.0%	18.2%	17.7%	10.7%	14.8%	16.2%	
Not satisfied	1.8%	5.2%	5.2%	1.9%	4.4%	4.6%	1.8%	5.8%	5.6%	
Total(n)	109	1,106	2,189	53	499	1,015	56	607	1,174	
Mean	3.17	3.06	3.05	3.13	3.05	3.05	3.20	3.07	3.05	
Standard deviation	0.73	0.83	0.84	0.76	0.82	0.83	0.70	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	0.10	0.10	-	0.15	0.18	
Social relationships with other faculty										
Very satisfied	23.5%	22.7%	23.1%	18.0%	19.7%	20.8%	29.2%	25.2%	25.2%	
Satisfied	51.0%	46.8%	46.3%	50.0%	48.8%	47.2%	52.1%	45.1%	45.5%	
Marginally satisfied	21.4%	22.7%	22.6%	28.0%	25.1%	24.0%	14.6%	20.7%	21.4%	
Not satisfied	4.1%	7.9%	7.9%	4.0%	6.5%	7.9%	4.2%	9.0%	7.9%	
Total(n)	98	979	1,923	50	447	908	48	532	1,015	
Mean	2.94	2.84	2.85	2.82	2.82	2.81	3.06	2.86	2.88	
Standard deviation	0.78	0.86	0.87	0.77	0.82	0.85	0.78	0.90	0.88	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	0.00	0.01	-	0.22	0.20	
Competency of colleagues										
Very satisfied	37.0%	36.9%	37.4%	37.7%	35.0%	35.0%	36.4%	38.4%	39.5%	Job Satisfaction: Workplace
Satisfied	46.3%	47.7%	48.2%	47.2%	48.4%	48.6%	45.5%	47.1%	47.9%	
Marginally satisfied	13.0%	12.7%	11.4%	9.4%	13.0%	12.4%	16.4%	12.5%	10.6%	
Not satisfied	3.7%	2.7%	3.0%	5.7%	3.6%	4.0%	1.8%	2.0%	2.1%	
Total(n)	108	1,101	2,164	53	494	994	55	607	1,170	
Mean	3.17	3.19	3.20	3.17	3.15	3.15	3.16	3.22	3.25	
Standard deviation	0.79	0.76	0.75	0.83	0.78	0.78	0.76	0.74	0.72	
Significance	-			-			-			
Effect size	-	-0.03	-0.04	-	0.03	0.03	-	-0.08	-0.13	

California State University-Fresno	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	7.7%	7.5%	9.4%	6.0%	8.0%	10.4%	9.3%	7.2%	8.6%	
Satisfied	29.8%	25.7%	28.8%	40.0%	26.8%	31.3%	20.4%	24.9%	26.7%	
Marginally satisfied	27.9%	27.2%	26.7%	26.0%	29.2%	28.0%	29.6%	25.6%	25.5%	
Not satisfied	34.6%	39.6%	35.1%	28.0%	36.1%	30.2%	40.7%	42.3%	39.2%	
Total(n)	104	1,049	2,058	50	463	938	54	586	1,120	
Mean	2.11	2.01	2.13	2.24	2.07	2.22	1.98	1.97	2.05	
Standard deviation	0.97	0.98	1.00	0.94	0.97	0.99	1.00	0.98	1.00	
Significance	-			-			-			
Effect size	-	0.10	-0.02	-	0.18	0.02	-	0.01	-0.07	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	43.0%	35.1%	34.6%	45.3%	35.3%	35.3%	40.7%	34.9%	34.0%	
Satisfied	39.3%	40.0%	40.7%	43.4%	43.7%	42.5%	35.2%	37.1%	39.1%	
Marginally satisfied	11.2%	16.2%	15.6%	5.7%	13.1%	13.2%	16.7%	18.7%	17.7%	
Not satisfied	6.5%	8.7%	9.1%	5.7%	8.0%	8.9%	7.4%	9.3%	9.2%	
Total(n)	107	1,094	2,175	53	490	1,006	54	604	1,169	
Mean	3.19	3.02	3.01	3.28	3.06	3.04	3.09	2.98	2.98	
Standard deviation	0.88	0.93	0.93	0.82	0.89	0.92	0.94	0.95	0.94	
Significance	-			-			-			
Effect size	-	0.18	0.19	-	0.25	0.26	-	0.12	0.12	
Course assignments										Job Satisfaction: Workplace
Very satisfied	34.2%	26.4%	27.9%	37.7%	26.3%	28.5%	31.0%	26.5%	27.4%	
Satisfied	50.5%	51.1%	51.8%	54.7%	52.5%	52.5%	46.6%	49.9%	51.2%	
Marginally satisfied	11.7%	16.8%	14.8%	7.5%	16.0%	13.7%	15.5%	17.5%	15.7%	
Not satisfied	3.6%	5.7%	5.5%	0.0%	5.3%	5.3%	6.9%	6.1%	5.6%	
Total(n)	111	1,106	2,180	53	495	1,005	58	611	1,175	
Mean	3.15	2.98	3.02	3.30	3.00	3.04	3.02	2.97	3.00	
Standard deviation	0.77	0.81	0.80	0.61	0.80	0.79	0.87	0.83	0.81	
Significance	-	*		-	**	*	-			
Effect size	-	0.21	0.16	-	0.38	0.33	-	0.06	0.02	

California State University-Fresno	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	49.5%	46.1%	47.3%	54.7%	46.4%	49.6%	44.6%	45.8%	45.3%	
Satisfied	38.5%	40.7%	39.6%	35.8%	41.1%	39.3%	41.1%	40.3%	39.8%	
Marginally satisfied	10.1%	9.6%	9.4%	7.5%	9.0%	7.8%	12.5%	10.1%	10.8%	
Not satisfied	1.8%	3.7%	3.7%	1.9%	3.5%	3.3%	1.8%	3.9%	4.1%	
Total(n)	109	1,087	2,152	53	491	1,000	56	596	1,152	
Mean	3.36	3.29	3.30	3.43	3.31	3.35	3.29	3.28	3.26	
Standard deviation	0.74	0.79	0.79	0.72	0.77	0.76	0.76	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.16	0.11	-	0.01	0.04	
Availability of child care at this institution										
Very satisfied	16.7%	12.0%	9.9%	16.7%	17.0%	13.8%	16.7%	9.0%	7.7%	
Satisfied	16.7%	24.6%	22.9%	16.7%	34.0%	29.8%	16.7%	19.1%	19.0%	
Marginally satisfied	25.0%	20.4%	17.9%	16.7%	18.9%	18.1%	33.3%	21.3%	17.9%	
Not satisfied	41.7%	43.0%	49.2%	50.0%	30.2%	38.3%	33.3%	50.6%	55.4%	
Total(n)	12	142	262	6	53	94	6	89	168	
Mean	2.08	2.06	1.94	2.00	2.38	2.19	2.17	1.87	1.79	
Standard deviation	1.16	1.08	1.06	1.26	1.10	1.10	1.17	1.02	1.01	
Significance	-			-			-			
Effect size	-	0.02	0.13	-	-0.35	-0.17	-	0.29	0.38	
Prospects for career advancement										
Very satisfied	4.0%	2.9%	4.1%	3.0%	3.7%	5.3%	4.8%	2.3%	3.2%	
Satisfied	28.0%	19.7%	20.6%	39.4%	22.8%	23.2%	19.0%	17.4%	18.5%	
Marginally satisfied	20.0%	27.2%	28.2%	18.2%	27.9%	28.2%	21.4%	26.7%	28.2%	
Not satisfied	48.0%	50.2%	47.2%	39.4%	45.6%	43.3%	54.8%	53.6%	50.1%	
Total(n)	75	838	1,620	33	355	702	42	483	918	
Mean	1.88	1.75	1.82	2.06	1.85	1.90	1.74	1.68	1.75	
Standard deviation	0.96	0.87	0.90	0.97	0.90	0.93	0.94	0.84	0.87	
Significance	-			-			-			
Effect size	-	0.15	0.07	-	0.23	0.17	-	0.07	-0.01	
										Job Satisfaction: Compensation

California State University-Fresno	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	32.4%	28.0%	29.0%	35.3%	27.8%	29.1%	29.8%	28.2%	28.8%	
Satisfied	39.8%	43.5%	42.9%	37.3%	47.2%	45.1%	42.1%	40.5%	40.9%	
Marginally satisfied	20.4%	18.4%	18.7%	23.5%	16.8%	17.5%	17.5%	19.6%	19.8%	
Not satisfied	7.4%	10.1%	9.5%	3.9%	8.2%	8.3%	10.5%	11.6%	10.5%	
Total(n)	108	1,077	2,100	51	475	966	57	602	1,134	
Mean	2.97	2.89	2.91	3.04	2.95	2.95	2.91	2.85	2.88	
Standard deviation	0.91	0.93	0.92	0.87	0.88	0.89	0.95	0.96	0.94	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	0.10	0.10	-	0.06	0.03	
Overall job satisfaction										
Very satisfied	31.3%	21.4%	24.8%	24.1%	22.2%	25.7%	37.9%	20.8%	24.1%	
Satisfied	53.6%	55.7%	53.7%	63.0%	56.9%	53.5%	44.8%	54.7%	53.9%	
Marginally satisfied	8.9%	17.2%	16.9%	3.7%	16.0%	16.7%	13.8%	18.1%	17.1%	
Not satisfied	6.3%	5.7%	4.5%	9.3%	4.8%	4.2%	3.4%	6.4%	4.9%	
Total(n)	112	1,124	2,246	54	499	1,036	58	625	1,210	
Mean	3.10	2.93	2.99	3.02	2.97	3.01	3.17	2.90	2.97	
Standard deviation	0.80	0.78	0.77	0.81	0.76	0.77	0.80	0.80	0.78	
Significance	-	*		-			-	*		
Effect size	-	0.22	0.14	-	0.07	0.01	-	0.34	0.26	
Tuition remission for your children/dependents										
Very satisfied	20.7%	15.2%	15.3%	28.6%	14.4%	15.4%	13.3%	15.8%	15.2%	
Satisfied	31.0%	21.0%	20.0%	28.6%	21.1%	18.2%	33.3%	20.8%	21.4%	
Marginally satisfied	17.2%	14.3%	10.4%	0.0%	13.3%	10.3%	33.3%	15.0%	10.5%	
Not satisfied	31.0%	49.5%	54.4%	42.9%	51.1%	56.1%	20.0%	48.3%	52.9%	
Total(n)	29	210	471	14	90	214	15	120	257	
Mean	2.41	2.02	1.96	2.43	1.99	1.93	2.40	2.04	1.99	
Standard deviation	1.15	1.15	1.16	1.34	1.15	1.17	0.99	1.16	1.16	
Significance	-		*	-			-			
Effect size	-	0.34	0.39	-	0.38	0.43	-	0.31	0.35	

California State University-Fresno	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	19.6%	21.8%	24.7%	22.2%	21.8%	23.6%	17.2%	21.8%	25.6%	
Agree somewhat	60.7%	59.9%	59.2%	63.0%	60.7%	60.2%	58.6%	59.2%	58.4%	
Disagree somewhat	17.0%	16.2%	14.2%	13.0%	15.8%	14.1%	20.7%	16.5%	14.3%	
Disagree strongly	2.7%	2.1%	1.9%	1.9%	1.8%	2.1%	3.4%	2.4%	1.8%	
Total(n)	112	1,124	2,228	54	501	1,029	58	623	1,199	
Mean	2.97	3.01	3.07	3.06	3.02	3.05	2.90	3.00	3.08	
Standard deviation	0.69	0.68	0.68	0.66	0.67	0.68	0.72	0.69	0.68	
Significance	-			-			-		*	
Effect size	-	-0.06	-0.15	-	0.06	0.01	-	-0.14	-0.26	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	9.8%	12.1%	11.6%	9.1%	8.2%	8.4%	10.5%	15.3%	14.4%	
Agree somewhat	35.7%	34.7%	35.6%	29.1%	31.7%	32.5%	42.1%	37.1%	38.2%	
Disagree somewhat	40.2%	43.4%	42.0%	38.2%	46.9%	44.0%	42.1%	40.6%	40.3%	
Disagree strongly	14.3%	9.8%	10.8%	23.6%	13.2%	15.2%	5.3%	7.0%	7.1%	
Total(n)	112	1,115	2,213	55	501	1,028	57	614	1,185	
Mean	2.41	2.49	2.48	2.24	2.35	2.34	2.58	2.61	2.60	
Standard deviation	0.85	0.83	0.84	0.92	0.81	0.83	0.75	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.14	-0.12	-	-0.04	-0.02	
Faculty feel that most students are well-prepared academically										
Agree strongly	3.6%	3.7%	8.5%	5.6%	3.8%	7.7%	1.7%	3.5%	9.1%	
Agree somewhat	39.3%	37.3%	44.7%	37.0%	36.9%	45.7%	41.4%	37.6%	43.8%	
Disagree somewhat	40.2%	46.1%	37.4%	37.0%	44.6%	36.2%	43.1%	47.3%	38.4%	
Disagree strongly	17.0%	13.0%	9.5%	20.4%	14.7%	10.4%	13.8%	11.6%	8.6%	
Total(n)	112	1,118	2,220	54	498	1,027	58	620	1,193	
Mean	2.29	2.32	2.52	2.28	2.30	2.51	2.31	2.33	2.53	
Standard deviation	0.79	0.74	0.78	0.86	0.76	0.78	0.73	0.72	0.78	
Significance	-		**	-		*	-		*	
Effect size	-	-0.04	-0.29	-	-0.03	-0.29	-	-0.03	-0.28	

California State University-Fresno	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	8.1%	11.6%	12.3%	9.3%	9.1%	9.9%	7.0%	13.7%	14.5%	
Agree somewhat	38.7%	37.9%	37.5%	31.5%	34.2%	34.3%	45.6%	40.9%	40.3%	
Disagree somewhat	40.5%	40.6%	39.9%	40.7%	44.3%	42.8%	40.4%	37.6%	37.5%	
Disagree strongly	12.6%	9.8%	10.2%	18.5%	12.5%	13.1%	7.0%	7.7%	7.8%	
Total(n)	111	1,108	2,187	54	497	1,015	57	611	1,172	
Mean	2.42	2.51	2.52	2.31	2.40	2.41	2.53	2.61	2.62	
Standard deviation	0.82	0.82	0.84	0.89	0.82	0.84	0.73	0.82	0.83	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	-0.11	-0.12	-	-0.10	-0.11	
This institution should hire more women faculty										
Agree strongly	3.6%	7.4%	9.2%	0.0%	3.8%	5.2%	7.0%	10.3%	12.6%	
Agree somewhat	32.4%	31.1%	32.6%	31.5%	25.4%	28.5%	33.3%	35.7%	36.2%	
Disagree somewhat	49.5%	50.3%	46.6%	48.1%	56.3%	51.4%	50.9%	45.4%	42.5%	
Disagree strongly	14.4%	11.2%	11.6%	20.4%	14.5%	14.9%	8.8%	8.5%	8.7%	
Total(n)	111	1,106	2,184	54	496	1,014	57	610	1,170	
Mean	2.25	2.35	2.39	2.11	2.19	2.24	2.39	2.48	2.53	
Standard deviation	0.74	0.77	0.81	0.72	0.72	0.77	0.75	0.79	0.82	
Significance	-			-			-			
Effect size	-	-0.13	-0.17	-	-0.11	-0.17	-	-0.11	-0.17	
Student Affairs staff have the support and respect of faculty										
Agree strongly	16.2%	14.2%	16.4%	13.0%	13.2%	15.6%	19.3%	14.9%	17.2%	
Agree somewhat	71.2%	68.2%	68.1%	75.9%	67.6%	67.1%	66.7%	68.8%	69.1%	
Disagree somewhat	11.7%	16.2%	13.5%	9.3%	17.3%	14.7%	14.0%	15.3%	12.4%	
Disagree strongly	0.9%	1.4%	1.9%	1.9%	1.9%	2.6%	0.0%	1.0%	1.3%	
Total(n)	111	1,074	2,122	54	485	993	57	589	1,129	
Mean	3.03	2.95	2.99	3.00	2.92	2.96	3.05	2.98	3.02	
Standard deviation	0.56	0.60	0.61	0.55	0.61	0.64	0.58	0.59	0.59	
Significance	-			-			-			
Effect size	-	0.13	0.07	-	0.13	0.06	-	0.12	0.05	

California State University-Fresno	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	41.1%	39.5%	40.5%	36.4%	40.3%	39.4%	45.6%	38.9%	41.4%	
Agree somewhat	54.5%	52.2%	52.0%	58.2%	51.5%	51.8%	50.9%	52.7%	52.1%	
Disagree somewhat	3.6%	7.3%	6.3%	3.6%	7.4%	7.4%	3.5%	7.2%	5.4%	
Disagree strongly	0.9%	1.1%	1.2%	1.8%	0.8%	1.4%	0.0%	1.3%	1.1%	
Total(n)	112	1,114	2,207	55	499	1,025	57	615	1,182	
Mean	3.36	3.30	3.32	3.29	3.31	3.29	3.42	3.29	3.34	
Standard deviation	0.60	0.65	0.65	0.63	0.64	0.66	0.57	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	-0.03	0.00	-	0.20	0.13	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	41.1%	37.6%	36.9%	40.0%	36.5%	34.5%	42.1%	38.4%	39.0%	
Agree somewhat	51.8%	51.2%	51.4%	49.1%	51.2%	52.7%	54.4%	51.2%	50.3%	
Disagree somewhat	7.1%	10.0%	10.4%	10.9%	11.5%	11.4%	3.5%	8.9%	9.5%	
Disagree strongly	0.0%	1.2%	1.4%	0.0%	0.8%	1.5%	0.0%	1.5%	1.3%	
Total(n)	112	1,115	2,199	55	496	1,018	57	619	1,181	
Mean	3.34	3.25	3.24	3.29	3.23	3.20	3.39	3.27	3.27	
Standard deviation	0.61	0.68	0.69	0.66	0.68	0.69	0.56	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	0.09	0.13	-	0.18	0.18	
There is a lot of campus racial conflict here										
Agree strongly	0.9%	1.0%	0.8%	1.8%	1.6%	1.2%	0.0%	0.5%	0.4%	
Agree somewhat	5.4%	4.5%	5.2%	5.5%	3.8%	4.7%	5.3%	5.1%	5.6%	
Disagree somewhat	30.4%	31.6%	30.9%	21.8%	29.7%	28.8%	38.6%	33.2%	32.8%	
Disagree strongly	63.4%	62.9%	63.1%	70.9%	64.9%	65.3%	56.1%	61.3%	61.2%	
Total(n)	112	1,113	2,194	55	501	1,024	57	612	1,170	
Mean	1.44	1.44	1.44	1.38	1.42	1.42	1.49	1.45	1.45	
Standard deviation	0.64	0.63	0.63	0.68	0.65	0.64	0.60	0.62	0.62	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.06	-0.06	-	0.06	0.06	

California State University-Fresno	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	16.0%	11.2%	12.3%	12.0%	12.6%	12.0%	20.0%	10.0%	12.5%	
Agree somewhat	43.0%	49.0%	49.7%	46.0%	48.3%	51.0%	40.0%	49.6%	48.6%	
Disagree somewhat	24.0%	25.3%	23.8%	24.0%	25.0%	23.0%	24.0%	25.6%	24.5%	
Disagree strongly	17.0%	14.5%	14.2%	18.0%	14.1%	14.0%	16.0%	14.9%	14.4%	
Total(n)	100	1,047	2,055	50	476	965	50	571	1,090	
Mean	2.58	2.57	2.60	2.52	2.59	2.61	2.64	2.55	2.59	
Standard deviation	0.96	0.87	0.88	0.93	0.88	0.87	0.98	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	-0.08	-0.10	-	0.10	0.06	
My teaching is valued by faculty in my department										
Agree strongly	53.1%	46.8%	46.3%	52.7%	47.5%	46.6%	53.4%	46.2%	45.9%	
Agree somewhat	37.2%	43.1%	43.1%	40.0%	44.3%	44.1%	34.5%	42.1%	42.2%	
Disagree somewhat	6.2%	7.9%	8.4%	3.6%	6.8%	7.4%	8.6%	8.8%	9.2%	
Disagree strongly	3.5%	2.2%	2.3%	3.6%	1.4%	1.8%	3.4%	2.9%	2.7%	
Total(n)	113	1,125	2,231	55	501	1,034	58	624	1,197	
Mean	3.40	3.34	3.33	3.42	3.38	3.35	3.38	3.32	3.31	
Standard deviation	0.76	0.72	0.73	0.74	0.68	0.70	0.79	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	0.06	0.10	-	0.08	0.09	
Faculty of color are treated fairly here										
Agree strongly	62.0%	54.4%	55.3%	64.2%	56.2%	57.2%	60.0%	53.0%	53.7%	
Agree somewhat	35.2%	41.2%	40.0%	35.8%	40.9%	39.2%	34.5%	41.4%	40.8%	
Disagree somewhat	2.8%	3.8%	3.8%	0.0%	2.5%	2.8%	5.5%	4.8%	4.7%	
Disagree strongly	0.0%	0.6%	0.8%	0.0%	0.4%	0.8%	0.0%	0.8%	0.9%	
Total(n)	108	1,091	2,150	53	489	1,002	55	602	1,148	
Mean	3.59	3.49	3.50	3.64	3.53	3.53	3.55	3.47	3.47	
Standard deviation	0.55	0.60	0.61	0.48	0.57	0.59	0.60	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.17	0.15	-	0.19	0.19	-	0.13	0.13	

California State University-Fresno	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	59.1%	56.9%	56.3%	62.3%	60.6%	60.7%	56.1%	54.0%	52.5%	
Agree somewhat	37.3%	39.2%	38.3%	35.8%	37.0%	36.0%	38.6%	40.9%	40.3%	
Disagree somewhat	2.7%	3.2%	3.9%	1.9%	2.2%	2.7%	3.5%	3.9%	4.9%	
Disagree strongly	0.9%	0.7%	1.5%	0.0%	0.2%	0.7%	1.8%	1.1%	2.2%	
Total(n)	110	1,110	2,182	53	492	1,004	57	618	1,178	
Mean	3.55	3.52	3.49	3.60	3.58	3.57	3.49	3.48	3.43	
Standard deviation	0.60	0.60	0.65	0.53	0.55	0.58	0.66	0.63	0.69	
Significance	-			-			-			
Effect size	-	0.05	0.09	-	0.04	0.05	-	0.02	0.09	
Gay and lesbian faculty are treated fairly here										
Agree strongly	56.6%	50.7%	47.7%	56.6%	51.3%	49.1%	56.6%	50.3%	46.5%	
Agree somewhat	40.6%	44.2%	43.7%	37.7%	43.9%	43.3%	43.4%	44.4%	44.1%	
Disagree somewhat	1.9%	4.4%	6.0%	3.8%	3.3%	5.2%	0.0%	5.2%	6.7%	
Disagree strongly	0.9%	0.7%	2.6%	1.9%	1.4%	2.4%	0.0%	0.2%	2.7%	
Total(n)	106	1,078	2,099	53	485	980	53	593	1,119	
Mean	3.53	3.45	3.37	3.49	3.45	3.39	3.57	3.45	3.34	
Standard deviation	0.59	0.62	0.71	0.67	0.63	0.70	0.50	0.60	0.72	
Significance	-		*	-			-		*	
Effect size	-	0.13	0.23	-	0.06	0.14	-	0.20	0.32	
Faculty are sufficiently involved in campus decision making										
Agree strongly	21.3%	17.5%	17.7%	24.5%	19.6%	19.9%	18.2%	15.8%	15.7%	
Agree somewhat	50.9%	54.3%	51.9%	47.2%	52.7%	50.1%	54.5%	55.7%	53.4%	
Disagree somewhat	23.1%	20.8%	23.0%	20.8%	20.4%	22.3%	25.5%	21.1%	23.6%	
Disagree strongly	4.6%	7.4%	7.4%	7.5%	7.3%	7.6%	1.8%	7.4%	7.3%	
Total(n)	108	1,086	2,150	53	490	1,003	55	596	1,147	
Mean	2.89	2.82	2.80	2.89	2.84	2.82	2.89	2.80	2.77	
Standard deviation	0.79	0.80	0.81	0.87	0.82	0.83	0.71	0.79	0.80	
Significance	-			-			-			
Effect size	-	0.09	0.11	-	0.06	0.08	-	0.11	0.15	

California State University-Fresno	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	29.5%	26.9%	33.7%	30.9%	25.7%	32.5%	28.1%	27.9%	34.6%	
Agree somewhat	57.1%	57.6%	52.4%	54.5%	59.1%	53.1%	59.6%	56.3%	51.9%	
Disagree somewhat	10.7%	12.4%	11.2%	12.7%	12.0%	11.2%	8.8%	12.7%	11.2%	
Disagree strongly	2.7%	3.1%	2.7%	1.8%	3.2%	3.2%	3.5%	3.1%	2.3%	
Total(n)	112	1,112	2,193	55	499	1,021	57	613	1,172	
Mean	3.13	3.08	3.17	3.15	3.07	3.15	3.12	3.09	3.19	
Standard deviation	0.70	0.72	0.73	0.70	0.71	0.74	0.71	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.07	-0.05	-	0.11	0.00	-	0.04	-0.10	
This institution takes responsibility for educating underprepared students										
Agree strongly	23.4%	23.6%	23.2%	24.1%	23.8%	22.4%	22.8%	23.3%	24.0%	
Agree somewhat	57.7%	53.3%	53.8%	66.7%	55.5%	55.9%	49.1%	51.4%	52.1%	
Disagree somewhat	18.0%	18.0%	18.7%	9.3%	15.6%	17.4%	26.3%	20.0%	19.8%	
Disagree strongly	0.9%	5.2%	4.2%	0.0%	5.0%	4.3%	1.8%	5.3%	4.1%	
Total(n)	111	1,104	2,175	54	499	1,015	57	605	1,160	
Mean	3.04	2.95	2.96	3.15	2.98	2.96	2.93	2.93	2.96	
Standard deviation	0.67	0.79	0.77	0.56	0.77	0.76	0.75	0.80	0.78	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.22	0.25	-	0.00	-0.04	
The criteria for advancement and promotion decisions are clear										
Agree strongly	20.7%	16.4%	17.5%	25.9%	16.3%	17.3%	15.8%	16.6%	17.6%	
Agree somewhat	45.0%	45.0%	43.6%	51.9%	49.2%	47.2%	38.6%	41.6%	40.4%	
Disagree somewhat	27.9%	29.2%	28.4%	20.4%	26.7%	26.4%	35.1%	31.3%	30.2%	
Disagree strongly	6.3%	9.3%	10.5%	1.9%	7.8%	9.1%	10.5%	10.5%	11.8%	
Total(n)	111	1,084	2,133	54	486	993	57	598	1,140	
Mean	2.80	2.69	2.68	3.02	2.74	2.73	2.60	2.64	2.64	
Standard deviation	0.84	0.86	0.88	0.74	0.82	0.85	0.88	0.88	0.91	
Significance	-			-	*	*	-			
Effect size	-	0.13	0.14	-	0.34	0.34	-	-0.05	-0.04	

California State University-Fresno	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	8.0%	10.3%	8.2%	5.5%	8.6%	7.3%	10.5%	11.6%	9.0%	
Agree somewhat	29.5%	31.2%	25.7%	27.3%	28.7%	24.4%	31.6%	33.2%	26.8%	
Disagree somewhat	54.5%	44.5%	41.9%	60.0%	47.6%	44.0%	49.1%	42.1%	40.2%	
Disagree strongly	8.0%	14.0%	24.1%	7.3%	15.1%	24.3%	8.8%	13.1%	24.0%	
Total(n)	112	1,118	2,220	55	498	1,028	57	620	1,192	
Mean	2.38	2.38	2.18	2.31	2.31	2.15	2.44	2.43	2.21	
Standard deviation	0.75	0.85	0.89	0.69	0.83	0.87	0.80	0.86	0.91	
Significance	-		*	-			-			
Effect size	-	0.00	0.22	-	0.00	0.18	-	0.01	0.25	
There is adequate support for faculty development										
Agree strongly	16.2%	16.5%	17.4%	14.8%	15.2%	15.6%	17.5%	17.7%	19.0%	
Agree somewhat	56.8%	51.5%	52.3%	64.8%	56.1%	55.7%	49.1%	47.7%	49.4%	
Disagree somewhat	23.4%	25.2%	23.4%	16.7%	23.1%	22.3%	29.8%	26.9%	24.4%	
Disagree strongly	3.6%	6.8%	6.8%	3.7%	5.7%	6.3%	3.5%	7.8%	7.2%	
Total(n)	111	1,100	2,175	54	494	1,012	57	606	1,163	
Mean	2.86	2.78	2.80	2.91	2.81	2.81	2.81	2.75	2.80	
Standard deviation	0.72	0.80	0.80	0.68	0.76	0.77	0.77	0.83	0.83	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.13	0.13	-	0.07	0.01	

California State University-Fresno	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	46.4%	43.8%	45.9%	43.6%	41.1%	43.5%	49.1%	45.9%	47.9%	
High priority	43.8%	40.6%	41.2%	45.5%	45.9%	43.6%	42.1%	36.4%	39.2%	
Medium priority	6.3%	13.1%	10.9%	7.3%	10.6%	10.8%	5.3%	15.1%	11.0%	
Low priority	3.6%	2.5%	2.0%	3.6%	2.4%	2.1%	3.5%	2.6%	1.9%	
Total(n)	112	1,117	2,226	55	501	1,037	57	616	1,189	
Mean	3.33	3.26	3.31	3.29	3.26	3.28	3.37	3.26	3.33	
Standard deviation	0.75	0.78	0.74	0.76	0.74	0.74	0.75	0.81	0.74	
Significance	-			-			-			
Effect size	-	0.09	0.03	-	0.04	0.01	-	0.14	0.05	
To develop a sense of community among students and faculty										
Highest priority	28.6%	18.3%	20.8%	27.3%	17.7%	19.8%	29.8%	18.8%	21.6%	
High priority	42.0%	42.9%	44.4%	47.3%	45.0%	44.9%	36.8%	41.2%	44.1%	
Medium priority	25.9%	31.6%	28.3%	23.6%	31.1%	28.9%	28.1%	32.1%	27.8%	
Low priority	3.6%	7.1%	6.5%	1.8%	6.2%	6.5%	5.3%	7.9%	6.5%	
Total(n)	112	1,119	2,221	55	502	1,036	57	617	1,185	
Mean	2.96	2.72	2.79	3.00	2.74	2.78	2.91	2.71	2.81	
Standard deviation	0.83	0.84	0.84	0.77	0.82	0.84	0.89	0.86	0.85	
Significance	-	**	*	-	*		-			
Effect size	-	0.29	0.20	-	0.32	0.26	-	0.23	0.12	
To facilitate student involvement in community service										
Highest priority	24.1%	13.6%	18.0%	27.3%	13.5%	16.5%	21.1%	13.7%	19.2%	Institutional Priority: Civic Engagement
High priority	37.5%	32.8%	35.1%	38.2%	31.5%	34.6%	36.8%	33.8%	35.5%	
Medium priority	31.3%	40.8%	36.6%	27.3%	42.2%	37.7%	35.1%	39.7%	35.7%	
Low priority	7.1%	12.7%	10.3%	7.3%	12.7%	11.2%	7.0%	12.7%	9.6%	
Total(n)	112	1,114	2,216	55	502	1,035	57	612	1,181	
Mean	2.79	2.47	2.61	2.85	2.46	2.56	2.72	2.49	2.64	
Standard deviation	0.89	0.88	0.90	0.91	0.88	0.90	0.88	0.88	0.90	
Significance	-	***	*	-	**	*	-			
Effect size	-	0.36	0.20	-	0.44	0.32	-	0.26	0.09	

California State University-Fresno	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	15.2%	13.1%	17.2%	12.7%	12.0%	15.2%	17.5%	14.0%	18.9%	
High priority	35.7%	32.2%	32.2%	41.8%	30.9%	31.0%	29.8%	33.3%	33.3%	
Medium priority	34.8%	39.8%	37.2%	23.6%	41.4%	39.2%	45.6%	38.5%	35.5%	
Low priority	14.3%	14.9%	13.4%	21.8%	15.7%	14.6%	7.0%	14.2%	12.4%	
Total(n)	112	1,115	2,211	55	502	1,030	57	613	1,181	
Mean	2.52	2.43	2.53	2.45	2.39	2.47	2.58	2.47	2.59	
Standard deviation	0.92	0.90	0.93	0.98	0.89	0.92	0.86	0.90	0.93	
Significance	-			-			-			
Effect size	-	0.10	-0.01	-	0.07	-0.02	-	0.12	-0.01	
To increase or maintain institutional prestige										
Highest priority	25.9%	18.0%	23.5%	29.1%	18.7%	21.7%	22.8%	17.3%	25.0%	Institutional Priority: Increase Prestige
High priority	42.0%	40.7%	42.3%	43.6%	42.4%	44.5%	40.4%	39.2%	40.3%	
Medium priority	25.0%	32.6%	27.3%	16.4%	29.5%	26.1%	33.3%	35.1%	28.3%	
Low priority	7.1%	8.8%	7.0%	10.9%	9.4%	7.6%	3.5%	8.3%	6.4%	
Total(n)	112	1,114	2,215	55	502	1,033	57	612	1,182	
Mean	2.87	2.68	2.82	2.91	2.71	2.80	2.82	2.66	2.84	
Standard deviation	0.89	0.87	0.87	0.95	0.88	0.86	0.83	0.86	0.87	
Significance	-	*		-			-			
Effect size	-	0.22	0.06	-	0.23	0.13	-	0.19	-0.02	
To hire faculty 'stars'										
Highest priority	5.4%	5.9%	8.1%	5.5%	4.8%	7.0%	5.3%	6.8%	9.2%	Institutional Priority: Increase Prestige
High priority	26.8%	18.9%	24.7%	29.1%	17.8%	23.9%	24.6%	19.8%	25.5%	
Medium priority	39.3%	40.5%	38.7%	40.0%	40.6%	38.1%	38.6%	40.4%	39.3%	
Low priority	28.6%	34.8%	28.4%	25.5%	36.8%	31.0%	31.6%	33.1%	26.1%	
Total(n)	112	1,102	2,174	55	500	1,019	57	602	1,155	
Mean	2.09	1.96	2.13	2.15	1.91	2.07	2.04	2.00	2.18	
Standard deviation	0.88	0.88	0.92	0.87	0.85	0.91	0.89	0.90	0.92	
Significance	-			-	*		-			
Effect size	-	0.15	-0.04	-	0.28	0.09	-	0.04	-0.15	

California State University-Fresno	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										
Highest priority	15.5%	11.3%	10.6%	13.2%	10.7%	8.9%	17.5%	11.8%	12.1%	Institutional Priority: Commit- ment to Diversity
High priority	40.9%	35.6%	35.6%	43.4%	33.1%	34.8%	38.6%	37.5%	36.3%	
Medium priority	38.2%	42.8%	41.7%	34.0%	45.3%	42.7%	42.1%	40.9%	40.8%	
Low priority	5.5%	10.3%	12.0%	9.4%	10.9%	13.5%	1.8%	9.8%	10.8%	
Total(n)	110	1,097	2,166	53	495	1,013	57	602	1,153	
Mean	2.66	2.48	2.45	2.60	2.44	2.39	2.72	2.51	2.50	
Standard deviation	0.80	0.83	0.84	0.84	0.82	0.83	0.77	0.83	0.84	
Significance	-	*	*	-			-			
Effect size	-	0.22	0.25	-	0.20	0.25	-	0.25	0.26	
To enhance the institution's national image										
Highest priority	19.8%	17.6%	24.7%	22.2%	18.4%	25.5%	17.5%	16.9%	24.0%	Institutional Priority: Increase Prestige
High priority	50.5%	36.9%	41.4%	57.4%	40.6%	43.7%	43.9%	33.9%	39.4%	
Medium priority	23.4%	33.8%	25.8%	13.0%	30.2%	23.3%	33.3%	36.7%	28.0%	
Low priority	6.3%	11.7%	8.1%	7.4%	10.8%	7.5%	5.3%	12.5%	8.6%	
Total(n)	111	1,108	2,202	54	500	1,030	57	608	1,172	
Mean	2.84	2.60	2.83	2.94	2.67	2.87	2.74	2.55	2.79	
Standard deviation	0.82	0.91	0.89	0.81	0.90	0.88	0.81	0.92	0.91	
Significance	-	**		-	*		-			
Effect size	-	0.26	0.01	-	0.30	0.08	-	0.21	-0.05	
To create a diverse multi-cultural campus environment										
Highest priority	24.1%	21.5%	21.0%	20.0%	20.5%	20.1%	28.1%	22.3%	21.8%	Institutional Priority: Commit- ment to Diversity
High priority	46.4%	41.4%	39.4%	52.7%	40.6%	37.9%	40.4%	42.1%	40.8%	
Medium priority	25.9%	30.8%	31.0%	21.8%	32.7%	32.9%	29.8%	29.3%	29.3%	
Low priority	3.6%	6.3%	8.6%	5.5%	6.2%	9.2%	1.8%	6.4%	8.2%	
Total(n)	112	1,113	2,199	55	502	1,027	57	611	1,172	
Mean	2.91	2.78	2.73	2.87	2.75	2.69	2.95	2.80	2.76	
Standard deviation	0.80	0.85	0.89	0.79	0.85	0.89	0.81	0.86	0.88	
Significance	-		*	-			-			
Effect size	-	0.15	0.20	-	0.14	0.20	-	0.17	0.22	

California State University-Fresno	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	19.1%	16.3%	16.3%	17.0%	17.4%	16.3%	21.1%	15.4%	16.4%	
High priority	46.4%	41.5%	40.1%	56.6%	45.6%	43.8%	36.8%	38.0%	36.9%	
Medium priority	30.0%	33.2%	32.8%	20.8%	30.6%	31.2%	38.6%	35.4%	34.2%	
Low priority	4.5%	8.9%	10.7%	5.7%	6.3%	8.7%	3.5%	11.1%	12.4%	
Total(n)	110	1,095	2,160	53	493	1,009	57	602	1,151	
Mean	2.80	2.65	2.62	2.85	2.74	2.68	2.75	2.58	2.57	
Standard deviation	0.80	0.86	0.88	0.77	0.82	0.85	0.83	0.88	0.91	
Significance	-		*	-			-			
Effect size	-	0.17	0.20	-	0.13	0.20	-	0.19	0.20	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	18.3%	11.6%	12.6%	17.3%	11.5%	10.9%	19.3%	11.7%	14.0%	
High priority	43.1%	33.9%	34.4%	46.2%	33.6%	33.7%	40.4%	34.1%	34.9%	
Medium priority	30.3%	38.9%	37.7%	28.8%	41.7%	40.1%	31.6%	36.6%	35.7%	
Low priority	8.3%	15.6%	15.3%	7.7%	13.2%	15.2%	8.8%	17.7%	15.4%	
Total(n)	109	1,093	2,154	52	494	1,005	57	599	1,149	
Mean	2.72	2.41	2.44	2.73	2.44	2.40	2.70	2.40	2.48	
Standard deviation	0.86	0.89	0.90	0.84	0.86	0.87	0.89	0.91	0.92	
Significance	-	***	**	-	*	**	-	*		
Effect size	-	0.35	0.31	-	0.34	0.38	-	0.33	0.24	
To create and sustain partnerships with surrounding communities										
Highest priority	24.8%	16.8%	17.3%	23.1%	15.9%	14.5%	26.3%	17.5%	19.7%	
High priority	45.0%	39.6%	39.9%	50.0%	42.1%	41.4%	40.4%	37.5%	38.5%	
Medium priority	26.6%	34.4%	32.7%	21.2%	32.8%	32.8%	31.6%	35.7%	32.7%	
Low priority	3.7%	9.3%	10.1%	5.8%	9.3%	11.2%	1.8%	9.3%	9.2%	
Total(n)	109	1,102	2,168	52	497	1,014	57	605	1,154	
Mean	2.91	2.64	2.64	2.90	2.65	2.59	2.91	2.63	2.69	
Standard deviation	0.81	0.87	0.88	0.82	0.86	0.87	0.81	0.88	0.89	
Significance	-	**	**	-	*	*	-	*		
Effect size	-	0.31	0.31	-	0.29	0.36	-	0.32	0.25	

California State University-Fresno	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	21.8%	13.3%	17.0%	25.9%	14.3%	16.6%	17.9%	12.5%	17.3%	
High priority	48.2%	37.0%	37.5%	51.9%	40.0%	39.4%	44.6%	34.5%	35.8%	
Medium priority	29.1%	38.2%	34.5%	22.2%	37.3%	34.5%	35.7%	39.0%	34.4%	
Low priority	0.9%	11.4%	11.1%	0.0%	8.4%	9.5%	1.8%	13.9%	12.5%	
Total(n)	110	1,072	2,113	54	490	998	56	582	1,115	
Mean	2.91	2.52	2.60	3.04	2.60	2.63	2.79	2.46	2.58	
Standard deviation	0.74	0.86	0.89	0.70	0.83	0.87	0.76	0.88	0.92	
Significance	-	***	***	-	***	***	-	**		
Effect size	-	0.45	0.35	-	0.53	0.47	-	0.38	0.23	
To increase the representation of minorities in the faculty and administration										
Highest priority	15.6%	11.4%	10.6%	15.4%	11.8%	9.8%	15.8%	11.1%	11.3%	Institutional Priority: Commit- ment to Diversity
High priority	41.3%	34.2%	33.2%	50.0%	35.2%	33.9%	33.3%	33.4%	32.6%	
Medium priority	39.4%	43.8%	42.9%	32.7%	44.3%	42.8%	45.6%	43.4%	43.0%	
Low priority	3.7%	10.5%	13.3%	1.9%	8.7%	13.5%	5.3%	12.0%	13.1%	
Total(n)	109	1,084	2,127	52	492	996	57	592	1,131	
Mean	2.69	2.47	2.41	2.79	2.50	2.40	2.60	2.44	2.42	
Standard deviation	0.78	0.83	0.85	0.72	0.81	0.84	0.82	0.84	0.86	
Significance	-	**	***	-	*	**	-			
Effect size	-	0.27	0.33	-	0.36	0.46	-	0.19	0.21	
To strengthen links with the for-profit, corporate sector										
Highest priority	19.8%	14.0%	16.5%	18.5%	13.2%	16.3%	21.1%	14.7%	16.6%	
High priority	51.4%	37.8%	39.9%	59.3%	41.9%	43.1%	43.9%	34.4%	37.1%	
Medium priority	27.0%	35.2%	31.8%	22.2%	32.3%	29.6%	31.6%	37.6%	33.7%	
Low priority	1.8%	13.0%	11.8%	0.0%	12.6%	11.0%	3.5%	13.3%	12.5%	
Total(n)	111	1,079	2,129	54	492	1,005	57	587	1,124	
Mean	2.89	2.53	2.61	2.96	2.56	2.65	2.82	2.50	2.58	
Standard deviation	0.73	0.89	0.90	0.64	0.87	0.88	0.80	0.90	0.91	
Significance	-	***	**	-	**	*	-	**		
Effect size	-	0.40	0.31	-	0.46	0.35	-	0.36	0.26	

California State University-Fresno	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	27.0%	19.2%	23.8%	22.2%	17.0%	21.9%	31.6%	20.9%	25.5%	
High priority	40.5%	43.0%	44.0%	50.0%	45.9%	45.4%	31.6%	40.5%	42.8%	
Medium priority	30.6%	31.0%	26.3%	24.1%	30.1%	26.4%	36.8%	31.7%	26.2%	
Low priority	1.8%	6.9%	5.9%	3.7%	7.0%	6.4%	0.0%	6.8%	5.5%	
Total(n)	111	1,101	2,173	54	499	1,020	57	602	1,153	
Mean	2.93	2.74	2.86	2.91	2.73	2.83	2.95	2.76	2.88	
Standard deviation	0.81	0.84	0.85	0.78	0.82	0.84	0.83	0.86	0.85	
Significance	-	*		-			-			
Effect size	-	0.23	0.08	-	0.22	0.10	-	0.22	0.08	
To increase the representation of women in the faculty and administration										
Highest priority	14.7%	9.6%	9.9%	11.5%	10.6%	10.0%	17.5%	8.8%	9.8%	
High priority	34.9%	31.7%	31.6%	40.4%	34.2%	33.3%	29.8%	29.6%	30.1%	
Medium priority	42.2%	46.2%	44.4%	44.2%	45.8%	44.2%	40.4%	46.5%	44.7%	
Low priority	8.3%	12.5%	14.0%	3.8%	9.4%	12.4%	12.3%	15.1%	15.3%	
Total(n)	109	1,082	2,124	52	491	996	57	591	1,128	
Mean	2.56	2.38	2.38	2.60	2.46	2.41	2.53	2.32	2.34	
Standard deviation	0.84	0.82	0.84	0.75	0.81	0.83	0.93	0.83	0.85	
Significance	-	*	*	-			-			
Effect size	-	0.22	0.21	-	0.17	0.23	-	0.25	0.22	
To develop an appreciation for multiculturalism										
Highest priority	27.0%	23.8%	22.0%	22.2%	22.9%	20.8%	31.6%	24.5%	22.9%	
High priority	38.7%	39.7%	40.2%	44.4%	40.2%	39.8%	33.3%	39.3%	40.4%	
Medium priority	29.7%	31.6%	30.3%	27.8%	31.0%	30.2%	31.6%	32.1%	30.4%	
Low priority	4.5%	4.9%	7.6%	5.6%	5.8%	9.1%	3.5%	4.1%	6.2%	
Total(n)	111	1,102	2,164	54	497	1,009	57	605	1,155	
Mean	2.88	2.82	2.76	2.83	2.80	2.72	2.93	2.84	2.80	
Standard deviation	0.86	0.85	0.88	0.84	0.86	0.89	0.88	0.84	0.86	
Significance	-			-			-			
Effect size	-	0.07	0.14	-	0.03	0.12	-	0.11	0.15	

California State University-Fresno	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	29.5%	16.4%	17.3%	36.4%	17.1%	17.0%	22.8%	15.9%	17.5%	
Agree somewhat	54.5%	52.1%	52.7%	52.7%	51.2%	52.2%	56.1%	52.9%	53.2%	
Disagree somewhat	12.5%	22.9%	21.7%	7.3%	22.6%	21.6%	17.5%	23.1%	21.8%	
Disagree strongly	3.6%	8.6%	8.3%	3.6%	9.1%	9.1%	3.5%	8.2%	7.5%	
Total(n)	112	1,128	2,251	55	504	1,045	57	624	1,206	
Mean	3.10	2.76	2.79	3.22	2.76	2.77	2.98	2.76	2.81	
Standard deviation	0.75	0.83	0.82	0.74	0.84	0.84	0.74	0.81	0.81	
Significance	-	***	***	-	***	***	-	*		
Effect size	-	0.41	0.38	-	0.55	0.54	-	0.27	0.21	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	12.6%	7.1%	6.8%	13.0%	9.8%	9.3%	12.3%	5.0%	4.7%	
Agree somewhat	37.8%	23.5%	24.5%	44.4%	26.1%	26.8%	31.6%	21.3%	22.5%	
Disagree somewhat	36.0%	43.2%	42.9%	33.3%	41.8%	41.5%	38.6%	44.3%	44.1%	
Disagree strongly	13.5%	26.2%	25.7%	9.3%	22.3%	22.3%	17.5%	29.4%	28.7%	
Total(n)	111	1,121	2,234	54	502	1,040	57	619	1,194	
Mean	2.50	2.12	2.12	2.61	2.23	2.23	2.39	2.02	2.03	
Standard deviation	0.88	0.88	0.87	0.83	0.91	0.90	0.92	0.84	0.84	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	0.43	0.44	-	0.42	0.42	-	0.44	0.43	
Colleges should be actively involved in solving social problems										
Agree strongly	25.9%	22.8%	21.4%	20.0%	20.9%	19.7%	31.6%	24.3%	22.9%	Civic Minded Values
Agree somewhat	44.6%	52.6%	52.8%	54.5%	53.2%	53.5%	35.1%	52.2%	52.1%	
Disagree somewhat	23.2%	19.2%	20.6%	20.0%	19.7%	20.4%	26.3%	18.7%	20.7%	
Disagree strongly	6.3%	5.4%	5.3%	5.5%	6.2%	6.4%	7.0%	4.8%	4.3%	
Total(n)	112	1,127	2,242	55	502	1,039	57	625	1,203	
Mean	2.90	2.93	2.90	2.89	2.89	2.87	2.91	2.96	2.94	
Standard deviation	0.86	0.79	0.79	0.79	0.80	0.80	0.93	0.79	0.78	
Significance	-			-			-			
Effect size	-	-0.04	0.00	-	0.00	0.03	-	-0.06	-0.04	

California State University-Fresno	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	37.5%	34.8%	36.4%	30.9%	29.2%	31.3%	43.9%	39.3%	40.9%	
Agree somewhat	56.3%	57.4%	56.0%	56.4%	60.7%	59.6%	56.1%	54.6%	53.0%	
Disagree somewhat	4.5%	6.4%	6.3%	9.1%	8.3%	7.4%	0.0%	4.8%	5.4%	
Disagree strongly	1.8%	1.5%	1.2%	3.6%	1.8%	1.7%	0.0%	1.3%	0.7%	
Total(n)	112	1,128	2,247	55	504	1,044	57	624	1,203	
Mean	3.29	3.25	3.28	3.15	3.17	3.20	3.44	3.32	3.34	
Standard deviation	0.64	0.64	0.63	0.73	0.65	0.64	0.50	0.63	0.61	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	-0.03	-0.08	-	0.19	0.16	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	57.1%	57.4%	54.1%	45.5%	50.8%	48.6%	68.4%	62.7%	59.0%	
Agree somewhat	34.8%	37.6%	39.4%	41.8%	42.1%	42.5%	28.1%	33.9%	36.8%	
Disagree somewhat	6.3%	4.0%	5.2%	9.1%	5.8%	7.5%	3.5%	2.6%	3.2%	
Disagree strongly	1.8%	1.1%	1.2%	3.6%	1.4%	1.4%	0.0%	0.8%	1.0%	
Total(n)	112	1,129	2,246	55	504	1,042	57	625	1,204	
Mean	3.47	3.51	3.47	3.29	3.42	3.38	3.65	3.59	3.54	
Standard deviation	0.70	0.63	0.65	0.79	0.67	0.69	0.55	0.59	0.61	
Significance	-			-			-			
Effect size	-	-0.06	0.00	-	-0.19	-0.13	-	0.10	0.18	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	4.5%	2.7%	2.8%	5.5%	4.2%	3.4%	3.5%	1.4%	2.4%	
Agree somewhat	11.6%	13.1%	12.4%	14.5%	17.1%	16.3%	8.8%	9.9%	9.0%	
Disagree somewhat	39.3%	37.6%	39.0%	47.3%	38.4%	39.4%	31.6%	37.1%	38.5%	
Disagree strongly	44.6%	46.6%	45.8%	32.7%	40.4%	40.9%	56.1%	51.6%	50.0%	
Total(n)	112	1,129	2,249	55	503	1,042	57	626	1,207	
Mean	1.76	1.72	1.72	1.93	1.85	1.82	1.60	1.61	1.64	
Standard deviation	0.83	0.79	0.79	0.84	0.85	0.82	0.80	0.72	0.75	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.09	0.13	-	-0.01	-0.05	

California State University-Fresno	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	4.5%	6.2%	14.4%	3.6%	6.0%	14.8%	5.3%	6.4%	14.0%	
Agree somewhat	31.3%	27.8%	29.8%	29.1%	29.4%	30.7%	33.3%	26.4%	29.0%	
Disagree somewhat	33.0%	35.4%	30.4%	38.2%	34.6%	29.2%	28.1%	36.1%	31.5%	
Disagree strongly	31.3%	30.6%	25.4%	29.1%	30.0%	25.2%	33.3%	31.1%	25.6%	
Total(n)	112	1,127	2,242	55	503	1,038	57	624	1,204	
Mean	2.09	2.10	2.33	2.07	2.11	2.35	2.11	2.08	2.31	
Standard deviation	0.90	0.91	1.01	0.86	0.91	1.02	0.94	0.91	1.00	
Significance	-		*	-		*	-			
Effect size	-	-0.01	-0.24	-	-0.04	-0.27	-	0.03	-0.20	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	37.5%	29.7%	31.1%	38.2%	27.4%	28.7%	36.8%	31.5%	33.2%	
Agree somewhat	53.6%	58.3%	57.7%	52.7%	61.9%	60.6%	54.4%	55.4%	55.1%	
Disagree somewhat	8.0%	9.8%	9.4%	7.3%	8.1%	8.5%	8.8%	11.2%	10.2%	
Disagree strongly	0.9%	2.2%	1.8%	1.8%	2.6%	2.2%	0.0%	1.9%	1.4%	
Total(n)	112	1,129	2,245	55	504	1,041	57	625	1,204	
Mean	3.28	3.15	3.18	3.27	3.14	3.16	3.28	3.16	3.20	
Standard deviation	0.65	0.68	0.67	0.68	0.66	0.66	0.62	0.69	0.67	
Significance	-			-			-			
Effect size	-	0.19	0.15	-	0.20	0.17	-	0.17	0.12	Civic Minded Values
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	12.8%	13.2%	13.2%	15.1%	13.8%	13.9%	10.7%	12.6%	12.6%	
Agree somewhat	46.8%	45.6%	46.4%	49.1%	46.7%	46.1%	44.6%	44.6%	46.6%	
Disagree somewhat	31.2%	33.7%	33.0%	28.3%	32.3%	32.6%	33.9%	34.8%	33.3%	
Disagree strongly	9.2%	7.6%	7.4%	7.5%	7.1%	7.4%	10.7%	8.0%	7.5%	
Total(n)	109	1,095	2,177	53	492	1,017	56	603	1,160	
Mean	2.63	2.64	2.65	2.72	2.67	2.66	2.55	2.62	2.64	
Standard deviation	0.82	0.80	0.80	0.82	0.80	0.81	0.83	0.81	0.79	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	0.06	0.07	-	-0.09	-0.11	

California State University-Fresno	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	41.4%	37.7%	40.3%	38.2%	33.2%	36.2%	44.6%	41.4%	43.8%	
Agree somewhat	22.5%	29.8%	29.0%	27.3%	29.6%	28.1%	17.9%	30.0%	29.8%	
Disagree somewhat	24.3%	23.1%	22.2%	23.6%	24.3%	23.7%	25.0%	22.1%	21.0%	
Disagree strongly	11.7%	9.3%	8.5%	10.9%	12.9%	12.0%	12.5%	6.5%	5.5%	
Total(n)	111	1,113	2,216	55	497	1,030	56	616	1,186	
Mean	2.94	2.96	3.01	2.93	2.83	2.88	2.95	3.06	3.12	
Standard deviation	1.06	0.99	0.98	1.03	1.03	1.03	1.10	0.94	0.92	
Significance	-			-			-			
Effect size	-	-0.02	-0.07	-	0.10	0.05	-	-0.12	-0.18	
This institution should not offer remedial/developmental education										
Agree strongly	4.5%	4.0%	4.3%	5.5%	3.4%	5.1%	3.6%	4.5%	3.6%	
Agree somewhat	17.3%	12.9%	13.8%	21.8%	13.0%	14.5%	12.7%	12.8%	13.3%	
Disagree somewhat	41.8%	38.5%	41.2%	34.5%	43.4%	45.0%	49.1%	34.6%	37.9%	
Disagree strongly	36.4%	44.5%	40.6%	38.2%	40.2%	35.4%	34.5%	48.1%	45.2%	
Total(n)	110	1,116	2,217	55	500	1,030	55	616	1,187	
Mean	1.90	1.76	1.82	1.95	1.80	1.89	1.85	1.74	1.75	
Standard deviation	0.85	0.83	0.83	0.91	0.79	0.83	0.78	0.85	0.82	
Significance	-			-			-			
Effect size	-	0.17	0.10	-	0.19	0.07	-	0.13	0.12	
Please enter your total salary from teaching at this institution for this academic year										
Mean	\$18,685	\$17,979	\$17,434	\$16,793	\$17,847	\$17,221	\$20,408	\$18,085	\$17,618	
Median	\$16,000	\$13,200	\$12,800	\$12,000	\$12,000	\$12,000	\$18,700	\$14,000	\$14,000	
Total(n)	107	1,086	2,169	51	486	1,004	56	600	1,165	
How much are you paid per course at this institution?										
Mean	\$4,606	\$3,930	\$3,969	\$5,160	\$4,239	\$4,248	\$4,072	\$3,673	\$3,724	
Median	\$4,000	\$3,500	\$3,230	\$4,000	\$3,700	\$3,500	\$3,875	\$3,300	\$3,150	
Total(n)	106	1,045	2,102	52	475	983	54	570	1,119	

California State University-Fresno	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%	16.5%	14.1%	13.9%	9.6%	11.4%	9.5%	22.8%	16.3%	17.8%	
75% to 99%	12.8%	14.0%	11.4%	11.5%	10.8%	7.7%	14.0%	16.6%	14.6%	
74% to 50%	14.7%	13.7%	12.5%	15.4%	10.8%	10.1%	14.0%	16.1%	14.6%	
25% to 49%	18.3%	17.5%	18.2%	19.2%	19.1%	19.2%	17.5%	16.3%	17.4%	
1% to 24%	37.6%	38.0%	40.4%	44.2%	45.7%	50.2%	31.6%	31.7%	32.0%	
0%	0.0%	2.7%	3.5%	0.0%	2.2%	3.4%	0.0%	3.1%	3.6%	
Total(n)	109	1,101	2,183	52	492	1,013	57	609	1,170	
Other income from this institution										
100%	0.0%	0.2%	0.3%	0.0%	0.2%	0.1%	0.0%	0.2%	0.5%	
75% to 99%	0.0%	0.9%	0.8%	0.0%	0.4%	0.5%	0.0%	1.2%	1.0%	
74% to 50%	2.9%	1.3%	1.0%	4.0%	1.3%	1.0%	1.9%	1.4%	1.1%	
25% to 49%	1.0%	2.0%	2.4%	0.0%	1.1%	1.5%	1.9%	2.7%	3.1%	
1% to 24%	9.7%	9.0%	10.1%	8.0%	8.7%	9.1%	11.3%	9.2%	11.0%	
0%	86.4%	86.7%	85.4%	88.0%	88.4%	87.7%	84.9%	85.3%	83.3%	
Total(n)	103	1,057	2,119	50	473	984	53	584	1,135	
Income from another academic institution										
100%	0.0%	0.5%	0.3%	0.0%	0.2%	0.2%	0.0%	0.7%	0.4%	
75% to 99%	3.9%	7.0%	7.9%	2.0%	6.9%	7.8%	5.7%	7.1%	7.9%	
74% to 50%	1.9%	6.8%	6.6%	2.0%	3.8%	4.6%	1.9%	9.3%	8.3%	
25% to 49%	8.7%	7.9%	6.7%	4.0%	8.0%	6.2%	13.2%	7.8%	7.2%	
1% to 24%	9.7%	11.9%	12.2%	10.0%	13.9%	14.4%	9.4%	10.3%	10.3%	
0%	75.7%	65.9%	66.3%	82.0%	67.2%	66.8%	69.8%	64.7%	65.8%	
Total(n)	103	1,066	2,122	50	476	986	53	590	1,136	
Non-academic income										
100%	0.0%	0.9%	1.0%	0.0%	1.0%	1.4%	0.0%	0.8%	0.6%	
75% to 99%	34.6%	30.9%	33.8%	44.2%	38.7%	43.7%	25.5%	24.5%	25.2%	
74% to 50%	18.7%	14.0%	13.7%	21.2%	15.6%	14.9%	16.4%	12.6%	12.7%	
25% to 49%	5.6%	6.9%	6.8%	5.8%	7.4%	6.8%	5.5%	6.4%	6.8%	
1% to 24%	12.1%	13.1%	12.7%	7.7%	11.7%	11.3%	16.4%	14.2%	13.9%	
0%	29.0%	34.3%	32.0%	21.2%	25.5%	22.0%	36.4%	41.5%	40.8%	
Total(n)	107	1,079	2,148	52	486	1,002	55	593	1,146	

California State University-Fresno	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	0.9%	4.8%	5.3%	0.0%	4.2%	5.1%	1.8%	5.4%	5.5%	
1986 - 1980	6.4%	9.1%	8.6%	3.7%	6.4%	6.4%	8.9%	11.2%	10.5%	
1971 - 1975	10.9%	8.0%	8.4%	7.4%	7.0%	7.1%	14.3%	8.8%	9.5%	
1966 - 1970	7.3%	10.4%	9.9%	3.7%	8.0%	7.4%	10.7%	12.3%	12.1%	
1961 - 1965	11.8%	11.1%	11.3%	9.3%	10.2%	10.4%	14.3%	11.9%	12.1%	
1956 - 1960	12.7%	12.2%	12.5%	11.1%	10.8%	11.4%	14.3%	13.3%	13.4%	
1951 - 1955	15.5%	17.5%	15.6%	18.5%	18.1%	15.8%	12.5%	17.0%	15.4%	
1946 - 1950	16.4%	13.9%	14.1%	16.7%	16.3%	16.2%	16.1%	12.0%	12.3%	
1941 - 1945	13.6%	8.3%	8.7%	20.4%	12.0%	12.0%	7.1%	5.2%	5.9%	
1940 or earlier	4.5%	4.7%	5.6%	9.3%	6.8%	8.2%	0.0%	2.9%	3.3%	
Total(n)	110	1,114	2,229	54	498	1,039	56	616	1,190	
Year of highest degree now held										
1973 or earlier	15.3%	10.7%	11.3%	24.1%	16.2%	17.4%	7.0%	6.3%	6.1%	
1974 - 1978	9.0%	8.3%	7.5%	13.0%	11.8%	11.0%	5.3%	5.5%	4.5%	
1979 - 1983	2.7%	8.8%	8.0%	3.7%	11.2%	9.6%	1.8%	6.8%	6.6%	
1984 - 1988	5.4%	7.9%	8.0%	5.6%	8.8%	8.2%	5.3%	7.3%	7.9%	
1989 - 1993	6.3%	8.6%	9.6%	5.6%	6.6%	7.8%	7.0%	10.2%	11.1%	
1994 - 1998	14.4%	10.8%	10.8%	11.1%	8.0%	7.9%	17.5%	13.1%	13.4%	
1999 - 2003	18.0%	13.9%	13.8%	13.0%	11.4%	10.8%	22.8%	16.0%	16.4%	
2004 - 2008	20.7%	21.1%	20.6%	18.5%	17.6%	18.4%	22.8%	23.9%	22.5%	
2009 or later	8.1%	9.9%	10.4%	5.6%	8.4%	9.0%	10.5%	11.1%	11.5%	
Total(n)	111	1,120	2,238	54	500	1,040	57	620	1,198	
Year of appointment at present institution										
1973 or earlier	5.4%	4.9%	5.1%	11.1%	6.8%	6.8%	0.0%	3.4%	3.6%	
1974 - 1978	2.7%	1.4%	1.3%	5.6%	2.4%	1.9%	0.0%	0.7%	0.8%	
1979 - 1983	2.7%	1.9%	2.1%	3.7%	1.6%	2.3%	1.8%	2.1%	1.9%	
1984 - 1988	2.7%	2.7%	2.9%	0.0%	2.8%	3.2%	5.3%	2.6%	2.6%	
1989 - 1993	1.8%	4.3%	4.5%	1.9%	4.6%	5.1%	1.8%	4.1%	4.0%	
1994 - 1998	4.5%	7.4%	7.5%	0.0%	7.0%	6.8%	8.8%	7.6%	8.2%	
1999 - 2003	16.2%	14.6%	16.0%	14.8%	14.7%	15.6%	17.5%	14.5%	16.2%	
2004 - 2008	41.4%	35.0%	31.9%	33.3%	33.1%	29.6%	49.1%	36.6%	33.8%	
2009 or later	22.5%	27.8%	28.8%	29.6%	26.9%	28.7%	15.8%	28.5%	29.0%	
Total(n)	111	1,113	2,224	54	498	1,036	57	615	1,188	

California State University-Fresno	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	84.6%	82.0%	83.5%	73.3%	79.5%	81.5%	91.7%	84.0%	85.3%	
1974 - 1978	2.6%	3.2%	3.3%	6.7%	6.6%	5.8%	0.0%	0.5%	0.9%	
1979 - 1983	2.6%	2.3%	2.2%	6.7%	2.6%	3.1%	0.0%	2.1%	1.4%	
1984 - 1988	5.1%	3.5%	2.5%	6.7%	2.6%	1.8%	4.2%	4.1%	3.2%	
1989 - 1993	2.6%	1.7%	1.5%	0.0%	2.0%	1.5%	4.2%	1.5%	1.4%	
1994 - 1998	0.0%	2.3%	1.8%	0.0%	2.6%	1.8%	0.0%	2.1%	1.7%	
1999 - 2003	0.0%	1.2%	0.7%	0.0%	0.0%	0.0%	0.0%	2.1%	1.4%	
2004 - 2008	0.0%	1.7%	2.1%	0.0%	1.3%	1.5%	0.0%	2.1%	2.6%	
2009 or later	2.6%	2.0%	2.4%	6.7%	2.6%	2.8%	0.0%	1.5%	2.0%	
Total(n)	39	345	673	15	151	325	24	194	348	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.9%	0.8%	0.8%	1.9%	1.2%	1.1%	0.0%	0.5%	0.4%	
Biological Sciences (General Area 5)	2.7%	3.4%	2.6%	5.6%	2.8%	2.2%	0.0%	4.0%	2.9%	
Business (General Area 6)	6.3%	5.9%	6.9%	7.4%	7.9%	10.2%	5.2%	4.3%	4.1%	
Education (General Area 10 and Specific Discipline 2102)	16.1%	16.7%	15.2%	14.8%	13.1%	11.6%	17.2%	19.6%	18.3%	
Engineering (General Area 11)	5.4%	2.5%	2.9%	11.1%	4.8%	5.2%	0.0%	0.6%	0.9%	
English (General Area 12)	3.6%	9.4%	8.9%	3.7%	7.3%	5.8%	3.4%	11.0%	11.5%	
Health-related (General Area 15)	12.5%	6.9%	7.6%	9.3%	3.8%	4.3%	15.5%	9.4%	10.5%	
History or Political Science (Specific Discipline 3007,3009)	4.5%	4.0%	3.4%	5.6%	5.4%	4.4%	3.4%	2.9%	2.6%	
Humanities (General Area 14,24)	4.5%	4.9%	6.4%	3.7%	4.6%	6.7%	5.2%	5.3%	6.1%	
Fine Arts (General Area 2,4,22)	13.4%	10.7%	10.7%	7.4%	9.9%	10.0%	19.0%	11.3%	11.3%	
Mathematics or Statistics (General Area 18)	2.7%	3.8%	3.1%	1.9%	5.2%	3.8%	3.4%	2.7%	2.6%	
Physical Sciences (General Area 25)	5.4%	3.9%	3.0%	7.4%	5.8%	4.5%	3.4%	2.4%	1.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	9.8%	12.5%	12.6%	9.3%	11.5%	11.8%	10.3%	13.2%	13.3%	
Other Technical (General Area 8,19,28)	0.0%	1.4%	1.9%	0.0%	2.6%	3.1%	0.0%	0.5%	0.9%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.5%	13.3%	14.1%	11.1%	14.3%	15.3%	13.8%	12.4%	13.1%	
Total(n)	112	1,132	2,266	54	504	1,051	58	628	1,215	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Part-time Undergraduate Faculty

California State University-Fresno	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)	0.9%	0.4%	0.4%	1.9%	0.8%	0.8%	0.0%	0.2%	0.2%	
Biological Sciences (General Area 5)	1.8%	3.5%	2.7%	3.7%	3.4%	2.8%	0.0%	3.7%	2.6%	
Business (General Area 6)	8.0%	7.5%	7.9%	7.4%	11.7%	12.3%	8.6%	4.2%	4.1%	
Education (General Area 10 and Specific Discipline 2102)	8.9%	12.3%	11.2%	7.4%	9.9%	8.7%	10.3%	14.3%	13.3%	
Engineering (General Area 11)	5.4%	2.2%	3.1%	11.1%	4.4%	5.6%	0.0%	0.5%	1.0%	
English (General Area 12)	4.5%	10.0%	9.7%	3.7%	8.0%	6.5%	5.2%	11.7%	12.5%	
Health-related (General Area 15)	12.5%	7.8%	8.5%	11.1%	4.4%	5.0%	13.8%	10.6%	11.5%	
History or Political Science (Specific Discipline 3007,3009)	4.5%	3.8%	2.9%	5.6%	5.2%	3.9%	3.4%	2.7%	2.1%	
Humanities (General Area 14,24)	5.4%	4.8%	6.9%	3.7%	5.6%	7.4%	6.9%	4.2%	6.5%	
Fine Arts (General Area 2,4,22)	13.4%	11.2%	11.4%	9.3%	10.7%	10.5%	17.2%	11.5%	12.2%	
Mathematics or Statistics (General Area 18)	0.9%	4.4%	3.3%	0.0%	5.6%	3.7%	1.7%	3.5%	3.0%	
Physical Sciences (General Area 25)	5.4%	3.3%	2.5%	7.4%	4.6%	3.5%	3.4%	2.2%	1.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	8.9%	10.6%	10.6%	13.0%	8.9%	9.5%	5.2%	11.9%	11.6%	
Other Technical (General Area 8,19,28)	1.8%	2.6%	2.7%	3.7%	4.2%	4.0%	0.0%	1.3%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	17.9%	15.4%	16.2%	11.1%	12.7%	15.9%	24.1%	17.6%	16.5%	
Total(n)	112	1,127	2,260	54	503	1,051	58	624	1,209	

California State University-Fresno	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	63.9%	70.4%	68.5%	72.5%	74.8%	72.5%	56.1%	66.9%	65.0%	
1	15.7%	13.7%	13.4%	5.9%	9.5%	10.6%	24.6%	17.1%	15.7%	
2	15.7%	12.0%	12.0%	15.7%	12.1%	11.2%	15.8%	11.9%	12.7%	
3	2.8%	2.1%	3.4%	3.9%	1.8%	3.2%	1.8%	2.3%	3.7%	
4+	1.9%	1.8%	2.7%	2.0%	1.8%	2.5%	1.8%	1.8%	2.9%	
Total(n)	108	1,116	2,238	51	496	1,036	57	620	1,202	
18 years or older										
0	39.6%	50.8%	50.7%	30.9%	46.1%	45.1%	48.2%	54.7%	55.6%	
1	14.4%	13.9%	12.7%	9.1%	11.8%	12.3%	19.6%	15.6%	13.1%	
2	24.3%	21.1%	20.3%	25.5%	23.6%	22.3%	23.2%	19.2%	18.5%	
3	11.7%	7.6%	8.5%	18.2%	9.6%	10.6%	5.4%	6.0%	6.7%	
4+	9.9%	6.5%	7.8%	16.4%	9.0%	9.7%	3.6%	4.5%	6.2%	
Total(n)	111	1,121	2,246	55	501	1,043	56	620	1,203	
How would you characterize your political views?										
Far left	1.8%	7.9%	6.5%	1.9%	7.8%	6.8%	1.8%	7.9%	6.2%	
Liberal	36.4%	43.5%	39.9%	34.0%	39.2%	36.3%	38.6%	47.0%	43.0%	
Middle of the road	41.8%	34.0%	34.0%	41.5%	36.0%	34.8%	42.1%	32.4%	33.4%	
Conservative	20.0%	14.5%	19.1%	22.6%	16.9%	21.5%	17.5%	12.7%	17.1%	
Far right	0.0%	0.1%	0.4%	0.0%	0.0%	0.6%	0.0%	0.2%	0.3%	
Total(n)	110	1,121	2,237	53	497	1,035	57	624	1,202	
Are you currently: (Mark one)										
Single	3.5%	14.4%	13.4%	3.6%	15.2%	13.3%	3.4%	13.8%	13.5%	
Married	81.4%	70.4%	72.6%	87.3%	73.5%	75.9%	75.9%	67.8%	69.8%	
Unmarried, living with partner	2.7%	5.6%	5.0%	3.6%	5.0%	4.9%	1.7%	6.1%	5.1%	
Divorced	11.5%	7.6%	7.1%	3.6%	5.1%	4.7%	19.0%	9.6%	9.1%	
Widowed	0.0%	1.1%	1.2%	0.0%	0.6%	0.7%	0.0%	1.4%	1.6%	
Separated	0.9%	1.0%	0.7%	1.8%	0.6%	0.6%	0.0%	1.3%	0.8%	
Total(n)	113	1,130	2,268	55	505	1,053	58	625	1,215	

California State University-Fresno	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	79.6%	90.1%	90.0%	81.8%	89.9%	90.5%	77.6%	90.3%	89.6%	
No	20.4%	9.9%	10.0%	18.2%	10.1%	9.5%	22.4%	9.7%	10.4%	
Total(n)	113	1,133	2,270	55	505	1,053	58	628	1,217	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	3.6%	3.0%	2.3%	1.8%	2.4%	2.1%	5.3%	3.4%	2.4%	
Asian American/Asian	8.0%	4.8%	4.1%	7.3%	5.5%	4.1%	8.8%	4.2%	4.1%	
Native Hawaiian/Pacific Islander	0.0%	0.3%	0.3%	0.0%	0.4%	0.3%	0.0%	0.2%	0.2%	
African American/Black	0.9%	4.6%	4.4%	1.8%	3.8%	3.7%	0.0%	5.2%	5.1%	
Mexican American/Chicano	8.9%	3.2%	2.0%	5.5%	2.8%	1.7%	12.3%	3.5%	2.2%	
Puerto Rican	0.0%	0.4%	0.5%	0.0%	0.4%	0.5%	0.0%	0.3%	0.6%	
Other Latino	1.8%	1.8%	2.1%	3.6%	1.8%	2.1%	0.0%	1.8%	2.2%	
White/Caucasian	74.1%	83.7%	85.3%	76.4%	84.0%	85.8%	71.9%	83.4%	84.8%	
Other	8.9%	4.7%	4.0%	9.1%	5.3%	4.8%	8.8%	4.2%	3.3%	
Total(n)	112	1,115	2,237	55	495	1,030	57	620	1,207	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.9%	0.4%	0.4%	0.0%	0.2%	0.3%	1.8%	0.6%	0.4%	
Asian	7.1%	4.1%	3.9%	7.3%	4.6%	3.7%	7.0%	3.7%	4.1%	
Black	0.9%	3.4%	3.5%	1.8%	3.2%	3.2%	0.0%	3.5%	3.7%	
Hispanic	8.0%	3.9%	3.5%	5.5%	3.6%	3.3%	10.5%	4.2%	3.7%	
White	70.5%	79.4%	81.6%	72.7%	78.8%	81.5%	68.4%	79.8%	81.7%	
Other	7.1%	3.1%	2.7%	9.1%	3.4%	3.2%	5.3%	2.9%	2.3%	
Two or more races/ethnicities	5.4%	5.6%	4.4%	3.6%	6.1%	4.9%	7.0%	5.2%	4.1%	
Total (n)	112	1,115	2,237	55	495	1,030	57	620	1,207	

California State University-Fresno	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	

California State University-Fresno	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	

California State University-Fresno	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	

California State University-Fresno	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	

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Academic Administrators	102	1,989	5,246	59	1,060	2,962	43	929	2,284	
What is your principal activity in your current position at this institution?										
Administration	17.6%	28.7%	31.7%	20.3%	29.2%	32.5%	14.0%	28.2%	30.8%	
Teaching	75.5%	67.3%	56.3%	78.0%	67.7%	54.2%	72.1%	66.8%	59.0%	
Research	0.0%	1.1%	8.8%	0.0%	1.3%	10.7%	0.0%	0.8%	6.3%	
Services to clients and patients	1.0%	0.8%	1.3%	0.0%	0.7%	1.3%	2.3%	0.9%	1.2%	
Other	5.9%	2.2%	1.9%	1.7%	1.1%	1.4%	11.6%	3.3%	2.7%	
Total(n)	102	1,989	5,243	59	1,060	2,960	43	929	2,283	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	102	1,989	5,246	59	1,060	2,962	43	929	2,284	
What is your present academic rank?										
Professor	52.0%	45.4%	47.7%	57.6%	51.1%	54.9%	44.2%	38.9%	38.5%	
Associate professor	27.5%	35.8%	34.5%	30.5%	33.2%	31.4%	23.3%	38.8%	38.5%	
Assistant professor	8.8%	11.0%	10.9%	5.1%	10.0%	8.7%	14.0%	12.3%	13.8%	
Lecturer	11.8%	4.4%	4.0%	6.8%	3.3%	3.0%	18.6%	5.6%	5.3%	
Instructor	0.0%	3.4%	2.8%	0.0%	2.4%	2.0%	0.0%	4.4%	3.8%	
Total(n)	102	1,938	4,864	59	1,035	2,729	43	903	2,135	
What is your tenure status at this institution?										
Tenured	78.4%	80.4%	77.9%	86.4%	82.4%	81.5%	67.4%	78.1%	73.2%	
On tenure track, but not tenured	9.8%	9.5%	8.9%	6.8%	10.3%	8.4%	14.0%	8.6%	9.6%	
Not on tenure track, but institution has tenure system	10.8%	9.4%	12.4%	6.8%	6.8%	9.4%	16.3%	12.4%	16.3%	
Institution has no tenure system	1.0%	0.7%	0.8%	0.0%	0.5%	0.8%	2.3%	0.9%	0.8%	
Total(n)	102	1,939	4,876	59	1,035	2,735	43	904	2,141	
Are you currently serving in an administrative position as:										
Department chair	38.2%	41.1%	34.5%	47.5%	46.4%	37.9%	25.6%	35.1%	30.1%	
Dean (associate or assistant)	1.0%	7.1%	10.5%	1.7%	6.4%	10.5%	0.0%	8.0%	10.6%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.2%	0.6%	0.0%	0.3%	0.7%	0.0%	0.1%	0.4%	
Provost	0.0%	0.3%	0.3%	0.0%	0.2%	0.4%	0.0%	0.3%	0.3%	
Other	64.7%	54.3%	57.0%	55.9%	49.0%	53.1%	76.7%	60.4%	62.0%	
Not applicable	2.0%	0.5%	0.4%	1.7%	0.7%	0.5%	2.3%	0.3%	0.3%	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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.)	0.0%	0.6%	0.7%	0.0%	0.6%	0.8%	0.0%	0.6%	0.6%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	11.8%	14.6%	13.6%	3.4%	12.9%	11.2%	23.3%	16.6%	16.7%	
LL.B., J.D.	2.0%	1.2%	2.0%	3.4%	1.5%	2.0%	0.0%	0.9%	1.9%	
M.D., D.D.S. (or equivalent)	0.0%	0.2%	1.3%	0.0%	0.1%	1.7%	0.0%	0.3%	0.7%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.5%	0.9%	0.0%	0.6%	0.7%	0.0%	0.4%	1.1%	
Ed.D.	10.8%	6.3%	4.8%	6.8%	4.2%	3.1%	16.3%	8.8%	6.9%	
Ph.D.	70.6%	74.5%	74.8%	81.4%	78.3%	78.6%	55.8%	70.2%	69.8%	
Other degree	4.9%	2.0%	1.9%	5.1%	1.9%	1.7%	4.7%	2.2%	2.1%	
None	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	102	1,988	5,244	59	1,060	2,962	43	928	2,282	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.2%	0.1%	0.0%	0.4%	0.1%	0.0%	0.0%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.5%	0.6%	0.0%	0.6%	0.5%	0.0%	0.2%	0.6%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ed.D.	1.1%	0.6%	0.5%	0.0%	0.2%	0.2%	2.7%	1.1%	0.9%	
Ph.D.	2.2%	2.5%	2.0%	1.8%	2.0%	1.6%	2.7%	3.0%	2.7%	
Other degree	1.1%	0.8%	0.7%	1.8%	0.5%	0.6%	0.0%	1.2%	0.8%	
None	95.7%	95.3%	95.9%	96.4%	96.1%	96.7%	94.6%	94.4%	94.9%	
Total(n)	92	1,771	4,689	55	948	2,681	37	823	2,008	

California State University-Fresno	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	37.3%	34.1%	46.4%	35.6%	37.2%	50.8%	39.5%	30.5%	40.8%	
Very important	38.2%	39.2%	33.8%	39.0%	36.5%	31.0%	37.2%	42.1%	37.4%	
Somewhat important	22.5%	23.8%	17.7%	25.4%	22.7%	16.2%	18.6%	25.1%	19.7%	
Not important	2.0%	3.0%	2.1%	0.0%	3.6%	2.1%	4.7%	2.3%	2.1%	
Total(n)	102	1,987	5,241	59	1,059	2,959	43	928	2,282	
Teaching										
Essential	72.5%	77.8%	72.3%	74.6%	77.9%	72.0%	69.8%	77.7%	72.6%	
Very important	22.5%	20.6%	25.1%	23.7%	20.6%	25.1%	20.9%	20.7%	25.1%	
Somewhat important	3.9%	1.5%	2.5%	1.7%	1.4%	2.8%	7.0%	1.5%	2.1%	
Not important	1.0%	0.1%	0.1%	0.0%	0.1%	0.1%	2.3%	0.1%	0.2%	
Total(n)	102	1,989	5,242	59	1,060	2,960	43	929	2,282	
Service										
Essential	24.5%	26.8%	29.8%	30.5%	23.4%	28.2%	16.3%	30.6%	31.9%	
Very important	51.0%	50.1%	48.0%	45.8%	50.4%	47.0%	58.1%	49.7%	49.3%	
Somewhat important	20.6%	21.7%	21.2%	20.3%	24.3%	23.5%	20.9%	18.8%	18.1%	
Not important	3.9%	1.4%	1.0%	3.4%	1.9%	1.3%	4.7%	0.9%	0.7%	
Total(n)	102	1,988	5,242	59	1,059	2,959	43	929	2,283	

California State University-Fresno	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	10.8%	16.2%	18.1%	15.3%	16.8%	19.3%	4.7%	15.6%	16.5%	Civic Minded	
Taught an interdisciplinary course	33.3%	41.6%	44.3%	39.0%	41.3%	44.3%	25.6%	41.9%	44.2%		
Taught an ethnic studies course	7.8%	11.0%	10.0%	8.5%	8.7%	8.1%	7.0%	13.6%	12.4%		
Taught a women's studies course	2.0%	8.0%	6.7%	1.7%	2.9%	2.2%	2.3%	13.8%	12.6%		
Taught a service learning course	25.5%	25.6%	22.1%	25.4%	22.0%	18.5%	25.6%	29.7%	26.7%		
Taught an exclusively web-based course at this	19.6%	26.6%	20.0%	22.0%	24.0%	17.2%	16.3%	29.6%	23.6%		
Participated in a teaching enhancement workshop	63.7%	70.3%	61.3%	61.0%	62.4%	54.0%	67.4%	79.3%	70.7%		
Advised student groups involved in service/volunteer	63.7%	54.9%	52.6%	61.0%	52.4%	50.2%	67.4%	57.7%	55.7%		
Collaborated with the local community in	66.7%	59.3%	55.0%	67.8%	56.7%	52.1%	65.1%	62.2%	58.8%		
Conducted research or writing focused on international/global issues	32.4%	30.4%	35.4%	33.9%	31.2%	36.7%	30.2%	29.6%	33.7%		
Conducted research or writing focused on racial or ethnic minorities	27.5%	23.9%	23.4%	23.7%	20.3%	18.9%	32.6%	28.1%	29.3%		
Conducted research or writing focused on women and gender issues	19.6%	21.1%	20.4%	13.6%	12.3%	11.8%	27.9%	31.0%	31.7%		
Engaged undergraduates on <u>your</u> research project	50.0%	45.7%	46.8%	61.0%	50.7%	52.0%	34.9%	40.1%	40.1%		
Worked with undergraduates on a research project	51.0%	60.7%	59.6%	57.6%	64.2%	63.5%	41.9%	56.7%	54.6%		
Engaged in academic research that spans multiple	53.9%	62.2%	67.3%	62.7%	64.8%	70.1%	41.9%	59.3%	63.7%		
Taught a seminar for first-year students	17.6%	22.0%	24.3%	25.4%	22.0%	24.1%	7.0%	21.9%	24.5%		
Taught a capstone course	34.3%	43.2%	39.1%	42.4%	43.3%	39.8%	23.3%	43.2%	38.3%		
Taught in a learning community (e.g., FIG, linked courses)	5.9%	11.7%	10.3%	8.5%	11.5%	10.0%	2.3%	12.1%	10.7%		
Supervised an undergraduate thesis	15.7%	29.3%	30.4%	18.6%	29.6%	31.6%	11.6%	29.0%	28.9%		
Published op-ed pieces or editorials	16.7%	18.7%	18.8%	27.1%	24.2%	23.0%	2.3%	12.4%	13.3%		
Received funding for your work from foundations	33.3%	22.4%	23.0%	35.6%	22.7%	23.8%	30.2%	22.1%	22.0%		
Received funding for your work from state or federal government	41.2%	30.7%	33.7%	44.1%	33.6%	38.2%	37.2%	27.4%	27.8%		
Received funding for your work from business or industry	23.5%	12.3%	15.5%	25.4%	15.6%	20.0%	20.9%	8.5%	9.7%		
Total(n)	102	1,973	5,204	59	1,051	2,939	43	922	2,265		

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	2.18	2.00	2.00	2.24	2.00	2.00	2.09	2.00	2.00	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	102	1,985	5,239	59	1,058	2,958	43	927	2,281	
Teach at least one course this term at another institution	3.9%	2.7%	2.5%	1.7%	2.3%	2.4%	7.0%	3.2%	2.6%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	17.6%	23.1%	15.9%	18.6%	24.2%	16.7%	16.3%	21.9%	14.9%	
Mean student enrollment	66.0	43.7	48.0	84.2	50.3	54.6	37.4	35.3	38.6	
Have teaching/lab assistant or reader/grader assigned	16.7%	1306.0%	1977.0%	18.2%	1248.0%	2127.0%	14.3%	1379.0%	1760.0%	
Course required for an undergraduate major										
Teach at least one course	51.0%	62.0%	48.8%	50.8%	63.4%	49.8%	51.2%	60.5%	47.5%	
Mean student enrollment	39.5	26.6	31.5	47.5	27.2	33.7	28.7	25.9	28.6	
Have teaching/lab assistant or reader/grader assigned	11.1%	1100.0%	1854.0%	15.8%	1221.0%	2195.0%	4.5%	954.0%	1388.0%	
Other undergraduate course										
Teach at least one course	15.7%	23.9%	20.9%	16.9%	23.1%	20.6%	14.0%	24.8%	21.3%	
Mean student enrollment	28.3	22.4	24.9	30.1	23.7	25.6	25.5	21.0	24.0	
Have teaching/lab assistant or reader/grader assigned	12.5%	574.0%	1341.0%	20.0%	633.0%	1499.0%	0.0%	511.0%	1143.0%	
Developmental/remedial course (not for credit)										
Teach at least one course	2.0%	0.7%	0.5%	1.7%	0.6%	0.4%	2.3%	0.8%	0.6%	
Mean student enrollment	44.5	24.3	24.3	74.0	30.7	30.3	15.0	18.9	19.3	
Have teaching/lab assistant or reader/grader assigned	50.0%	769.0%	1250.0%	100.0%	1667.0%	1818.0%	0.0%	0.0%	769.0%	
Non-credit course (other than above)										
Teach at least one course	1.0%	0.6%	0.6%	0.0%	0.5%	0.5%	2.3%	0.6%	0.8%	
Mean student enrollment	45.0	20.0	23.4	.	29.6	27.8	45.0	12.0	20.0	
Have teaching/lab assistant or reader/grader assigned	0.0%	1818.0%	1176.0%	.	2000.0%	1333.0%	0.0%	1667.0%	1053.0%	
Graduate course										
Teach at least one course	49.0%	26.9%	35.3%	47.5%	25.9%	35.0%	51.2%	28.0%	35.7%	
Mean student enrollment	13.9	15.2	17.5	13.9	15.8	17.9	14.0	14.6	17.1	
Have teaching/lab assistant or reader/grader assigned	2.0%	379.0%	941.0%	3.6%	513.0%	1145.0%	0.0%	237.0%	683.0%	

California State University-Fresno	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	0.0%	47.3%	38.8%	0.0%	48.8%	36.6%	0.0%	45.9%	41.3%	
Graduate courses	25.0%	21.2%	30.1%	50.0%	23.3%	35.1%	16.7%	19.4%	24.5%	
Non-credit courses	0.0%	3.8%	4.2%	0.0%	4.7%	4.0%	0.0%	3.1%	4.6%	
I do not teach	75.0%	27.7%	26.8%	50.0%	23.3%	24.4%	83.3%	31.6%	29.6%	
Total(n)	8	184	753	2	86	402	6	98	351	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	6.9%	6.3%	4.7%	5.1%	5.7%	3.9%	9.3%	7.1%	5.9%	
Writing	19.6%	13.7%	11.0%	20.3%	12.3%	9.3%	18.6%	15.4%	13.4%	
Mathematics	4.9%	4.0%	3.0%	6.8%	5.1%	3.5%	2.3%	2.8%	2.2%	
ESL	0.0%	1.5%	1.0%	0.0%	0.9%	0.7%	0.0%	2.0%	1.4%	
General academic skills	12.7%	10.6%	9.1%	13.6%	9.6%	8.2%	11.6%	11.6%	10.2%	
Other subject areas	5.9%	6.6%	6.6%	6.8%	6.5%	6.2%	4.7%	6.7%	7.1%	
Total(n)	102	1,989	5,246	59	1,060	2,962	43	929	2,284	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	31.4%	35.2%	28.7%	32.2%	29.2%	23.9%	30.2%	42.1%	35.0%	
No	64.7%	58.5%	65.8%	64.4%	65.5%	71.9%	65.1%	50.5%	58.0%	
Not eligible	2.0%	1.0%	1.2%	1.7%	0.9%	1.0%	2.3%	1.0%	1.5%	
Not available	2.0%	5.3%	4.2%	1.7%	4.4%	3.2%	2.3%	6.4%	5.4%	
Total(n)	102	1,984	5,232	59	1,056	2,954	43	928	2,278	
Paid sabbatical leave										
Yes	43.1%	34.3%	36.4%	52.5%	34.7%	37.3%	30.2%	33.9%	35.2%	
No	49.0%	54.6%	51.6%	42.4%	56.2%	53.5%	58.1%	52.7%	49.3%	
Not eligible	5.9%	9.1%	9.7%	5.1%	6.9%	7.0%	7.0%	11.5%	13.1%	
Not available	2.0%	2.1%	2.3%	0.0%	2.3%	2.2%	4.7%	1.8%	2.5%	
Total(n)	102	1,987	5,240	59	1,059	2,959	43	928	2,281	
Travel funds paid by the institution										
Yes	85.3%	88.2%	84.9%	89.8%	87.4%	82.5%	79.1%	89.1%	88.0%	
No	11.8%	10.4%	13.3%	10.2%	11.4%	15.8%	14.0%	9.1%	10.0%	
Not eligible	2.0%	0.7%	0.7%	0.0%	0.8%	0.7%	4.7%	0.5%	0.7%	
Not available	1.0%	0.8%	1.1%	0.0%	0.4%	0.9%	2.3%	1.2%	1.3%	
Total(n)	102	1,989	5,244	59	1,060	2,961	43	929	2,283	

California State University-Fresno	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	60.8%	52.0%	52.8%	62.7%	53.3%	54.2%	58.1%	50.6%	50.9%	
No	38.2%	45.0%	44.0%	37.3%	43.7%	43.2%	39.5%	46.4%	45.1%	
Not eligible	1.0%	1.7%	2.1%	0.0%	2.0%	1.7%	2.3%	1.4%	2.6%	
Not available	0.0%	1.3%	1.1%	0.0%	1.0%	0.9%	0.0%	1.5%	1.4%	
Total(n)	102	1,987	5,237	59	1,059	2,957	43	928	2,280	
Training for administrative leadership										
Yes	36.3%	36.9%	37.2%	40.7%	37.9%	36.7%	30.2%	35.7%	37.8%	
No	55.9%	55.0%	56.1%	52.5%	55.7%	58.2%	60.5%	54.3%	53.2%	
Not eligible	2.9%	1.6%	1.4%	1.7%	1.2%	1.0%	4.7%	1.9%	1.9%	
Not available	4.9%	6.5%	5.4%	5.1%	5.2%	4.1%	4.7%	8.1%	7.1%	
Total(n)	102	1,987	5,238	59	1,060	2,958	43	927	2,280	
Received incentives to develop new courses										
Yes	34.3%	28.3%	24.9%	40.7%	28.6%	24.7%	25.6%	27.9%	25.1%	
No	63.7%	65.2%	68.6%	55.9%	66.2%	70.5%	74.4%	64.2%	66.0%	
Not eligible	2.0%	1.5%	1.6%	3.4%	1.3%	1.4%	0.0%	1.6%	1.9%	
Not available	0.0%	5.0%	4.9%	0.0%	3.9%	3.3%	0.0%	6.4%	6.9%	
Total(n)	102	1,988	5,238	59	1,059	2,959	43	929	2,279	
Received incentives to integrate new technology into your classroom										
Yes	37.3%	26.1%	21.7%	42.4%	26.3%	21.5%	30.2%	25.8%	22.1%	
No	60.8%	67.4%	71.6%	54.2%	68.6%	73.4%	69.8%	66.1%	69.4%	
Not eligible	2.0%	1.8%	1.7%	3.4%	1.5%	1.5%	0.0%	2.2%	2.0%	
Not available	0.0%	4.7%	4.9%	0.0%	3.6%	3.7%	0.0%	5.9%	6.5%	
Total(n)	102	1,988	5,237	59	1,059	2,958	43	929	2,279	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	8.8%	15.2%	12.1%	0.0%	13.5%	10.3%	20.9%	17.0%	14.4%	
1-2	15.7%	17.5%	14.2%	13.6%	15.6%	12.3%	18.6%	19.6%	16.7%	
3-4	18.6%	17.8%	12.9%	18.6%	15.3%	10.6%	18.6%	20.7%	15.9%	
5-10	24.5%	23.7%	19.9%	28.8%	23.3%	18.0%	18.6%	24.1%	22.4%	
11-20	16.7%	14.7%	16.3%	13.6%	16.4%	16.7%	20.9%	12.7%	15.8%	
21-50	7.8%	8.9%	15.2%	11.9%	12.1%	18.4%	2.3%	5.2%	10.9%	
51+	7.8%	2.4%	9.4%	13.6%	3.9%	13.7%	0.0%	0.6%	3.9%	
Total(n)	102	1,986	5,238	59	1,058	2,957	43	928	2,281	
Mean	3.79	3.41	3.97	4.32	3.65	4.28	3.07	3.14	3.57	
Standard deviation	1.67	1.62	1.84	1.58	1.69	1.89	1.52	1.48	1.70	
Significance	-	*		-	**		-			
Effect size	-	0.23	-0.10	-	0.40	0.02	-	-0.05	-0.29	
Chapters in edited volumes										Scholarly Productivity
None	47.1%	46.6%	36.8%	39.0%	47.0%	34.3%	58.1%	46.1%	40.0%	
1-2	29.4%	29.7%	26.6%	32.2%	29.1%	25.9%	25.6%	30.4%	27.4%	
3-4	7.8%	13.1%	15.7%	10.2%	12.2%	16.4%	4.7%	14.1%	14.8%	
5-10	12.7%	8.1%	13.1%	13.6%	8.4%	13.8%	11.6%	7.8%	12.2%	
11-20	2.9%	1.4%	5.2%	5.1%	1.6%	5.9%	0.0%	1.2%	4.3%	
21-50	0.0%	1.0%	2.3%	0.0%	1.5%	3.1%	0.0%	0.3%	1.3%	
51+	0.0%	0.2%	0.4%	0.0%	0.2%	0.6%	0.0%	0.1%	0.2%	
Total(n)	102	1,974	5,203	59	1,050	2,933	43	924	2,270	
Mean	1.95	1.92	2.32	2.14	1.94	2.42	1.70	1.89	2.18	
Standard deviation	1.16	1.11	1.37	1.22	1.17	1.43	1.01	1.04	1.28	
Significance	-		**	-			-		*	
Effect size	-	0.03	-0.27	-	0.17	-0.20	-	-0.18	-0.38	

California State University-Fresno	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	60.8%	59.5%	52.8%	59.3%	57.2%	49.5%	62.8%	62.2%	57.0%	
1-2	23.5%	28.3%	28.9%	23.7%	29.1%	30.3%	23.3%	27.5%	27.0%	
3-4	10.8%	6.8%	10.6%	11.9%	7.1%	10.9%	9.3%	6.4%	10.3%	
5-10	4.9%	3.8%	5.6%	5.1%	4.4%	6.6%	4.7%	3.1%	4.3%	
11-20	0.0%	0.9%	1.5%	0.0%	1.2%	1.8%	0.0%	0.4%	1.0%	
21-50	0.0%	0.6%	0.5%	0.0%	0.8%	0.7%	0.0%	0.3%	0.3%	
51+	0.0%	0.2%	0.1%	0.0%	0.3%	0.2%	0.0%	0.1%	0.1%	
Total(n)	102	1,978	5,220	59	1,053	2,947	43	925	2,273	
Mean	1.60	1.61	1.76	1.63	1.67	1.84	1.56	1.54	1.67	
Standard deviation	0.87	0.94	1.03	0.89	1.01	1.08	0.85	0.85	0.95	
Significance	-			-			-			
Effect size	-	-0.01	-0.16	-	-0.04	-0.19	-	0.02	-0.12	
Other, such as patents or computer software products										
None	88.2%	89.3%	85.6%	84.7%	86.3%	80.8%	93.0%	92.7%	91.8%	
1-2	4.9%	5.9%	7.9%	5.1%	7.3%	10.1%	4.7%	4.2%	5.1%	
3-4	3.9%	2.7%	3.3%	6.8%	3.3%	4.3%	0.0%	2.1%	2.0%	
5-10	1.0%	1.3%	1.8%	1.7%	1.7%	2.6%	0.0%	0.8%	0.7%	
11-20	0.0%	0.4%	0.7%	0.0%	0.7%	1.1%	0.0%	0.0%	0.2%	
21-50	1.0%	0.2%	0.4%	1.7%	0.3%	0.6%	0.0%	0.1%	0.2%	
51+	1.0%	0.3%	0.3%	0.0%	0.4%	0.5%	2.3%	0.1%	0.1%	
Total(n)	102	1,971	5,203	59	1,049	2,939	43	922	2,264	
Mean	1.26	1.19	1.27	1.32	1.26	1.37	1.19	1.12	1.13	
Standard deviation	0.91	0.67	0.80	0.90	0.78	0.94	0.93	0.50	0.53	
Significance	-			-			-			
Effect size	-	0.10	-0.01	-	0.08	-0.05	-	0.14	0.11	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	90.2%	83.5%	84.8%	89.8%	83.7%	85.1%	90.7%	83.3%	84.4%	
1-2	2.0%	4.9%	4.7%	1.7%	4.2%	4.3%	2.3%	5.7%	5.3%	
3-4	2.0%	4.0%	3.4%	0.0%	4.0%	3.1%	4.7%	4.1%	3.7%	
5-10	2.9%	4.4%	4.0%	3.4%	4.1%	3.8%	2.3%	4.7%	4.2%	
11-20	1.0%	1.5%	1.4%	1.7%	1.5%	1.5%	0.0%	1.4%	1.3%	
21-50	0.0%	1.1%	1.0%	0.0%	1.5%	1.3%	0.0%	0.6%	0.7%	
51+	2.0%	0.7%	0.7%	3.4%	1.1%	0.9%	0.0%	0.1%	0.4%	
Total(n)	102	1,988	5,235	59	1,060	2,956	43	928	2,279	
Mean	1.30	1.41	1.38	1.39	1.45	1.40	1.19	1.38	1.36	
Standard deviation	1.07	1.09	1.06	1.30	1.18	1.12	0.63	0.97	0.99	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.05	-0.01	-	-0.20	-0.17	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	26.5%	29.5%	23.6%	27.1%	27.8%	20.8%	25.6%	31.5%	27.3%	
1-2	35.3%	39.2%	32.3%	33.9%	38.1%	30.6%	37.2%	40.5%	34.5%	
3-4	28.4%	22.1%	24.1%	27.1%	24.1%	25.2%	30.2%	19.9%	22.8%	
5-10	7.8%	7.5%	14.9%	10.2%	8.0%	16.8%	4.7%	7.0%	12.4%	
11-20	2.0%	1.2%	3.9%	1.7%	1.5%	5.1%	2.3%	0.9%	2.4%	
21-50	0.0%	0.4%	1.0%	0.0%	0.5%	1.3%	0.0%	0.2%	0.6%	
51+	0.0%	0.1%	0.2%	0.0%	0.1%	0.3%	0.0%	0.0%	0.0%	
Total(n)	102	1,987	5,238	59	1,059	2,958	43	928	2,280	
Mean	2.24	2.13	2.47	2.25	2.19	2.60	2.21	2.06	2.30	
Standard deviation	1.00	0.99	1.19	1.03	1.02	1.23	0.97	0.95	1.11	
Significance	-			-		*	-			
Effect size	-	0.11	-0.19	-	0.06	-0.28	-	0.16	-0.08	Scholarly Productivity

California State University-Fresno	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	57.8%	47.7%	47.9%	61.0%	52.0%	51.9%	53.5%	42.9%	42.8%	
To some extent	36.3%	46.0%	46.0%	35.6%	43.1%	43.3%	37.2%	49.4%	49.5%	
Not at all	5.9%	6.3%	6.0%	3.4%	4.9%	4.8%	9.3%	7.8%	7.7%	
Total(n)	102	1,984	5,240	59	1,056	2,958	43	928	2,282	
Mean	2.52	2.41	2.42	2.58	2.47	2.47	2.44	2.35	2.35	
Standard deviation	0.61	0.61	0.60	0.56	0.59	0.59	0.67	0.62	0.62	
Significance	-			-			-			
Effect size	-	0.18	0.17	-	0.19	0.19	-	0.15	0.15	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	26.5%	31.0%	31.2%	33.9%	37.9%	37.5%	16.3%	23.0%	22.9%	
To some extent	48.0%	50.2%	51.3%	40.7%	47.2%	49.0%	58.1%	53.6%	54.2%	
Not at all	25.5%	18.9%	17.6%	25.4%	14.9%	13.5%	25.6%	23.4%	22.8%	
Total(n)	102	1,987	5,241	59	1,058	2,957	43	929	2,284	
Mean	2.01	2.12	2.14	2.08	2.23	2.24	1.91	2.00	2.00	
Standard deviation	0.72	0.70	0.68	0.77	0.69	0.67	0.65	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.16	-0.19	-	-0.22	-0.24	-	-0.13	-0.13	
Experience close alignment between your work and your personal values										
To a great extent	61.8%	63.2%	64.3%	61.0%	63.8%	65.4%	62.8%	62.5%	62.9%	
To some extent	31.4%	33.0%	32.3%	30.5%	32.5%	31.1%	32.6%	33.6%	33.9%	
Not at all	6.9%	3.8%	3.4%	8.5%	3.7%	3.5%	4.7%	3.9%	3.2%	
Total(n)	102	1,989	5,246	59	1,060	2,962	43	929	2,284	
Mean	2.55	2.59	2.61	2.53	2.60	2.62	2.58	2.59	2.60	
Standard deviation	0.62	0.56	0.55	0.65	0.56	0.55	0.59	0.57	0.55	
Significance	-			-			-			
Effect size	-	-0.07	-0.11	-	-0.13	-0.16	-	-0.02	-0.04	

California State University-Fresno	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	32.4%	27.2%	27.0%	28.8%	23.5%	22.6%	37.2%	31.3%	32.6%	
To some extent	39.2%	36.2%	36.8%	44.1%	35.3%	35.6%	32.6%	37.3%	38.2%	
Not at all	28.4%	36.6%	36.3%	27.1%	41.1%	41.7%	30.2%	31.4%	29.2%	
Total(n)	102	1,984	5,234	59	1,058	2,956	43	926	2,278	
Mean	2.04	1.91	1.91	2.02	1.82	1.81	2.07	2.00	2.03	
Standard deviation	0.78	0.79	0.79	0.75	0.78	0.78	0.83	0.79	0.79	
Significance	-			-		*	-			
Effect size	-	0.16	0.16	-	0.26	0.27	-	0.09	0.05	
Mentor new faculty										
To a great extent	46.1%	40.3%	39.4%	52.5%	37.0%	37.5%	37.2%	44.0%	42.0%	
To some extent	44.1%	50.6%	50.7%	42.4%	53.5%	52.2%	46.5%	47.3%	48.7%	
Not at all	9.8%	9.1%	9.9%	5.1%	9.4%	10.3%	16.3%	8.7%	9.3%	
Total(n)	102	1,988	5,244	59	1,059	2,960	43	929	2,284	
Mean	2.36	2.31	2.30	2.47	2.28	2.27	2.21	2.35	2.33	
Standard deviation	0.66	0.63	0.64	0.60	0.62	0.64	0.71	0.64	0.64	
Significance	-			-	*	*	-			
Effect size	-	0.08	0.09	-	0.31	0.31	-	-0.22	-0.19	

California State University-Fresno	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	86.9%	93.5%	90.4%	87.7%	91.8%	89.2%	85.7%	95.5%	92.0%	
Occasionally	4.0%	4.1%	5.1%	3.5%	6.1%	6.4%	4.8%	1.9%	3.4%	
Not at all	9.1%	2.4%	4.5%	8.8%	2.1%	4.4%	9.5%	2.7%	4.5%	
Total(n)	99	1,953	5,044	57	1,051	2,881	42	902	2,163	
Mean	2.78	2.91	2.86	2.79	2.90	2.85	2.76	2.93	2.88	
Standard deviation	0.60	0.36	0.46	0.59	0.37	0.47	0.62	0.35	0.45	
Significance	-	***		-	*		-	**		
Effect size	-	-0.36	-0.17	-	-0.30	-0.13	-	-0.49	-0.27	
Support their opinions with a logical argument										
Frequently	79.8%	81.8%	78.8%	82.5%	79.6%	76.1%	76.2%	84.3%	82.4%	
Occasionally	11.1%	15.3%	16.2%	10.5%	18.0%	19.1%	11.9%	12.2%	12.4%	
Not at all	9.1%	2.9%	5.0%	7.0%	2.4%	4.8%	11.9%	3.5%	5.2%	
Total(n)	99	1,954	5,041	57	1,051	2,876	42	903	2,165	
Mean	2.71	2.79	2.74	2.75	2.77	2.71	2.64	2.81	2.77	
Standard deviation	0.63	0.47	0.54	0.58	0.47	0.55	0.69	0.48	0.53	
Significance	-			-			-	*		
Effect size	-	-0.17	-0.06	-	-0.04	0.07	-	-0.35	-0.25	
Seek solutions to problems and explain them to others										
Frequently	66.7%	73.9%	70.8%	68.4%	71.5%	68.1%	64.3%	76.8%	74.4%	
Occasionally	22.2%	22.7%	23.5%	21.1%	25.5%	26.2%	23.8%	19.5%	20.1%	
Not at all	11.1%	3.3%	5.6%	10.5%	3.0%	5.7%	11.9%	3.7%	5.6%	
Total(n)	99	1,953	5,045	57	1,051	2,881	42	902	2,164	
Mean	2.56	2.71	2.65	2.58	2.68	2.62	2.52	2.73	2.69	
Standard deviation	0.69	0.52	0.58	0.68	0.53	0.59	0.71	0.52	0.57	
Significance	-	**		-			-	*		
Effect size	-	-0.29	-0.16	-	-0.19	-0.07	-	-0.40	-0.30	
Revise their papers to improve their writing										
Frequently	47.5%	59.8%	55.7%	42.1%	53.7%	50.2%	54.8%	66.9%	63.0%	
Occasionally	36.4%	31.6%	32.3%	43.9%	37.0%	36.6%	26.2%	25.4%	26.5%	
Not at all	16.2%	8.6%	12.0%	14.0%	9.3%	13.1%	19.0%	7.8%	10.5%	
Total(n)	99	1,952	5,038	57	1,050	2,876	42	902	2,162	
Mean	2.31	2.51	2.44	2.28	2.44	2.37	2.36	2.59	2.53	
Standard deviation	0.74	0.65	0.70	0.70	0.66	0.70	0.79	0.63	0.68	
Significance	-	**		-			-	*		
Effect size	-	-0.31	-0.19	-	-0.24	-0.13	-	-0.37	-0.25	

California State University-Fresno	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	63.6%	71.9%	68.8%	57.9%	67.5%	64.8%	71.4%	77.0%	74.2%	
Occasionally	27.3%	24.4%	25.0%	35.1%	29.0%	28.9%	16.7%	19.2%	19.9%	
Not at all	9.1%	3.7%	6.1%	7.0%	3.5%	6.4%	11.9%	3.9%	5.9%	
Total(n)	99	1,953	5,041	57	1,050	2,875	42	903	2,166	
Mean	2.55	2.68	2.63	2.51	2.64	2.58	2.60	2.73	2.68	
Standard deviation	0.66	0.54	0.60	0.63	0.55	0.61	0.70	0.52	0.58	
Significance	-	*		-			-			
Effect size	-	-0.24	-0.13	-	-0.24	-0.11	-	-0.25	-0.14	
Take risks for potential gains										
Frequently	40.4%	41.4%	39.7%	36.8%	38.6%	37.1%	45.2%	44.6%	43.2%	
Occasionally	39.4%	45.5%	44.9%	45.6%	46.9%	46.3%	31.0%	43.8%	43.0%	
Not at all	20.2%	13.2%	15.4%	17.5%	14.5%	16.6%	23.8%	11.6%	13.8%	
Total(n)	99	1,949	5,025	57	1,047	2,867	42	902	2,158	
Mean	2.20	2.28	2.24	2.19	2.24	2.20	2.21	2.33	2.29	
Standard deviation	0.76	0.68	0.70	0.72	0.69	0.70	0.81	0.67	0.70	
Significance	-			-			-			
Effect size	-	-0.12	-0.06	-	-0.07	-0.01	-	-0.18	-0.11	
Seek alternative solutions to a problem										
Frequently	59.6%	63.7%	61.3%	57.9%	59.9%	57.8%	61.9%	68.1%	66.0%	
Occasionally	31.3%	32.4%	33.0%	33.3%	36.1%	36.5%	28.6%	28.1%	28.5%	
Not at all	9.1%	3.9%	5.7%	8.8%	4.0%	5.7%	9.5%	3.8%	5.5%	
Total(n)	99	1,954	5,039	57	1,051	2,876	42	903	2,163	
Mean	2.51	2.60	2.56	2.49	2.56	2.52	2.52	2.64	2.60	
Standard deviation	0.66	0.56	0.60	0.66	0.57	0.60	0.67	0.55	0.59	
Significance	-			-			-			
Effect size	-	-0.16	-0.08	-	-0.12	-0.05	-	-0.22	-0.14	

California State University-Fresno	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	58.2%	55.7%	55.9%	57.1%	54.4%	54.6%	59.5%	57.3%	57.6%	
Occasionally	27.6%	33.2%	31.4%	28.6%	35.6%	33.2%	26.2%	30.3%	28.9%	
Not at all	14.3%	11.1%	12.7%	14.3%	9.9%	12.2%	14.3%	12.4%	13.5%	
Total(n)	98	1,950	5,039	56	1,047	2,873	42	903	2,166	
Mean	2.44	2.45	2.43	2.43	2.45	2.42	2.45	2.45	2.44	
Standard deviation	0.73	0.68	0.71	0.74	0.67	0.70	0.74	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	-0.03	0.01	-	0.00	0.01	
Explore topics on their own, even though it was not required for a class										
Frequently	48.0%	53.3%	54.0%	44.6%	51.1%	52.2%	52.4%	55.8%	56.5%	
Occasionally	39.8%	42.1%	39.6%	42.9%	44.4%	41.4%	35.7%	39.4%	37.2%	
Not at all	12.2%	4.6%	6.3%	12.5%	4.5%	6.3%	11.9%	4.8%	6.3%	
Total(n)	98	1,952	5,040	56	1,049	2,876	42	903	2,164	
Mean	2.36	2.49	2.48	2.32	2.47	2.46	2.40	2.51	2.50	
Standard deviation	0.69	0.58	0.61	0.69	0.58	0.61	0.70	0.59	0.61	
Significance	-	*		-			-			
Effect size	-	-0.22	-0.20	-	-0.26	-0.23	-	-0.19	-0.16	
Accept mistakes as part of the learning process										
Frequently	73.5%	77.1%	73.7%	76.8%	76.1%	70.9%	69.0%	78.2%	77.3%	
Occasionally	17.3%	19.9%	21.3%	14.3%	21.2%	24.1%	21.4%	18.4%	17.6%	
Not at all	9.2%	3.0%	5.0%	8.9%	2.7%	5.0%	9.5%	3.4%	5.0%	
Total(n)	98	1,950	5,039	56	1,047	2,873	42	903	2,166	
Mean	2.64	2.74	2.69	2.68	2.73	2.66	2.60	2.75	2.72	
Standard deviation	0.65	0.50	0.56	0.64	0.50	0.57	0.66	0.51	0.55	
Significance	-			-			-			
Effect size	-	-0.20	-0.09	-	-0.10	0.04	-	-0.29	-0.22	

California State University-Fresno	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	64.3%	77.1%	73.5%	58.9%	72.9%	68.9%	71.4%	81.9%	79.6%	
Occasionally	24.5%	19.8%	21.0%	33.9%	24.3%	25.5%	11.9%	14.6%	15.1%	
Not at all	11.2%	3.1%	5.5%	7.1%	2.8%	5.7%	16.7%	3.4%	5.4%	
Total(n)	98	1,950	5,039	56	1,048	2,875	42	902	2,164	
Mean	2.53	2.74	2.68	2.52	2.70	2.63	2.55	2.78	2.74	
Standard deviation	0.69	0.50	0.57	0.63	0.51	0.59	0.77	0.49	0.55	
Significance	-	***	*	-	*		-	**	*	
Effect size	-	-0.42	-0.26	-	-0.35	-0.19	-	-0.47	-0.35	
Integrate skills and knowledge from different sources and experiences										
Frequently	74.5%	79.6%	76.7%	67.9%	75.1%	72.7%	83.3%	84.8%	82.1%	
Occasionally	17.3%	17.3%	18.3%	25.0%	22.1%	22.2%	7.1%	11.6%	13.2%	
Not at all	8.2%	3.1%	4.9%	7.1%	2.8%	5.0%	9.5%	3.5%	4.8%	
Total(n)	98	1,951	5,040	56	1,049	2,875	42	902	2,165	
Mean	2.66	2.76	2.72	2.61	2.72	2.68	2.74	2.81	2.77	
Standard deviation	0.62	0.49	0.55	0.62	0.51	0.57	0.63	0.47	0.52	
Significance	-			-			-			
Effect size	-	-0.20	-0.11	-	-0.22	-0.12	-	-0.15	-0.06	

California State University-Fresno	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	13.9%	14.8%	12.6%	15.3%	14.5%	12.4%	11.9%	15.3%	12.9%	
Most	12.9%	16.3%	14.2%	15.3%	17.6%	15.1%	9.5%	14.7%	13.1%	
Some	36.6%	32.3%	30.7%	32.2%	32.0%	31.1%	42.9%	32.7%	30.2%	
None	36.6%	36.6%	42.4%	37.3%	35.9%	41.4%	35.7%	37.4%	43.8%	
Total(n)	101	1,974	5,173	59	1,056	2,929	42	918	2,244	
Mean	2.04	2.09	1.97	2.08	2.11	1.98	1.98	2.08	1.95	
Standard deviation	1.03	1.06	1.03	1.07	1.05	1.03	0.98	1.06	1.04	
Significance	-			-			-			
Effect size	-	-0.05	0.07	-	-0.03	0.10	-	-0.09	0.03	
Essay exams										
All	21.8%	23.4%	22.4%	22.0%	24.3%	23.4%	21.4%	22.3%	21.0%	
Most	13.9%	23.3%	23.0%	13.6%	21.9%	22.3%	14.3%	24.9%	23.8%	
Some	34.7%	30.5%	29.5%	37.3%	31.3%	29.7%	31.0%	29.6%	29.3%	
None	29.7%	22.8%	25.1%	27.1%	22.5%	24.6%	33.3%	23.1%	25.9%	
Total(n)	101	1,974	5,170	59	1,056	2,930	42	918	2,240	
Mean	2.28	2.47	2.43	2.31	2.48	2.45	2.24	2.47	2.40	
Standard deviation	1.11	1.08	1.09	1.10	1.09	1.10	1.14	1.08	1.09	
Significance	-			-			-			
Effect size	-	-0.18	-0.14	-	-0.16	-0.13	-	-0.21	-0.15	
Short-answer exams										
All	19.8%	20.0%	17.7%	18.6%	21.6%	18.5%	21.4%	18.1%	16.6%	
Most	21.8%	25.3%	24.0%	23.7%	24.7%	24.6%	19.0%	26.0%	23.2%	
Some	32.7%	33.7%	33.8%	33.9%	33.7%	33.6%	31.0%	33.6%	34.0%	
None	25.7%	21.0%	24.5%	23.7%	20.0%	23.3%	28.6%	22.3%	26.1%	
Total(n)	101	1,968	5,157	59	1,052	2,919	42	916	2,238	
Mean	2.36	2.44	2.35	2.37	2.48	2.38	2.33	2.40	2.30	
Standard deviation	1.07	1.03	1.04	1.05	1.04	1.04	1.12	1.02	1.03	
Significance	-			-			-			
Effect size	-	-0.08	0.01	-	-0.11	-0.01	-	-0.07	0.03	

California State University-Fresno	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	14.9%	19.0%	16.7%	11.9%	19.7%	17.0%	19.0%	18.2%	16.3%	
Most	20.8%	22.0%	18.3%	22.0%	23.9%	19.2%	19.0%	19.8%	17.1%	
Some	35.6%	33.6%	33.6%	35.6%	31.7%	32.6%	35.7%	35.9%	34.9%	
None	28.7%	25.4%	31.4%	30.5%	24.7%	31.2%	26.2%	26.1%	31.7%	
Total(n)	101	1,972	5,160	59	1,055	2,923	42	917	2,237	
Mean	2.22	2.35	2.20	2.15	2.39	2.22	2.31	2.30	2.18	
Standard deviation	1.03	1.06	1.06	1.00	1.06	1.07	1.07	1.05	1.05	
Significance	-			-			-			
Effect size	-	-0.12	0.02	-	-0.23	-0.07	-	0.01	0.12	
Weekly essay assignments										
All	5.0%	8.9%	8.3%	6.8%	7.0%	7.0%	2.4%	11.0%	10.0%	
Most	11.9%	14.3%	12.8%	13.6%	13.5%	11.8%	9.5%	15.3%	14.0%	
Some	34.7%	31.0%	30.8%	33.9%	29.4%	28.5%	35.7%	32.8%	33.7%	
None	48.5%	45.8%	48.2%	45.8%	50.0%	52.6%	52.4%	40.9%	42.3%	
Total(n)	101	1,970	5,160	59	1,053	2,920	42	917	2,240	
Mean	1.73	1.86	1.81	1.81	1.77	1.73	1.62	1.96	1.92	
Standard deviation	0.86	0.97	0.95	0.92	0.93	0.92	0.76	1.00	0.98	
Significance	-			-			-	*	*	
Effect size	-	-0.13	-0.08	-	0.04	0.09	-	-0.34	-0.31	
Student presentations										
All	18.8%	26.4%	26.5%	27.1%	22.7%	21.7%	7.1%	30.6%	32.8%	
Most	26.7%	27.5%	26.7%	18.6%	24.9%	25.5%	38.1%	30.5%	28.2%	
Some	38.6%	36.6%	36.4%	40.7%	41.4%	40.6%	35.7%	31.0%	30.9%	
None	15.8%	9.5%	10.5%	13.6%	10.9%	12.3%	19.0%	7.9%	8.1%	
Total(n)	101	1,972	5,172	59	1,055	2,930	42	917	2,242	
Mean	2.49	2.71	2.69	2.59	2.60	2.57	2.33	2.84	2.86	
Standard deviation	0.98	0.96	0.98	1.04	0.96	0.96	0.87	0.95	0.97	
Significance	-	*	*	-			-	***	***	
Effect size	-	-0.23	-0.20	-	-0.01	0.02	-	-0.54	-0.55	Student-Centered Pedagogy

California State University-Fresno	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	23.0%	22.2%	22.6%	28.8%	20.7%	21.5%	14.6%	23.9%	24.0%	
Most	29.0%	26.4%	25.9%	25.4%	25.4%	25.2%	34.1%	27.5%	26.9%	
Some	35.0%	37.7%	35.9%	37.3%	40.2%	37.1%	31.7%	34.9%	34.2%	
None	13.0%	13.7%	15.6%	8.5%	13.7%	16.1%	19.5%	13.7%	15.0%	
Total(n)	100	1,971	5,168	59	1,056	2,930	41	915	2,238	
Mean	2.62	2.57	2.56	2.75	2.53	2.52	2.44	2.62	2.60	
Standard deviation	0.98	0.98	1.01	0.98	0.97	1.00	0.98	0.99	1.01	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.23	0.23	-	-0.18	-0.16	
Student evaluations of each others' work										
All	7.9%	12.3%	11.6%	8.5%	9.9%	8.7%	7.1%	15.1%	15.5%	Student-Centered Pedagogy
Most	11.9%	15.9%	14.3%	8.5%	12.7%	11.5%	16.7%	19.6%	17.9%	
Some	37.6%	39.5%	38.0%	40.7%	39.7%	38.0%	33.3%	39.3%	38.0%	
None	42.6%	32.3%	36.1%	42.4%	37.7%	41.8%	42.9%	26.0%	28.6%	
Total(n)	101	1,974	5,169	59	1,055	2,926	42	919	2,243	
Mean	1.85	2.08	2.01	1.83	1.95	1.87	1.88	2.24	2.20	
Standard deviation	0.92	0.98	0.98	0.91	0.95	0.93	0.94	1.00	1.02	
Significance	-	*		-			-	*	*	
Effect size	-	-0.23	-0.16	-	-0.13	-0.04	-	-0.36	-0.31	
Grading on a curve										
All	2.0%	4.4%	6.7%	3.4%	6.3%	9.2%	0.0%	2.2%	3.6%	
Most	8.0%	7.6%	9.4%	8.5%	9.7%	12.0%	7.3%	5.3%	6.0%	
Some	20.0%	20.5%	19.7%	20.3%	22.4%	20.5%	19.5%	18.4%	18.5%	
None	70.0%	67.5%	64.2%	67.8%	61.7%	58.3%	73.2%	74.2%	71.9%	
Total(n)	100	1,968	5,159	59	1,054	2,924	41	914	2,235	
Mean	1.42	1.49	1.59	1.47	1.61	1.72	1.34	1.35	1.41	
Standard deviation	0.73	0.82	0.91	0.80	0.90	1.00	0.62	0.68	0.76	
Significance	-			-			-			
Effect size	-	-0.09	-0.19	-	-0.16	-0.25	-	-0.01	-0.09	

California State University-Fresno	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	28.7%	30.9%	29.5%	27.1%	28.8%	28.0%	31.0%	33.4%	31.4%	
Most	20.8%	21.3%	21.2%	23.7%	21.0%	21.4%	16.7%	21.7%	21.0%	
Some	20.8%	22.2%	20.5%	20.3%	22.9%	19.7%	21.4%	21.5%	21.5%	
None	29.7%	25.5%	28.8%	28.8%	27.4%	31.0%	31.0%	23.4%	26.1%	
Total(n)	101	1,966	5,134	59	1,053	2,903	42	913	2,231	
Mean	2.49	2.58	2.51	2.49	2.51	2.46	2.48	2.65	2.58	
Standard deviation	1.20	1.17	1.19	1.18	1.17	1.20	1.23	1.17	1.18	
Significance	-			-			-			
Effect size	-	-0.08	-0.02	-	-0.02	0.03	-	-0.15	-0.08	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	65.3%	69.4%	69.0%	64.4%	62.9%	63.0%	66.7%	76.9%	77.0%	
Most	16.8%	16.7%	16.5%	18.6%	18.7%	19.0%	14.3%	14.4%	13.3%	
Some	11.9%	11.9%	12.0%	15.3%	16.2%	15.0%	7.1%	7.1%	8.0%	Student-Centered Pedagogy
None	5.9%	2.0%	2.4%	1.7%	2.3%	3.0%	11.9%	1.6%	1.7%	
Total(n)	101	1,975	5,176	59	1,056	2,931	42	919	2,245	
Mean	3.42	3.54	3.52	3.46	3.42	3.42	3.36	3.67	3.66	
Standard deviation	0.92	0.78	0.80	0.82	0.84	0.85	1.06	0.68	0.70	
Significance	-			-			-	**	**	
Effect size	-	-0.15	-0.13	-	0.05	0.05	-	-0.46	-0.43	
Cooperative learning (small groups)										
All	35.0%	42.4%	39.7%	29.3%	33.2%	31.2%	42.9%	52.9%	50.8%	
Most	16.0%	21.0%	21.7%	15.5%	21.5%	22.0%	16.7%	20.5%	21.3%	
Some	36.0%	28.4%	27.6%	44.8%	34.3%	32.1%	23.8%	21.7%	21.6%	Student-Centered Pedagogy
None	13.0%	8.2%	11.0%	10.3%	11.0%	14.7%	16.7%	4.9%	6.3%	
Total(n)	100	1,969	5,150	58	1,052	2,912	42	917	2,238	
Mean	2.73	2.98	2.90	2.64	2.77	2.70	2.86	3.21	3.17	
Standard deviation	1.08	1.02	1.05	1.02	1.03	1.06	1.16	0.95	0.97	
Significance	-	*		-			-	*	*	
Effect size	-	-0.25	-0.16	-	-0.13	-0.06	-	-0.37	-0.32	

California State University-Fresno	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	27.7%	18.6%	16.5%	25.4%	15.1%	13.3%	31.0%	22.5%	20.8%		
Most	15.8%	15.7%	15.9%	16.9%	14.5%	14.3%	14.3%	17.1%	18.0%		
Some	23.8%	35.8%	34.8%	23.7%	37.3%	35.7%	23.8%	34.1%	33.5%		
None	32.7%	29.9%	32.8%	33.9%	33.1%	36.7%	31.0%	26.3%	27.7%		
Total(n)	101	1,967	5,162	59	1,051	2,922	42	916	2,240		
Mean	2.39	2.23	2.16	2.34	2.12	2.04	2.45	2.36	2.32		
Standard deviation	1.21	1.07	1.06	1.20	1.03	1.02	1.23	1.10	1.09		
Significance	-		*	-		*	-				
Effect size	-	0.15	0.22	-	0.21	0.29	-	0.08	0.12		
Teaching assistants											
All	1.0%	1.4%	3.3%	1.7%	1.4%	3.8%	0.0%	1.3%	2.6%		
Most	1.0%	3.5%	6.8%	1.7%	3.9%	8.2%	0.0%	2.9%	5.1%		
Some	25.7%	19.2%	27.2%	30.5%	22.0%	29.9%	19.0%	16.0%	23.5%		
None	72.3%	75.9%	62.7%	66.1%	72.6%	58.1%	81.0%	79.7%	68.8%		
Total(n)	101	1,970	5,156	59	1,053	2,919	42	917	2,237		
Mean	1.31	1.30	1.51	1.39	1.34	1.58	1.19	1.26	1.41		
Standard deviation	0.54	0.60	0.76	0.62	0.62	0.80	0.40	0.57	0.71		
Significance	-		**	-			-		*		
Effect size	-	0.02	-0.26	-	0.08	-0.24	-	-0.12	-0.31		
Recitals/Demonstrations											
All	6.9%	9.5%	9.9%	5.1%	7.9%	9.2%	9.5%	11.4%	10.7%		
Most	9.9%	12.4%	11.8%	10.2%	12.6%	11.7%	9.5%	12.1%	12.1%		
Some	24.8%	24.6%	25.4%	27.1%	27.5%	27.4%	21.4%	21.2%	22.9%		
None	58.4%	53.5%	52.8%	57.6%	52.1%	51.7%	59.5%	55.2%	54.3%		
Total(n)	101	1,974	5,162	59	1,056	2,923	42	918	2,239		
Mean	1.65	1.78	1.79	1.63	1.76	1.78	1.69	1.80	1.79		
Standard deviation	0.92	1.00	1.00	0.87	0.95	0.98	1.00	1.04	1.02		
Significance	-			-			-				
Effect size	-	-0.13	-0.14	-	-0.14	-0.15	-	-0.11	-0.10		

California State University-Fresno	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	11.9%	17.3%	16.8%	13.6%	15.5%	14.6%	9.5%	19.4%	19.6%		
Most	21.8%	21.5%	20.3%	23.7%	19.1%	18.3%	19.0%	24.3%	22.9%		
Some	37.6%	42.2%	41.5%	40.7%	44.1%	42.5%	33.3%	40.0%	40.3%		
None	28.7%	19.0%	21.4%	22.0%	21.3%	24.6%	38.1%	16.3%	17.2%		
Total(n)	101	1,972	5,155	59	1,054	2,920	42	918	2,235		
Mean	2.17	2.37	2.32	2.29	2.29	2.23	2.00	2.47	2.45		
Standard deviation	0.98	0.98	0.99	0.97	0.97	0.98	0.99	0.98	0.99		
Significance	-	*		-			-	**	**		
Effect size	-	-0.20	-0.15	-	0.00	0.06	-	-0.48	-0.45		
Extensive lecturing											
All	8.9%	12.1%	12.0%	8.5%	16.8%	15.8%	9.5%	6.6%	7.0%		
Most	33.7%	24.3%	25.8%	44.1%	29.8%	30.9%	19.0%	18.0%	19.2%		
Some	34.7%	39.1%	38.9%	33.9%	35.4%	35.9%	35.7%	43.3%	42.9%		
None	22.8%	24.5%	23.2%	13.6%	18.0%	17.3%	35.7%	32.1%	30.9%		
Total(n)	101	1,976	5,170	59	1,057	2,928	42	919	2,242		
Mean	2.29	2.24	2.27	2.47	2.46	2.45	2.02	1.99	2.02		
Standard deviation	0.92	0.96	0.95	0.84	0.97	0.95	0.98	0.88	0.88		
Significance	-			-			-				
Effect size	-	0.05	0.02	-	0.01	0.02	-	0.03	0.00		
Multiple drafts of written work											
All	7.9%	12.4%	11.4%	6.8%	7.9%	8.1%	9.5%	17.6%	15.8%		
Most	14.9%	17.9%	16.5%	11.9%	15.5%	14.8%	19.0%	20.7%	18.7%		
Some	51.5%	47.0%	45.8%	55.9%	50.5%	46.9%	45.2%	42.9%	44.3%		
None	25.7%	22.7%	26.3%	25.4%	26.1%	30.2%	26.2%	18.7%	21.3%		
Total(n)	101	1,971	5,154	59	1,053	2,919	42	918	2,235		
Mean	2.05	2.20	2.13	2.00	2.05	2.01	2.12	2.37	2.29		
Standard deviation	0.85	0.93	0.93	0.81	0.85	0.88	0.92	0.98	0.97		
Significance	-			-			-				
Effect size	-	-0.16	-0.09	-	-0.06	-0.01	-	-0.26	-0.18		

California State University-Fresno	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	7.9%	9.5%	9.3%	11.9%	6.3%	6.7%	2.4%	13.3%	12.7%	
Most	15.8%	15.9%	14.6%	15.3%	14.0%	13.3%	16.7%	18.1%	16.3%	
Some	43.6%	46.9%	46.3%	42.4%	48.3%	47.2%	45.2%	45.2%	45.2%	
None	32.7%	27.7%	29.8%	30.5%	31.4%	32.9%	35.7%	23.5%	25.8%	
Total(n)	101	1,974	5,166	59	1,055	2,926	42	919	2,240	
Mean	1.99	2.07	2.03	2.08	1.95	1.94	1.86	2.21	2.16	
Standard deviation	0.90	0.90	0.90	0.97	0.84	0.85	0.78	0.95	0.95	
Significance	-			-			-	*	*	
Effect size	-	-0.09	-0.04	-	0.15	0.16	-	-0.37	-0.32	
Reflective writing/journaling										Student-Centered Pedagogy
All	8.9%	11.7%	9.6%	10.2%	6.7%	5.8%	7.1%	17.4%	14.6%	
Most	11.9%	14.5%	12.5%	6.8%	11.6%	9.8%	19.0%	17.7%	15.9%	
Some	34.7%	35.5%	33.2%	33.9%	34.2%	30.7%	35.7%	37.1%	36.6%	
None	44.6%	38.3%	44.7%	49.2%	47.5%	53.7%	38.1%	27.7%	32.9%	
Total(n)	101	1,972	5,161	59	1,053	2,921	42	919	2,240	
Mean	1.85	2.00	1.87	1.78	1.78	1.68	1.95	2.25	2.12	
Standard deviation	0.95	1.00	0.97	0.97	0.90	0.87	0.94	1.04	1.03	
Significance	-			-			-			
Effect size	-	-0.15	-0.02	-	0.00	0.11	-	-0.29	-0.17	
Community service as part of coursework										Civic Minded Practice
All	4.0%	3.7%	3.0%	3.4%	2.7%	2.2%	4.8%	4.8%	4.1%	
Most	10.9%	7.6%	6.0%	8.5%	5.3%	4.3%	14.3%	10.1%	8.2%	
Some	34.7%	29.8%	26.3%	33.9%	27.5%	23.3%	35.7%	32.4%	30.3%	
None	50.5%	59.0%	64.7%	54.2%	64.5%	70.2%	45.2%	52.7%	57.4%	
Total(n)	101	1,972	5,161	59	1,053	2,922	42	919	2,239	
Mean	1.68	1.56	1.47	1.61	1.46	1.38	1.79	1.67	1.59	
Standard deviation	0.82	0.79	0.74	0.79	0.72	0.67	0.87	0.84	0.81	
Significance	-		**	-		**	-			
Effect size	-	0.15	0.28	-	0.21	0.34	-	0.14	0.25	

California State University-Fresno	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	3.0%	3.2%	2.5%	3.4%	3.0%	2.5%	2.4%	3.4%	2.6%	
Most	4.0%	6.0%	4.8%	3.4%	6.4%	4.8%	4.8%	5.7%	4.8%	
Some	16.8%	15.9%	14.8%	16.9%	14.6%	13.9%	16.7%	17.4%	16.0%	
None	76.2%	74.9%	77.9%	76.3%	76.0%	78.8%	76.2%	73.6%	76.6%	
Total(n)	101	1,970	5,154	59	1,055	2,920	42	915	2,234	
Mean	1.34	1.38	1.32	1.34	1.36	1.31	1.33	1.39	1.33	
Standard deviation	0.70	0.74	0.68	0.71	0.74	0.68	0.69	0.75	0.69	
Significance	-			-			-			
Effect size	-	-0.05	0.03	-	-0.03	0.04	-	-0.08	0.00	
Using real-life problems										
All	39.6%	36.7%	34.7%	39.0%	33.1%	31.0%	40.5%	40.7%	39.5%	
Most	31.7%	28.2%	28.6%	33.9%	29.1%	30.3%	28.6%	27.2%	26.4%	
Some	17.8%	27.0%	26.3%	20.3%	29.2%	27.7%	14.3%	24.5%	24.6%	
None	10.9%	8.1%	10.4%	6.8%	8.5%	11.0%	16.7%	7.5%	9.6%	
Total(n)	101	1,972	5,167	59	1,054	2,927	42	918	2,240	
Mean	3.00	2.94	2.88	3.05	2.87	2.81	2.93	3.01	2.96	
Standard deviation	1.01	0.98	1.01	0.94	0.97	1.00	1.11	0.98	1.01	
Significance	-			-			-			
Effect size	-	0.06	0.12	-	0.19	0.24	-	-0.08	-0.03	
Using student inquiry to drive learning										
All	21.8%	23.2%	22.7%	23.7%	18.6%	19.4%	19.0%	28.6%	26.9%	Student-Centered Pedagogy
Most	28.7%	27.7%	27.1%	28.8%	26.9%	25.7%	28.6%	28.7%	28.9%	
Some	34.7%	38.3%	38.5%	37.3%	41.6%	41.4%	31.0%	34.5%	34.7%	
None	14.9%	10.8%	11.7%	10.2%	13.0%	13.5%	21.4%	8.3%	9.4%	
Total(n)	101	1,971	5,161	59	1,054	2,922	42	917	2,239	
Mean	2.57	2.63	2.61	2.66	2.51	2.51	2.45	2.78	2.73	
Standard deviation	0.99	0.96	0.96	0.96	0.94	0.95	1.04	0.96	0.96	
Significance	-			-			-	*		
Effect size	-	-0.06	-0.04	-	0.16	0.16	-	-0.34	-0.29	

California State University-Fresno	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	37.3%	26.8%	33.5%	44.1%	30.4%	38.1%	27.9%	22.7%	27.5%	
Very important	41.2%	39.1%	38.1%	37.3%	39.4%	36.7%	46.5%	38.7%	39.9%	
Somewhat important	20.6%	25.8%	22.4%	18.6%	22.8%	20.0%	23.3%	29.1%	25.5%	
Not important	1.0%	8.4%	6.0%	0.0%	7.4%	5.2%	2.3%	9.5%	7.1%	
Total(n)	102	1,987	5,238	59	1,060	2,958	43	927	2,280	
Mean	3.15	2.84	2.99	3.25	2.93	3.08	3.00	2.75	2.88	
Standard deviation	0.78	0.91	0.89	0.76	0.91	0.88	0.79	0.91	0.89	
Significance	-	***		-	**		-			
Effect size	-	0.34	0.18	-	0.35	0.19	-	0.27	0.13	
Influencing the political structure										
Essential	10.8%	6.6%	6.5%	10.2%	6.8%	6.3%	11.6%	6.4%	6.7%	
Very important	18.6%	24.1%	21.5%	20.3%	23.2%	19.8%	16.3%	25.2%	23.8%	
Somewhat important	49.0%	45.2%	44.9%	49.2%	43.2%	43.5%	48.8%	47.6%	46.8%	
Not important	21.6%	24.0%	27.1%	20.3%	26.8%	30.4%	23.3%	20.8%	22.7%	
Total(n)	102	1,985	5,235	59	1,058	2,956	43	927	2,279	
Mean	2.19	2.13	2.07	2.20	2.10	2.02	2.16	2.17	2.14	
Standard deviation	0.90	0.85	0.86	0.89	0.87	0.87	0.92	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.07	0.14	-	0.11	0.21	-	-0.01	0.02	
Influencing social values										
Essential	17.6%	16.5%	15.6%	16.9%	13.2%	13.2%	18.6%	20.2%	18.7%	
Very important	43.1%	40.3%	39.0%	44.1%	38.0%	36.3%	41.9%	42.8%	42.6%	Civic
Somewhat important	32.4%	34.6%	35.2%	32.2%	38.2%	37.8%	32.6%	30.4%	31.9%	Minded
Not important	6.9%	8.7%	10.1%	6.8%	10.6%	12.7%	7.0%	6.6%	6.8%	Values
Total(n)	102	1,985	5,236	59	1,058	2,957	43	927	2,279	
Mean	2.72	2.64	2.60	2.71	2.54	2.50	2.72	2.77	2.73	Social
Standard deviation	0.84	0.86	0.87	0.83	0.85	0.88	0.85	0.85	0.84	Agency
Significance	-			-			-			
Effect size	-	0.09	0.14	-	0.20	0.24	-	-0.06	-0.01	

California State University-Fresno	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	50.0%	47.6%	50.6%	52.5%	52.1%	54.2%	46.5%	42.4%	46.0%	
Very important	24.5%	24.1%	23.2%	27.1%	24.9%	24.8%	20.9%	23.1%	21.2%	
Somewhat important	9.8%	9.5%	9.2%	6.8%	8.3%	8.4%	14.0%	10.8%	10.2%	
Not important	15.7%	18.9%	16.9%	13.6%	14.7%	12.6%	18.6%	23.7%	22.6%	
Total(n)	102	1,983	5,228	59	1,058	2,955	43	925	2,273	
Mean	3.09	3.00	3.08	3.19	3.14	3.21	2.95	2.84	2.91	
Standard deviation	1.11	1.15	1.13	1.06	1.08	1.04	1.17	1.21	1.21	
Significance	-			-			-			
Effect size	-	0.08	0.01	-	0.05	-0.02	-	0.09	0.03	
Becoming very well off financially										
Essential	3.9%	4.7%	5.5%	5.1%	5.9%	6.5%	2.3%	3.3%	4.2%	
Very important	20.6%	23.2%	24.5%	22.0%	25.2%	26.3%	18.6%	20.8%	22.1%	
Somewhat important	62.7%	53.7%	53.3%	62.7%	54.3%	53.6%	62.8%	53.1%	52.8%	
Not important	12.7%	18.4%	16.8%	10.2%	14.5%	13.6%	16.3%	22.8%	20.8%	
Total(n)	102	1,987	5,235	59	1,060	2,956	43	927	2,279	
Mean	2.16	2.14	2.19	2.22	2.23	2.26	2.07	2.05	2.10	
Standard deviation	0.69	0.76	0.77	0.70	0.76	0.77	0.67	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.03	-0.04	-	-0.01	-0.05	-	0.03	-0.04	
Helping others who are in difficulty										
Essential	29.4%	28.1%	28.5%	28.8%	24.3%	24.8%	30.2%	32.4%	33.5%	
Very important	47.1%	49.2%	47.7%	54.2%	51.0%	48.7%	37.2%	47.0%	46.4%	
Somewhat important	23.5%	22.0%	22.9%	16.9%	23.8%	25.5%	32.6%	20.1%	19.6%	
Not important	0.0%	0.7%	0.8%	0.0%	0.8%	1.0%	0.0%	0.5%	0.6%	
Total(n)	102	1,987	5,234	59	1,060	2,957	43	927	2,277	
Mean	3.06	3.05	3.04	3.12	2.99	2.97	2.98	3.11	3.13	
Standard deviation	0.73	0.73	0.74	0.67	0.72	0.74	0.80	0.73	0.73	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.18	0.20	-	-0.18	-0.21	

California State University-Fresno	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	18.6%	17.4%	17.3%	18.6%	15.0%	14.3%	18.6%	20.2%	21.2%	
Very important	40.2%	40.2%	39.3%	37.3%	39.2%	38.1%	44.2%	41.4%	41.0%	
Somewhat important	36.3%	35.8%	37.6%	37.3%	37.0%	39.9%	34.9%	34.5%	34.5%	
Not important	4.9%	6.5%	5.8%	6.8%	8.8%	7.7%	2.3%	4.0%	3.3%	
Total(n)	102	1,987	5,233	59	1,059	2,955	43	928	2,278	
Mean	2.73	2.68	2.68	2.68	2.60	2.59	2.79	2.78	2.80	
Standard deviation	0.82	0.83	0.82	0.86	0.85	0.83	0.77	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.09	0.11	-	0.01	-0.01	
Developing a meaningful philosophy of life										
Essential	59.8%	52.4%	52.4%	61.0%	49.4%	50.2%	58.1%	55.8%	55.4%	
Very important	25.5%	32.5%	32.0%	25.4%	33.6%	32.5%	25.6%	31.2%	31.4%	
Somewhat important	12.7%	12.6%	12.6%	11.9%	13.5%	13.3%	14.0%	11.7%	11.6%	
Not important	2.0%	2.5%	2.9%	1.7%	3.5%	4.0%	2.3%	1.4%	1.6%	
Total(n)	102	1,986	5,231	59	1,059	2,953	43	927	2,278	
Mean	3.43	3.35	3.34	3.46	3.29	3.29	3.40	3.41	3.40	
Standard deviation	0.79	0.79	0.81	0.77	0.83	0.84	0.82	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.20	0.20	-	-0.01	0.00	
Helping to promote racial understanding										
Essential	30.7%	36.0%	36.5%	24.1%	29.1%	30.0%	39.5%	43.8%	45.0%	
Very important	46.5%	41.1%	39.4%	51.7%	43.3%	41.0%	39.5%	38.5%	37.3%	
Somewhat important	19.8%	20.1%	21.2%	20.7%	23.9%	25.2%	18.6%	15.9%	16.0%	
Not important	3.0%	2.8%	2.9%	3.4%	3.7%	3.8%	2.3%	1.8%	1.7%	
Total(n)	101	1,986	5,234	58	1,059	2,955	43	927	2,279	
Mean	3.05	3.10	3.10	2.97	2.98	2.97	3.16	3.24	3.26	
Standard deviation	0.79	0.81	0.83	0.77	0.82	0.84	0.81	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.01	0.00	-	-0.10	-0.13	Social Agency

California State University-Fresno	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	29.7%	29.7%	29.1%	27.6%	27.1%	27.5%	32.6%	32.5%	31.0%	
Very important	17.8%	22.8%	21.7%	22.4%	21.4%	20.9%	11.6%	24.4%	22.8%	
Somewhat important	28.7%	25.3%	25.4%	24.1%	25.2%	24.8%	34.9%	25.4%	26.2%	
Not important	23.8%	22.2%	23.8%	25.9%	26.3%	26.7%	20.9%	17.6%	20.0%	
Total(n)	101	1,983	5,228	58	1,058	2,952	43	925	2,276	
Mean	2.53	2.60	2.56	2.52	2.49	2.49	2.56	2.72	2.65	
Standard deviation	1.15	1.13	1.14	1.16	1.15	1.16	1.16	1.10	1.12	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	0.03	0.03	-	-0.15	-0.08	
Making a theoretical contribution to science										
Essential	12.9%	7.9%	11.3%	16.9%	9.8%	13.3%	7.1%	5.7%	8.7%	
Very important	26.7%	20.0%	24.1%	27.1%	22.4%	26.8%	26.2%	17.3%	20.5%	
Somewhat important	37.6%	34.4%	30.7%	39.0%	33.9%	29.9%	35.7%	34.9%	31.6%	
Not important	22.8%	37.7%	34.0%	16.9%	34.0%	30.0%	31.0%	42.1%	39.2%	
Total(n)	101	1,985	5,229	59	1,060	2,953	42	925	2,276	
Mean	2.30	1.98	2.13	2.44	2.08	2.23	2.10	1.87	1.99	
Standard deviation	0.96	0.95	1.01	0.97	0.97	1.02	0.93	0.90	0.97	
Significance	-	***		-	**		-			
Effect size	-	0.34	0.17	-	0.37	0.21	-	0.26	0.11	
Participating in a community action program										
Essential	15.0%	10.3%	9.1%	12.3%	8.3%	7.0%	18.6%	12.7%	11.8%	
Very important	30.0%	24.5%	23.8%	35.1%	22.3%	22.0%	23.3%	27.1%	26.2%	
Somewhat important	39.0%	46.0%	45.9%	36.8%	46.6%	46.2%	41.9%	45.3%	45.4%	
Not important	16.0%	19.1%	21.3%	15.8%	22.9%	24.8%	16.3%	14.9%	16.6%	
Total(n)	100	1,981	5,223	57	1,054	2,946	43	927	2,277	
Mean	2.44	2.26	2.21	2.44	2.16	2.11	2.44	2.38	2.33	
Standard deviation	0.94	0.88	0.88	0.91	0.87	0.86	0.98	0.89	0.89	
Significance	-	*	**	-	*	**	-			
Effect size	-	0.20	0.26	-	0.32	0.38	-	0.07	0.12	Social Agency

California State University-Fresno	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%	21.9%	21.8%	18.6%	24.5%	22.5%	16.3%	18.9%	20.8%	
Very important	40.2%	43.2%	41.5%	47.5%	41.4%	41.2%	30.2%	45.3%	41.9%	
Somewhat important	35.3%	30.0%	31.5%	27.1%	28.7%	30.6%	46.5%	31.6%	32.7%	
Not important	6.9%	4.8%	5.2%	6.8%	5.4%	5.8%	7.0%	4.2%	4.6%	
Total(n)	102	1,987	5,234	59	1,060	2,955	43	927	2,279	
Mean	2.69	2.82	2.80	2.78	2.85	2.80	2.56	2.79	2.79	
Standard deviation	0.84	0.83	0.84	0.83	0.85	0.85	0.85	0.79	0.82	
Significance	-			-			-			
Effect size	-	-0.16	-0.13	-	-0.08	-0.02	-	-0.29	-0.28	
Becoming a community leader										Social Agency
Essential	9.9%	7.2%	6.3%	12.1%	7.8%	6.0%	7.0%	6.5%	6.8%	
Very important	19.8%	20.8%	18.7%	24.1%	19.5%	17.9%	14.0%	22.3%	19.7%	
Somewhat important	47.5%	44.0%	43.4%	44.8%	44.9%	44.3%	51.2%	42.9%	42.3%	
Not important	22.8%	27.9%	31.6%	19.0%	27.7%	31.8%	27.9%	28.3%	31.2%	
Total(n)	101	1,986	5,233	58	1,059	2,954	43	927	2,279	
Mean	2.17	2.07	2.00	2.29	2.08	1.98	2.00	2.07	2.02	
Standard deviation	0.90	0.88	0.87	0.92	0.88	0.86	0.85	0.87	0.88	
Significance	-			-		**	-			
Effect size	-	0.11	0.20	-	0.24	0.36	-	-0.08	-0.02	
Mentoring the next generation of scholars										
Essential	38.2%	36.8%	41.2%	44.1%	33.5%	39.1%	30.2%	40.7%	44.0%	
Very important	46.1%	41.9%	40.4%	42.4%	42.2%	41.1%	51.2%	41.5%	39.5%	
Somewhat important	13.7%	19.2%	16.7%	11.9%	22.0%	18.1%	16.3%	16.1%	15.0%	
Not important	2.0%	2.1%	1.7%	1.7%	2.4%	1.8%	2.3%	1.7%	1.5%	
Total(n)	102	1,987	5,235	59	1,060	2,956	43	927	2,279	
Mean	3.21	3.13	3.21	3.29	3.07	3.17	3.09	3.21	3.26	
Standard deviation	0.75	0.79	0.78	0.74	0.80	0.78	0.75	0.77	0.76	
Significance	-			-	*		-			
Effect size	-	0.10	0.00	-	0.28	0.15	-	-0.16	-0.22	

California State University-Fresno	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	84.2%	88.8%	89.0%	82.8%	86.3%	86.5%	86.0%	91.6%	92.2%	
Very important	13.9%	10.7%	10.3%	15.5%	13.3%	12.7%	11.6%	7.8%	7.2%	
Somewhat important	1.0%	0.4%	0.3%	1.7%	0.4%	0.4%	0.0%	0.3%	0.3%	
Not important	1.0%	0.2%	0.3%	0.0%	0.1%	0.4%	2.3%	0.2%	0.3%	
Total(n)	101	1,976	5,156	58	1,056	2,913	43	920	2,243	
Mean	3.81	3.88	3.88	3.81	3.86	3.85	3.81	3.91	3.91	
Standard deviation	0.48	0.35	0.36	0.44	0.37	0.39	0.55	0.32	0.32	
Significance	-			-			-		*	
Effect size	-	-0.20	-0.19	-	-0.14	-0.10	-	-0.31	-0.31	
Prepare students for employment after college										
Essential	52.5%	44.7%	41.4%	55.2%	40.6%	37.8%	48.8%	49.3%	46.0%	
Very important	36.6%	40.6%	41.4%	34.5%	42.3%	43.0%	39.5%	38.6%	39.3%	
Somewhat important	8.9%	13.7%	15.7%	8.6%	16.0%	17.4%	9.3%	11.1%	13.5%	
Not important	2.0%	1.1%	1.6%	1.7%	1.1%	1.8%	2.3%	1.0%	1.3%	
Total(n)	101	1,975	5,154	58	1,055	2,911	43	920	2,243	
Mean	3.40	3.29	3.23	3.43	3.22	3.17	3.35	3.36	3.30	
Standard deviation	0.74	0.74	0.76	0.73	0.75	0.77	0.75	0.72	0.75	
Significance	-		*	-	*	*	-			
Effect size	-	0.15	0.22	-	0.28	0.34	-	-0.01	0.07	
Prepare students for graduate or advanced education										
Essential	26.7%	27.2%	27.2%	36.2%	26.4%	25.3%	14.0%	28.2%	29.5%	
Very important	51.5%	48.7%	49.7%	41.4%	48.0%	50.4%	65.1%	49.4%	48.7%	
Somewhat important	19.8%	23.0%	22.1%	20.7%	24.7%	23.1%	18.6%	21.1%	20.8%	
Not important	2.0%	1.1%	1.0%	1.7%	0.9%	1.1%	2.3%	1.3%	0.9%	
Total(n)	101	1,975	5,153	58	1,056	2,912	43	919	2,241	
Mean	3.03	3.02	3.03	3.12	3.00	3.00	2.91	3.04	3.07	
Standard deviation	0.74	0.74	0.73	0.80	0.74	0.73	0.65	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.16	0.16	-	-0.18	-0.22	

California State University-Fresno	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	32.0%	32.2%	34.9%	38.6%	28.7%	31.7%	23.3%	36.2%	39.0%	
Very important	45.0%	39.9%	38.5%	42.1%	41.9%	39.7%	48.8%	37.5%	36.8%	
Somewhat important	18.0%	23.9%	22.6%	17.5%	25.1%	23.8%	18.6%	22.5%	21.0%	
Not important	5.0%	4.0%	4.1%	1.8%	4.3%	4.8%	9.3%	3.7%	3.1%	
Total(n)	100	1,974	5,150	57	1,055	2,911	43	919	2,239	
Mean	3.04	3.00	3.04	3.18	2.95	2.98	2.86	3.06	3.12	
Standard deviation	0.84	0.85	0.86	0.78	0.84	0.86	0.89	0.86	0.84	
Significance	-			-	*		-		*	
Effect size	-	0.05	0.00	-	0.27	0.23	-	-0.23	-0.31	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	19.0%	18.9%	19.5%	19.3%	14.7%	15.5%	18.6%	23.8%	24.6%	
Very important	38.0%	35.6%	36.1%	35.1%	35.2%	35.2%	41.9%	36.0%	37.3%	
Somewhat important	34.0%	37.9%	36.5%	35.1%	40.9%	39.5%	32.6%	34.4%	32.6%	
Not important	9.0%	7.6%	7.9%	10.5%	9.2%	9.8%	7.0%	5.8%	5.4%	
Total(n)	100	1,974	5,151	57	1,055	2,911	43	919	2,240	
Mean	2.67	2.66	2.67	2.63	2.55	2.57	2.72	2.78	2.81	
Standard deviation	0.89	0.87	0.88	0.92	0.85	0.87	0.85	0.87	0.87	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.09	0.07	-	-0.07	-0.10	
Teach students the classic works of Western civilization										
Essential	6.9%	8.0%	8.8%	10.3%	9.3%	9.5%	2.3%	6.5%	7.8%	
Very important	19.8%	21.1%	21.4%	20.7%	23.7%	22.6%	18.6%	18.1%	19.9%	
Somewhat important	42.6%	44.7%	43.3%	43.1%	41.2%	42.0%	41.9%	48.7%	45.1%	
Not important	30.7%	26.2%	26.4%	25.9%	25.9%	25.9%	37.2%	26.7%	27.2%	
Total(n)	101	1,974	5,142	58	1,056	2,905	43	918	2,237	
Mean	2.03	2.11	2.13	2.16	2.16	2.16	1.86	2.04	2.08	
Standard deviation	0.89	0.88	0.90	0.93	0.92	0.92	0.80	0.84	0.88	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	0.00	0.00	-	-0.21	-0.25	

California State University-Fresno	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	27.3%	29.1%	30.2%	24.6%	24.5%	25.7%	31.0%	34.5%	36.1%	
Very important	45.5%	40.9%	41.2%	45.6%	42.0%	42.0%	45.2%	39.6%	40.2%	
Somewhat important	21.2%	25.4%	23.6%	21.1%	28.0%	26.3%	21.4%	22.4%	20.2%	
Not important	6.1%	4.7%	5.0%	8.8%	5.6%	6.0%	2.4%	3.6%	3.5%	
Total(n)	99	1,972	5,147	57	1,055	2,910	42	917	2,237	
Mean	2.94	2.94	2.97	2.86	2.85	2.87	3.05	3.05	3.09	
Standard deviation	0.85	0.85	0.86	0.90	0.85	0.86	0.79	0.84	0.83	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.01	-0.01	-	0.00	-0.05	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	33.7%	36.4%	35.2%	31.0%	30.3%	29.5%	37.2%	43.4%	42.6%	
Very important	38.6%	39.6%	41.1%	36.2%	42.0%	42.3%	41.9%	36.9%	39.5%	
Somewhat important	21.8%	20.3%	19.9%	25.9%	23.0%	23.1%	16.3%	17.2%	15.7%	
Not important	5.9%	3.6%	3.8%	6.9%	4.6%	5.1%	4.7%	2.5%	2.2%	
Total(n)	101	1,974	5,145	58	1,055	2,908	43	919	2,237	
Mean	3.00	3.09	3.08	2.91	2.98	2.96	3.12	3.21	3.23	
Standard deviation	0.89	0.84	0.84	0.92	0.85	0.85	0.85	0.81	0.79	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	-0.08	-0.06	-	-0.11	-0.14	
Instill in students a commitment to community service										Civic Minded Values
Essential	18.8%	20.1%	18.6%	19.0%	15.6%	14.7%	18.6%	25.2%	23.7%	
Very important	39.6%	35.9%	36.5%	39.7%	34.2%	35.0%	39.5%	37.8%	38.5%	
Somewhat important	33.7%	35.4%	35.4%	31.0%	39.4%	38.3%	37.2%	30.8%	31.7%	
Not important	7.9%	8.6%	9.4%	10.3%	10.7%	12.0%	4.7%	6.2%	6.1%	
Total(n)	101	1,974	5,148	58	1,055	2,908	43	919	2,240	
Mean	2.69	2.67	2.64	2.67	2.55	2.52	2.72	2.82	2.80	
Standard deviation	0.87	0.89	0.89	0.91	0.88	0.89	0.83	0.88	0.87	
Significance	-			-			-			
Effect size	-	0.02	0.06	-	0.14	0.17	-	-0.11	-0.09	

California State University-Fresno	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	33.0%	39.2%	39.4%	26.3%	29.2%	29.5%	41.9%	50.7%	52.1%	
Very important	39.0%	39.4%	37.6%	38.6%	41.7%	39.6%	39.5%	36.7%	35.0%	
Somewhat important	26.0%	18.2%	19.4%	33.3%	24.1%	25.4%	16.3%	11.5%	11.7%	
Not important	2.0%	3.2%	3.6%	1.8%	5.0%	5.5%	2.3%	1.1%	1.2%	
Total(n)	100	1,975	5,150	57	1,055	2,909	43	920	2,241	
Mean	3.03	3.15	3.13	2.89	2.95	2.93	3.21	3.37	3.38	
Standard deviation	0.82	0.83	0.85	0.82	0.86	0.87	0.80	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.14	-0.12	-	-0.07	-0.05	-	-0.22	-0.23	
Help master knowledge in a discipline										
Essential	56.4%	56.9%	58.3%	56.9%	55.6%	57.3%	55.8%	58.5%	59.5%	
Very important	34.7%	37.0%	36.2%	36.2%	38.0%	36.8%	32.6%	36.0%	35.3%	
Somewhat important	7.9%	5.8%	5.0%	6.9%	6.3%	5.3%	9.3%	5.1%	4.6%	
Not important	1.0%	0.3%	0.6%	0.0%	0.1%	0.6%	2.3%	0.4%	0.5%	
Total(n)	101	1,976	5,153	58	1,056	2,912	43	920	2,241	
Mean	3.47	3.51	3.52	3.50	3.49	3.51	3.42	3.53	3.54	
Standard deviation	0.69	0.62	0.62	0.63	0.62	0.63	0.76	0.61	0.61	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	0.02	-0.02	-	-0.18	-0.20	
Develop creative capacities										
Essential	33.7%	36.3%	38.8%	32.8%	37.0%	39.8%	34.9%	35.4%	37.5%	
Very important	52.5%	43.6%	42.9%	55.2%	43.1%	42.3%	48.8%	44.1%	43.6%	
Somewhat important	12.9%	17.9%	16.3%	12.1%	17.8%	15.9%	14.0%	18.0%	16.9%	
Not important	1.0%	2.2%	2.0%	0.0%	2.1%	2.0%	2.3%	2.4%	2.0%	
Total(n)	101	1,975	5,148	58	1,055	2,908	43	920	2,240	
Mean	3.19	3.14	3.18	3.21	3.15	3.20	3.16	3.13	3.17	
Standard deviation	0.69	0.78	0.77	0.64	0.78	0.77	0.75	0.78	0.77	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	0.08	0.01	-	0.04	-0.01	

California State University-Fresno	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	14.9%	29.5%	29.1%	10.3%	28.4%	27.1%	20.9%	30.7%	31.8%	
Very important	38.6%	40.4%	39.8%	39.7%	37.4%	38.2%	37.2%	43.9%	41.9%	
Somewhat important	36.6%	25.1%	25.7%	39.7%	28.4%	28.5%	32.6%	21.2%	22.0%	
Not important	9.9%	5.0%	5.4%	10.3%	5.8%	6.3%	9.3%	4.1%	4.2%	
Total(n)	101	1,974	5,145	58	1,056	2,909	43	918	2,236	
Mean	2.58	2.94	2.93	2.50	2.88	2.86	2.70	3.01	3.01	
Standard deviation	0.86	0.86	0.87	0.82	0.89	0.89	0.91	0.83	0.84	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.42	-0.40	-	-0.43	-0.40	-	-0.37	-0.37	
Promote ability to write effectively										
Essential	58.4%	61.0%	60.7%	53.4%	53.5%	54.3%	65.1%	69.6%	68.9%	
Very important	37.6%	34.2%	33.5%	41.4%	39.7%	38.1%	32.6%	27.8%	27.5%	
Somewhat important	3.0%	4.5%	5.2%	5.2%	6.4%	6.9%	0.0%	2.3%	2.9%	
Not important	1.0%	0.4%	0.7%	0.0%	0.5%	0.7%	2.3%	0.3%	0.7%	
Total(n)	101	1,975	5,153	58	1,055	2,911	43	920	2,242	
Mean	3.53	3.56	3.54	3.48	3.46	3.46	3.60	3.67	3.65	
Standard deviation	0.61	0.60	0.63	0.60	0.64	0.65	0.62	0.54	0.57	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	0.03	0.03	-	-0.13	-0.09	
Help students evaluate the quality and reliability of information										
Essential	58.4%	64.6%	65.1%	51.7%	58.7%	59.6%	67.4%	71.3%	72.3%	
Very important	36.6%	32.0%	31.2%	43.1%	36.6%	35.9%	27.9%	26.6%	25.1%	
Somewhat important	4.0%	3.3%	3.2%	5.2%	4.5%	4.0%	2.3%	1.8%	2.2%	
Not important	1.0%	0.2%	0.4%	0.0%	0.1%	0.5%	2.3%	0.2%	0.4%	
Total(n)	101	1,976	5,153	58	1,056	2,911	43	920	2,242	
Mean	3.52	3.61	3.61	3.47	3.54	3.55	3.60	3.69	3.69	
Standard deviation	0.63	0.56	0.57	0.60	0.59	0.60	0.66	0.51	0.53	
Significance	-			-			-			
Effect size	-	-0.16	-0.16	-	-0.12	-0.13	-	-0.18	-0.17	

California State University-Fresno	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	24.8%	34.1%	33.2%	20.7%	27.8%	27.4%	30.2%	41.2%	40.8%	
Very important	38.6%	37.2%	37.5%	43.1%	37.2%	38.0%	32.6%	37.3%	36.9%	
Somewhat important	28.7%	23.4%	23.5%	27.6%	27.9%	27.4%	30.2%	18.3%	18.3%	
Not important	7.9%	5.3%	5.8%	8.6%	7.0%	7.2%	7.0%	3.3%	3.9%	
Total(n)	101	1,976	5,149	58	1,056	2,909	43	920	2,240	
Mean	2.80	3.00	2.98	2.76	2.86	2.85	2.86	3.16	3.15	
Standard deviation	0.91	0.89	0.89	0.88	0.90	0.90	0.94	0.84	0.85	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.22	-0.20	-	-0.11	-0.10	-	-0.36	-0.34	
Teach students tolerance and respect for different beliefs										
Essential	44.6%	51.0%	50.7%	34.5%	39.9%	40.3%	58.1%	63.7%	64.3%	
Very important	35.6%	35.1%	34.4%	41.4%	40.2%	38.8%	27.9%	29.3%	28.7%	
Somewhat important	16.8%	11.7%	12.2%	20.7%	16.5%	17.0%	11.6%	6.2%	5.9%	
Not important	3.0%	2.2%	2.7%	3.4%	3.5%	3.9%	2.3%	0.8%	1.1%	
Total(n)	101	1,976	5,146	58	1,056	2,907	43	920	2,239	
Mean	3.22	3.35	3.33	3.07	3.16	3.15	3.42	3.56	3.56	
Standard deviation	0.83	0.77	0.79	0.83	0.82	0.84	0.79	0.65	0.66	
Significance	-			-			-			
Effect size	-	-0.17	-0.14	-	-0.11	-0.10	-	-0.22	-0.21	
Encourage students to become agents of social change										
Essential	18.8%	25.9%	23.8%	13.8%	17.6%	16.5%	25.6%	35.3%	33.4%	
Very important	37.6%	35.0%	33.8%	43.1%	32.9%	30.7%	30.2%	37.4%	37.8%	
Somewhat important	32.7%	29.5%	31.8%	27.6%	35.7%	38.4%	39.5%	22.3%	23.2%	
Not important	10.9%	9.7%	10.6%	15.5%	13.7%	14.4%	4.7%	5.0%	5.7%	
Total(n)	101	1,975	5,147	58	1,055	2,906	43	920	2,241	
Mean	2.64	2.77	2.71	2.55	2.54	2.49	2.77	3.03	2.99	
Standard deviation	0.91	0.94	0.95	0.92	0.94	0.93	0.90	0.88	0.89	
Significance	-			-			-			
Effect size	-	-0.14	-0.07	-	0.01	0.06	-	-0.30	-0.25	Civic Minded Values

California State University-Fresno	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	5.9%	8.2%	11.6%	3.4%	7.9%	11.2%	9.3%	8.6%	12.0%	
1-4	28.4%	19.8%	27.8%	28.8%	19.1%	27.8%	27.9%	20.6%	27.8%	
5-8	37.3%	34.8%	33.4%	33.9%	34.6%	34.2%	41.9%	35.1%	32.5%	
9-12	22.5%	25.3%	18.4%	27.1%	26.1%	18.0%	16.3%	24.4%	18.9%	
13-16	3.9%	6.9%	4.9%	3.4%	6.8%	4.6%	4.7%	7.1%	5.4%	
17-20	2.0%	3.0%	2.2%	3.4%	3.5%	2.4%	0.0%	2.5%	1.9%	
21-34	0.0%	1.5%	1.3%	0.0%	1.8%	1.4%	0.0%	1.2%	1.2%	
35-44	0.0%	0.2%	0.2%	0.0%	0.1%	0.2%	0.0%	0.3%	0.2%	
45+	0.0%	0.2%	0.2%	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	
Total(n)	102	1,986	5,220	59	1,057	2,944	43	929	2,276	
Mean	2.96	3.20	2.91	3.08	3.24	2.92	2.79	3.16	2.91	
Standard deviation	1.04	1.28	1.28	1.07	1.28	1.28	0.99	1.27	1.28	
Significance	-			-			-			
Effect size	-	-0.19	0.04	-	-0.13	0.13	-	-0.29	-0.09	
Preparing for teaching (including reading student papers and grading)										
None	5.9%	7.5%	10.8%	3.4%	7.2%	10.5%	9.3%	7.9%	11.3%	
1-4	22.5%	16.2%	19.4%	30.5%	18.9%	21.8%	11.6%	13.0%	16.3%	
5-8	28.4%	26.7%	28.0%	27.1%	29.1%	29.6%	30.2%	24.0%	25.9%	
9-12	18.6%	21.7%	20.2%	16.9%	21.1%	20.1%	20.9%	22.3%	20.3%	
13-16	13.7%	12.9%	10.6%	10.2%	12.0%	9.6%	18.6%	14.0%	12.0%	
17-20	4.9%	9.3%	6.8%	8.5%	7.9%	5.8%	0.0%	11.0%	8.1%	
21-34	2.9%	4.2%	3.1%	0.0%	3.0%	2.0%	7.0%	5.6%	4.4%	
35-44	2.0%	1.1%	0.7%	3.4%	0.7%	0.5%	0.0%	1.5%	1.0%	
45+	1.0%	0.4%	0.4%	0.0%	0.1%	0.2%	2.3%	0.8%	0.7%	
Total(n)	102	1,985	5,212	59	1,056	2,941	43	929	2,271	
Mean	3.54	3.69	3.39	3.42	3.51	3.25	3.70	3.89	3.57	
Standard deviation	1.64	1.63	1.59	1.58	1.52	1.48	1.73	1.72	1.71	
Significance	-			-			-			
Effect size	-	-0.09	0.09	-	-0.06	0.11	-	-0.11	0.08	

California State University-Fresno	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	2.0%	3.5%	4.8%	0.0%	3.2%	4.7%	4.7%	3.9%	5.0%	
1-4	37.3%	44.7%	48.1%	44.1%	49.5%	51.4%	27.9%	39.2%	43.8%	
5-8	35.3%	32.6%	29.6%	30.5%	30.3%	28.5%	41.9%	35.3%	31.1%	
9-12	15.7%	12.1%	10.8%	16.9%	11.4%	9.9%	14.0%	12.9%	11.9%	
13-16	7.8%	4.5%	4.1%	6.8%	3.4%	3.5%	9.3%	5.8%	4.8%	
17-20	2.0%	1.5%	1.4%	1.7%	1.3%	1.1%	2.3%	1.7%	1.8%	
21-34	0.0%	0.8%	0.8%	0.0%	0.8%	0.6%	0.0%	0.8%	1.1%	
35-44	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.4%	0.4%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	
Total(n)	102	1,986	5,224	59	1,057	2,947	43	929	2,277	
Mean	2.96	2.78	2.70	2.92	2.70	2.63	3.02	2.88	2.80	
Standard deviation	1.05	1.08	1.10	1.02	1.03	1.04	1.10	1.13	1.18	
Significance	-		*	-		*	-			
Effect size	-	0.17	0.24	-	0.21	0.28	-	0.12	0.19	
Committee work and meetings										
None	2.0%	1.5%	1.7%	3.4%	1.8%	1.8%	0.0%	1.1%	1.5%	
1-4	34.3%	35.0%	35.1%	33.9%	38.3%	37.1%	34.9%	31.2%	32.5%	
5-8	38.2%	35.0%	33.4%	35.6%	34.0%	32.7%	41.9%	36.1%	34.4%	
9-12	13.7%	16.1%	15.8%	16.9%	14.6%	15.3%	9.3%	17.9%	16.4%	
13-16	8.8%	6.9%	7.4%	6.8%	6.6%	7.0%	11.6%	7.2%	7.9%	
17-20	2.0%	3.7%	4.3%	3.4%	3.2%	3.9%	0.0%	4.3%	5.0%	
21-34	1.0%	1.6%	1.8%	0.0%	1.2%	1.8%	2.3%	2.0%	1.9%	
35-44	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.3%	
45+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.1%	
Total(n)	102	1,985	5,220	59	1,056	2,943	43	929	2,277	
Mean	3.03	3.11	3.15	3.00	3.02	3.10	3.07	3.21	3.21	
Standard deviation	1.12	1.23	1.29	1.11	1.21	1.28	1.14	1.25	1.30	
Significance	-			-			-			
Effect size	-	-0.07	-0.09	-	-0.02	-0.08	-	-0.11	-0.11	

California State University-Fresno	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	2.0%	2.4%	2.0%	0.0%	2.0%	2.1%	4.7%	2.8%	1.9%	
1-4	11.8%	20.3%	19.8%	10.2%	21.3%	20.5%	14.0%	19.2%	18.8%	
5-8	27.5%	24.4%	23.2%	30.5%	24.8%	24.1%	23.3%	23.9%	22.0%	
9-12	15.7%	17.6%	17.5%	18.6%	17.0%	16.2%	11.6%	18.2%	19.1%	
13-16	15.7%	10.5%	11.3%	16.9%	10.4%	10.9%	14.0%	10.7%	11.8%	
17-20	12.7%	11.3%	11.6%	8.5%	11.0%	11.6%	18.6%	11.7%	11.5%	
21-34	9.8%	9.3%	9.9%	10.2%	8.9%	9.7%	9.3%	9.7%	10.2%	
35-44	3.9%	3.3%	3.3%	3.4%	3.8%	3.4%	4.7%	2.8%	3.2%	
45+	1.0%	1.0%	1.5%	1.7%	0.9%	1.6%	0.0%	1.1%	1.4%	
Total(n)	102	1,986	5,225	59	1,057	2,948	43	929	2,277	
Mean	4.34	4.07	4.16	4.36	4.05	4.13	4.33	4.09	4.20	
Standard deviation	1.80	1.85	1.88	1.74	1.85	1.90	1.91	1.85	1.86	
Significance	-			-			-			
Effect size	-	0.15	0.10	-	0.17	0.12	-	0.13	0.07	
Research and scholarly writing										
None	12.7%	15.4%	12.8%	6.8%	13.4%	10.7%	20.9%	17.8%	15.5%	
1-4	48.0%	49.0%	40.5%	52.5%	47.9%	37.9%	41.9%	50.3%	44.0%	
5-8	19.6%	20.3%	21.8%	16.9%	20.7%	22.3%	23.3%	19.9%	21.2%	
9-12	15.7%	8.4%	11.4%	20.3%	9.7%	12.9%	9.3%	6.9%	9.3%	
13-16	2.0%	2.8%	5.2%	1.7%	3.4%	6.0%	2.3%	2.1%	4.1%	
17-20	1.0%	2.2%	3.9%	0.0%	2.8%	4.6%	2.3%	1.5%	3.0%	
21-34	0.0%	1.0%	2.6%	0.0%	1.2%	3.4%	0.0%	0.8%	1.6%	
35-44	0.0%	0.5%	1.1%	0.0%	0.5%	1.3%	0.0%	0.4%	0.8%	
45+	1.0%	0.4%	0.7%	1.7%	0.4%	0.8%	0.0%	0.3%	0.5%	
Total(n)	102	1,981	5,214	59	1,056	2,946	43	925	2,268	
Mean	2.55	2.49	2.88	2.68	2.60	3.05	2.37	2.37	2.65	
Standard deviation	1.22	1.28	1.59	1.27	1.34	1.66	1.13	1.20	1.46	
Significance	-		*	-			-			
Effect size	-	0.05	-0.21	-	0.06	-0.22	-	0.00	-0.19	

California State University-Fresno	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	43.6%	56.5%	58.3%	44.1%	52.8%	55.7%	42.9%	60.6%	61.7%	
1-4	32.7%	28.5%	25.9%	35.6%	30.7%	26.7%	28.6%	25.9%	24.8%	
5-8	16.8%	9.2%	9.1%	11.9%	10.1%	10.1%	23.8%	8.2%	7.9%	
9-12	3.0%	2.4%	3.1%	3.4%	2.6%	3.4%	2.4%	2.3%	2.6%	
13-16	2.0%	1.6%	1.4%	1.7%	1.8%	1.8%	2.4%	1.4%	0.8%	
17-20	2.0%	0.8%	0.9%	3.4%	1.0%	1.0%	0.0%	0.5%	0.8%	
21-34	0.0%	0.5%	0.7%	0.0%	0.6%	0.8%	0.0%	0.3%	0.6%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
45+	0.0%	0.5%	0.5%	0.0%	0.3%	0.3%	0.0%	0.6%	0.8%	
Total(n)	101	1,979	5,194	59	1,054	2,928	42	925	2,266	
Mean	1.93	1.71	1.72	1.93	1.77	1.77	1.93	1.65	1.66	
Standard deviation	1.11	1.14	1.20	1.19	1.15	1.20	1.00	1.13	1.20	
Significance	-			-			-			
Effect size	-	0.19	0.18	-	0.14	0.13	-	0.25	0.23	
Consultation with clients/patients										
None	65.7%	78.4%	77.9%	64.4%	78.0%	77.9%	67.4%	79.0%	77.9%	
1-4	18.6%	14.1%	13.9%	22.0%	15.6%	14.5%	14.0%	12.3%	13.1%	
5-8	9.8%	4.7%	4.6%	8.5%	4.2%	4.2%	11.6%	5.3%	5.1%	
9-12	3.9%	1.6%	1.7%	3.4%	1.5%	1.5%	4.7%	1.6%	2.0%	
13-16	1.0%	0.7%	0.8%	0.0%	0.2%	0.7%	2.3%	1.2%	0.9%	
17-20	0.0%	0.3%	0.5%	0.0%	0.2%	0.4%	0.0%	0.4%	0.6%	
21-34	1.0%	0.3%	0.3%	1.7%	0.3%	0.3%	0.0%	0.2%	0.3%	
35-44	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Total(n)	102	1,985	5,215	59	1,057	2,941	43	928	2,274	
Mean	1.60	1.34	1.38	1.59	1.33	1.37	1.60	1.36	1.38	
Standard deviation	1.05	0.81	0.93	1.07	0.76	0.94	1.03	0.85	0.91	
Significance	-	**	*	-	*		-			
Effect size	-	0.32	0.24	-	0.34	0.23	-	0.28	0.24	

California State University-Fresno	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										Civic Minded Practice
None	22.5%	30.6%	33.9%	22.0%	32.5%	36.6%	23.3%	28.6%	30.5%	
1-4	50.0%	53.5%	50.8%	45.8%	51.4%	47.7%	55.8%	55.9%	54.9%	
5-8	17.6%	11.4%	10.8%	16.9%	11.4%	10.9%	18.6%	11.3%	10.6%	
9-12	3.9%	2.9%	2.6%	5.1%	3.0%	2.6%	2.3%	2.8%	2.7%	
13-16	1.0%	0.9%	1.0%	1.7%	0.9%	1.1%	0.0%	0.9%	0.7%	
17-20	3.9%	0.5%	0.6%	6.8%	0.7%	0.7%	0.0%	0.3%	0.4%	
21-34	1.0%	0.1%	0.1%	1.7%	0.1%	0.2%	0.0%	0.0%	0.1%	
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	
Total(n)	102	1,984	5,215	59	1,057	2,942	43	927	2,273	
Mean	2.26	1.92	1.89	2.46	1.91	1.87	2.00	1.94	1.91	
Standard deviation	1.21	0.88	0.90	1.44	0.90	0.93	0.72	0.85	0.85	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.39	0.41	-	0.61	0.63	-	0.07	0.11	
Outside consulting/freelance work										
None	70.6%	71.0%	68.6%	66.1%	69.2%	66.0%	76.7%	73.1%	71.8%	
1-4	22.5%	22.8%	24.5%	27.1%	23.5%	25.8%	16.3%	22.0%	22.9%	
5-8	3.9%	4.8%	5.2%	3.4%	5.6%	6.1%	4.7%	3.9%	4.0%	
9-12	1.0%	0.8%	1.0%	1.7%	0.9%	1.2%	0.0%	0.6%	0.7%	
13-16	0.0%	0.2%	0.3%	0.0%	0.4%	0.4%	0.0%	0.0%	0.3%	
17-20	1.0%	0.2%	0.2%	1.7%	0.3%	0.2%	0.0%	0.1%	0.1%	
21-34	1.0%	0.1%	0.1%	0.0%	0.0%	0.1%	2.3%	0.2%	0.1%	
35-44	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
45+	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
Total(n)	102	1,979	5,211	59	1,055	2,939	43	924	2,272	
Mean	1.44	1.38	1.41	1.47	1.41	1.46	1.40	1.34	1.36	
Standard deviation	0.94	0.72	0.74	0.88	0.75	0.78	1.03	0.69	0.69	
Significance	-			-			-			
Effect size	-	0.08	0.04	-	0.08	0.01	-	0.09	0.06	

California State University-Fresno	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	7.8%	8.7%	9.4%	10.2%	11.4%	12.2%	4.7%	5.7%	5.8%	
1-4	24.5%	19.6%	19.7%	25.4%	19.5%	19.6%	23.3%	19.6%	19.7%	
5-8	29.4%	24.9%	25.6%	18.6%	24.2%	26.5%	44.2%	25.7%	24.4%	
9-12	11.8%	18.0%	16.8%	18.6%	19.5%	17.2%	2.3%	16.3%	16.4%	
13-16	7.8%	8.0%	8.4%	8.5%	7.7%	8.5%	7.0%	8.4%	8.4%	
17-20	7.8%	8.2%	7.9%	11.9%	8.3%	7.4%	2.3%	8.2%	8.6%	
21-34	1.0%	6.3%	6.0%	1.7%	5.2%	5.1%	0.0%	7.4%	7.2%	
35-44	3.9%	3.2%	3.1%	1.7%	1.8%	1.7%	7.0%	4.7%	4.8%	
45+	5.9%	3.1%	3.1%	3.4%	2.4%	1.8%	9.3%	3.9%	4.6%	
Total(n)	102	1,978	5,208	59	1,051	2,934	43	927	2,274	
Mean	3.70	3.81	3.77	3.61	3.62	3.52	3.81	4.03	4.08	
Standard deviation	2.12	2.01	2.01	1.97	1.92	1.87	2.34	2.09	2.13	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	-0.01	0.05	-	-0.11	-0.13	
Commuting to campus										
None	3.9%	5.5%	5.5%	3.4%	5.5%	5.4%	4.7%	5.6%	5.5%	
1-4	76.5%	61.6%	58.9%	71.2%	65.5%	62.0%	83.7%	57.2%	54.9%	
5-8	15.7%	22.1%	23.8%	20.3%	19.2%	21.9%	9.3%	25.4%	26.4%	
9-12	3.9%	9.3%	10.0%	5.1%	8.3%	8.9%	2.3%	10.4%	11.3%	
13-16	0.0%	1.0%	1.2%	0.0%	1.0%	1.3%	0.0%	1.0%	1.1%	
17-20	0.0%	0.3%	0.4%	0.0%	0.2%	0.3%	0.0%	0.4%	0.5%	
21-34	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	102	1,982	5,211	59	1,055	2,938	43	927	2,273	
Mean	2.20	2.40	2.45	2.27	2.35	2.41	2.09	2.46	2.50	
Standard deviation	0.56	0.82	0.87	0.61	0.80	0.85	0.48	0.84	0.89	
Significance	-	*	**	-			-	**	**	
Effect size	-	-0.24	-0.29	-	-0.10	-0.16	-	-0.44	-0.46	

California State University-Fresno	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	90.2%	88.9%	89.3%	86.4%	88.4%	89.2%	95.3%	89.5%	89.5%	
1-4	4.9%	6.4%	6.5%	6.8%	6.6%	6.6%	2.3%	6.2%	6.2%	
5-8	2.0%	2.5%	2.4%	3.4%	2.8%	2.4%	0.0%	2.2%	2.3%	
9-12	2.9%	1.0%	0.9%	3.4%	0.9%	0.7%	2.3%	1.1%	1.2%	
13-16	0.0%	0.6%	0.4%	0.0%	0.7%	0.4%	0.0%	0.5%	0.4%	
17-20	0.0%	0.3%	0.2%	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	
21-34	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.0%	
35-44	0.0%	0.2%	0.1%	0.0%	0.3%	0.1%	0.0%	0.1%	0.1%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	102	1,979	5,209	59	1,053	2,938	43	926	2,271	
Mean	1.18	1.20	1.19	1.24	1.21	1.19	1.09	1.19	1.18	
Standard deviation	0.60	0.71	0.68	0.68	0.74	0.70	0.48	0.68	0.67	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	0.04	0.07	-	-0.15	-0.13	

California State University-Fresno	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	78.4%	39.2%	26.9%	79.7%	37.3%	24.9%	76.7%	41.3%	29.5%	
No	21.6%	60.8%	73.1%	20.3%	62.7%	75.1%	23.3%	58.7%	70.5%	
Total(n)	102	1,986	5,239	59	1,058	2,958	43	928	2,281	
Are you a U.S. citizen?										
Yes	93.1%	96.1%	95.7%	93.2%	95.9%	95.6%	93.0%	96.2%	95.8%	
No	6.9%	3.9%	4.3%	6.8%	4.1%	4.4%	7.0%	3.8%	4.2%	
Total(n)	102	1,984	5,237	59	1,056	2,957	43	928	2,280	
Do you plan to retire within the next three years?										
Yes	13.7%	14.5%	13.1%	18.6%	14.9%	13.1%	7.0%	14.0%	13.2%	
No	86.3%	85.5%	86.9%	81.4%	85.1%	86.9%	93.0%	86.0%	86.8%	
Total(n)	102	1,984	5,235	59	1,057	2,955	43	927	2,280	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	71.6%	53.1%	48.4%	72.9%	51.2%	45.4%	69.8%	55.3%	52.3%	
No	28.4%	46.9%	51.6%	27.1%	48.8%	54.6%	30.2%	44.7%	47.7%	
Total(n)	102	1,985	5,237	59	1,057	2,956	43	928	2,281	
Have you been sexually harassed at this institution?										
Yes	7.0%	7.3%	6.6%	5.3%	3.0%	2.5%	9.3%	12.2%	11.8%	
No	93.0%	92.7%	93.4%	94.7%	97.0%	97.5%	90.7%	87.8%	88.2%	
Total(n)	100	1,985	5,234	57	1,056	2,954	43	929	2,280	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	8.8%	12.2%	10.6%	3.4%	7.1%	5.1%	16.3%	18.0%	17.7%	
No	91.2%	87.8%	89.4%	96.6%	92.9%	94.9%	83.7%	82.0%	82.3%	
Total(n)	102	1,985	5,239	59	1,058	2,959	43	927	2,280	
Have you ever received an award for outstanding teaching?										
Yes	40.6%	51.5%	51.3%	44.1%	52.3%	53.1%	35.7%	50.6%	48.9%	
No	59.4%	48.5%	48.7%	55.9%	47.7%	46.9%	64.3%	49.4%	51.1%	
Total(n)	101	1,985	5,240	59	1,058	2,959	42	927	2,281	
Is (or was) your spouse/partner an academic?										
Yes	24.8%	31.4%	31.9%	24.1%	31.9%	31.8%	25.6%	30.8%	32.0%	
No	75.2%	68.6%	68.1%	75.9%	68.1%	68.2%	74.4%	69.2%	68.0%	
Total(n)	101	1,977	5,219	58	1,056	2,950	43	921	2,269	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	30.4%	27.7%	25.6%	30.5%	25.6%	23.9%	30.2%	30.2%	27.8%	
No	69.6%	72.3%	74.4%	69.5%	74.4%	76.1%	69.8%	69.8%	72.2%	
Total(n)	102	1,987	5,236	59	1,059	2,954	43	928	2,282	
Considered leaving academe for another job?										
Yes	33.3%	33.6%	31.5%	30.5%	32.0%	29.7%	37.2%	35.3%	33.9%	
No	66.7%	66.4%	68.5%	69.5%	68.0%	70.3%	62.8%	64.7%	66.1%	
Total(n)	102	1,987	5,237	59	1,059	2,955	43	928	2,282	
Considered leaving this institution for another?										
Yes	52.0%	51.0%	50.1%	45.8%	52.3%	50.1%	60.5%	49.5%	50.2%	
No	48.0%	49.0%	49.9%	54.2%	47.7%	49.9%	39.5%	50.5%	49.8%	
Total(n)	102	1,987	5,237	59	1,059	2,955	43	928	2,282	
Changed academic institutions?										
Yes	7.8%	9.5%	9.5%	8.5%	8.8%	9.1%	7.0%	10.2%	10.0%	
No	92.2%	90.5%	90.5%	91.5%	91.2%	90.9%	93.0%	89.8%	90.0%	
Total(n)	102	1,987	5,239	59	1,059	2,956	43	928	2,283	
Engaged in paid consulting outside of your institution?										
Yes	47.1%	38.6%	42.8%	57.6%	40.6%	46.4%	32.6%	36.2%	38.1%	
No	52.9%	61.4%	57.2%	42.4%	59.4%	53.6%	67.4%	63.8%	61.9%	
Total(n)	102	1,987	5,238	59	1,059	2,957	43	928	2,281	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	68.6%	69.8%	69.3%	66.1%	69.1%	68.6%	72.1%	70.5%	70.2%	
No	31.4%	30.2%	30.7%	33.9%	30.9%	31.4%	27.9%	29.5%	29.8%	
Total(n)	102	1,987	5,238	59	1,059	2,957	43	928	2,281	
Received at least one firm job offer?										
Yes	22.5%	22.3%	23.1%	22.0%	21.5%	22.4%	23.3%	23.2%	23.9%	
No	77.5%	77.7%	76.9%	78.0%	78.5%	77.6%	76.7%	76.8%	76.1%	
Total(n)	102	1,987	5,237	59	1,059	2,955	43	928	2,282	
Requested/sought an early promotion?										
Yes	10.8%	9.8%	9.2%	10.2%	9.4%	9.1%	11.6%	10.1%	9.3%	
No	89.2%	90.2%	90.8%	89.8%	90.6%	90.9%	88.4%	89.9%	90.7%	
Total(n)	102	1,986	5,234	59	1,059	2,953	43	927	2,281	

California State University-Fresno	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	22.5%	34.6%	37.9%	20.3%	33.3%	39.0%	25.6%	36.0%	36.4%	
Probably yes	32.4%	34.6%	34.0%	30.5%	34.2%	33.6%	34.9%	35.1%	34.5%	
Not sure	18.6%	19.1%	16.3%	20.3%	20.2%	15.3%	16.3%	17.9%	17.7%	
Probably no	17.6%	7.7%	8.3%	16.9%	8.0%	8.5%	18.6%	7.2%	7.9%	
Definitely no	8.8%	4.0%	3.5%	11.9%	4.3%	3.6%	4.7%	3.8%	3.5%	
Total(n)	102	1,985	5,232	59	1,057	2,955	43	928	2,277	
Mean	3.42	3.88	3.94	3.31	3.84	3.96	3.58	3.92	3.92	
Standard deviation	1.26	1.09	1.09	1.30	1.10	1.10	1.20	1.08	1.08	
Significance	-	***	***	-	***	***	-	*	*	
Effect size	-	-0.42	-0.48	-	-0.48	-0.59	-	-0.31	-0.31	
Still want to be a college professor?										
Definitely yes	59.8%	64.9%	64.4%	66.1%	66.8%	67.4%	51.2%	62.6%	60.6%	
Probably yes	31.4%	24.7%	24.9%	23.7%	23.3%	23.1%	41.9%	26.3%	27.2%	
Not sure	4.9%	7.0%	7.4%	5.1%	7.0%	6.6%	4.7%	7.0%	8.5%	
Probably no	2.9%	2.7%	2.6%	3.4%	2.2%	2.3%	2.3%	3.2%	3.0%	
Definitely no	1.0%	0.8%	0.7%	1.7%	0.8%	0.6%	0.0%	0.9%	0.7%	
Total(n)	102	1,986	5,234	59	1,058	2,955	43	928	2,279	
Mean	4.46	4.50	4.50	4.49	4.53	4.54	4.42	4.47	4.44	
Standard deviation	0.80	0.80	0.80	0.88	0.78	0.77	0.70	0.83	0.83	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.05	-0.06	-	-0.06	-0.02	

California State University-Fresno	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	41.2%	56.4%	53.1%	39.0%	58.2%	55.3%	44.2%	54.4%	50.2%	
Somewhat descriptive	52.0%	38.1%	41.1%	54.2%	36.8%	39.5%	48.8%	39.7%	43.1%	
Not descriptive	6.9%	5.4%	5.9%	6.8%	5.0%	5.2%	7.0%	5.9%	6.7%	
Total(n)	102	1,987	5,227	59	1,059	2,954	43	928	2,273	
Mean	2.34	2.51	2.47	2.32	2.53	2.50	2.37	2.48	2.43	
Standard deviation	0.61	0.60	0.61	0.60	0.59	0.59	0.62	0.61	0.62	
Significance	-	**	*	-	**	*	-			
Effect size	-	-0.28	-0.21	-	-0.36	-0.31	-	-0.18	-0.10	
The faculty are typically at odds with campus administration										
Very descriptive	17.6%	18.1%	16.5%	18.6%	17.3%	15.5%	16.3%	19.0%	17.8%	
Somewhat descriptive	55.9%	51.6%	49.8%	54.2%	52.9%	49.9%	58.1%	50.1%	49.6%	
Not descriptive	26.5%	30.3%	33.7%	27.1%	29.8%	34.5%	25.6%	30.9%	32.6%	
Total(n)	102	1,988	5,228	59	1,060	2,954	43	928	2,274	
Mean	1.91	1.88	1.83	1.92	1.87	1.81	1.91	1.88	1.85	
Standard deviation	0.66	0.68	0.69	0.68	0.67	0.68	0.65	0.70	0.69	
Significance	-			-			-			
Effect size	-	0.04	0.12	-	0.07	0.16	-	0.04	0.09	
Faculty here respect each other										
Very descriptive	26.5%	41.4%	45.8%	28.8%	44.0%	48.6%	23.3%	38.5%	42.2%	
Somewhat descriptive	66.7%	52.5%	48.1%	62.7%	50.0%	46.0%	72.1%	55.4%	50.7%	
Not descriptive	6.9%	6.1%	6.1%	8.5%	6.0%	5.3%	4.7%	6.1%	7.2%	
Total(n)	102	1,988	5,234	59	1,060	2,956	43	928	2,278	
Mean	2.20	2.35	2.40	2.20	2.38	2.43	2.19	2.32	2.35	
Standard deviation	0.55	0.59	0.60	0.58	0.60	0.59	0.50	0.58	0.61	
Significance	-	*	***	-	*	**	-			
Effect size	-	-0.25	-0.33	-	-0.30	-0.39	-	-0.22	-0.26	

California State University-Fresno	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	4.9%	3.3%	3.6%	8.5%	3.8%	3.9%	0.0%	2.8%	3.3%	
Somewhat descriptive	29.4%	17.8%	20.0%	32.2%	18.6%	20.9%	25.6%	16.8%	18.9%	
Not descriptive	65.7%	78.9%	76.3%	59.3%	77.6%	75.2%	74.4%	80.4%	77.8%	
Total(n)	102	1,988	5,229	59	1,060	2,952	43	928	2,277	
Mean	1.39	1.24	1.27	1.49	1.26	1.29	1.26	1.22	1.26	
Standard deviation	0.58	0.50	0.52	0.65	0.52	0.53	0.44	0.48	0.51	
Significance	-	**	*	-	**	**	-			
Effect size	-	0.30	0.23	-	0.44	0.38	-	0.08	0.00	
Faculty are rewarded for being good teachers										
Very descriptive	9.8%	17.7%	17.5%	8.5%	17.5%	17.6%	11.6%	18.0%	17.5%	
Somewhat descriptive	56.9%	56.9%	57.8%	62.7%	57.1%	58.3%	48.8%	56.6%	57.2%	
Not descriptive	33.3%	25.4%	24.6%	28.8%	25.4%	24.1%	39.5%	25.4%	25.3%	
Total(n)	102	1,985	5,227	59	1,058	2,952	43	927	2,275	
Mean	1.76	1.92	1.93	1.80	1.92	1.93	1.72	1.93	1.92	
Standard deviation	0.62	0.65	0.65	0.58	0.65	0.64	0.67	0.65	0.65	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.25	-0.26	-	-0.18	-0.20	-	-0.32	-0.31	
There is respect for the expression of diverse values and beliefs										
Very descriptive	28.4%	34.5%	34.8%	32.2%	34.9%	34.5%	23.3%	33.9%	35.1%	
Somewhat descriptive	62.7%	57.4%	56.5%	57.6%	57.4%	57.4%	69.8%	57.5%	55.4%	
Not descriptive	8.8%	8.1%	8.7%	10.2%	7.7%	8.1%	7.0%	8.5%	9.5%	
Total(n)	102	1,988	5,230	59	1,060	2,954	43	928	2,276	
Mean	2.20	2.26	2.26	2.22	2.27	2.26	2.16	2.25	2.26	
Standard deviation	0.58	0.60	0.61	0.62	0.59	0.60	0.53	0.60	0.62	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.08	-0.07	-	-0.15	-0.16	

California State University-Fresno	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	23.5%	20.7%	19.0%	23.7%	19.7%	17.4%	23.3%	22.0%	21.1%	
Somewhat descriptive	59.8%	52.2%	52.3%	61.0%	52.6%	53.5%	58.1%	51.7%	50.6%	
Not descriptive	16.7%	27.0%	28.7%	15.3%	27.7%	29.1%	18.6%	26.3%	28.3%	
Total(n)	102	1,986	5,220	59	1,058	2,947	43	928	2,273	
Mean	2.07	1.94	1.90	2.08	1.92	1.88	2.05	1.96	1.93	
Standard deviation	0.63	0.69	0.68	0.62	0.68	0.67	0.65	0.69	0.70	
Significance	-		*	-		*	-			
Effect size	-	0.19	0.25	-	0.24	0.30	-	0.13	0.17	
Administrators consider faculty concerns when making policy										
Very descriptive	11.8%	19.2%	18.7%	13.6%	19.9%	19.6%	9.3%	18.4%	17.5%	
Somewhat descriptive	56.9%	55.0%	56.2%	61.0%	56.3%	56.6%	51.2%	53.4%	55.7%	
Not descriptive	31.4%	25.8%	25.1%	25.4%	23.7%	23.8%	39.5%	28.1%	26.8%	
Total(n)	102	1,986	5,227	59	1,058	2,951	43	928	2,276	
Mean	1.80	1.93	1.94	1.88	1.96	1.96	1.70	1.90	1.91	
Standard deviation	0.63	0.67	0.66	0.62	0.66	0.66	0.64	0.68	0.66	
Significance	-		*	-			-		*	
Effect size	-	-0.19	-0.21	-	-0.12	-0.12	-	-0.29	-0.32	
The administration is open about its policies										
Very descriptive	16.7%	21.8%	20.2%	20.3%	22.2%	21.0%	11.6%	21.4%	19.3%	
Somewhat descriptive	57.8%	52.7%	53.5%	59.3%	54.0%	53.3%	55.8%	51.3%	53.7%	
Not descriptive	25.5%	25.4%	26.3%	20.3%	23.8%	25.7%	32.6%	27.3%	27.0%	
Total(n)	102	1,987	5,229	59	1,059	2,952	43	928	2,277	
Mean	1.91	1.96	1.94	2.00	1.98	1.95	1.79	1.94	1.92	
Standard deviation	0.65	0.69	0.68	0.64	0.68	0.68	0.64	0.70	0.68	
Significance	-			-			-			
Effect size	-	-0.07	-0.04	-	0.03	0.07	-	-0.21	-0.19	

California State University-Fresno	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	14.0%	18.0%	16.5%	13.8%	14.3%	13.1%	14.3%	22.1%	20.9%	
Somewhat	61.0%	56.3%	55.2%	53.4%	55.1%	54.4%	71.4%	57.7%	56.3%	
Not at all	25.0%	25.7%	28.3%	32.8%	30.5%	32.5%	14.3%	20.2%	22.8%	
Total(n)	100	1,954	5,142	58	1,041	2,888	42	913	2,254	
Mean	1.89	1.92	1.88	1.81	1.84	1.81	2.00	2.02	1.98	
Standard deviation	0.62	0.66	0.66	0.66	0.65	0.65	0.54	0.65	0.66	
Significance	-			-			-			
Effect size	-	-0.05	0.02	-	-0.05	0.00	-	-0.03	0.03	
Child care										
Extensive	11.1%	13.9%	13.6%	7.0%	10.4%	10.0%	20.0%	19.0%	19.2%	
Somewhat	50.8%	35.4%	35.8%	55.8%	34.9%	35.4%	40.0%	36.2%	36.3%	
Not at all	38.1%	50.7%	50.6%	37.2%	54.7%	54.5%	40.0%	44.8%	44.5%	
Total(n)	63	1,219	3,303	43	724	2,006	20	495	1,297	
Mean	1.73	1.63	1.63	1.70	1.56	1.55	1.80	1.74	1.75	
Standard deviation	0.65	0.71	0.71	0.60	0.67	0.67	0.77	0.76	0.76	
Significance	-			-			-			
Effect size	-	0.14	0.14	-	0.21	0.22	-	0.08	0.07	
Care of elderly parent										
Extensive	9.1%	14.4%	14.1%	7.9%	10.2%	10.5%	10.7%	19.4%	19.2%	
Somewhat	43.9%	37.7%	39.3%	44.7%	35.7%	37.6%	42.9%	40.1%	41.7%	
Not at all	47.0%	47.9%	46.5%	47.4%	54.1%	51.9%	46.4%	40.5%	39.2%	
Total(n)	66	1,396	3,753	38	762	2,167	28	634	1,586	
Mean	1.62	1.66	1.68	1.61	1.56	1.59	1.64	1.79	1.80	
Standard deviation	0.65	0.71	0.71	0.64	0.67	0.67	0.68	0.75	0.74	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	0.07	0.03	-	-0.20	-0.22	

California State University-Fresno	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	6.2%	9.1%	8.3%	5.3%	7.4%	6.6%	7.5%	11.0%	10.6%	
Somewhat	51.5%	49.1%	46.7%	49.1%	49.1%	46.5%	55.0%	49.1%	46.9%	
Not at all	42.3%	41.8%	45.0%	45.6%	43.5%	46.8%	37.5%	39.9%	42.5%	
Total(n)	97	1,925	5,061	57	1,037	2,873	40	888	2,188	
Mean	1.64	1.67	1.63	1.60	1.64	1.60	1.70	1.71	1.68	
Standard deviation	0.60	0.63	0.63	0.59	0.62	0.61	0.61	0.65	0.65	
Significance	-			-			-			
Effect size	-	-0.05	0.02	-	-0.06	0.00	-	-0.02	0.03	
Health of spouse/partner										
Extensive	3.5%	9.3%	8.3%	0.0%	7.9%	7.1%	8.8%	11.1%	9.9%	
Somewhat	36.5%	37.2%	37.0%	35.3%	40.6%	39.6%	38.2%	32.9%	33.3%	
Not at all	60.0%	53.5%	54.7%	64.7%	51.5%	53.3%	52.9%	56.0%	56.8%	
Total(n)	85	1,706	4,507	51	961	2,687	34	745	1,820	
Mean	1.44	1.56	1.54	1.35	1.56	1.54	1.56	1.55	1.53	
Standard deviation	0.57	0.66	0.64	0.48	0.64	0.63	0.66	0.69	0.67	
Significance	-			-	*	*	-			
Effect size	-	-0.18	-0.16	-	-0.33	-0.30	-	0.01	0.04	
Review/promotion process										
Extensive	16.5%	14.9%	13.8%	14.9%	12.8%	11.1%	18.8%	17.5%	17.4%	
Somewhat	43.0%	35.6%	35.2%	36.2%	32.2%	31.8%	53.1%	39.7%	39.7%	
Not at all	40.5%	49.5%	51.0%	48.9%	55.1%	57.1%	28.1%	42.8%	42.9%	
Total(n)	79	1,729	4,525	47	933	2,573	32	796	1,952	
Mean	1.76	1.65	1.63	1.66	1.58	1.54	1.91	1.75	1.74	
Standard deviation	0.72	0.72	0.71	0.73	0.71	0.69	0.69	0.73	0.73	
Significance	-			-			-			
Effect size	-	0.15	0.18	-	0.11	0.17	-	0.22	0.23	

California State University-Fresno	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	7.7%	6.1%	5.5%	7.7%	3.8%	3.2%	7.7%	8.7%	8.5%	
Somewhat	30.8%	23.5%	21.7%	23.1%	16.7%	14.1%	41.0%	31.2%	31.4%	
Not at all	61.5%	70.4%	72.8%	69.2%	79.5%	82.7%	51.3%	60.1%	60.1%	
Total(n)	91	1,787	4,723	52	948	2,647	39	839	2,076	
Mean	1.46	1.36	1.33	1.38	1.24	1.21	1.56	1.49	1.48	
Standard deviation	0.64	0.59	0.58	0.63	0.51	0.48	0.64	0.65	0.65	
Significance	-		*	-		*	-			
Effect size	-	0.17	0.22	-	0.27	0.35	-	0.11	0.12	
Personal finances										
Extensive	20.0%	16.9%	14.2%	16.1%	15.0%	12.4%	25.6%	19.0%	16.6%	
Somewhat	50.5%	49.9%	48.0%	57.1%	51.3%	48.6%	41.0%	48.3%	47.1%	
Not at all	29.5%	33.2%	37.8%	26.8%	33.7%	39.0%	33.3%	32.7%	36.4%	
Total(n)	95	1,938	5,113	56	1,038	2,893	39	900	2,220	
Mean	1.91	1.84	1.76	1.89	1.81	1.73	1.92	1.86	1.80	
Standard deviation	0.70	0.69	0.68	0.65	0.67	0.67	0.77	0.71	0.70	
Significance	-		*	-			-			
Effect size	-	0.10	0.22	-	0.12	0.24	-	0.08	0.17	
Committee work										
Extensive	18.4%	19.2%	17.3%	16.4%	16.0%	14.2%	20.9%	22.8%	21.3%	
Somewhat	51.0%	57.5%	56.7%	50.9%	58.3%	57.7%	51.2%	56.6%	55.4%	
Not at all	30.6%	23.3%	26.0%	32.7%	25.7%	28.1%	27.9%	20.6%	23.3%	
Total(n)	98	1,959	5,166	55	1,042	2,917	43	917	2,249	
Mean	1.88	1.96	1.91	1.84	1.90	1.86	1.93	2.02	1.98	
Standard deviation	0.69	0.65	0.65	0.69	0.64	0.64	0.70	0.66	0.67	
Significance	-			-			-			
Effect size	-	-0.12	-0.05	-	-0.09	-0.03	-	-0.14	-0.07	Career Related Stress

California State University-Fresno	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	7.8%	13.9%	11.7%	6.8%	11.8%	9.9%	9.3%	16.3%	14.2%	
Somewhat	52.0%	52.1%	50.1%	54.2%	51.2%	49.9%	48.8%	53.1%	50.4%	
Not at all	40.2%	34.0%	38.2%	39.0%	37.0%	40.2%	41.9%	30.7%	35.5%	
Total(n)	102	1,974	5,194	59	1,051	2,935	43	923	2,259	
Mean	1.68	1.80	1.74	1.68	1.75	1.70	1.67	1.86	1.79	
Standard deviation	0.62	0.66	0.66	0.60	0.65	0.64	0.64	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.18	-0.09	-	-0.11	-0.03	-	-0.28	-0.18	
Colleagues										
Extensive	14.9%	17.7%	15.4%	13.8%	16.1%	13.0%	16.3%	19.5%	18.6%	
Somewhat	62.4%	58.8%	58.2%	60.3%	58.0%	57.8%	65.1%	59.7%	58.8%	
Not at all	22.8%	23.5%	26.3%	25.9%	25.9%	29.2%	18.6%	20.8%	22.6%	
Total(n)	101	1,984	5,226	58	1,056	2,949	43	928	2,277	
Mean	1.92	1.94	1.89	1.88	1.90	1.84	1.98	1.99	1.96	
Standard deviation	0.61	0.64	0.64	0.62	0.64	0.63	0.60	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.03	0.05	-	-0.03	0.06	-	-0.02	0.03	
Students										
Extensive	5.0%	4.8%	3.8%	1.7%	4.3%	3.5%	9.5%	5.4%	4.2%	
Somewhat	44.6%	55.0%	53.1%	45.8%	53.0%	50.9%	42.9%	57.3%	55.9%	
Not at all	50.5%	40.2%	43.1%	52.5%	42.7%	45.5%	47.6%	37.2%	40.0%	
Total(n)	101	1,975	5,199	59	1,054	2,938	42	921	2,261	
Mean	1.54	1.65	1.61	1.49	1.62	1.58	1.62	1.68	1.64	
Standard deviation	0.59	0.57	0.56	0.54	0.57	0.56	0.66	0.57	0.56	
Significance	-			-			-			
Effect size	-	-0.19	-0.13	-	-0.23	-0.16	-	-0.11	-0.04	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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										Career Related Stress
Extensive	17.3%	12.0%	14.3%	13.6%	10.0%	12.8%	23.1%	14.4%	16.4%	
Somewhat	44.9%	49.7%	51.6%	47.5%	47.9%	51.0%	41.0%	51.7%	52.4%	
Not at all	37.8%	38.3%	34.0%	39.0%	42.1%	36.2%	35.9%	33.9%	31.2%	
Total(n)	98	1,898	5,013	59	1,024	2,870	39	874	2,143	
Mean	1.80	1.74	1.80	1.75	1.68	1.77	1.87	1.81	1.85	
Standard deviation	0.72	0.66	0.67	0.68	0.65	0.66	0.77	0.67	0.67	
Significance	-			-			-			
Effect size	-	0.09	0.00	-	0.11	-0.03	-	0.09	0.03	
Institutional procedures and "red tape"										
Extensive	28.4%	26.2%	25.4%	28.8%	26.5%	26.0%	27.9%	25.9%	24.6%	
Somewhat	55.9%	56.7%	55.4%	55.9%	57.4%	55.6%	55.8%	55.8%	55.0%	
Not at all	15.7%	17.1%	19.2%	15.3%	16.1%	18.4%	16.3%	18.3%	20.4%	
Total(n)	102	1,977	5,204	59	1,054	2,942	43	923	2,262	
Mean	2.13	2.09	2.06	2.14	2.10	2.08	2.12	2.08	2.04	
Standard deviation	0.66	0.65	0.67	0.66	0.64	0.66	0.66	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.06	0.09	-	0.06	0.12	
Teaching load										Career Related Stress
Extensive	22.7%	19.9%	13.9%	20.7%	18.1%	11.5%	25.6%	22.1%	17.1%	
Somewhat	42.3%	41.6%	39.7%	41.4%	40.9%	39.2%	43.6%	42.5%	40.3%	
Not at all	35.1%	38.4%	46.4%	37.9%	41.0%	49.3%	30.8%	35.4%	42.6%	
Total(n)	97	1,931	5,070	58	1,041	2,891	39	890	2,179	
Mean	1.88	1.82	1.67	1.83	1.77	1.62	1.95	1.87	1.74	
Standard deviation	0.75	0.74	0.71	0.75	0.73	0.68	0.76	0.75	0.73	
Significance	-		**	-		*	-			
Effect size	-	0.08	0.30	-	0.08	0.31	-	0.11	0.29	

California State University-Fresno	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	7.2%	8.4%	8.9%	4.4%	6.6%	7.6%	12.5%	10.6%	10.8%	
Somewhat	43.5%	40.9%	40.7%	35.6%	37.9%	38.8%	58.3%	44.9%	43.6%	
Not at all	49.3%	50.8%	50.4%	60.0%	55.5%	53.6%	29.2%	44.5%	45.6%	
Total(n)	69	1,377	3,744	45	782	2,245	24	595	1,499	
Mean	1.58	1.58	1.58	1.44	1.51	1.54	1.83	1.66	1.65	
Standard deviation	0.63	0.64	0.65	0.59	0.62	0.63	0.64	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.11	-0.16	-	0.26	0.27	
Friction with spouse/partner										
Extensive	7.1%	6.2%	5.8%	5.9%	6.1%	5.5%	9.1%	6.3%	6.2%	
Somewhat	25.0%	25.6%	24.5%	25.5%	27.3%	24.7%	24.2%	23.4%	24.1%	
Not at all	67.9%	68.2%	69.7%	68.6%	66.6%	69.8%	66.7%	70.3%	69.6%	
Total(n)	84	1,665	4,444	51	938	2,655	33	727	1,789	
Mean	1.39	1.38	1.36	1.37	1.39	1.36	1.42	1.36	1.37	
Standard deviation	0.62	0.60	0.59	0.60	0.60	0.58	0.66	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.02	0.05	-	-0.03	0.02	-	0.10	0.08	
Lack of personal time										
Extensive	38.2%	36.4%	34.2%	33.9%	28.4%	27.2%	44.2%	45.6%	43.2%	
Somewhat	49.0%	48.4%	49.7%	50.8%	51.3%	51.9%	46.5%	45.1%	46.8%	
Not at all	12.7%	15.2%	16.1%	15.3%	20.3%	20.8%	9.3%	9.3%	10.0%	
Total(n)	102	1,983	5,227	59	1,057	2,948	43	926	2,279	
Mean	2.25	2.21	2.18	2.19	2.08	2.06	2.35	2.36	2.33	
Standard deviation	0.67	0.69	0.69	0.68	0.69	0.69	0.65	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.16	0.19	-	-0.02	0.03	Career Related Stress

California State University-Fresno	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	9.8%	10.5%	9.3%	5.1%	8.0%	6.9%	16.3%	13.4%	12.4%	
Somewhat	51.0%	51.6%	50.5%	49.2%	50.9%	49.1%	53.5%	52.4%	52.3%	
Not at all	39.2%	37.9%	40.2%	45.8%	41.1%	44.0%	30.2%	34.2%	35.3%	
Total(n)	102	1,980	5,216	59	1,054	2,941	43	926	2,275	
Mean	1.71	1.73	1.69	1.59	1.67	1.63	1.86	1.79	1.77	
Standard deviation	0.64	0.64	0.63	0.59	0.62	0.61	0.68	0.66	0.65	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	-0.13	-0.07	-	0.11	0.14	
Job security										
Extensive	8.0%	5.2%	4.9%	5.2%	4.1%	3.9%	11.9%	6.4%	6.2%	
Somewhat	29.0%	23.0%	20.2%	29.3%	23.2%	18.9%	28.6%	22.7%	21.8%	
Not at all	63.0%	71.9%	74.9%	65.5%	72.7%	77.2%	59.5%	70.9%	71.9%	
Total(n)	100	1,952	5,137	58	1,047	2,912	42	905	2,225	
Mean	1.45	1.33	1.30	1.40	1.31	1.27	1.52	1.35	1.34	
Standard deviation	0.64	0.57	0.56	0.59	0.55	0.52	0.71	0.60	0.59	
Significance	-	*	**	-			-			
Effect size	-	0.21	0.27	-	0.16	0.25	-	0.28	0.31	
Being part of a dual career couple										
Extensive	9.5%	6.9%	7.3%	6.8%	5.5%	6.1%	13.3%	8.6%	9.0%	
Somewhat	33.8%	37.5%	37.5%	31.8%	34.9%	34.7%	36.7%	40.6%	41.4%	
Not at all	56.8%	55.6%	55.2%	61.4%	59.7%	59.2%	50.0%	50.8%	49.6%	
Total(n)	74	1,594	4,226	44	875	2,470	30	719	1,756	
Mean	1.53	1.51	1.52	1.45	1.46	1.47	1.63	1.58	1.59	
Standard deviation	0.67	0.62	0.63	0.63	0.60	0.61	0.72	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	-0.02	-0.03	-	0.08	0.06	

California State University-Fresno	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	29.7%	18.9%	14.6%	30.5%	18.0%	13.7%	28.6%	19.9%	15.8%	
Somewhat	47.5%	57.2%	54.3%	45.8%	56.6%	53.5%	50.0%	58.0%	55.2%	
Not at all	22.8%	23.9%	31.1%	23.7%	25.4%	32.7%	21.4%	22.2%	29.0%	
Total(n)	101	1,969	5,115	59	1,053	2,899	42	916	2,216	
Mean	2.07	1.95	1.84	2.07	1.93	1.81	2.07	1.98	1.87	
Standard deviation	0.72	0.65	0.66	0.74	0.66	0.65	0.71	0.65	0.66	
Significance	-		***	-		**	-			
Effect size	-	0.18	0.35	-	0.21	0.40	-	0.14	0.30	
Self-imposed high expectations										
Extensive	26.7%	26.4%	26.1%	25.9%	22.0%	22.7%	27.9%	31.4%	30.6%	
Somewhat	57.4%	57.0%	57.4%	51.7%	57.6%	57.6%	65.1%	56.3%	57.1%	
Not at all	15.8%	16.6%	16.5%	22.4%	20.4%	19.6%	7.0%	12.3%	12.4%	
Total(n)	101	1,980	5,213	58	1,055	2,939	43	925	2,274	
Mean	2.11	2.10	2.10	2.03	2.02	2.03	2.21	2.19	2.18	
Standard deviation	0.65	0.65	0.65	0.70	0.65	0.65	0.56	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.02	0.00	-	0.03	0.05	
Change in work responsibilities										
Extensive	18.6%	18.5%	17.2%	14.3%	14.1%	13.7%	24.4%	23.6%	21.8%	
Somewhat	45.4%	45.8%	45.8%	48.2%	44.2%	43.4%	41.5%	47.7%	48.9%	
Not at all	36.1%	35.6%	37.0%	37.5%	41.7%	43.0%	34.1%	28.6%	29.3%	
Total(n)	97	1,905	5,050	56	1,021	2,859	41	884	2,191	
Mean	1.82	1.83	1.80	1.77	1.72	1.71	1.90	1.95	1.93	
Standard deviation	0.72	0.72	0.71	0.69	0.69	0.69	0.77	0.72	0.71	
Significance	-			-			-			
Effect size	-	-0.01	0.03	-	0.07	0.09	-	-0.07	-0.04	

California State University-Fresno	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	53.9%	41.5%	32.2%	49.2%	41.0%	30.9%	60.5%	42.0%	33.8%	
Somewhat	43.1%	46.8%	46.8%	49.2%	46.4%	46.6%	34.9%	47.1%	47.0%	
Not at all	2.9%	11.7%	21.0%	1.7%	12.5%	22.5%	4.7%	10.9%	19.1%	
Total(n)	102	1,976	5,174	59	1,055	2,927	43	921	2,247	
Mean	2.51	2.30	2.11	2.47	2.29	2.08	2.56	2.31	2.15	
Standard deviation	0.56	0.67	0.72	0.54	0.67	0.73	0.59	0.66	0.71	
Significance	-	**	***	-	*	***	-	*	***	
Effect size	-	0.31	0.56	-	0.27	0.53	-	0.38	0.58	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	9.8%	8.7%	12.0%	11.9%	8.3%	13.0%	7.0%	9.1%	10.8%	Job Satisfaction: Compensation
Satisfied	31.4%	38.2%	41.4%	27.1%	38.1%	42.2%	37.2%	38.3%	40.5%	
Marginally satisfied	32.4%	31.6%	29.1%	35.6%	31.9%	28.0%	27.9%	31.2%	30.5%	
Not satisfied	26.5%	21.5%	17.4%	25.4%	21.7%	16.8%	27.9%	21.3%	18.2%	
Total(n)	102	1,989	5,233	59	1,060	2,957	43	929	2,276	
Mean	2.25	2.34	2.48	2.25	2.33	2.51	2.23	2.35	2.44	
Standard deviation	0.96	0.91	0.92	0.98	0.91	0.92	0.95	0.92	0.91	
Significance	-		*	-		*	-			
Effect size	-	-0.10	-0.25	-	-0.09	-0.28	-	-0.13	-0.23	
Health benefits										
Very satisfied	31.7%	22.3%	21.8%	36.2%	21.6%	21.1%	25.6%	23.0%	22.7%	
Satisfied	51.5%	52.6%	51.2%	46.6%	52.5%	50.2%	58.1%	52.7%	52.6%	
Marginally satisfied	14.9%	19.0%	20.1%	17.2%	19.9%	20.9%	11.6%	17.9%	19.0%	
Not satisfied	2.0%	6.2%	6.9%	0.0%	6.0%	7.8%	4.7%	6.4%	5.7%	
Total(n)	101	1,971	5,166	58	1,054	2,931	43	917	2,235	
Mean	3.13	2.91	2.88	3.19	2.90	2.85	3.05	2.92	2.92	
Standard deviation	0.73	0.81	0.82	0.71	0.80	0.84	0.75	0.81	0.80	
Significance	-	**	**	-	**	**	-			
Effect size	-	0.27	0.30	-	0.36	0.40	-	0.16	0.16	

California State University-Fresno	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	28.3%	18.4%	17.5%	28.1%	18.9%	17.9%	28.6%	17.8%	17.0%	
Satisfied	50.5%	51.8%	51.4%	52.6%	51.9%	50.7%	47.6%	51.7%	52.4%	
Marginally satisfied	17.2%	23.2%	23.5%	17.5%	23.4%	23.8%	16.7%	23.1%	23.2%	
Not satisfied	4.0%	6.6%	7.6%	1.8%	5.9%	7.7%	7.1%	7.4%	7.4%	
Total(n)	99	1,964	5,152	57	1,049	2,919	42	915	2,233	
Mean	3.03	2.82	2.79	3.07	2.84	2.79	2.98	2.80	2.79	
Standard deviation	0.79	0.81	0.82	0.73	0.80	0.82	0.87	0.82	0.81	
Significance	-	*	**	-	*	*	-	-	-	
Effect size	-	0.26	0.29	-	0.29	0.34	-	0.22	0.23	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	12.7%	9.5%	14.6%	15.3%	10.4%	16.8%	9.3%	8.5%	11.8%	
Satisfied	37.3%	40.4%	44.0%	45.8%	43.6%	46.8%	25.6%	36.8%	40.4%	
Marginally satisfied	23.5%	29.1%	25.7%	15.3%	28.6%	24.0%	34.9%	29.6%	28.0%	
Not satisfied	26.5%	21.0%	15.7%	23.7%	17.4%	12.5%	30.2%	25.1%	19.9%	
Total(n)	102	1,957	5,139	59	1,046	2,914	43	911	2,225	
Mean	2.36	2.38	2.58	2.53	2.47	2.68	2.14	2.29	2.44	
Standard deviation	1.01	0.92	0.92	1.02	0.90	0.90	0.97	0.94	0.94	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	-0.02	-0.24	-	0.07	-0.17	-	-0.16	-0.32	
Teaching load										Job Satisfaction: Compensation
Very satisfied	5.2%	8.7%	12.7%	6.8%	9.1%	14.1%	2.6%	8.3%	10.9%	
Satisfied	40.2%	43.4%	50.4%	44.1%	45.9%	52.6%	34.2%	40.5%	47.5%	
Marginally satisfied	24.7%	26.6%	22.0%	22.0%	24.9%	20.3%	28.9%	28.6%	24.3%	
Not satisfied	29.9%	21.3%	14.9%	27.1%	20.2%	13.0%	34.2%	22.6%	17.3%	
Total(n)	97	1,930	5,027	59	1,038	2,862	38	892	2,165	
Mean	2.21	2.39	2.61	2.31	2.44	2.68	2.05	2.34	2.52	
Standard deviation	0.93	0.92	0.89	0.95	0.91	0.87	0.90	0.92	0.90	
Significance	-	-	***	-	-	**	-	-	**	
Effect size	-	-0.20	-0.45	-	-0.14	-0.43	-	-0.32	-0.52	

California State University-Fresno	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	8.0%	7.2%	11.8%	10.2%	7.1%	11.9%	4.9%	7.3%	11.5%	
Satisfied	30.0%	46.3%	48.3%	25.4%	42.4%	46.2%	36.6%	50.8%	51.1%	
Marginally satisfied	36.0%	32.8%	29.1%	39.0%	34.8%	29.7%	31.7%	30.4%	28.4%	
Not satisfied	26.0%	13.8%	10.8%	25.4%	15.7%	12.2%	26.8%	11.5%	9.0%	
Total(n)	100	1,978	5,182	59	1,059	2,938	41	919	2,244	
Mean	2.20	2.47	2.61	2.20	2.41	2.58	2.20	2.54	2.65	
Standard deviation	0.92	0.82	0.83	0.94	0.84	0.85	0.90	0.79	0.80	
Significance	-	**	***	-		***	-	**	***	
Effect size	-	-0.33	-0.49	-	-0.25	-0.45	-	-0.43	-0.56	
Office/lab space										
Very satisfied	19.8%	21.8%	24.0%	24.1%	22.1%	23.8%	14.0%	21.5%	24.4%	
Satisfied	43.6%	49.7%	48.1%	43.1%	48.9%	48.3%	44.2%	50.5%	47.8%	
Marginally satisfied	20.8%	15.8%	16.4%	12.1%	16.1%	16.4%	32.6%	15.6%	16.4%	
Not satisfied	15.8%	12.7%	11.4%	20.7%	12.8%	11.4%	9.3%	12.5%	11.4%	
Total(n)	101	1,957	5,157	58	1,044	2,911	43	913	2,246	
Mean	2.67	2.81	2.85	2.71	2.80	2.85	2.63	2.81	2.85	
Standard deviation	0.97	0.92	0.92	1.06	0.93	0.91	0.85	0.91	0.92	
Significance	-			-			-			
Effect size	-	-0.15	-0.20	-	-0.10	-0.15	-	-0.20	-0.24	
Autonomy and independence										
Very satisfied	33.3%	33.8%	35.6%	32.2%	35.0%	36.8%	34.9%	32.5%	34.1%	
Satisfied	44.1%	49.5%	49.1%	42.4%	48.3%	48.5%	46.5%	50.8%	49.8%	
Marginally satisfied	14.7%	13.1%	12.0%	13.6%	12.5%	11.3%	16.3%	13.9%	12.9%	
Not satisfied	7.8%	3.6%	3.4%	11.9%	4.3%	3.5%	2.3%	2.8%	3.3%	
Total(n)	102	1,985	5,231	59	1,058	2,952	43	927	2,279	
Mean	3.03	3.14	3.17	2.95	3.14	3.19	3.14	3.13	3.15	
Standard deviation	0.90	0.77	0.76	0.97	0.79	0.76	0.77	0.75	0.76	
Significance	-			-		*	-			
Effect size	-	-0.14	-0.18	-	-0.24	-0.32	-	0.01	-0.01	Job Satisfaction: Workplace

California State University-Fresno	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	20.8%	27.6%	28.7%	27.6%	28.1%	29.7%	11.6%	27.1%	27.3%	
Satisfied	62.4%	53.0%	52.0%	56.9%	52.5%	52.0%	69.8%	53.6%	51.9%	
Marginally satisfied	8.9%	14.1%	14.3%	6.9%	14.5%	13.5%	11.6%	13.6%	15.4%	
Not satisfied	7.9%	5.3%	5.0%	8.6%	5.0%	4.8%	7.0%	5.7%	5.4%	
Total(n)	101	1,985	5,232	58	1,058	2,954	43	927	2,278	
Mean	2.96	3.03	3.04	3.03	3.04	3.07	2.86	3.02	3.01	
Standard deviation	0.79	0.79	0.79	0.84	0.79	0.79	0.71	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.01	-0.05	-	-0.20	-0.19	
Social relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	16.5%	19.6%	19.4%	21.1%	18.2%	18.5%	10.0%	21.1%	20.6%	
Satisfied	46.4%	50.5%	50.6%	36.8%	50.4%	50.8%	60.0%	50.7%	50.5%	
Marginally satisfied	25.8%	21.4%	21.7%	29.8%	23.1%	22.8%	20.0%	19.4%	20.3%	
Not satisfied	11.3%	8.5%	8.2%	12.3%	8.2%	7.8%	10.0%	8.8%	8.7%	
Total(n)	97	1,906	5,032	57	1,020	2,858	40	886	2,174	
Mean	2.68	2.81	2.81	2.67	2.79	2.80	2.70	2.84	2.83	
Standard deviation	0.88	0.85	0.84	0.95	0.84	0.83	0.79	0.86	0.85	
Significance	-			-			-			
Effect size	-	-0.15	-0.15	-	-0.14	-0.16	-	-0.16	-0.15	
Competency of colleagues										Job Satisfaction: Workplace
Very satisfied	15.7%	23.2%	25.8%	18.6%	23.4%	26.4%	11.6%	23.0%	25.0%	
Satisfied	49.0%	52.2%	52.1%	44.1%	51.5%	52.0%	55.8%	53.0%	52.3%	
Marginally satisfied	26.5%	18.6%	17.4%	27.1%	17.9%	16.6%	25.6%	19.3%	18.4%	
Not satisfied	8.8%	6.0%	4.7%	10.2%	7.2%	5.0%	7.0%	4.7%	4.3%	
Total(n)	102	1,988	5,230	59	1,059	2,953	43	929	2,277	
Mean	2.72	2.93	2.99	2.71	2.91	3.00	2.72	2.94	2.98	
Standard deviation	0.84	0.81	0.79	0.89	0.83	0.79	0.77	0.78	0.78	
Significance	-	*	***	-		**	-		*	
Effect size	-	-0.26	-0.34	-	-0.24	-0.37	-	-0.28	-0.33	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	24.8%	34.7%	38.6%	24.1%	37.4%	41.3%	25.6%	31.6%	35.0%	
Satisfied	48.5%	49.3%	46.6%	50.0%	47.2%	45.0%	46.5%	51.7%	48.8%	
Marginally satisfied	19.8%	11.8%	10.6%	20.7%	11.7%	10.4%	18.6%	11.9%	10.8%	
Not satisfied	6.9%	4.3%	4.2%	5.2%	3.7%	3.3%	9.3%	4.9%	5.3%	
Total(n)	101	1,971	5,205	58	1,052	2,942	43	919	2,263	
Mean	2.91	3.14	3.20	2.93	3.18	3.24	2.88	3.10	3.14	
Standard deviation	0.85	0.78	0.79	0.81	0.78	0.77	0.91	0.79	0.81	
Significance	-	**	***	-	*	**	-	-	*	
Effect size	-	-0.29	-0.37	-	-0.32	-0.40	-	-0.28	-0.32	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	27.6%	32.6%	32.5%	37.5%	35.3%	35.5%	14.3%	29.6%	28.7%	
Satisfied	48.0%	42.0%	40.4%	41.1%	42.1%	39.9%	57.1%	41.9%	41.1%	
Marginally satisfied	10.2%	15.0%	15.9%	7.1%	13.7%	15.0%	14.3%	16.4%	17.0%	
Not satisfied	14.3%	10.4%	11.2%	14.3%	8.9%	9.6%	14.3%	12.1%	13.2%	
Total(n)	98	1,900	5,007	56	1,000	2,810	42	900	2,197	
Mean	2.89	2.97	2.94	3.02	3.04	3.01	2.71	2.89	2.85	
Standard deviation	0.97	0.94	0.96	1.02	0.92	0.94	0.89	0.97	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.05	-	-0.02	0.01	-	-0.19	-0.14	
Course assignments										Job Satisfaction: Workplace
Very satisfied	28.9%	32.6%	31.8%	32.8%	33.0%	31.9%	23.1%	32.1%	31.6%	
Satisfied	55.7%	55.4%	56.2%	53.4%	55.9%	57.2%	59.0%	54.8%	54.8%	
Marginally satisfied	13.4%	10.0%	10.0%	10.3%	9.4%	9.3%	17.9%	10.6%	10.9%	
Not satisfied	2.1%	2.1%	2.0%	3.4%	1.7%	1.5%	0.0%	2.5%	2.6%	
Total(n)	97	1,896	4,902	58	1,017	2,788	39	879	2,114	
Mean	3.11	3.19	3.18	3.16	3.20	3.20	3.05	3.16	3.15	
Standard deviation	0.71	0.69	0.68	0.74	0.67	0.66	0.65	0.71	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.10	-	-0.06	-0.06	-	-0.15	-0.14	

California State University-Fresno	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	43.3%	55.8%	54.4%	43.1%	56.5%	54.5%	43.6%	55.0%	54.2%	
Satisfied	45.4%	38.8%	40.2%	44.8%	38.3%	40.2%	46.2%	39.4%	40.1%	
Marginally satisfied	10.3%	4.5%	4.4%	10.3%	4.7%	4.5%	10.3%	4.2%	4.2%	
Not satisfied	1.0%	0.9%	1.1%	1.7%	0.5%	0.8%	0.0%	1.5%	1.5%	
Total(n)	97	1,925	4,993	58	1,034	2,840	39	891	2,153	
Mean	3.31	3.49	3.48	3.29	3.51	3.49	3.33	3.48	3.47	
Standard deviation	0.70	0.63	0.63	0.73	0.61	0.62	0.66	0.65	0.65	
Significance	-	**	**	-	**	*	-			
Effect size	-	-0.29	-0.27	-	-0.36	-0.32	-	-0.23	-0.22	
Availability of child care at this institution										
Very satisfied	11.1%	13.3%	9.8%	11.1%	14.8%	10.2%	11.1%	11.6%	9.2%	
Satisfied	16.7%	23.3%	20.5%	11.1%	26.2%	23.8%	22.2%	19.8%	16.6%	
Marginally satisfied	33.3%	13.5%	14.9%	44.4%	14.3%	16.2%	22.2%	12.6%	13.3%	
Not satisfied	38.9%	49.9%	54.8%	33.3%	44.7%	49.8%	44.4%	56.0%	60.8%	
Total(n)	18	451	1,188	9	244	647	9	207	541	
Mean	2.00	2.00	1.85	2.00	2.11	1.94	2.00	1.87	1.74	
Standard deviation	1.03	1.13	1.06	1.00	1.14	1.07	1.12	1.10	1.04	
Significance	-			-			-			
Effect size	-	0.00	0.14	-	-0.10	0.06	-	0.12	0.25	
Prospects for career advancement										
Very satisfied	7.4%	9.5%	11.6%	9.3%	11.3%	12.5%	5.0%	7.5%	10.4%	
Satisfied	39.4%	45.2%	45.9%	42.6%	45.9%	47.6%	35.0%	44.3%	43.7%	
Marginally satisfied	28.7%	29.2%	26.3%	29.6%	29.2%	25.1%	27.5%	29.3%	27.7%	
Not satisfied	24.5%	16.1%	16.2%	18.5%	13.7%	14.7%	32.5%	18.9%	18.1%	
Total(n)	94	1,825	4,791	54	974	2,685	40	851	2,106	
Mean	2.30	2.48	2.53	2.43	2.55	2.58	2.13	2.40	2.46	
Standard deviation	0.93	0.87	0.90	0.90	0.86	0.89	0.94	0.88	0.91	
Significance	-		*	-			-		*	
Effect size	-	-0.21	-0.26	-	-0.14	-0.17	-	-0.31	-0.36	
										Job Satisfaction: Compensation

California State University-Fresno	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	17.8%	19.1%	18.2%	15.3%	20.6%	18.7%	21.4%	17.4%	17.4%	
Satisfied	34.7%	39.6%	39.2%	42.4%	41.2%	41.1%	23.8%	37.7%	36.8%	
Marginally satisfied	18.8%	22.2%	23.9%	11.9%	22.2%	24.1%	28.6%	22.2%	23.6%	
Not satisfied	28.7%	19.1%	18.7%	30.5%	16.0%	16.0%	26.2%	22.6%	22.2%	
Total(n)	101	1,977	5,209	59	1,054	2,943	42	923	2,266	
Mean	2.42	2.59	2.57	2.42	2.66	2.63	2.40	2.50	2.49	
Standard deviation	1.09	1.00	0.99	1.09	0.98	0.96	1.11	1.03	1.02	
Significance	-			-			-			
Effect size	-	-0.17	-0.15	-	-0.24	-0.22	-	-0.10	-0.09	
Overall job satisfaction										
Very satisfied	18.6%	19.9%	22.7%	27.1%	21.6%	24.8%	7.0%	18.0%	19.9%	
Satisfied	54.9%	55.3%	54.7%	49.2%	54.2%	53.8%	62.8%	56.5%	55.9%	
Marginally satisfied	23.5%	20.0%	18.4%	18.6%	19.4%	17.2%	30.2%	20.7%	19.9%	
Not satisfied	2.9%	4.8%	4.2%	5.1%	4.7%	4.1%	0.0%	4.8%	4.4%	
Total(n)	102	1,989	5,238	59	1,060	2,957	43	929	2,281	
Mean	2.89	2.90	2.96	2.98	2.93	2.99	2.77	2.88	2.91	
Standard deviation	0.73	0.76	0.76	0.82	0.77	0.77	0.57	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.01	-0.09	-	0.06	-0.01	-	-0.15	-0.19	
Tuition remission for your children/dependents										
Very satisfied	24.4%	20.9%	26.7%	25.0%	20.2%	25.3%	23.5%	21.8%	29.1%	
Satisfied	44.4%	31.0%	31.9%	32.1%	29.9%	31.8%	64.7%	32.6%	32.1%	
Marginally satisfied	13.3%	15.3%	13.1%	21.4%	14.9%	13.2%	0.0%	15.9%	12.9%	
Not satisfied	17.8%	32.9%	28.3%	21.4%	34.9%	29.8%	11.8%	29.7%	25.9%	
Total(n)	45	968	2,742	28	578	1,693	17	390	1,049	
Mean	2.76	2.40	2.57	2.61	2.35	2.53	3.00	2.46	2.64	
Standard deviation	1.03	1.15	1.16	1.10	1.16	1.16	0.87	1.13	1.15	
Significance	-	*		-			-			
Effect size	-	0.31	0.16	-	0.22	0.07	-	0.48	0.31	

California State University-Fresno	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	9.8%	19.7%	20.6%	10.2%	18.1%	19.7%	9.3%	21.4%	21.8%	
Agree somewhat	69.6%	67.6%	64.4%	66.1%	69.1%	64.9%	74.4%	65.8%	63.7%	
Disagree somewhat	14.7%	10.6%	13.1%	18.6%	10.6%	13.6%	9.3%	10.6%	12.5%	
Disagree strongly	5.9%	2.2%	1.8%	5.1%	2.2%	1.7%	7.0%	2.2%	1.9%	
Total(n)	102	1,987	5,220	59	1,059	2,947	43	928	2,273	
Mean	2.83	3.05	3.04	2.81	3.03	3.03	2.86	3.07	3.05	
Standard deviation	0.68	0.62	0.64	0.68	0.61	0.63	0.68	0.63	0.65	
Significance	-	***	**	-	**	**	-	*		
Effect size	-	-0.35	-0.33	-	-0.36	-0.35	-	-0.33	-0.29	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	12.9%	16.2%	16.0%	8.5%	11.0%	10.6%	19.0%	22.2%	23.0%	
Agree somewhat	40.6%	44.0%	42.1%	39.0%	41.3%	40.0%	42.9%	47.1%	44.7%	
Disagree somewhat	31.7%	32.9%	34.7%	37.3%	38.1%	39.8%	23.8%	26.8%	28.2%	
Disagree strongly	14.9%	6.9%	7.2%	15.3%	9.5%	9.6%	14.3%	3.9%	4.1%	
Total(n)	101	1,983	5,204	59	1,059	2,943	42	924	2,261	
Mean	2.51	2.70	2.67	2.41	2.54	2.52	2.67	2.88	2.87	
Standard deviation	0.90	0.82	0.83	0.85	0.81	0.81	0.95	0.79	0.81	
Significance	-	*		-			-			
Effect size	-	-0.23	-0.19	-	-0.16	-0.14	-	-0.27	-0.25	
Faculty feel that most students are well-prepared academically										
Agree strongly	2.9%	2.2%	6.0%	5.1%	2.4%	6.1%	0.0%	2.0%	5.9%	
Agree somewhat	15.7%	29.0%	36.3%	11.9%	26.0%	35.6%	20.9%	32.5%	37.3%	
Disagree somewhat	46.1%	48.7%	43.3%	45.8%	52.1%	44.0%	46.5%	44.8%	42.4%	
Disagree strongly	35.3%	20.1%	14.4%	37.3%	19.5%	14.3%	32.6%	20.7%	14.5%	
Total(n)	102	1,986	5,213	59	1,059	2,944	43	927	2,269	
Mean	1.86	2.13	2.34	1.85	2.11	2.34	1.88	2.16	2.35	
Standard deviation	0.78	0.75	0.80	0.83	0.73	0.79	0.73	0.77	0.80	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	-0.36	-0.60	-	-0.36	-0.62	-	-0.36	-0.59	

California State University-Fresno	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	14.1%	22.9%	25.9%	13.8%	17.5%	19.8%	14.6%	29.0%	33.7%	
Agree somewhat	48.5%	49.2%	49.2%	46.6%	49.9%	50.8%	51.2%	48.5%	47.3%	
Disagree somewhat	25.3%	22.4%	20.2%	24.1%	25.4%	23.0%	26.8%	18.9%	16.6%	
Disagree strongly	12.1%	5.5%	4.7%	15.5%	7.2%	6.4%	7.3%	3.6%	2.4%	
Total(n)	99	1,972	5,178	58	1,051	2,920	41	921	2,258	
Mean	2.65	2.89	2.96	2.59	2.78	2.84	2.73	3.03	3.12	
Standard deviation	0.87	0.81	0.80	0.92	0.82	0.81	0.81	0.79	0.77	
Significance	-	**	***	-	-	*	-	*	**	
Effect size	-	-0.30	-0.39	-	-0.23	-0.31	-	-0.38	-0.51	
This institution should hire more women faculty										
Agree strongly	9.0%	12.7%	17.2%	8.6%	9.3%	13.2%	9.5%	16.6%	22.3%	
Agree somewhat	46.0%	44.5%	46.0%	43.1%	42.1%	45.6%	50.0%	47.3%	46.6%	
Disagree somewhat	34.0%	36.0%	31.2%	34.5%	39.8%	33.8%	33.3%	31.7%	27.7%	
Disagree strongly	11.0%	6.7%	5.6%	13.8%	8.8%	7.3%	7.1%	4.4%	3.4%	
Total(n)	100	1,969	5,169	58	1,050	2,919	42	919	2,250	
Mean	2.53	2.63	2.75	2.47	2.52	2.65	2.62	2.76	2.88	
Standard deviation	0.81	0.79	0.80	0.84	0.78	0.80	0.76	0.78	0.79	
Significance	-	-	**	-	-	-	-	-	*	
Effect size	-	-0.13	-0.28	-	-0.06	-0.23	-	-0.18	-0.33	
Student Affairs staff have the support and respect of faculty										
Agree strongly	11.1%	12.7%	14.2%	8.6%	11.4%	12.2%	14.6%	14.2%	16.7%	
Agree somewhat	63.6%	58.2%	59.1%	67.2%	59.1%	60.8%	58.5%	57.2%	56.9%	
Disagree somewhat	19.2%	24.4%	23.0%	20.7%	24.9%	23.4%	17.1%	23.9%	22.6%	
Disagree strongly	6.1%	4.6%	3.6%	3.4%	4.6%	3.6%	9.8%	4.7%	3.8%	
Total(n)	99	1,965	5,151	58	1,049	2,915	41	916	2,236	
Mean	2.80	2.79	2.84	2.81	2.77	2.82	2.78	2.81	2.87	
Standard deviation	0.71	0.72	0.70	0.63	0.70	0.68	0.82	0.73	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.06	-	0.06	-0.01	-	-0.04	-0.12	

California State University-Fresno	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	22.5%	36.7%	37.1%	25.4%	35.2%	37.4%	18.6%	38.4%	36.6%	
Agree somewhat	55.9%	52.5%	52.1%	57.6%	54.2%	52.2%	53.5%	50.5%	52.0%	
Disagree somewhat	17.6%	9.7%	9.8%	15.3%	9.7%	9.4%	20.9%	9.7%	10.3%	
Disagree strongly	3.9%	1.1%	1.0%	1.7%	0.8%	1.0%	7.0%	1.3%	1.0%	
Total(n)	102	1,985	5,218	59	1,059	2,949	43	926	2,269	
Mean	2.97	3.25	3.25	3.07	3.24	3.26	2.84	3.26	3.24	
Standard deviation	0.75	0.67	0.67	0.69	0.65	0.66	0.81	0.68	0.67	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.42	-0.42	-	-0.26	-0.29	-	-0.62	-0.60	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	25.5%	40.2%	36.1%	25.4%	38.6%	35.2%	25.6%	42.1%	37.2%	
Agree somewhat	54.9%	49.5%	50.5%	55.9%	52.4%	52.5%	53.5%	46.2%	47.9%	
Disagree somewhat	15.7%	8.8%	11.8%	16.9%	7.7%	10.8%	14.0%	10.1%	13.2%	
Disagree strongly	3.9%	1.5%	1.6%	1.7%	1.3%	1.6%	7.0%	1.6%	1.6%	
Total(n)	102	1,981	5,189	59	1,057	2,938	43	924	2,251	
Mean	3.02	3.29	3.21	3.05	3.28	3.21	2.98	3.29	3.21	
Standard deviation	0.76	0.68	0.71	0.71	0.66	0.69	0.83	0.71	0.73	
Significance	-	***	**	-	**		-	**	*	
Effect size	-	-0.40	-0.27	-	-0.35	-0.23	-	-0.44	-0.32	
There is a lot of campus racial conflict here										
Agree strongly	2.0%	1.2%	1.3%	1.8%	0.7%	0.7%	2.4%	1.7%	2.0%	
Agree somewhat	14.1%	7.8%	7.4%	10.5%	6.8%	5.5%	19.0%	8.9%	9.8%	
Disagree somewhat	37.4%	37.9%	38.3%	40.4%	36.4%	35.2%	33.3%	39.7%	42.2%	
Disagree strongly	46.5%	53.1%	53.1%	47.4%	56.1%	58.5%	45.2%	49.7%	46.0%	
Total(n)	99	1,979	5,200	57	1,054	2,935	42	925	2,265	
Mean	1.72	1.57	1.57	1.67	1.52	1.48	1.79	1.63	1.68	
Standard deviation	0.78	0.69	0.69	0.74	0.65	0.64	0.84	0.72	0.73	
Significance	-	*	*	-		*	-			
Effect size	-	0.22	0.22	-	0.23	0.30	-	0.22	0.15	

California State University-Fresno	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	19.2%	20.5%	24.0%	22.0%	21.7%	26.2%	15.0%	19.3%	21.2%	
Agree somewhat	53.5%	54.4%	53.1%	52.5%	55.2%	53.8%	55.0%	53.5%	52.0%	
Disagree somewhat	16.2%	19.4%	17.4%	15.3%	18.2%	15.6%	17.5%	20.8%	19.6%	
Disagree strongly	11.1%	5.6%	5.5%	10.2%	4.9%	4.3%	12.5%	6.4%	7.2%	
Total(n)	99	1,971	5,177	59	1,052	2,929	40	919	2,248	
Mean	2.81	2.90	2.96	2.86	2.94	3.02	2.73	2.86	2.87	
Standard deviation	0.88	0.78	0.80	0.88	0.77	0.77	0.88	0.80	0.82	
Significance	-			-			-			
Effect size	-	-0.12	-0.19	-	-0.10	-0.21	-	-0.16	-0.17	
My teaching is valued by faculty in my department										
Agree strongly	39.4%	48.5%	47.1%	45.8%	48.9%	47.9%	30.0%	48.0%	46.0%	
Agree somewhat	48.5%	42.4%	43.6%	42.4%	43.5%	43.8%	57.5%	41.1%	43.4%	
Disagree somewhat	6.1%	7.0%	7.4%	5.1%	5.5%	6.7%	7.5%	8.7%	8.2%	
Disagree strongly	6.1%	2.1%	2.0%	6.8%	2.1%	1.6%	5.0%	2.2%	2.4%	
Total(n)	99	1,975	5,178	59	1,057	2,930	40	918	2,248	
Mean	3.21	3.37	3.36	3.27	3.39	3.38	3.13	3.35	3.33	
Standard deviation	0.81	0.71	0.70	0.85	0.69	0.68	0.76	0.73	0.73	
Significance	-	*	*	-			-			
Effect size	-	-0.23	-0.21	-	-0.17	-0.16	-	-0.30	-0.27	
Faculty of color are treated fairly here										
Agree strongly	45.5%	46.3%	46.0%	45.8%	53.1%	51.7%	45.2%	38.5%	38.5%	
Agree somewhat	44.6%	44.5%	44.4%	45.8%	40.1%	41.9%	42.9%	49.5%	47.7%	
Disagree somewhat	8.9%	7.5%	8.2%	6.8%	5.8%	5.5%	11.9%	9.6%	11.8%	
Disagree strongly	1.0%	1.7%	1.4%	1.7%	1.0%	0.9%	0.0%	2.5%	2.0%	
Total(n)	101	1,977	5,169	59	1,057	2,931	42	920	2,238	
Mean	3.35	3.35	3.35	3.36	3.45	3.45	3.33	3.24	3.23	
Standard deviation	0.68	0.69	0.69	0.69	0.65	0.64	0.69	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.14	-0.14	-	0.13	0.14	

California State University-Fresno	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	43.6%	46.1%	46.5%	50.8%	58.0%	56.6%	33.3%	32.6%	33.3%	
Agree somewhat	45.5%	42.2%	41.1%	44.1%	37.4%	37.5%	47.6%	47.6%	45.6%	
Disagree somewhat	9.9%	9.6%	10.4%	5.1%	4.0%	5.1%	16.7%	16.1%	17.1%	
Disagree strongly	1.0%	2.1%	2.1%	0.0%	0.7%	0.7%	2.4%	3.7%	3.9%	
Total(n)	101	1,981	5,199	59	1,056	2,936	42	925	2,263	
Mean	3.32	3.32	3.32	3.46	3.53	3.50	3.12	3.09	3.08	
Standard deviation	0.69	0.73	0.74	0.60	0.61	0.63	0.77	0.79	0.81	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.11	-0.06	-	0.04	0.05	
Gay and lesbian faculty are treated fairly here										
Agree strongly	45.0%	43.0%	40.7%	46.6%	50.6%	46.4%	42.9%	34.1%	33.3%	
Agree somewhat	46.0%	45.0%	43.9%	44.8%	40.2%	40.7%	47.6%	50.5%	48.1%	
Disagree somewhat	6.0%	9.2%	11.1%	3.4%	6.7%	8.8%	9.5%	12.0%	14.2%	
Disagree strongly	3.0%	2.8%	4.3%	5.2%	2.5%	4.2%	0.0%	3.3%	4.4%	
Total(n)	100	1,967	5,103	58	1,053	2,891	42	914	2,212	
Mean	3.33	3.28	3.21	3.33	3.39	3.29	3.33	3.16	3.10	
Standard deviation	0.73	0.75	0.80	0.78	0.72	0.80	0.65	0.75	0.80	
Significance	-			-			-			
Effect size	-	0.07	0.15	-	-0.08	0.05	-	0.23	0.29	
Faculty are sufficiently involved in campus decision making										
Agree strongly	14.9%	16.9%	14.9%	15.3%	17.0%	15.2%	14.3%	16.8%	14.4%	
Agree somewhat	49.5%	43.8%	43.6%	52.5%	45.6%	43.9%	45.2%	41.8%	43.3%	
Disagree somewhat	28.7%	26.2%	27.5%	27.1%	26.0%	27.5%	31.0%	26.4%	27.5%	
Disagree strongly	6.9%	13.1%	14.0%	5.1%	11.4%	13.4%	9.5%	15.0%	14.9%	
Total(n)	101	1,983	5,209	59	1,058	2,944	42	925	2,265	
Mean	2.72	2.64	2.59	2.78	2.68	2.61	2.64	2.60	2.57	
Standard deviation	0.80	0.91	0.91	0.77	0.89	0.90	0.85	0.94	0.91	
Significance	-			-			-			
Effect size	-	0.09	0.14	-	0.11	0.19	-	0.04	0.08	

California State University-Fresno	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	15.8%	22.0%	23.5%	15.3%	21.6%	24.1%	16.7%	22.5%	22.7%	
Agree somewhat	53.5%	55.4%	52.7%	55.9%	55.9%	52.7%	50.0%	54.9%	52.8%	
Disagree somewhat	21.8%	17.7%	18.8%	22.0%	17.1%	18.6%	21.4%	18.3%	19.1%	
Disagree strongly	8.9%	4.9%	4.9%	6.8%	5.4%	4.7%	11.9%	4.3%	5.3%	
Total(n)	101	1,981	5,198	59	1,056	2,934	42	925	2,264	
Mean	2.76	2.95	2.95	2.80	2.94	2.96	2.71	2.96	2.93	
Standard deviation	0.83	0.77	0.79	0.78	0.77	0.78	0.89	0.76	0.79	
Significance	-	*	*	-			-	*		
Effect size	-	-0.25	-0.24	-	-0.18	-0.21	-	-0.33	-0.28	
This institution takes responsibility for educating underprepared students										
Agree strongly	22.8%	20.8%	17.1%	22.0%	21.6%	17.0%	23.8%	19.8%	17.1%	
Agree somewhat	55.4%	53.2%	53.0%	59.3%	54.8%	55.0%	50.0%	51.3%	50.4%	
Disagree somewhat	16.8%	20.5%	24.7%	15.3%	19.0%	23.3%	19.0%	22.3%	26.6%	
Disagree strongly	5.0%	5.6%	5.2%	3.4%	4.6%	4.7%	7.1%	6.6%	6.0%	
Total(n)	101	1,979	5,182	59	1,055	2,933	42	924	2,249	
Mean	2.96	2.89	2.82	3.00	2.93	2.84	2.90	2.84	2.79	
Standard deviation	0.77	0.79	0.77	0.72	0.77	0.75	0.85	0.81	0.79	
Significance	-			-			-			
Effect size	-	0.09	0.18	-	0.09	0.21	-	0.07	0.14	
The criteria for advancement and promotion decisions are clear										
Agree strongly	42.6%	29.9%	29.8%	44.1%	32.5%	32.6%	40.5%	27.0%	26.2%	
Agree somewhat	41.6%	46.6%	45.7%	44.1%	46.9%	46.4%	38.1%	46.3%	44.8%	
Disagree somewhat	9.9%	16.4%	17.7%	6.8%	14.6%	15.1%	14.3%	18.3%	21.0%	
Disagree strongly	5.9%	7.1%	6.8%	5.1%	5.9%	5.8%	7.1%	8.4%	8.0%	
Total(n)	101	1,981	5,212	59	1,059	2,944	42	922	2,268	
Mean	3.21	2.99	2.99	3.27	3.06	3.06	3.12	2.92	2.89	
Standard deviation	0.85	0.86	0.86	0.81	0.84	0.84	0.92	0.88	0.88	
Significance	-	*	*	-			-			
Effect size	-	0.26	0.26	-	0.25	0.25	-	0.23	0.26	

California State University-Fresno	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	19.0%	10.8%	7.3%	16.9%	11.1%	7.3%	22.0%	10.5%	7.2%	
Agree somewhat	48.0%	34.6%	26.8%	50.8%	34.1%	25.4%	43.9%	35.2%	28.7%	
Disagree somewhat	24.0%	40.2%	42.3%	23.7%	40.9%	43.6%	24.4%	39.5%	40.7%	
Disagree strongly	9.0%	14.3%	23.6%	8.5%	13.9%	23.7%	9.8%	14.8%	23.3%	
Total(n)	100	1,978	5,176	59	1,058	2,926	41	920	2,250	
Mean	2.77	2.42	2.18	2.76	2.42	2.16	2.78	2.42	2.20	
Standard deviation	0.86	0.86	0.87	0.84	0.86	0.87	0.91	0.87	0.88	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	0.41	0.68	-	0.40	0.69	-	0.41	0.66	
There is adequate support for faculty development										
Agree strongly	10.9%	12.7%	15.1%	15.3%	12.9%	14.8%	4.8%	12.6%	15.4%	
Agree somewhat	53.5%	46.4%	47.6%	55.9%	48.9%	50.2%	50.0%	43.6%	44.1%	
Disagree somewhat	24.8%	29.3%	27.4%	18.6%	28.5%	26.3%	33.3%	30.3%	29.0%	
Disagree strongly	10.9%	11.5%	9.9%	10.2%	9.7%	8.7%	11.9%	13.5%	11.5%	
Total(n)	101	1,981	5,207	59	1,057	2,939	42	924	2,268	
Mean	2.64	2.60	2.68	2.76	2.65	2.71	2.48	2.55	2.63	
Standard deviation	0.82	0.85	0.85	0.84	0.83	0.82	0.77	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.05	-0.05	-	0.13	0.06	-	-0.08	-0.17	

California State University-Fresno	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	26.5%	37.8%	38.2%	32.2%	38.3%	38.5%	18.6%	37.3%	37.8%	
High priority	47.1%	42.4%	43.8%	42.4%	43.8%	44.8%	53.5%	40.8%	42.6%	
Medium priority	19.6%	16.6%	15.4%	20.3%	15.4%	14.2%	18.6%	17.8%	17.0%	
Low priority	6.9%	3.3%	2.6%	5.1%	2.6%	2.4%	9.3%	4.1%	2.7%	
Total(n)	102	1,981	5,211	59	1,056	2,942	43	925	2,269	
Mean	2.93	3.15	3.18	3.02	3.18	3.19	2.81	3.11	3.15	
Standard deviation	0.86	0.81	0.78	0.86	0.78	0.77	0.85	0.84	0.79	
Significance	-	**	**	-	-	-	-	*	**	
Effect size	-	-0.27	-0.32	-	-0.21	-0.22	-	-0.36	-0.43	
To develop a sense of community among students and faculty										
Highest priority	5.0%	10.2%	12.6%	6.8%	10.5%	12.6%	2.4%	9.7%	12.6%	
High priority	47.0%	45.0%	43.0%	52.5%	43.4%	42.1%	39.0%	46.9%	44.3%	
Medium priority	38.0%	34.2%	34.5%	33.9%	36.0%	35.7%	43.9%	32.3%	32.8%	
Low priority	10.0%	10.6%	9.9%	6.8%	10.1%	9.6%	14.6%	11.1%	10.3%	
Total(n)	100	1,980	5,206	59	1,056	2,940	41	924	2,266	
Mean	2.47	2.55	2.58	2.59	2.54	2.58	2.29	2.55	2.59	
Standard deviation	0.74	0.81	0.83	0.72	0.81	0.83	0.75	0.82	0.84	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.10	-0.13	-	0.06	0.01	-	-0.32	-0.36	
To facilitate student involvement in community service										
Highest priority	24.5%	9.6%	11.9%	28.8%	9.6%	10.4%	18.6%	9.6%	13.9%	Institutional Priority: Civic Engagement
High priority	47.1%	37.3%	37.5%	42.4%	35.0%	36.2%	53.5%	39.9%	39.2%	
Medium priority	24.5%	41.7%	39.2%	23.7%	43.9%	41.7%	25.6%	39.1%	36.0%	
Low priority	3.9%	11.5%	11.3%	5.1%	11.6%	11.6%	2.3%	11.4%	10.9%	
Total(n)	102	1,980	5,206	59	1,055	2,937	43	925	2,269	
Mean	2.92	2.45	2.50	2.95	2.43	2.45	2.88	2.48	2.56	
Standard deviation	0.80	0.82	0.85	0.86	0.82	0.83	0.73	0.82	0.86	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	0.57	0.49	-	0.63	0.60	-	0.49	0.37	

California State University-Fresno	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	7.0%	7.3%	8.7%	6.9%	6.6%	7.3%	7.1%	8.1%	10.6%	
High priority	33.0%	26.8%	28.6%	41.4%	26.0%	27.8%	21.4%	27.8%	29.6%	
Medium priority	50.0%	44.3%	42.7%	44.8%	45.3%	44.1%	57.1%	43.2%	40.8%	
Low priority	10.0%	21.6%	20.1%	6.9%	22.2%	20.8%	14.3%	20.9%	19.0%	
Total(n)	100	1,975	5,197	58	1,051	2,931	42	924	2,266	
Mean	2.37	2.20	2.26	2.48	2.17	2.21	2.21	2.23	2.32	
Standard deviation	0.76	0.86	0.88	0.73	0.85	0.86	0.78	0.87	0.90	
Significance	-			-	**	*	-			
Effect size	-	0.20	0.13	-	0.36	0.31	-	-0.02	-0.12	
To increase or maintain institutional prestige										
Highest priority	15.7%	17.6%	27.2%	18.6%	15.2%	24.9%	11.6%	20.3%	30.3%	Institutional Priority: Increase Prestige
High priority	46.1%	40.4%	41.9%	50.8%	42.7%	44.5%	39.5%	37.8%	38.5%	
Medium priority	33.3%	32.0%	24.3%	30.5%	31.3%	23.8%	37.2%	32.8%	24.9%	
Low priority	4.9%	10.0%	6.6%	0.0%	10.9%	6.8%	11.6%	9.1%	6.3%	
Total(n)	102	1,981	5,206	59	1,055	2,937	43	926	2,269	
Mean	2.73	2.65	2.90	2.88	2.62	2.88	2.51	2.69	2.93	
Standard deviation	0.79	0.88	0.88	0.70	0.87	0.86	0.86	0.89	0.89	
Significance	-			-	*		-		**	
Effect size	-	0.09	-0.19	-	0.30	0.00	-	-0.20	-0.47	
To hire faculty 'stars'										
Highest priority	2.9%	2.9%	9.4%	5.1%	2.5%	8.4%	0.0%	3.5%	10.7%	Institutional Priority: Increase Prestige
High priority	20.6%	14.6%	23.7%	23.7%	13.5%	23.0%	16.3%	15.9%	24.6%	
Medium priority	43.1%	34.4%	34.9%	49.2%	34.0%	35.5%	34.9%	34.8%	34.2%	
Low priority	33.3%	48.1%	31.9%	22.0%	50.0%	33.1%	48.8%	45.9%	30.5%	
Total(n)	102	1,981	5,208	59	1,055	2,939	43	926	2,269	
Mean	1.93	1.72	2.11	2.12	1.68	2.07	1.67	1.77	2.16	
Standard deviation	0.81	0.82	0.96	0.81	0.80	0.95	0.75	0.84	0.98	
Significance	-	*		-	***		-		**	
Effect size	-	0.26	-0.19	-	0.55	0.05	-	-0.12	-0.50	

California State University-Fresno	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	8.8%	10.6%	10.9%	11.9%	10.1%	10.2%	4.7%	11.1%	11.8%	
High priority	34.3%	39.1%	37.6%	30.5%	40.9%	37.8%	39.5%	37.0%	37.4%	
Medium priority	42.2%	37.7%	39.1%	42.4%	36.6%	39.8%	41.9%	39.0%	38.2%	
Low priority	14.7%	12.6%	12.5%	15.3%	12.4%	12.3%	14.0%	12.9%	12.7%	
Total(n)	102	1,980	5,200	59	1,054	2,933	43	926	2,267	
Mean	2.37	2.48	2.47	2.39	2.49	2.46	2.35	2.46	2.48	
Standard deviation	0.84	0.84	0.85	0.89	0.84	0.84	0.78	0.85	0.86	
Significance	-			-			-			
Effect size	-	-0.13	-0.12	-	-0.12	-0.08	-	-0.13	-0.15	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	22.5%	19.5%	32.4%	23.7%	17.3%	30.9%	20.9%	22.1%	34.2%	
High priority	38.2%	38.6%	39.3%	49.2%	41.3%	41.5%	23.3%	35.6%	36.5%	
Medium priority	30.4%	29.1%	20.7%	22.0%	29.0%	20.4%	41.9%	29.2%	21.1%	
Low priority	8.8%	12.8%	7.6%	5.1%	12.4%	7.2%	14.0%	13.2%	8.2%	
Total(n)	102	1,978	5,203	59	1,053	2,937	43	925	2,266	
Mean	2.75	2.65	2.96	2.92	2.63	2.96	2.51	2.66	2.97	
Standard deviation	0.91	0.94	0.91	0.82	0.91	0.89	0.98	0.96	0.94	
Significance	-		*	-	*		-		**	
Effect size	-	0.11	-0.23	-	0.32	-0.04	-	-0.16	-0.49	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	10.8%	14.7%	14.0%	15.3%	14.0%	13.0%	4.7%	15.5%	15.3%	
High priority	45.1%	39.9%	39.0%	35.6%	41.5%	39.6%	58.1%	38.2%	38.2%	
Medium priority	41.2%	34.3%	35.8%	45.8%	34.7%	36.6%	34.9%	33.8%	34.7%	
Low priority	2.9%	11.1%	11.2%	3.4%	9.8%	10.7%	2.3%	12.5%	11.9%	
Total(n)	102	1,980	5,201	59	1,055	2,934	43	925	2,267	
Mean	2.64	2.58	2.56	2.63	2.60	2.55	2.65	2.57	2.57	
Standard deviation	0.71	0.87	0.87	0.79	0.85	0.85	0.61	0.90	0.89	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	0.04	0.09	-	0.09	0.09	

California State University-Fresno	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	6.9%	9.2%	10.3%	6.8%	11.1%	12.1%	7.0%	7.0%	8.0%	
High priority	36.3%	37.7%	38.3%	42.4%	44.6%	44.6%	27.9%	29.9%	30.2%	
Medium priority	38.2%	35.8%	35.0%	37.3%	33.5%	32.9%	39.5%	38.3%	37.7%	
Low priority	18.6%	17.3%	16.4%	13.6%	10.8%	10.4%	25.6%	24.7%	24.2%	
Total(n)	102	1,980	5,193	59	1,054	2,929	43	926	2,264	
Mean	2.31	2.39	2.42	2.42	2.56	2.58	2.16	2.19	2.22	
Standard deviation	0.86	0.88	0.88	0.81	0.83	0.83	0.90	0.89	0.90	
Significance	-			-			-			
Effect size	-	-0.09	-0.13	-	-0.17	-0.19	-	-0.03	-0.07	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	9.8%	6.7%	6.8%	10.2%	6.1%	5.7%	9.3%	7.5%	8.1%	
High priority	36.3%	27.2%	26.2%	42.4%	27.4%	25.2%	27.9%	27.0%	27.4%	
Medium priority	45.1%	43.0%	43.4%	44.1%	44.6%	45.8%	46.5%	41.2%	40.4%	
Low priority	8.8%	23.1%	23.7%	3.4%	21.9%	23.3%	16.3%	24.3%	24.1%	
Total(n)	102	1,978	5,196	59	1,053	2,932	43	925	2,264	
Mean	2.47	2.18	2.16	2.59	2.18	2.13	2.30	2.18	2.20	
Standard deviation	0.79	0.86	0.86	0.72	0.84	0.83	0.86	0.88	0.90	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.34	0.36	-	0.49	0.55	-	0.14	0.11	
To create and sustain partnerships with surrounding communities										
Highest priority	19.6%	13.5%	12.1%	20.3%	11.4%	9.9%	18.6%	15.9%	15.1%	
High priority	52.0%	39.2%	35.6%	59.3%	39.1%	34.8%	41.9%	39.2%	36.6%	
Medium priority	26.5%	36.6%	38.4%	16.9%	39.4%	41.1%	39.5%	33.4%	34.9%	
Low priority	2.0%	10.7%	13.8%	3.4%	10.0%	14.2%	0.0%	11.5%	13.4%	
Total(n)	102	1,980	5,202	59	1,055	2,934	43	925	2,268	
Mean	2.89	2.55	2.46	2.97	2.52	2.40	2.79	2.60	2.53	
Standard deviation	0.73	0.86	0.88	0.72	0.82	0.85	0.74	0.89	0.91	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.40	0.49	-	0.55	0.67	-	0.21	0.29	

California State University-Fresno	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	23.8%	15.9%	29.2%	19.0%	14.5%	28.7%	30.2%	17.5%	29.8%	
High priority	52.5%	36.6%	36.4%	60.3%	38.2%	37.3%	41.9%	34.8%	35.2%	
Medium priority	21.8%	34.3%	25.1%	19.0%	34.3%	25.0%	25.6%	34.3%	25.2%	
Low priority	2.0%	13.2%	9.2%	1.7%	13.0%	8.9%	2.3%	13.4%	9.7%	
Total(n)	101	1,978	5,197	58	1,053	2,935	43	925	2,262	
Mean	2.98	2.55	2.86	2.97	2.54	2.86	3.00	2.56	2.85	
Standard deviation	0.73	0.91	0.94	0.67	0.89	0.93	0.82	0.93	0.96	
Significance	-	***		-	***		-	**		
Effect size	-	0.47	0.13	-	0.48	0.12	-	0.47	0.16	
To increase the representation of minorities in the faculty and administration										
Highest priority	8.0%	8.1%	8.6%	11.9%	8.3%	8.1%	2.4%	7.9%	9.2%	Institutional Priority: Commit- ment to Diversity
High priority	27.0%	32.4%	33.2%	25.4%	34.9%	35.1%	29.3%	29.6%	30.6%	
Medium priority	52.0%	43.4%	41.8%	49.2%	42.2%	41.4%	56.1%	44.8%	42.4%	
Low priority	13.0%	16.1%	16.4%	13.6%	14.7%	15.3%	12.2%	17.7%	17.9%	
Total(n)	100	1,975	5,188	59	1,053	2,929	41	922	2,259	
Mean	2.30	2.33	2.34	2.36	2.37	2.36	2.22	2.28	2.31	
Standard deviation	0.80	0.84	0.85	0.87	0.83	0.84	0.69	0.84	0.87	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.01	0.00	-	-0.07	-0.10	
To strengthen links with the for-profit, corporate sector										
Highest priority	12.0%	11.3%	14.1%	8.5%	9.8%	11.8%	17.1%	13.0%	17.0%	
High priority	46.0%	33.3%	36.1%	52.5%	35.3%	37.7%	36.6%	31.1%	34.0%	
Medium priority	32.0%	38.0%	34.3%	25.4%	38.0%	35.4%	41.5%	38.2%	32.9%	
Low priority	10.0%	17.3%	15.5%	13.6%	17.0%	15.0%	4.9%	17.7%	16.1%	
Total(n)	100	1,974	5,180	59	1,054	2,931	41	920	2,249	
Mean	2.60	2.39	2.49	2.56	2.38	2.46	2.66	2.39	2.52	
Standard deviation	0.83	0.90	0.92	0.84	0.88	0.89	0.82	0.92	0.96	
Significance	-	*		-			-			
Effect size	-	0.23	0.12	-	0.20	0.11	-	0.29	0.15	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	6.0%	10.6%	12.4%	6.8%	9.5%	12.1%	4.9%	11.8%	12.7%	
High priority	28.0%	36.5%	40.9%	25.4%	36.5%	40.7%	31.7%	36.5%	41.1%	
Medium priority	55.0%	42.4%	37.6%	59.3%	43.7%	37.9%	48.8%	41.0%	37.3%	
Low priority	11.0%	10.5%	9.1%	8.5%	10.3%	9.3%	14.6%	10.7%	8.9%	
Total(n)	100	1,978	5,201	59	1,055	2,937	41	923	2,264	
Mean	2.29	2.47	2.56	2.31	2.45	2.56	2.27	2.49	2.58	
Standard deviation	0.74	0.82	0.82	0.73	0.80	0.82	0.78	0.84	0.82	
Significance	-	*	**	-		*	-		*	
Effect size	-	-0.22	-0.33	-	-0.18	-0.30	-	-0.26	-0.38	
To increase the representation of women in the faculty and administration										
Highest priority	8.0%	6.0%	7.1%	10.3%	7.4%	7.9%	4.8%	4.3%	6.1%	Institutional Priority: Commit- ment to Diversity
High priority	20.0%	24.9%	28.1%	22.4%	28.5%	32.8%	16.7%	20.7%	22.1%	
Medium priority	56.0%	47.1%	45.1%	56.9%	48.3%	45.1%	54.8%	45.8%	45.0%	
Low priority	16.0%	22.0%	19.6%	10.3%	15.8%	14.2%	23.8%	29.2%	26.7%	
Total(n)	100	1,975	5,186	58	1,053	2,924	42	922	2,262	
Mean	2.20	2.15	2.23	2.33	2.28	2.34	2.02	2.00	2.08	
Standard deviation	0.80	0.83	0.84	0.80	0.81	0.82	0.78	0.82	0.85	
Significance	-			-			-			
Effect size	-	0.06	-0.04	-	0.06	-0.01	-	0.02	-0.07	
To develop an appreciation for multiculturalism										
Highest priority	5.9%	13.4%	13.4%	5.2%	13.0%	12.2%	7.0%	13.9%	15.0%	Institutional Priority: Commit- ment to Diversity
High priority	43.6%	39.7%	37.8%	44.8%	41.1%	39.0%	41.9%	38.2%	36.2%	
Medium priority	44.6%	36.7%	37.9%	43.1%	36.7%	38.9%	46.5%	36.8%	36.6%	
Low priority	5.9%	10.1%	10.9%	6.9%	9.2%	9.9%	4.7%	11.1%	12.1%	
Total(n)	101	1,978	5,195	58	1,053	2,927	43	925	2,268	
Mean	2.50	2.57	2.54	2.48	2.58	2.53	2.51	2.55	2.54	
Standard deviation	0.70	0.85	0.86	0.71	0.83	0.83	0.70	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.08	-0.05	-	-0.12	-0.06	-	-0.05	-0.03	

California State University-Fresno	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	13.7%	11.5%	10.9%	15.3%	11.5%	10.6%	11.6%	11.6%	11.3%	
Agree somewhat	59.8%	48.6%	48.4%	61.0%	48.3%	48.2%	58.1%	49.0%	48.6%	
Disagree somewhat	16.7%	27.8%	28.9%	13.6%	28.3%	28.9%	20.9%	27.4%	28.9%	
Disagree strongly	9.8%	12.0%	11.8%	10.2%	11.9%	12.3%	9.3%	12.1%	11.2%	
Total(n)	102	1,983	5,216	59	1,058	2,946	43	925	2,270	
Mean	2.77	2.60	2.58	2.81	2.59	2.57	2.72	2.60	2.60	
Standard deviation	0.81	0.84	0.83	0.82	0.84	0.84	0.80	0.85	0.83	
Significance	-	*	*	-		*	-			
Effect size	-	0.20	0.23	-	0.26	0.29	-	0.14	0.14	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	13.9%	4.2%	3.6%	17.2%	5.9%	4.8%	9.3%	2.3%	2.0%	
Agree somewhat	27.7%	20.5%	19.7%	31.0%	24.4%	22.9%	23.3%	15.9%	15.5%	
Disagree somewhat	28.7%	42.1%	43.2%	24.1%	41.1%	44.0%	34.9%	43.3%	42.2%	
Disagree strongly	29.7%	33.2%	33.5%	27.6%	28.7%	28.3%	32.6%	38.5%	40.3%	
Total(n)	101	1,979	5,204	58	1,057	2,943	43	922	2,261	
Mean	2.26	1.96	1.93	2.38	2.07	2.04	2.09	1.82	1.79	
Standard deviation	1.04	0.84	0.82	1.07	0.87	0.84	0.97	0.78	0.77	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	0.36	0.40	-	0.36	0.40	-	0.35	0.39	
Colleges should be actively involved in solving social problems										
Agree strongly	22.5%	21.9%	22.4%	22.0%	19.1%	19.3%	23.3%	25.0%	26.5%	
Agree somewhat	61.8%	56.2%	55.1%	62.7%	55.5%	55.5%	60.5%	56.9%	54.7%	
Disagree somewhat	11.8%	18.0%	18.4%	10.2%	20.1%	20.0%	14.0%	15.6%	16.4%	
Disagree strongly	3.9%	4.0%	4.0%	5.1%	5.3%	5.2%	2.3%	2.5%	2.4%	
Total(n)	102	1,981	5,208	59	1,057	2,938	43	924	2,270	
Mean	3.03	2.96	2.96	3.02	2.88	2.89	3.05	3.04	3.05	
Standard deviation	0.71	0.75	0.75	0.73	0.77	0.77	0.69	0.71	0.72	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.18	0.17	-	0.01	0.00	Civic Minded Values

California State University-Fresno	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	37.3%	31.6%	31.5%	35.6%	26.2%	26.5%	39.5%	37.7%	38.1%	
Agree somewhat	53.9%	59.6%	58.3%	52.5%	62.8%	60.7%	55.8%	56.0%	55.2%	
Disagree somewhat	4.9%	7.8%	8.8%	6.8%	9.8%	11.0%	2.3%	5.4%	6.0%	
Disagree strongly	3.9%	1.0%	1.4%	5.1%	1.1%	1.9%	2.3%	0.9%	0.7%	
Total(n)	102	1,980	5,205	59	1,057	2,939	43	923	2,266	
Mean	3.25	3.22	3.20	3.19	3.14	3.12	3.33	3.31	3.31	
Standard deviation	0.72	0.62	0.65	0.78	0.62	0.66	0.64	0.61	0.61	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.08	0.11	-	0.03	0.03	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	51.0%	57.8%	57.9%	45.8%	51.0%	51.0%	58.1%	65.6%	66.9%	
Agree somewhat	46.1%	37.4%	37.7%	50.8%	42.3%	43.2%	39.5%	31.8%	30.6%	
Disagree somewhat	2.0%	3.7%	3.4%	3.4%	5.3%	4.4%	0.0%	1.9%	2.1%	
Disagree strongly	1.0%	1.1%	1.0%	0.0%	1.4%	1.4%	2.3%	0.6%	0.4%	
Total(n)	102	1,981	5,205	59	1,057	2,940	43	924	2,265	
Mean	3.47	3.52	3.53	3.42	3.43	3.44	3.53	3.62	3.64	
Standard deviation	0.59	0.62	0.61	0.56	0.66	0.65	0.63	0.56	0.54	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	-0.02	-0.03	-	-0.16	-0.20	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	2.0%	2.3%	2.0%	1.7%	2.9%	2.4%	2.3%	1.5%	1.4%	
Agree somewhat	15.7%	13.0%	13.9%	22.0%	15.5%	17.1%	7.0%	10.2%	9.7%	
Disagree somewhat	29.4%	41.1%	42.0%	22.0%	43.3%	43.8%	39.5%	38.5%	39.6%	
Disagree strongly	52.9%	43.6%	42.2%	54.2%	38.3%	36.7%	51.2%	49.8%	49.3%	
Total(n)	102	1,980	5,210	59	1,056	2,942	43	924	2,268	
Mean	1.67	1.74	1.76	1.71	1.83	1.85	1.60	1.63	1.63	
Standard deviation	0.81	0.77	0.76	0.87	0.79	0.78	0.73	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.09	-0.12	-	-0.15	-0.18	-	-0.04	-0.04	

California State University-Fresno	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	5.9%	4.0%	8.4%	8.5%	4.2%	9.6%	2.4%	3.8%	6.8%	
Agree somewhat	27.7%	24.5%	24.8%	30.5%	25.8%	26.3%	23.8%	23.1%	22.9%	
Disagree somewhat	25.7%	35.6%	32.1%	23.7%	32.9%	28.8%	28.6%	38.7%	36.4%	
Disagree strongly	40.6%	35.9%	34.7%	37.3%	37.2%	35.3%	45.2%	34.5%	33.8%	
Total(n)	101	1,978	5,206	59	1,055	2,939	42	923	2,267	
Mean	1.99	1.97	2.07	2.10	1.97	2.10	1.83	1.96	2.03	
Standard deviation	0.96	0.87	0.96	1.01	0.89	0.99	0.88	0.85	0.92	
Significance	-			-			-			
Effect size	-	0.02	-0.08	-	0.15	0.00	-	-0.15	-0.22	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	45.1%	32.4%	30.2%	45.8%	29.2%	26.9%	44.2%	36.0%	34.6%	
Agree somewhat	45.1%	58.2%	58.8%	40.7%	60.1%	60.7%	51.2%	56.0%	56.4%	
Disagree somewhat	7.8%	8.1%	9.3%	11.9%	9.6%	10.6%	2.3%	6.4%	7.7%	
Disagree strongly	2.0%	1.4%	1.6%	1.7%	1.1%	1.8%	2.3%	1.6%	1.3%	
Total(n)	102	1,980	5,210	59	1,057	2,942	43	923	2,268	
Mean	3.33	3.22	3.18	3.31	3.17	3.13	3.37	3.26	3.24	
Standard deviation	0.71	0.64	0.65	0.75	0.64	0.66	0.66	0.65	0.65	
Significance	-		*	-		*	-			
Effect size	-	0.17	0.23	-	0.22	0.27	-	0.17	0.20	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	12.9%	11.9%	11.6%	11.9%	11.7%	11.0%	14.3%	12.1%	12.3%	
Agree somewhat	43.6%	45.8%	43.5%	45.8%	46.5%	43.6%	40.5%	45.0%	43.4%	
Disagree somewhat	38.6%	33.4%	34.5%	39.0%	32.7%	34.3%	38.1%	34.1%	34.9%	
Disagree strongly	5.0%	8.9%	10.4%	3.4%	9.1%	11.1%	7.1%	8.7%	9.5%	
Total(n)	101	1,970	5,185	59	1,055	2,930	42	915	2,255	
Mean	2.64	2.61	2.56	2.66	2.61	2.55	2.62	2.61	2.58	
Standard deviation	0.77	0.81	0.83	0.73	0.81	0.83	0.82	0.81	0.82	
Significance	-			-			-			
Effect size	-	0.04	0.10	-	0.06	0.13	-	0.01	0.05	

California State University-Fresno	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	44.0%	31.9%	32.8%	44.8%	25.9%	28.5%	42.9%	38.9%	38.4%	
Agree somewhat	26.0%	28.8%	29.5%	25.9%	27.6%	28.5%	26.2%	30.2%	30.8%	
Disagree somewhat	20.0%	27.0%	26.3%	20.7%	30.1%	29.0%	19.0%	23.5%	22.7%	
Disagree strongly	10.0%	12.2%	11.4%	8.6%	16.4%	14.0%	11.9%	7.4%	8.1%	
Total(n)	100	1,968	5,186	58	1,052	2,931	42	916	2,255	
Mean	3.04	2.80	2.84	3.07	2.63	2.72	3.00	3.01	3.00	
Standard deviation	1.02	1.02	1.01	1.01	1.04	1.03	1.06	0.96	0.97	
Significance	-	*	*	-	**	*	-			
Effect size	-	0.24	0.20	-	0.42	0.34	-	-0.01	0.00	
This institution should not offer remedial/developmental education										
Agree strongly	14.9%	6.6%	5.3%	15.3%	7.8%	6.2%	14.3%	5.3%	4.2%	
Agree somewhat	25.7%	18.3%	17.4%	39.0%	21.8%	20.3%	7.1%	14.3%	13.6%	
Disagree somewhat	32.7%	37.1%	43.9%	30.5%	37.7%	45.5%	35.7%	36.6%	41.7%	
Disagree strongly	26.7%	37.9%	33.4%	15.3%	32.8%	27.9%	42.9%	43.8%	40.5%	
Total(n)	101	1,979	5,197	59	1,057	2,934	42	922	2,263	
Mean	2.29	1.94	1.95	2.54	2.04	2.05	1.93	1.81	1.82	
Standard deviation	1.02	0.91	0.85	0.93	0.92	0.85	1.05	0.87	0.82	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.38	0.40	-	0.54	0.58	-	0.14	0.13	

California State University-Fresno	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%	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	
\$20,000 - \$29,999	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	1.1%	0.8%	0.0%	0.4%	0.4%	0.0%	1.8%	1.3%	
\$40,000 - \$49,999	1.4%	5.6%	4.0%	0.0%	4.8%	3.0%	3.8%	6.6%	5.3%	
\$50,000 - \$59,999	10.0%	19.7%	13.3%	2.3%	17.4%	10.7%	23.1%	22.3%	16.6%	
\$60,000 - \$69,999	17.1%	24.9%	18.8%	15.9%	22.6%	15.3%	19.2%	27.7%	23.5%	
\$70,000 - \$79,999	24.3%	21.0%	17.6%	29.5%	20.5%	15.8%	15.4%	21.5%	20.1%	
\$80,000 - \$89,999	20.0%	11.2%	13.1%	20.5%	12.7%	14.0%	19.2%	9.4%	11.9%	
\$90,000 - \$99,999	14.3%	9.7%	11.0%	15.9%	12.1%	12.1%	11.5%	6.7%	9.4%	
\$100,000 - \$124,999	12.9%	5.9%	13.0%	15.9%	7.9%	16.6%	7.7%	3.5%	8.3%	
\$125,000 - \$149,999	0.0%	0.6%	4.1%	0.0%	0.9%	6.0%	0.0%	0.2%	1.5%	
\$150,000 or more	0.0%	0.3%	4.2%	0.0%	0.3%	5.9%	0.0%	0.4%	1.8%	
Total(n)	70	1,231	2,913	44	667	1,660	26	564	1,253	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	
\$20,000 - \$29,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.8%	0.6%	0.0%	0.6%	0.3%	0.0%	1.0%	0.9%	
\$40,000 - \$49,999	0.0%	4.8%	3.0%	0.0%	4.2%	2.2%	0.0%	5.6%	4.1%	
\$50,000 - \$59,999	10.7%	8.4%	7.0%	0.0%	5.4%	4.3%	20.0%	11.8%	10.4%	
\$60,000 - \$69,999	14.3%	13.6%	10.3%	15.4%	12.2%	8.9%	13.3%	15.0%	12.2%	
\$70,000 - \$79,999	10.7%	14.5%	11.0%	7.7%	11.0%	8.7%	13.3%	18.3%	13.9%	
\$80,000 - \$89,999	7.1%	13.2%	11.3%	7.7%	14.0%	11.2%	6.7%	12.4%	11.4%	
\$90,000 - \$99,999	21.4%	13.9%	12.4%	23.1%	16.4%	12.9%	20.0%	11.1%	11.8%	
\$100,000 - \$124,999	32.1%	22.7%	20.7%	38.5%	24.4%	21.2%	26.7%	20.9%	20.0%	
\$125,000 - \$149,999	0.0%	5.6%	10.2%	0.0%	8.6%	13.1%	0.0%	2.3%	6.7%	
\$150,000 or more	3.6%	2.5%	13.1%	7.7%	3.3%	16.9%	0.0%	1.6%	8.5%	
Total(n)	28	642	1,943	13	336	1,080	15	306	863	
Your base institutional salary reported above is based on:										
Less than 9 months	1.0%	3.6%	4.5%	0.0%	3.4%	4.7%	2.4%	3.7%	4.2%	
9/10 months	71.3%	63.5%	57.3%	78.0%	64.3%	57.7%	61.9%	62.6%	56.8%	
11/12 months	27.7%	32.9%	38.2%	22.0%	32.3%	37.6%	35.7%	33.7%	39.0%	
Total(n)	101	1,970	5,165	59	1,051	2,916	42	919	2,249	

California State University-Fresno	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%	52.0%	41.8%	39.3%	45.8%	37.1%	34.7%	60.5%	47.2%	45.4%	
75% to 99%	39.2%	48.6%	49.0%	40.7%	50.6%	51.0%	37.2%	46.2%	46.3%	
74% to 50%	7.8%	8.2%	9.8%	11.9%	10.8%	12.2%	2.3%	5.1%	6.6%	
25% to 49%	1.0%	1.1%	1.5%	1.7%	1.1%	1.7%	0.0%	1.0%	1.2%	
1% to 24%	0.0%	0.1%	0.3%	0.0%	0.1%	0.2%	0.0%	0.1%	0.3%	
0%	0.0%	0.3%	0.2%	0.0%	0.2%	0.1%	0.0%	0.3%	0.2%	
Total(n)	102	1,970	5,177	59	1,051	2,923	43	919	2,254	
Other income from this institution										
100%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
74% to 50%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.1%	0.4%	
25% to 49%	1.0%	4.3%	6.0%	1.7%	5.2%	7.2%	0.0%	3.2%	4.5%	
1% to 24%	27.3%	38.5%	37.3%	30.5%	40.3%	39.3%	22.5%	36.4%	34.6%	
0%	71.7%	57.0%	56.2%	67.8%	54.3%	53.0%	77.5%	60.1%	60.4%	
Total(n)	99	1,919	5,023	59	1,024	2,839	40	895	2,184	
Income from another academic institution										
100%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	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%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
25% to 49%	0.0%	0.4%	0.5%	0.0%	0.3%	0.6%	0.0%	0.5%	0.5%	
1% to 24%	13.1%	5.3%	5.9%	15.3%	5.9%	6.4%	10.0%	4.6%	5.4%	
0%	86.9%	94.2%	93.4%	84.7%	93.7%	92.8%	90.0%	94.8%	94.1%	
Total(n)	99	1,903	4,963	59	1,017	2,809	40	886	2,154	
Non-academic income										
100%	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	
75% to 99%	0.0%	0.3%	0.4%	0.0%	0.4%	0.2%	0.0%	0.2%	0.6%	
74% to 50%	2.0%	0.8%	1.3%	3.4%	0.7%	1.6%	0.0%	0.9%	0.9%	
25% to 49%	5.1%	4.3%	4.3%	5.1%	5.3%	5.4%	5.0%	3.1%	2.9%	
1% to 24%	20.2%	26.2%	28.1%	23.7%	30.7%	31.7%	15.0%	21.1%	23.4%	
0%	72.7%	68.2%	65.8%	67.8%	62.8%	60.9%	80.0%	74.4%	72.1%	
Total(n)	99	1,915	5,007	59	1,023	2,837	40	892	2,170	

California State University-Fresno	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	0.0%	0.5%	0.4%	0.0%	0.6%	0.4%	0.0%	0.4%	0.4%	
1986 - 1980	3.0%	2.4%	2.3%	0.0%	2.1%	1.9%	7.3%	2.7%	2.9%	
1971 - 1975	4.0%	5.3%	5.1%	5.1%	5.5%	5.1%	2.4%	5.0%	5.2%	
1966 - 1970	13.0%	13.0%	11.7%	8.5%	12.7%	10.6%	19.5%	13.5%	13.0%	
1961 - 1965	17.0%	16.3%	14.9%	22.0%	17.0%	14.6%	9.8%	15.5%	15.4%	
1956 - 1960	21.0%	16.9%	17.1%	18.6%	16.2%	16.6%	24.4%	17.7%	17.8%	
1951 - 1955	12.0%	20.8%	21.6%	10.2%	20.4%	21.5%	14.6%	21.3%	21.6%	
1946 - 1950	25.0%	17.5%	17.7%	28.8%	16.8%	17.8%	19.5%	18.3%	17.4%	
1941 - 1945	2.0%	5.6%	7.0%	3.4%	6.8%	8.5%	0.0%	4.3%	5.0%	
1940 or earlier	3.0%	1.6%	2.3%	3.4%	1.9%	2.9%	2.4%	1.3%	1.4%	
Total(n)	100	1,947	5,150	59	1,035	2,911	41	912	2,239	
Year of highest degree now held										
1973 or earlier	4.0%	4.1%	6.5%	1.7%	5.9%	8.9%	7.3%	2.2%	3.4%	
1974 - 1978	6.0%	6.1%	8.6%	10.2%	7.9%	11.1%	0.0%	4.0%	5.5%	
1979 - 1983	11.0%	9.7%	12.1%	13.6%	11.5%	13.9%	7.3%	7.6%	9.7%	
1984 - 1988	15.0%	13.5%	14.1%	16.9%	15.0%	15.1%	12.2%	11.9%	12.7%	
1989 - 1993	15.0%	16.9%	16.7%	11.9%	14.8%	15.3%	19.5%	19.3%	18.5%	
1994 - 1998	23.0%	19.8%	17.6%	28.8%	20.0%	16.2%	14.6%	19.7%	19.4%	
1999 - 2003	17.0%	16.7%	14.0%	11.9%	14.0%	11.7%	24.4%	19.8%	17.0%	
2004 - 2008	8.0%	10.4%	8.7%	3.4%	9.2%	6.7%	14.6%	11.8%	11.3%	
2009 or later	1.0%	2.7%	1.7%	1.7%	1.8%	1.1%	0.0%	3.7%	2.5%	
Total(n)	100	1,960	5,178	59	1,042	2,920	41	918	2,258	
Year of appointment at present institution										
1973 or earlier	3.0%	3.4%	4.1%	1.7%	3.9%	4.9%	4.9%	2.8%	3.0%	
1974 - 1978	0.0%	3.1%	4.1%	0.0%	3.3%	5.5%	0.0%	2.8%	2.4%	
1979 - 1983	2.0%	5.3%	6.4%	3.4%	6.3%	7.4%	0.0%	4.3%	5.1%	
1984 - 1988	12.0%	10.3%	10.6%	15.3%	11.9%	11.9%	7.3%	8.4%	8.8%	
1989 - 1993	15.0%	13.2%	14.1%	13.6%	12.5%	13.8%	17.1%	14.0%	14.4%	
1994 - 1998	19.0%	18.1%	16.5%	25.4%	17.2%	15.2%	9.8%	19.2%	18.1%	
1999 - 2003	28.0%	25.0%	22.0%	30.5%	24.3%	20.7%	24.4%	25.8%	23.6%	
2004 - 2008	19.0%	17.0%	17.5%	8.5%	16.1%	16.0%	34.1%	18.1%	19.5%	
2009 or later	2.0%	4.5%	4.9%	1.7%	4.5%	4.6%	2.4%	4.6%	5.1%	
Total(n)	100	1,957	5,173	59	1,040	2,917	41	917	2,256	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	4.8%	7.6%	7.7%	1.9%	6.6%	6.6%	9.7%	8.9%	9.2%	
1974 - 1978	1.2%	1.8%	2.2%	0.0%	2.6%	2.8%	3.2%	0.9%	1.3%	
1979 - 1983	0.0%	2.8%	4.2%	0.0%	3.5%	5.3%	0.0%	2.1%	2.5%	
1984 - 1988	7.2%	6.2%	8.2%	9.6%	7.5%	10.0%	3.2%	4.6%	5.7%	
1989 - 1993	12.0%	10.0%	11.6%	11.5%	10.8%	13.0%	12.9%	9.0%	9.6%	
1994 - 1998	15.7%	14.7%	16.1%	19.2%	15.7%	16.1%	9.7%	13.6%	16.1%	
1999 - 2003	18.1%	18.9%	18.4%	19.2%	17.9%	17.6%	16.1%	20.1%	19.6%	
2004 - 2008	33.7%	27.3%	23.0%	34.6%	26.2%	21.3%	32.3%	28.7%	25.2%	
2009 or later	7.2%	10.6%	8.8%	3.8%	9.3%	7.3%	12.9%	12.2%	10.8%	
Total(n)	83	1,702	4,357	52	924	2,547	31	778	1,810	
Aggregated Major										
Agriculture or Forestry (General Area 1)	2.9%	1.2%	1.6%	3.4%	1.8%	2.2%	2.3%	0.5%	0.8%	
Biological Sciences (General Area 5)	2.0%	4.6%	6.1%	3.4%	5.9%	7.7%	0.0%	3.0%	4.0%	
Business (General Area 6)	6.9%	4.8%	4.5%	8.5%	6.7%	5.5%	4.7%	2.7%	3.3%	
Education (General Area 10 and Specific Discipline 2102)	23.5%	18.2%	13.3%	20.3%	13.2%	9.1%	27.9%	23.8%	18.8%	
Engineering (General Area 11)	7.8%	2.2%	3.9%	11.9%	3.6%	5.9%	2.3%	0.5%	1.4%	
English (General Area 12)	2.9%	7.7%	6.5%	0.0%	5.5%	4.8%	7.0%	10.2%	8.6%	
Health-related (General Area 15)	4.9%	5.8%	6.7%	3.4%	1.7%	3.8%	7.0%	10.4%	10.5%	
History or Political Science (Specific Discipline 3007,3009)	2.9%	5.4%	5.1%	1.7%	6.3%	5.9%	4.7%	4.3%	4.0%	
Humanities (General Area 14,24)	2.9%	6.0%	6.9%	3.4%	6.4%	6.8%	2.3%	5.6%	7.0%	
Fine Arts (General Area 2,4,22)	3.9%	8.1%	8.2%	3.4%	9.0%	8.8%	4.7%	7.0%	7.4%	
Mathematics or Statistics (General Area 18)	2.0%	2.8%	2.4%	0.0%	3.7%	3.1%	4.7%	1.8%	1.5%	
Physical Sciences (General Area 25)	7.8%	5.7%	5.4%	13.6%	8.8%	7.9%	0.0%	2.2%	2.2%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	17.6%	15.7%	15.1%	15.3%	15.6%	14.7%	20.9%	15.8%	15.5%	
Other Technical (General Area 8,19,28)	3.9%	1.8%	1.9%	5.1%	2.7%	2.8%	2.3%	0.8%	0.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	7.8%	10.1%	12.3%	6.8%	9.1%	10.9%	9.3%	11.3%	14.1%	
Total(n)	102	1,976	5,222	59	1,052	2,946	43	924	2,276	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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)	4.9%	0.8%	1.6%	6.8%	1.2%	2.0%	2.3%	0.3%	1.0%	
Biological Sciences (General Area 5)	2.0%	4.2%	5.3%	3.4%	5.6%	6.8%	0.0%	2.6%	3.3%	
Business (General Area 6)	7.8%	6.5%	5.8%	10.2%	8.7%	6.9%	4.7%	4.0%	4.4%	
Education (General Area 10 and Specific Discipline 2102)	18.6%	11.6%	9.0%	16.9%	8.5%	6.2%	20.9%	15.2%	12.6%	
Engineering (General Area 11)	6.9%	2.6%	4.1%	10.2%	4.1%	6.1%	2.3%	0.9%	1.5%	
English (General Area 12)	2.9%	8.2%	6.6%	0.0%	5.8%	4.8%	7.0%	10.9%	8.9%	
Health-related (General Area 15)	9.8%	8.0%	8.8%	6.8%	3.3%	5.0%	14.0%	13.3%	13.7%	
History or Political Science (Specific Discipline 3007,3009)	2.0%	5.0%	4.7%	1.7%	6.2%	5.4%	2.3%	3.7%	3.7%	
Humanities (General Area 14,24)	2.0%	5.2%	6.3%	1.7%	5.1%	6.1%	2.3%	5.3%	6.6%	
Fine Arts (General Area 2,4,22)	3.9%	8.5%	8.6%	3.4%	8.8%	8.9%	4.7%	8.2%	8.2%	
Mathematics or Statistics (General Area 18)	1.0%	3.1%	2.5%	0.0%	4.0%	3.1%	2.3%	2.1%	1.8%	
Physical Sciences (General Area 25)	6.9%	5.6%	5.1%	11.9%	8.5%	7.5%	0.0%	2.3%	2.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.7%	13.7%	12.7%	8.5%	13.7%	12.4%	18.6%	13.6%	13.0%	
Other Technical (General Area 8,19,28)	2.9%	2.4%	2.5%	3.4%	3.4%	3.5%	2.3%	1.3%	1.1%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	15.7%	14.6%	16.5%	15.3%	13.0%	15.3%	16.3%	16.3%	18.1%	
Total(n)	102	1,974	5,213	59	1,050	2,943	43	924	2,270	

California State University-Fresno	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	61.0%	64.9%	64.2%	51.7%	58.9%	60.4%	73.8%	71.8%	69.2%	
1	17.0%	15.1%	16.5%	20.7%	16.3%	17.0%	11.9%	13.7%	15.8%	
2	13.0%	14.2%	14.0%	13.8%	16.0%	15.2%	11.9%	12.1%	12.3%	
3	8.0%	4.2%	3.6%	12.1%	6.2%	4.8%	2.4%	2.0%	2.0%	
4+	1.0%	1.6%	1.7%	1.7%	2.6%	2.6%	0.0%	0.4%	0.6%	
Total(n)	100	1,959	5,173	58	1,049	2,927	42	910	2,246	
18 years or older										
0	53.0%	50.8%	48.6%	49.1%	49.4%	44.5%	58.1%	52.4%	53.9%	
1	10.0%	12.7%	14.3%	12.3%	12.9%	14.3%	7.0%	12.4%	14.3%	
2	23.0%	22.9%	22.9%	22.8%	23.7%	24.6%	23.3%	21.9%	20.6%	
3	10.0%	8.5%	8.7%	12.3%	8.0%	9.8%	7.0%	8.9%	7.3%	
4+	4.0%	5.2%	5.5%	3.5%	5.9%	6.8%	4.7%	4.4%	3.9%	
Total(n)	100	1,964	5,192	57	1,046	2,931	43	918	2,261	
How would you characterize your political views?										
Far left	9.2%	9.9%	8.5%	8.9%	8.5%	6.9%	9.5%	11.5%	10.6%	
Liberal	41.8%	48.6%	50.1%	35.7%	44.8%	46.8%	50.0%	52.8%	54.4%	
Middle of the road	34.7%	27.8%	28.7%	37.5%	29.6%	30.8%	31.0%	25.7%	26.1%	
Conservative	14.3%	13.4%	12.3%	17.9%	16.5%	15.2%	9.5%	9.8%	8.7%	
Far right	0.0%	0.4%	0.3%	0.0%	0.6%	0.3%	0.0%	0.2%	0.2%	
Total(n)	98	1,960	5,177	56	1,044	2,923	42	916	2,254	
Are you currently: (Mark one)										
Single	5.9%	8.6%	8.8%	5.1%	6.6%	6.3%	7.1%	10.9%	12.1%	
Married	80.2%	76.2%	77.6%	88.1%	83.6%	84.9%	69.0%	67.6%	68.1%	
Unmarried, living with partner	3.0%	5.3%	4.8%	3.4%	4.0%	3.6%	2.4%	6.8%	6.3%	
Divorced	7.9%	7.3%	6.4%	3.4%	4.3%	3.8%	14.3%	10.7%	9.9%	
Widowed	3.0%	1.5%	1.3%	0.0%	0.6%	0.6%	7.1%	2.6%	2.3%	
Separated	0.0%	1.1%	1.0%	0.0%	0.9%	0.8%	0.0%	1.3%	1.2%	
Total(n)	101	1,980	5,233	59	1,057	2,956	42	923	2,277	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	81.4%	92.1%	90.9%	72.9%	90.5%	89.7%	93.0%	93.9%	92.4%	
No	18.6%	7.9%	9.1%	27.1%	9.5%	10.3%	7.0%	6.1%	7.6%	
Total(n)	102	1,988	5,242	59	1,059	2,958	43	929	2,284	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	4.0%	2.2%	1.7%	1.7%	2.2%	1.4%	7.1%	2.2%	2.1%	
Asian American/Asian	8.0%	4.2%	4.0%	8.6%	4.8%	4.8%	7.1%	3.5%	3.0%	
Native Hawaiian/Pacific Islander	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.1%	
African American/Black	5.0%	3.4%	3.2%	1.7%	2.9%	2.6%	9.5%	3.9%	3.9%	
Mexican American/Chicano	5.0%	1.4%	1.2%	5.2%	1.6%	1.3%	4.8%	1.2%	1.1%	
Puerto Rican	0.0%	0.6%	0.4%	0.0%	0.9%	0.4%	0.0%	0.3%	0.3%	
Other Latino	3.0%	1.7%	1.9%	5.2%	1.8%	1.9%	0.0%	1.5%	1.9%	
White/Caucasian	78.0%	88.5%	88.7%	77.6%	88.2%	88.3%	78.6%	88.9%	89.2%	
Other	6.0%	3.4%	3.1%	8.6%	3.5%	3.3%	2.4%	3.2%	2.9%	
Total(n)	100	1,969	5,197	58	1,049	2,928	42	920	2,269	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.4%	0.3%	0.0%	0.5%	0.2%	0.0%	0.3%	0.4%	
Asian	8.0%	3.8%	3.7%	8.6%	4.4%	4.5%	7.1%	3.0%	2.7%	
Black	2.0%	2.9%	2.8%	1.7%	2.5%	2.4%	2.4%	3.4%	3.3%	
Hispanic	4.0%	1.9%	2.1%	5.2%	2.2%	2.3%	2.4%	1.5%	1.9%	
White	72.0%	84.9%	85.3%	69.0%	84.5%	84.9%	76.2%	85.4%	85.9%	
Other	5.0%	2.1%	2.0%	6.9%	2.2%	2.2%	2.4%	2.0%	1.7%	
Two or more races/ethnicities	9.0%	4.1%	3.8%	8.6%	3.8%	3.5%	9.5%	4.3%	4.1%	
Total (n)	100	1,969	5,197	58	1,049	2,928	42	920	2,269	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Full-time Academic Administrators

California State University-Fresno	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	

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Other Respondents	7	156	692	2	60	356	5	96	336	
What is your principal activity in your current position at this institution?										
Administration	0.0%	0.6%	0.9%	0.0%	0.0%	0.8%	0.0%	1.0%	0.9%	
Teaching	71.4%	76.8%	42.5%	100.0%	84.7%	39.0%	60.0%	71.9%	46.1%	
Research	0.0%	2.6%	41.4%	0.0%	1.7%	49.7%	0.0%	3.1%	32.7%	
Services to clients and patients	28.6%	10.3%	8.4%	0.0%	5.1%	5.4%	40.0%	13.5%	11.6%	
Other	0.0%	9.7%	6.8%	0.0%	8.5%	5.1%	0.0%	10.4%	8.6%	
Total(n)	7	155	690	2	59	354	5	96	336	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	85.7%	98.7%	99.4%	100.0%	100.0%	99.4%	80.0%	97.9%	99.4%	
No	14.3%	1.3%	0.6%	0.0%	0.0%	0.6%	20.0%	2.1%	0.6%	
Total(n)	7	155	691	2	59	355	5	96	336	
What is your present academic rank?										
Professor	14.3%	35.1%	34.7%	50.0%	47.4%	40.0%	0.0%	27.7%	29.3%	
Associate professor	28.6%	41.7%	33.1%	0.0%	38.6%	31.7%	40.0%	43.6%	34.5%	
Assistant professor	28.6%	15.2%	25.3%	50.0%	8.8%	21.0%	20.0%	19.1%	29.7%	
Lecturer	0.0%	4.0%	1.4%	0.0%	3.5%	1.4%	0.0%	4.3%	1.4%	
Instructor	28.6%	4.0%	5.5%	0.0%	1.8%	5.9%	40.0%	5.3%	5.2%	
Total(n)	7	151	580	2	57	290	5	94	290	
What is your tenure status at this institution?										
Tenured	42.9%	76.5%	61.3%	50.0%	84.5%	62.1%	40.0%	71.6%	60.5%	
On tenure track, but not tenured	28.6%	11.1%	18.4%	50.0%	8.6%	16.1%	20.0%	12.6%	20.6%	
Not on tenure track, but institution has tenure system	28.6%	12.4%	18.9%	0.0%	6.9%	19.5%	40.0%	15.8%	18.2%	
Institution has no tenure system	0.0%	0.0%	1.5%	0.0%	0.0%	2.3%	0.0%	0.0%	0.7%	
Total(n)	7	153	594	2	58	298	5	95	296	
Are you currently serving in an administrative position as:										
Department chair	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Dean (associate or assistant)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	14.3%	0.6%	0.1%	0.0%	0.0%	0.0%	20.0%	1.0%	0.3%	
Not applicable	71.4%	92.3%	88.3%	100.0%	91.7%	84.3%	60.0%	92.7%	92.6%	

California State University-Fresno	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.)	0.0%	0.6%	0.9%	0.0%	0.0%	0.3%	0.0%	1.0%	1.5%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	42.9%	23.2%	14.2%	50.0%	22.0%	10.1%	40.0%	24.0%	18.5%	
LL.B., J.D.	0.0%	1.3%	1.4%	0.0%	1.7%	1.1%	0.0%	1.0%	1.8%	
M.D., D.D.S. (or equivalent)	0.0%	0.6%	1.4%	0.0%	1.7%	2.0%	0.0%	0.0%	0.9%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.6%	0.4%	0.0%	0.0%	0.3%	0.0%	1.0%	0.6%	
Ed.D.	0.0%	1.3%	0.6%	0.0%	0.0%	0.3%	0.0%	2.1%	0.9%	
Ph.D.	57.1%	71.0%	79.9%	50.0%	74.6%	84.8%	60.0%	68.8%	74.7%	
Other degree	0.0%	1.3%	1.2%	0.0%	0.0%	1.1%	0.0%	2.1%	1.2%	
None	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	155	691	2	59	355	5	96	336	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
LL.B., J.D.	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ed.D.	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	0.0%	1.3%	0.7%	
Ph.D.	0.0%	2.2%	2.7%	0.0%	1.8%	2.7%	0.0%	2.5%	2.7%	
Other degree	16.7%	0.7%	0.8%	50.0%	1.8%	0.9%	0.0%	0.0%	0.7%	
None	83.3%	96.4%	95.9%	50.0%	96.5%	96.1%	100.0%	96.3%	95.7%	
Total(n)	6	137	638	2	57	337	4	80	301	

California State University-Fresno	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	14.3%	38.7%	63.2%	0.0%	42.4%	69.0%	20.0%	36.5%	57.1%	
Very important	42.9%	32.3%	24.0%	50.0%	32.2%	22.3%	40.0%	32.3%	25.9%	
Somewhat important	42.9%	27.1%	11.4%	50.0%	22.0%	7.6%	40.0%	30.2%	15.5%	
Not important	0.0%	1.9%	1.3%	0.0%	3.4%	1.1%	0.0%	1.0%	1.5%	
Total(n)	7	155	691	2	59	355	5	96	336	
Teaching										
Essential	85.7%	63.9%	45.7%	100.0%	67.8%	43.1%	80.0%	61.5%	48.5%	
Very important	14.3%	31.0%	39.8%	0.0%	27.1%	38.9%	20.0%	33.3%	40.8%	
Somewhat important	0.0%	3.9%	11.4%	0.0%	3.4%	14.1%	0.0%	4.2%	8.6%	
Not important	0.0%	1.3%	3.0%	0.0%	1.7%	3.9%	0.0%	1.0%	2.1%	
Total(n)	7	155	691	2	59	355	5	96	336	
Service										
Essential	28.6%	23.9%	20.1%	0.0%	22.0%	17.7%	40.0%	25.0%	22.6%	
Very important	42.9%	34.2%	35.7%	100.0%	35.6%	34.9%	20.0%	33.3%	36.6%	
Somewhat important	28.6%	38.7%	38.4%	0.0%	40.7%	41.4%	40.0%	37.5%	35.1%	
Not important	0.0%	3.2%	5.8%	0.0%	1.7%	5.9%	0.0%	4.2%	5.7%	
Total(n)	7	155	691	2	59	355	5	96	336	

California State University-Fresno	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	14.3%	9.7%	14.0%	50.0%	13.6%	17.5%	0.0%	7.3%	10.4%	
Taught an interdisciplinary course	42.9%	34.2%	34.3%	50.0%	37.3%	34.1%	40.0%	32.3%	34.5%	
Taught an ethnic studies course	14.3%	9.7%	8.0%	0.0%	11.9%	5.6%	20.0%	8.3%	10.4%	
Taught a women's studies course	14.3%	11.6%	7.0%	0.0%	6.8%	1.1%	20.0%	14.6%	13.1%	
Taught a service learning course	28.6%	15.5%	10.6%	50.0%	16.9%	10.1%	20.0%	14.6%	11.0%	
Taught an exclusively web-based course at this	28.6%	12.9%	5.2%	50.0%	11.9%	4.5%	20.0%	13.5%	6.0%	
Participated in a teaching enhancement workshop	71.4%	56.8%	39.9%	100.0%	47.5%	31.8%	60.0%	62.5%	48.5%	
Advised student groups involved in service/volunteer	57.1%	39.4%	29.9%	50.0%	35.6%	27.4%	60.0%	41.7%	32.4%	Civic
Collaborated with the local community in	57.1%	41.9%	36.8%	50.0%	47.5%	36.3%	60.0%	38.5%	37.2%	Minded
Conducted research or writing focused on international/global issues	14.3%	29.0%	28.9%	0.0%	28.8%	30.1%	20.0%	29.2%	27.7%	
Conducted research or writing focused on racial or ethnic minorities	42.9%	27.7%	22.4%	50.0%	16.9%	15.8%	40.0%	34.4%	29.5%	
Conducted research or writing focused on women and gender issues	42.9%	32.3%	23.5%	50.0%	22.0%	13.0%	40.0%	38.5%	34.6%	
Engaged undergraduates on <u>your</u> research project	42.9%	43.9%	52.7%	100.0%	50.8%	58.3%	20.0%	39.6%	46.7%	
Worked with undergraduates on a research project	57.1%	59.4%	63.4%	100.0%	66.1%	67.3%	40.0%	55.2%	59.2%	
Engaged in academic research that spans multiple	42.9%	70.3%	72.9%	100.0%	78.0%	76.6%	20.0%	65.6%	69.0%	
Taught a seminar for first-year students	14.3%	16.9%	17.4%	0.0%	8.6%	16.4%	20.0%	21.9%	18.5%	
Taught a capstone course	28.6%	32.3%	22.7%	50.0%	28.8%	20.3%	20.0%	34.4%	25.3%	
Taught in a learning community (e.g., FIG, linked courses)	0.0%	7.1%	3.9%	0.0%	3.4%	2.3%	0.0%	9.4%	5.7%	
Supervised an undergraduate thesis	0.0%	27.7%	31.1%	0.0%	32.2%	29.6%	0.0%	25.0%	32.7%	
Published op-ed pieces or editorials	28.6%	13.5%	14.2%	50.0%	18.6%	18.3%	20.0%	10.4%	9.9%	
Received funding for your work from foundations	0.0%	14.3%	22.4%	0.0%	6.9%	23.5%	0.0%	18.8%	21.1%	
Received funding for your work from state or federal government	14.3%	29.7%	44.3%	50.0%	25.4%	51.5%	0.0%	32.3%	36.6%	
Received funding for your work from business or industry	0.0%	4.5%	14.3%	0.0%	3.4%	18.6%	0.0%	5.2%	9.8%	
Total(n)	7	155	691	2	59	355	5	96	336	

California State University-Fresno	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	7	153	687	2	59	354	5	94	333	
Teach at least one course this term at another institution	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Course required for an undergraduate major										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Other undergraduate course										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Developmental/remedial course (not for credit)										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Non-credit course (other than above)										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Graduate course										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.

California State University-Fresno	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	57.1%	72.3%	52.7%	50.0%	81.4%	50.6%	60.0%	66.7%	54.9%	
Graduate courses	0.0%	7.7%	23.1%	0.0%	6.8%	26.3%	0.0%	8.3%	19.7%	
Non-credit courses	14.3%	3.2%	1.5%	50.0%	1.7%	1.1%	0.0%	4.2%	1.8%	
I do not teach	28.6%	16.8%	22.8%	0.0%	10.2%	22.0%	40.0%	20.8%	23.6%	
Total(n)	7	155	689	2	59	354	5	96	335	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	0.0%	4.5%	4.3%	0.0%	3.3%	3.7%	0.0%	5.2%	5.1%	
Writing	14.3%	10.3%	9.7%	0.0%	6.7%	7.6%	20.0%	12.5%	11.9%	
Mathematics	0.0%	4.5%	3.8%	0.0%	8.3%	4.8%	0.0%	2.1%	2.7%	
ESL	0.0%	0.6%	0.3%	0.0%	0.0%	0.3%	0.0%	1.0%	0.3%	
General academic skills	28.6%	14.1%	9.8%	0.0%	8.3%	7.9%	40.0%	17.7%	11.9%	
Other subject areas	42.9%	9.6%	8.1%	50.0%	8.3%	8.4%	40.0%	10.4%	7.7%	
Total(n)	7	156	692	2	60	356	5	96	336	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	28.6%	29.9%	17.5%	0.0%	23.7%	14.4%	40.0%	33.7%	20.9%	
No	71.4%	63.6%	74.3%	100.0%	72.9%	78.6%	60.0%	57.9%	69.9%	
Not eligible	0.0%	1.3%	4.1%	0.0%	0.0%	3.7%	0.0%	2.1%	4.5%	
Not available	0.0%	5.2%	4.1%	0.0%	3.4%	3.4%	0.0%	6.3%	4.8%	
Total(n)	7	154	690	2	59	355	5	95	335	
Paid sabbatical leave										
Yes	28.6%	64.3%	50.5%	0.0%	67.8%	48.0%	40.0%	62.1%	53.1%	
No	42.9%	25.3%	34.8%	50.0%	23.7%	39.0%	40.0%	26.3%	30.4%	
Not eligible	28.6%	9.7%	12.9%	50.0%	8.5%	11.0%	20.0%	10.5%	14.9%	
Not available	0.0%	0.6%	1.7%	0.0%	0.0%	2.0%	0.0%	1.1%	1.5%	
Total(n)	7	154	689	2	59	354	5	95	335	
Travel funds paid by the institution										
Yes	42.9%	81.9%	73.8%	50.0%	81.4%	68.5%	40.0%	82.3%	79.5%	
No	42.9%	15.5%	22.3%	50.0%	15.3%	27.9%	40.0%	15.6%	16.4%	
Not eligible	14.3%	2.6%	2.0%	0.0%	3.4%	2.3%	20.0%	2.1%	1.8%	
Not available	0.0%	0.0%	1.9%	0.0%	0.0%	1.4%	0.0%	0.0%	2.4%	
Total(n)	7	155	691	2	59	355	5	96	336	

California State University-Fresno	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	42.9%	53.9%	58.3%	50.0%	52.5%	59.7%	40.0%	54.7%	56.7%	
No	42.9%	41.6%	37.1%	50.0%	42.4%	36.3%	40.0%	41.1%	37.9%	
Not eligible	14.3%	1.9%	2.3%	0.0%	1.7%	2.0%	20.0%	2.1%	2.7%	
Not available	0.0%	2.6%	2.3%	0.0%	3.4%	2.0%	0.0%	2.1%	2.7%	
Total(n)	7	154	690	2	59	355	5	95	335	
Training for administrative leadership										
Yes	0.0%	14.9%	10.8%	0.0%	11.9%	8.5%	0.0%	16.8%	13.2%	
No	100.0%	78.6%	81.8%	100.0%	81.4%	85.0%	100.0%	76.8%	78.4%	
Not eligible	0.0%	1.9%	3.6%	0.0%	1.7%	3.4%	0.0%	2.1%	3.9%	
Not available	0.0%	4.5%	3.8%	0.0%	5.1%	3.1%	0.0%	4.2%	4.5%	
Total(n)	7	154	688	2	59	354	5	95	334	
Received incentives to develop new courses										
Yes	0.0%	21.4%	15.8%	0.0%	20.3%	15.8%	0.0%	22.1%	15.9%	
No	100.0%	69.5%	74.6%	100.0%	67.8%	76.3%	100.0%	70.5%	72.8%	
Not eligible	0.0%	4.5%	4.4%	0.0%	5.1%	3.7%	0.0%	4.2%	5.1%	
Not available	0.0%	4.5%	5.2%	0.0%	6.8%	4.2%	0.0%	3.2%	6.3%	
Total(n)	7	154	688	2	59	354	5	95	334	
Received incentives to integrate new technology into your classroom										
Yes	14.3%	16.2%	12.4%	50.0%	15.3%	12.4%	0.0%	16.8%	12.3%	
No	85.7%	76.6%	78.8%	50.0%	78.0%	80.8%	100.0%	75.8%	76.6%	
Not eligible	0.0%	3.2%	4.1%	0.0%	1.7%	3.1%	0.0%	4.2%	5.1%	
Not available	0.0%	3.9%	4.8%	0.0%	5.1%	3.7%	0.0%	3.2%	6.0%	
Total(n)	7	154	688	2	59	354	5	95	334	

California State University-Fresno	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	42.9%	20.0%	9.7%	0.0%	20.3%	7.3%	60.0%	19.8%	12.2%	
1-2	42.9%	19.4%	12.5%	100.0%	22.0%	10.5%	20.0%	17.7%	14.6%	
3-4	14.3%	15.5%	13.0%	0.0%	13.6%	10.2%	20.0%	16.7%	16.1%	
5-10	0.0%	20.6%	20.3%	0.0%	16.9%	16.4%	0.0%	22.9%	24.4%	
11-20	0.0%	12.9%	15.5%	0.0%	10.2%	15.8%	0.0%	14.6%	15.2%	
21-50	0.0%	9.7%	16.5%	0.0%	15.3%	21.2%	0.0%	6.3%	11.6%	
51+	0.0%	1.9%	12.5%	0.0%	1.7%	18.6%	0.0%	2.1%	6.0%	
Total(n)	7	155	690	2	59	354	5	96	336	
Mean	1.71	3.24	4.19	2.00	3.27	4.61	1.60	3.22	3.74	
Standard deviation	0.76	1.69	1.85	0.00	1.80	1.87	0.89	1.63	1.71	
Significance	-	*	***	-		*	-	*	**	
Effect size	-	-0.91	-1.34	-	-0.71	-1.40	-	-0.99	-1.25	
Chapters in edited volumes										Scholarly Productivity
None	71.4%	50.3%	37.1%	50.0%	55.9%	35.6%	80.0%	46.9%	38.7%	
1-2	28.6%	27.7%	25.8%	50.0%	23.7%	23.4%	20.0%	30.2%	28.3%	
3-4	0.0%	12.3%	13.9%	0.0%	11.9%	13.8%	0.0%	12.5%	14.0%	
5-10	0.0%	8.4%	15.1%	0.0%	6.8%	17.2%	0.0%	9.4%	12.8%	
11-20	0.0%	1.3%	4.5%	0.0%	1.7%	5.4%	0.0%	1.0%	3.6%	
21-50	0.0%	0.0%	3.2%	0.0%	0.0%	3.7%	0.0%	0.0%	2.7%	
51+	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
Total(n)	7	155	690	2	59	354	5	96	336	
Mean	1.29	1.83	2.35	1.50	1.75	2.48	1.20	1.88	2.22	
Standard deviation	0.49	1.03	1.42	0.71	1.03	1.50	0.45	1.03	1.32	
Significance	-		*	-			-			
Effect size	-	-0.52	-0.75	-	-0.24	-0.65	-	-0.66	-0.77	

California State University-Fresno	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	85.7%	67.7%	58.5%	100.0%	62.7%	55.8%	80.0%	70.8%	61.3%	
1-2	14.3%	25.2%	26.1%	0.0%	33.9%	27.5%	20.0%	19.8%	24.7%	
3-4	0.0%	3.2%	8.4%	0.0%	0.0%	8.5%	0.0%	5.2%	8.3%	
5-10	0.0%	2.6%	4.9%	0.0%	1.7%	5.4%	0.0%	3.1%	4.5%	
11-20	0.0%	0.6%	1.3%	0.0%	1.7%	2.0%	0.0%	0.0%	0.6%	
21-50	0.0%	0.6%	0.7%	0.0%	0.0%	0.8%	0.0%	1.0%	0.6%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	155	689	2	59	353	5	96	336	
Mean	1.14	1.45	1.67	1.00	1.46	1.73	1.20	1.45	1.60	
Standard deviation	0.38	0.82	1.00	0.00	0.75	1.05	0.45	0.87	0.93	
Significance	-			-			-			
Effect size	-	-0.38	-0.53	-	-0.61	-0.70	-	-0.29	-0.43	
Other, such as patents or computer software products										
None	100.0%	89.7%	84.8%	100.0%	79.7%	76.9%	100.0%	95.8%	93.1%	
1-2	0.0%	7.1%	9.1%	0.0%	13.6%	13.1%	0.0%	3.1%	4.8%	
3-4	0.0%	1.9%	3.5%	0.0%	3.4%	6.0%	0.0%	1.0%	0.9%	
5-10	0.0%	1.3%	1.8%	0.0%	3.4%	2.8%	0.0%	0.0%	0.6%	
11-20	0.0%	0.0%	0.6%	0.0%	0.0%	0.9%	0.0%	0.0%	0.3%	
21-50	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	155	685	2	59	351	5	96	334	
Mean	1.00	1.15	1.25	1.00	1.31	1.38	1.00	1.05	1.11	
Standard deviation	0.00	0.49	0.70	0.00	0.70	0.83	0.00	0.27	0.50	
Significance	-			-			-			
Effect size	-	-0.31	-0.36	-	-0.44	-0.46	-	-0.19	-0.22	

California State University-Fresno	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	100.0%	88.4%	90.7%	100.0%	81.4%	90.4%	100.0%	92.7%	91.1%	
1-2	0.0%	5.2%	4.3%	0.0%	8.5%	4.8%	0.0%	3.1%	3.9%	
3-4	0.0%	3.9%	2.3%	0.0%	6.8%	2.5%	0.0%	2.1%	2.1%	
5-10	0.0%	1.9%	1.6%	0.0%	3.4%	2.0%	0.0%	1.0%	1.2%	
11-20	0.0%	0.6%	0.9%	0.0%	0.0%	0.3%	0.0%	1.0%	1.5%	
21-50	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	155	691	2	59	355	5	96	336	
Mean	1.00	1.21	1.18	1.00	1.32	1.17	1.00	1.15	1.19	
Standard deviation	0.00	0.66	0.65	0.00	0.75	0.59	0.00	0.60	0.71	
Significance	-			-			-			
Effect size	-	-0.32	-0.28	-	-0.43	-0.29	-	-0.25	-0.27	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	57.1%	33.5%	17.1%	0.0%	37.3%	13.8%	80.0%	31.3%	20.5%	
1-2	28.6%	34.8%	29.8%	50.0%	30.5%	26.5%	20.0%	37.5%	33.3%	
3-4	14.3%	22.6%	28.7%	50.0%	20.3%	27.9%	0.0%	24.0%	29.5%	
5-10	0.0%	9.0%	17.5%	0.0%	11.9%	21.1%	0.0%	7.3%	13.7%	
11-20	0.0%	0.0%	5.6%	0.0%	0.0%	9.0%	0.0%	0.0%	2.1%	
21-50	0.0%	0.0%	1.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.6%	
51+	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	
Total(n)	7	155	691	2	59	355	5	96	336	
Mean	1.57	2.07	2.69	2.50	2.07	2.90	1.20	2.07	2.46	
Standard deviation	0.79	0.96	1.19	0.71	1.03	1.25	0.45	0.92	1.09	
Significance	-		*	-			-	*	*	
Effect size	-	-0.52	-0.94	-	0.42	-0.32	-	-0.95	-1.16	Scholarly Productivity

California State University-Fresno	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	85.7%	42.6%	46.7%	50.0%	42.4%	50.7%	100.0%	42.7%	42.4%	
To some extent	14.3%	52.3%	48.3%	50.0%	55.9%	45.6%	0.0%	50.0%	51.0%	
Not at all	0.0%	5.2%	5.1%	0.0%	1.7%	3.7%	0.0%	7.3%	6.6%	
Total(n)	7	155	690	2	59	355	5	96	335	
Mean	2.86	2.37	2.42	2.50	2.41	2.47	3.00	2.35	2.36	
Standard deviation	0.38	0.58	0.59	0.71	0.53	0.57	0.00	0.62	0.60	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.84	0.75	-	0.17	0.05	-	1.05	1.07	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	42.9%	41.3%	38.8%	50.0%	52.5%	43.4%	40.0%	34.4%	33.9%	
To some extent	28.6%	46.5%	49.2%	0.0%	33.9%	44.2%	40.0%	54.2%	54.5%	
Not at all	28.6%	12.3%	12.0%	50.0%	13.6%	12.4%	20.0%	11.5%	11.6%	
Total(n)	7	155	691	2	59	355	5	96	336	
Mean	2.14	2.29	2.27	2.00	2.39	2.31	2.20	2.23	2.22	
Standard deviation	0.90	0.67	0.66	1.41	0.72	0.68	0.84	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.22	-0.20	-	-0.54	-0.46	-	-0.05	-0.03	
Experience close alignment between your work and your personal values										
To a great extent	42.9%	59.4%	60.5%	0.0%	59.3%	63.4%	60.0%	59.4%	57.4%	
To some extent	42.9%	37.4%	35.5%	50.0%	33.9%	31.3%	40.0%	39.6%	39.9%	
Not at all	14.3%	3.2%	4.1%	50.0%	6.8%	5.4%	0.0%	1.0%	2.7%	
Total(n)	7	155	691	2	59	355	5	96	336	
Mean	2.29	2.56	2.56	1.50	2.53	2.58	2.60	2.58	2.55	
Standard deviation	0.76	0.56	0.57	0.71	0.63	0.59	0.55	0.52	0.55	
Significance	-			-	*	*	-			
Effect size	-	-0.48	-0.47	-	-1.63	-1.83	-	0.04	0.09	

California State University-Fresno	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	28.6%	24.5%	28.2%	50.0%	16.9%	27.0%	20.0%	29.2%	29.5%	
To some extent	57.1%	38.7%	35.0%	50.0%	35.6%	30.4%	60.0%	40.6%	39.9%	
Not at all	14.3%	36.8%	36.8%	0.0%	47.5%	42.5%	20.0%	30.2%	30.7%	
Total(n)	7	155	691	2	59	355	5	96	336	
Mean	2.14	1.88	1.91	2.50	1.69	1.85	2.00	1.99	1.99	
Standard deviation	0.69	0.78	0.80	0.71	0.75	0.82	0.71	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.33	0.29	-	1.08	0.79	-	0.01	0.01	
Mentor new faculty										
To a great extent	0.0%	20.0%	18.9%	0.0%	13.6%	15.8%	0.0%	24.0%	22.1%	
To some extent	71.4%	62.6%	52.4%	100.0%	66.1%	52.5%	60.0%	60.4%	52.2%	
Not at all	28.6%	17.4%	28.7%	0.0%	20.3%	31.6%	40.0%	15.6%	25.7%	
Total(n)	7	155	689	2	59	354	5	96	335	
Mean	1.71	2.03	1.90	2.00	1.93	1.84	1.60	2.08	1.96	
Standard deviation	0.49	0.61	0.68	0.00	0.58	0.67	0.55	0.63	0.69	
Significance	-			-			-			
Effect size	-	-0.52	-0.28	-	0.12	0.24	-	-0.76	-0.52	

California State University-Fresno	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	85.7%	88.7%	80.0%	100.0%	88.1%	78.3%	80.0%	89.0%	81.9%	
Occasionally	0.0%	5.3%	8.1%	0.0%	6.8%	11.1%	0.0%	4.4%	4.9%	
Not at all	14.3%	6.0%	11.9%	0.0%	5.1%	10.5%	20.0%	6.6%	13.3%	
Total(n)	7	150	641	2	59	332	5	91	309	
Mean	2.71	2.83	2.68	3.00	2.83	2.68	2.60	2.82	2.69	
Standard deviation	0.76	0.51	0.67	0.00	0.50	0.66	0.89	0.53	0.69	
Significance	-			-			-			
Effect size	-	-0.24	0.04	-	0.34	0.48	-	-0.42	-0.13	
Support their opinions with a logical argument										
Frequently	85.7%	77.5%	70.3%	100.0%	74.6%	69.1%	80.0%	79.3%	71.6%	
Occasionally	0.0%	15.2%	19.4%	0.0%	18.6%	22.7%	0.0%	13.0%	15.8%	
Not at all	14.3%	7.3%	10.3%	0.0%	6.8%	8.2%	20.0%	7.6%	12.6%	
Total(n)	7	151	640	2	59	330	5	92	310	
Mean	2.71	2.70	2.60	3.00	2.68	2.61	2.60	2.72	2.59	
Standard deviation	0.76	0.60	0.67	0.00	0.60	0.63	0.89	0.60	0.70	
Significance	-			-			-			
Effect size	-	0.02	0.16	-	0.53	0.62	-	-0.20	0.01	
Seek solutions to problems and explain them to others										
Frequently	71.4%	72.2%	63.8%	100.0%	71.2%	61.9%	60.0%	72.8%	65.8%	
Occasionally	28.6%	19.9%	23.6%	0.0%	18.6%	25.4%	40.0%	20.7%	21.6%	
Not at all	0.0%	7.9%	12.6%	0.0%	10.2%	12.7%	0.0%	6.5%	12.6%	
Total(n)	7	151	641	2	59	331	5	92	310	
Mean	2.71	2.64	2.51	3.00	2.61	2.49	2.60	2.66	2.53	
Standard deviation	0.49	0.63	0.71	0.00	0.67	0.71	0.55	0.60	0.71	
Significance	-			-			-			
Effect size	-	0.11	0.28	-	0.58	0.72	-	-0.10	0.10	
Revise their papers to improve their writing										
Frequently	33.3%	57.0%	49.1%	50.0%	47.5%	43.8%	25.0%	63.3%	54.9%	
Occasionally	50.0%	28.9%	30.8%	50.0%	35.6%	33.8%	50.0%	24.4%	27.6%	
Not at all	16.7%	14.1%	20.0%	0.0%	16.9%	22.4%	25.0%	12.2%	17.5%	
Total(n)	6	149	639	2	59	331	4	90	308	
Mean	2.17	2.43	2.29	2.50	2.31	2.21	2.00	2.51	2.37	
Standard deviation	0.75	0.73	0.78	0.71	0.75	0.79	0.82	0.71	0.77	
Significance	-			-			-			
Effect size	-	-0.36	-0.15	-	0.25	0.37	-	-0.72	-0.48	

California State University-Fresno	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	83.3%	70.7%	61.5%	100.0%	61.0%	55.1%	75.0%	76.9%	68.3%	
Occasionally	16.7%	25.3%	28.4%	0.0%	33.9%	34.3%	25.0%	19.8%	22.0%	
Not at all	0.0%	4.0%	10.1%	0.0%	5.1%	10.5%	0.0%	3.3%	9.7%	
Total(n)	6	150	641	2	59	332	4	91	309	
Mean	2.83	2.67	2.51	3.00	2.56	2.45	2.75	2.74	2.59	
Standard deviation	0.41	0.55	0.67	0.00	0.60	0.68	0.50	0.51	0.66	
Significance	-			-			-			
Effect size	-	0.29	0.48	-	0.73	0.81	-	0.02	0.24	
Take risks for potential gains										
Frequently	50.0%	38.3%	28.5%	100.0%	39.0%	27.7%	25.0%	37.8%	29.3%	
Occasionally	50.0%	45.0%	47.4%	0.0%	33.9%	45.7%	75.0%	52.2%	49.2%	
Not at all	0.0%	16.8%	24.1%	0.0%	27.1%	26.5%	0.0%	10.0%	21.5%	
Total(n)	6	149	635	2	59	328	4	90	307	
Mean	2.50	2.21	2.04	3.00	2.12	2.01	2.25	2.28	2.08	
Standard deviation	0.55	0.71	0.72	0.00	0.81	0.74	0.50	0.64	0.71	
Significance	-			-			-			
Effect size	-	0.41	0.64	-	1.09	1.34	-	-0.05	0.24	
Seek alternative solutions to a problem										
Frequently	100.0%	63.6%	51.2%	100.0%	57.6%	47.1%	100.0%	67.4%	55.5%	
Occasionally	0.0%	30.5%	37.6%	0.0%	33.9%	42.0%	0.0%	28.3%	32.9%	
Not at all	0.0%	6.0%	11.2%	0.0%	8.5%	10.9%	0.0%	4.3%	11.6%	
Total(n)	7	151	641	2	59	331	5	92	310	
Mean	3.00	2.58	2.40	3.00	2.49	2.36	3.00	2.63	2.44	
Standard deviation	0.00	0.60	0.68	0.00	0.65	0.67	0.00	0.57	0.69	
Significance	-		*	-			-			
Effect size	-	0.70	0.88	-	0.78	0.96	-	0.65	0.81	

California State University-Fresno	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	28.6%	59.6%	57.9%	50.0%	54.2%	59.8%	20.0%	63.0%	55.8%	
Occasionally	71.4%	31.1%	26.8%	50.0%	39.0%	27.6%	80.0%	26.1%	26.0%	
Not at all	0.0%	9.3%	15.3%	0.0%	6.8%	12.6%	0.0%	10.9%	18.2%	
Total(n)	7	151	641	2	59	333	5	92	308	
Mean	2.29	2.50	2.43	2.50	2.47	2.47	2.20	2.52	2.38	
Standard deviation	0.49	0.66	0.74	0.71	0.63	0.71	0.45	0.69	0.77	
Significance	-			-			-			
Effect size	-	-0.32	-0.19	-	0.05	0.04	-	-0.46	-0.23	
Explore topics on their own, even though it was not required for a class										
Frequently	71.4%	50.0%	49.9%	50.0%	49.2%	49.5%	80.0%	50.5%	50.3%	
Occasionally	28.6%	44.7%	38.5%	50.0%	45.8%	39.6%	20.0%	44.0%	37.3%	
Not at all	0.0%	5.3%	11.6%	0.0%	5.1%	10.8%	0.0%	5.5%	12.4%	
Total(n)	7	150	639	2	59	333	5	91	306	
Mean	2.71	2.45	2.38	2.50	2.44	2.39	2.80	2.45	2.38	
Standard deviation	0.49	0.60	0.68	0.71	0.60	0.67	0.45	0.60	0.70	
Significance	-			-			-			
Effect size	-	0.43	0.49	-	0.10	0.16	-	0.58	0.60	
Accept mistakes as part of the learning process										
Frequently	85.7%	75.3%	63.8%	100.0%	71.2%	59.9%	80.0%	78.0%	67.9%	
Occasionally	14.3%	21.3%	27.8%	0.0%	27.1%	32.2%	20.0%	17.6%	23.1%	
Not at all	0.0%	3.3%	8.4%	0.0%	1.7%	7.8%	0.0%	4.4%	9.1%	
Total(n)	7	150	640	2	59	332	5	91	308	
Mean	2.86	2.72	2.55	3.00	2.69	2.52	2.80	2.74	2.59	
Standard deviation	0.38	0.52	0.65	0.00	0.50	0.64	0.45	0.53	0.65	
Significance	-			-			-			
Effect size	-	0.27	0.48	-	0.62	0.75	-	0.11	0.32	

California State University-Fresno	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	100.0%	75.2%	63.0%	100.0%	69.5%	57.7%	100.0%	78.9%	68.6%	
Occasionally	0.0%	20.1%	26.8%	0.0%	23.7%	32.6%	0.0%	17.8%	20.6%	
Not at all	0.0%	4.7%	10.2%	0.0%	6.8%	9.7%	0.0%	3.3%	10.8%	
Total(n)	6	149	637	2	59	331	4	90	306	
Mean	3.00	2.70	2.53	3.00	2.63	2.48	3.00	2.76	2.58	
Standard deviation	0.00	0.55	0.67	0.00	0.61	0.67	0.00	0.50	0.68	
Significance	-			-			-			
Effect size	-	0.55	0.70	-	0.61	0.78	-	0.48	0.62	
Integrate skills and knowledge from different sources and experiences										
Frequently	100.0%	77.3%	63.7%	100.0%	74.6%	61.1%	100.0%	79.1%	66.4%	
Occasionally	0.0%	18.0%	27.2%	0.0%	18.6%	29.2%	0.0%	17.6%	25.1%	
Not at all	0.0%	4.7%	9.1%	0.0%	6.8%	9.6%	0.0%	3.3%	8.5%	
Total(n)	7	150	639	2	59	332	5	91	307	
Mean	3.00	2.73	2.55	3.00	2.68	2.52	3.00	2.76	2.58	
Standard deviation	0.00	0.54	0.66	0.00	0.60	0.67	0.00	0.50	0.64	
Significance	-			-			-			
Effect size	-	0.50	0.68	-	0.53	0.72	-	0.48	0.66	

California State University-Fresno	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	0.0%	11.6%	9.0%	0.0%	10.3%	9.3%	0.0%	12.5%	8.6%	
Most	16.7%	10.3%	11.3%	50.0%	13.8%	14.1%	0.0%	8.0%	8.3%	
Some	16.7%	28.8%	28.9%	0.0%	27.6%	25.1%	25.0%	29.5%	33.1%	
None	66.7%	49.3%	50.8%	50.0%	48.3%	51.5%	75.0%	50.0%	50.0%	
Total(n)	6	146	636	2	58	334	4	88	302	
Mean	1.50	1.84	1.78	2.00	1.86	1.81	1.25	1.83	1.75	
Standard deviation	0.84	1.02	0.97	1.41	1.02	1.00	0.50	1.03	0.93	
Significance	-			-			-			
Effect size	-	-0.33	-0.29	-	0.14	0.19	-	-0.56	-0.54	
Essay exams										
All	16.7%	21.2%	21.6%	0.0%	15.5%	20.1%	25.0%	25.0%	23.2%	
Most	16.7%	17.8%	18.6%	0.0%	13.8%	17.4%	25.0%	20.5%	19.9%	
Some	0.0%	24.0%	25.2%	0.0%	29.3%	24.9%	0.0%	20.5%	25.5%	
None	66.7%	37.0%	34.6%	100.0%	41.4%	37.5%	50.0%	34.1%	31.5%	
Total(n)	6	146	635	2	58	333	4	88	302	
Mean	1.83	2.23	2.27	1.00	2.03	2.20	2.25	2.36	2.35	
Standard deviation	1.33	1.16	1.15	0.00	1.09	1.15	1.50	1.20	1.15	
Significance	-			-			-			
Effect size	-	-0.34	-0.38	-	-0.94	-1.04	-	-0.09	-0.09	
Short-answer exams										
All	16.7%	16.4%	15.9%	0.0%	10.3%	15.9%	25.0%	20.5%	15.9%	
Most	16.7%	22.6%	22.2%	0.0%	20.7%	20.7%	25.0%	23.9%	23.9%	
Some	16.7%	30.1%	30.4%	50.0%	41.4%	34.4%	0.0%	22.7%	25.9%	
None	50.0%	30.8%	31.5%	50.0%	27.6%	29.0%	50.0%	33.0%	34.2%	
Total(n)	6	146	635	2	58	334	4	88	301	
Mean	2.00	2.25	2.23	1.50	2.14	2.23	2.25	2.32	2.22	
Standard deviation	1.26	1.07	1.06	0.71	0.94	1.04	1.50	1.14	1.08	
Significance	-			-			-			
Effect size	-	-0.23	-0.22	-	-0.68	-0.70	-	-0.06	0.03	

California State University-Fresno	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	0.0%	15.9%	12.4%	0.0%	12.3%	13.5%	0.0%	18.2%	11.3%	
Most	33.3%	13.8%	13.4%	50.0%	19.3%	13.5%	25.0%	10.2%	13.2%	
Some	16.7%	35.9%	32.9%	0.0%	36.8%	31.5%	25.0%	35.2%	34.4%	
None	50.0%	34.5%	41.3%	50.0%	31.6%	41.4%	50.0%	36.4%	41.1%	
Total(n)	6	145	635	2	57	333	4	88	302	
Mean	1.83	2.11	1.97	2.00	2.12	1.99	1.75	2.10	1.95	
Standard deviation	0.98	1.05	1.02	1.41	1.00	1.05	0.96	1.09	1.00	
Significance	-			-			-			
Effect size	-	-0.27	-0.14	-	-0.12	0.01	-	-0.32	-0.20	
Weekly essay assignments										
All	0.0%	6.2%	5.2%	0.0%	0.0%	3.3%	0.0%	10.2%	7.3%	
Most	16.7%	9.7%	9.4%	50.0%	7.0%	6.3%	0.0%	11.4%	12.9%	
Some	16.7%	33.8%	26.8%	0.0%	36.8%	25.8%	25.0%	31.8%	27.8%	
None	66.7%	50.3%	58.6%	50.0%	56.1%	64.6%	75.0%	46.6%	52.0%	
Total(n)	6	145	635	2	57	333	4	88	302	
Mean	1.50	1.72	1.61	2.00	1.51	1.48	1.25	1.85	1.75	
Standard deviation	0.84	0.88	0.86	1.41	0.63	0.76	0.50	0.99	0.94	
Significance	-			-			-			
Effect size	-	-0.25	-0.13	-	0.78	0.68	-	-0.61	-0.53	
Student presentations										
All	16.7%	22.6%	18.1%	0.0%	20.7%	14.0%	25.0%	23.9%	22.5%	
Most	16.7%	23.3%	20.1%	50.0%	19.0%	16.7%	0.0%	26.1%	23.8%	
Some	33.3%	34.9%	38.1%	0.0%	37.9%	42.7%	50.0%	33.0%	33.1%	
None	33.3%	19.2%	23.7%	50.0%	22.4%	26.6%	25.0%	17.0%	20.5%	
Total(n)	6	146	637	2	58	335	4	88	302	
Mean	2.17	2.49	2.32	2.00	2.38	2.18	2.25	2.57	2.48	
Standard deviation	1.17	1.05	1.03	1.41	1.06	0.98	1.26	1.04	1.06	
Significance	-			-			-			
Effect size	-	-0.30	-0.15	-	-0.36	-0.18	-	-0.31	-0.22	Student-Centered Pedagogy

California State University-Fresno	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	16.7%	19.9%	20.3%	0.0%	13.8%	17.3%	25.0%	23.9%	23.5%	
Most	0.0%	26.7%	23.2%	0.0%	27.6%	21.5%	0.0%	26.1%	25.2%	
Some	50.0%	32.2%	30.1%	50.0%	37.9%	31.6%	50.0%	28.4%	28.5%	
None	33.3%	21.2%	26.4%	50.0%	20.7%	29.6%	25.0%	21.6%	22.8%	
Total(n)	6	146	637	2	58	335	4	88	302	
Mean	2.00	2.45	2.37	1.50	2.34	2.27	2.25	2.52	2.49	
Standard deviation	1.10	1.04	1.08	0.71	0.97	1.07	1.26	1.08	1.09	
Significance	-			-			-			
Effect size	-	-0.43	-0.34	-	-0.87	-0.72	-	-0.25	-0.22	
Student evaluations of each others' work										
All	16.7%	7.5%	5.3%	0.0%	1.7%	3.0%	25.0%	11.4%	7.9%	
Most	0.0%	8.9%	9.1%	0.0%	5.2%	7.2%	0.0%	11.4%	11.3%	
Some	50.0%	45.2%	34.1%	50.0%	46.6%	30.8%	50.0%	44.3%	37.7%	
None	33.3%	38.4%	51.4%	50.0%	46.6%	59.0%	25.0%	33.0%	43.0%	
Total(n)	6	146	636	2	58	334	4	88	302	
Mean	2.00	1.86	1.68	1.50	1.62	1.54	2.25	2.01	1.84	
Standard deviation	1.10	0.87	0.85	0.71	0.67	0.76	1.26	0.95	0.92	
Significance	-			-			-			
Effect size	-	0.16	0.38	-	-0.18	-0.05	-	0.25	0.45	Student-Centered Pedagogy
Grading on a curve										
All	0.0%	4.1%	7.7%	0.0%	3.4%	9.6%	0.0%	4.5%	5.6%	
Most	0.0%	9.6%	9.0%	0.0%	15.5%	11.1%	0.0%	5.7%	6.6%	
Some	16.7%	13.0%	18.6%	50.0%	19.0%	21.6%	0.0%	9.1%	15.3%	
None	83.3%	73.3%	64.7%	50.0%	62.1%	57.7%	100.0%	80.7%	72.4%	
Total(n)	6	146	634	2	58	333	4	88	301	
Mean	1.17	1.45	1.60	1.50	1.60	1.73	1.00	1.34	1.46	
Standard deviation	0.41	0.83	0.94	0.71	0.88	1.00	0.00	0.79	0.85	
Significance	-			-			-			
Effect size	-	-0.34	-0.46	-	-0.11	-0.23	-	-0.43	-0.54	

California State University-Fresno	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	0.0%	27.4%	22.2%	0.0%	22.4%	16.1%	0.0%	30.7%	29.1%	
Most	16.7%	17.8%	14.9%	0.0%	15.5%	13.9%	25.0%	19.3%	15.9%	
Some	33.3%	20.5%	17.7%	50.0%	32.8%	21.8%	25.0%	12.5%	13.2%	
None	50.0%	34.2%	45.2%	50.0%	29.3%	48.2%	50.0%	37.5%	41.9%	
Total(n)	6	146	626	2	58	330	4	88	296	
Mean	1.67	2.38	2.14	1.50	2.31	1.98	1.75	2.43	2.32	
Standard deviation	0.82	1.22	1.21	0.71	1.13	1.13	0.96	1.28	1.28	
Significance	-			-			-			
Effect size	-	-0.58	-0.39	-	-0.72	-0.42	-	-0.53	-0.45	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	57.1%	58.9%	55.7%	50.0%	48.3%	48.7%	60.0%	65.9%	63.6%	
Most	14.3%	17.8%	16.5%	0.0%	17.2%	16.7%	20.0%	18.2%	16.2%	
Some	14.3%	13.7%	13.7%	50.0%	22.4%	18.8%	0.0%	8.0%	7.9%	
None	14.3%	9.6%	14.1%	0.0%	12.1%	15.8%	20.0%	8.0%	12.3%	
Total(n)	7	146	637	2	58	335	5	88	302	
Mean	3.14	3.26	3.14	3.00	3.02	2.98	3.20	3.42	3.31	
Standard deviation	1.21	1.02	1.11	1.41	1.10	1.15	1.30	0.94	1.05	
Significance	-			-			-			
Effect size	-	-0.12	0.00	-	-0.02	0.02	-	-0.23	-0.10	
Cooperative learning (small groups)										
All	42.9%	34.7%	28.0%	50.0%	22.4%	19.8%	40.0%	42.7%	37.1%	
Most	28.6%	19.7%	17.0%	0.0%	17.2%	15.9%	40.0%	21.3%	18.2%	
Some	14.3%	27.9%	31.1%	50.0%	37.9%	34.7%	0.0%	21.3%	27.2%	
None	14.3%	17.7%	23.9%	0.0%	22.4%	29.6%	20.0%	14.6%	17.5%	
Total(n)	7	147	636	2	58	334	5	89	302	
Mean	3.00	2.71	2.49	3.00	2.40	2.26	3.00	2.92	2.75	
Standard deviation	1.15	1.12	1.14	1.41	1.08	1.09	1.22	1.11	1.13	
Significance	-			-			-			
Effect size	-	0.26	0.45	-	0.56	0.68	-	0.07	0.22	

California State University-Fresno	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	16.7%	10.3%	10.0%	0.0%	3.4%	7.5%	25.0%	14.8%	12.7%	
Most	0.0%	17.1%	10.6%	0.0%	22.4%	9.6%	0.0%	13.6%	11.7%	
Some	50.0%	31.5%	29.1%	100.0%	32.8%	30.0%	25.0%	30.7%	28.0%	
None	33.3%	41.1%	50.4%	0.0%	41.4%	52.9%	50.0%	40.9%	47.7%	
Total(n)	6	146	633	2	58	333	4	88	300	
Mean	2.00	1.97	1.80	2.00	1.88	1.72	2.00	2.02	1.89	
Standard deviation	1.10	1.00	0.98	0.00	0.88	0.92	1.41	1.07	1.05	
Significance	-			-			-			
Effect size	-	0.03	0.20	-	0.14	0.30	-	-0.02	0.10	
Teaching assistants										
All	0.0%	2.1%	5.5%	0.0%	1.7%	6.0%	0.0%	2.3%	5.0%	
Most	0.0%	4.8%	9.3%	0.0%	3.4%	11.7%	0.0%	5.7%	6.6%	
Some	0.0%	23.3%	30.4%	0.0%	24.1%	32.4%	0.0%	22.7%	28.2%	
None	100.0%	69.9%	54.7%	100.0%	70.7%	49.8%	100.0%	69.3%	60.1%	
Total(n)	6	146	634	2	58	333	4	88	301	
Mean	1.00	1.39	1.66	1.00	1.36	1.74	1.00	1.41	1.56	
Standard deviation	0.00	0.68	0.86	0.00	0.64	0.89	0.00	0.71	0.82	
Significance	-			-			-			
Effect size	-	-0.57	-0.77	-	-0.56	-0.83	-	-0.58	-0.68	
Recitals/Demonstrations										
All	0.0%	4.1%	4.9%	0.0%	5.2%	5.1%	0.0%	3.4%	4.7%	
Most	0.0%	11.0%	9.0%	0.0%	8.6%	7.8%	0.0%	12.5%	10.3%	
Some	0.0%	26.7%	25.1%	0.0%	27.6%	25.4%	0.0%	26.1%	24.7%	
None	100.0%	58.2%	61.0%	100.0%	58.6%	61.7%	100.0%	58.0%	60.3%	
Total(n)	6	146	634	2	58	334	4	88	300	
Mean	1.00	1.61	1.58	1.00	1.60	1.56	1.00	1.61	1.59	
Standard deviation	0.00	0.84	0.85	0.00	0.86	0.84	0.00	0.84	0.85	
Significance	-			-			-			
Effect size	-	-0.73	-0.68	-	-0.70	-0.67	-	-0.73	-0.69	

California State University-Fresno	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	16.7%	12.3%	10.6%	0.0%	10.3%	8.4%	25.0%	13.6%	13.0%	
Most	0.0%	14.4%	13.2%	0.0%	5.2%	13.2%	0.0%	20.5%	13.3%	
Some	66.7%	45.9%	37.5%	100.0%	46.6%	34.8%	50.0%	45.5%	40.5%	
None	16.7%	27.4%	38.6%	0.0%	37.9%	43.5%	25.0%	20.5%	33.2%	
Total(n)	6	146	634	2	58	333	4	88	301	
Mean	2.17	2.12	1.96	2.00	1.88	1.86	2.25	2.27	2.06	
Standard deviation	0.98	0.95	0.97	0.00	0.92	0.94	1.26	0.94	0.99	
Significance	-			-			-			
Effect size	-	0.05	0.22	-	0.13	0.15	-	-0.02	0.19	
Extensive lecturing										
All	0.0%	12.3%	15.1%	0.0%	19.0%	20.3%	0.0%	8.0%	9.3%	
Most	16.7%	21.2%	24.4%	0.0%	17.2%	28.1%	25.0%	23.9%	20.3%	
Some	16.7%	34.9%	32.9%	0.0%	31.0%	26.3%	25.0%	37.5%	40.2%	
None	66.7%	31.5%	27.7%	100.0%	32.8%	25.4%	50.0%	30.7%	30.2%	
Total(n)	6	146	636	2	58	335	4	88	301	
Mean	1.50	2.14	2.27	1.00	2.22	2.43	1.75	2.09	2.09	
Standard deviation	0.84	1.00	1.03	0.00	1.11	1.08	0.96	0.93	0.93	
Significance	-			-			-			
Effect size	-	-0.64	-0.75	-	-1.10	-1.32	-	-0.37	-0.37	
Multiple drafts of written work										
All	0.0%	9.6%	7.9%	0.0%	5.2%	5.1%	0.0%	12.5%	11.0%	
Most	33.3%	15.8%	15.5%	50.0%	13.8%	12.9%	25.0%	17.0%	18.3%	
Some	16.7%	47.9%	40.7%	0.0%	51.7%	40.2%	25.0%	45.5%	41.2%	
None	50.0%	26.7%	36.0%	50.0%	29.3%	41.7%	50.0%	25.0%	29.6%	
Total(n)	6	146	634	2	58	333	4	88	301	
Mean	1.83	2.08	1.95	2.00	1.95	1.81	1.75	2.17	2.11	
Standard deviation	0.98	0.90	0.91	1.41	0.80	0.85	0.96	0.95	0.95	
Significance	-			-			-			
Effect size	-	-0.28	-0.13	-	0.06	0.22	-	-0.44	-0.38	

California State University-Fresno	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	0.0%	7.5%	6.0%	0.0%	5.2%	4.8%	0.0%	9.1%	7.3%	
Most	16.7%	14.4%	11.2%	50.0%	8.6%	7.2%	0.0%	18.2%	15.6%	
Some	33.3%	43.2%	39.8%	50.0%	50.0%	41.0%	25.0%	38.6%	38.5%	
None	50.0%	34.9%	43.0%	0.0%	36.2%	47.0%	75.0%	34.1%	38.5%	
Total(n)	6	146	635	2	58	334	4	88	301	
Mean	1.67	1.95	1.80	2.50	1.83	1.70	1.25	2.02	1.92	
Standard deviation	0.82	0.89	0.86	0.71	0.80	0.80	0.50	0.95	0.91	
Significance	-			-			-			
Effect size	-	-0.31	-0.15	-	0.84	1.00	-	-0.81	-0.74	
Reflective writing/journaling										Student-Centered Pedagogy
All	0.0%	6.2%	3.8%	0.0%	1.7%	1.2%	0.0%	9.1%	6.6%	
Most	0.0%	8.2%	5.4%	0.0%	5.2%	3.3%	0.0%	10.2%	7.6%	
Some	33.3%	38.4%	25.4%	50.0%	36.2%	20.4%	25.0%	39.8%	30.9%	
None	66.7%	47.3%	65.5%	50.0%	56.9%	75.1%	75.0%	40.9%	54.8%	
Total(n)	6	146	635	2	58	334	4	88	301	
Mean	1.33	1.73	1.47	1.50	1.52	1.31	1.25	1.88	1.66	
Standard deviation	0.52	0.86	0.76	0.71	0.68	0.59	0.50	0.93	0.88	
Significance	-			-			-			
Effect size	-	-0.47	-0.18	-	-0.03	0.32	-	-0.68	-0.47	
Community service as part of coursework										Civic Minded Practice
All	0.0%	0.7%	0.6%	0.0%	0.0%	0.3%	0.0%	1.1%	1.0%	
Most	0.0%	2.7%	1.9%	0.0%	3.4%	1.5%	0.0%	2.3%	2.3%	
Some	50.0%	26.0%	14.6%	50.0%	25.9%	11.9%	50.0%	26.1%	17.6%	
None	50.0%	70.5%	82.9%	50.0%	70.7%	86.3%	50.0%	70.5%	79.1%	
Total(n)	6	146	636	2	58	335	4	88	301	
Mean	1.50	1.34	1.20	1.50	1.33	1.16	1.50	1.34	1.25	
Standard deviation	0.55	0.57	0.49	0.71	0.54	0.43	0.58	0.58	0.54	
Significance	-			-			-			
Effect size	-	0.28	0.61	-	0.31	0.79	-	0.28	0.46	

Other Respondents

California State University-Fresno	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	0.0%	0.7%	1.1%	0.0%	1.7%	1.5%	0.0%	0.0%	0.7%	
Most	16.7%	1.4%	4.3%	50.0%	1.7%	4.2%	0.0%	1.1%	4.3%	
Some	16.7%	10.3%	10.6%	0.0%	10.3%	11.1%	25.0%	10.2%	10.0%	
None	66.7%	87.7%	84.1%	50.0%	86.2%	83.2%	75.0%	88.6%	85.0%	
Total(n)	6	146	635	2	58	334	4	88	301	
Mean	1.50	1.15	1.22	2.00	1.19	1.24	1.25	1.13	1.21	
Standard deviation	0.84	0.44	0.57	1.41	0.54	0.60	0.50	0.37	0.54	
Significance	-			-			-			
Effect size	-	0.80	0.49	-	1.50	1.27	-	0.32	0.07	
Using real-life problems										
All	42.9%	29.3%	23.9%	50.0%	20.7%	22.2%	40.0%	34.8%	25.8%	
Most	14.3%	27.9%	21.7%	0.0%	32.8%	21.3%	20.0%	24.7%	22.2%	
Some	28.6%	29.9%	28.9%	50.0%	36.2%	29.0%	20.0%	25.8%	28.8%	
None	14.3%	12.9%	25.5%	0.0%	10.3%	27.5%	20.0%	14.6%	23.2%	
Total(n)	7	147	636	2	58	334	5	89	302	
Mean	2.86	2.73	2.44	3.00	2.64	2.38	2.80	2.80	2.51	
Standard deviation	1.21	1.02	1.11	1.41	0.93	1.11	1.30	1.08	1.11	
Significance	-			-			-			
Effect size	-	0.13	0.38	-	0.39	0.56	-	0.00	0.26	
Using student inquiry to drive learning										
All	16.7%	26.0%	17.6%	50.0%	17.2%	13.8%	0.0%	31.8%	21.9%	
Most	16.7%	19.9%	21.6%	0.0%	20.7%	20.1%	25.0%	19.3%	23.3%	
Some	50.0%	36.3%	36.1%	50.0%	36.2%	34.7%	50.0%	36.4%	37.5%	
None	16.7%	17.8%	24.7%	0.0%	25.9%	31.4%	25.0%	12.5%	17.3%	
Total(n)	6	146	635	2	58	334	4	88	301	
Mean	2.33	2.54	2.32	3.00	2.29	2.16	2.00	2.70	2.50	
Standard deviation	1.03	1.06	1.03	1.41	1.04	1.02	0.82	1.05	1.02	
Significance	-			-			-			
Effect size	-	-0.20	0.01	-	0.68	0.82	-	-0.67	-0.49	Student-Centered Pedagogy

Other Respondents

California State University-Fresno	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	28.6%	26.5%	35.7%	50.0%	28.8%	39.9%	20.0%	25.0%	31.1%	
Very important	42.9%	38.1%	39.3%	0.0%	35.6%	39.4%	60.0%	39.6%	39.2%	
Somewhat important	28.6%	29.7%	20.1%	50.0%	32.2%	15.3%	20.0%	28.1%	25.1%	
Not important	0.0%	5.8%	4.9%	0.0%	3.4%	5.4%	0.0%	7.3%	4.5%	
Total(n)	7	155	687	2	59	353	5	96	334	
Mean	3.00	2.85	3.06	3.00	2.90	3.14	3.00	2.82	2.97	
Standard deviation	0.82	0.88	0.87	1.41	0.86	0.87	0.71	0.89	0.86	
Significance	-			-			-			
Effect size	-	0.17	-0.07	-	0.12	-0.16	-	0.20	0.03	
Influencing the political structure										
Essential	14.3%	6.5%	4.0%	0.0%	5.1%	4.3%	20.0%	7.4%	3.6%	
Very important	14.3%	19.5%	18.0%	0.0%	22.0%	18.0%	20.0%	17.9%	18.0%	
Somewhat important	57.1%	47.4%	41.6%	100.0%	42.4%	38.6%	40.0%	50.5%	44.7%	
Not important	14.3%	26.6%	36.5%	0.0%	30.5%	39.1%	20.0%	24.2%	33.6%	
Total(n)	7	154	683	2	59	350	5	95	333	
Mean	2.29	2.06	1.89	2.00	2.02	1.87	2.40	2.08	1.92	
Standard deviation	0.95	0.85	0.83	0.00	0.86	0.85	1.14	0.85	0.81	
Significance	-			-			-			
Effect size	-	0.27	0.48	-	-0.02	0.15	-	0.38	0.59	
Influencing social values										
Essential	14.3%	13.0%	9.6%	0.0%	13.6%	7.4%	20.0%	12.6%	12.0%	
Very important	71.4%	43.5%	34.6%	100.0%	40.7%	32.5%	60.0%	45.3%	36.9%	Civic
Somewhat important	0.0%	36.4%	42.3%	0.0%	39.0%	45.0%	0.0%	34.7%	39.3%	Minded
Not important	14.3%	7.1%	13.5%	0.0%	6.8%	15.1%	20.0%	7.4%	11.7%	Values
Total(n)	7	154	684	2	59	351	5	95	333	
Mean	2.86	2.62	2.40	3.00	2.61	2.32	2.80	2.63	2.49	Social
Standard deviation	0.90	0.80	0.84	0.00	0.81	0.82	1.10	0.80	0.85	Agency
Significance	-			-			-			
Effect size	-	0.30	0.55	-	0.48	0.83	-	0.21	0.36	

California State University-Fresno	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	71.4%	47.7%	50.6%	100.0%	52.5%	54.8%	60.0%	44.8%	46.1%	
Very important	14.3%	20.6%	23.5%	0.0%	23.7%	24.9%	20.0%	18.8%	22.0%	
Somewhat important	14.3%	11.0%	9.9%	0.0%	10.2%	9.3%	20.0%	11.5%	10.5%	
Not important	0.0%	20.6%	16.0%	0.0%	13.6%	11.0%	0.0%	25.0%	21.4%	
Total(n)	7	155	686	2	59	354	5	96	332	
Mean	3.57	2.95	3.09	4.00	3.15	3.23	3.40	2.83	2.93	
Standard deviation	0.79	1.19	1.11	0.00	1.08	1.01	0.89	1.25	1.19	
Significance	-			-			-			
Effect size	-	0.52	0.43	-	0.79	0.76	-	0.46	0.39	
Becoming very well off financially										
Essential	14.3%	2.6%	4.9%	50.0%	3.4%	6.5%	0.0%	2.1%	3.3%	
Very important	42.9%	28.4%	24.6%	50.0%	28.8%	26.3%	40.0%	28.1%	22.8%	
Somewhat important	0.0%	46.5%	52.1%	0.0%	49.2%	52.5%	0.0%	44.8%	51.7%	
Not important	42.9%	22.6%	18.3%	0.0%	18.6%	14.7%	60.0%	25.0%	22.2%	
Total(n)	7	155	687	2	59	354	5	96	333	
Mean	2.29	2.11	2.16	3.50	2.17	2.25	1.80	2.07	2.07	
Standard deviation	1.25	0.78	0.78	0.71	0.77	0.78	1.10	0.78	0.76	
Significance	-			-	*	*	-			
Effect size	-	0.23	0.17	-	1.73	1.60	-	-0.35	-0.36	
Helping others who are in difficulty										
Essential	28.6%	23.2%	21.4%	0.0%	20.3%	16.7%	40.0%	25.0%	26.3%	
Very important	71.4%	49.7%	48.7%	100.0%	49.2%	51.7%	60.0%	50.0%	45.5%	
Somewhat important	0.0%	25.2%	28.6%	0.0%	28.8%	29.9%	0.0%	22.9%	27.2%	
Not important	0.0%	1.9%	1.3%	0.0%	1.7%	1.7%	0.0%	2.1%	0.9%	
Total(n)	7	155	688	2	59	354	5	96	334	
Mean	3.29	2.94	2.90	3.00	2.88	2.83	3.40	2.98	2.97	
Standard deviation	0.49	0.75	0.74	0.00	0.74	0.71	0.55	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.47	0.53	-	0.16	0.24	-	0.56	0.57	

California State University-Fresno	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	28.6%	20.6%	16.0%	50.0%	8.5%	11.3%	20.0%	28.1%	21.0%	
Very important	71.4%	45.8%	40.8%	50.0%	49.2%	38.1%	80.0%	43.8%	43.7%	
Somewhat important	0.0%	31.0%	36.2%	0.0%	40.7%	40.7%	0.0%	25.0%	31.4%	
Not important	0.0%	2.6%	7.0%	0.0%	1.7%	9.9%	0.0%	3.1%	3.9%	
Total(n)	7	155	688	2	59	354	5	96	334	
Mean	3.29	2.85	2.66	3.50	2.64	2.51	3.20	2.97	2.82	
Standard deviation	0.49	0.77	0.83	0.71	0.66	0.82	0.45	0.81	0.81	
Significance	-		*	-			-			
Effect size	-	0.57	0.76	-	1.30	1.21	-	0.28	0.47	
Developing a meaningful philosophy of life										
Essential	71.4%	50.3%	45.3%	50.0%	44.1%	42.7%	80.0%	54.2%	48.2%	
Very important	28.6%	34.8%	34.9%	50.0%	39.0%	35.0%	20.0%	32.3%	34.7%	
Somewhat important	0.0%	13.5%	16.4%	0.0%	15.3%	17.8%	0.0%	12.5%	15.0%	
Not important	0.0%	1.3%	3.3%	0.0%	1.7%	4.5%	0.0%	1.0%	2.1%	
Total(n)	7	155	688	2	59	354	5	96	334	
Mean	3.71	3.34	3.22	3.50	3.25	3.16	3.80	3.40	3.29	
Standard deviation	0.49	0.76	0.84	0.71	0.78	0.87	0.45	0.75	0.80	
Significance	-			-			-			
Effect size	-	0.49	0.58	-	0.32	0.39	-	0.53	0.64	
Helping to promote racial understanding										
Essential	57.1%	38.7%	30.1%	50.0%	28.8%	22.1%	60.0%	44.8%	38.6%	
Very important	28.6%	36.1%	39.3%	50.0%	37.3%	39.9%	20.0%	35.4%	38.6%	
Somewhat important	14.3%	22.6%	25.6%	0.0%	30.5%	30.6%	20.0%	17.7%	20.4%	
Not important	0.0%	2.6%	4.9%	0.0%	3.4%	7.4%	0.0%	2.1%	2.4%	
Total(n)	7	155	687	2	59	353	5	96	334	
Mean	3.43	3.11	2.95	3.50	2.92	2.77	3.40	3.23	3.13	
Standard deviation	0.79	0.84	0.87	0.71	0.86	0.88	0.89	0.81	0.82	
Significance	-			-			-			
Effect size	-	0.38	0.55	-	0.67	0.83	-	0.21	0.33	Social Agency

California State University-Fresno	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	42.9%	27.7%	23.6%	0.0%	18.6%	20.1%	60.0%	33.3%	27.2%	
Very important	0.0%	19.4%	19.8%	0.0%	16.9%	20.4%	0.0%	20.8%	19.2%	
Somewhat important	28.6%	27.7%	26.8%	0.0%	30.5%	26.1%	40.0%	26.0%	27.5%	
Not important	28.6%	25.2%	29.8%	100.0%	33.9%	33.4%	0.0%	19.8%	26.0%	
Total(n)	7	155	687	2	59	353	5	96	334	
Mean	2.57	2.50	2.37	1.00	2.20	2.27	3.20	2.68	2.48	
Standard deviation	1.40	1.15	1.14	0.00	1.11	1.13	1.10	1.14	1.15	
Significance	-			-			-			
Effect size	-	0.06	0.18	-	-1.08	-1.12	-	0.46	0.63	
Making a theoretical contribution to science										
Essential	14.3%	6.5%	17.6%	50.0%	13.6%	21.5%	0.0%	2.1%	13.5%	
Very important	0.0%	20.6%	26.7%	0.0%	23.7%	31.6%	0.0%	18.8%	21.6%	
Somewhat important	28.6%	35.5%	26.7%	0.0%	32.2%	25.1%	40.0%	37.5%	28.4%	
Not important	57.1%	37.4%	28.9%	50.0%	30.5%	21.8%	60.0%	41.7%	36.5%	
Total(n)	7	155	688	2	59	354	5	96	334	
Mean	1.71	1.96	2.33	2.50	2.20	2.53	1.40	1.81	2.12	
Standard deviation	1.11	0.92	1.07	2.12	1.03	1.06	0.55	0.81	1.05	
Significance	-			-			-			
Effect size	-	-0.27	-0.58	-	0.29	-0.03	-	-0.51	-0.69	
Participating in a community action program										
Essential	28.6%	9.0%	5.0%	50.0%	8.5%	5.1%	20.0%	9.4%	4.8%	
Very important	57.1%	34.2%	22.0%	50.0%	25.4%	16.7%	60.0%	39.6%	27.7%	
Somewhat important	0.0%	33.5%	45.1%	0.0%	32.2%	43.1%	0.0%	34.4%	47.3%	
Not important	14.3%	23.2%	27.9%	0.0%	33.9%	35.1%	20.0%	16.7%	20.2%	
Total(n)	7	155	685	2	59	353	5	96	332	
Mean	3.00	2.29	2.04	3.50	2.08	1.92	2.80	2.42	2.17	
Standard deviation	1.00	0.93	0.83	0.71	0.97	0.85	1.10	0.88	0.80	
Significance	-		**	-	*	**	-			
Effect size	-	0.76	1.16	-	1.46	1.86	-	0.43	0.79	Social Agency

California State University-Fresno	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	14.3%	21.9%	16.2%	0.0%	16.9%	15.3%	20.0%	25.0%	17.1%	
Very important	57.1%	43.2%	39.2%	50.0%	33.9%	39.4%	60.0%	49.0%	38.9%	
Somewhat important	28.6%	32.3%	38.1%	50.0%	45.8%	38.2%	20.0%	24.0%	38.0%	
Not important	0.0%	2.6%	6.6%	0.0%	3.4%	7.1%	0.0%	2.1%	6.0%	
Total(n)	7	155	687	2	59	353	5	96	334	
Mean	2.86	2.85	2.65	2.50	2.64	2.63	3.00	2.97	2.67	
Standard deviation	0.69	0.79	0.83	0.71	0.80	0.83	0.71	0.76	0.83	
Significance	-			-			-			
Effect size	-	0.01	0.25	-	-0.18	-0.16	-	0.04	0.40	
Becoming a community leader										Social Agency
Essential	0.0%	2.6%	2.6%	0.0%	0.0%	3.1%	0.0%	4.2%	2.1%	
Very important	28.6%	18.7%	11.7%	0.0%	13.6%	10.2%	40.0%	21.9%	13.2%	
Somewhat important	42.9%	38.7%	38.2%	50.0%	44.1%	36.8%	40.0%	35.4%	39.6%	
Not important	28.6%	40.0%	47.5%	50.0%	42.4%	49.9%	20.0%	38.5%	45.0%	
Total(n)	7	155	686	2	59	353	5	96	333	
Mean	2.00	1.84	1.69	1.50	1.71	1.67	2.20	1.92	1.72	
Standard deviation	0.82	0.82	0.78	0.71	0.70	0.78	0.84	0.88	0.77	
Significance	-			-			-			
Effect size	-	0.20	0.40	-	-0.30	-0.22	-	0.32	0.62	
Mentoring the next generation of scholars										
Essential	42.9%	25.3%	32.1%	50.0%	22.0%	30.8%	40.0%	27.4%	33.5%	
Very important	42.9%	44.2%	40.1%	0.0%	44.1%	41.0%	60.0%	44.2%	39.2%	
Somewhat important	14.3%	27.3%	24.4%	50.0%	28.8%	24.0%	0.0%	26.3%	24.9%	
Not important	0.0%	3.2%	3.3%	0.0%	5.1%	4.2%	0.0%	2.1%	2.4%	
Total(n)	7	154	688	2	59	354	5	95	334	
Mean	3.29	2.92	3.01	3.00	2.83	2.98	3.40	2.97	3.04	
Standard deviation	0.76	0.81	0.84	1.41	0.83	0.85	0.55	0.79	0.82	
Significance	-			-			-			
Effect size	-	0.46	0.33	-	0.20	0.02	-	0.54	0.44	

California State University-Fresno	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	85.7%	89.0%	87.3%	100.0%	88.1%	84.5%	80.0%	89.5%	90.4%	
Very important	14.3%	10.4%	11.9%	0.0%	11.9%	14.7%	20.0%	9.5%	9.0%	
Somewhat important	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
Not important	0.0%	0.6%	0.6%	0.0%	0.0%	0.6%	0.0%	1.1%	0.6%	
Total(n)	7	154	670	2	59	348	5	95	322	
Mean	3.86	3.88	3.86	4.00	3.88	3.83	3.80	3.87	3.89	
Standard deviation	0.38	0.38	0.40	0.00	0.33	0.43	0.45	0.42	0.37	
Significance	-			-			-			
Effect size	-	-0.05	0.00	-	0.36	0.40	-	-0.17	-0.24	
Prepare students for employment after college										
Essential	71.4%	35.1%	30.7%	50.0%	32.2%	28.4%	80.0%	36.8%	33.2%	
Very important	28.6%	48.7%	47.2%	50.0%	47.5%	47.4%	20.0%	49.5%	46.9%	
Somewhat important	0.0%	14.9%	19.6%	0.0%	20.3%	21.6%	0.0%	11.6%	17.4%	
Not important	0.0%	1.3%	2.5%	0.0%	0.0%	2.6%	0.0%	2.1%	2.5%	
Total(n)	7	154	670	2	59	348	5	95	322	
Mean	3.71	3.18	3.06	3.50	3.12	3.02	3.80	3.21	3.11	
Standard deviation	0.49	0.72	0.78	0.71	0.72	0.78	0.45	0.73	0.77	
Significance	-		*	-			-		*	
Effect size	-	0.74	0.83	-	0.53	0.62	-	0.81	0.90	
Prepare students for graduate or advanced education										
Essential	42.9%	27.3%	23.0%	50.0%	25.4%	20.7%	40.0%	28.4%	25.4%	
Very important	57.1%	51.9%	53.9%	50.0%	49.2%	56.3%	60.0%	53.7%	51.4%	
Somewhat important	0.0%	20.1%	22.4%	0.0%	25.4%	22.4%	0.0%	16.8%	22.3%	
Not important	0.0%	0.6%	0.7%	0.0%	0.0%	0.6%	0.0%	1.1%	0.9%	
Total(n)	7	154	671	2	59	348	5	95	323	
Mean	3.43	3.06	2.99	3.50	3.00	2.97	3.40	3.09	3.01	
Standard deviation	0.53	0.71	0.70	0.71	0.72	0.67	0.55	0.70	0.72	
Significance	-			-			-			
Effect size	-	0.52	0.63	-	0.69	0.79	-	0.44	0.54	

California State University-Fresno	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	42.9%	31.4%	29.9%	0.0%	28.8%	26.9%	60.0%	33.0%	33.2%	
Very important	42.9%	37.9%	36.1%	50.0%	39.0%	38.4%	40.0%	37.2%	33.5%	
Somewhat important	14.3%	26.1%	28.6%	50.0%	27.1%	29.2%	0.0%	25.5%	28.0%	
Not important	0.0%	4.6%	5.4%	0.0%	5.1%	5.5%	0.0%	4.3%	5.3%	
Total(n)	7	153	668	2	59	346	5	94	322	
Mean	3.29	2.96	2.91	2.50	2.92	2.87	3.60	2.99	2.95	
Standard deviation	0.76	0.87	0.89	0.71	0.88	0.87	0.55	0.87	0.91	
Significance	-			-			-			
Effect size	-	0.38	0.43	-	-0.48	-0.43	-	0.70	0.71	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	42.9%	16.3%	13.5%	50.0%	11.9%	9.2%	40.0%	19.1%	18.1%	
Very important	42.9%	35.9%	34.0%	0.0%	28.8%	34.3%	60.0%	40.4%	33.6%	
Somewhat important	14.3%	37.3%	42.2%	50.0%	44.1%	44.7%	0.0%	33.0%	39.6%	
Not important	0.0%	10.5%	10.3%	0.0%	15.3%	11.8%	0.0%	7.4%	8.7%	
Total(n)	7	153	668	2	59	347	5	94	321	
Mean	3.29	2.58	2.51	3.00	2.37	2.41	3.40	2.71	2.61	
Standard deviation	0.76	0.89	0.85	1.41	0.89	0.82	0.55	0.86	0.88	
Significance	-	*	*	-			-		*	
Effect size	-	0.80	0.92	-	0.71	0.72	-	0.80	0.90	
Teach students the classic works of Western civilization										
Essential	0.0%	4.0%	7.1%	0.0%	3.4%	7.8%	0.0%	4.3%	6.3%	
Very important	0.0%	24.5%	22.7%	0.0%	25.9%	22.7%	0.0%	23.7%	22.8%	
Somewhat important	66.7%	45.0%	42.5%	0.0%	44.8%	40.4%	100.0%	45.2%	44.7%	
Not important	33.3%	26.5%	27.7%	100.0%	25.9%	29.1%	0.0%	26.9%	26.3%	
Total(n)	6	151	664	2	58	344	4	93	320	
Mean	1.67	2.06	2.09	1.00	2.07	2.09	2.00	2.05	2.09	
Standard deviation	0.52	0.82	0.88	0.00	0.81	0.91	0.00	0.83	0.86	
Significance	-			-			-			
Effect size	-	-0.48	-0.48	-	-1.32	-1.20	-	-0.06	-0.10	

California State University-Fresno	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	71.4%	25.5%	21.3%	100.0%	22.0%	19.0%	60.0%	27.7%	23.7%	
Very important	14.3%	45.8%	44.3%	0.0%	42.4%	44.4%	20.0%	47.9%	44.2%	
Somewhat important	14.3%	24.2%	28.6%	0.0%	30.5%	30.5%	20.0%	20.2%	26.5%	
Not important	0.0%	4.6%	5.8%	0.0%	5.1%	6.1%	0.0%	4.3%	5.6%	
Total(n)	7	153	668	2	59	347	5	94	321	
Mean	3.57	2.92	2.81	4.00	2.81	2.76	3.40	2.99	2.86	
Standard deviation	0.79	0.82	0.83	0.00	0.84	0.83	0.89	0.81	0.84	
Significance	-	*	*	-		*	-			
Effect size	-	0.79	0.92	-	1.42	1.49	-	0.51	0.64	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	85.7%	30.7%	25.9%	100.0%	23.7%	21.6%	80.0%	35.1%	30.4%	
Very important	0.0%	44.4%	43.3%	0.0%	44.1%	42.7%	0.0%	44.7%	44.1%	
Somewhat important	14.3%	22.2%	25.7%	0.0%	30.5%	29.4%	20.0%	17.0%	21.7%	
Not important	0.0%	2.6%	5.1%	0.0%	1.7%	6.3%	0.0%	3.2%	3.7%	
Total(n)	7	153	669	2	59	347	5	94	322	
Mean	3.71	3.03	2.90	4.00	2.90	2.80	3.60	3.12	3.01	
Standard deviation	0.76	0.80	0.84	0.00	0.78	0.85	0.89	0.80	0.82	
Significance	-	*	*	-		*	-			
Effect size	-	0.85	0.96	-	1.41	1.41	-	0.60	0.72	
Instill in students a commitment to community service										Civic Minded Values
Essential	33.3%	12.5%	12.0%	0.0%	5.1%	7.8%	50.0%	17.2%	16.5%	
Very important	33.3%	42.1%	33.8%	50.0%	42.4%	31.1%	25.0%	41.9%	36.8%	
Somewhat important	33.3%	36.8%	40.0%	50.0%	42.4%	44.1%	25.0%	33.3%	35.5%	
Not important	0.0%	8.6%	14.2%	0.0%	10.2%	17.0%	0.0%	7.5%	11.2%	
Total(n)	6	152	668	2	59	347	4	93	321	
Mean	3.00	2.59	2.44	2.50	2.42	2.30	3.25	2.69	2.59	
Standard deviation	0.89	0.82	0.88	0.71	0.75	0.84	0.96	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.50	0.64	-	0.11	0.24	-	0.66	0.74	

Other Respondents

California State University-Fresno	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	50.0%	41.2%	32.3%	50.0%	30.5%	22.5%	50.0%	47.9%	43.0%	
Very important	50.0%	34.0%	37.4%	50.0%	33.9%	37.2%	50.0%	34.0%	37.7%	
Somewhat important	0.0%	19.6%	24.0%	0.0%	25.4%	30.5%	0.0%	16.0%	16.8%	
Not important	0.0%	5.2%	6.3%	0.0%	10.2%	9.8%	0.0%	2.1%	2.5%	
Total(n)	6	153	668	2	59	347	4	94	321	
Mean	3.50	3.11	2.96	3.50	2.85	2.72	3.50	3.28	3.21	
Standard deviation	0.55	0.90	0.90	0.71	0.98	0.92	0.58	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.43	0.60	-	0.66	0.85	-	0.27	0.36	
Help master knowledge in a discipline										
Essential	57.1%	50.6%	49.7%	50.0%	50.8%	49.7%	60.0%	50.5%	49.7%	
Very important	42.9%	39.6%	41.3%	50.0%	35.6%	40.2%	40.0%	42.1%	42.5%	
Somewhat important	0.0%	8.4%	8.1%	0.0%	13.6%	9.5%	0.0%	5.3%	6.5%	
Not important	0.0%	1.3%	0.9%	0.0%	0.0%	0.6%	0.0%	2.1%	1.2%	
Total(n)	7	154	670	2	59	348	5	95	322	
Mean	3.57	3.40	3.40	3.50	3.37	3.39	3.60	3.41	3.41	
Standard deviation	0.53	0.70	0.67	0.71	0.72	0.68	0.55	0.69	0.67	
Significance	-			-			-			
Effect size	-	0.24	0.25	-	0.18	0.16	-	0.28	0.28	
Develop creative capacities										
Essential	28.6%	33.1%	35.5%	50.0%	33.9%	34.8%	20.0%	32.6%	36.3%	
Very important	71.4%	48.7%	47.9%	50.0%	44.1%	48.6%	80.0%	51.6%	47.2%	
Somewhat important	0.0%	16.2%	14.2%	0.0%	20.3%	14.1%	0.0%	13.7%	14.3%	
Not important	0.0%	1.9%	2.4%	0.0%	1.7%	2.6%	0.0%	2.1%	2.2%	
Total(n)	7	154	670	2	59	348	5	95	322	
Mean	3.29	3.13	3.17	3.50	3.10	3.16	3.20	3.15	3.18	
Standard deviation	0.49	0.75	0.75	0.71	0.78	0.75	0.45	0.73	0.75	
Significance	-			-			-			
Effect size	-	0.21	0.16	-	0.51	0.45	-	0.07	0.03	

California State University-Fresno	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	28.6%	27.5%	24.8%	0.0%	20.3%	19.9%	40.0%	31.9%	30.0%	
Very important	57.1%	42.5%	39.6%	50.0%	44.1%	38.7%	60.0%	41.5%	40.6%	
Somewhat important	14.3%	25.5%	27.9%	50.0%	28.8%	30.9%	0.0%	23.4%	24.7%	
Not important	0.0%	4.6%	7.7%	0.0%	6.8%	10.4%	0.0%	3.2%	4.7%	
Total(n)	7	153	666	2	59	346	5	94	320	
Mean	3.14	2.93	2.82	2.50	2.78	2.68	3.40	3.02	2.96	
Standard deviation	0.69	0.84	0.89	0.71	0.85	0.91	0.55	0.83	0.86	
Significance	-			-			-			
Effect size	-	0.25	0.36	-	-0.33	-0.20	-	0.46	0.51	
Promote ability to write effectively										
Essential	100.0%	55.6%	54.6%	100.0%	45.8%	46.2%	100.0%	61.7%	63.6%	
Very important	0.0%	37.3%	38.4%	0.0%	42.4%	45.1%	0.0%	34.0%	31.2%	
Somewhat important	0.0%	6.5%	6.3%	0.0%	11.9%	7.8%	0.0%	3.2%	4.7%	
Not important	0.0%	0.7%	0.7%	0.0%	0.0%	0.9%	0.0%	1.1%	0.6%	
Total(n)	6	153	667	2	59	346	4	94	321	
Mean	4.00	3.48	3.47	4.00	3.34	3.37	4.00	3.56	3.58	
Standard deviation	0.00	0.65	0.65	0.00	0.69	0.66	0.00	0.61	0.61	
Significance	-		*	-			-			
Effect size	-	0.80	0.82	-	0.96	0.95	-	0.72	0.69	
Help students evaluate the quality and reliability of information										
Essential	83.3%	62.7%	62.7%	100.0%	54.2%	57.6%	75.0%	68.1%	68.2%	
Very important	16.7%	35.9%	34.4%	0.0%	45.8%	38.9%	25.0%	29.8%	29.6%	
Somewhat important	0.0%	0.7%	2.2%	0.0%	0.0%	2.9%	0.0%	1.1%	1.6%	
Not important	0.0%	0.7%	0.6%	0.0%	0.0%	0.6%	0.0%	1.1%	0.6%	
Total(n)	6	153	668	2	59	347	4	94	321	
Mean	3.83	3.61	3.59	4.00	3.54	3.54	3.75	3.65	3.65	
Standard deviation	0.41	0.54	0.57	0.00	0.50	0.58	0.50	0.56	0.54	
Significance	-			-			-			
Effect size	-	0.41	0.42	-	0.92	0.79	-	0.18	0.19	

California State University-Fresno	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	100.0%	36.8%	29.0%	100.0%	28.8%	21.9%	100.0%	41.9%	36.7%	
Very important	0.0%	35.5%	35.4%	0.0%	42.4%	36.6%	0.0%	31.2%	34.2%	
Somewhat important	0.0%	21.7%	27.8%	0.0%	20.3%	31.1%	0.0%	22.6%	24.1%	
Not important	0.0%	5.9%	7.8%	0.0%	8.5%	10.4%	0.0%	4.3%	5.0%	
Total(n)	5	152	666	2	59	347	3	93	319	
Mean	4.00	3.03	2.86	4.00	2.92	2.70	4.00	3.11	3.03	
Standard deviation	0.00	0.91	0.93	0.00	0.92	0.93	0.00	0.90	0.90	
Significance	-	*	**	-		*	-			
Effect size	-	1.07	1.23	-	1.17	1.40	-	0.99	1.08	
Teach students tolerance and respect for different beliefs										
Essential	83.3%	55.3%	42.4%	100.0%	42.4%	31.4%	75.0%	63.4%	54.4%	
Very important	16.7%	30.3%	37.2%	0.0%	33.9%	40.3%	25.0%	28.0%	33.8%	
Somewhat important	0.0%	11.8%	16.5%	0.0%	20.3%	22.5%	0.0%	6.5%	10.0%	
Not important	0.0%	2.6%	3.9%	0.0%	3.4%	5.8%	0.0%	2.2%	1.9%	
Total(n)	6	152	667	2	59	347	4	93	320	
Mean	3.83	3.38	3.18	4.00	3.15	2.97	3.75	3.53	3.41	
Standard deviation	0.41	0.80	0.84	0.00	0.87	0.88	0.50	0.72	0.75	
Significance	-			-			-			
Effect size	-	0.56	0.77	-	0.98	1.17	-	0.31	0.45	
Encourage students to become agents of social change										
Essential	57.1%	24.7%	16.8%	100.0%	18.6%	10.7%	40.0%	28.4%	23.3%	
Very important	28.6%	31.2%	29.5%	0.0%	30.5%	26.0%	40.0%	31.6%	33.2%	
Somewhat important	14.3%	35.7%	36.5%	0.0%	45.8%	40.5%	20.0%	29.5%	32.3%	
Not important	0.0%	8.4%	17.2%	0.0%	5.1%	22.8%	0.0%	10.5%	11.2%	
Total(n)	7	154	668	2	59	346	5	95	322	
Mean	3.43	2.72	2.46	4.00	2.63	2.25	3.20	2.78	2.69	
Standard deviation	0.79	0.93	0.96	0.00	0.85	0.93	0.84	0.98	0.95	
Significance	-	*	**	-	*	**	-			
Effect size	-	0.76	1.01	-	1.61	1.88	-	0.43	0.54	Civic Minded Values

California State University-Fresno	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	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5-8	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
9-12	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-34	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	6	150	677	2	59	350	4	91	327	
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Standard deviation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Preparing for teaching (including reading student papers and grading)										
None	57.1%	86.2%	87.0%	50.0%	88.1%	88.0%	60.0%	84.9%	86.0%	
1-4	28.6%	7.9%	9.1%	0.0%	5.1%	8.3%	40.0%	9.7%	10.0%	
5-8	14.3%	3.3%	2.4%	50.0%	5.1%	2.9%	0.0%	2.2%	1.8%	
9-12	0.0%	1.3%	0.7%	0.0%	1.7%	0.6%	0.0%	1.1%	0.9%	
13-16	0.0%	1.3%	0.3%	0.0%	0.0%	0.0%	0.0%	2.2%	0.6%	
17-20	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
21-34	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	152	679	2	59	350	5	93	329	
Mean	1.57	1.24	1.20	2.00	1.20	1.17	1.40	1.26	1.22	
Standard deviation	0.79	0.70	0.64	1.41	0.61	0.54	0.55	0.75	0.72	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	0.47	0.58	-	1.31	1.54	-	0.19	0.25	

California State University-Fresno	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	57.1%	59.9%	44.0%	50.0%	66.1%	43.6%	60.0%	55.9%	44.5%	
1-4	14.3%	27.6%	36.8%	0.0%	28.8%	35.8%	20.0%	26.9%	37.9%	
5-8	14.3%	4.6%	9.7%	50.0%	5.1%	12.6%	0.0%	4.3%	6.7%	
9-12	0.0%	4.6%	6.0%	0.0%	0.0%	5.7%	0.0%	7.5%	6.4%	
13-16	0.0%	0.0%	1.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.9%	
17-20	0.0%	1.3%	0.7%	0.0%	0.0%	0.3%	0.0%	2.2%	1.2%	
21-34	14.3%	1.3%	0.9%	0.0%	0.0%	0.0%	20.0%	2.2%	1.8%	
35-44	0.0%	0.7%	0.4%	0.0%	0.0%	0.6%	0.0%	1.1%	0.3%	
45+	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	
Total(n)	7	152	679	2	59	349	5	93	330	
Mean	2.29	1.70	1.93	2.00	1.39	1.91	2.40	1.89	1.95	
Standard deviation	2.21	1.23	1.23	1.41	0.59	1.13	2.61	1.48	1.33	
Significance	-			-			-			
Effect size	-	0.48	0.29	-	1.03	0.08	-	0.34	0.34	
Committee work and meetings										
None	50.0%	55.3%	38.0%	50.0%	59.3%	35.2%	50.0%	52.7%	41.0%	
1-4	33.3%	22.7%	38.8%	50.0%	23.7%	43.3%	25.0%	22.0%	33.9%	
5-8	16.7%	13.3%	14.8%	0.0%	13.6%	15.5%	25.0%	13.2%	14.1%	
9-12	0.0%	5.3%	5.3%	0.0%	0.0%	4.0%	0.0%	8.8%	6.7%	
13-16	0.0%	2.0%	1.6%	0.0%	1.7%	0.9%	0.0%	2.2%	2.4%	
17-20	0.0%	1.3%	1.5%	0.0%	1.7%	1.1%	0.0%	1.1%	1.8%	
21-34	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	6	150	676	2	59	349	4	91	327	
Mean	1.67	1.80	1.98	1.50	1.66	1.95	1.75	1.89	2.01	
Standard deviation	0.82	1.12	1.06	0.71	1.03	0.96	0.96	1.18	1.16	
Significance	-			-			-			
Effect size	-	-0.12	-0.29	-	-0.16	-0.47	-	-0.12	-0.22	

Other Respondents

California State University-Fresno	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	50.0%	58.0%	51.9%	0.0%	64.4%	53.2%	75.0%	53.8%	50.5%	
1-4	16.7%	21.3%	30.2%	50.0%	22.0%	29.5%	0.0%	20.9%	30.9%	
5-8	16.7%	7.3%	8.5%	0.0%	3.4%	8.7%	25.0%	9.9%	8.3%	
9-12	0.0%	2.7%	3.6%	0.0%	0.0%	2.9%	0.0%	4.4%	4.3%	
13-16	0.0%	2.7%	1.5%	0.0%	1.7%	1.7%	0.0%	3.3%	1.2%	
17-20	0.0%	2.0%	1.6%	0.0%	0.0%	1.2%	0.0%	3.3%	2.1%	
21-34	16.7%	4.7%	1.6%	50.0%	8.5%	2.0%	0.0%	2.2%	1.2%	
35-44	0.0%	1.3%	0.6%	0.0%	0.0%	0.3%	0.0%	2.2%	0.9%	
45+	0.0%	0.0%	0.6%	0.0%	0.0%	0.6%	0.0%	0.0%	0.6%	
Total(n)	6	150	673	2	59	346	4	91	327	
Mean	2.50	2.02	1.91	4.50	1.86	1.87	1.50	2.12	1.94	
Standard deviation	2.35	1.73	1.43	3.54	1.73	1.40	1.00	1.73	1.47	
Significance	-			-	*	**	-			
Effect size	-	0.28	0.41	-	1.53	1.88	-	-0.36	-0.30	
Research and scholarly writing										
None	50.0%	14.7%	9.0%	0.0%	16.9%	7.4%	75.0%	13.2%	10.7%	
1-4	16.7%	15.3%	9.9%	50.0%	13.6%	8.3%	0.0%	16.5%	11.6%	
5-8	0.0%	8.7%	6.9%	0.0%	10.2%	6.9%	0.0%	7.7%	7.0%	
9-12	0.0%	4.7%	4.3%	0.0%	5.1%	4.6%	0.0%	4.4%	4.0%	
13-16	16.7%	5.3%	4.1%	50.0%	5.1%	3.4%	0.0%	5.5%	4.9%	
17-20	0.0%	4.0%	6.1%	0.0%	5.1%	5.7%	0.0%	3.3%	6.4%	
21-34	0.0%	11.3%	18.8%	0.0%	3.4%	18.1%	0.0%	16.5%	19.5%	
35-44	16.7%	20.0%	23.6%	0.0%	23.7%	26.1%	25.0%	17.6%	21.0%	
45+	0.0%	16.0%	17.3%	0.0%	16.9%	19.5%	0.0%	15.4%	14.9%	
Total(n)	6	150	677	2	59	349	4	91	328	
Mean	3.00	5.24	6.00	3.50	5.17	6.25	2.75	5.29	5.73	
Standard deviation	2.90	3.00	2.72	2.12	3.09	2.64	3.50	2.95	2.77	
Significance	-		**	-			-		*	
Effect size	-	-0.75	-1.10	-	-0.54	-1.04	-	-0.86	-1.08	

California State University-Fresno	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	60.0%	63.5%	65.3%	50.0%	57.6%	63.4%	66.7%	67.4%	67.3%	
1-4	40.0%	13.5%	15.4%	50.0%	11.9%	16.3%	33.3%	14.6%	14.5%	
5-8	0.0%	8.8%	6.9%	0.0%	15.3%	7.3%	0.0%	4.5%	6.5%	
9-12	0.0%	2.0%	3.1%	0.0%	0.0%	4.1%	0.0%	3.4%	2.2%	
13-16	0.0%	2.0%	1.8%	0.0%	1.7%	2.6%	0.0%	2.2%	0.9%	
17-20	0.0%	2.7%	2.7%	0.0%	1.7%	2.0%	0.0%	3.4%	3.4%	
21-34	0.0%	2.0%	1.5%	0.0%	1.7%	1.2%	0.0%	2.2%	1.9%	
35-44	0.0%	4.7%	2.2%	0.0%	10.2%	2.6%	0.0%	1.1%	1.9%	
45+	0.0%	0.7%	1.0%	0.0%	0.0%	0.6%	0.0%	1.1%	1.5%	
Total(n)	5	148	668	2	59	344	3	89	324	
Mean	1.40	2.09	1.92	1.50	2.39	1.94	1.33	1.90	1.91	
Standard deviation	0.55	1.99	1.77	0.71	2.27	1.72	0.58	1.77	1.83	
Significance	-			-			-			
Effect size	-	-0.35	-0.29	-	-0.39	-0.26	-	-0.32	-0.32	
Consultation with clients/patients										
None	57.1%	78.9%	79.4%	50.0%	81.4%	79.6%	60.0%	77.4%	79.1%	
1-4	28.6%	9.2%	10.5%	50.0%	11.9%	11.8%	20.0%	7.5%	9.1%	
5-8	0.0%	5.3%	4.3%	0.0%	5.1%	4.0%	0.0%	5.4%	4.5%	
9-12	0.0%	1.3%	1.8%	0.0%	0.0%	1.7%	0.0%	2.2%	1.8%	
13-16	0.0%	2.0%	1.0%	0.0%	0.0%	0.6%	0.0%	3.2%	1.5%	
17-20	0.0%	1.3%	1.5%	0.0%	0.0%	1.4%	0.0%	2.2%	1.5%	
21-34	14.3%	1.3%	0.9%	0.0%	0.0%	0.0%	20.0%	2.2%	1.8%	
35-44	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	
45+	0.0%	0.7%	0.3%	0.0%	1.7%	0.6%	0.0%	0.0%	0.0%	
Total(n)	7	152	678	2	59	348	5	93	330	
Mean	2.14	1.51	1.47	1.50	1.36	1.41	2.40	1.61	1.52	
Standard deviation	2.19	1.31	1.22	0.71	1.14	1.11	2.61	1.40	1.32	
Significance	-			-			-			
Effect size	-	0.48	0.55	-	0.12	0.08	-	0.56	0.67	

California State University-Fresno	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	42.9%	46.1%	56.9%	100.0%	55.9%	61.5%	20.0%	39.8%	52.1%	Civic Minded Practice
1-4	28.6%	39.5%	31.6%	0.0%	37.3%	28.2%	40.0%	40.9%	35.2%	
5-8	14.3%	10.5%	7.7%	0.0%	3.4%	5.5%	20.0%	15.1%	10.0%	
9-12	14.3%	1.3%	1.6%	0.0%	0.0%	1.7%	20.0%	2.2%	1.5%	
13-16	0.0%	0.7%	0.6%	0.0%	1.7%	0.9%	0.0%	0.0%	0.3%	
17-20	0.0%	2.0%	0.9%	0.0%	1.7%	1.1%	0.0%	2.2%	0.6%	
21-34	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	
Total(n)	7	152	678	2	59	348	5	93	330	
Mean	2.00	1.77	1.64	1.00	1.59	1.62	2.40	1.88	1.66	
Standard deviation	1.15	0.97	1.02	0.00	0.93	1.15	1.14	0.99	0.88	
Significance	-			-			-			
Effect size	-	0.24	0.35	-	-0.63	-0.54	-	0.53	0.84	
Outside consulting/freelance work										
None	42.9%	81.6%	78.3%	50.0%	84.7%	77.3%	40.0%	79.6%	79.4%	
1-4	42.9%	13.2%	15.6%	0.0%	8.5%	15.5%	60.0%	16.1%	15.8%	
5-8	14.3%	2.6%	3.4%	50.0%	3.4%	3.7%	0.0%	2.2%	3.0%	
9-12	0.0%	2.0%	1.5%	0.0%	3.4%	2.0%	0.0%	1.1%	0.9%	
13-16	0.0%	0.0%	0.4%	0.0%	0.0%	0.6%	0.0%	0.0%	0.3%	
17-20	0.0%	0.7%	0.7%	0.0%	0.0%	0.9%	0.0%	1.1%	0.6%	
21-34	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	152	678	2	59	348	5	93	330	
Mean	1.71	1.28	1.32	2.00	1.25	1.36	1.60	1.29	1.29	
Standard deviation	0.76	0.71	0.76	1.41	0.68	0.82	0.55	0.73	0.69	
Significance	-			-			-			
Effect size	-	0.61	0.51	-	1.10	0.78	-	0.42	0.45	

California State University-Fresno	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	14.3%	14.5%	13.3%	0.0%	23.7%	19.5%	20.0%	8.6%	6.7%	
1-4	14.3%	9.9%	13.1%	50.0%	10.2%	13.2%	0.0%	9.7%	13.0%	
5-8	0.0%	19.7%	21.6%	0.0%	20.3%	22.1%	0.0%	19.4%	21.2%	
9-12	28.6%	13.8%	13.4%	0.0%	8.5%	14.3%	40.0%	17.2%	12.4%	
13-16	0.0%	13.2%	10.3%	0.0%	8.5%	8.9%	0.0%	16.1%	11.8%	
17-20	14.3%	3.9%	8.4%	0.0%	3.4%	7.7%	20.0%	4.3%	9.1%	
21-34	14.3%	11.8%	7.7%	50.0%	10.2%	5.7%	0.0%	12.9%	9.7%	
35-44	0.0%	6.6%	5.9%	0.0%	10.2%	5.2%	0.0%	4.3%	6.7%	
45+	14.3%	6.6%	6.3%	0.0%	5.1%	3.4%	20.0%	7.5%	9.4%	
Total(n)	7	152	679	2	59	349	5	93	330	
Mean	4.71	4.33	4.18	4.50	4.00	3.72	4.80	4.54	4.65	
Standard deviation	2.81	2.42	2.36	3.54	2.63	2.24	2.95	2.28	2.39	
Significance	-			-			-			
Effect size	-	0.16	0.22	-	0.19	0.35	-	0.11	0.06	
Commuting to campus										
None	14.3%	37.5%	25.2%	0.0%	50.8%	24.6%	20.0%	29.0%	25.8%	
1-4	71.4%	46.7%	51.7%	100.0%	40.7%	52.7%	60.0%	50.5%	50.6%	
5-8	14.3%	13.8%	17.1%	0.0%	5.1%	16.9%	20.0%	19.4%	17.3%	
9-12	0.0%	1.3%	5.0%	0.0%	1.7%	4.9%	0.0%	1.1%	5.2%	
13-16	0.0%	0.0%	0.7%	0.0%	0.0%	0.6%	0.0%	0.0%	0.9%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-34	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
35-44	0.0%	0.7%	0.1%	0.0%	1.7%	0.3%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Total(n)	7	152	679	2	59	349	5	93	330	
Mean	2.00	1.83	2.06	2.00	1.68	2.05	2.00	1.92	2.07	
Standard deviation	0.58	0.88	0.90	0.00	1.07	0.87	0.71	0.73	0.93	
Significance	-			-			-			
Effect size	-	0.19	-0.07	-	0.30	-0.06	-	0.11	-0.08	

California State University-Fresno	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	85.7%	92.0%	93.5%	100.0%	89.7%	91.7%	80.0%	93.5%	95.4%	
1-4	0.0%	1.3%	3.1%	0.0%	1.7%	4.6%	0.0%	1.1%	1.5%	
5-8	0.0%	2.0%	1.3%	0.0%	3.4%	1.7%	0.0%	1.1%	0.9%	
9-12	0.0%	2.0%	0.6%	0.0%	1.7%	0.6%	0.0%	2.2%	0.6%	
13-16	0.0%	0.7%	0.1%	0.0%	1.7%	0.3%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.4%	0.0%	0.0%	0.6%	0.0%	0.0%	0.3%	
21-34	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
35-44	0.0%	0.7%	0.4%	0.0%	1.7%	0.3%	0.0%	0.0%	0.6%	
45+	14.3%	1.3%	0.3%	0.0%	0.0%	0.0%	20.0%	2.2%	0.6%	
Total(n)	7	150	676	2	58	348	5	92	328	
Mean	2.14	1.29	1.17	1.00	1.33	1.18	2.60	1.27	1.16	
Standard deviation	3.02	1.22	0.84	0.00	1.16	0.76	3.58	1.26	0.92	
Significance	-		**	-			-	*	**	
Effect size	-	0.70	1.15	-	-0.28	-0.24	-	1.06	1.57	

California State University-Fresno	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	57.1%	54.2%	25.9%	50.0%	49.2%	21.8%	60.0%	57.3%	30.2%	
No	42.9%	45.8%	74.1%	50.0%	50.8%	78.2%	40.0%	42.7%	69.8%	
Total(n)	7	155	687	2	59	353	5	96	334	
Are you a U.S. citizen?										
Yes	85.7%	92.9%	88.1%	50.0%	91.5%	84.7%	100.0%	93.8%	91.6%	
No	14.3%	7.1%	11.9%	50.0%	8.5%	15.3%	0.0%	6.3%	8.4%	
Total(n)	7	155	688	2	59	354	5	96	334	
Do you plan to retire within the next three years?										
Yes	28.6%	15.5%	11.3%	50.0%	13.6%	12.4%	20.0%	16.7%	10.2%	
No	71.4%	84.5%	88.7%	50.0%	86.4%	87.6%	80.0%	83.3%	89.8%	
Total(n)	7	155	688	2	59	354	5	96	334	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	28.6%	41.3%	33.2%	0.0%	37.3%	28.7%	40.0%	43.8%	38.0%	
No	71.4%	58.7%	66.8%	100.0%	62.7%	71.3%	60.0%	56.3%	62.0%	
Total(n)	7	155	686	2	59	352	5	96	334	
Have you been sexually harassed at this institution?										
Yes	14.3%	8.4%	4.9%	0.0%	3.4%	0.8%	20.0%	11.5%	9.3%	
No	85.7%	91.6%	95.1%	100.0%	96.6%	99.2%	80.0%	88.5%	90.7%	
Total(n)	7	155	687	2	59	354	5	96	333	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	14.3%	9.7%	7.1%	0.0%	1.7%	2.3%	20.0%	14.6%	12.3%	
No	85.7%	90.3%	92.9%	100.0%	98.3%	97.7%	80.0%	85.4%	87.7%	
Total(n)	7	155	688	2	59	354	5	96	334	
Have you ever received an award for outstanding teaching?										
Yes	16.7%	37.0%	30.5%	50.0%	42.4%	30.3%	0.0%	33.7%	30.6%	
No	83.3%	63.0%	69.5%	50.0%	57.6%	69.7%	100.0%	66.3%	69.4%	
Total(n)	6	154	686	2	59	353	4	95	333	
Is (or was) your spouse/partner an academic?										
Yes	66.7%	44.2%	38.1%	0.0%	42.4%	34.8%	100.0%	45.3%	41.5%	
No	33.3%	55.8%	61.9%	100.0%	57.6%	65.2%	0.0%	54.7%	58.5%	
Total(n)	6	154	683	2	59	353	4	95	330	

California State University-Fresno	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	14.3%	24.5%	17.6%	50.0%	20.3%	14.4%	0.0%	27.1%	21.0%	
No	85.7%	75.5%	82.4%	50.0%	79.7%	85.6%	100.0%	72.9%	79.0%	
Total(n)	7	155	689	2	59	355	5	96	334	
Considered leaving academe for another job?										
Yes	42.9%	35.5%	31.8%	100.0%	33.9%	28.5%	20.0%	36.5%	35.3%	
No	57.1%	64.5%	68.2%	0.0%	66.1%	71.5%	80.0%	63.5%	64.7%	
Total(n)	7	155	689	2	59	355	5	96	334	
Considered leaving this institution for another?										
Yes	28.6%	40.0%	48.3%	100.0%	39.0%	50.1%	0.0%	40.6%	46.4%	
No	71.4%	60.0%	51.7%	0.0%	61.0%	49.9%	100.0%	59.4%	53.6%	
Total(n)	7	155	689	2	59	355	5	96	334	
Changed academic institutions?										
Yes	0.0%	4.5%	11.0%	0.0%	5.1%	14.4%	0.0%	4.2%	7.5%	
No	100.0%	95.5%	89.0%	100.0%	94.9%	85.6%	100.0%	95.8%	92.5%	
Total(n)	7	155	689	2	59	355	5	96	334	
Engaged in paid consulting outside of your institution?										
Yes	57.1%	29.7%	32.8%	50.0%	30.5%	36.9%	60.0%	29.2%	28.4%	
No	42.9%	70.3%	67.2%	50.0%	69.5%	63.1%	40.0%	70.8%	71.6%	
Total(n)	7	155	689	2	59	355	5	96	334	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	85.7%	54.8%	52.4%	100.0%	52.5%	51.0%	80.0%	56.3%	53.9%	
No	14.3%	45.2%	47.6%	0.0%	47.5%	49.0%	20.0%	43.8%	46.1%	
Total(n)	7	155	689	2	59	355	5	96	334	
Received at least one firm job offer?										
Yes	28.6%	11.6%	20.0%	50.0%	8.5%	23.1%	20.0%	13.5%	16.8%	
No	71.4%	88.4%	80.0%	50.0%	91.5%	76.9%	80.0%	86.5%	83.2%	
Total(n)	7	155	689	2	59	355	5	96	334	
Requested/sought an early promotion?										
Yes	14.3%	9.0%	8.9%	0.0%	8.5%	8.7%	20.0%	9.4%	9.0%	
No	85.7%	91.0%	91.1%	100.0%	91.5%	91.3%	80.0%	90.6%	91.0%	
Total(n)	7	155	689	2	59	355	5	96	334	

California State University-Fresno	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	42.9%	36.4%	34.5%	0.0%	36.2%	35.6%	60.0%	36.5%	33.4%	
Probably yes	14.3%	30.5%	35.3%	0.0%	24.1%	35.0%	20.0%	34.4%	35.5%	
Not sure	14.3%	20.8%	17.7%	50.0%	29.3%	18.4%	0.0%	15.6%	17.0%	
Probably no	14.3%	7.8%	7.5%	0.0%	6.9%	6.5%	20.0%	8.3%	8.7%	
Definitely no	14.3%	4.5%	4.9%	50.0%	3.4%	4.5%	0.0%	5.2%	5.4%	
Total(n)	7	154	689	2	58	354	5	96	335	
Mean	3.57	3.86	3.87	2.00	3.83	3.91	4.20	3.89	3.83	
Standard deviation	1.62	1.13	1.12	1.41	1.11	1.10	1.30	1.15	1.14	
Significance	-			-	*	*	-			
Effect size	-	-0.26	-0.27	-	-1.65	-1.74	-	0.27	0.32	
Still want to be a college professor?										
Definitely yes	57.1%	59.2%	56.0%	0.0%	62.1%	59.9%	80.0%	57.4%	51.8%	
Probably yes	28.6%	27.0%	29.7%	50.0%	31.0%	28.7%	20.0%	24.5%	30.8%	
Not sure	14.3%	9.2%	10.0%	50.0%	5.2%	8.0%	0.0%	11.7%	12.2%	
Probably no	0.0%	2.6%	3.2%	0.0%	0.0%	2.6%	0.0%	4.3%	4.0%	
Definitely no	0.0%	2.0%	1.0%	0.0%	1.7%	0.9%	0.0%	2.1%	1.2%	
Total(n)	7	152	680	2	58	352	5	94	328	
Mean	4.43	4.39	4.36	3.50	4.52	4.44	4.80	4.31	4.28	
Standard deviation	0.79	0.91	0.87	0.71	0.75	0.81	0.45	0.98	0.91	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	-1.36	-1.16	-	0.50	0.57	

California State University-Fresno	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	14.3%	53.6%	48.0%	0.0%	54.2%	51.0%	20.0%	53.2%	44.8%	
Somewhat descriptive	85.7%	40.5%	44.8%	100.0%	44.1%	43.6%	80.0%	38.3%	46.0%	
Not descriptive	0.0%	5.9%	7.2%	0.0%	1.7%	5.4%	0.0%	8.5%	9.2%	
Total(n)	7	153	677	2	59	351	5	94	326	
Mean	2.14	2.48	2.41	2.00	2.53	2.46	2.20	2.45	2.36	
Standard deviation	0.38	0.61	0.62	0.00	0.54	0.60	0.45	0.65	0.64	
Significance	-			-			-			
Effect size	-	-0.56	-0.44	-	-0.98	-0.77	-	-0.38	-0.25	
The faculty are typically at odds with campus administration										
Very descriptive	28.6%	16.9%	15.2%	50.0%	18.6%	16.6%	20.0%	15.8%	13.8%	
Somewhat descriptive	57.1%	45.5%	47.9%	50.0%	44.1%	45.6%	60.0%	46.3%	50.5%	
Not descriptive	14.3%	37.7%	36.8%	0.0%	37.3%	37.8%	20.0%	37.9%	35.8%	
Total(n)	7	154	676	2	59	349	5	95	327	
Mean	2.14	1.79	1.78	2.50	1.81	1.79	2.00	1.78	1.78	
Standard deviation	0.69	0.71	0.69	0.71	0.73	0.71	0.71	0.70	0.67	
Significance	-			-			-			
Effect size	-	0.49	0.52	-	0.95	1.00	-	0.31	0.33	
Faculty here respect each other										
Very descriptive	16.7%	40.5%	47.0%	0.0%	39.0%	46.7%	25.0%	41.5%	47.2%	
Somewhat descriptive	83.3%	54.9%	46.5%	100.0%	59.3%	47.0%	75.0%	52.1%	46.0%	
Not descriptive	0.0%	4.6%	6.5%	0.0%	1.7%	6.2%	0.0%	6.4%	6.7%	
Total(n)	6	153	679	2	59	353	4	94	326	
Mean	2.17	2.36	2.41	2.00	2.37	2.41	2.25	2.35	2.40	
Standard deviation	0.41	0.57	0.61	0.00	0.52	0.61	0.50	0.60	0.61	
Significance	-			-			-			
Effect size	-	-0.33	-0.39	-	-0.71	-0.67	-	-0.17	-0.25	

California State University-Fresno	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	0.0%	2.0%	4.6%	0.0%	1.7%	5.4%	0.0%	2.1%	3.7%	
Somewhat descriptive	50.0%	19.0%	25.7%	50.0%	22.0%	29.1%	50.0%	17.0%	22.0%	
Not descriptive	50.0%	79.1%	69.6%	50.0%	76.3%	65.4%	50.0%	80.9%	74.2%	
Total(n)	6	153	672	2	59	350	4	94	322	
Mean	1.50	1.23	1.35	1.50	1.25	1.40	1.50	1.21	1.30	
Standard deviation	0.55	0.47	0.57	0.71	0.48	0.59	0.58	0.46	0.53	
Significance	-			-			-			
Effect size	-	0.57	0.26	-	0.52	0.17	-	0.63	0.38	
Faculty are rewarded for being good teachers										
Very descriptive	14.3%	20.8%	19.9%	0.0%	15.3%	18.3%	20.0%	24.2%	21.5%	
Somewhat descriptive	57.1%	55.2%	58.8%	100.0%	59.3%	59.4%	40.0%	52.6%	58.2%	
Not descriptive	28.6%	24.0%	21.3%	0.0%	25.4%	22.3%	40.0%	23.2%	20.3%	
Total(n)	7	154	675	2	59	350	5	95	325	
Mean	1.86	1.97	1.99	2.00	1.90	1.96	1.80	2.01	2.01	
Standard deviation	0.69	0.67	0.64	0.00	0.64	0.64	0.84	0.69	0.65	
Significance	-			-			-			
Effect size	-	-0.16	-0.20	-	0.16	0.06	-	-0.30	-0.32	
There is respect for the expression of diverse values and beliefs										
Very descriptive	28.6%	31.8%	35.4%	0.0%	27.1%	36.1%	40.0%	34.7%	34.7%	
Somewhat descriptive	57.1%	60.4%	54.1%	50.0%	64.4%	54.5%	60.0%	57.9%	53.7%	
Not descriptive	14.3%	7.8%	10.5%	50.0%	8.5%	9.4%	0.0%	7.4%	11.7%	
Total(n)	7	154	678	2	59	352	5	95	326	
Mean	2.14	2.24	2.25	1.50	2.19	2.27	2.40	2.27	2.23	
Standard deviation	0.69	0.58	0.63	0.71	0.57	0.62	0.55	0.59	0.64	
Significance	-			-			-			
Effect size	-	-0.17	-0.17	-	-1.21	-1.24	-	0.22	0.27	

California State University-Fresno	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	66.7%	23.7%	20.0%	50.0%	19.0%	19.0%	75.0%	26.6%	21.1%	
Somewhat descriptive	16.7%	55.9%	53.7%	0.0%	56.9%	51.4%	25.0%	55.3%	56.2%	
Not descriptive	16.7%	20.4%	26.3%	50.0%	24.1%	29.6%	0.0%	18.1%	22.7%	
Total(n)	6	152	670	2	58	348	4	94	322	
Mean	2.50	2.03	1.94	2.00	1.95	1.89	2.75	2.09	1.98	
Standard deviation	0.84	0.67	0.68	1.41	0.66	0.69	0.50	0.67	0.66	
Significance	-		*	-			-		*	
Effect size	-	0.70	0.82	-	0.08	0.16	-	0.99	1.17	
Administrators consider faculty concerns when making policy										
Very descriptive	16.7%	17.6%	15.4%	0.0%	18.6%	17.2%	25.0%	17.0%	13.5%	
Somewhat descriptive	50.0%	61.4%	58.1%	50.0%	64.4%	56.2%	50.0%	59.6%	60.1%	
Not descriptive	33.3%	20.9%	26.5%	50.0%	16.9%	26.6%	25.0%	23.4%	26.4%	
Total(n)	6	153	675	2	59	349	4	94	326	
Mean	1.83	1.97	1.89	1.50	2.02	1.91	2.00	1.94	1.87	
Standard deviation	0.75	0.62	0.64	0.71	0.60	0.66	0.82	0.64	0.62	
Significance	-			-			-			
Effect size	-	-0.23	-0.09	-	-0.87	-0.62	-	0.09	0.21	
The administration is open about its policies										
Very descriptive	42.9%	22.1%	16.7%	50.0%	15.3%	16.9%	40.0%	26.3%	16.6%	
Somewhat descriptive	42.9%	52.6%	54.1%	0.0%	64.4%	52.0%	60.0%	45.3%	56.4%	
Not descriptive	14.3%	25.3%	29.1%	50.0%	20.3%	31.1%	0.0%	28.4%	27.0%	
Total(n)	7	154	676	2	59	350	5	95	326	
Mean	2.29	1.97	1.88	2.00	1.95	1.86	2.40	1.98	1.90	
Standard deviation	0.76	0.69	0.67	1.41	0.60	0.68	0.55	0.74	0.65	
Significance	-			-			-			
Effect size	-	0.46	0.61	-	0.08	0.21	-	0.57	0.77	

California State University-Fresno	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	57.1%	13.8%	16.4%	50.0%	12.3%	11.9%	60.0%	14.7%	21.1%	
Somewhat	0.0%	55.9%	55.7%	0.0%	49.1%	57.0%	0.0%	60.0%	54.4%	
Not at all	42.9%	30.3%	27.9%	50.0%	38.6%	31.1%	40.0%	25.3%	24.5%	
Total(n)	7	152	671	2	57	344	5	95	327	
Mean	2.14	1.84	1.89	2.00	1.74	1.81	2.20	1.89	1.97	
Standard deviation	1.07	0.65	0.66	1.41	0.67	0.63	1.10	0.63	0.68	
Significance	-			-			-			
Effect size	-	0.46	0.38	-	0.39	0.30	-	0.49	0.34	
Child care										
Extensive	14.3%	16.7%	20.3%	50.0%	12.2%	11.7%	0.0%	20.4%	31.2%	
Somewhat	57.1%	35.6%	36.7%	0.0%	29.3%	37.2%	80.0%	40.8%	36.0%	
Not at all	28.6%	47.8%	43.0%	50.0%	58.5%	51.0%	20.0%	38.8%	32.8%	
Total(n)	7	90	428	2	41	239	5	49	189	
Mean	1.86	1.69	1.77	2.00	1.54	1.61	1.80	1.82	1.98	
Standard deviation	0.69	0.74	0.76	1.41	0.71	0.69	0.45	0.75	0.80	
Significance	-			-			-			
Effect size	-	0.23	0.12	-	0.65	0.57	-	-0.03	-0.23	
Care of elderly parent										
Extensive	0.0%	13.7%	12.8%	0.0%	6.8%	8.5%	0.0%	19.0%	18.2%	
Somewhat	25.0%	31.4%	31.2%	100.0%	38.6%	31.7%	0.0%	25.9%	30.5%	
Not at all	75.0%	54.9%	56.1%	0.0%	54.5%	59.8%	100.0%	55.2%	51.2%	
Total(n)	4	102	462	1	44	259	3	58	203	
Mean	1.25	1.59	1.57	2.00	1.52	1.49	1.00	1.64	1.67	
Standard deviation	0.50	0.72	0.71	.	0.63	0.65	0.00	0.79	0.77	
Significance	-			-	#VALUE!	#VALUE!	-			
Effect size	-	-0.47	-0.45	-	0.76	0.78	-	-0.81	-0.87	

California State University-Fresno	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	0.0%	7.3%	9.1%	0.0%	5.3%	7.2%	0.0%	8.6%	11.1%	
Somewhat	71.4%	44.7%	44.7%	50.0%	43.9%	42.2%	80.0%	45.2%	47.5%	
Not at all	28.6%	48.0%	46.2%	50.0%	50.9%	50.6%	20.0%	46.2%	41.4%	
Total(n)	7	150	660	2	57	346	5	93	314	
Mean	1.71	1.59	1.63	1.50	1.54	1.57	1.80	1.62	1.70	
Standard deviation	0.49	0.62	0.64	0.71	0.60	0.63	0.45	0.64	0.66	
Significance	-			-			-			
Effect size	-	0.19	0.13	-	-0.07	-0.11	-	0.28	0.15	
Health of spouse/partner										
Extensive	0.0%	9.2%	7.7%	0.0%	11.1%	7.8%	0.0%	7.9%	7.5%	
Somewhat	50.0%	29.2%	31.5%	50.0%	29.6%	32.9%	50.0%	28.9%	29.8%	
Not at all	50.0%	61.5%	60.8%	50.0%	59.3%	59.2%	50.0%	63.2%	62.6%	
Total(n)	6	130	584	2	54	319	4	76	265	
Mean	1.50	1.48	1.47	1.50	1.52	1.49	1.50	1.45	1.45	
Standard deviation	0.55	0.66	0.64	0.71	0.69	0.64	0.58	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	-0.03	0.02	-	0.08	0.08	
Review/promotion process										
Extensive	28.6%	22.4%	21.0%	0.0%	17.3%	15.3%	40.0%	25.6%	27.0%	
Somewhat	42.9%	32.1%	35.1%	50.0%	30.8%	34.5%	40.0%	32.9%	35.8%	
Not at all	28.6%	45.5%	43.9%	50.0%	51.9%	50.2%	20.0%	41.5%	37.2%	
Total(n)	7	134	606	2	52	313	5	82	293	
Mean	2.00	1.77	1.77	1.50	1.65	1.65	2.20	1.84	1.90	
Standard deviation	0.82	0.79	0.77	0.71	0.76	0.73	0.84	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.29	0.30	-	-0.20	-0.21	-	0.44	0.38	

California State University-Fresno	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	14.3%	7.0%	6.4%	0.0%	3.6%	3.1%	20.0%	9.1%	9.8%	
Somewhat	42.9%	23.8%	21.5%	100.0%	21.8%	14.8%	20.0%	25.0%	28.4%	
Not at all	42.9%	69.2%	72.1%	0.0%	74.5%	82.1%	60.0%	65.9%	61.8%	
Total(n)	7	143	624	2	55	318	5	88	306	
Mean	1.71	1.38	1.34	2.00	1.29	1.21	1.60	1.43	1.48	
Standard deviation	0.76	0.61	0.60	0.00	0.53	0.48	0.89	0.66	0.67	
Significance	-			-		*	-			
Effect size	-	0.54	0.62	-	1.34	1.65	-	0.26	0.18	
Personal finances										
Extensive	28.6%	18.4%	15.3%	50.0%	13.6%	11.1%	20.0%	21.5%	19.8%	
Somewhat	57.1%	47.4%	44.7%	50.0%	52.5%	48.0%	60.0%	44.1%	41.2%	
Not at all	14.3%	34.2%	40.0%	0.0%	33.9%	40.9%	20.0%	34.4%	39.0%	
Total(n)	7	152	673	2	59	350	5	93	323	
Mean	2.14	1.84	1.75	2.50	1.80	1.70	2.00	1.87	1.81	
Standard deviation	0.69	0.71	0.70	0.71	0.66	0.66	0.71	0.74	0.74	
Significance	-			-			-			
Effect size	-	0.42	0.56	-	1.06	1.21	-	0.18	0.26	
Committee work										
Extensive	33.3%	12.5%	8.9%	0.0%	8.6%	6.0%	50.0%	14.9%	11.9%	
Somewhat	33.3%	50.7%	46.1%	50.0%	48.3%	43.9%	25.0%	52.1%	48.4%	
Not at all	33.3%	36.8%	45.0%	50.0%	43.1%	50.1%	25.0%	33.0%	39.6%	
Total(n)	6	152	653	2	58	335	4	94	318	
Mean	2.00	1.76	1.64	1.50	1.66	1.56	2.25	1.82	1.72	
Standard deviation	0.89	0.66	0.64	0.71	0.64	0.61	0.96	0.67	0.66	
Significance	-			-			-			
Effect size	-	0.36	0.56	-	-0.25	-0.10	-	0.64	0.80	Career Related Stress

California State University-Fresno	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	0.0%	8.1%	7.3%	0.0%	3.4%	5.5%	0.0%	11.0%	9.1%	
Somewhat	100.0%	46.3%	40.9%	100.0%	51.7%	39.4%	100.0%	42.9%	42.6%	
Not at all	0.0%	45.6%	51.8%	0.0%	44.8%	55.1%	0.0%	46.2%	48.3%	
Total(n)	6	149	662	2	58	345	4	91	317	
Mean	2.00	1.62	1.55	2.00	1.59	1.50	2.00	1.65	1.61	
Standard deviation	0.00	0.63	0.63	0.00	0.56	0.60	0.00	0.67	0.65	
Significance	-			-			-			
Effect size	-	0.60	0.71	-	0.73	0.83	-	0.52	0.60	
Colleagues										
Extensive	33.3%	14.3%	13.7%	0.0%	11.9%	10.5%	50.0%	15.8%	17.1%	
Somewhat	50.0%	52.6%	46.5%	50.0%	44.1%	45.0%	50.0%	57.9%	48.2%	
Not at all	16.7%	33.1%	39.8%	50.0%	44.1%	44.4%	0.0%	26.3%	34.8%	
Total(n)	6	154	679	2	59	351	4	95	328	
Mean	2.17	1.81	1.74	1.50	1.68	1.66	2.50	1.89	1.82	
Standard deviation	0.75	0.66	0.68	0.71	0.68	0.66	0.58	0.64	0.70	
Significance	-			-			-			
Effect size	-	0.55	0.63	-	-0.26	-0.24	-	0.95	0.97	
Students										
Extensive	14.3%	5.9%	4.5%	0.0%	1.7%	2.6%	20.0%	8.4%	6.5%	
Somewhat	28.6%	37.9%	43.1%	0.0%	36.2%	41.6%	40.0%	38.9%	44.8%	
Not at all	57.1%	56.2%	52.4%	100.0%	62.1%	55.8%	40.0%	52.6%	48.8%	
Total(n)	7	153	668	2	58	344	5	95	324	
Mean	1.57	1.50	1.52	1.00	1.40	1.47	1.80	1.56	1.58	
Standard deviation	0.79	0.61	0.58	0.00	0.53	0.55	0.84	0.65	0.61	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	-0.75	-0.85	-	0.37	0.36	

California State University-Fresno	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	40.0%	13.4%	24.2%	0.0%	10.5%	25.0%	66.7%	15.2%	23.4%	Career Related Stress
Somewhat	40.0%	49.0%	51.9%	50.0%	42.1%	48.3%	33.3%	53.3%	55.8%	
Not at all	20.0%	37.6%	23.9%	50.0%	47.4%	26.7%	0.0%	31.5%	20.9%	
Total(n)	5	149	669	2	57	348	3	92	321	
Mean	2.20	1.76	2.00	1.50	1.63	1.98	2.67	1.84	2.02	
Standard deviation	0.84	0.67	0.69	0.71	0.67	0.72	0.58	0.67	0.67	
Significance	-			-			-	*		
Effect size	-	0.66	0.29	-	-0.19	-0.67	-	1.24	0.97	
Institutional procedures and "red tape"										
Extensive	33.3%	19.6%	19.6%	50.0%	17.2%	20.5%	25.0%	21.1%	18.7%	Career Related Stress
Somewhat	50.0%	56.9%	50.7%	0.0%	48.3%	47.1%	75.0%	62.1%	54.6%	
Not at all	16.7%	23.5%	29.6%	50.0%	34.5%	32.4%	0.0%	16.8%	26.7%	
Total(n)	6	153	672	2	58	346	4	95	326	
Mean	2.17	1.96	1.90	2.00	1.83	1.88	2.25	2.04	1.92	
Standard deviation	0.75	0.66	0.70	1.41	0.70	0.72	0.50	0.62	0.67	
Significance	-			-			-			
Effect size	-	0.32	0.39	-	0.24	0.17	-	0.34	0.49	
Teaching load										
Extensive	60.0%	26.1%	10.6%	50.0%	19.6%	8.4%	66.7%	30.5%	13.0%	Career Related Stress
Somewhat	0.0%	37.7%	36.8%	0.0%	28.6%	32.3%	0.0%	43.9%	41.9%	
Not at all	40.0%	36.2%	52.6%	50.0%	51.8%	59.4%	33.3%	25.6%	45.1%	
Total(n)	5	138	587	2	56	310	3	82	277	
Mean	2.20	1.90	1.58	2.00	1.68	1.49	2.33	2.05	1.68	
Standard deviation	1.10	0.79	0.68	1.41	0.79	0.65	1.15	0.75	0.69	
Significance	-		*	-			-			
Effect size	-	0.38	0.91	-	0.41	0.78	-	0.37	0.94	

California State University-Fresno	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	14.3%	11.5%	9.2%	0.0%	9.3%	6.5%	20.0%	13.2%	12.9%	
Somewhat	42.9%	34.4%	37.0%	50.0%	37.2%	37.3%	40.0%	32.1%	36.6%	
Not at all	42.9%	54.2%	53.8%	50.0%	53.5%	56.3%	40.0%	54.7%	50.5%	
Total(n)	7	96	465	2	43	263	5	53	202	
Mean	1.71	1.57	1.55	1.50	1.56	1.50	1.80	1.58	1.62	
Standard deviation	0.76	0.69	0.66	0.71	0.67	0.62	0.84	0.72	0.70	
Significance	-			-			-			
Effect size	-	0.20	0.24	-	-0.09	0.00	-	0.31	0.26	
Friction with spouse/partner										
Extensive	0.0%	4.7%	6.5%	0.0%	3.8%	5.6%	0.0%	5.3%	7.5%	
Somewhat	50.0%	25.8%	26.4%	0.0%	23.1%	26.4%	75.0%	27.6%	26.3%	
Not at all	50.0%	69.5%	67.2%	100.0%	73.1%	68.0%	25.0%	67.1%	66.2%	
Total(n)	6	128	588	2	52	322	4	76	266	
Mean	1.50	1.35	1.39	1.00	1.31	1.38	1.75	1.38	1.41	
Standard deviation	0.55	0.57	0.61	0.00	0.54	0.59	0.50	0.59	0.63	
Significance	-			-			-			
Effect size	-	0.26	0.18	-	-0.57	-0.64	-	0.63	0.54	
Lack of personal time										
Extensive	42.9%	26.5%	25.7%	50.0%	15.3%	18.4%	40.0%	33.3%	33.3%	
Somewhat	42.9%	53.5%	54.1%	50.0%	54.2%	54.4%	40.0%	53.1%	53.8%	
Not at all	14.3%	20.0%	20.3%	0.0%	30.5%	27.2%	20.0%	13.5%	12.9%	
Total(n)	7	155	686	2	59	353	5	96	333	
Mean	2.29	2.06	2.05	2.50	1.85	1.91	2.20	2.20	2.20	
Standard deviation	0.76	0.68	0.68	0.71	0.66	0.67	0.84	0.66	0.65	
Significance	-			-			-			
Effect size	-	0.34	0.35	-	0.98	0.88	-	0.00	0.00	Career Related Stress

California State University-Fresno	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	0.0%	6.5%	6.6%	0.0%	1.7%	3.4%	0.0%	9.4%	10.0%	
Somewhat	42.9%	50.6%	47.5%	0.0%	41.4%	46.2%	60.0%	56.3%	48.9%	
Not at all	57.1%	42.9%	45.9%	100.0%	56.9%	50.4%	40.0%	34.4%	41.1%	
Total(n)	7	154	682	2	58	351	5	96	331	
Mean	1.43	1.64	1.61	1.00	1.45	1.53	1.60	1.75	1.69	
Standard deviation	0.53	0.60	0.61	0.00	0.54	0.56	0.55	0.62	0.64	
Significance	-			-			-			
Effect size	-	-0.35	-0.30	-	-0.83	-0.95	-	-0.24	-0.14	
Job security										
Extensive	28.6%	10.5%	11.7%	50.0%	7.0%	11.0%	20.0%	12.6%	12.5%	
Somewhat	14.3%	28.3%	24.4%	0.0%	22.8%	22.0%	20.0%	31.6%	26.9%	
Not at all	57.1%	61.2%	63.9%	50.0%	70.2%	67.1%	60.0%	55.8%	60.6%	
Total(n)	7	152	673	2	57	346	5	95	327	
Mean	1.71	1.49	1.48	2.00	1.37	1.44	1.60	1.57	1.52	
Standard deviation	0.95	0.68	0.70	1.41	0.62	0.68	0.89	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.32	0.33	-	1.02	0.82	-	0.04	0.11	
Being part of a dual career couple										
Extensive	20.0%	10.7%	14.6%	100.0%	11.1%	11.4%	0.0%	10.4%	18.2%	
Somewhat	60.0%	41.0%	35.6%	0.0%	37.8%	34.5%	75.0%	42.9%	36.7%	
Not at all	20.0%	48.4%	49.8%	0.0%	51.1%	54.1%	25.0%	46.8%	45.1%	
Total(n)	5	122	554	1	45	290	4	77	264	
Mean	2.00	1.62	1.65	3.00	1.60	1.57	1.75	1.64	1.73	
Standard deviation	0.71	0.67	0.72	.	0.69	0.69	0.50	0.67	0.75	
Significance	-			-	#VALUE!	#VALUE!	-			
Effect size	-	0.57	0.49	-	2.03	2.07	-	0.16	0.03	

California State University-Fresno	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	33.3%	21.6%	11.6%	0.0%	24.1%	9.5%	50.0%	20.0%	13.8%	
Somewhat	33.3%	56.1%	52.3%	100.0%	53.4%	50.5%	0.0%	57.8%	54.2%	
Not at all	33.3%	22.3%	36.2%	0.0%	22.4%	40.0%	50.0%	22.2%	32.0%	
Total(n)	6	148	622	2	58	325	4	90	297	
Mean	2.00	1.99	1.75	2.00	2.02	1.70	2.00	1.98	1.82	
Standard deviation	0.89	0.66	0.65	0.00	0.69	0.64	1.15	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.02	0.38	-	-0.03	0.47	-	0.03	0.28	
Self-imposed high expectations										
Extensive	14.3%	20.9%	26.4%	0.0%	22.4%	25.8%	20.0%	20.0%	27.1%	
Somewhat	42.9%	65.4%	56.7%	50.0%	58.6%	53.3%	40.0%	69.5%	60.4%	
Not at all	42.9%	13.7%	16.8%	50.0%	19.0%	20.9%	40.0%	10.5%	12.5%	
Total(n)	7	153	677	2	58	349	5	95	328	
Mean	1.71	2.07	2.10	1.50	2.03	2.05	1.80	2.09	2.15	
Standard deviation	0.76	0.59	0.65	0.71	0.65	0.68	0.84	0.55	0.61	
Significance	-			-			-			
Effect size	-	-0.61	-0.60	-	-0.82	-0.81	-	-0.53	-0.57	
Change in work responsibilities										
Extensive	0.0%	12.0%	9.4%	0.0%	3.6%	8.1%	0.0%	17.2%	10.9%	
Somewhat	57.1%	33.8%	32.5%	50.0%	29.1%	26.8%	60.0%	36.8%	38.8%	
Not at all	42.9%	54.2%	58.0%	50.0%	67.3%	65.1%	40.0%	46.0%	50.3%	
Total(n)	7	142	636	2	55	332	5	87	304	
Mean	1.57	1.58	1.51	1.50	1.36	1.43	1.60	1.71	1.61	
Standard deviation	0.53	0.70	0.66	0.71	0.56	0.64	0.55	0.75	0.68	
Significance	-			-			-			
Effect size	-	-0.01	0.09	-	0.25	0.11	-	-0.15	-0.01	

California State University-Fresno	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	42.9%	40.0%	24.0%	50.0%	39.0%	21.8%	40.0%	40.6%	26.4%	
Somewhat	42.9%	45.2%	47.0%	50.0%	49.2%	46.0%	40.0%	42.7%	48.2%	
Not at all	14.3%	14.8%	28.9%	0.0%	11.9%	32.2%	20.0%	16.7%	25.5%	
Total(n)	7	155	674	2	59	348	5	96	326	
Mean	2.29	2.25	1.95	2.50	2.27	1.90	2.20	2.24	2.01	
Standard deviation	0.76	0.70	0.73	0.71	0.67	0.73	0.84	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.06	0.47	-	0.34	0.82	-	-0.06	0.26	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	14.3%	9.0%	10.0%	50.0%	10.2%	10.5%	0.0%	8.3%	9.6%	Job Satisfaction: Compensation
Satisfied	28.6%	38.1%	44.8%	0.0%	35.6%	45.2%	40.0%	39.6%	44.3%	
Marginally satisfied	42.9%	36.1%	27.8%	0.0%	27.1%	25.4%	60.0%	41.7%	30.2%	
Not satisfied	14.3%	16.8%	17.4%	50.0%	27.1%	18.9%	0.0%	10.4%	15.9%	
Total(n)	7	155	688	2	59	354	5	96	334	
Mean	2.43	2.39	2.47	2.50	2.29	2.47	2.40	2.46	2.48	
Standard deviation	0.98	0.87	0.89	2.12	0.98	0.92	0.55	0.79	0.87	
Significance	-			-			-			
Effect size	-	0.05	-0.04	-	0.21	0.03	-	-0.08	-0.09	
Health benefits										
Very satisfied	14.3%	22.9%	21.0%	50.0%	19.3%	19.7%	0.0%	25.0%	22.3%	
Satisfied	57.1%	56.9%	52.9%	50.0%	56.1%	53.4%	60.0%	57.3%	52.4%	
Marginally satisfied	14.3%	17.0%	19.8%	0.0%	21.1%	20.3%	20.0%	14.6%	19.3%	
Not satisfied	14.3%	3.3%	6.3%	0.0%	3.5%	6.6%	20.0%	3.1%	6.0%	
Total(n)	7	153	682	2	57	350	5	96	332	
Mean	2.71	2.99	2.89	3.50	2.91	2.86	2.40	3.04	2.91	
Standard deviation	0.95	0.73	0.80	0.71	0.74	0.80	0.89	0.72	0.81	
Significance	-			-			-			
Effect size	-	-0.38	-0.23	-	0.80	0.80	-	-0.89	-0.63	

California State University-Fresno	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	0.0%	18.3%	18.3%	0.0%	15.5%	18.6%	0.0%	20.0%	18.0%	
Satisfied	71.4%	52.9%	50.1%	100.0%	48.3%	48.3%	60.0%	55.8%	52.1%	
Marginally satisfied	28.6%	24.2%	23.8%	0.0%	32.8%	23.8%	40.0%	18.9%	23.8%	
Not satisfied	0.0%	4.6%	7.7%	0.0%	3.4%	9.3%	0.0%	5.3%	6.1%	
Total(n)	7	153	672	2	58	344	5	95	328	
Mean	2.71	2.85	2.79	3.00	2.76	2.76	2.60	2.91	2.82	
Standard deviation	0.49	0.77	0.83	0.00	0.76	0.86	0.55	0.77	0.79	
Significance	-			-			-			
Effect size	-	-0.18	-0.10	-	0.32	0.28	-	-0.40	-0.28	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	0.0%	11.8%	21.2%	0.0%	10.5%	24.1%	0.0%	12.5%	18.3%	
Satisfied	42.9%	47.1%	49.5%	50.0%	49.1%	51.0%	40.0%	45.8%	47.9%	
Marginally satisfied	28.6%	24.8%	19.6%	0.0%	24.6%	16.2%	40.0%	25.0%	23.2%	
Not satisfied	28.6%	16.3%	9.7%	50.0%	15.8%	8.7%	20.0%	16.7%	10.7%	
Total(n)	7	153	673	2	57	345	5	96	328	
Mean	2.14	2.54	2.82	2.00	2.54	2.90	2.20	2.54	2.74	
Standard deviation	0.90	0.90	0.87	1.41	0.89	0.86	0.84	0.92	0.88	
Significance	-		*	-			-			
Effect size	-	-0.44	-0.78	-	-0.61	-1.05	-	-0.37	-0.61	
Teaching load										Job Satisfaction: Compensation
Very satisfied	0.0%	4.4%	17.0%	0.0%	5.5%	19.0%	0.0%	3.7%	14.7%	
Satisfied	42.9%	41.6%	49.1%	50.0%	43.6%	50.2%	40.0%	40.2%	47.9%	
Marginally satisfied	14.3%	27.0%	21.5%	0.0%	23.6%	19.4%	20.0%	29.3%	23.9%	
Not satisfied	42.9%	27.0%	12.4%	50.0%	27.3%	11.4%	40.0%	26.8%	13.5%	
Total(n)	7	137	548	2	55	289	5	82	259	
Mean	2.00	2.23	2.71	2.00	2.27	2.77	2.00	2.21	2.64	
Standard deviation	1.00	0.90	0.89	1.41	0.93	0.89	1.00	0.89	0.89	
Significance	-		*	-			-			
Effect size	-	-0.26	-0.80	-	-0.29	-0.87	-	-0.24	-0.72	

California State University-Fresno	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	14.3%	7.9%	12.6%	0.0%	8.8%	13.7%	20.0%	7.4%	11.5%	
Satisfied	28.6%	37.1%	41.9%	0.0%	31.6%	38.9%	40.0%	40.4%	44.9%	
Marginally satisfied	28.6%	35.1%	32.3%	50.0%	35.1%	34.0%	20.0%	35.1%	30.5%	
Not satisfied	28.6%	19.9%	13.3%	50.0%	24.6%	13.4%	20.0%	17.0%	13.1%	
Total(n)	7	151	626	2	57	321	5	94	305	
Mean	2.29	2.33	2.54	1.50	2.25	2.53	2.60	2.38	2.55	
Standard deviation	1.11	0.88	0.88	0.71	0.93	0.89	1.14	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.05	-0.28	-	-0.81	-1.16	-	0.26	0.06	
Office/lab space										
Very satisfied	14.3%	20.9%	24.7%	50.0%	20.7%	22.3%	0.0%	21.1%	27.4%	
Satisfied	71.4%	45.8%	45.1%	0.0%	44.8%	46.6%	100.0%	46.3%	43.5%	
Marginally satisfied	14.3%	18.3%	17.8%	50.0%	19.0%	17.4%	0.0%	17.9%	18.2%	
Not satisfied	0.0%	15.0%	12.4%	0.0%	15.5%	13.7%	0.0%	14.7%	10.9%	
Total(n)	7	153	679	2	58	350	5	95	329	
Mean	3.00	2.73	2.82	3.00	2.71	2.77	3.00	2.74	2.87	
Standard deviation	0.58	0.96	0.94	1.41	0.97	0.95	0.00	0.96	0.94	
Significance	-			-			-			
Effect size	-	0.28	0.19	-	0.30	0.24	-	0.27	0.14	
Autonomy and independence										
Very satisfied	14.3%	40.3%	41.0%	50.0%	43.1%	41.5%	0.0%	38.5%	40.5%	
Satisfied	71.4%	44.8%	43.2%	0.0%	41.4%	43.2%	100.0%	46.9%	43.2%	
Marginally satisfied	14.3%	11.7%	10.9%	50.0%	10.3%	10.7%	0.0%	12.5%	11.1%	
Not satisfied	0.0%	3.2%	4.8%	0.0%	5.2%	4.5%	0.0%	2.1%	5.1%	
Total(n)	7	154	687	2	58	354	5	96	333	
Mean	3.00	3.22	3.21	3.00	3.22	3.22	3.00	3.22	3.19	
Standard deviation	0.58	0.78	0.82	1.41	0.84	0.81	0.00	0.74	0.83	
Significance	-			-			-			
Effect size	-	-0.28	-0.26	-	-0.26	-0.27	-	-0.30	-0.23	Job Satisfaction: Workplace

California State University-Fresno	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	0.0%	26.5%	27.3%	0.0%	28.8%	26.3%	0.0%	25.0%	28.4%	
Satisfied	57.1%	47.1%	47.2%	50.0%	40.7%	47.5%	60.0%	51.0%	46.9%	
Marginally satisfied	42.9%	21.9%	18.0%	50.0%	25.4%	17.8%	40.0%	19.8%	18.2%	
Not satisfied	0.0%	4.5%	7.5%	0.0%	5.1%	8.5%	0.0%	4.2%	6.6%	
Total(n)	7	155	689	2	59	354	5	96	335	
Mean	2.57	2.95	2.94	2.50	2.93	2.92	2.60	2.97	2.97	
Standard deviation	0.53	0.82	0.87	0.71	0.87	0.88	0.55	0.79	0.85	
Significance	-			-			-			
Effect size	-	-0.46	-0.43	-	-0.49	-0.48	-	-0.47	-0.44	
Social relationships with other faculty										
Very satisfied	0.0%	19.9%	19.8%	0.0%	19.6%	18.1%	0.0%	20.0%	21.7%	
Satisfied	71.4%	45.9%	43.2%	50.0%	42.9%	41.5%	80.0%	47.8%	44.9%	
Marginally satisfied	28.6%	30.1%	27.3%	50.0%	32.1%	28.5%	20.0%	28.9%	26.0%	
Not satisfied	0.0%	4.1%	9.7%	0.0%	5.4%	11.9%	0.0%	3.3%	7.4%	
Total(n)	7	146	660	2	56	337	5	90	323	
Mean	2.71	2.82	2.73	2.50	2.77	2.66	2.80	2.84	2.81	
Standard deviation	0.49	0.80	0.89	0.71	0.83	0.91	0.45	0.78	0.86	
Significance	-			-			-			
Effect size	-	-0.14	-0.02	-	-0.33	-0.18	-	-0.05	-0.01	
Competency of colleagues										
Very satisfied	0.0%	18.1%	24.6%	0.0%	16.9%	23.5%	0.0%	18.8%	25.7%	
Satisfied	100.0%	54.8%	53.3%	100.0%	50.8%	51.8%	100.0%	57.3%	54.8%	
Marginally satisfied	0.0%	21.3%	16.3%	0.0%	20.3%	17.6%	0.0%	21.9%	15.0%	
Not satisfied	0.0%	5.8%	5.8%	0.0%	11.9%	7.1%	0.0%	2.1%	4.5%	
Total(n)	7	155	687	2	59	353	5	96	334	
Mean	3.00	2.85	2.97	3.00	2.73	2.92	3.00	2.93	3.02	
Standard deviation	0.00	0.78	0.80	0.00	0.89	0.83	0.00	0.70	0.77	
Significance	-			-			-			
Effect size	-	0.19	0.04	-	0.30	0.10	-	0.10	-0.03	Job Satisfaction: Workplace

California State University-Fresno	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	14.3%	30.3%	33.4%	50.0%	33.9%	35.8%	0.0%	28.1%	30.9%	
Satisfied	57.1%	49.7%	43.2%	0.0%	49.2%	42.6%	80.0%	50.0%	43.8%	
Marginally satisfied	0.0%	14.2%	15.5%	0.0%	11.9%	12.8%	0.0%	15.6%	18.3%	
Not satisfied	28.6%	5.8%	7.9%	50.0%	5.1%	8.8%	20.0%	6.3%	6.9%	
Total(n)	7	155	685	2	59	352	5	96	333	
Mean	2.57	3.05	3.02	2.50	3.12	3.05	2.60	3.00	2.99	
Standard deviation	1.13	0.82	0.90	2.12	0.81	0.92	0.89	0.83	0.88	
Significance	-			-			-			
Effect size	-	-0.59	-0.50	-	-0.77	-0.60	-	-0.48	-0.44	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	28.6%	25.8%	24.4%	0.0%	16.9%	25.5%	40.0%	31.3%	23.3%	
Satisfied	57.1%	34.2%	37.9%	50.0%	42.4%	39.1%	60.0%	29.2%	36.6%	
Marginally satisfied	14.3%	21.9%	20.9%	50.0%	23.7%	20.0%	0.0%	20.8%	21.8%	
Not satisfied	0.0%	18.1%	16.9%	0.0%	16.9%	15.4%	0.0%	18.8%	18.4%	
Total(n)	7	155	676	2	59	345	5	96	331	
Mean	3.14	2.68	2.70	2.50	2.59	2.75	3.40	2.73	2.65	
Standard deviation	0.69	1.05	1.02	0.71	0.97	1.00	0.55	1.10	1.03	
Significance	-			-			-			
Effect size	-	0.44	0.43	-	-0.09	-0.25	-	0.61	0.73	
Course assignments										Job Satisfaction: Workplace
Very satisfied	40.0%	30.7%	32.0%	100.0%	34.0%	32.1%	25.0%	28.6%	32.0%	
Satisfied	40.0%	49.6%	50.5%	0.0%	52.0%	54.1%	50.0%	48.1%	46.6%	
Marginally satisfied	20.0%	17.3%	14.6%	0.0%	12.0%	12.7%	25.0%	20.8%	16.6%	
Not satisfied	0.0%	2.4%	2.9%	0.0%	2.0%	1.1%	0.0%	2.6%	4.9%	
Total(n)	5	127	515	1	50	268	4	77	247	
Mean	3.20	3.09	3.12	4.00	3.18	3.17	3.00	3.03	3.06	
Standard deviation	0.84	0.76	0.76	.	0.72	0.68	0.82	0.78	0.82	
Significance	-			-	#VALUE!	#VALUE!	-			
Effect size	-	0.14	0.11	-	1.14	1.22	-	-0.04	-0.07	

California State University-Fresno	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	40.0%	50.0%	53.4%	100.0%	54.9%	56.0%	25.0%	46.8%	50.4%	
Satisfied	40.0%	43.8%	38.9%	0.0%	39.2%	36.3%	50.0%	46.8%	41.9%	
Marginally satisfied	20.0%	6.3%	6.2%	0.0%	5.9%	7.0%	25.0%	6.5%	5.3%	
Not satisfied	0.0%	0.0%	1.5%	0.0%	0.0%	0.7%	0.0%	0.0%	2.4%	
Total(n)	5	128	519	1	51	273	4	77	246	
Mean	3.20	3.44	3.44	4.00	3.49	3.48	3.00	3.40	3.40	
Standard deviation	0.84	0.61	0.68	.	0.61	0.66	0.82	0.61	0.70	
Significance	-			-	#VALUE!	#VALUE!	-			
Effect size	-	-0.39	-0.35	-	0.84	0.79	-	-0.66	-0.57	
Availability of child care at this institution										
Very satisfied	0.0%	12.5%	8.1%	0.0%	15.4%	7.5%	0.0%	11.1%	8.5%	
Satisfied	50.0%	30.0%	19.4%	0.0%	38.5%	25.0%	66.7%	25.9%	15.1%	
Marginally satisfied	0.0%	2.5%	9.7%	0.0%	7.7%	11.3%	0.0%	0.0%	8.5%	
Not satisfied	50.0%	55.0%	62.9%	100.0%	38.5%	56.3%	33.3%	63.0%	67.9%	
Total(n)	4	40	186	1	13	80	3	27	106	
Mean	2.00	2.00	1.73	1.00	2.31	1.84	2.33	1.85	1.64	
Standard deviation	1.15	1.18	1.04	.	1.18	1.05	1.15	1.17	1.03	
Significance	-			-	#VALUE!	#VALUE!	-			
Effect size	-	0.00	0.26	-	-1.11	-0.80	-	0.41	0.67	
Prospects for career advancement										
Very satisfied	0.0%	9.6%	12.6%	0.0%	7.7%	12.5%	0.0%	10.8%	12.7%	
Satisfied	50.0%	42.2%	47.1%	0.0%	40.4%	48.7%	60.0%	43.4%	45.4%	
Marginally satisfied	33.3%	31.1%	23.5%	100.0%	34.6%	21.2%	20.0%	28.9%	25.8%	Job Satisfaction:
Not satisfied	16.7%	17.0%	16.8%	0.0%	17.3%	17.6%	20.0%	16.9%	16.0%	Compen- sation
Total(n)	6	135	618	1	52	312	5	83	306	
Mean	2.33	2.44	2.56	2.00	2.38	2.56	2.40	2.48	2.55	
Standard deviation	0.82	0.89	0.92	.	0.87	0.92	0.89	0.90	0.91	
Significance	-			-	#VALUE!	#VALUE!	-			
Effect size	-	-0.12	-0.25	-	-0.44	-0.61	-	-0.09	-0.16	

California State University-Fresno	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	0.0%	12.7%	14.4%	0.0%	12.3%	12.9%	0.0%	12.9%	16.0%	
Satisfied	42.9%	44.0%	39.8%	0.0%	42.1%	41.8%	60.0%	45.2%	37.8%	
Marginally satisfied	57.1%	28.0%	25.9%	100.0%	28.1%	26.2%	40.0%	28.0%	25.5%	
Not satisfied	0.0%	15.3%	19.8%	0.0%	17.5%	19.1%	0.0%	14.0%	20.6%	
Total(n)	7	150	665	2	57	340	5	93	325	
Mean	2.43	2.54	2.49	2.00	2.49	2.49	2.60	2.57	2.49	
Standard deviation	0.53	0.90	0.97	0.00	0.93	0.95	0.55	0.89	0.99	
Significance	-			-			-			
Effect size	-	-0.12	-0.06	-	-0.53	-0.52	-	0.03	0.11	
Overall job satisfaction										
Very satisfied	0.0%	16.8%	21.5%	0.0%	18.6%	23.2%	0.0%	15.6%	19.8%	
Satisfied	71.4%	56.1%	52.5%	50.0%	52.5%	51.3%	80.0%	58.3%	53.9%	
Marginally satisfied	14.3%	23.9%	20.7%	0.0%	25.4%	20.4%	20.0%	22.9%	21.0%	
Not satisfied	14.3%	3.2%	5.2%	50.0%	3.4%	5.1%	0.0%	3.1%	5.4%	
Total(n)	7	155	687	2	59	353	5	96	334	
Mean	2.57	2.86	2.90	2.00	2.86	2.93	2.80	2.86	2.88	
Standard deviation	0.79	0.72	0.79	1.41	0.75	0.80	0.45	0.71	0.78	
Significance	-			-			-			
Effect size	-	-0.40	-0.42	-	-1.15	-1.16	-	-0.08	-0.10	
Tuition remission for your children/dependents										
Very satisfied	0.0%	12.3%	22.4%	0.0%	3.8%	22.0%	0.0%	17.9%	22.9%	
Satisfied	60.0%	33.8%	32.1%	50.0%	26.9%	31.5%	66.7%	38.5%	32.8%	
Marginally satisfied	0.0%	10.8%	14.4%	0.0%	15.4%	15.5%	0.0%	7.7%	13.0%	
Not satisfied	40.0%	43.1%	31.1%	50.0%	53.8%	31.0%	33.3%	35.9%	31.3%	
Total(n)	5	65	299	2	26	168	3	39	131	
Mean	2.20	2.15	2.46	2.00	1.81	2.45	2.33	2.38	2.47	
Standard deviation	1.10	1.12	1.15	1.41	0.98	1.15	1.15	1.16	1.16	
Significance	-			-			-			
Effect size	-	0.04	-0.23	-	0.19	-0.39	-	-0.04	-0.12	

California State University-Fresno	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	16.7%	18.4%	14.8%	0.0%	24.1%	14.7%	25.0%	14.9%	14.8%	
Agree somewhat	83.3%	63.2%	59.7%	100.0%	55.2%	56.9%	75.0%	68.1%	62.7%	
Disagree somewhat	0.0%	15.1%	21.8%	0.0%	15.5%	24.3%	0.0%	14.9%	19.1%	
Disagree strongly	0.0%	3.3%	3.7%	0.0%	5.2%	4.0%	0.0%	2.1%	3.4%	
Total(n)	6	152	670	2	58	346	4	94	324	
Mean	3.17	2.97	2.86	3.00	2.98	2.82	3.25	2.96	2.89	
Standard deviation	0.41	0.68	0.70	0.00	0.78	0.72	0.50	0.62	0.68	
Significance	-			-			-			
Effect size	-	0.29	0.44	-	0.03	0.25	-	0.47	0.53	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	20.0%	18.7%	14.3%	0.0%	10.3%	7.5%	25.0%	23.9%	21.6%	
Agree somewhat	40.0%	47.3%	40.6%	0.0%	46.6%	37.0%	50.0%	47.8%	44.5%	
Disagree somewhat	40.0%	24.7%	35.2%	100.0%	27.6%	40.2%	25.0%	22.8%	29.8%	
Disagree strongly	0.0%	9.3%	9.9%	0.0%	15.5%	15.3%	0.0%	5.4%	4.1%	
Total(n)	5	150	665	1	58	346	4	92	319	
Mean	2.80	2.75	2.59	2.00	2.52	2.37	3.00	2.90	2.84	
Standard deviation	0.84	0.87	0.85	.	0.88	0.83	0.82	0.83	0.81	
Significance	-			-	#VALUE!	#VALUE!	-			
Effect size	-	0.06	0.25	-	-0.59	-0.45	-	0.12	0.20	
Faculty feel that most students are well-prepared academically										
Agree strongly	0.0%	3.3%	7.8%	0.0%	3.4%	7.8%	0.0%	3.2%	7.7%	
Agree somewhat	33.3%	21.1%	35.8%	0.0%	22.0%	36.6%	50.0%	20.4%	35.0%	
Disagree somewhat	33.3%	46.7%	40.7%	50.0%	40.7%	39.8%	25.0%	50.5%	41.8%	
Disagree strongly	33.3%	28.9%	15.7%	50.0%	33.9%	15.9%	25.0%	25.8%	15.5%	
Total(n)	6	152	670	2	59	347	4	93	323	
Mean	2.00	1.99	2.36	1.50	1.95	2.36	2.25	2.01	2.35	
Standard deviation	0.89	0.80	0.84	0.71	0.84	0.84	0.96	0.77	0.83	
Significance	-			-			-			
Effect size	-	0.01	-0.43	-	-0.54	-1.02	-	0.31	-0.12	

California State University-Fresno	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	33.3%	24.5%	25.4%	0.0%	13.6%	15.5%	50.0%	31.5%	36.0%	
Agree somewhat	50.0%	52.3%	49.2%	50.0%	52.5%	50.7%	50.0%	52.2%	47.5%	
Disagree somewhat	16.7%	17.9%	20.0%	50.0%	22.0%	24.8%	0.0%	15.2%	14.9%	
Disagree strongly	0.0%	5.3%	5.4%	0.0%	11.9%	9.0%	0.0%	1.1%	1.6%	
Total(n)	6	151	665	2	59	343	4	92	322	
Mean	3.17	2.96	2.95	2.50	2.68	2.73	3.50	3.14	3.18	
Standard deviation	0.75	0.80	0.82	0.71	0.86	0.83	0.58	0.70	0.74	
Significance	-			-			-			
Effect size	-	0.26	0.27	-	-0.21	-0.28	-	0.51	0.43	
This institution should hire more women faculty										
Agree strongly	33.3%	15.1%	19.9%	0.0%	8.5%	11.0%	50.0%	19.4%	29.4%	
Agree somewhat	50.0%	52.6%	49.9%	50.0%	44.1%	49.4%	50.0%	58.1%	50.5%	
Disagree somewhat	16.7%	27.6%	24.7%	50.0%	37.3%	30.8%	0.0%	21.5%	18.3%	
Disagree strongly	0.0%	4.6%	5.4%	0.0%	10.2%	8.7%	0.0%	1.1%	1.9%	
Total(n)	6	152	667	2	59	344	4	93	323	
Mean	3.17	2.78	2.84	2.50	2.51	2.63	3.50	2.96	3.07	
Standard deviation	0.75	0.75	0.80	0.71	0.80	0.79	0.58	0.67	0.74	
Significance	-			-			-			
Effect size	-	0.52	0.41	-	-0.01	-0.16	-	0.81	0.58	
Student Affairs staff have the support and respect of faculty										
Agree strongly	33.3%	13.2%	11.7%	0.0%	12.1%	8.0%	50.0%	14.0%	15.7%	
Agree somewhat	50.0%	61.6%	66.9%	100.0%	65.5%	69.0%	25.0%	59.1%	64.5%	
Disagree somewhat	16.7%	22.5%	19.2%	0.0%	19.0%	20.4%	25.0%	24.7%	17.9%	
Disagree strongly	0.0%	2.6%	2.3%	0.0%	3.4%	2.7%	0.0%	2.2%	1.9%	
Total(n)	6	151	652	2	58	339	4	93	313	
Mean	3.17	2.85	2.88	3.00	2.86	2.82	3.25	2.85	2.94	
Standard deviation	0.75	0.67	0.62	0.00	0.66	0.60	0.96	0.67	0.64	
Significance	-			-			-			
Effect size	-	0.48	0.47	-	0.21	0.30	-	0.60	0.48	

California State University-Fresno	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	33.3%	38.6%	36.5%	0.0%	37.3%	34.5%	50.0%	39.4%	38.7%	
Agree somewhat	66.7%	49.7%	52.4%	100.0%	47.5%	53.4%	50.0%	51.1%	51.2%	
Disagree somewhat	0.0%	10.5%	9.5%	0.0%	13.6%	9.8%	0.0%	8.5%	9.2%	
Disagree strongly	0.0%	1.3%	1.6%	0.0%	1.7%	2.3%	0.0%	1.1%	0.9%	
Total(n)	6	153	674	2	59	348	4	94	326	
Mean	3.33	3.25	3.24	3.00	3.20	3.20	3.50	3.29	3.28	
Standard deviation	0.52	0.69	0.69	0.00	0.74	0.70	0.58	0.67	0.66	
Significance	-			-			-			
Effect size	-	0.12	0.13	-	-0.27	-0.29	-	0.31	0.33	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	50.0%	42.1%	32.6%	50.0%	39.0%	30.3%	50.0%	44.1%	35.1%	
Agree somewhat	50.0%	44.1%	50.1%	50.0%	49.2%	53.8%	50.0%	40.9%	46.1%	
Disagree somewhat	0.0%	12.5%	15.0%	0.0%	10.2%	13.9%	0.0%	14.0%	16.3%	
Disagree strongly	0.0%	1.3%	2.3%	0.0%	1.7%	2.0%	0.0%	1.1%	2.5%	
Total(n)	6	152	665	2	59	346	4	93	319	
Mean	3.50	3.27	3.13	3.50	3.25	3.12	3.50	3.28	3.14	
Standard deviation	0.55	0.73	0.74	0.71	0.71	0.71	0.58	0.74	0.77	
Significance	-			-			-			
Effect size	-	0.32	0.50	-	0.35	0.54	-	0.30	0.47	
There is a lot of campus racial conflict here										
Agree strongly	0.0%	0.7%	1.6%	0.0%	0.0%	1.2%	0.0%	1.1%	2.1%	
Agree somewhat	33.3%	10.5%	9.5%	0.0%	5.2%	4.6%	50.0%	13.8%	14.7%	
Disagree somewhat	66.7%	46.1%	42.1%	100.0%	32.8%	35.7%	50.0%	54.3%	48.8%	
Disagree strongly	0.0%	42.8%	46.8%	0.0%	62.1%	58.5%	0.0%	30.9%	34.4%	
Total(n)	6	152	673	2	58	347	4	94	326	
Mean	2.33	1.69	1.66	2.00	1.43	1.48	2.50	1.85	1.85	
Standard deviation	0.52	0.68	0.72	0.00	0.60	0.64	0.58	0.69	0.74	
Significance	-	*	*	-			-			
Effect size	-	0.94	0.93	-	0.95	0.81	-	0.94	0.88	

California State University-Fresno	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	33.3%	17.0%	26.1%	0.0%	6.8%	25.6%	50.0%	23.4%	26.7%	
Agree somewhat	50.0%	54.2%	51.5%	50.0%	62.7%	54.0%	50.0%	48.9%	48.8%	
Disagree somewhat	16.7%	21.6%	16.5%	50.0%	22.0%	14.7%	0.0%	21.3%	18.5%	
Disagree strongly	0.0%	7.2%	5.9%	0.0%	8.5%	5.7%	0.0%	6.4%	6.1%	
Total(n)	6	153	678	2	59	348	4	94	330	
Mean	3.17	2.81	2.98	2.50	2.68	2.99	3.50	2.89	2.96	
Standard deviation	0.75	0.80	0.81	0.71	0.73	0.80	0.58	0.84	0.83	
Significance	-			-			-			
Effect size	-	0.45	0.23	-	-0.25	-0.61	-	0.73	0.65	
My teaching is valued by faculty in my department										
Agree strongly	50.0%	43.2%	33.9%	50.0%	42.4%	32.8%	50.0%	43.8%	35.1%	
Agree somewhat	50.0%	45.3%	48.8%	50.0%	45.8%	50.3%	50.0%	44.9%	47.1%	
Disagree somewhat	0.0%	6.8%	11.6%	0.0%	6.8%	10.4%	0.0%	6.7%	13.0%	
Disagree strongly	0.0%	4.7%	5.7%	0.0%	5.1%	6.5%	0.0%	4.5%	4.9%	
Total(n)	6	148	646	2	59	338	4	89	308	
Mean	3.50	3.27	3.11	3.50	3.25	3.09	3.50	3.28	3.12	
Standard deviation	0.55	0.79	0.82	0.71	0.80	0.83	0.58	0.78	0.81	
Significance	-			-			-			
Effect size	-	0.29	0.48	-	0.31	0.49	-	0.28	0.47	
Faculty of color are treated fairly here										
Agree strongly	16.7%	31.1%	37.3%	0.0%	35.6%	45.5%	25.0%	28.3%	28.6%	
Agree somewhat	83.3%	60.9%	51.1%	100.0%	55.9%	46.3%	75.0%	64.1%	56.2%	
Disagree somewhat	0.0%	6.6%	9.8%	0.0%	8.5%	7.0%	0.0%	5.4%	12.7%	
Disagree strongly	0.0%	1.3%	1.8%	0.0%	0.0%	1.2%	0.0%	2.2%	2.5%	
Total(n)	6	151	656	2	59	341	4	92	315	
Mean	3.17	3.22	3.24	3.00	3.27	3.36	3.25	3.18	3.11	
Standard deviation	0.41	0.62	0.70	0.00	0.61	0.67	0.50	0.63	0.71	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	-0.44	-0.54	-	0.11	0.20	

California State University-Fresno	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	16.7%	32.2%	38.7%	0.0%	39.0%	48.9%	25.0%	28.0%	27.7%	
Agree somewhat	83.3%	58.6%	47.2%	100.0%	52.5%	42.8%	75.0%	62.4%	52.0%	
Disagree somewhat	0.0%	7.2%	10.9%	0.0%	6.8%	6.9%	0.0%	7.5%	15.3%	
Disagree strongly	0.0%	2.0%	3.1%	0.0%	1.7%	1.4%	0.0%	2.2%	5.0%	
Total(n)	6	152	669	2	59	348	4	93	321	
Mean	3.17	3.21	3.22	3.00	3.29	3.39	3.25	3.16	3.02	
Standard deviation	0.41	0.66	0.76	0.00	0.67	0.68	0.50	0.65	0.79	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	-0.43	-0.57	-	0.14	0.29	
Gay and lesbian faculty are treated fairly here										
Agree strongly	33.3%	31.1%	33.3%	0.0%	35.6%	38.3%	50.0%	28.3%	28.0%	
Agree somewhat	50.0%	57.0%	50.9%	50.0%	55.9%	50.9%	50.0%	57.6%	51.0%	
Disagree somewhat	16.7%	9.3%	11.7%	50.0%	5.1%	8.1%	0.0%	12.0%	15.6%	
Disagree strongly	0.0%	2.6%	4.0%	0.0%	3.4%	2.7%	0.0%	2.2%	5.4%	
Total(n)	6	151	648	2	59	334	4	92	314	
Mean	3.17	3.17	3.14	2.50	3.24	3.25	3.50	3.12	3.02	
Standard deviation	0.75	0.70	0.77	0.71	0.70	0.72	0.58	0.69	0.81	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	-1.06	-1.04	-	0.55	0.59	
Faculty are sufficiently involved in campus decision making										
Agree strongly	33.3%	16.6%	12.9%	50.0%	20.3%	14.5%	25.0%	14.1%	11.3%	
Agree somewhat	16.7%	46.4%	43.7%	0.0%	47.5%	41.9%	25.0%	45.7%	45.6%	
Disagree somewhat	16.7%	28.5%	30.0%	0.0%	25.4%	29.2%	25.0%	30.4%	30.9%	
Disagree strongly	33.3%	8.6%	13.4%	50.0%	6.8%	14.5%	25.0%	9.8%	12.2%	
Total(n)	6	151	666	2	59	346	4	92	320	
Mean	2.50	2.71	2.56	2.50	2.81	2.56	2.50	2.64	2.56	
Standard deviation	1.38	0.85	0.88	2.12	0.84	0.91	1.29	0.85	0.85	
Significance	-			-			-			
Effect size	-	-0.25	-0.07	-	-0.37	-0.07	-	-0.16	-0.07	

California State University-Fresno	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	16.7%	17.8%	17.5%	0.0%	18.6%	19.5%	25.0%	17.2%	15.3%	
Agree somewhat	50.0%	50.7%	51.5%	50.0%	47.5%	51.3%	50.0%	52.7%	51.7%	
Disagree somewhat	33.3%	27.6%	23.7%	50.0%	27.1%	21.5%	25.0%	28.0%	26.2%	
Disagree strongly	0.0%	3.9%	7.3%	0.0%	6.8%	7.7%	0.0%	2.2%	6.9%	
Total(n)	6	152	670	2	59	349	4	93	321	
Mean	2.83	2.82	2.79	2.50	2.78	2.83	3.00	2.85	2.75	
Standard deviation	0.75	0.76	0.81	0.71	0.83	0.83	0.82	0.72	0.79	
Significance	-			-			-			
Effect size	-	0.01	0.05	-	-0.34	-0.40	-	0.21	0.32	
This institution takes responsibility for educating underprepared students										
Agree strongly	16.7%	16.4%	11.6%	0.0%	16.9%	14.5%	25.0%	16.1%	8.5%	
Agree somewhat	33.3%	52.6%	55.7%	50.0%	50.8%	54.4%	25.0%	53.8%	57.1%	
Disagree somewhat	33.3%	23.7%	26.1%	0.0%	25.4%	25.6%	50.0%	22.6%	26.6%	
Disagree strongly	16.7%	7.2%	6.6%	50.0%	6.8%	5.5%	0.0%	7.5%	7.8%	
Total(n)	6	152	663	2	59	344	4	93	319	
Mean	2.50	2.78	2.72	2.00	2.78	2.78	2.75	2.78	2.66	
Standard deviation	1.05	0.80	0.75	1.41	0.81	0.76	0.96	0.81	0.74	
Significance	-			-			-			
Effect size	-	-0.35	-0.29	-	-0.96	-1.03	-	-0.04	0.12	
The criteria for advancement and promotion decisions are clear										
Agree strongly	50.0%	29.3%	27.7%	50.0%	30.5%	30.3%	50.0%	28.6%	24.8%	
Agree somewhat	50.0%	51.3%	46.3%	50.0%	49.2%	44.7%	50.0%	52.7%	48.1%	
Disagree somewhat	0.0%	17.3%	19.1%	0.0%	16.9%	19.3%	0.0%	17.6%	18.9%	
Disagree strongly	0.0%	2.0%	6.9%	0.0%	3.4%	5.8%	0.0%	1.1%	8.1%	
Total(n)	6	150	669	2	59	347	4	91	322	
Mean	3.50	3.08	2.95	3.50	3.07	2.99	3.50	3.09	2.90	
Standard deviation	0.55	0.74	0.86	0.71	0.78	0.85	0.58	0.71	0.87	
Significance	-			-			-			
Effect size	-	0.57	0.64	-	0.55	0.60	-	0.58	0.69	

California State University-Fresno	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	16.7%	12.7%	7.8%	50.0%	15.3%	8.5%	0.0%	11.0%	7.1%	
Agree somewhat	50.0%	34.0%	22.8%	0.0%	33.9%	21.8%	75.0%	34.1%	23.9%	
Disagree somewhat	33.3%	44.0%	43.7%	50.0%	39.0%	44.1%	25.0%	47.3%	43.2%	
Disagree strongly	0.0%	9.3%	25.7%	0.0%	11.9%	25.6%	0.0%	7.7%	25.8%	
Total(n)	6	150	650	2	59	340	4	91	310	
Mean	2.83	2.50	2.13	3.00	2.53	2.13	2.75	2.48	2.12	
Standard deviation	0.75	0.83	0.89	1.41	0.90	0.89	0.50	0.79	0.88	
Significance	-			-			-			
Effect size	-	0.40	0.79	-	0.52	0.98	-	0.34	0.72	
There is adequate support for faculty development										
Agree strongly	33.3%	10.6%	14.3%	0.0%	10.3%	14.0%	50.0%	10.8%	14.5%	
Agree somewhat	50.0%	47.7%	52.5%	100.0%	46.6%	54.7%	25.0%	48.4%	50.0%	
Disagree somewhat	16.7%	33.1%	25.7%	0.0%	27.6%	22.9%	25.0%	36.6%	28.7%	
Disagree strongly	0.0%	8.6%	7.6%	0.0%	15.5%	8.3%	0.0%	4.3%	6.8%	
Total(n)	6	151	673	2	58	349	4	93	324	
Mean	3.17	2.60	2.73	3.00	2.52	2.74	3.25	2.66	2.72	
Standard deviation	0.75	0.79	0.80	0.00	0.88	0.80	0.96	0.73	0.79	
Significance	-			-			-			
Effect size	-	0.72	0.55	-	0.55	0.33	-	0.81	0.67	

California State University-Fresno	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	33.3%	33.1%	33.7%	50.0%	31.7%	32.4%	25.0%	34.0%	35.2%	
High priority	16.7%	44.2%	46.6%	0.0%	43.3%	48.7%	25.0%	44.7%	44.3%	
Medium priority	50.0%	20.8%	16.7%	50.0%	21.7%	16.0%	50.0%	20.2%	17.4%	
Low priority	0.0%	1.9%	3.0%	0.0%	3.3%	2.9%	0.0%	1.1%	3.1%	
Total(n)	6	154	676	2	60	349	4	94	327	
Mean	2.83	3.08	3.11	3.00	3.03	3.11	2.75	3.12	3.12	
Standard deviation	0.98	0.78	0.78	1.41	0.82	0.77	0.96	0.76	0.80	
Significance	-			-			-			
Effect size	-	-0.32	-0.36	-	-0.04	-0.14	-	-0.49	-0.46	
To develop a sense of community among students and faculty										
Highest priority	0.0%	10.4%	9.2%	0.0%	10.0%	9.2%	0.0%	10.6%	9.2%	
High priority	50.0%	40.3%	38.3%	50.0%	30.0%	37.9%	50.0%	46.8%	38.8%	
Medium priority	50.0%	36.4%	38.3%	50.0%	43.3%	37.9%	50.0%	31.9%	38.8%	
Low priority	0.0%	13.0%	14.1%	0.0%	16.7%	14.9%	0.0%	10.6%	13.2%	
Total(n)	6	154	673	2	60	348	4	94	325	
Mean	2.50	2.48	2.43	2.50	2.33	2.41	2.50	2.57	2.44	
Standard deviation	0.55	0.85	0.84	0.71	0.88	0.85	0.58	0.82	0.84	
Significance	-			-			-			
Effect size	-	0.02	0.08	-	0.19	0.11	-	-0.09	0.07	
To facilitate student involvement in community service										
Highest priority	0.0%	7.1%	6.6%	0.0%	1.7%	7.0%	0.0%	10.6%	6.2%	
High priority	100.0%	37.0%	35.6%	100.0%	28.3%	31.6%	100.0%	42.6%	39.9%	
Medium priority	0.0%	41.6%	40.1%	0.0%	46.7%	40.6%	0.0%	38.3%	39.6%	
Low priority	0.0%	14.3%	17.7%	0.0%	23.3%	20.9%	0.0%	8.5%	14.2%	
Total(n)	6	154	668	2	60	345	4	94	323	
Mean	3.00	2.37	2.31	3.00	2.08	2.25	3.00	2.55	2.38	
Standard deviation	0.00	0.82	0.84	0.00	0.77	0.86	0.00	0.80	0.80	
Significance	-		*	-			-			
Effect size	-	0.77	0.82	-	1.19	0.87	-	0.56	0.78	Institutional Priority: Civic Engagement

Other Respondents

California State University-Fresno	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	0.0%	7.1%	5.7%	0.0%	3.3%	5.8%	0.0%	9.6%	5.6%	
High priority	50.0%	24.0%	28.3%	50.0%	25.0%	29.4%	50.0%	23.4%	27.2%	
Medium priority	33.3%	46.8%	40.5%	50.0%	48.3%	38.0%	25.0%	45.7%	43.2%	
Low priority	16.7%	22.1%	25.5%	0.0%	23.3%	26.8%	25.0%	21.3%	24.1%	
Total(n)	6	154	671	2	60	347	4	94	324	
Mean	2.33	2.16	2.14	2.50	2.08	2.14	2.25	2.21	2.14	
Standard deviation	0.82	0.85	0.86	0.71	0.79	0.88	0.96	0.89	0.85	
Significance	-			-			-			
Effect size	-	0.20	0.22	-	0.53	0.41	-	0.04	0.13	
To increase or maintain institutional prestige										
Highest priority	16.7%	14.5%	31.9%	0.0%	3.4%	30.9%	25.0%	21.5%	33.0%	Institutional Priority: Increase Prestige
High priority	50.0%	41.4%	41.8%	50.0%	47.5%	41.6%	50.0%	37.6%	42.0%	
Medium priority	16.7%	32.2%	20.3%	0.0%	39.0%	21.1%	25.0%	28.0%	19.4%	
Low priority	16.7%	11.8%	6.0%	50.0%	10.2%	6.4%	0.0%	12.9%	5.6%	
Total(n)	6	152	670	2	59	346	4	93	324	
Mean	2.67	2.59	3.00	2.00	2.44	2.97	3.00	2.68	3.02	
Standard deviation	1.03	0.88	0.87	1.41	0.73	0.88	0.82	0.96	0.87	
Significance	-			-			-			
Effect size	-	0.09	-0.38	-	-0.60	-1.10	-	0.33	-0.02	
To hire faculty 'stars'										
Highest priority	0.0%	4.6%	14.1%	0.0%	3.4%	14.5%	0.0%	5.3%	13.8%	Institutional Priority: Increase Prestige
High priority	50.0%	11.8%	27.5%	50.0%	6.8%	28.3%	50.0%	14.9%	26.7%	
Medium priority	50.0%	28.1%	31.3%	50.0%	18.6%	28.0%	50.0%	34.0%	34.7%	
Low priority	0.0%	55.6%	27.1%	0.0%	71.2%	29.2%	0.0%	45.7%	24.8%	
Total(n)	6	153	672	2	59	346	4	94	326	
Mean	2.50	1.65	2.29	2.50	1.42	2.28	2.50	1.80	2.29	
Standard deviation	0.55	0.86	1.02	0.71	0.77	1.04	0.58	0.89	0.99	
Significance	-	*		-			-			
Effect size	-	0.99	0.21	-	1.40	0.21	-	0.79	0.21	

California State University-Fresno	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	0.0%	8.6%	7.8%	0.0%	6.9%	7.3%	0.0%	9.7%	8.4%	
High priority	50.0%	37.7%	36.3%	50.0%	36.2%	37.9%	50.0%	38.7%	34.7%	
Medium priority	33.3%	43.7%	41.1%	0.0%	50.0%	40.8%	50.0%	39.8%	41.5%	
Low priority	16.7%	9.9%	14.7%	50.0%	6.9%	14.0%	0.0%	11.8%	15.5%	
Total(n)	6	151	666	2	58	343	4	93	323	
Mean	2.33	2.45	2.37	2.00	2.43	2.38	2.50	2.46	2.36	
Standard deviation	0.82	0.79	0.83	1.41	0.73	0.82	0.58	0.83	0.84	
Significance	-			-			-			
Effect size	-	-0.15	-0.05	-	-0.59	-0.46	-	0.05	0.17	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	16.7%	13.1%	36.0%	0.0%	5.1%	35.7%	25.0%	18.1%	36.3%	
High priority	50.0%	41.2%	40.8%	50.0%	49.2%	41.5%	50.0%	36.2%	40.0%	
Medium priority	33.3%	28.8%	16.2%	50.0%	27.1%	15.3%	25.0%	29.8%	17.2%	
Low priority	0.0%	17.0%	7.0%	0.0%	18.6%	7.5%	0.0%	16.0%	6.5%	
Total(n)	6	153	672	2	59	347	4	94	325	
Mean	2.83	2.50	3.06	2.50	2.41	3.05	3.00	2.56	3.06	
Standard deviation	0.75	0.93	0.89	0.71	0.85	0.90	0.82	0.97	0.89	
Significance	-			-			-			
Effect size	-	0.35	-0.26	-	0.11	-0.61	-	0.45	-0.07	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	0.0%	12.4%	10.8%	0.0%	8.5%	9.8%	0.0%	14.9%	11.8%	
High priority	66.7%	41.2%	38.1%	100.0%	35.6%	38.7%	50.0%	44.7%	37.5%	
Medium priority	33.3%	40.5%	38.4%	0.0%	49.2%	40.5%	50.0%	35.1%	36.2%	
Low priority	0.0%	5.9%	12.7%	0.0%	6.8%	11.0%	0.0%	5.3%	14.6%	
Total(n)	6	153	669	2	59	346	4	94	323	
Mean	2.67	2.60	2.47	3.00	2.46	2.47	2.50	2.69	2.46	
Standard deviation	0.52	0.78	0.85	0.00	0.75	0.82	0.58	0.79	0.88	
Significance	-			-			-			
Effect size	-	0.09	0.24	-	0.72	0.65	-	-0.24	0.05	

California State University-Fresno	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	0.0%	8.5%	9.0%	0.0%	10.2%	11.9%	0.0%	7.4%	5.8%	
High priority	50.0%	34.6%	35.6%	50.0%	44.1%	41.6%	50.0%	28.7%	29.2%	
Medium priority	50.0%	40.5%	39.0%	50.0%	33.9%	34.6%	50.0%	44.7%	43.7%	
Low priority	0.0%	16.3%	16.4%	0.0%	11.9%	11.9%	0.0%	19.1%	21.2%	
Total(n)	6	153	669	2	59	344	4	94	325	
Mean	2.50	2.35	2.37	2.50	2.53	2.53	2.50	2.24	2.20	
Standard deviation	0.55	0.85	0.86	0.71	0.84	0.85	0.58	0.85	0.84	
Significance	-			-			-			
Effect size	-	0.18	0.15	-	-0.04	-0.04	-	0.31	0.36	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	33.3%	7.2%	5.4%	50.0%	3.4%	5.3%	25.0%	9.6%	5.6%	Institutional Priority: Civic Engage- ment
High priority	50.0%	28.8%	25.6%	50.0%	28.8%	26.5%	50.0%	28.7%	24.5%	
Medium priority	0.0%	39.9%	42.2%	0.0%	40.7%	41.6%	0.0%	39.4%	42.9%	
Low priority	16.7%	24.2%	26.8%	0.0%	27.1%	26.5%	25.0%	22.3%	27.0%	
Total(n)	6	153	661	2	59	339	4	94	322	
Mean	3.00	2.19	2.10	3.50	2.08	2.11	2.75	2.26	2.09	
Standard deviation	1.10	0.89	0.86	0.71	0.84	0.86	1.26	0.92	0.86	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.91	1.05	-	1.69	1.62	-	0.53	0.77	
To create and sustain partnerships with surrounding communities										
Highest priority	33.3%	9.8%	8.4%	50.0%	3.4%	7.9%	25.0%	13.8%	9.0%	Institutional Priority: Civic Engage- ment
High priority	50.0%	41.2%	34.0%	50.0%	42.4%	33.2%	50.0%	40.4%	34.9%	
Medium priority	16.7%	37.3%	37.2%	0.0%	42.4%	37.1%	25.0%	34.0%	37.3%	
Low priority	0.0%	11.8%	20.3%	0.0%	11.9%	21.8%	0.0%	11.7%	18.8%	
Total(n)	6	153	664	2	59	340	4	94	324	
Mean	3.17	2.49	2.31	3.50	2.37	2.27	3.00	2.56	2.34	
Standard deviation	0.75	0.83	0.89	0.71	0.74	0.89	0.82	0.87	0.88	
Significance	-		*	-	*		-			
Effect size	-	0.82	0.97	-	1.53	1.38	-	0.51	0.75	

California State University-Fresno	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	50.0%	14.6%	39.0%	50.0%	10.3%	42.0%	50.0%	17.2%	35.7%	
High priority	16.7%	35.8%	35.2%	0.0%	37.9%	35.4%	25.0%	34.4%	35.1%	
Medium priority	16.7%	35.8%	18.4%	0.0%	36.2%	16.5%	25.0%	35.5%	20.3%	
Low priority	16.7%	13.9%	7.5%	50.0%	15.5%	6.1%	0.0%	12.9%	8.9%	
Total(n)	6	151	670	2	58	345	4	93	325	
Mean	3.00	2.51	3.06	2.50	2.43	3.13	3.25	2.56	2.98	
Standard deviation	1.26	0.91	0.93	2.12	0.88	0.90	0.96	0.93	0.96	
Significance	-			-			-			
Effect size	-	0.54	-0.06	-	0.08	-0.70	-	0.74	0.28	
To increase the representation of minorities in the faculty and administration										
Highest priority	16.7%	10.6%	7.6%	50.0%	12.1%	8.5%	0.0%	9.7%	6.5%	Institutional Priority: Commit- ment to Diversity
High priority	50.0%	25.8%	30.6%	50.0%	25.9%	32.6%	50.0%	25.8%	28.3%	
Medium priority	16.7%	52.3%	43.3%	0.0%	51.7%	42.6%	25.0%	52.7%	43.9%	
Low priority	16.7%	11.3%	18.6%	0.0%	10.3%	16.2%	25.0%	11.8%	21.2%	
Total(n)	6	151	661	2	58	340	4	93	321	
Mean	2.67	2.36	2.27	3.50	2.40	2.34	2.25	2.33	2.20	
Standard deviation	1.03	0.82	0.85	0.71	0.84	0.85	0.96	0.81	0.85	
Significance	-			-			-			
Effect size	-	0.38	0.47	-	1.31	1.36	-	-0.10	0.06	
To strengthen links with the for-profit, corporate sector										
Highest priority	16.7%	7.2%	15.5%	0.0%	8.6%	16.0%	25.0%	6.4%	15.0%	
High priority	50.0%	40.8%	37.2%	50.0%	48.3%	39.8%	50.0%	36.2%	34.4%	
Medium priority	33.3%	27.6%	30.4%	50.0%	24.1%	31.4%	25.0%	29.8%	29.4%	
Low priority	0.0%	24.3%	16.9%	0.0%	19.0%	12.8%	0.0%	27.7%	21.2%	
Total(n)	6	152	670	2	58	344	4	94	326	
Mean	2.83	2.31	2.51	2.50	2.47	2.59	3.00	2.21	2.43	
Standard deviation	0.75	0.92	0.95	0.71	0.90	0.91	0.82	0.93	0.99	
Significance	-			-			-			
Effect size	-	0.57	0.34	-	0.03	-0.10	-	0.85	0.58	

California State University-Fresno	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	16.7%	9.8%	10.2%	50.0%	6.8%	9.3%	0.0%	11.7%	11.2%	
High priority	33.3%	37.9%	36.5%	0.0%	37.3%	35.5%	50.0%	38.3%	37.7%	
Medium priority	50.0%	37.3%	40.5%	50.0%	40.7%	42.4%	50.0%	35.1%	38.3%	
Low priority	0.0%	15.0%	12.8%	0.0%	15.3%	12.8%	0.0%	14.9%	12.8%	
Total(n)	6	153	665	2	59	344	4	94	321	
Mean	2.67	2.42	2.44	3.00	2.36	2.41	2.50	2.47	2.47	
Standard deviation	0.82	0.86	0.84	1.41	0.83	0.83	0.58	0.89	0.86	
Significance	-			-			-			
Effect size	-	0.29	0.27	-	0.77	0.71	-	0.03	0.03	
To increase the representation of women in the faculty and administration										
Highest priority	0.0%	5.3%	6.6%	0.0%	6.8%	8.8%	0.0%	4.3%	4.4%	Institutional Priority: Commitment to Diversity
High priority	33.3%	23.0%	25.8%	0.0%	20.3%	29.2%	50.0%	24.7%	22.1%	
Medium priority	66.7%	46.7%	49.0%	100.0%	54.2%	50.3%	50.0%	41.9%	47.7%	
Low priority	0.0%	25.0%	18.6%	0.0%	18.6%	11.7%	0.0%	29.0%	25.9%	
Total(n)	6	152	663	2	59	342	4	93	321	
Mean	2.33	2.09	2.21	2.00	2.15	2.35	2.50	2.04	2.05	
Standard deviation	0.52	0.83	0.82	0.00	0.81	0.80	0.58	0.85	0.81	
Significance	-			-			-			
Effect size	-	0.29	0.15	-	-0.19	-0.44	-	0.54	0.56	
To develop an appreciation for multiculturalism										
Highest priority	0.0%	14.4%	12.0%	0.0%	11.9%	10.5%	0.0%	16.0%	13.7%	Institutional Priority: Commitment to Diversity
High priority	66.7%	36.6%	32.9%	100.0%	32.2%	34.1%	50.0%	39.4%	31.7%	
Medium priority	33.3%	42.5%	40.9%	0.0%	49.2%	41.4%	50.0%	38.3%	40.4%	
Low priority	0.0%	6.5%	14.1%	0.0%	6.8%	14.0%	0.0%	6.4%	14.3%	
Total(n)	6	153	665	2	59	343	4	94	322	
Mean	2.67	2.59	2.43	3.00	2.49	2.41	2.50	2.65	2.45	
Standard deviation	0.52	0.82	0.88	0.00	0.80	0.86	0.58	0.83	0.90	
Significance	-			-			-			
Effect size	-	0.10	0.27	-	0.64	0.69	-	-0.18	0.06	

California State University-Fresno	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	16.7%	8.6%	9.1%	50.0%	6.8%	8.8%	0.0%	9.7%	9.5%	
Agree somewhat	50.0%	52.0%	46.8%	0.0%	54.2%	45.5%	75.0%	50.5%	48.2%	
Disagree somewhat	33.3%	31.6%	31.5%	50.0%	32.2%	33.2%	25.0%	31.2%	29.6%	
Disagree strongly	0.0%	7.9%	12.6%	0.0%	6.8%	12.5%	0.0%	8.6%	12.8%	
Total(n)	6	152	680	2	59	352	4	93	328	
Mean	2.83	2.61	2.52	3.00	2.61	2.51	2.75	2.61	2.54	
Standard deviation	0.75	0.76	0.83	1.41	0.72	0.82	0.50	0.78	0.83	
Significance	-			-			-			
Effect size	-	0.29	0.37	-	0.54	0.60	-	0.18	0.25	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	0.0%	3.3%	4.0%	0.0%	5.2%	6.6%	0.0%	2.1%	1.2%	
Agree somewhat	16.7%	15.1%	19.9%	0.0%	15.5%	21.1%	25.0%	14.9%	18.5%	
Disagree somewhat	33.3%	49.3%	44.8%	50.0%	53.4%	47.4%	25.0%	46.8%	41.9%	
Disagree strongly	50.0%	32.2%	31.4%	50.0%	25.9%	24.9%	50.0%	36.2%	38.3%	
Total(n)	6	152	679	2	58	350	4	94	329	
Mean	1.67	1.89	1.96	1.50	2.00	2.09	1.75	1.83	1.83	
Standard deviation	0.82	0.77	0.82	0.71	0.79	0.85	0.96	0.76	0.77	
Significance	-			-			-			
Effect size	-	-0.29	-0.35	-	-0.63	-0.69	-	-0.11	-0.10	
Colleges should be actively involved in solving social problems										
Agree strongly	50.0%	20.5%	17.2%	100.0%	15.5%	15.2%	25.0%	23.7%	19.3%	Civic Minded Values
Agree somewhat	33.3%	52.3%	55.0%	0.0%	56.9%	55.0%	50.0%	49.5%	55.0%	
Disagree somewhat	16.7%	19.2%	21.6%	0.0%	22.4%	22.1%	25.0%	17.2%	21.1%	
Disagree strongly	0.0%	7.9%	6.2%	0.0%	5.2%	7.7%	0.0%	9.7%	4.6%	
Total(n)	6	151	676	2	58	349	4	93	327	
Mean	3.33	2.85	2.83	4.00	2.83	2.78	3.00	2.87	2.89	
Standard deviation	0.82	0.84	0.78	0.00	0.75	0.80	0.82	0.89	0.76	
Significance	-			-	*	*	-			
Effect size	-	0.57	0.64	-	1.56	1.53	-	0.15	0.14	

California State University-Fresno	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	33.3%	27.6%	23.3%	50.0%	22.4%	18.3%	25.0%	30.9%	28.7%	
Agree somewhat	50.0%	60.5%	63.2%	50.0%	65.5%	63.9%	50.0%	57.4%	62.5%	
Disagree somewhat	16.7%	10.5%	11.2%	0.0%	12.1%	14.6%	25.0%	9.6%	7.6%	
Disagree strongly	0.0%	1.3%	2.2%	0.0%	0.0%	3.2%	0.0%	2.1%	1.2%	
Total(n)	6	152	677	2	58	349	4	94	328	
Mean	3.17	3.14	3.08	3.50	3.10	2.97	3.00	3.17	3.19	
Standard deviation	0.75	0.64	0.65	0.71	0.58	0.68	0.82	0.68	0.61	
Significance	-			-			-			
Effect size	-	0.05	0.14	-	0.69	0.78	-	-0.25	-0.31	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	83.3%	67.3%	57.7%	100.0%	61.0%	46.9%	75.0%	71.3%	69.3%	
Agree somewhat	16.7%	29.4%	37.1%	0.0%	33.9%	45.1%	25.0%	26.6%	28.6%	
Disagree somewhat	0.0%	2.6%	3.8%	0.0%	3.4%	5.4%	0.0%	2.1%	2.1%	
Disagree strongly	0.0%	0.7%	1.3%	0.0%	1.7%	2.6%	0.0%	0.0%	0.0%	
Total(n)	6	153	679	2	59	350	4	94	329	
Mean	3.83	3.63	3.51	4.00	3.54	3.36	3.75	3.69	3.67	
Standard deviation	0.41	0.57	0.64	0.00	0.65	0.70	0.50	0.51	0.51	
Significance	-			-			-			
Effect size	-	0.35	0.50	-	0.71	0.91	-	0.12	0.16	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	0.0%	2.0%	2.7%	0.0%	3.4%	4.3%	0.0%	1.1%	0.9%	
Agree somewhat	33.3%	15.1%	19.5%	50.0%	17.2%	26.3%	25.0%	13.8%	12.2%	
Disagree somewhat	33.3%	45.4%	44.7%	0.0%	51.7%	42.6%	50.0%	41.5%	47.0%	
Disagree strongly	33.3%	37.5%	33.2%	50.0%	27.6%	26.9%	25.0%	43.6%	39.9%	
Total(n)	6	152	678	2	58	350	4	94	328	
Mean	2.00	1.82	1.92	2.00	1.97	2.08	2.00	1.72	1.74	
Standard deviation	0.89	0.76	0.79	1.41	0.77	0.84	0.82	0.74	0.70	
Significance	-			-			-			
Effect size	-	0.24	0.10	-	0.04	-0.10	-	0.38	0.37	

California State University-Fresno	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	0.0%	4.6%	4.7%	0.0%	8.5%	5.7%	0.0%	2.2%	3.7%	
Agree somewhat	33.3%	23.7%	24.0%	0.0%	22.0%	26.7%	50.0%	24.7%	21.1%	
Disagree somewhat	33.3%	34.9%	32.8%	0.0%	32.2%	27.8%	50.0%	36.6%	38.2%	
Disagree strongly	33.3%	36.8%	38.4%	100.0%	37.3%	39.8%	0.0%	36.6%	37.0%	
Total(n)	6	152	679	2	59	352	4	93	327	
Mean	2.00	1.96	1.95	1.00	2.02	1.98	2.50	1.92	1.91	
Standard deviation	0.89	0.89	0.90	0.00	0.97	0.95	0.58	0.84	0.85	
Significance	-			-			-			
Effect size	-	0.04	0.06	-	-1.05	-1.03	-	0.69	0.69	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	66.7%	30.1%	22.5%	100.0%	25.4%	17.1%	50.0%	33.0%	28.1%	Civic Minded Values
Agree somewhat	33.3%	55.6%	63.8%	0.0%	59.3%	67.4%	50.0%	53.2%	59.9%	
Disagree somewhat	0.0%	11.8%	12.0%	0.0%	10.2%	12.9%	0.0%	12.8%	11.0%	
Disagree strongly	0.0%	2.6%	1.8%	0.0%	5.1%	2.6%	0.0%	1.1%	0.9%	
Total(n)	6	153	677	2	59	350	4	94	327	
Mean	3.67	3.13	3.07	4.00	3.05	2.99	3.50	3.18	3.15	
Standard deviation	0.52	0.71	0.64	0.00	0.75	0.64	0.58	0.69	0.64	
Significance	-		*	-		*	-			
Effect size	-	0.76	0.94	-	1.27	1.58	-	0.46	0.55	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	16.7%	12.5%	13.2%	0.0%	6.8%	11.0%	25.0%	16.1%	15.5%	
Agree somewhat	50.0%	46.1%	44.8%	50.0%	45.8%	46.4%	50.0%	46.2%	43.2%	
Disagree somewhat	33.3%	34.2%	31.2%	50.0%	37.3%	30.3%	25.0%	32.3%	32.3%	
Disagree strongly	0.0%	7.2%	10.8%	0.0%	10.2%	12.4%	0.0%	5.4%	9.0%	
Total(n)	6	152	669	2	59	347	4	93	322	
Mean	2.83	2.64	2.60	2.50	2.49	2.56	3.00	2.73	2.65	
Standard deviation	0.75	0.79	0.85	0.71	0.77	0.85	0.82	0.80	0.85	
Significance	-			-			-			
Effect size	-	0.24	0.27	-	0.01	-0.07	-	0.34	0.41	

California State University-Fresno	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	60.0%	32.5%	32.0%	100.0%	27.1%	26.9%	33.3%	35.9%	37.7%	
Agree somewhat	40.0%	31.8%	31.0%	0.0%	30.5%	29.4%	66.7%	32.6%	32.7%	
Disagree somewhat	0.0%	25.8%	26.2%	0.0%	27.1%	28.6%	0.0%	25.0%	23.7%	
Disagree strongly	0.0%	9.9%	10.7%	0.0%	15.3%	15.1%	0.0%	6.5%	5.9%	
Total(n)	5	151	671	2	59	350	3	92	321	
Mean	3.60	2.87	2.84	4.00	2.69	2.68	3.33	2.98	3.02	
Standard deviation	0.55	0.98	0.99	0.00	1.04	1.03	0.58	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.74	0.77	-	1.26	1.28	-	0.37	0.34	
This institution should not offer remedial/developmental education										
Agree strongly	0.0%	6.7%	6.1%	0.0%	6.9%	6.7%	0.0%	6.5%	5.6%	
Agree somewhat	16.7%	13.3%	16.7%	0.0%	19.0%	21.7%	25.0%	9.8%	11.4%	
Disagree somewhat	50.0%	42.0%	49.5%	0.0%	41.4%	48.7%	75.0%	42.4%	50.3%	
Disagree strongly	33.3%	38.0%	27.7%	100.0%	32.8%	22.9%	0.0%	41.3%	32.7%	
Total(n)	6	150	669	2	58	345	4	92	324	
Mean	1.83	1.89	2.01	1.00	2.00	2.12	2.25	1.82	1.90	
Standard deviation	0.75	0.88	0.83	0.00	0.90	0.84	0.50	0.86	0.81	
Significance	-			-			-			
Effect size	-	-0.07	-0.22	-	-1.11	-1.33	-	0.50	0.43	

Other Respondents

California State University-Fresno	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%	0.0%	0.6%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
\$30,000 - \$39,999	0.0%	1.0%	0.3%	0.0%	2.3%	0.5%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	2.0%	0.8%	0.0%	2.3%	0.5%	0.0%	1.8%	1.1%	
\$50,000 - \$59,999	50.0%	15.2%	11.1%	100.0%	11.6%	8.7%	33.3%	17.9%	13.7%	
\$60,000 - \$69,999	25.0%	24.2%	17.3%	0.0%	20.9%	12.0%	33.3%	26.8%	22.9%	
\$70,000 - \$79,999	25.0%	18.2%	18.1%	0.0%	11.6%	16.8%	33.3%	23.2%	19.4%	
\$80,000 - \$89,999	0.0%	20.2%	15.0%	0.0%	25.6%	15.2%	0.0%	16.1%	14.9%	
\$90,000 - \$99,999	0.0%	6.1%	10.0%	0.0%	11.6%	12.5%	0.0%	1.8%	7.4%	
\$100,000 - \$124,999	0.0%	10.1%	13.1%	0.0%	14.0%	14.7%	0.0%	7.1%	11.4%	
\$125,000 - \$149,999	0.0%	1.0%	6.1%	0.0%	0.0%	7.6%	0.0%	1.8%	4.6%	
\$150,000 or more	0.0%	2.0%	7.2%	0.0%	0.0%	10.3%	0.0%	3.6%	4.0%	
Total(n)	4	99	359	1	43	184	3	56	175	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	4.9%	7.2%	0.0%	7.7%	8.4%	0.0%	3.6%	5.9%	
\$40,000 - \$49,999	0.0%	22.0%	13.3%	0.0%	15.4%	9.8%	0.0%	25.0%	17.0%	
\$50,000 - \$59,999	0.0%	22.0%	14.7%	0.0%	7.7%	9.1%	0.0%	28.6%	20.7%	
\$60,000 - \$69,999	0.0%	29.3%	17.6%	0.0%	46.2%	14.7%	0.0%	21.4%	20.7%	
\$70,000 - \$79,999	0.0%	7.3%	11.5%	0.0%	0.0%	12.6%	0.0%	10.7%	10.4%	
\$80,000 - \$89,999	0.0%	4.9%	6.5%	0.0%	15.4%	7.0%	0.0%	0.0%	5.9%	
\$90,000 - \$99,999	0.0%	7.3%	9.7%	0.0%	0.0%	9.8%	0.0%	10.7%	9.6%	
\$100,000 - \$124,999	100.0%	2.4%	10.4%	100.0%	7.7%	15.4%	0.0%	0.0%	5.2%	
\$125,000 - \$149,999	0.0%	0.0%	2.9%	0.0%	0.0%	4.2%	0.0%	0.0%	1.5%	
\$150,000 or more	0.0%	0.0%	5.4%	0.0%	0.0%	7.7%	0.0%	0.0%	3.0%	
Total(n)	1	41	278	1	13	143	0	28	135	
Your base institutional salary reported above is based on:										
Less than 9 months	16.7%	6.6%	4.0%	0.0%	5.1%	4.3%	25.0%	7.6%	3.7%	
9/10 months	66.7%	65.6%	53.7%	50.0%	72.9%	53.0%	75.0%	60.9%	54.5%	
11/12 months	16.7%	27.8%	42.3%	50.0%	22.0%	42.7%	0.0%	31.5%	41.8%	
Total(n)	6	151	674	2	59	349	4	92	325	

California State University-Fresno	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%	50.0%	55.6%	53.0%	100.0%	51.7%	46.8%	25.0%	58.1%	59.6%	
75% to 99%	16.7%	34.0%	35.6%	0.0%	33.3%	38.2%	25.0%	34.4%	32.8%	
74% to 50%	0.0%	6.5%	7.1%	0.0%	10.0%	10.1%	0.0%	4.3%	4.0%	
25% to 49%	0.0%	2.0%	1.2%	0.0%	5.0%	1.7%	0.0%	0.0%	0.6%	
1% to 24%	33.3%	2.0%	1.6%	0.0%	0.0%	1.4%	50.0%	3.2%	1.8%	
0%	0.0%	0.0%	1.5%	0.0%	0.0%	1.7%	0.0%	0.0%	1.2%	
Total(n)	6	153	677	2	60	348	4	93	329	
Other income from this institution										
100%	0.0%	0.0%	0.6%	0.0%	0.0%	0.6%	0.0%	0.0%	0.6%	
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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
25% to 49%	0.0%	2.1%	4.3%	0.0%	3.6%	5.7%	0.0%	1.1%	2.9%	
1% to 24%	0.0%	18.1%	17.5%	0.0%	25.5%	22.1%	0.0%	13.5%	12.7%	
0%	100.0%	79.9%	77.5%	100.0%	70.9%	71.6%	100.0%	85.4%	83.8%	
Total(n)	5	144	650	2	55	335	3	89	315	
Income from another academic institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	20.0%	0.7%	0.6%	0.0%	0.0%	0.3%	33.3%	1.1%	1.0%	
74% to 50%	0.0%	1.4%	0.6%	0.0%	0.0%	0.0%	0.0%	2.3%	1.3%	
25% to 49%	0.0%	0.7%	0.8%	0.0%	0.0%	0.6%	0.0%	1.1%	1.0%	
1% to 24%	0.0%	6.3%	4.9%	0.0%	3.6%	4.5%	0.0%	8.0%	5.4%	
0%	80.0%	90.9%	93.1%	100.0%	96.4%	94.6%	66.7%	87.5%	91.4%	
Total(n)	5	143	648	2	55	333	3	88	315	
Non-academic income										
100%	0.0%	0.0%	0.9%	0.0%	0.0%	0.9%	0.0%	0.0%	0.9%	
75% to 99%	16.7%	2.7%	1.5%	0.0%	1.8%	1.5%	25.0%	3.3%	1.6%	
74% to 50%	0.0%	2.0%	2.0%	0.0%	5.3%	3.3%	0.0%	0.0%	0.6%	
25% to 49%	0.0%	6.8%	5.2%	0.0%	10.5%	5.9%	0.0%	4.4%	4.4%	
1% to 24%	16.7%	17.7%	23.8%	0.0%	14.0%	27.2%	25.0%	20.0%	20.2%	
0%	66.7%	70.7%	66.6%	100.0%	68.4%	61.2%	50.0%	72.2%	72.2%	
Total(n)	6	147	655	2	57	338	4	90	317	

California State University-Fresno	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	0.0%	2.6%	2.8%	0.0%	1.7%	2.6%	0.0%	3.3%	3.1%	
1986 - 1980	16.7%	3.3%	9.3%	50.0%	3.4%	8.8%	0.0%	3.3%	9.8%	
1971 - 1975	33.3%	11.3%	13.7%	0.0%	8.5%	11.6%	50.0%	13.0%	15.9%	
1966 - 1970	0.0%	13.2%	15.0%	0.0%	11.9%	15.1%	0.0%	14.1%	15.0%	
1961 - 1965	0.0%	16.6%	13.5%	0.0%	13.6%	13.1%	0.0%	18.5%	14.1%	
1956 - 1960	16.7%	18.5%	12.8%	0.0%	20.3%	12.2%	25.0%	17.4%	13.5%	
1951 - 1955	0.0%	14.6%	13.1%	0.0%	15.3%	13.9%	0.0%	14.1%	12.2%	
1946 - 1950	16.7%	12.6%	11.0%	50.0%	13.6%	12.2%	0.0%	12.0%	9.8%	
1941 - 1945	16.7%	5.3%	6.6%	0.0%	8.5%	8.0%	25.0%	3.3%	5.2%	
1940 or earlier	0.0%	2.0%	2.1%	0.0%	3.4%	2.6%	0.0%	1.1%	1.5%	
Total(n)	6	151	679	2	59	352	4	92	327	
Year of highest degree now held										
1973 or earlier	0.0%	7.2%	8.2%	0.0%	11.7%	10.5%	0.0%	4.3%	5.8%	
1974 - 1978	0.0%	2.6%	6.6%	0.0%	3.3%	7.9%	0.0%	2.2%	5.2%	
1979 - 1983	14.3%	11.1%	8.8%	0.0%	18.3%	11.0%	20.0%	6.5%	6.4%	
1984 - 1988	0.0%	12.4%	8.8%	0.0%	11.7%	8.2%	0.0%	12.9%	9.4%	
1989 - 1993	0.0%	8.5%	10.8%	0.0%	10.0%	11.3%	0.0%	7.5%	10.3%	
1994 - 1998	42.9%	19.0%	15.5%	50.0%	15.0%	13.6%	40.0%	21.5%	17.6%	
1999 - 2003	0.0%	22.2%	18.4%	0.0%	15.0%	15.5%	0.0%	26.9%	21.5%	
2004 - 2008	42.9%	13.1%	17.5%	50.0%	13.3%	17.5%	40.0%	12.9%	17.6%	
2009 or later	0.0%	3.9%	5.4%	0.0%	1.7%	4.5%	0.0%	5.4%	6.4%	
Total(n)	7	153	684	2	60	354	5	93	330	
Year of appointment at present institution										
1973 or earlier	14.3%	5.9%	7.0%	0.0%	8.3%	7.6%	20.0%	4.3%	6.4%	
1974 - 1978	0.0%	2.0%	3.7%	0.0%	1.7%	4.5%	0.0%	2.2%	2.7%	
1979 - 1983	0.0%	4.6%	5.6%	0.0%	6.7%	6.5%	0.0%	3.2%	4.5%	
1984 - 1988	0.0%	9.2%	6.6%	0.0%	8.3%	7.1%	0.0%	9.7%	6.1%	
1989 - 1993	0.0%	7.8%	8.8%	0.0%	15.0%	9.1%	0.0%	3.2%	8.5%	
1994 - 1998	28.6%	15.7%	12.7%	50.0%	18.3%	12.5%	20.0%	14.0%	13.0%	
1999 - 2003	0.0%	29.4%	22.1%	0.0%	23.3%	21.2%	0.0%	33.3%	23.0%	
2004 - 2008	42.9%	20.9%	20.8%	50.0%	15.0%	18.4%	40.0%	24.7%	23.3%	
2009 or later	14.3%	4.6%	12.7%	0.0%	3.3%	13.0%	20.0%	5.4%	12.4%	
Total(n)	7	153	683	2	60	353	5	93	330	

California State University-Fresno	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	25.0%	5.6%	13.3%	0.0%	3.8%	13.7%	33.3%	6.9%	12.9%	
1974 - 1978	0.0%	2.4%	3.5%	0.0%	3.8%	4.7%	0.0%	1.4%	2.2%	
1979 - 1983	0.0%	3.2%	4.0%	0.0%	1.9%	3.9%	0.0%	4.2%	4.0%	
1984 - 1988	0.0%	3.2%	7.7%	0.0%	5.8%	9.8%	0.0%	1.4%	5.3%	
1989 - 1993	0.0%	10.5%	10.2%	0.0%	9.6%	11.7%	0.0%	11.1%	8.4%	
1994 - 1998	0.0%	9.7%	10.2%	0.0%	13.5%	10.5%	0.0%	6.9%	9.8%	
1999 - 2003	25.0%	16.9%	14.6%	100.0%	23.1%	12.9%	0.0%	12.5%	16.4%	
2004 - 2008	25.0%	25.8%	22.5%	0.0%	26.9%	21.9%	33.3%	25.0%	23.1%	
2009 or later	25.0%	22.6%	14.1%	0.0%	11.5%	10.9%	33.3%	30.6%	17.8%	
Total(n)	4	124	481	1	52	256	3	72	225	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	1.3%	4.4%	0.0%	0.0%	5.9%	0.0%	2.1%	2.7%	
Biological Sciences (General Area 5)	0.0%	2.6%	12.2%	0.0%	5.0%	14.1%	0.0%	1.1%	10.2%	
Business (General Area 6)	14.3%	2.6%	3.2%	0.0%	1.7%	3.7%	20.0%	3.2%	2.7%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	8.4%	5.2%	0.0%	5.0%	2.8%	0.0%	10.6%	7.8%	
Engineering (General Area 11)	0.0%	1.9%	4.8%	0.0%	5.0%	7.3%	0.0%	0.0%	2.1%	
English (General Area 12)	14.3%	4.5%	5.1%	50.0%	3.3%	3.1%	0.0%	5.3%	7.2%	
Health-related (General Area 15)	0.0%	1.3%	2.6%	0.0%	0.0%	2.3%	0.0%	2.1%	3.0%	
History or Political Science (Specific Discipline 3007,3009)	14.3%	7.1%	7.4%	0.0%	6.7%	6.2%	20.0%	7.4%	8.7%	
Humanities (General Area 14,24)	14.3%	7.8%	7.0%	0.0%	8.3%	6.5%	20.0%	7.4%	7.5%	
Fine Arts (General Area 2,4,22)	0.0%	3.9%	1.7%	0.0%	6.7%	1.7%	0.0%	2.1%	1.8%	
Mathematics or Statistics (General Area 18)	0.0%	7.1%	3.9%	0.0%	8.3%	4.5%	0.0%	6.4%	3.3%	
Physical Sciences (General Area 25)	0.0%	5.8%	9.2%	0.0%	6.7%	12.7%	0.0%	5.3%	5.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.3%	20.1%	15.4%	0.0%	21.7%	14.6%	20.0%	19.1%	16.3%	
Other Technical (General Area 8,19,28)	0.0%	2.6%	2.3%	0.0%	5.0%	3.9%	0.0%	1.1%	0.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	28.6%	22.7%	15.4%	50.0%	16.7%	10.7%	20.0%	26.6%	20.5%	
Total(n)	7	154	687	2	60	355	5	94	332	

California State University-Fresno	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)	0.0%	0.7%	4.5%	0.0%	0.0%	6.2%	0.0%	1.1%	2.7%	
Biological Sciences (General Area 5)	0.0%	3.3%	10.7%	0.0%	6.7%	11.3%	0.0%	1.1%	10.0%	
Business (General Area 6)	14.3%	4.6%	4.1%	0.0%	1.7%	4.5%	20.0%	6.5%	3.6%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	3.9%	3.8%	0.0%	0.0%	1.7%	0.0%	6.5%	6.0%	
Engineering (General Area 11)	0.0%	2.0%	3.9%	0.0%	5.0%	6.5%	0.0%	0.0%	1.2%	
English (General Area 12)	0.0%	4.6%	5.4%	0.0%	3.3%	2.8%	0.0%	5.4%	8.2%	
Health-related (General Area 15)	0.0%	2.0%	4.8%	0.0%	0.0%	4.0%	0.0%	3.2%	5.7%	
History or Political Science (Specific Discipline 3007,3009)	14.3%	4.6%	6.1%	0.0%	1.7%	4.5%	20.0%	6.5%	7.9%	
Humanities (General Area 14,24)	0.0%	6.5%	6.1%	0.0%	8.3%	6.2%	0.0%	5.4%	6.0%	
Fine Arts (General Area 2,4,22)	0.0%	3.3%	2.0%	0.0%	6.7%	2.3%	0.0%	1.1%	1.8%	
Mathematics or Statistics (General Area 18)	0.0%	7.2%	3.5%	0.0%	8.3%	4.0%	0.0%	6.5%	3.0%	
Physical Sciences (General Area 25)	0.0%	6.5%	8.6%	0.0%	6.7%	11.3%	0.0%	6.5%	5.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	19.0%	13.6%	0.0%	21.7%	13.3%	0.0%	17.2%	13.9%	
Other Technical (General Area 8,19,28)	0.0%	2.0%	2.5%	0.0%	5.0%	4.2%	0.0%	0.0%	0.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	71.4%	30.1%	20.2%	100.0%	25.0%	17.0%	60.0%	33.3%	23.6%	
Total(n)	7	153	684	2	60	353	5	93	331	

California State University-Fresno	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	42.9%	62.6%	59.6%	50.0%	53.3%	57.4%	40.0%	68.4%	62.0%	
1	42.9%	21.3%	17.8%	50.0%	26.7%	17.3%	40.0%	17.9%	18.4%	
2	14.3%	14.2%	17.1%	0.0%	16.7%	17.6%	20.0%	12.6%	16.6%	
3	0.0%	1.3%	3.4%	0.0%	1.7%	4.8%	0.0%	1.1%	1.8%	
4+	0.0%	0.6%	2.0%	0.0%	1.7%	2.8%	0.0%	0.0%	1.2%	
Total(n)	7	155	684	2	60	352	5	95	332	
18 years or older										
0	57.1%	63.5%	67.2%	50.0%	58.3%	60.8%	60.0%	66.7%	74.0%	
1	14.3%	15.4%	11.1%	0.0%	15.0%	10.5%	20.0%	15.6%	11.6%	
2	14.3%	12.2%	12.4%	50.0%	16.7%	15.6%	0.0%	9.4%	9.0%	
3	14.3%	7.1%	6.6%	0.0%	6.7%	8.2%	20.0%	7.3%	4.8%	
4+	0.0%	1.9%	2.8%	0.0%	3.3%	4.8%	0.0%	1.0%	0.6%	
Total(n)	7	156	687	2	60	352	5	96	335	
How would you characterize your political views?										
Far left	16.7%	13.0%	11.7%	0.0%	8.5%	9.7%	25.0%	15.8%	13.7%	
Liberal	66.7%	59.7%	55.4%	100.0%	54.2%	51.0%	50.0%	63.2%	60.1%	
Middle of the road	16.7%	20.8%	23.6%	0.0%	28.8%	26.9%	25.0%	15.8%	20.1%	
Conservative	0.0%	6.5%	9.0%	0.0%	8.5%	11.7%	0.0%	5.3%	6.1%	
Far right	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	
Total(n)	6	154	677	2	59	349	4	95	328	
Are you currently: (Mark one)										
Single	28.6%	11.5%	12.9%	50.0%	8.3%	8.1%	20.0%	13.5%	17.9%	
Married	71.4%	72.4%	75.3%	50.0%	86.7%	83.7%	80.0%	63.5%	66.4%	
Unmarried, living with partner	0.0%	10.9%	7.4%	0.0%	1.7%	4.2%	0.0%	16.7%	10.7%	
Divorced	0.0%	3.2%	3.0%	0.0%	1.7%	2.0%	0.0%	4.2%	4.2%	
Widowed	0.0%	0.6%	0.4%	0.0%	0.0%	0.3%	0.0%	1.0%	0.6%	
Separated	0.0%	1.3%	1.0%	0.0%	1.7%	1.7%	0.0%	1.0%	0.3%	
Total(n)	7	156	692	2	60	356	5	96	336	

California State University-Fresno	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	100.0%	86.5%	82.3%	100.0%	85.0%	78.9%	100.0%	87.5%	86.0%	
No	0.0%	13.5%	17.7%	0.0%	15.0%	21.1%	0.0%	12.5%	14.0%	
Total(n)	7	156	691	2	60	356	5	96	335	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	0.0%	3.2%	2.1%	0.0%	5.1%	1.7%	0.0%	2.1%	2.4%	
Asian American/Asian	14.3%	8.4%	9.3%	50.0%	8.5%	10.9%	0.0%	8.3%	7.5%	
Native Hawaiian/Pacific Islander	0.0%	1.9%	0.6%	0.0%	0.0%	0.3%	0.0%	3.1%	0.9%	
African American/Black	14.3%	1.9%	3.1%	50.0%	1.7%	2.6%	0.0%	2.1%	3.6%	
Mexican American/Chicano	14.3%	1.9%	1.5%	0.0%	0.0%	0.9%	20.0%	3.1%	2.1%	
Puerto Rican	0.0%	0.6%	0.4%	0.0%	1.7%	0.6%	0.0%	0.0%	0.3%	
Other Latino	0.0%	1.9%	2.9%	0.0%	3.4%	2.9%	0.0%	1.0%	3.0%	
White/Caucasian	85.7%	85.2%	83.8%	100.0%	84.7%	83.0%	80.0%	85.4%	84.7%	
Other	0.0%	3.9%	4.0%	0.0%	3.4%	4.3%	0.0%	4.2%	3.6%	
Total(n)	7	155	681	2	59	348	5	96	333	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.6%	0.3%	0.0%	1.7%	0.3%	0.0%	0.0%	0.3%	
Asian	0.0%	7.7%	8.2%	0.0%	6.8%	10.1%	0.0%	8.3%	6.3%	
Black	0.0%	0.6%	2.5%	0.0%	0.0%	2.0%	0.0%	1.0%	3.0%	
Hispanic	14.3%	3.2%	2.1%	0.0%	3.4%	1.4%	20.0%	3.1%	2.7%	
White	71.4%	80.0%	78.7%	50.0%	78.0%	78.2%	80.0%	81.3%	79.3%	
Other	0.0%	2.6%	2.6%	0.0%	3.4%	3.2%	0.0%	2.1%	2.1%	
Two or more races/ethnicities	14.3%	5.2%	5.6%	50.0%	6.8%	4.9%	0.0%	4.2%	6.3%	
Total (n)	7	155	681	2	59	348	5	96	333	

Other Respondents

California State University-Fresno	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	

California State University-Fresno	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	

California State University-Fresno	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	

Other Respondents

California State University-Fresno	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	

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	339	4,962	13,040	203	2,567	7,269	136	2,395	5,771
What is your principal activity in your current position at this institution?									
Administration	5.0%	5.8%	7.3%	5.4%	5.9%	7.4%	4.4%	5.7%	7.1%
Teaching	90.6%	91.3%	70.6%	91.1%	92.0%	67.8%	89.7%	90.5%	75.0%
Research	0.9%	1.3%	20.0%	1.0%	1.1%	23.1%	0.7%	1.5%	15.2%
Services to clients and patients	0.6%	0.6%	1.1%	1.0%	0.5%	1.1%	0.0%	0.8%	1.1%
Other	2.9%	1.0%	0.9%	1.5%	0.5%	0.5%	5.1%	1.6%	1.6%
Are you considered a full-time employee of your institution for at least nine months of the current academic year?									
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
What is your present academic rank?									
Professor	34.2%	27.9%	33.7%	36.9%	33.3%	40.8%	30.1%	21.4%	22.9%
Associate professor	22.4%	26.4%	24.3%	26.1%	26.3%	23.2%	16.9%	26.5%	26.2%
Assistant professor	28.3%	30.2%	26.4%	24.6%	28.1%	23.8%	33.8%	32.8%	30.4%
Lecturer	14.5%	8.7%	8.9%	11.3%	6.8%	7.4%	19.1%	11.1%	11.2%
Instructor	0.6%	6.8%	6.6%	1.0%	5.5%	4.8%	0.0%	8.2%	9.3%
What is your tenure status at this institution?									
Tenured	55.2%	54.3%	55.6%	60.1%	59.0%	61.6%	47.8%	48.6%	46.4%
On tenure track, but not tenured	30.7%	27.3%	22.7%	29.1%	26.0%	20.7%	33.1%	28.8%	25.9%
Not on tenure track, but institution has tenure system	13.3%	17.6%	20.5%	10.8%	14.6%	16.9%	16.9%	21.3%	26.1%
Institution has no tenure system	0.9%	0.8%	1.2%	0.0%	0.4%	0.9%	2.2%	1.2%	1.7%
Are you currently serving in an administrative position as:									
Department chair	11.5%	11.3%	8.4%	13.8%	13.7%	9.6%	8.1%	8.5%	6.5%
Dean (associate or assistant)	0.0%	1.1%	2.2%	0.0%	1.1%	2.1%	0.0%	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	18.3%	13.8%	16.3%	16.3%	12.6%	15.6%	21.3%	15.3%	17.2%
Not applicable	66.7%	68.6%	65.2%	67.5%	66.4%	63.3%	65.4%	71.1%	68.0%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.3%	0.7%	1.0%	0.5%	0.7%	1.3%	0.0%	0.6%	0.6%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	17.1%	21.1%	14.8%	13.3%	17.6%	11.8%	22.8%	25.2%	19.6%
LL.B., J.D.	0.9%	1.4%	1.5%	1.0%	1.8%	1.4%	0.7%	0.8%	1.6%
M.D., D.D.S. (or equivalent)	0.0%	0.1%	1.6%	0.0%	0.1%	1.9%	0.0%	0.1%	1.1%
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.6%	0.6%	0.7%	1.0%	0.9%	0.8%	0.0%	0.3%	0.6%
Ed.D.	8.0%	4.6%	2.7%	6.4%	2.6%	1.6%	10.3%	7.0%	4.3%
Ph.D.	71.1%	70.0%	76.4%	75.9%	74.6%	80.1%	64.0%	64.3%	70.7%
Other degree	2.1%	1.6%	1.3%	2.0%	1.6%	1.2%	2.2%	1.7%	1.5%
None	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.3%	1.9%	1.1%	0.0%	2.6%	1.3%	0.9%	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.	1.4%	0.6%	0.5%	0.5%	0.4%	0.2%	2.7%	0.7%	1.0%
Ph.D.	2.7%	4.4%	2.9%	2.7%	3.8%	2.2%	2.7%	5.3%	4.0%
Other degree	0.7%	0.8%	0.8%	1.1%	0.3%	0.6%	0.0%	1.3%	1.1%
None	94.9%	91.7%	94.3%	95.7%	92.5%	95.4%	93.6%	90.6%	92.6%
Noted as being personally "essential" or "very important":									
Research	79.6%	70.1%	81.4%	80.3%	71.7%	83.6%	78.7%	68.1%	77.9%
Teaching	98.2%	98.4%	96.3%	98.5%	98.4%	96.1%	97.8%	98.3%	96.7%
Service	62.2%	66.5%	62.2%	62.6%	63.5%	60.3%	61.8%	70.2%	65.3%

California State University-Fresno	Total			Men			Women		
	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	12.1%	15.5%	18.7%	15.3%	16.5%	19.8%	7.4%	14.4%	16.9%
Taught an interdisciplinary course	36.0%	38.3%	46.2%	39.4%	37.4%	47.5%	30.9%	39.3%	44.2%
Taught an ethnic studies course	7.7%	11.0%	10.3%	5.9%	9.1%	8.6%	10.3%	13.3%	12.8%
Taught a women's studies course	2.7%	8.0%	6.2%	0.5%	3.2%	2.0%	5.9%	13.7%	12.5%
Taught a service learning course	22.5%	21.8%	17.6%	21.8%	19.2%	15.1%	23.5%	24.9%	21.5%
Taught an exclusively web-based course at this	16.3%	24.5%	15.7%	17.8%	21.8%	13.1%	14.0%	27.8%	19.5%
Participated in a teaching enhancement workshop	70.2%	68.8%	55.4%	65.5%	63.9%	49.6%	77.2%	74.7%	64.3%
Advised student groups involved in service/volunteer work	60.8%	48.5%	42.3%	62.1%	47.3%	39.7%	58.8%	49.8%	46.3%
Collaborated with the local community in research/teaching	67.0%	51.2%	45.0%	67.5%	48.0%	41.6%	66.2%	55.1%	50.2%
Conducted research or writing focused on international/global issues	30.4%	27.1%	32.0%	33.0%	30.1%	33.3%	26.5%	23.5%	30.1%
Conducted research or writing focused on racial or ethnic minorities	25.4%	19.7%	23.9%	19.2%	17.4%	19.7%	34.6%	22.5%	30.2%
Conducted research or writing focused on women and gender issues	19.2%	19.2%	20.1%	11.8%	13.1%	13.2%	30.1%	26.6%	30.8%
Engaged undergraduates on <u>your</u> research project	55.6%	43.8%	49.5%	63.4%	48.5%	54.5%	44.1%	38.0%	41.8%
Worked with undergraduates on a research project	61.5%	61.7%	62.2%	67.5%	66.2%	66.1%	52.6%	56.2%	56.2%
Engaged in academic research that spans multiple disciplines	61.7%	56.2%	67.8%	67.5%	60.9%	71.5%	52.9%	50.5%	62.0%
Taught a seminar for first-year students	18.0%	20.6%	22.2%	20.2%	19.8%	21.9%	14.7%	21.5%	22.7%
Taught a capstone course	33.6%	39.6%	33.3%	34.5%	39.8%	33.3%	32.4%	39.4%	33.3%
Taught in a learning community (e.g., FIG, linked courses)	5.6%	11.3%	8.3%	6.4%	10.8%	7.8%	4.4%	11.9%	9.1%
Supervised an undergraduate thesis	24.5%	27.9%	33.1%	27.6%	29.1%	34.6%	19.9%	26.5%	30.9%
Published op-ed pieces or editorials	21.0%	16.1%	16.6%	24.6%	18.3%	19.0%	15.6%	13.5%	12.9%
Received funding for your work from foundations	31.3%	19.9%	23.2%	36.9%	20.9%	25.3%	22.8%	18.7%	20.1%
Received funding for your work from state or federal government	35.3%	26.6%	35.9%	38.9%	28.4%	40.4%	29.9%	24.3%	28.9%
Received funding for your work from business or industry	17.8%	9.1%	13.1%	23.6%	11.1%	16.6%	8.9%	6.7%	7.7%

California State University-Fresno	Total			Men			Women		
	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	2.99	3.20	2.38	3.00	3.19	2.33	2.96	3.22	2.45
Median	3	3	2	3	3	2	3	3	2
Mode	3	3	2	3	3	2	3	3	2
Teach at least one course this term at another institution	5.3%	3.5%	2.8%	3.0%	2.9%	2.4%	8.8%	4.1%	3.4%
Type of course taught this term "at this institution"									
General education course									
Teach at least one course	27.1%	36.1%	20.4%	25.6%	38.0%	20.3%	29.4%	33.7%	20.7%
Mean student enrollment	58.6	48.5	56.5	70.3	54.0	63.0	43.4	41.1	46.8
Have teaching/lab assistant or reader/grader assigned	11.1%	10.7%	27.5%	13.8%	10.8%	29.9%	7.5%	10.5%	23.8%
Course required for an undergraduate major									
Teach at least one course	67.0%	76.7%	57.5%	69.0%	77.7%	57.6%	64.0%	75.6%	57.4%
Mean student enrollment	34.8	28.5	39.2	35.6	28.0	39.3	33.6	29.1	39.0
Have teaching/lab assistant or reader/grader assigned	10.7%	10.9%	26.1%	13.6%	11.7%	28.7%	6.1%	9.9%	22.0%
Other undergraduate course									
Teach at least one course	21.5%	27.7%	25.6%	24.1%	30.2%	26.5%	17.6%	24.6%	24.2%
Mean student enrollment	26.1	22.3	28.1	26.0	22.6	28.4	26.3	21.9	27.6
Have teaching/lab assistant or reader/grader assigned	6.2%	6.9%	18.9%	7.1%	7.0%	19.9%	4.2%	6.7%	17.3%
Developmental/remedial course (not for credit)									
Teach at least one course	0.9%	1.0%	0.5%	0.5%	0.7%	0.3%	1.5%	1.4%	0.7%
Mean student enrollment	43.0	32.4	33.4	74.0	44.0	29.4	27.5	25.1	36.3
Have teaching/lab assistant or reader/grader assigned	33.3%	23.0%	17.3%	100.0%	32.6%	19.7%	0.0%	17.0%	15.6%
Non-credit course (other than above)									
Teach at least one course	1.8%	0.5%	0.8%	1.5%	0.3%	0.8%	2.2%	0.8%	0.9%
Mean student enrollment	39.7	27.4	28.9	32.7	30.4	33.1	46.7	25.8	23.0
Have teaching/lab assistant or reader/grader assigned	16.7%	17.6%	6.4%	0.0%	25.6%	5.7%	33.3%	13.5%	7.5%
Graduate course									
Teach at least one course	42.8%	21.9%	39.2%	39.4%	20.3%	39.2%	47.8%	23.9%	39.2%
Mean student enrollment	14.1	16.0	17.7	13.9	15.8	18.1	14.4	16.2	17.0
Have teaching/lab assistant or reader/grader assigned	1.8%	4.5%	11.4%	1.3%	4.8%	13.7%	2.6%	4.2%	7.7%
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)									
Undergraduate credit courses	22.2%	42.9%	38.9%	50.0%	58.2%	40.3%	0.0%	35.4%	36.4%
Graduate courses	22.2%	26.2%	36.7%	25.0%	29.0%	41.5%	20.0%	24.8%	28.5%
Non-credit courses	0.0%	21.6%	12.2%	0.0%	11.2%	8.1%	0.0%	26.6%	19.3%
I do not teach	55.6%	9.4%	12.2%	25.0%	1.6%	10.1%	80.0%	13.2%	15.8%

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Do you teach remedial/developmental skills in any of the following areas?									
Reading	8.3%	6.0%	5.2%	6.9%	5.4%	5.1%	10.3%	6.8%	5.5%
Writing	21.5%	14.4%	12.2%	20.7%	14.4%	11.0%	22.8%	14.4%	14.1%
Mathematics	6.2%	7.1%	4.6%	7.4%	7.5%	4.8%	4.4%	6.5%	4.2%
ESL	1.2%	1.2%	1.0%	1.0%	0.8%	0.5%	1.5%	1.7%	1.7%
General academic skills	16.8%	12.4%	10.2%	16.7%	12.0%	9.1%	16.9%	13.0%	11.8%
Other subject areas	10.3%	6.9%	6.4%	11.3%	6.5%	6.1%	8.8%	7.5%	7.0%
Have you engaged in any of the following professional development opportunities at your institution?									
Paid workshops outside the institution focused on teaching									
Yes	28.0%	30.7%	21.2%	26.1%	25.8%	18.4%	30.9%	36.5%	25.5%
No	62.8%	62.3%	71.6%	67.0%	67.8%	75.7%	56.6%	55.8%	65.3%
Not eligible	2.7%	1.4%	1.9%	2.5%	1.4%	1.9%	2.9%	1.3%	1.9%
Not available	6.5%	5.6%	5.4%	4.4%	5.0%	4.1%	9.6%	6.4%	7.3%
Paid sabbatical leave									
Yes	35.2%	24.1%	31.8%	38.1%	27.0%	35.6%	30.9%	20.5%	26.0%
No	45.0%	53.5%	48.2%	46.0%	54.7%	48.7%	43.4%	52.0%	47.3%
Not eligible	19.2%	19.1%	16.9%	15.8%	14.7%	13.0%	24.3%	24.4%	22.7%
Not available	0.6%	3.4%	3.2%	0.0%	3.6%	2.7%	1.5%	3.0%	4.0%
Travel funds paid by the institution									
Yes	78.2%	80.1%	74.6%	79.8%	79.5%	72.8%	75.7%	80.8%	77.5%
No	16.2%	16.3%	20.8%	16.7%	17.8%	23.3%	15.4%	14.6%	17.0%
Not eligible	2.7%	2.0%	2.5%	1.5%	1.3%	2.1%	4.4%	2.8%	3.1%
Not available	2.9%	1.6%	2.0%	2.0%	1.4%	1.8%	4.4%	1.8%	2.4%
Internal grants for research									
Yes	61.4%	45.9%	50.1%	65.8%	49.0%	52.5%	54.8%	42.3%	46.4%
No	35.3%	49.2%	44.9%	32.2%	47.1%	43.4%	40.0%	51.8%	47.2%
Not eligible	2.4%	3.5%	3.6%	1.5%	2.7%	2.8%	3.7%	4.5%	4.8%
Not available	0.9%	1.3%	1.4%	0.5%	1.2%	1.2%	1.5%	1.5%	1.7%

California State University-Fresno	Total			Men			Women		
	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?									
Training for administrative leadership									
Yes	17.8%	15.5%	13.6%	19.3%	16.3%	13.2%	15.6%	14.4%	14.3%
No	70.3%	72.6%	75.6%	70.3%	73.3%	77.9%	70.4%	71.7%	72.0%
Not eligible	5.0%	4.1%	5.2%	4.0%	3.5%	4.5%	6.7%	4.9%	6.4%
Not available	6.8%	7.8%	5.6%	6.4%	6.9%	4.5%	7.4%	9.0%	7.4%
Received incentives to develop new courses									
Yes	28.3%	25.3%	21.3%	29.6%	24.8%	21.3%	26.5%	25.9%	21.3%
No	66.7%	66.5%	70.6%	66.0%	68.5%	72.1%	67.6%	63.9%	68.4%
Not eligible	2.4%	1.7%	2.3%	2.0%	1.6%	2.4%	2.9%	1.7%	2.0%
Not available	2.7%	6.6%	5.8%	2.5%	5.1%	4.2%	2.9%	8.5%	8.2%
Received incentives to integrate new technology into your classroom									
Yes	32.4%	21.7%	17.9%	32.5%	21.6%	17.3%	32.4%	21.9%	18.8%
No	63.7%	70.1%	75.2%	64.5%	72.0%	77.0%	62.5%	67.9%	72.3%
Not eligible	1.5%	1.2%	1.8%	2.0%	1.2%	1.9%	0.7%	1.3%	1.6%
Not available	2.4%	6.9%	5.2%	1.0%	5.2%	3.8%	4.4%	8.8%	7.3%
How many of the following have you published?									
Articles in academic or professional journals									
None	15.9%	22.1%	15.0%	11.3%	17.9%	12.0%	22.8%	27.1%	19.8%
1-2	21.8%	22.0%	15.7%	18.2%	20.4%	13.1%	27.2%	23.8%	19.7%
3-4	18.9%	16.6%	12.0%	20.7%	15.6%	10.1%	16.2%	17.7%	14.8%
5-10	18.3%	20.1%	17.3%	16.7%	20.5%	16.8%	20.6%	19.6%	18.1%
11-20	12.4%	11.3%	14.3%	13.8%	14.5%	15.2%	10.3%	7.5%	12.9%
21-50	8.0%	6.1%	14.3%	11.8%	7.9%	16.4%	2.2%	3.8%	11.0%
51+	4.7%	1.9%	11.4%	7.4%	3.1%	16.3%	0.7%	0.5%	3.8%
Chapters in edited volumes									
None	53.4%	57.5%	40.7%	48.8%	55.3%	37.3%	60.3%	60.2%	45.9%
1-2	28.9%	27.2%	25.9%	30.0%	27.2%	25.1%	27.2%	27.3%	27.1%
3-4	8.6%	8.5%	13.0%	9.9%	8.9%	14.2%	6.6%	8.0%	11.1%
5-10	7.4%	4.9%	12.2%	8.4%	5.8%	13.6%	5.9%	3.9%	10.0%
11-20	1.8%	1.1%	5.1%	3.0%	1.6%	5.7%	0.0%	0.6%	4.1%
21-50	0.0%	0.6%	2.5%	0.0%	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%

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

California State University-Fresno	Total			Men			Women		
	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	63.6%	70.3%	60.4%	60.6%	67.2%	57.2%	68.1%	74.0%	65.4%
1-2	24.9%	21.8%	23.9%	27.1%	23.2%	24.5%	21.5%	20.1%	23.0%
3-4	8.3%	4.6%	8.5%	8.4%	5.4%	9.5%	8.1%	3.7%	6.9%
5-10	3.0%	2.6%	5.3%	3.4%	3.2%	6.3%	2.2%	1.9%	3.9%
11-20	0.3%	0.5%	1.4%	0.5%	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+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%
Other, such as patents or computer software products									
None	87.5%	90.9%	85.3%	84.7%	88.5%	81.2%	91.9%	93.7%	91.6%
1-2	7.1%	5.3%	8.0%	8.4%	6.0%	10.0%	5.2%	4.4%	4.9%
3-4	2.4%	1.5%	3.1%	3.0%	1.9%	3.9%	1.5%	1.0%	1.9%
5-10	1.5%	1.2%	2.1%	2.0%	1.6%	2.8%	0.7%	0.7%	0.9%
11-20	0.3%	0.8%	0.7%	0.5%	1.3%	1.1%	0.0%	0.1%	0.2%
21-50	0.6%	0.2%	0.5%	1.0%	0.4%	0.6%	0.0%	0.0%	0.3%
51+	0.6%	0.2%	0.3%	0.5%	0.2%	0.4%	0.7%	0.1%	0.1%
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?									
None	82.9%	82.9%	86.1%	82.8%	81.9%	86.6%	83.1%	84.1%	85.4%
1-2	4.4%	5.6%	4.9%	4.4%	5.5%	4.3%	4.4%	5.6%	5.7%
3-4	4.1%	4.2%	2.7%	3.4%	4.5%	2.6%	5.1%	3.9%	3.0%
5-10	4.4%	4.1%	3.5%	4.9%	4.0%	3.2%	3.7%	4.1%	4.0%
11-20	1.8%	1.6%	1.2%	1.5%	2.0%	1.5%	2.2%	1.2%	0.8%
21-50	0.9%	1.1%	0.9%	0.5%	1.3%	1.0%	1.5%	0.9%	0.8%
51+	1.5%	0.6%	0.6%	2.5%	0.8%	0.8%	0.0%	0.3%	0.3%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How many of your professional writings have been published or accepted for publication in the last two years?									
None	29.3%	36.2%	24.2%	28.6%	33.1%	21.0%	30.4%	39.9%	29.1%
1-2	40.2%	36.5%	27.9%	38.4%	35.0%	25.9%	43.0%	38.4%	31.1%
3-4	20.7%	18.7%	23.5%	20.7%	20.7%	24.3%	20.7%	16.2%	22.2%
5-10	8.0%	7.1%	17.6%	10.8%	9.1%	20.1%	3.7%	4.7%	13.7%
11-20	1.5%	1.2%	5.0%	1.5%	1.7%	6.3%	1.5%	0.7%	3.2%
21-50	0.3%	0.2%	1.3%	0.0%	0.3%	1.7%	0.7%	0.1%	0.7%
51+	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
Do you, "to a great extent":									
Feel that the training you received in graduate school prepared you well for your role as a faculty member	51.8%	46.5%	49.1%	55.0%	48.4%	51.1%	47.1%	44.3%	46.0%
Achieve a healthy balance between your personal life and your professional life	27.1%	32.2%	31.7%	34.0%	37.9%	37.3%	16.9%	25.3%	23.0%
Experience close alignment between your work and your personal values	54.0%	62.1%	62.6%	54.2%	62.6%	64.4%	53.7%	61.5%	59.9%
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar	30.0%	29.6%	29.0%	25.7%	28.4%	25.7%	36.3%	31.1%	34.0%
Mentor new faculty	27.7%	21.6%	21.2%	26.6%	19.3%	20.8%	29.4%	24.3%	21.8%

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
In your interactions with undergraduates, how "frequently" do you encourage them to:									
Ask questions in class	90.6%	94.7%	91.7%	90.0%	93.7%	91.0%	91.5%	96.0%	92.9%
Support their opinions with a logical argument	80.3%	83.3%	79.8%	80.5%	82.4%	78.3%	80.0%	84.5%	82.2%
Seek solutions to problems and explain them to others	70.3%	73.2%	68.7%	70.5%	71.3%	66.9%	70.0%	75.4%	71.6%
Revise their papers to improve their writing	55.2%	57.2%	52.2%	51.0%	51.8%	47.4%	61.5%	63.8%	59.7%
Evaluate the quality or reliability of information they receive	67.9%	71.6%	66.4%	61.5%	67.5%	62.4%	77.7%	76.4%	72.7%
Take risks for potential gains	43.8%	36.9%	35.6%	42.0%	36.8%	33.9%	46.5%	37.1%	38.4%
Seek alternative solutions to a problem	61.7%	62.4%	57.4%	61.8%	60.0%	54.8%	61.5%	65.4%	61.3%
Look up scientific research articles and resources	56.5%	55.3%	56.1%	51.3%	50.5%	53.6%	64.6%	61.1%	60.0%
Explore topics on their own, even though it was not required for a class	54.1%	53.5%	53.0%	49.7%	51.1%	51.0%	60.8%	56.4%	56.2%
Accept mistakes as part of the learning process	73.6%	77.7%	71.0%	73.4%	76.1%	68.6%	73.8%	79.5%	74.8%
Seek feedback on their academic work	67.2%	76.1%	70.0%	62.3%	71.4%	65.5%	74.6%	81.7%	77.1%
Integrate skills and knowledge from different sources and experiences	75.1%	79.6%	73.8%	70.4%	74.9%	69.9%	82.3%	85.2%	79.9%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Methods you use in "all" or "most" of the courses you teach:									
Multiple-choice exams	39.6%	37.0%	27.7%	40.9%	37.7%	27.2%	37.8%	36.1%	28.6%
Essay exams	44.7%	39.1%	39.2%	43.8%	42.2%	39.9%	45.9%	35.3%	38.2%
Short-answer exams	46.3%	46.1%	41.6%	47.0%	46.9%	42.3%	45.2%	45.1%	40.6%
Quizzes	49.0%	43.4%	34.8%	49.0%	45.0%	35.0%	48.9%	41.5%	34.4%
Weekly essay assignments	20.3%	20.7%	18.9%	20.8%	18.1%	16.2%	19.5%	23.8%	23.2%
Student presentations	46.9%	47.0%	45.3%	40.9%	42.4%	38.9%	56.0%	52.6%	55.1%
Term/research papers	51.6%	41.7%	43.9%	49.3%	38.9%	41.2%	55.2%	45.0%	48.2%
Student evaluations of each others' work	29.3%	24.7%	20.6%	25.1%	21.0%	16.8%	35.6%	29.1%	26.4%
Grading on a curve	12.5%	12.4%	18.9%	17.7%	17.0%	23.2%	4.5%	6.9%	12.4%
Competency-based grading	50.6%	50.9%	47.4%	49.8%	50.2%	45.8%	51.9%	51.8%	49.9%
Class discussions	82.3%	82.5%	82.2%	77.8%	79.6%	78.5%	89.0%	85.9%	88.0%
Cooperative learning (small groups)	54.9%	61.6%	56.1%	48.8%	55.3%	48.0%	64.0%	69.1%	68.7%
Experiential learning/Field studies	38.1%	31.0%	26.6%	36.5%	26.2%	22.3%	40.4%	36.6%	33.1%
Teaching assistants	3.8%	4.3%	12.8%	5.0%	4.3%	14.0%	2.2%	4.2%	11.0%
Recitals/Demonstrations	20.7%	21.4%	19.4%	21.8%	20.1%	18.7%	19.1%	22.9%	20.4%
Group projects	34.6%	35.8%	32.0%	32.7%	33.0%	28.3%	37.5%	39.1%	37.7%
Extensive lecturing	50.3%	43.4%	44.7%	55.4%	53.1%	51.6%	42.6%	31.7%	34.0%
Multiple drafts of written work	26.8%	25.4%	22.9%	22.7%	21.6%	18.8%	33.1%	30.1%	29.3%
Student-selected topics for course content	23.3%	21.9%	20.6%	21.2%	19.6%	17.4%	26.5%	24.6%	25.5%
Reflective writing/journaling	21.3%	21.4%	17.2%	18.8%	15.3%	12.4%	25.0%	28.7%	24.5%
Community service as part of coursework	10.6%	7.0%	5.6%	9.9%	5.5%	3.8%	11.8%	8.7%	8.2%
Electronic quizzes with immediate feedback in class	13.4%	10.0%	7.2%	13.4%	9.2%	6.1%	13.3%	11.0%	8.8%
Using real-life problems	70.5%	63.3%	57.2%	70.4%	61.0%	54.7%	70.6%	66.1%	61.0%
Using student inquiry to drive learning	55.5%	48.8%	45.5%	53.7%	46.2%	41.5%	58.1%	52.0%	51.7%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Personal goals noted as "essential" or "very important":									
Becoming an authority in my field	75.5%	62.7%	71.5%	79.3%	67.2%	74.3%	69.9%	57.3%	67.1%
Influencing the political structure	26.0%	27.2%	24.9%	25.6%	26.4%	22.6%	26.7%	28.2%	28.4%
Influencing social values	52.7%	51.8%	47.6%	51.2%	47.0%	41.6%	54.8%	57.6%	56.8%
Raising a family	75.9%	72.3%	73.8%	82.6%	77.2%	77.2%	65.9%	66.4%	68.4%
Becoming very well off financially	30.8%	25.9%	27.1%	32.5%	29.5%	30.1%	28.1%	21.5%	22.3%
Helping others who are in difficulty	75.7%	75.4%	72.6%	77.8%	73.5%	68.8%	72.6%	77.7%	78.4%
Adopting 'green' practices to protect the environment	62.7%	60.7%	56.6%	58.1%	57.2%	51.7%	69.6%	65.0%	64.1%
Developing a meaningful philosophy of life	85.8%	84.2%	81.4%	84.7%	81.7%	79.3%	87.4%	87.3%	84.6%
Helping to promote racial understanding	76.6%	73.6%	71.8%	72.8%	68.2%	65.5%	82.4%	80.1%	81.5%
Integrating spirituality into my life	49.0%	51.5%	43.5%	47.0%	47.4%	40.4%	51.9%	56.3%	48.3%
Making a theoretical contribution to science	40.9%	31.5%	42.8%	47.3%	34.3%	47.2%	31.3%	28.2%	36.1%
Participating in a community action program	38.7%	33.3%	28.6%	36.3%	30.8%	24.7%	42.2%	36.4%	34.6%
Keeping up to date with political affairs	56.9%	61.9%	60.6%	56.2%	63.6%	60.8%	58.1%	59.9%	60.3%
Becoming a community leader	28.1%	23.7%	18.9%	33.2%	23.9%	17.5%	20.6%	23.5%	21.0%
Mentoring the next generation of scholars	81.1%	75.3%	79.0%	79.8%	71.7%	76.9%	83.1%	79.8%	82.3%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Goals for undergraduates noted as "essential" or "very important"									
Develop ability to think critically	97.6%	99.4%	99.4%	97.0%	99.4%	99.4%	98.5%	99.6%	99.4%
Prepare students for employment after college	86.6%	86.0%	78.6%	85.1%	83.7%	76.7%	88.9%	88.9%	81.5%
Prepare students for graduate or advanced education	78.0%	77.2%	75.0%	76.2%	74.9%	73.5%	80.7%	80.0%	77.4%
Develop moral character	72.2%	72.2%	67.5%	70.1%	69.7%	64.6%	75.4%	75.2%	71.9%
Provide for students' emotional development	54.3%	53.4%	48.9%	49.8%	47.8%	43.1%	61.2%	60.1%	58.0%
Teach students the classic works of Western civilization	28.6%	26.7%	26.7%	27.2%	29.4%	28.3%	30.6%	23.4%	24.2%
Help students develop personal values	68.1%	68.1%	62.3%	66.2%	65.2%	58.1%	70.9%	71.5%	68.9%
Enhance students' self-understanding	75.4%	75.1%	68.8%	75.2%	72.3%	64.6%	75.6%	78.5%	75.4%
Instill in students a commitment to community service	53.6%	52.9%	44.4%	52.5%	45.6%	38.2%	55.2%	61.7%	53.9%
Enhance students' knowledge of and appreciation for other racial/ethnic groups	73.1%	74.1%	69.4%	66.0%	66.1%	60.7%	83.6%	83.7%	83.1%
Help master knowledge in a discipline	93.2%	94.1%	93.6%	94.6%	93.6%	93.2%	91.1%	94.8%	94.2%
Develop creative capacities	84.2%	79.2%	80.1%	85.6%	79.7%	79.9%	82.1%	78.6%	80.4%
Instill a basic appreciation of the liberal arts	56.8%	68.4%	62.8%	51.5%	66.7%	59.9%	64.9%	70.5%	67.2%
Promote ability to write effectively	92.9%	93.5%	91.0%	92.6%	91.7%	88.9%	93.3%	95.7%	94.3%
Help students evaluate the quality and reliability of information	95.0%	96.2%	95.7%	95.0%	94.6%	95.0%	94.8%	98.2%	96.7%
Engage students in civil discourse around controversial issues	64.7%	68.7%	66.2%	59.4%	64.9%	60.6%	72.6%	73.2%	74.9%
Teach students tolerance and respect for different beliefs	79.2%	83.4%	78.4%	72.8%	78.2%	72.0%	88.8%	89.7%	88.4%
Encourage students to become agents of social change	56.0%	56.7%	51.1%	51.0%	46.3%	41.3%	63.4%	69.2%	66.2%

California State University-Fresno	Total			Men			Women		
	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:									
Scheduled teaching (give actual, not credit hours)									
None	0.3%	0.2%	0.5%	0.5%	0.2%	0.4%	0.0%	0.2%	0.5%
1-4	14.8%	8.9%	24.9%	13.9%	8.0%	26.1%	16.2%	10.0%	23.1%
5-8	29.3%	22.0%	36.9%	29.7%	21.3%	37.4%	28.7%	22.8%	36.2%
9-12	36.1%	43.7%	24.9%	36.6%	46.8%	24.6%	35.3%	39.9%	25.4%
13-16	11.2%	16.7%	7.6%	10.9%	15.4%	6.5%	11.8%	18.2%	9.2%
17-20	5.3%	4.6%	3.1%	6.4%	4.5%	2.9%	3.7%	4.6%	3.4%
21-34	1.8%	3.0%	1.7%	2.0%	3.0%	1.6%	1.5%	3.0%	1.8%
35-44	0.6%	0.4%	0.2%	0.0%	0.3%	0.1%	1.5%	0.6%	0.2%
45+	0.6%	0.5%	0.2%	0.0%	0.3%	0.2%	1.5%	0.7%	0.3%
Preparing for teaching (including reading student papers and grading)									
None	0.6%	0.1%	0.4%	0.5%	0.2%	0.5%	0.7%	0.1%	0.3%
1-4	13.4%	8.0%	15.5%	14.4%	8.8%	17.6%	11.8%	7.1%	12.2%
5-8	26.4%	21.2%	26.9%	28.4%	24.0%	29.0%	23.5%	17.9%	23.6%
9-12	22.6%	24.8%	23.7%	21.9%	26.5%	24.3%	23.5%	22.8%	22.6%
13-16	13.6%	16.3%	13.3%	12.9%	15.5%	12.0%	14.7%	17.3%	15.2%
17-20	11.3%	14.9%	11.0%	13.4%	13.5%	9.1%	8.1%	16.7%	13.9%
21-34	7.7%	11.1%	7.2%	5.5%	9.5%	6.2%	11.0%	13.1%	8.7%
35-44	3.0%	2.2%	1.4%	3.0%	1.5%	0.7%	2.9%	3.0%	2.3%
45+	1.5%	1.3%	0.8%	0.0%	0.6%	0.5%	3.7%	2.1%	1.2%
Advising and counseling of students									
None	1.5%	3.0%	3.8%	0.5%	2.8%	3.9%	2.9%	3.3%	3.8%
1-4	42.6%	52.1%	55.8%	46.0%	55.4%	57.0%	37.5%	48.3%	53.8%
5-8	37.3%	30.7%	27.8%	37.6%	28.2%	27.4%	36.8%	33.6%	28.4%
9-12	12.7%	9.4%	8.1%	10.9%	9.3%	7.5%	15.4%	9.5%	9.0%
13-16	3.6%	2.7%	2.8%	2.5%	2.4%	2.7%	5.1%	3.1%	2.8%
17-20	1.8%	1.4%	1.2%	1.5%	1.3%	1.1%	2.2%	1.5%	1.4%
21-34	0.6%	0.4%	0.4%	1.0%	0.4%	0.3%	0.0%	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%

California State University-Fresno	Total			Men			Women		
	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:									
Committee work and meetings									
None	3.8%	3.5%	6.1%	2.5%	4.6%	6.7%	5.9%	2.2%	5.1%
1-4	52.4%	57.4%	56.2%	53.5%	58.4%	56.9%	50.7%	56.2%	55.3%
5-8	31.7%	26.5%	25.3%	31.2%	24.8%	25.0%	32.4%	28.6%	25.8%
9-12	8.3%	8.1%	8.1%	9.4%	8.3%	7.9%	6.6%	7.9%	8.5%
13-16	2.7%	2.9%	2.6%	2.0%	2.7%	2.1%	3.7%	3.2%	3.2%
17-20	0.9%	1.5%	1.3%	1.5%	1.2%	1.0%	0.0%	1.8%	1.7%
21-34	0.3%	0.1%	0.3%	0.0%	0.1%	0.3%	0.7%	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+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other administration									
None	20.5%	29.6%	28.9%	19.4%	29.8%	29.9%	22.2%	29.4%	27.4%
1-4	36.3%	41.8%	39.2%	37.3%	42.1%	39.1%	34.8%	41.3%	39.4%
5-8	20.8%	13.0%	14.8%	19.4%	13.0%	15.4%	23.0%	13.0%	14.0%
9-12	7.4%	6.7%	7.4%	9.5%	6.6%	6.4%	4.4%	6.8%	9.0%
13-16	6.0%	3.1%	3.9%	6.5%	2.9%	3.6%	5.2%	3.3%	4.2%
17-20	3.9%	3.3%	2.9%	2.5%	3.0%	2.7%	5.9%	3.8%	3.1%
21-34	3.0%	1.6%	2.2%	3.5%	1.5%	2.1%	2.2%	1.7%	2.2%
35-44	1.2%	0.7%	0.5%	1.0%	0.9%	0.5%	1.5%	0.4%	0.4%
45+	0.9%	0.2%	0.3%	1.0%	0.2%	0.2%	0.7%	0.2%	0.4%
Research and scholarly writing									
None	12.2%	14.7%	10.9%	10.4%	12.5%	8.6%	14.9%	17.3%	14.5%
1-4	39.3%	43.2%	27.4%	37.1%	40.7%	24.8%	42.5%	46.1%	31.5%
5-8	20.8%	20.4%	19.2%	21.3%	21.8%	18.8%	20.1%	18.7%	19.9%
9-12	14.0%	11.8%	14.4%	18.8%	13.2%	15.1%	6.7%	10.1%	13.3%
13-16	6.3%	4.6%	8.0%	4.5%	5.0%	8.1%	9.0%	4.1%	7.8%
17-20	4.2%	2.8%	7.5%	4.0%	3.6%	8.7%	4.5%	1.8%	5.6%
21-34	2.1%	2.0%	7.3%	2.5%	2.3%	9.1%	1.5%	1.6%	4.6%
35-44	0.9%	0.3%	3.4%	1.0%	0.5%	4.4%	0.7%	0.1%	1.8%
45+	0.3%	0.3%	1.8%	0.5%	0.4%	2.4%	0.0%	0.2%	1.0%

California State University-Fresno	Total			Men			Women		
	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:									
Other creative products/performances									
None	46.3%	55.1%	59.0%	43.6%	52.2%	57.5%	50.4%	58.5%	61.2%
1-4	31.8%	28.5%	24.9%	31.2%	29.0%	25.5%	32.6%	27.9%	24.0%
5-8	13.9%	9.0%	9.1%	14.9%	9.8%	9.5%	12.6%	8.1%	8.5%
9-12	4.5%	3.6%	3.8%	5.4%	4.2%	4.2%	3.0%	2.9%	3.3%
13-16	2.4%	1.2%	1.3%	3.0%	1.7%	1.2%	1.5%	0.7%	1.4%
17-20	0.9%	1.7%	1.1%	1.5%	2.0%	1.1%	0.0%	1.2%	1.1%
21-34	0.3%	0.6%	0.5%	0.5%	0.7%	0.6%	0.0%	0.6%	0.4%
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%
45+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.2%
Consultation with clients/patients									
None	69.2%	80.2%	81.4%	70.8%	80.7%	81.7%	66.9%	79.7%	81.1%
1-4	19.2%	13.5%	11.9%	20.3%	13.7%	11.9%	17.6%	13.2%	12.0%
5-8	7.4%	3.6%	3.4%	5.9%	3.1%	3.3%	9.6%	4.1%	3.5%
9-12	2.7%	1.3%	1.4%	2.0%	1.1%	1.2%	3.7%	1.5%	1.8%
13-16	0.9%	0.6%	0.5%	0.5%	0.5%	0.5%	1.5%	0.8%	0.4%
17-20	0.0%	0.4%	0.5%	0.0%	0.6%	0.5%	0.0%	0.2%	0.5%
21-34	0.3%	0.3%	0.4%	0.5%	0.2%	0.4%	0.0%	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%	0.7%	0.1%	0.2%
Community or public service									
None	26.0%	36.8%	45.4%	28.7%	39.0%	47.8%	22.1%	34.1%	41.6%
1-4	52.1%	51.4%	44.3%	49.5%	48.2%	41.8%	55.9%	55.3%	48.2%
5-8	15.7%	8.8%	7.6%	14.9%	9.4%	7.7%	16.9%	8.1%	7.4%
9-12	3.3%	2.0%	1.8%	3.0%	2.3%	1.7%	3.7%	1.5%	1.9%
13-16	1.5%	0.6%	0.5%	1.5%	0.8%	0.5%	1.5%	0.4%	0.5%
17-20	1.2%	0.3%	0.3%	2.0%	0.2%	0.3%	0.0%	0.5%	0.4%
21-34	0.3%	0.1%	0.1%	0.5%	0.1%	0.1%	0.0%	0.1%	0.1%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%

California State University-Fresno	Total			Men			Women		
	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:									
Outside consulting/freelance work									
None	69.5%	70.8%	70.0%	66.3%	67.1%	67.4%	74.3%	75.3%	73.9%
1-4	19.2%	22.0%	23.0%	22.3%	24.5%	24.6%	14.7%	19.1%	20.5%
5-8	6.5%	4.9%	4.9%	6.9%	6.1%	5.7%	5.9%	3.5%	3.7%
9-12	3.0%	1.3%	1.4%	3.0%	1.8%	1.6%	2.9%	0.6%	1.0%
13-16	0.9%	0.4%	0.3%	1.0%	0.2%	0.3%	0.7%	0.6%	0.4%
17-20	0.3%	0.3%	0.2%	0.5%	0.2%	0.2%	0.0%	0.3%	0.2%
21-34	0.6%	0.2%	0.1%	0.0%	0.0%	0.0%	1.5%	0.5%	0.2%
35-44	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Household/childcare duties									
None	11.3%	8.1%	9.1%	14.9%	9.8%	11.7%	5.9%	6.0%	5.2%
1-4	18.4%	19.2%	18.0%	17.8%	20.7%	18.7%	19.3%	17.3%	16.9%
5-8	26.1%	25.4%	25.2%	19.3%	23.6%	25.6%	36.3%	27.6%	24.6%
9-12	14.8%	15.8%	16.1%	18.3%	18.0%	17.7%	9.6%	13.2%	13.6%
13-16	7.1%	8.1%	9.1%	6.9%	8.3%	9.0%	7.4%	7.8%	9.4%
17-20	11.6%	9.3%	8.2%	13.9%	8.9%	7.3%	8.1%	9.8%	9.5%
21-34	5.0%	6.3%	5.9%	5.4%	5.4%	4.9%	4.4%	7.3%	7.5%
35-44	2.7%	4.0%	4.2%	2.0%	3.3%	2.6%	3.7%	4.9%	6.6%
45+	3.0%	3.9%	4.1%	1.5%	1.9%	2.4%	5.2%	6.2%	6.8%
Commuting to campus									
None	4.7%	5.8%	5.8%	5.4%	6.3%	6.1%	3.7%	5.2%	5.3%
1-4	71.8%	61.1%	58.7%	70.3%	63.3%	60.6%	74.1%	58.5%	55.8%
5-8	18.1%	22.7%	24.7%	17.8%	21.2%	23.7%	18.5%	24.6%	26.2%
9-12	5.0%	8.2%	8.6%	6.4%	7.6%	7.6%	3.0%	8.9%	10.0%
13-16	0.0%	1.6%	1.7%	0.0%	1.5%	1.5%	0.0%	1.8%	2.1%
17-20	0.0%	0.2%	0.3%	0.0%	0.1%	0.2%	0.0%	0.3%	0.4%
21-34	0.0%	0.2%	0.1%	0.0%	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%	0.7%	0.3%	0.1%

California State University-Fresno	Total			Men			Women		
	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:									
Other employment, outside of academia									
None	80.8%	87.4%	89.7%	80.2%	87.7%	89.6%	81.6%	87.1%	89.7%
1-4	10.9%	7.0%	6.0%	10.4%	7.2%	6.2%	11.8%	6.8%	5.8%
5-8	3.0%	2.5%	2.1%	5.0%	2.0%	2.1%	0.0%	3.0%	2.3%
9-12	3.3%	1.5%	1.0%	3.0%	1.6%	0.9%	3.7%	1.5%	1.2%
13-16	1.2%	0.5%	0.4%	1.5%	0.6%	0.4%	0.7%	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	0.3%	0.3%	0.2%	0.0%	0.2%	0.2%	0.7%	0.4%	0.2%
35-44	0.3%	0.2%	0.1%	0.0%	0.2%	0.1%	0.7%	0.3%	0.1%
45+	0.3%	0.2%	0.1%	0.0%	0.1%	0.1%	0.7%	0.3%	0.1%
General activities									
Are you a member of a faculty union?	77.3%	45.7%	31.3%	76.4%	45.8%	29.7%	78.7%	45.5%	33.8%
Are you a U.S. citizen?	85.2%	93.5%	92.1%	83.3%	93.2%	91.4%	88.1%	93.9%	93.3%
Do you plan to retire within the next three years?	14.7%	12.2%	10.1%	15.8%	12.0%	10.2%	13.2%	12.4%	10.0%
Do you use your scholarship to address local community needs?	62.5%	47.3%	41.0%	60.6%	45.8%	37.4%	65.4%	49.2%	46.5%
Have you been sexually harassed at this institution?	8.0%	4.9%	4.4%	4.5%	2.2%	2.0%	13.2%	8.2%	8.0%
Have you ever interrupted your professional career for more than one year for family reasons?	9.4%	13.7%	11.0%	3.4%	8.2%	6.0%	18.4%	20.3%	18.8%
Have you ever received an award for outstanding teaching?	37.6%	43.1%	43.0%	40.4%	45.2%	45.8%	33.3%	40.7%	38.8%
Is (or was) your spouse/partner an academic?	26.9%	31.6%	32.4%	26.9%	33.4%	31.4%	27.1%	29.3%	34.0%
During the past two years, have you:									
Considered early retirement?	26.3%	23.3%	20.1%	27.1%	23.5%	20.5%	25.0%	23.0%	19.5%
Considered leaving academe for another job?	36.6%	35.3%	32.3%	36.0%	33.2%	30.0%	37.5%	37.9%	35.9%
Considered leaving this institution for another?	52.5%	47.1%	48.5%	52.7%	47.9%	48.8%	52.2%	46.1%	47.9%
Changed academic institutions?	9.7%	17.1%	16.1%	11.3%	15.7%	14.5%	7.4%	18.6%	18.5%
Engaged in paid consulting outside of your institution?	40.4%	35.4%	40.6%	46.8%	37.5%	43.4%	30.9%	32.9%	36.3%
Engaged in public service/professional consulting without pay?	71.7%	61.5%	59.6%	70.4%	62.3%	60.2%	73.5%	60.6%	58.6%
Received at least one firm job offer?	24.2%	27.2%	26.1%	24.6%	27.1%	25.0%	23.5%	27.3%	27.9%
Requested/sought an early promotion?	10.3%	8.8%	8.2%	10.3%	9.2%	8.9%	10.3%	8.4%	7.0%

California State University-Fresno	Total			Men			Women		
	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	26.3%	33.6%	36.1%	24.6%	31.8%	35.9%	28.7%	35.8%	36.4%
Probably yes	28.3%	32.2%	34.4%	29.1%	33.9%	34.7%	27.2%	30.2%	33.9%
Not sure	22.4%	19.4%	16.5%	23.6%	19.1%	16.3%	20.6%	19.9%	16.9%
Probably no	15.3%	9.2%	8.0%	15.3%	10.0%	8.1%	15.4%	8.3%	7.7%
Definitely no	7.7%	5.5%	5.0%	7.4%	5.3%	4.9%	8.1%	5.9%	5.2%
Still want to be a college professor?									
Definitely yes	65.4%	63.0%	61.2%	70.8%	63.5%	63.8%	57.4%	62.5%	57.3%
Probably yes	23.7%	25.0%	26.5%	20.3%	25.8%	25.0%	28.7%	24.2%	28.8%
Not sure	7.7%	8.4%	9.2%	5.9%	7.3%	8.3%	10.3%	9.6%	10.4%
Probably no	3.0%	2.9%	2.5%	2.5%	2.9%	2.1%	3.7%	2.9%	3.0%
Definitely no	0.3%	0.7%	0.6%	0.5%	0.6%	0.7%	0.0%	0.7%	0.5%
Attributes noted as being "very descriptive" of your institution									
It is easy for students to see faculty outside of regular office hours	43.0%	60.6%	50.1%	42.9%	61.1%	51.0%	43.3%	59.9%	48.7%
The faculty are typically at odds with campus administration	20.7%	22.5%	20.0%	22.2%	23.0%	19.7%	18.5%	22.0%	20.4%
Faculty here respect each other	31.1%	43.9%	47.0%	30.5%	45.2%	47.9%	31.9%	42.3%	45.5%
Most students are treated like "numbers in a book"	7.1%	3.8%	4.9%	7.9%	3.9%	4.9%	6.0%	3.6%	5.0%
Faculty are rewarded for being good teachers	11.5%	18.5%	15.6%	8.9%	18.2%	15.5%	15.6%	18.9%	15.6%
There is respect for the expression of diverse values and beliefs	26.4%	32.6%	36.1%	27.6%	31.7%	35.1%	24.6%	33.6%	37.6%
Faculty are rewarded for their efforts to use instructional technology	23.2%	18.2%	15.3%	18.8%	16.4%	13.3%	29.9%	20.4%	18.3%
Administrators consider faculty concerns when making policy	9.2%	15.8%	14.8%	9.4%	15.6%	15.3%	8.9%	16.1%	14.0%
The administration is open about its policies	13.9%	20.4%	17.2%	14.8%	20.2%	16.9%	12.6%	20.6%	17.6%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Factors noted as a source of stress for you during the last two years									
Managing household responsibilities	71.0%	75.4%	75.0%	65.3%	73.7%	71.5%	79.8%	77.5%	80.4%
Child care	55.0%	53.5%	55.9%	53.8%	48.9%	50.5%	57.6%	60.4%	65.2%
Care of elderly parent	55.9%	47.8%	49.9%	49.2%	42.0%	45.3%	65.9%	55.0%	57.5%
My physical health	54.8%	53.7%	53.7%	51.5%	52.4%	51.0%	59.8%	55.3%	57.9%
Health of spouse/partner	42.7%	44.8%	44.5%	42.9%	47.6%	47.1%	42.4%	40.6%	39.8%
Review/promotion process	61.8%	59.4%	58.1%	56.5%	53.7%	52.8%	70.8%	66.5%	66.3%
Subtle discrimination (e.g., prejudice, racism, sexism)	37.3%	29.3%	28.8%	29.0%	22.5%	20.6%	49.2%	37.4%	41.1%
Personal finances	74.6%	70.1%	64.4%	76.4%	71.1%	62.6%	72.0%	68.8%	67.1%
Committee work	68.2%	67.6%	62.5%	66.3%	65.4%	59.9%	71.0%	70.3%	66.6%
Faculty meetings	56.3%	56.9%	53.7%	55.9%	54.7%	51.8%	56.7%	59.6%	56.5%
Colleagues	68.0%	63.6%	62.4%	65.7%	62.2%	59.7%	71.3%	65.2%	66.5%
Students	59.3%	64.5%	60.2%	59.1%	62.4%	56.6%	59.6%	66.9%	65.8%
Research or publishing demands	66.4%	64.2%	73.0%	65.0%	61.2%	71.2%	68.5%	68.0%	75.7%
Institutional procedures and "red tape"	83.7%	73.5%	73.7%	83.6%	74.0%	74.0%	83.8%	72.9%	73.1%
Teaching load	76.3%	71.5%	59.6%	72.3%	70.4%	57.8%	82.6%	72.8%	62.5%
Children's problems	46.5%	44.6%	47.2%	39.5%	40.8%	42.7%	61.6%	50.0%	55.0%
Friction with spouse/partner	31.4%	35.8%	34.3%	31.9%	36.9%	33.7%	30.7%	34.2%	35.3%
Lack of personal time	84.1%	83.7%	82.7%	82.3%	81.2%	79.0%	86.8%	86.7%	88.3%
Keeping up with information technology	61.1%	57.5%	53.1%	56.7%	54.7%	50.2%	67.6%	60.9%	57.6%
Job security	50.6%	44.1%	38.5%	47.5%	42.6%	34.5%	55.1%	45.8%	44.7%
Being part of a dual career couple	46.2%	47.6%	50.3%	42.3%	42.4%	44.6%	52.4%	54.6%	59.7%
Working with underprepared students	82.2%	82.9%	74.0%	82.7%	81.5%	72.6%	81.5%	84.7%	76.2%
Self-imposed high expectations	83.7%	84.1%	85.2%	80.1%	81.7%	82.7%	89.0%	87.1%	88.9%
Change in work responsibilities	53.6%	51.6%	50.4%	49.5%	45.6%	44.5%	59.8%	58.8%	59.5%
Institutional budget cuts	96.2%	84.8%	77.4%	95.1%	84.2%	75.1%	97.8%	85.6%	80.9%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Aspects of your job with which you are "very satisfied" or "satisfied":									
Salary	32.2%	43.8%	50.1%	30.5%	43.6%	51.2%	34.6%	44.0%	48.4%
Health benefits	81.3%	75.1%	75.0%	79.7%	73.1%	73.6%	83.7%	77.5%	77.3%
Retirement benefits	71.4%	70.3%	70.8%	72.6%	69.6%	71.3%	69.5%	71.2%	70.1%
Opportunity for scholarly pursuits	41.9%	48.5%	61.4%	48.3%	52.0%	65.7%	32.3%	44.1%	54.7%
Teaching load	36.6%	46.0%	60.8%	38.9%	48.0%	62.7%	33.1%	43.5%	58.0%
Quality of students	30.4%	43.1%	54.2%	29.6%	40.6%	51.3%	31.6%	46.2%	58.6%
Office/lab space	60.4%	69.7%	70.8%	59.6%	69.4%	70.4%	61.7%	70.0%	71.3%
Autonomy and independence	77.6%	83.2%	86.2%	77.8%	83.2%	87.0%	77.2%	83.1%	84.8%
Professional relationships with other faculty	74.0%	76.5%	76.4%	76.2%	76.4%	76.8%	70.6%	76.7%	75.7%
Social relationships with other faculty	64.0%	68.5%	64.9%	64.1%	67.6%	63.8%	63.8%	69.7%	66.7%
Competency of colleagues	67.2%	76.1%	79.0%	66.8%	75.9%	78.7%	67.6%	76.4%	79.6%
Job security	61.0%	69.6%	73.3%	63.5%	71.8%	76.8%	57.4%	66.9%	68.0%
Departmental leadership	65.8%	70.0%	67.5%	68.2%	73.0%	68.6%	62.2%	66.3%	65.8%
Course assignments	79.3%	82.2%	82.5%	79.6%	81.7%	82.5%	78.8%	82.8%	82.7%
Freedom to determine course content	87.5%	91.0%	92.0%	89.1%	92.3%	92.8%	85.1%	89.4%	90.8%
Availability of child care at this institution	30.7%	35.7%	30.2%	35.4%	36.9%	33.4%	22.2%	34.6%	26.1%
Prospects for career advancement	44.9%	50.8%	54.5%	47.0%	50.8%	55.8%	41.7%	50.7%	52.4%
Clerical/administrative support	51.7%	63.2%	56.4%	52.2%	65.8%	57.8%	50.8%	59.9%	54.3%
Overall job satisfaction	65.3%	73.2%	74.7%	67.7%	74.2%	75.6%	61.8%	72.0%	73.2%
Tuition remission for your children/dependents	57.6%	52.0%	62.9%	55.4%	48.6%	62.1%	61.7%	56.8%	64.2%

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Do you agree "strongly" or "somewhat"?									
Faculty are interested in students' personal problems	77.9%	87.0%	80.0%	73.9%	85.7%	78.6%	83.8%	88.7%	82.3%
Racial and ethnic diversity should be more strongly reflected in the curriculum	51.3%	56.7%	51.1%	45.5%	49.4%	44.1%	60.0%	65.4%	61.8%
Faculty feel that most students are well-prepared academically	20.1%	27.7%	40.7%	19.2%	25.3%	40.1%	21.3%	30.5%	41.5%
This institution should hire more faculty of color	62.4%	66.8%	71.0%	55.9%	63.2%	66.8%	72.2%	71.2%	77.4%
This institution should hire more women faculty	55.7%	52.7%	61.6%	50.5%	47.2%	56.9%	63.4%	59.4%	68.9%
Student Affairs staff have the support and respect of faculty	71.7%	75.6%	76.7%	71.7%	73.9%	74.6%	71.6%	77.8%	79.9%
Faculty are committed to the welfare of this institution	81.3%	88.8%	89.6%	83.2%	88.5%	89.6%	78.5%	89.2%	89.6%
Faculty here are strongly interested in the academic problems of undergraduates	82.2%	90.9%	84.2%	84.2%	91.6%	84.6%	79.3%	90.1%	83.7%
There is a lot of campus racial conflict here	16.2%	8.1%	8.8%	13.0%	7.3%	7.0%	20.9%	9.1%	11.7%
My research is valued by faculty in my department	72.5%	72.6%	75.7%	77.2%	74.8%	78.0%	65.4%	70.0%	72.1%
My teaching is valued by faculty in my department	85.5%	90.3%	87.6%	90.1%	90.9%	87.6%	78.5%	89.6%	87.7%
Faculty of color are treated fairly here	88.4%	91.1%	90.8%	89.6%	92.4%	92.3%	86.7%	89.5%	88.3%
Women faculty are treated fairly here	85.1%	88.4%	88.4%	90.0%	93.3%	93.0%	77.6%	82.5%	81.3%
Gay and lesbian faculty are treated fairly here	87.6%	90.1%	89.0%	90.8%	92.0%	90.6%	83.0%	87.8%	86.5%
Faculty are sufficiently involved in campus decision making	57.4%	60.3%	55.9%	60.9%	60.9%	56.6%	52.2%	59.6%	54.7%
My values are congruent with the dominant institutional values	65.2%	74.2%	71.2%	70.1%	73.3%	71.3%	57.8%	75.3%	71.1%
This institution takes responsibility for educating underprepared students	68.9%	70.2%	63.6%	71.8%	70.8%	64.5%	64.7%	69.6%	62.1%
The criteria for advancement and promotion decisions are clear	83.6%	72.7%	70.8%	86.5%	75.1%	73.0%	79.4%	69.8%	67.3%
Most of the students I teach lack the basic skills for college level work	70.9%	51.3%	35.2%	68.8%	51.5%	34.5%	74.1%	51.0%	36.2%
There is adequate support for faculty development	56.2%	61.2%	63.6%	56.9%	62.5%	65.5%	55.1%	59.8%	60.7%

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Issues you believe to be of "highest" or "high" priority at your institution:									
To promote the intellectual development of students	68.2%	78.2%	79.5%	70.8%	78.2%	79.9%	64.4%	78.3%	78.9%
To develop a sense of community among students and faculty	49.3%	54.6%	50.0%	51.5%	52.5%	49.4%	45.9%	57.1%	51.1%
To facilitate student involvement in community service	67.3%	44.4%	39.2%	66.3%	41.2%	37.2%	68.7%	48.4%	42.3%
To help students learn how to bring about change in society	35.6%	31.8%	31.6%	37.3%	28.8%	30.6%	33.1%	35.5%	33.0%
To increase or maintain institutional prestige	56.7%	56.7%	73.0%	56.9%	55.9%	72.5%	56.4%	57.7%	73.9%
To hire faculty 'stars'	23.2%	16.1%	41.8%	24.8%	13.9%	41.3%	20.9%	18.7%	42.7%
To recruit more minority students	45.7%	47.7%	46.9%	42.6%	47.9%	46.7%	50.4%	47.4%	47.1%
To enhance the institution's national image	56.0%	54.5%	76.8%	58.9%	52.7%	76.3%	51.5%	56.7%	77.5%
To create a diverse multi-cultural campus environment	53.3%	50.1%	49.8%	50.0%	50.3%	50.1%	58.2%	49.9%	49.3%
To promote gender equity among faculty	44.6%	45.1%	47.3%	46.5%	53.0%	54.7%	41.8%	35.7%	35.8%
To provide resources for faculty to engage in community-based teaching or research	52.2%	34.0%	29.5%	54.0%	31.4%	28.0%	49.6%	37.1%	31.9%
To create and sustain partnerships with surrounding communities	66.5%	49.4%	42.5%	69.8%	46.1%	40.2%	61.5%	53.4%	45.9%
To pursue extramural funding	69.2%	48.4%	72.5%	71.5%	48.6%	73.0%	65.7%	48.1%	71.7%
To increase the representation of minorities in the faculty and administration	37.8%	38.2%	40.2%	39.6%	38.4%	41.1%	35.1%	38.0%	38.9%
To strengthen links with the for-profit, corporate sector	57.3%	43.7%	52.5%	55.4%	43.7%	52.4%	60.2%	43.7%	52.7%
To develop leadership ability among students	42.4%	49.3%	48.5%	40.6%	48.2%	47.7%	45.1%	50.7%	49.9%
To increase the representation of women in the faculty and administration	33.4%	30.2%	36.1%	35.3%	35.4%	41.6%	30.6%	24.0%	27.6%
To develop an appreciation for multiculturalism	49.0%	49.5%	47.6%	47.3%	49.7%	48.1%	51.5%	49.3%	46.8%

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Do you agree "strongly" or "somewhat"?									
The chief benefit of a college education is that it increases one's earning power	66.7%	61.3%	57.1%	68.5%	60.1%	55.3%	64.0%	62.7%	59.9%
Promoting diversity leads to the admission of too many underprepared students	41.5%	27.5%	25.2%	46.8%	31.5%	29.3%	33.8%	22.7%	18.7%
Colleges should be actively involved in solving social problems	81.1%	75.6%	76.5%	82.2%	72.6%	73.6%	79.4%	79.2%	80.8%
Colleges should encourage students to be involved in community service activities	90.2%	90.1%	86.8%	88.1%	87.5%	83.6%	93.4%	93.2%	91.8%
A racially/ethnically diverse student body enhances the educational experience of all students	94.7%	94.1%	94.4%	93.1%	91.6%	92.1%	97.1%	97.2%	97.9%
Realistically, an individual can do little to bring about changes in society	18.3%	16.7%	18.7%	23.3%	20.1%	22.8%	11.0%	12.6%	12.5%
Colleges should be concerned with facilitating undergraduate students' spiritual development	32.0%	28.2%	25.7%	35.1%	29.5%	26.5%	27.2%	26.7%	24.4%
Colleges have a responsibility to work with their surrounding communities to address local issues	89.6%	89.1%	87.6%	86.6%	88.1%	85.6%	94.1%	90.3%	90.8%
Private funding sources often prevent researchers from being completely objective in the conduct of their work	60.9%	59.0%	58.0%	58.9%	59.7%	57.3%	64.0%	58.1%	59.2%
Colleges should prohibit racist/sexist speech on campus	66.4%	62.0%	61.2%	64.2%	55.0%	56.0%	69.6%	70.5%	69.2%
This institution should not offer remedial/developmental education	35.2%	23.7%	22.8%	41.1%	26.5%	26.2%	26.5%	20.3%	17.4%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Your base institutional salary									
9/10 month contract									
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	0.4%	4.3%	3.3%	0.7%	3.0%	2.2%	0.0%	5.9%	5.1%
\$40,000 - \$49,999	3.8%	13.4%	9.4%	3.3%	10.4%	7.2%	4.8%	17.3%	13.0%
\$50,000 - \$59,999	24.9%	24.5%	17.3%	20.3%	22.8%	14.8%	33.3%	26.7%	21.3%
\$60,000 - \$69,999	21.9%	21.0%	16.1%	19.6%	20.2%	14.5%	26.2%	21.9%	18.7%
\$70,000 - \$79,999	15.6%	15.1%	14.1%	19.0%	16.8%	13.9%	9.5%	13.0%	14.4%
\$80,000 - \$89,999	12.7%	8.8%	10.9%	13.1%	10.9%	12.3%	11.9%	6.1%	8.7%
\$90,000 - \$99,999	13.5%	6.1%	7.4%	14.4%	7.7%	8.1%	11.9%	4.1%	6.4%
\$100,000 - \$124,999	7.2%	6.0%	11.4%	9.8%	7.6%	14.0%	2.4%	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%
11/12 month contact									
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	2.4%	0.7%	0.8%	5.1%	0.6%	0.5%	0.0%	0.8%	1.3%
\$30,000 - \$39,999	1.2%	2.8%	2.1%	2.6%	2.4%	1.5%	0.0%	3.3%	2.9%
\$40,000 - \$49,999	3.7%	13.6%	7.9%	0.0%	18.0%	7.7%	7.0%	8.6%	8.1%
\$50,000 - \$59,999	26.8%	15.4%	12.5%	20.5%	10.9%	11.2%	32.6%	20.5%	14.4%
\$60,000 - \$69,999	20.7%	22.3%	15.1%	15.4%	20.0%	12.2%	25.6%	24.9%	19.4%
\$70,000 - \$79,999	12.2%	14.9%	10.7%	12.8%	12.0%	10.1%	11.6%	18.3%	11.6%
\$80,000 - \$89,999	6.1%	9.1%	9.5%	7.7%	9.6%	8.9%	4.7%	8.6%	10.4%
\$90,000 - \$99,999	11.0%	7.4%	8.5%	15.4%	8.1%	9.5%	7.0%	6.5%	7.0%
\$100,000 - \$124,999	13.4%	9.9%	13.4%	15.4%	12.0%	12.9%	11.6%	7.4%	14.1%
\$125,000 - \$149,999	1.2%	2.8%	8.2%	2.6%	5.2%	10.6%	0.0%	0.1%	4.6%
\$150,000 or more	1.2%	0.6%	10.8%	2.6%	1.1%	14.4%	0.0%	0.0%	5.5%
Your base institutional salary reported above is based on:									
Less than 9 months	3.6%	5.9%	4.1%	3.0%	4.8%	4.1%	4.4%	7.2%	4.1%
9/10 months	72.1%	75.2%	70.7%	77.6%	76.7%	71.0%	64.0%	73.3%	70.2%
11/12 months	24.3%	19.0%	25.2%	19.4%	18.5%	24.9%	31.6%	19.5%	25.7%

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

California State University-Fresno	Total			Men			Women		
	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%	48.2%	43.3%	43.8%	42.8%	39.4%	39.3%	56.4%	47.9%	50.7%
75% to 99%	40.1%	46.9%	44.4%	44.3%	48.9%	46.3%	33.8%	44.5%	41.5%
74% to 50%	8.7%	7.8%	9.0%	10.0%	9.8%	11.1%	6.8%	5.5%	5.7%
25% to 49%	2.4%	1.5%	2.0%	3.0%	1.4%	2.4%	1.5%	1.6%	1.5%
1% to 24%	0.6%	0.3%	0.6%	0.0%	0.4%	0.7%	1.5%	0.3%	0.4%
0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.3%	0.2%
Other income from this institution									
100%	0.3%	0.0%	0.1%	0.0%	0.1%	0.1%	0.8%	0.0%	0.0%
75% to 99%	0.9%	0.1%	0.1%	0.5%	0.1%	0.1%	1.6%	0.1%	0.0%
74% to 50%	0.6%	0.1%	0.4%	0.5%	0.0%	0.4%	0.8%	0.1%	0.3%
25% to 49%	1.8%	3.5%	5.3%	2.5%	4.2%	6.3%	0.8%	2.8%	3.7%
1% to 24%	23.6%	34.8%	29.4%	27.9%	37.4%	31.7%	17.1%	31.6%	25.8%
0%	72.7%	61.5%	64.8%	68.5%	58.2%	61.3%	79.1%	65.4%	70.2%
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%	0.3%	0.3%	0.2%	0.5%	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%	9.3%	5.4%	5.6%	9.7%	5.7%	5.7%	8.6%	5.1%	5.3%
0%	90.4%	93.5%	93.4%	89.8%	93.2%	93.1%	91.4%	93.9%	93.9%
Non-academic income									
100%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.2%
75% to 99%	0.3%	0.4%	0.7%	0.0%	0.4%	0.7%	0.8%	0.4%	0.6%
74% to 50%	3.4%	1.3%	2.0%	3.6%	1.2%	2.1%	3.1%	1.4%	1.7%
25% to 49%	5.2%	5.6%	5.3%	6.1%	6.2%	6.1%	3.9%	4.9%	4.0%
1% to 24%	26.5%	23.7%	26.1%	28.9%	26.4%	29.2%	22.8%	20.6%	21.4%
0%	64.5%	68.9%	65.8%	61.4%	65.8%	61.8%	69.3%	72.6%	72.1%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please enter the four-digit year that each of the following occurred.									
Year of birth									
1981 or later	0.6%	2.6%	2.7%	0.5%	2.1%	2.2%	0.8%	3.2%	3.4%
1986 - 1980	5.4%	9.4%	9.8%	3.5%	9.2%	9.8%	8.3%	9.7%	9.7%
1971 - 1975	11.1%	9.9%	10.0%	12.4%	9.2%	9.2%	9.1%	10.8%	11.3%
1966 - 1970	16.2%	11.6%	13.3%	14.4%	11.7%	12.2%	18.9%	11.6%	15.1%
1961 - 1965	14.7%	13.0%	11.9%	17.8%	12.1%	10.9%	9.8%	14.1%	13.3%
1956 - 1960	17.7%	15.4%	14.1%	18.3%	14.1%	13.2%	16.7%	17.1%	15.5%
1951 - 1955	13.2%	17.2%	16.6%	9.9%	19.6%	17.9%	18.2%	14.2%	14.6%
1946 - 1950	15.0%	14.9%	14.2%	16.3%	15.6%	15.3%	12.9%	14.1%	12.5%
1941 - 1945	5.4%	4.5%	5.5%	5.9%	5.0%	6.9%	4.5%	3.9%	3.4%
1940 or earlier	0.9%	1.4%	2.0%	1.0%	1.6%	2.5%	0.8%	1.2%	1.2%
Year of highest degree now held									
1973 or earlier	4.8%	3.5%	6.0%	5.5%	4.7%	8.1%	3.7%	2.2%	2.6%
1974 - 1978	4.5%	5.2%	7.5%	6.5%	7.1%	10.0%	1.5%	3.1%	3.6%
1979 - 1983	6.6%	9.0%	10.2%	7.5%	11.8%	12.0%	5.2%	5.6%	7.4%
1984 - 1988	11.1%	10.6%	11.1%	11.0%	11.9%	12.3%	11.2%	8.9%	9.4%
1989 - 1993	13.5%	13.1%	12.2%	11.0%	12.0%	11.8%	17.2%	14.4%	12.9%
1994 - 1998	19.2%	15.4%	13.8%	22.5%	15.0%	11.8%	14.2%	15.8%	16.9%
1999 - 2003	19.5%	15.5%	14.1%	18.5%	13.0%	12.3%	20.9%	18.5%	17.0%
2004 - 2008	16.8%	18.2%	16.4%	15.0%	15.6%	14.3%	19.4%	21.4%	19.6%
2009 or later	4.2%	9.4%	8.6%	2.5%	8.9%	7.4%	6.7%	10.1%	10.6%
Year of appointment at present institution									
1973 or earlier	4.8%	1.4%	1.8%	6.0%	1.6%	2.2%	3.0%	1.0%	1.1%
1974 - 1978	0.9%	1.7%	2.6%	1.5%	2.3%	3.7%	0.0%	0.9%	1.0%
1979 - 1983	1.8%	5.4%	6.2%	3.0%	6.9%	8.1%	0.0%	3.4%	3.2%
1984 - 1988	9.0%	8.8%	9.2%	8.0%	10.9%	11.2%	10.4%	6.2%	6.1%
1989 - 1993	9.6%	10.4%	10.6%	7.5%	11.6%	11.5%	12.7%	9.0%	9.2%
1994 - 1998	11.6%	10.9%	11.4%	12.4%	10.4%	11.0%	10.4%	11.4%	11.9%
1999 - 2003	24.8%	14.2%	13.8%	26.4%	12.7%	12.3%	22.4%	16.1%	16.1%
2004 - 2008	32.5%	23.3%	22.8%	30.3%	20.9%	20.3%	35.8%	26.3%	26.6%
2009 or later	5.1%	23.9%	21.7%	5.0%	22.7%	19.6%	5.2%	25.4%	24.8%

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

California State University-Fresno	Total			Men			Women		
	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	14.8%	17.3%	15.6%	12.5%	12.6%	12.2%	18.8%	23.3%	21.9%
1974 - 1978	0.9%	0.7%	1.9%	0.7%	0.9%	2.4%	1.2%	0.3%	1.0%
1979 - 1983	0.4%	2.3%	4.4%	0.7%	3.4%	5.8%	0.0%	0.9%	1.9%
1984 - 1988	5.7%	6.5%	8.7%	6.3%	8.1%	10.6%	4.7%	4.6%	5.1%
1989 - 1993	10.5%	11.1%	12.4%	8.3%	13.0%	14.8%	14.1%	8.6%	8.1%
1994 - 1998	10.5%	14.6%	14.9%	9.0%	17.4%	15.6%	12.9%	11.1%	13.6%
1999 - 2003	14.8%	13.6%	13.8%	16.7%	13.6%	13.3%	11.8%	13.5%	14.6%
2004 - 2008	27.9%	18.6%	16.7%	30.6%	17.5%	14.6%	23.5%	20.0%	20.3%
2009 or later	14.4%	15.4%	11.6%	15.3%	13.6%	10.6%	12.9%	17.7%	13.5%

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Aggregated Major									
Agriculture or Forestry (General Area 1)	3.0%	1.5%	2.0%	3.9%	1.8%	2.4%	1.5%	1.2%	1.4%
Biological Sciences (General Area 5)	5.9%	6.2%	7.1%	7.9%	7.2%	7.6%	3.0%	4.9%	6.4%
Business (General Area 6)	6.2%	6.3%	4.4%	6.9%	8.4%	5.1%	5.2%	3.9%	3.3%
Education (General Area 10 and Specific Discipline 2102)	16.3%	14.3%	9.1%	13.8%	9.4%	5.7%	20.0%	20.2%	14.3%
Engineering (General Area 11)	6.5%	2.4%	5.0%	10.3%	3.5%	6.8%	0.7%	1.1%	2.3%
English (General Area 12)	3.6%	7.9%	5.7%	2.0%	7.4%	4.5%	5.9%	8.5%	7.4%
Health-related (General Area 15)	4.4%	5.6%	6.1%	2.5%	1.6%	3.9%	7.4%	10.5%	9.5%
History or Political Science (Specific Discipline 3007,3009)	4.1%	4.6%	6.5%	3.4%	5.4%	7.2%	5.2%	3.7%	5.5%
Humanities (General Area 14,24)	5.3%	4.5%	7.7%	3.9%	4.9%	8.1%	7.4%	4.1%	7.0%
Fine Arts (General Area 2,4,22)	8.0%	6.7%	6.5%	8.4%	7.4%	6.6%	7.4%	5.9%	6.3%
Mathematics or Statistics (General Area 18)	3.0%	4.1%	4.2%	3.0%	5.5%	5.3%	3.0%	2.4%	2.4%
Physical Sciences (General Area 25)	6.5%	8.0%	7.6%	9.4%	9.8%	10.1%	2.2%	5.8%	3.7%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	16.3%	14.0%	15.4%	14.3%	13.3%	14.3%	19.3%	14.8%	17.2%
Other Technical (General Area 8,19,28)	2.7%	2.2%	2.4%	3.9%	3.1%	3.1%	0.7%	1.1%	1.3%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	8.3%	11.5%	10.4%	6.4%	11.2%	9.4%	11.1%	11.9%	12.1%
Aggregated Department									
Agriculture or Forestry (General Area 1)	5.9%	1.2%	1.9%	8.4%	1.6%	2.3%	2.2%	0.7%	1.4%
Biological Sciences (General Area 5)	5.0%	5.8%	6.5%	6.4%	6.6%	7.2%	3.0%	4.8%	5.5%
Business (General Area 6)	7.1%	7.4%	5.2%	7.9%	9.8%	6.2%	5.9%	4.6%	3.7%
Education (General Area 10 and Specific Discipline 2102)	11.2%	9.9%	7.2%	9.9%	6.9%	4.9%	13.3%	13.6%	10.8%
Engineering (General Area 11)	4.7%	2.3%	5.8%	7.4%	3.6%	8.0%	0.7%	0.7%	2.5%
English (General Area 12)	3.0%	8.6%	5.8%	1.5%	8.3%	4.7%	5.2%	8.9%	7.5%
Health-related (General Area 15)	8.9%	7.7%	7.2%	5.9%	2.3%	4.4%	13.3%	14.2%	11.6%
History or Political Science (Specific Discipline 3007,3009)	3.8%	4.3%	6.1%	3.9%	5.0%	6.6%	3.7%	3.5%	5.4%
Humanities (General Area 14,24)	4.7%	4.2%	7.5%	3.0%	4.4%	7.7%	7.4%	3.9%	7.3%
Fine Arts (General Area 2,4,22)	7.7%	6.9%	6.8%	8.4%	7.4%	7.0%	6.7%	6.3%	6.7%
Mathematics or Statistics (General Area 18)	2.4%	4.7%	4.1%	2.5%	5.9%	5.1%	2.2%	3.1%	2.5%
Physical Sciences (General Area 25)	6.8%	7.9%	6.7%	9.9%	9.4%	8.8%	2.2%	6.0%	3.4%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.5%	12.3%	13.3%	10.8%	11.6%	12.2%	20.0%	13.1%	14.9%
Other Technical (General Area 8,19,28)	2.4%	3.2%	2.5%	3.4%	4.3%	3.3%	0.7%	2.0%	1.2%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.8%	13.7%	13.3%	10.8%	13.1%	11.6%	13.3%	14.4%	15.7%

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How many children do you have in the following age ranges?									
Under 18 years old									
0	58.6%	62.8%	61.9%	50.0%	59.7%	61.1%	71.4%	66.6%	63.2%
1	18.9%	17.2%	17.8%	20.5%	18.2%	17.7%	16.5%	16.1%	18.0%
2	16.8%	15.2%	15.3%	21.5%	15.4%	15.0%	9.8%	14.9%	15.8%
3	4.2%	3.4%	3.5%	6.0%	4.8%	4.2%	1.5%	1.7%	2.3%
4+	1.5%	1.4%	1.4%	2.0%	1.9%	1.9%	0.8%	0.8%	0.7%
18 years or older									
0	60.8%	58.6%	59.7%	60.3%	56.0%	56.1%	61.5%	61.8%	65.1%
1	11.1%	12.5%	12.4%	11.1%	13.5%	12.3%	11.1%	11.2%	12.5%
2	17.4%	18.4%	17.6%	17.6%	19.4%	19.6%	17.0%	17.2%	14.5%
3	6.3%	6.9%	6.5%	6.0%	6.9%	7.3%	6.7%	6.8%	5.4%
4+	4.5%	3.6%	3.8%	5.0%	4.1%	4.7%	3.7%	3.0%	2.5%
How would you characterize your political views?									
Far left	9.1%	9.3%	11.8%	9.0%	9.5%	11.3%	9.2%	9.0%	12.6%
Liberal	42.1%	47.6%	51.5%	38.2%	42.3%	47.7%	48.1%	54.1%	57.2%
Middle of the road	34.2%	28.5%	25.7%	37.2%	31.7%	28.3%	29.8%	24.6%	21.6%
Conservative	13.6%	13.9%	10.7%	15.1%	15.7%	12.2%	11.5%	11.7%	8.3%
Far right	0.9%	0.7%	0.4%	0.5%	0.8%	0.5%	1.5%	0.6%	0.3%
Are you currently: (Mark one)									
Single	11.5%	11.6%	10.7%	8.9%	7.8%	8.0%	15.6%	16.1%	14.8%
Married	76.3%	73.7%	76.5%	82.8%	80.8%	82.7%	66.7%	65.3%	67.0%
Unmarried, living with partner	4.1%	5.1%	5.5%	4.4%	4.4%	4.6%	3.7%	5.8%	6.9%
Divorced	5.3%	6.4%	5.1%	3.0%	4.2%	3.1%	8.9%	8.9%	8.1%
Widowed	1.8%	1.6%	1.2%	0.5%	0.9%	0.7%	3.7%	2.4%	2.0%
Separated	0.9%	1.7%	1.1%	0.5%	1.9%	1.0%	1.5%	1.5%	1.2%
Is English your native language?									
Yes	77.9%	90.3%	87.2%	73.4%	89.7%	86.1%	84.6%	91.0%	88.9%
No	22.1%	9.7%	12.8%	26.6%	10.3%	13.9%	15.4%	9.0%	11.1%

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

California State University-Fresno	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian/Alaska Native	3.0%	2.0%	2.0%	1.5%	2.0%	2.0%	5.2%	2.1%	2.1%
Asian American/Asian	13.7%	5.8%	5.7%	15.9%	6.5%	6.8%	10.4%	5.0%	3.9%
Native Hawaiian/Pacific Islander	0.3%	0.1%	0.3%	0.5%	0.1%	0.4%	0.0%	0.2%	0.2%
African American/Black	2.7%	2.9%	3.5%	1.5%	2.8%	3.3%	4.4%	2.9%	3.8%
Mexican American/Chicano	5.1%	1.3%	1.4%	5.5%	1.6%	1.5%	4.4%	1.0%	1.2%
Puerto Rican	0.0%	0.2%	0.4%	0.0%	0.2%	0.3%	0.0%	0.1%	0.6%
Other Latino	3.3%	1.3%	2.6%	3.0%	1.3%	2.6%	3.7%	1.2%	2.7%
White/Caucasian	73.2%	89.0%	86.5%	70.1%	88.3%	85.3%	77.8%	89.9%	88.2%
Other	5.7%	2.4%	3.2%	7.5%	2.5%	3.2%	3.0%	2.4%	3.1%

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

Public Universities

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

Private Universities

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

* Participating Institution in National Norms

** Supplemental Sample in National Norms

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

Public 4yr Colleges

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

Public 4yr Colleges

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

* Participating Institution in National Norms

** Supplemental Sample in National Norms

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

Public 4yr Colleges

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

Private Nonsectarian 4yr Colleges

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

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

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

Private Nonsectarian 4yr Colleges

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

Private Nonsectarian 4yr Colleges

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

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

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

Catholic 4yr Colleges

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

Catholic 4yr Colleges

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

Other Religious 4yr Colleges

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

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

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

<u>Other Religious 4yr Colleges</u>	
2934 Carroll University *	WI
815 Central College *	IA
956 Centre College **	KY
141 Chapman University *	CA
821 Coe College *	IA
1335 Concordia University-Saint Paul **	MN
5700 Concordia University-Wisconsin *	WI
2485 Dakota Wesleyan University **	SD
2064 Defiance College **	OH
752 DePauw University	IN
5212 Dordt College *	IA
753 Earlham College *	IN
2608 East Texas Baptist University **	TX
2786 Eastern Mennonite University **	VA
464 Eckerd College *	FL
1947 Elon University *	NC
461 Florida Memorial University *	FL
462 Florida Southern College **	FL
1951 Gardner-Webb University **	NC
2262 Geneva College **	PA
2193 George Fox University *	OR
2263 Gettysburg College *	PA
758 Goshen College **	IN
833 Grand View University *	IA
1952 Greensboro College *	NC
641 Greenville College **	IL
1338 Gustavus Adolphus College *	MN
1339 Hamline University *	MN
89 Hendrix College *	AR
1269 Hope College *	MI
762 Huntington University **	IN
642 Illinois College *	IL
837 Iowa Wesleyan College *	IA
5167 Judson University *	IL
4831 La Sierra University **	CA
2945 Lakeland College *	WI
2277 Lebanon Valley College *	PA
2537 Lee University **	TN
965 Lindsey Wilson College **	KY
2195 Linfield College *	OR

<u>Other Religious 4yr Colleges</u>	
841 Luther College *	IA
2283 Lycoming College *	PA
79 Lyon College **	AR
1344 Macalester College *	MN
2080 Malone University *	OH
769 Manchester College **	IN
5353 Martin Luther College *	MN
2543 Maryville College **	TN
913 McPherson College **	KS
525 Mercer University-Macon **	GA
6575 MidAmerica Nazarene University **	KS
2289 Moravian College and Moravian Theological Seminary **	PA
844 Morningside College **	IA
6542 Mount Vernon Nazarene University	OH
1589 Nebraska Wesleyan University *	NE
2454 North Greenville University **	SC
675 North Park University **	IL
5689 Northwest University **	WA
5361 Northwestern College **	MN
1820 Nyack College *	NY
2087 Ohio Northern University **	OH
2163 Oklahoma City University	OK
6615 Palm Beach Atlantic University-West Palm Beach **	FL
1967 Peace College **	NC
218 Point Loma Nazarene University *	CA
2455 Presbyterian College **	SC
1973 Queens University of Charlotte **	NC
2554 Rhodes College **	TN
2806 Roanoke College **	VA
5759 Roberts Wesleyan College *	NY
2857 Seattle Pacific University *	WA
2564 Sewanee: The University of the South *	TN
2808 Shenandoah University **	VA
853 Simpson College *	IA
5052 Simpson University *	CA
2144 Southern Nazarene University *	OK
2664 Southwestern University **	TX
1949 St Andrews Presbyterian College **	NC
1355 St Olaf College *	MN
2335 Susquehanna University *	PA

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

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

Other Religious 4yr Colleges

783 Taylor University *	IN
2678 Texas Lutheran University **	TX
2067 The University of Findlay **	OH
5181 Trinity Christian College **	IL
2685 Trinity University *	TX
2562 Union University	TN
855 University of Dubuque **	IA
763 University of Indianapolis *	IN
2631 University of Mary Hardin-Baylor *	TX
5801 University of Mobile **	AL
6566 Valley Forge Christian College **	PA
787 Valparaiso University	IN
5053 Vanguard University of Southern California *	CA
1892 Wagner College **	NY
858 Wartburg College **	IA
545 Wesleyan College **	GA
2868 Whitworth University *	WA
2355 Wilson College **	PA
2113 Wittenberg University *	OH

2yr Colleges

5534 Bismarck State College	ND
5571 Carl Albert State College	OK
2023 Dakota College at Bottineau	ND
654 Illinois Valley Community College	IL
5535 Lake Region State College	ND
5028 North Dakota State College of Science	ND
4889 South Texas College	TX
6292 Williston State College	ND

Other Institutions

9104 American University of Beirut	
2266 Holy Family University	PA
9106 Patrick Henry College	VA

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