



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

## 2013-14 HERI Faculty Survey

### Institutional Profile Reports

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# Kenyon College

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Comparison group 1: Private/Nonsectarian 4yr Colleges - very high  
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**2013-14 HERI Faculty Survey Instrument**

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

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## How to Read the Institutional Profile Report

The Institutional Profile provides comprehensive information on your faculty as well as national normative data for similar types of schools. Topics covered include: institutional priorities, goals and expectations for students, pedagogical strategies, sources of stress and satisfaction, and demographics. This report provides information that can be used for assessment activities, accreditation, institutional improvement, and faculty development. Separate Profile reports are generated for faculty and administrators. Comparison groups in the Full-time Undergraduate Faculty and All Respondent reports are normed to reflect the national full-time undergraduate faculty population. Comparison groups for all other reports are aggregated responses from the 2013-14 survey.

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

**Comp 2** – The second comparison group is based on a similar grouping of institution type and control.

**CIRP Construct** – Items that are included in the measurement of a construct are indicated here.

**Mean** – The arithmetic mean is computed for each survey item based on the response options. Response options are given numeric values and are listed in descending order (i.e., 4=Essential, 3=Very Important, 2=Somewhat Important, 1=Not Important).

Sample University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Becoming a community leader</b>										
Essential	11.1%	9.8%	9.2%	15.0%	10.7%	9.4%	8.9%	9.3%	9.1%	Social Agency
Very important	15.3%	13.8%	13.0%	18.3%	16.4%	13.6%	13.6%	12.6%	12.6%	
Somewhat important	31.3%	28.7%	28.7%	28.2%	26.3%	26.6%	33.1%	29.8%	30.0%	
Not important	42.2%	47.8%	49.1%	38.5%	46.6%	50.4%	44.4%	48.3%	48.3%	
Total (n)	1,395	5,458	16,100	514	1,761	6,067	881	3,697	10,033	
Mean	1.95	1.86	1.82	2.10	1.91	1.82	1.87	1.83	1.83	
Standard Deviation	1.01	0.99	0.98	1.08	1.03	0.99	0.96	0.98	0.97	
Significance	-	**	***	-	***	***	-	-	-	
Effect Size	-	0.09	0.13	-	0.18	0.28	-	0.04	0.04	

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

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

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

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	82	1,396	2,886	47	718	1,406	35	678	1,480	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	3.7%	3.0%	8.1%	6.5%	3.4%	9.6%	0.0%	2.4%	6.6%	
Teaching	95.1%	95.3%	89.8%	91.3%	94.5%	87.9%	100.0%	96.2%	92.0%	
Research	0.0%	0.7%	1.2%	0.0%	0.7%	1.7%	0.0%	0.7%	0.7%	
Services to clients and patients	1.2%	0.3%	0.3%	2.2%	0.6%	0.6%	0.0%	0.0%	0.0%	
Other	0.0%	0.7%	0.5%	0.0%	0.7%	0.3%	0.0%	0.7%	0.7%	
Total(n)	81	1,394	2,881	46	717	1,404	35	677	1,477	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	82	1,396	2,883	47	718	1,405	35	678	1,478	
<b>What is your present academic rank?</b>										
Professor	51.2%	38.7%	33.2%	53.2%	43.0%	40.0%	48.6%	33.1%	26.0%	
Associate professor	24.4%	29.3%	32.7%	25.5%	28.2%	31.9%	22.9%	30.8%	33.6%	
Assistant professor	22.0%	26.1%	27.7%	19.1%	22.9%	22.3%	25.7%	30.3%	33.3%	
Lecturer	0.0%	3.6%	3.0%	0.0%	3.2%	2.5%	0.0%	4.2%	3.6%	
Instructor	2.4%	2.3%	3.4%	2.1%	2.8%	3.3%	2.9%	1.6%	3.5%	
Total(n)	82	1,279	2,639	47	658	1,276	35	621	1,363	
<b>What is your tenure status at this institution?</b>										
Tenured	73.2%	67.1%	55.9%	76.6%	70.1%	59.6%	68.6%	63.1%	52.0%	
On tenure track, but not tenured	17.1%	21.6%	19.8%	14.9%	18.4%	18.2%	20.0%	25.6%	21.4%	
Not on tenure track, but institution has tenure system	9.8%	11.4%	12.8%	8.5%	11.4%	11.2%	11.4%	11.3%	14.5%	
Institution has no tenure system	0.0%	0.0%	11.5%	0.0%	0.0%	11.0%	0.0%	0.0%	12.1%	
Total(n)	82	1,281	2,642	47	659	1,276	35	622	1,366	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	21.9%	18.1%	18.0%	25.0%	18.5%	17.9%	18.2%	17.5%	18.1%	
Dean (associate or assistant)	2.7%	1.9%	2.0%	2.5%	2.4%	2.0%	3.0%	1.3%	1.9%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.4%	0.2%	0.0%	0.8%	0.2%	0.0%	0.0%	0.1%	
Provost	0.0%	0.6%	0.3%	0.0%	0.9%	0.4%	0.0%	0.2%	0.1%	
Other	8.2%	10.8%	14.4%	7.5%	9.6%	13.3%	9.1%	12.3%	15.7%	
Not applicable	53.4%	59.7%	50.7%	40.0%	57.2%	51.4%	69.7%	62.8%	50.0%	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.3%	0.3%	0.0%	0.5%	0.1%	0.0%	0.1%	0.5%	
Master's (M.A., M.S.)	1.4%	3.5%	8.0%	2.6%	3.6%	4.8%	0.0%	3.4%	11.3%	
M.F.A.	6.9%	3.1%	3.8%	5.1%	2.8%	3.9%	9.1%	3.5%	3.7%	
M.B.A.	0.0%	0.1%	1.2%	0.0%	0.0%	2.3%	0.0%	0.1%	0.1%	
LL.B., J.D.	0.0%	0.2%	0.7%	0.0%	0.3%	1.2%	0.0%	0.1%	0.2%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.5%	0.0%	0.0%	0.5%	0.0%	0.0%	0.5%	
Ed.D.	0.0%	0.3%	3.4%	0.0%	0.0%	0.9%	0.0%	0.6%	6.0%	
Ph.D.	88.9%	91.6%	80.1%	89.7%	91.7%	84.1%	87.9%	91.5%	75.9%	
Other degree	1.4%	0.7%	1.8%	2.6%	1.0%	1.8%	0.0%	0.3%	1.7%	
None	1.4%	0.1%	0.0%	0.0%	0.0%	0.0%	3.0%	0.3%	0.1%	
Total(n)	72	1,192	2,438	39	598	1,166	33	594	1,272	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.0%	0.2%	0.3%	
M.F.A.	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
M.B.A.	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
LL.B., J.D.	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
Ed.D.	0.0%	0.0%	0.6%	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	
Ph.D.	1.4%	1.3%	2.3%	2.6%	1.5%	1.7%	0.0%	1.0%	2.9%	
Other degree	0.0%	0.3%	0.7%	0.0%	0.5%	0.4%	0.0%	0.1%	1.0%	
None	98.6%	98.1%	95.6%	97.4%	97.7%	97.0%	100.0%	98.6%	94.1%	
Total(n)	72	1,158	2,326	39	582	1,120	33	576	1,206	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	46.3%	51.2%	34.1%	51.1%	49.0%	34.6%	40.0%	54.1%	33.5%	
Very important	34.1%	33.9%	40.5%	29.8%	34.5%	41.9%	40.0%	33.0%	39.0%	
Somewhat important	18.3%	12.9%	20.9%	19.1%	14.1%	19.7%	17.1%	11.4%	22.3%	
Not important	1.2%	2.0%	4.5%	0.0%	2.3%	3.8%	2.9%	1.5%	5.2%	
Total(n)	82	1,395	2,880	47	717	1,405	35	678	1,475	
<b>Teaching</b>										
Essential	92.7%	78.3%	78.7%	89.4%	79.2%	79.3%	97.1%	77.1%	77.9%	
Very important	7.3%	19.8%	20.2%	10.6%	18.5%	19.4%	2.9%	21.4%	21.1%	
Somewhat important	0.0%	1.9%	1.1%	0.0%	2.3%	1.2%	0.0%	1.4%	1.0%	
Not important	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	
Total(n)	82	1,393	2,882	47	717	1,405	35	676	1,477	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	12.3%	14.2%	19.0%	12.8%	13.0%	16.4%	11.8%	15.7%	21.8%	
Very important	45.7%	43.0%	46.6%	44.7%	41.2%	47.2%	47.1%	45.4%	46.0%	
Somewhat important	38.3%	38.0%	31.4%	38.3%	40.6%	32.6%	38.2%	34.6%	30.1%	
Not important	3.7%	4.8%	3.0%	4.3%	5.1%	3.8%	2.9%	4.3%	2.1%	
Total(n)	81	1,377	2,858	47	708	1,392	34	669	1,466	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	45.1%	43.5%	55.9%	46.8%	40.8%	55.3%	42.9%	46.9%	56.5%	
Collaborated with the local community in research/teaching	38.5%	38.1%	46.9%	40.9%	32.7%	45.0%	35.3%	44.9%	49.1%	
Conducted research or writing focused on international/global issues	43.2%	42.4%	34.7%	48.9%	40.8%	34.5%	35.3%	44.4%	34.9%	
Conducted research or writing focused on racial or ethnic minorities	35.0%	33.6%	29.0%	37.0%	28.7%	24.1%	32.4%	40.0%	34.5%	
Conducted research or writing focused on women and gender issues	41.0%	36.0%	28.4%	26.7%	24.9%	21.3%	60.6%	50.1%	36.2%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	17.3%	14.0%	10.0%	10.9%	11.1%	7.8%	27.6%	17.8%	12.5%	
Engaged undergraduates on your research project	49.4%	66.3%	55.1%	51.1%	65.5%	55.6%	47.1%	67.3%	54.5%	
Worked with undergraduates on a research project	77.2%	81.8%	78.0%	71.7%	81.8%	79.8%	84.8%	81.9%	75.9%	
Engaged in academic research that spans multiple disciplines	73.2%	77.8%	70.6%	70.2%	74.6%	69.6%	77.1%	81.9%	71.7%	
Supervised an undergraduate thesis	72.8%	68.0%	53.5%	71.7%	69.9%	52.8%	74.3%	65.7%	54.4%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	51.9%	52.8%	51.0%	54.5%	55.4%	53.9%	48.6%	49.4%	47.9%	
Received funding for your work from foundations	27.5%	27.5%	20.0%	23.9%	26.9%	19.4%	32.4%	28.1%	20.7%	
Received funding for your work from state or federal government	16.7%	19.9%	19.2%	17.8%	20.5%	20.5%	15.2%	19.2%	17.8%	
Received funding for your work from business or industry	2.6%	4.5%	6.3%	4.4%	6.1%	8.2%	0.0%	2.2%	4.2%	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Taught an honors course	29.1%	13.8%	16.9%	33.3%	13.8%	15.1%	23.5%	13.7%	18.8%	
Taught an interdisciplinary course	54.4%	56.2%	49.8%	57.8%	52.8%	50.4%	50.0%	60.6%	49.1%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	29.1%	28.0%	20.6%	24.4%	20.9%	17.3%	35.3%	37.3%	24.2%	
Taught a service learning course	7.6%	14.5%	20.2%	4.4%	11.2%	16.4%	11.8%	18.8%	24.3%	
Taught an exclusively web-based course at this institution	0.0%	0.4%	10.4%	0.0%	0.4%	7.6%	0.0%	0.5%	13.5%	
Participated in organized activities around enhancing pedagogy and student learning	75.6%	71.5%	73.0%	68.2%	64.0%	65.3%	85.3%	81.2%	81.4%	
Taught a seminar for first-year students	25.3%	31.9%	31.8%	24.4%	31.8%	32.7%	26.5%	32.0%	30.8%	
Taught a capstone course	37.7%	44.4%	48.3%	40.9%	43.6%	50.2%	33.3%	45.6%	46.2%	
Taught in a learning community (e.g., FIG, linked courses)	5.1%	4.9%	6.6%	4.4%	3.9%	5.6%	5.9%	6.1%	7.8%	
Taught a course that meets general education requirements	83.5%	63.9%	67.5%	82.2%	62.4%	65.8%	85.3%	65.9%	69.3%	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
To a great extent	12.7%	10.6%	9.2%	11.4%	10.6%	9.0%	14.3%	10.5%	9.4%	
To some extent	7.6%	22.7%	24.7%	6.8%	21.5%	25.6%	8.6%	24.4%	23.8%	
Not at all	79.7%	66.7%	66.1%	81.8%	67.9%	65.4%	77.1%	65.1%	66.9%	
Total(n)	79	1,342	2,743	44	690	1,332	35	652	1,411	
<b>Published with undergraduates</b>										
To a great extent	11.4%	7.2%	4.3%	11.4%	7.2%	5.3%	11.4%	7.1%	3.3%	
To some extent	8.9%	21.4%	14.7%	9.1%	22.3%	14.7%	8.6%	20.3%	14.6%	
Not at all	79.7%	71.4%	81.0%	79.5%	70.5%	80.0%	80.0%	72.6%	82.2%	
Total(n)	79	1,334	2,731	44	686	1,327	35	648	1,404	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
Mean	2.04	2.02	2.68	2.09	2.05	2.66	1.97	1.99	2.69	
Median	2	2	3	2	2	3	2	2	3	
Mode	2	2	3	2	2	3	2	2	3	
Total(n)	81	10,866	39,307	47	6,118	20,260	34	4,748	19,048	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	0.57	0.48	0.72	0.59	0.45	0.64	0.55	0.53	0.82	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	75	9,454	32,621	44	5,355	17,062	31	4,100	15,559	
<b>Courses required for an undergraduate major</b>										
Mean	1.00	1.32	1.79	0.89	1.38	1.73	1.16	1.25	1.84	
Median	1	1	2	1	1	2	1	1	2	
Mode	1	1	2	0	1	2	1	1	1	
Total(n)	75	9,515	36,674	44	5,431	19,069	31	4,084	17,605	
<b>Other undergraduate credit courses</b>										
Mean	0.79	0.72	0.60	0.95	0.70	0.64	0.55	0.75	0.56	
Median	1	0	0	1	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	75	9,481	32,448	44	5,347	17,196	31	4,135	15,252	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.01	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	75	9,367	31,293	44	5,297	16,328	31	4,070	14,965	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many courses are you teaching this term are:</b>										
<b>Non-credit courses (other than above)</b>										
Mean	0.03	0.03	0.03	0.05	0.03	0.02	0.00	0.03	0.04	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	75	9,367	31,371	44	5,297	16,243	31	4,070	15,128	
<b>Graduate courses</b>										
Mean	0.00	0.02	0.21	0.00	0.01	0.17	0.00	0.03	0.25	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	75	9,367	32,393	44	5,297	17,129	31	4,070	15,264	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	2.11	2.21	2.75	2.09	2.22	2.70	2.13	2.20	2.81	
Median	2	2	3	2	2	3	2	2	3	
Mode	2	2	3	2	2	3	2	2	3	
Total(n)	75	9,601	36,844	44	5,465	19,137	31	4,136	17,708	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	0.09	0.08	0.17	0.02	0.08	0.12	0.19	0.09	0.24	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	75	9,406	31,825	44	5,335	17,349	31	4,071	14,476	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	171	243	3	80	108	4	91	135	
<b>Do you teach remedial/developmental skills in any of the following areas?</b>										
Reading	12.2%	9.1%	8.2%	10.6%	8.8%	8.3%	14.3%	9.6%	8.1%	
Writing	19.5%	21.3%	19.4%	10.6%	18.8%	19.2%	31.4%	24.5%	19.5%	
Mathematics	7.3%	5.4%	8.5%	8.5%	6.1%	10.3%	5.7%	4.4%	6.4%	
General academic skills	8.5%	13.0%	14.3%	4.3%	12.8%	15.0%	14.3%	13.4%	13.5%	
Other subject areas	4.9%	5.0%	7.9%	8.5%	5.1%	9.9%	0.0%	4.8%	5.7%	
Total(n)	82	1,390	2,870	47	713	1,399	35	677	1,471	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Paid workshops outside the institution focused on teaching</b>										
Yes	32.1%	19.3%	27.4%	30.4%	18.5%	23.2%	34.3%	20.4%	32.0%	
No	63.0%	69.8%	57.9%	63.0%	71.7%	65.1%	62.9%	67.5%	50.1%	
Not eligible	1.2%	2.3%	1.7%	0.0%	2.9%	2.2%	2.9%	1.6%	1.0%	
Not available	3.7%	8.5%	13.0%	6.5%	7.0%	9.5%	0.0%	10.4%	16.9%	
Total(n)	81	1,372	2,824	46	703	1,377	35	669	1,447	
<b>Paid sabbatical leave</b>										
Yes	39.2%	35.9%	20.5%	42.2%	35.3%	20.7%	35.3%	36.7%	20.3%	
No	50.6%	47.0%	58.0%	53.3%	48.8%	61.2%	47.1%	44.7%	54.5%	
Not eligible	10.1%	16.3%	16.1%	4.4%	15.4%	14.1%	17.6%	17.5%	18.3%	
Not available	0.0%	0.8%	5.4%	0.0%	0.5%	4.0%	0.0%	1.1%	6.9%	
Total(n)	79	1,370	2,819	45	700	1,372	34	670	1,447	
<b>Travel funds paid by the institution</b>										
Yes	93.8%	86.9%	82.3%	91.3%	83.5%	83.3%	97.1%	91.1%	81.2%	
No	4.9%	11.5%	14.3%	6.5%	14.7%	15.3%	2.9%	7.4%	13.2%	
Not eligible	0.0%	1.3%	1.3%	0.0%	1.5%	0.8%	0.0%	1.1%	1.9%	
Not available	1.2%	0.3%	2.1%	2.2%	0.3%	0.6%	0.0%	0.4%	3.7%	
Total(n)	81	1,376	2,836	46	705	1,382	35	671	1,454	
<b>Internal grants for research</b>										
Yes	50.0%	57.8%	40.8%	52.2%	55.9%	41.3%	47.1%	60.1%	40.4%	
No	47.5%	38.7%	51.4%	45.7%	41.0%	54.0%	50.0%	35.9%	48.5%	
Not eligible	2.5%	2.7%	3.2%	2.2%	2.7%	2.4%	2.9%	2.7%	4.0%	
Not available	0.0%	0.8%	4.6%	0.0%	0.4%	2.3%	0.0%	1.3%	7.1%	
Total(n)	80	1,366	2,811	46	699	1,370	34	667	1,441	
<b>Training for administrative leadership</b>										
Yes	11.4%	8.4%	11.1%	13.0%	7.7%	9.0%	9.1%	9.3%	13.4%	
No	79.7%	76.4%	69.4%	80.4%	79.8%	76.1%	78.8%	72.0%	62.1%	
Not eligible	1.3%	4.3%	3.9%	0.0%	3.9%	4.1%	3.0%	4.8%	3.7%	
Not available	7.6%	10.9%	15.5%	6.5%	8.5%	10.9%	9.1%	13.9%	20.7%	
Total(n)	79	1,363	2,811	46	697	1,371	33	666	1,440	
<b>Received incentives to develop new courses</b>										
Yes	32.5%	29.6%	25.2%	32.6%	26.6%	22.6%	32.4%	33.4%	28.0%	
No	62.5%	63.7%	58.2%	63.0%	66.5%	65.6%	61.8%	60.1%	50.2%	
Not eligible	0.0%	2.3%	1.9%	0.0%	2.4%	2.1%	0.0%	2.2%	1.6%	
Not available	5.0%	4.4%	14.7%	4.3%	4.5%	9.7%	5.9%	4.2%	20.1%	
Total(n)	80	1,368	2,821	46	700	1,373	34	668	1,448	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	37.5%	27.1%	27.3%	32.6%	23.6%	25.9%	44.1%	31.6%	28.9%	
No	61.3%	67.6%	56.9%	65.2%	70.0%	62.5%	55.9%	64.6%	50.7%	
Not eligible	0.0%	1.7%	1.2%	0.0%	2.3%	1.2%	0.0%	1.0%	1.1%	
Not available	1.3%	3.6%	14.6%	2.2%	4.1%	10.3%	0.0%	2.9%	19.4%	
Total(n)	80	1,369	2,823	46	702	1,376	34	667	1,447	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	17.7%	11.8%	19.8%	17.8%	10.9%	18.0%	17.6%	13.0%	21.7%	
1-2	24.1%	18.6%	20.8%	24.4%	17.2%	19.1%	23.5%	20.5%	22.7%	
3-4	12.7%	12.7%	15.3%	11.1%	11.7%	15.9%	14.7%	14.1%	14.7%	
5-10	17.7%	23.5%	21.5%	13.3%	20.5%	20.6%	23.5%	27.4%	22.5%	
11-20	13.9%	19.7%	13.9%	15.6%	22.4%	15.6%	11.8%	16.2%	12.0%	
21-50	12.7%	10.7%	6.6%	15.6%	13.1%	8.2%	8.8%	7.6%	4.9%	
51+	1.3%	3.0%	2.1%	2.2%	4.2%	2.6%	0.0%	1.3%	1.5%	
Total(n)	79	1,347	2,783	45	697	1,362	34	650	1,421	
Mean	3.29	3.65	3.17	3.40	3.83	3.32	3.15	3.41	3.01	
Standard deviation	1.73	1.64	1.63	1.84	1.70	1.67	1.58	1.54	1.58	
Significance	-			-			-			
Effect size	-	-0.22	0.07	-	-0.25	0.05	-	-0.17	0.09	
<b>Chapters in edited volumes</b>										
None	43.0%	40.1%	50.9%	47.7%	42.4%	49.5%	37.1%	37.1%	52.5%	
1-2	24.1%	30.4%	26.6%	20.5%	27.1%	23.9%	28.6%	34.8%	29.6%	
3-4	17.7%	14.6%	13.5%	15.9%	14.2%	16.4%	20.0%	15.2%	10.3%	
5-10	10.1%	10.0%	6.2%	11.4%	11.4%	7.4%	8.6%	8.1%	4.8%	
11-20	3.8%	3.6%	2.0%	2.3%	3.3%	2.1%	5.7%	3.9%	1.8%	
21-50	1.3%	1.2%	0.8%	2.3%	1.5%	0.6%	0.0%	0.8%	1.0%	
51+	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	
Total(n)	79	1,314	2,721	44	680	1,325	35	634	1,396	
Mean	2.11	2.11	1.84	2.07	2.11	1.91	2.17	2.10	1.77	
Standard deviation	1.25	1.22	1.09	1.30	1.25	1.11	1.20	1.16	1.05	
Significance	-		*	-			-		*	
Effect size	-	0.00	0.25	-	-0.03	0.14	-	0.06	0.38	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Books, manuals, or monographs</b>										
None	61.3%	61.6%	67.1%	57.8%	59.9%	61.8%	65.7%	63.7%	73.1%	
1-2	26.3%	25.7%	23.7%	31.1%	25.7%	27.2%	20.0%	25.6%	19.8%	
3-4	6.3%	7.8%	5.3%	6.7%	7.9%	5.6%	5.7%	7.7%	5.0%	
5-10	5.0%	3.5%	3.2%	2.2%	4.5%	4.3%	8.6%	2.3%	2.0%	
11-20	0.0%	1.1%	0.6%	0.0%	1.7%	1.1%	0.0%	0.4%	0.1%	
21-50	1.3%	0.2%	0.1%	2.2%	0.2%	0.1%	0.0%	0.1%	0.1%	
51+	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	
Total(n)	80	1,304	2,697	45	676	1,317	35	628	1,380	
Mean	1.60	1.58	1.47	1.62	1.63	1.56	1.57	1.51	1.37	
Standard deviation	0.96	0.90	0.80	0.98	0.97	0.88	0.95	0.80	0.70	
Significance	-			-			-			
Effect size	-	0.02	0.16	-	-0.01	0.07	-	0.08	0.29	
<b>Other, such as patents or computer software products</b>										
None	87.7%	88.2%	88.5%	85.7%	85.3%	84.8%	90.3%	92.1%	92.4%	
1-2	5.5%	7.5%	6.5%	7.1%	9.3%	7.5%	3.2%	5.0%	5.5%	
3-4	5.5%	2.4%	2.1%	4.8%	3.1%	3.1%	6.5%	1.4%	1.0%	
5-10	0.0%	1.2%	2.3%	0.0%	1.5%	4.0%	0.0%	0.7%	0.5%	
11-20	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.3%	0.1%	
21-50	1.4%	0.2%	0.2%	2.4%	0.3%	0.1%	0.0%	0.2%	0.3%	
51+	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	0.0%	0.3%	0.1%	
Total(n)	73	1,214	2,553	42	637	1,252	31	577	1,301	
Mean	1.23	1.20	1.21	1.29	1.24	1.29	1.16	1.14	1.12	
Standard deviation	0.75	0.66	0.68	0.89	0.70	0.79	0.52	0.61	0.52	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.07	0.00	-	0.03	0.08	
<b>In the past two years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	81.3%	87.1%	88.6%	80.0%	86.8%	88.5%	82.9%	87.5%	88.8%	
1-2	3.8%	4.8%	4.0%	6.7%	4.7%	3.5%	0.0%	4.9%	4.5%	
3-4	6.3%	2.8%	2.4%	6.7%	2.4%	2.7%	5.7%	3.4%	2.2%	
5-10	6.3%	2.6%	2.7%	4.4%	2.7%	2.4%	8.6%	2.4%	3.0%	
11-20	2.5%	1.7%	1.4%	2.2%	1.8%	1.8%	2.9%	1.6%	0.9%	
21+	0.0%	1.0%	0.8%	0.0%	1.6%	1.0%	0.0%	0.2%	0.6%	
Total(n)	80	1,329	2,752	45	688	1,343	35	641	1,409	
Mean	1.45	1.30	1.27	1.42	1.33	1.29	1.49	1.26	1.24	
Standard deviation	1.03	0.91	0.86	0.97	0.99	0.91	1.12	0.79	0.80	
Significance	-			-			-			
Effect size	-	0.16	0.21	-	0.09	0.14	-	0.29	0.31	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, how many of your professional writings have been published or accepted for publication?</b>										
None	30.0%	22.9%	37.2%	31.1%	23.8%	38.7%	28.6%	21.8%	35.7%	
1-2	37.5%	40.1%	35.7%	37.8%	39.5%	34.7%	37.1%	40.8%	36.8%	
3-4	23.8%	25.3%	16.8%	20.0%	23.2%	17.3%	28.6%	28.0%	16.2%	
5-10	7.5%	10.0%	8.5%	8.9%	11.3%	7.6%	5.7%	8.4%	9.5%	
11-20	1.3%	1.3%	1.1%	2.2%	1.7%	1.1%	0.0%	0.7%	1.1%	
21+	0.0%	0.4%	0.7%	0.0%	0.5%	0.6%	0.0%	0.3%	0.9%	
Total(n)	80	1,349	2,781	45	697	1,356	35	652	1,425	
Mean	2.13	2.28	2.03	2.13	2.29	1.99	2.11	2.26	2.06	
Standard deviation	0.97	0.99	1.04	1.04	1.03	1.03	0.90	0.94	1.06	
Significance	-			-			-			
Effect size	-	-0.15	0.10	-	-0.16	0.14	-	-0.16	0.05	
<b>In the past two years, have you taught a graduate course?</b>										
Yes	1.2%	6.2%	20.8%	0.0%	5.9%	21.8%	2.9%	6.5%	19.7%	
No	98.8%	93.8%	79.2%	100.0%	94.1%	78.2%	97.1%	93.5%	80.3%	
Total(n)	82	1,394	2,881	47	717	1,403	35	677	1,478	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	95.0%	94.9%	95.0%	91.1%	94.0%	95.0%	100.0%	95.9%	95.0%	
Occasionally	5.0%	4.7%	4.1%	8.9%	5.5%	4.9%	0.0%	3.5%	3.2%	
Not at all	0.0%	0.5%	0.9%	0.0%	0.5%	0.1%	0.0%	0.5%	1.8%	
Total(n)	80	1,346	2,769	45	690	1,352	35	656	1,417	
Mean	2.95	2.94	2.94	2.91	2.94	2.95	3.00	2.95	2.93	
Standard deviation	0.22	0.25	0.27	0.29	0.26	0.23	0.00	0.23	0.31	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.12	-0.17	-	0.22	0.23	
<b>Support their opinions with a logical argument</b>										
Frequently	91.3%	82.8%	80.8%	91.1%	80.8%	77.6%	91.4%	85.4%	84.4%	
Occasionally	8.8%	15.5%	17.3%	8.9%	17.9%	21.0%	8.6%	12.4%	13.2%	
Not at all	0.0%	1.7%	1.9%	0.0%	1.3%	1.4%	0.0%	2.1%	2.4%	
Total(n)	80	1,339	2,758	45	685	1,345	35	654	1,413	
Mean	2.91	2.81	2.79	2.91	2.79	2.76	2.91	2.83	2.82	
Standard deviation	0.28	0.43	0.45	0.29	0.43	0.46	0.28	0.43	0.44	
Significance	-	*	*	-		*	-			
Effect size	-	0.23	0.27	-	0.28	0.33	-	0.19	0.20	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek solutions to problems and explain them to others</b>										
Frequently	73.8%	70.5%	74.4%	77.8%	68.7%	73.2%	68.6%	72.8%	75.7%	
Occasionally	23.8%	24.9%	22.1%	22.2%	26.7%	24.0%	25.7%	22.7%	19.9%	
Not at all	2.5%	4.5%	3.5%	0.0%	4.6%	2.8%	5.7%	4.4%	4.4%	
Total(n)	80	1,337	2,756	45	684	1,346	35	653	1,410	
Mean	2.71	2.66	2.71	2.78	2.64	2.70	2.63	2.68	2.71	
Standard deviation	0.51	0.56	0.53	0.42	0.57	0.51	0.60	0.55	0.54	
Significance	-			-			-			
Effect size	-	0.09	0.00	-	0.25	0.16	-	-0.09	-0.15	
<b>Revise their papers to improve their writing</b>										
Frequently	60.0%	63.3%	59.2%	55.6%	56.6%	57.0%	65.7%	71.8%	61.6%	
Occasionally	32.5%	28.3%	31.1%	31.1%	32.4%	33.6%	34.3%	23.1%	28.3%	
Not at all	7.5%	8.4%	9.7%	13.3%	11.0%	9.4%	0.0%	5.1%	10.1%	
Total(n)	80	1,344	2,764	45	688	1,349	35	656	1,415	
Mean	2.53	2.55	2.49	2.42	2.46	2.48	2.66	2.67	2.52	
Standard deviation	0.64	0.64	0.67	0.72	0.68	0.66	0.48	0.57	0.67	
Significance	-			-			-			
Effect size	-	-0.03	0.06	-	-0.06	-0.09	-	-0.02	0.21	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	65.8%	64.3%	62.6%	63.6%	58.8%	60.4%	68.6%	71.3%	65.1%	
Occasionally	27.8%	30.4%	33.5%	29.5%	35.3%	36.1%	25.7%	24.2%	30.8%	
Not at all	6.3%	5.3%	3.8%	6.8%	5.9%	3.5%	5.7%	4.5%	4.1%	
Total(n)	79	1,334	2,749	44	685	1,344	35	649	1,405	
Mean	2.59	2.59	2.59	2.57	2.53	2.57	2.63	2.67	2.61	
Standard deviation	0.61	0.59	0.56	0.62	0.61	0.56	0.60	0.56	0.57	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.07	0.00	-	-0.07	0.04	
<b>Take risks for potential gains</b>										
Frequently	49.4%	40.1%	34.8%	51.1%	37.6%	35.2%	47.1%	43.2%	34.4%	
Occasionally	44.3%	42.9%	48.3%	42.2%	43.7%	47.8%	47.1%	41.8%	48.7%	
Not at all	6.3%	17.0%	16.9%	6.7%	18.6%	17.0%	5.9%	15.0%	16.8%	
Total(n)	79	1,338	2,751	45	686	1,342	34	652	1,409	
Mean	2.43	2.23	2.18	2.44	2.19	2.18	2.41	2.28	2.18	
Standard deviation	0.61	0.72	0.70	0.62	0.73	0.70	0.61	0.71	0.69	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.28	0.36	-	0.34	0.37	-	0.18	0.33	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek alternative solutions to a problem</b>										
Frequently	62.5%	55.1%	54.6%	64.4%	54.6%	54.0%	60.0%	55.7%	55.2%	
Occasionally	28.8%	40.1%	38.7%	24.4%	40.0%	38.3%	34.3%	40.2%	39.2%	
Not at all	8.8%	4.8%	6.7%	11.1%	5.4%	7.7%	5.7%	4.1%	5.5%	
Total(n)	80	1,333	2,744	45	685	1,343	35	648	1,401	
Mean	2.54	2.50	2.48	2.53	2.49	2.46	2.54	2.52	2.50	
Standard deviation	0.65	0.59	0.62	0.69	0.60	0.63	0.61	0.58	0.60	
Significance	-			-			-			
Effect size	-	0.07	0.10	-	0.07	0.11	-	0.03	0.07	
<b>Look up scientific research articles and resources</b>										
Frequently	41.3%	50.1%	49.1%	46.7%	48.4%	47.8%	34.3%	52.3%	50.6%	
Occasionally	35.0%	30.0%	32.3%	28.9%	32.0%	35.2%	42.9%	27.3%	29.2%	
Not at all	23.8%	19.9%	18.5%	24.4%	19.6%	17.0%	22.9%	20.4%	20.2%	
Total(n)	80	1,336	2,752	45	686	1,345	35	650	1,407	
Mean	2.18	2.30	2.31	2.22	2.29	2.31	2.11	2.32	2.30	
Standard deviation	0.79	0.78	0.76	0.82	0.77	0.74	0.76	0.79	0.78	
Significance	-			-			-			
Effect size	-	-0.15	-0.17	-	-0.09	-0.12	-	-0.27	-0.24	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	47.5%	45.7%	45.6%	53.3%	43.1%	43.6%	40.0%	49.0%	47.9%	
Occasionally	50.0%	50.2%	49.2%	42.2%	52.8%	52.9%	60.0%	47.0%	45.2%	
Not at all	2.5%	4.1%	5.2%	4.4%	4.2%	3.6%	0.0%	4.0%	6.9%	
Total(n)	80	1,339	2,752	45	685	1,343	35	654	1,409	
Mean	2.45	2.42	2.40	2.49	2.39	2.40	2.40	2.45	2.41	
Standard deviation	0.55	0.57	0.59	0.59	0.57	0.56	0.50	0.57	0.62	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.18	0.16	-	-0.09	-0.02	
<b>Accept mistakes as part of the learning process</b>										
Frequently	76.3%	68.5%	66.2%	75.6%	64.3%	62.7%	77.1%	73.8%	70.0%	
Occasionally	22.5%	29.0%	31.5%	22.2%	33.2%	35.2%	22.9%	23.6%	27.4%	
Not at all	1.3%	2.5%	2.3%	2.2%	2.5%	2.1%	0.0%	2.5%	2.6%	
Total(n)	80	1,337	2,751	45	685	1,344	35	652	1,407	
Mean	2.75	2.66	2.64	2.73	2.62	2.61	2.77	2.71	2.67	
Standard deviation	0.46	0.52	0.53	0.50	0.53	0.53	0.43	0.51	0.52	
Significance	-			-			-			
Effect size	-	0.17	0.21	-	0.21	0.23	-	0.12	0.19	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek feedback on their academic work</b>										
Frequently	75.0%	70.9%	72.8%	71.1%	64.7%	71.3%	80.0%	78.8%	74.5%	
Occasionally	22.5%	26.5%	24.6%	24.4%	32.2%	26.6%	20.0%	19.3%	22.4%	
Not at all	2.5%	2.6%	2.6%	4.4%	3.1%	2.1%	0.0%	1.9%	3.2%	
Total(n)	80	1,334	2,750	45	683	1,342	35	651	1,408	
Mean	2.73	2.68	2.70	2.67	2.62	2.69	2.80	2.77	2.71	
Standard deviation	0.50	0.52	0.51	0.56	0.55	0.50	0.41	0.46	0.52	
Significance	-			-			-			
Effect size	-	0.10	0.06	-	0.09	-0.04	-	0.07	0.17	
<b>Work with other students on group projects</b>										
Frequently	0.64	0.63	0.60	0.62	0.58	0.56	0.66	0.69	0.66	
Occasionally	0.29	0.31	0.33	0.24	0.34	0.36	0.34	0.27	0.29	
Not at all	0.08	0.07	0.07	0.13	0.09	0.08	0.00	0.04	0.05	
Total(n)	80.00	1331.00	2742.00	45.00	684.00	1340.00	35.00	647.00	1402.00	
Mean	2.56	2.56	2.54	2.49	2.49	2.47	2.66	2.65	2.61	
Standard deviation	0.63	0.61	0.62	0.73	0.65	0.64	0.48	0.55	0.58	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	0.00	0.03	-	0.02	0.09	
<b>Integrate skills and knowledge from different sources and experiences</b>										
Frequently	71.3%	68.1%	68.7%	68.9%	62.7%	64.5%	74.3%	75.0%	73.3%	
Occasionally	25.0%	29.2%	29.1%	26.7%	33.4%	33.0%	22.9%	23.9%	24.6%	
Not at all	3.8%	2.7%	2.3%	4.4%	3.9%	2.4%	2.9%	1.1%	2.1%	
Total(n)	80	1,340	2,755	45	686	1,346	35	654	1,409	
Mean	2.68	2.65	2.66	2.64	2.59	2.62	2.71	2.74	2.71	
Standard deviation	0.55	0.53	0.52	0.57	0.57	0.53	0.52	0.46	0.50	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.09	0.04	-	-0.07	0.00	
<b>How often in the past year have you encouraged students to:</b>										
<b>Use different points of view to make an argument</b>										
Frequently	60.0%	59.1%	57.2%	62.2%	55.8%	55.4%	57.1%	63.2%	59.2%	
Occasionally	33.8%	32.6%	36.4%	28.9%	34.4%	36.5%	40.0%	30.3%	36.3%	
Not at all	6.3%	8.3%	6.3%	8.9%	9.7%	8.0%	2.9%	6.5%	4.5%	
Total(n)	80	1,330	2,733	45	682	1,335	35	648	1,398	
Mean	2.54	2.51	2.51	2.53	2.46	2.47	2.54	2.57	2.55	
Standard deviation	0.62	0.65	0.61	0.66	0.67	0.64	0.56	0.61	0.58	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.10	0.09	-	-0.05	-0.02	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How often in the past year have you encouraged students to:</b>										
<b>Make connections between ideas from different courses</b>										
Frequently	60.8%	68.3%	73.1%	61.4%	65.6%	70.8%	60.0%	71.8%	75.5%	
Occasionally	38.0%	29.7%	25.3%	36.4%	32.1%	26.9%	40.0%	26.7%	23.6%	
Not at all	1.3%	2.0%	1.6%	2.3%	2.4%	2.3%	0.0%	1.4%	0.8%	
Total(n)	79	1,325	2,732	44	678	1,332	35	647	1,400	
Mean	2.59	2.66	2.71	2.59	2.63	2.69	2.60	2.70	2.75	
Standard deviation	0.52	0.51	0.49	0.54	0.53	0.51	0.50	0.49	0.45	
Significance	-		*	-			-			
Effect size	-	-0.14	-0.24	-	-0.08	-0.20	-	-0.20	-0.33	
<b>Critically evaluate their position on an issue</b>										
Frequently	71.3%	67.2%	65.4%	71.1%	64.4%	65.9%	71.4%	70.9%	64.9%	
Occasionally	22.5%	25.3%	28.5%	24.4%	27.7%	28.3%	20.0%	22.2%	28.8%	
Not at all	6.3%	7.5%	6.1%	4.4%	8.0%	5.9%	8.6%	6.9%	6.3%	
Total(n)	80	1,330	2,734	45	681	1,333	35	649	1,401	
Mean	2.65	2.60	2.59	2.67	2.56	2.60	2.63	2.64	2.59	
Standard deviation	0.60	0.62	0.60	0.56	0.64	0.60	0.65	0.61	0.61	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	0.17	0.12	-	-0.02	0.07	
<b>Recognize the biases that affect their thinking</b>										
Frequently	59.5%	56.1%	56.0%	57.8%	49.4%	51.7%	61.8%	64.7%	60.7%	
Occasionally	32.9%	34.1%	35.6%	33.3%	38.6%	37.8%	32.4%	28.3%	33.3%	
Not at all	7.6%	9.8%	8.4%	8.9%	11.9%	10.5%	5.9%	7.0%	6.0%	
Total(n)	79	1,330	2,736	45	683	1,337	34	647	1,399	
Mean	2.52	2.46	2.48	2.49	2.38	2.41	2.56	2.58	2.55	
Standard deviation	0.64	0.67	0.65	0.66	0.69	0.67	0.61	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	0.16	0.12	-	-0.03	0.02	
<b>Think more broadly about an issue</b>										
Frequently	77.5%	76.2%	74.3%	75.6%	71.8%	72.9%	80.0%	81.7%	75.9%	
Occasionally	17.5%	20.7%	22.9%	20.0%	25.0%	25.0%	14.3%	15.3%	20.6%	
Not at all	5.0%	3.1%	2.8%	4.4%	3.2%	2.1%	5.7%	3.0%	3.5%	
Total(n)	80	1,328	2,731	45	681	1,334	35	647	1,397	
Mean	2.73	2.73	2.72	2.71	2.69	2.71	2.74	2.79	2.72	
Standard deviation	0.55	0.51	0.51	0.55	0.53	0.50	0.56	0.48	0.52	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	0.04	0.00	-	-0.10	0.04	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Engage deeply with a significant challenge or question within your discipline</b>										
Frequently	67.1%	61.3%	57.6%	68.2%	56.3%	55.0%	65.7%	67.6%	60.5%	
Occasionally	25.3%	32.6%	36.2%	20.5%	36.7%	39.0%	31.4%	27.4%	33.2%	
Not at all	7.6%	6.1%	6.1%	11.4%	7.0%	5.9%	2.9%	5.0%	6.3%	
Total(n)	79	1,304	2,680	44	662	1,295	35	642	1,385	
Mean	2.59	2.55	2.52	2.57	2.49	2.49	2.63	2.63	2.54	
Standard deviation	0.63	0.61	0.61	0.70	0.62	0.61	0.55	0.58	0.61	
Significance	-			-			-			
Effect size	-	0.07	0.11	-	0.13	0.13	-	0.00	0.15	
<b>Write in the specific style or format of your discipline</b>										
Frequently	69.2%	67.7%	64.6%	61.4%	61.2%	56.4%	79.4%	76.0%	73.5%	
Occasionally	19.2%	24.5%	26.5%	20.5%	29.2%	32.4%	17.6%	18.5%	20.0%	
Not at all	11.5%	7.8%	8.9%	18.2%	9.7%	11.2%	2.9%	5.5%	6.4%	
Total(n)	78	1,302	2,672	44	663	1,295	34	639	1,377	
Mean	2.58	2.60	2.56	2.43	2.51	2.45	2.76	2.71	2.67	
Standard deviation	0.69	0.63	0.65	0.79	0.67	0.69	0.50	0.56	0.59	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	-0.12	-0.03	-	0.09	0.15	
<b>Use research methods from your discipline in field or applied settings</b>										
Frequently	44.3%	54.9%	51.0%	40.9%	51.2%	43.4%	48.6%	59.5%	59.3%	
Occasionally	35.4%	29.7%	33.7%	34.1%	32.2%	42.1%	37.1%	26.7%	24.4%	
Not at all	20.3%	15.4%	15.4%	25.0%	16.6%	14.5%	14.3%	13.8%	16.3%	
Total(n)	79	1,300	2,674	44	659	1,292	35	641	1,382	
Mean	2.24	2.40	2.36	2.16	2.35	2.29	2.34	2.46	2.43	
Standard deviation	0.77	0.74	0.73	0.81	0.75	0.70	0.73	0.72	0.76	
Significance	-			-			-			
Effect size	-	-0.22	-0.16	-	-0.25	-0.19	-	-0.17	-0.12	
<b>Apply learning from both academic and field settings</b>										
Frequently	25.6%	36.9%	46.5%	22.7%	32.7%	39.9%	29.4%	42.2%	53.8%	
Occasionally	41.0%	33.8%	31.4%	40.9%	34.5%	34.6%	41.2%	33.0%	27.9%	
Not at all	33.3%	29.2%	22.0%	36.4%	32.8%	25.5%	29.4%	24.8%	18.2%	
Total(n)	78	1,303	2,677	44	661	1,293	34	642	1,384	
Mean	1.92	2.08	2.24	1.86	2.00	2.14	2.00	2.17	2.36	
Standard deviation	0.77	0.81	0.79	0.77	0.81	0.80	0.78	0.80	0.77	
Significance	-		***	-		*	-		**	
Effect size	-	-0.20	-0.41	-	-0.17	-0.35	-	-0.21	-0.47	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	51.3%	48.9%	44.8%	51.2%	43.9%	41.3%	51.4%	55.2%	48.7%	
Occasionally	43.6%	33.7%	41.5%	44.2%	34.6%	42.4%	42.9%	32.5%	40.5%	
Not at all	5.1%	17.4%	13.7%	4.7%	21.6%	16.4%	5.7%	12.3%	10.8%	
Total(n)	78	1,296	2,668	43	659	1,293	35	637	1,375	
Mean	2.46	2.31	2.31	2.47	2.22	2.25	2.46	2.43	2.38	
Standard deviation	0.60	0.75	0.70	0.59	0.78	0.72	0.61	0.70	0.67	
Significance	-			-	*	*	-			
Effect size	-	0.20	0.21	-	0.32	0.31	-	0.04	0.12	
<b>Weigh the meaning and significance of evidence</b>										
Frequently	77.2%	68.7%	63.9%	65.9%	64.3%	65.5%	91.4%	74.3%	62.1%	
Occasionally	19.0%	24.0%	28.2%	31.8%	28.5%	27.5%	2.9%	18.2%	29.0%	
Not at all	3.8%	7.3%	7.9%	2.3%	7.2%	7.0%	5.7%	7.5%	8.9%	
Total(n)	79	1,302	2,677	44	663	1,297	35	639	1,380	
Mean	2.73	2.61	2.56	2.64	2.57	2.58	2.86	2.67	2.53	
Standard deviation	0.52	0.62	0.64	0.53	0.62	0.62	0.49	0.61	0.65	
Significance	-		*	-			-		**	
Effect size	-	0.19	0.27	-	0.11	0.10	-	0.31	0.51	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	31.2%	37.6%	39.9%	26.2%	32.7%	32.9%	37.1%	43.8%	47.6%	
Occasionally	50.6%	42.3%	46.1%	54.8%	43.5%	51.2%	45.7%	40.8%	40.5%	
Not at all	18.2%	20.1%	13.9%	19.0%	23.8%	15.8%	17.1%	15.3%	11.9%	
Total(n)	77	1,296	2,670	42	661	1,293	35	635	1,377	
Mean	2.13	2.18	2.26	2.07	2.09	2.17	2.20	2.28	2.36	
Standard deviation	0.69	0.74	0.69	0.68	0.75	0.68	0.72	0.71	0.68	
Significance	-			-			-			
Effect size	-	-0.07	-0.19	-	-0.03	-0.15	-	-0.11	-0.24	
<b>Work with classmates outside of class</b>										
Frequently	58.2%	58.6%	57.2%	59.1%	56.0%	55.8%	57.1%	61.8%	58.7%	
Occasionally	36.7%	32.9%	35.2%	34.1%	33.3%	35.2%	40.0%	32.3%	35.3%	
Not at all	5.1%	8.6%	7.6%	6.8%	10.7%	9.0%	2.9%	5.9%	6.0%	
Total(n)	79	1,298	2,670	44	657	1,289	35	641	1,381	
Mean	2.53	2.50	2.50	2.52	2.45	2.47	2.54	2.56	2.53	
Standard deviation	0.60	0.65	0.63	0.63	0.68	0.66	0.56	0.60	0.61	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.10	0.08	-	-0.03	0.02	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Lead a discussion, activity, or lab</b>										
Frequently	51.9%	54.0%	50.1%	47.7%	48.4%	45.1%	57.1%	60.9%	55.6%	
Occasionally	39.2%	32.7%	34.9%	40.9%	35.9%	36.7%	37.1%	28.6%	33.0%	
Not at all	8.9%	13.4%	15.0%	11.4%	15.7%	18.2%	5.7%	10.5%	11.4%	
Total(n)	79	1,299	2,676	44	660	1,296	35	639	1,380	
Mean	2.43	2.41	2.35	2.36	2.33	2.27	2.51	2.50	2.44	
Standard deviation	0.65	0.71	0.73	0.69	0.73	0.75	0.61	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.03	0.11	-	0.04	0.12	-	0.01	0.10	
<b>Provide and/or receive feedback to classmates about a draft or work still in progress</b>										
Frequently	32.9%	39.5%	36.0%	34.1%	34.5%	33.6%	31.4%	45.8%	38.5%	
Occasionally	50.6%	38.5%	40.9%	50.0%	38.7%	40.3%	51.4%	38.3%	41.7%	
Not at all	16.5%	22.0%	23.1%	15.9%	26.7%	26.1%	17.1%	15.9%	19.8%	
Total(n)	79	1,305	2,685	44	665	1,302	35	640	1,383	
Mean	2.16	2.18	2.13	2.18	2.08	2.08	2.14	2.30	2.19	
Standard deviation	0.69	0.76	0.76	0.69	0.78	0.77	0.69	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.03	0.04	-	0.13	0.13	-	-0.22	-0.07	
<b>Analyze and interpret data</b>										
Frequently	62.0%	61.6%	58.6%	63.6%	61.8%	61.9%	60.0%	61.4%	54.9%	
Occasionally	21.5%	25.0%	29.5%	18.2%	25.0%	28.1%	25.7%	25.0%	31.2%	
Not at all	16.5%	13.4%	11.9%	18.2%	13.3%	10.1%	14.3%	13.6%	13.9%	
Total(n)	79	1,304	2,682	44	663	1,298	35	641	1,384	
Mean	2.46	2.48	2.47	2.45	2.48	2.52	2.46	2.48	2.41	
Standard deviation	0.76	0.72	0.70	0.79	0.72	0.67	0.74	0.72	0.72	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	-0.04	-0.10	-	-0.03	0.07	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	36.7%	36.6%	37.0%	34.1%	41.8%	40.8%	40.0%	30.1%	32.7%	
Occasionally	19.0%	20.5%	24.8%	18.2%	19.8%	23.0%	20.0%	21.4%	26.8%	
Not at all	44.3%	42.8%	38.2%	47.7%	38.3%	36.2%	40.0%	48.5%	40.5%	
Total(n)	79	1,302	2,676	44	663	1,298	35	639	1,378	
Mean	1.92	1.94	1.99	1.86	2.03	2.05	2.00	1.82	1.92	
Standard deviation	0.90	0.89	0.87	0.90	0.89	0.88	0.91	0.87	0.85	
Significance	-			-			-			
Effect size	-	-0.02	-0.08	-	-0.19	-0.22	-	0.21	0.09	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	75.9%	69.6%	69.6%	72.7%	64.4%	66.1%	80.0%	76.1%	73.5%	
Most	8.9%	17.4%	17.8%	9.1%	19.7%	19.2%	8.6%	14.4%	16.3%	
Some	13.9%	11.3%	10.9%	18.2%	14.1%	13.1%	8.6%	7.8%	8.5%	
None	1.3%	1.8%	1.7%	0.0%	1.8%	1.6%	2.9%	1.7%	1.7%	
Total(n)	79	1,273	2,627	44	649	1,272	35	624	1,355	
Mean	3.59	3.55	3.55	3.55	3.47	3.50	3.66	3.65	3.62	
Standard deviation	0.78	0.76	0.75	0.79	0.80	0.78	0.76	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.10	0.06	-	0.01	0.06	
<b>Cooperative learning (small groups)</b>										
All	22.8%	36.1%	38.7%	18.2%	29.4%	31.1%	28.6%	44.5%	47.1%	
Most	32.9%	29.2%	26.3%	34.1%	29.2%	25.0%	31.4%	29.3%	27.7%	
Some	32.9%	28.6%	29.0%	31.8%	33.0%	34.9%	34.3%	22.9%	22.4%	
None	11.4%	6.1%	6.0%	15.9%	8.4%	8.9%	5.7%	3.3%	2.8%	
Total(n)	79	1,266	2,616	44	648	1,268	35	618	1,348	
Mean	2.67	2.95	2.98	2.55	2.80	2.78	2.83	3.15	3.19	
Standard deviation	0.96	0.94	0.96	0.98	0.96	0.99	0.92	0.88	0.88	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.30	-0.32	-	-0.26	-0.23	-	-0.36	-0.41	
<b>Experiential learning/Field studies</b>										
All	6.3%	11.4%	14.4%	2.3%	11.0%	14.2%	11.4%	12.0%	14.7%	
Most	10.1%	13.2%	16.7%	11.4%	11.1%	14.2%	8.6%	15.9%	19.5%	
Some	41.8%	33.5%	37.9%	45.5%	31.7%	36.1%	37.1%	35.8%	39.9%	
None	41.8%	41.8%	30.9%	40.9%	46.2%	35.5%	42.9%	36.4%	25.9%	
Total(n)	79	1,260	2,608	44	643	1,264	35	617	1,344	
Mean	1.81	1.94	2.15	1.75	1.87	2.07	1.89	2.03	2.23	
Standard deviation	0.86	1.00	1.02	0.75	1.00	1.03	0.99	1.00	0.99	
Significance	-		**	-		*	-		*	
Effect size	-	-0.13	-0.33	-	-0.12	-0.31	-	-0.14	-0.34	
<b>Performances/Demonstrations</b>										
All	11.4%	14.8%	18.0%	13.6%	13.4%	16.3%	8.6%	16.5%	19.8%	
Most	25.3%	18.5%	18.5%	20.5%	18.3%	17.1%	31.4%	18.9%	20.0%	
Some	40.5%	31.2%	32.6%	40.9%	32.6%	33.0%	40.0%	29.4%	32.1%	
None	22.8%	35.5%	31.0%	25.0%	35.8%	33.6%	20.0%	35.2%	28.1%	
Total(n)	79	1,269	2,619	44	647	1,269	35	622	1,350	
Mean	2.25	2.13	2.24	2.23	2.09	2.16	2.29	2.17	2.32	
Standard deviation	0.94	1.06	1.08	0.99	1.03	1.06	0.89	1.08	1.08	
Significance	-			-			-			
Effect size	-	0.11	0.01	-	0.14	0.07	-	0.11	-0.03	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
All	15.2%	24.2%	23.6%	11.4%	21.2%	19.2%	20.0%	27.9%	28.5%	
Most	32.9%	27.4%	24.2%	34.1%	28.0%	24.1%	31.4%	26.7%	24.4%	
Some	38.0%	36.6%	39.1%	38.6%	36.5%	41.8%	37.1%	36.6%	36.1%	
None	13.9%	11.9%	13.1%	15.9%	14.3%	14.9%	11.4%	8.8%	11.1%	
Total(n)	79	1,272	2,624	44	647	1,269	35	625	1,355	
Mean	2.49	2.64	2.58	2.41	2.56	2.48	2.60	2.74	2.70	
Standard deviation	0.92	0.98	0.99	0.90	0.98	0.97	0.95	0.96	1.00	
Significance	-			-			-			
Effect size	-	-0.15	-0.09	-	-0.15	-0.07	-	-0.15	-0.10	
<b>Extensive lecturing</b>										
All	11.4%	16.5%	13.2%	18.2%	21.1%	16.3%	2.9%	10.7%	9.8%	
Most	21.5%	24.5%	27.7%	27.3%	29.4%	32.9%	14.3%	18.3%	21.8%	
Some	51.9%	39.4%	39.9%	47.7%	36.9%	37.3%	57.1%	42.7%	42.9%	
None	15.2%	19.5%	19.2%	6.8%	12.6%	13.5%	25.7%	28.4%	25.5%	
Total(n)	79	1,273	2,623	44	650	1,271	35	623	1,352	
Mean	2.29	2.38	2.35	2.57	2.59	2.52	1.94	2.11	2.16	
Standard deviation	0.86	0.98	0.94	0.87	0.96	0.92	0.73	0.94	0.92	
Significance	-			-			-			
Effect size	-	-0.09	-0.06	-	-0.02	0.05	-	-0.18	-0.24	
<b>Multiple drafts of written work</b>										
All	13.9%	16.7%	16.6%	18.2%	13.5%	16.2%	8.6%	20.8%	17.0%	
Most	24.1%	26.7%	24.5%	20.5%	25.4%	23.0%	28.6%	28.4%	26.2%	
Some	49.4%	44.0%	44.3%	43.2%	45.3%	45.6%	57.1%	42.3%	42.8%	
None	12.7%	12.6%	14.6%	18.2%	15.9%	15.2%	5.7%	8.4%	14.0%	
Total(n)	79	1,273	2,622	44	649	1,271	35	624	1,351	
Mean	2.39	2.48	2.43	2.39	2.36	2.40	2.40	2.62	2.46	
Standard deviation	0.88	0.91	0.93	0.99	0.91	0.93	0.74	0.91	0.93	
Significance	-			-			-			
Effect size	-	-0.10	-0.04	-	0.03	-0.01	-	-0.24	-0.06	
<b>Student-selected topics for course content</b>										
All	12.7%	9.7%	12.9%	11.4%	8.4%	10.2%	14.3%	11.3%	15.8%	
Most	12.7%	16.2%	15.2%	15.9%	15.3%	13.7%	8.6%	17.4%	16.9%	
Some	46.8%	49.4%	48.8%	38.6%	47.4%	47.1%	57.1%	52.0%	50.7%	
None	27.8%	24.7%	23.1%	34.1%	29.0%	29.0%	20.0%	19.3%	16.6%	
Total(n)	79	1,263	2,616	44	646	1,268	35	617	1,348	
Mean	2.10	2.11	2.18	2.05	2.03	2.05	2.17	2.21	2.32	
Standard deviation	0.96	0.89	0.93	0.99	0.88	0.91	0.92	0.88	0.93	
Significance	-			-			-			
Effect size	-	-0.01	-0.09	-	0.02	0.00	-	-0.05	-0.16	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Reflective writing/journaling</b>										
All	3.8%	8.9%	11.7%	4.5%	7.4%	7.9%	2.9%	10.7%	15.9%	
Most	15.2%	15.4%	16.2%	13.6%	13.9%	14.2%	17.1%	17.3%	18.4%	
Some	31.6%	37.5%	38.7%	27.3%	35.3%	37.7%	37.1%	40.2%	39.8%	
None	49.4%	38.3%	33.4%	54.5%	43.4%	40.2%	42.9%	31.7%	25.9%	
Total(n)	79	1,268	2,617	44	648	1,269	35	620	1,348	
Mean	1.73	1.95	2.06	1.68	1.85	1.90	1.80	2.07	2.24	
Standard deviation	0.86	0.94	0.98	0.88	0.92	0.92	0.83	0.96	1.01	
Significance	-	*	**	-			-		*	
Effect size	-	-0.23	-0.34	-	-0.18	-0.24	-	-0.28	-0.44	
<b>Community service as part of coursework</b>										
All	1.3%	1.6%	4.1%	2.3%	1.3%	4.7%	0.0%	1.9%	3.4%	
Most	1.3%	3.1%	6.1%	0.0%	2.7%	3.5%	2.9%	3.6%	9.0%	
Some	10.1%	21.5%	23.6%	9.1%	18.3%	22.3%	11.4%	25.6%	24.9%	
None	87.3%	73.8%	66.3%	88.6%	77.7%	69.5%	85.7%	68.9%	62.7%	
Total(n)	79	1,267	2,616	44	647	1,268	35	620	1,348	
Mean	1.16	1.32	1.48	1.16	1.28	1.43	1.17	1.39	1.53	
Standard deviation	0.49	0.61	0.78	0.53	0.58	0.77	0.45	0.65	0.80	
Significance	-	*	***	-		*	-	*	**	
Effect size	-	-0.26	-0.41	-	-0.21	-0.35	-	-0.34	-0.45	
<b>Electronic quizzes with immediate feedback in class</b>										
All	2.5%	2.0%	4.6%	2.3%	1.6%	5.4%	2.9%	2.3%	3.7%	
Most	0.0%	3.5%	6.0%	0.0%	3.1%	4.7%	0.0%	4.0%	7.5%	
Some	11.4%	11.7%	14.5%	11.4%	10.9%	14.0%	11.4%	12.8%	15.0%	
None	86.1%	82.8%	74.9%	86.4%	84.4%	75.8%	85.7%	80.9%	73.9%	
Total(n)	79	1,266	2,617	44	644	1,264	35	622	1,353	
Mean	1.19	1.25	1.40	1.18	1.22	1.40	1.20	1.28	1.41	
Standard deviation	0.56	0.61	0.80	0.54	0.58	0.81	0.58	0.65	0.78	
Significance	-		*	-			-			
Effect size	-	-0.10	-0.26	-	-0.07	-0.27	-	-0.12	-0.27	
<b>Using real-life problems</b>										
All	31.6%	40.6%	48.2%	36.4%	40.7%	46.0%	25.7%	40.5%	50.7%	
Most	19.0%	25.5%	25.2%	15.9%	25.4%	27.5%	22.9%	25.6%	22.6%	
Some	41.8%	26.8%	21.9%	43.2%	25.8%	21.7%	40.0%	28.1%	22.0%	
None	7.6%	7.1%	4.7%	4.5%	8.2%	4.7%	11.4%	5.8%	4.7%	
Total(n)	79	1,270	2,625	44	647	1,271	35	623	1,354	
Mean	2.75	3.00	3.17	2.84	2.99	3.15	2.63	3.01	3.19	
Standard deviation	0.99	0.98	0.93	0.99	1.00	0.92	1.00	0.96	0.94	
Significance	-	*	***	-		*	-	*	***	
Effect size	-	-0.26	-0.45	-	-0.15	-0.34	-	-0.40	-0.60	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Using student inquiry to drive learning</b>										
All	30.4%	31.3%	31.7%	25.0%	29.1%	26.7%	37.1%	34.1%	37.2%	
Most	35.4%	30.6%	30.2%	31.8%	27.8%	32.4%	40.0%	34.2%	27.7%	
Some	26.6%	31.6%	33.2%	29.5%	34.1%	35.4%	22.9%	28.4%	30.9%	
None	7.6%	6.5%	4.9%	13.6%	9.1%	5.5%	0.0%	3.3%	4.2%	
Total(n)	79	1,270	2,617	44	647	1,267	35	623	1,350	
Mean	2.89	2.87	2.89	2.68	2.77	2.80	3.14	2.99	2.98	
Standard deviation	0.93	0.93	0.91	1.01	0.97	0.90	0.77	0.87	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.00	-	-0.09	-0.13	-	0.17	0.17	
<b>"Learn before lecture" through multimedia tools (e.g., flipping the classroom)</b>										
All	1.3%	5.2%	6.2%	2.3%	5.6%	5.8%	0.0%	4.7%	6.6%	
Most	6.4%	8.8%	12.5%	11.4%	7.4%	11.1%	0.0%	10.6%	14.1%	
Some	34.6%	33.2%	33.7%	34.1%	32.8%	34.4%	35.3%	33.6%	32.9%	
None	57.7%	52.8%	47.5%	52.3%	54.2%	48.6%	64.7%	51.1%	46.4%	
Total(n)	78	1,264	2,588	44	641	1,246	34	623	1,342	
Mean	1.51	1.66	1.77	1.64	1.65	1.74	1.35	1.69	1.81	
Standard deviation	0.68	0.84	0.89	0.78	0.85	0.87	0.49	0.84	0.91	
Significance	-	-	*	-	-	-	-	*	**	
Effect size	-	-0.18	-0.29	-	-0.01	-0.11	-	-0.40	-0.51	
<b>Readings on racial and ethnic issues</b>										
All	12.8%	16.7%	13.7%	11.4%	11.0%	8.9%	14.7%	23.9%	18.8%	
Most	15.4%	14.8%	14.2%	11.4%	14.5%	13.7%	20.6%	15.2%	14.8%	
Some	29.5%	27.4%	31.9%	25.0%	26.1%	29.5%	35.3%	29.0%	34.5%	
None	42.3%	41.1%	40.2%	52.3%	48.4%	48.0%	29.4%	31.9%	31.9%	
Total(n)	78	1,265	2,581	44	644	1,244	34	621	1,337	
Mean	1.99	2.07	2.01	1.82	1.88	1.83	2.21	2.31	2.20	
Standard deviation	1.05	1.11	1.04	1.04	1.03	0.97	1.04	1.15	1.08	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.02	-	-0.06	-0.01	-	-0.09	0.01	
<b>Readings on women and gender issues</b>										
All	18.2%	16.1%	12.0%	14.0%	11.3%	8.0%	23.5%	22.1%	16.4%	
Most	15.6%	15.6%	14.1%	9.3%	12.0%	11.5%	23.5%	20.2%	17.0%	
Some	23.4%	28.0%	29.8%	20.9%	27.8%	31.0%	26.5%	28.3%	28.4%	
None	42.9%	40.2%	44.1%	55.8%	48.9%	49.5%	26.5%	29.3%	38.2%	
Total(n)	77	1,265	2,590	43	640	1,247	34	625	1,343	
Mean	2.09	2.08	1.94	1.81	1.86	1.78	2.44	2.35	2.11	
Standard deviation	1.15	1.09	1.03	1.10	1.02	0.94	1.13	1.12	1.09	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.15	-	-0.05	0.03	-	0.08	0.30	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Starting class with a question that engages students</b>										
All	25.3%	19.8%	20.9%	22.7%	18.0%	19.5%	28.6%	22.1%	22.3%	
Most	31.6%	35.8%	33.0%	31.8%	35.2%	35.3%	31.4%	36.5%	30.6%	
Some	35.4%	40.0%	40.1%	40.9%	43.0%	40.6%	28.6%	36.1%	39.6%	
None	7.6%	4.4%	6.1%	4.5%	3.8%	4.7%	11.4%	5.3%	7.5%	
Total(n)	79	1,270	2,599	44	644	1,252	35	626	1,347	
Mean	2.75	2.71	2.69	2.73	2.67	2.69	2.77	2.75	2.68	
Standard deviation	0.93	0.83	0.87	0.87	0.81	0.83	1.00	0.86	0.90	
Significance	-			-			-			
Effect size	-	0.05	0.07	-	0.07	0.05	-	0.02	0.10	
<b>Techniques to create an inclusive classroom environment for diverse students</b>										
All	23.1%	36.3%	37.5%	18.2%	27.3%	31.1%	29.4%	47.6%	44.3%	
Most	21.8%	22.4%	23.5%	20.5%	21.4%	21.4%	23.5%	23.5%	25.8%	
Some	32.1%	26.1%	25.1%	31.8%	30.5%	29.7%	32.4%	20.5%	20.1%	
None	23.1%	15.2%	13.9%	29.5%	20.7%	17.8%	14.7%	8.4%	9.8%	
Total(n)	78	1,260	2,584	44	638	1,244	34	622	1,340	
Mean	2.45	2.80	2.85	2.27	2.55	2.66	2.68	3.10	3.05	
Standard deviation	1.09	1.09	1.08	1.09	1.10	1.10	1.07	1.00	1.02	
Significance	-	**	**	-		*	-	*	*	
Effect size	-	-0.32	-0.37	-	-0.25	-0.35	-	-0.42	-0.36	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	19.2%	17.0%	16.4%	20.5%	16.4%	15.7%	17.6%	17.8%	17.1%	
Most	19.2%	17.6%	23.0%	20.5%	18.4%	24.7%	17.6%	16.7%	21.1%	
Some	44.9%	43.3%	39.6%	40.9%	44.7%	41.2%	50.0%	41.5%	37.9%	
None	16.7%	22.1%	21.1%	18.2%	20.6%	18.3%	14.7%	24.0%	23.9%	
Total(n)	78	1,266	2,589	44	640	1,245	34	626	1,344	
Mean	2.41	2.30	2.35	2.43	2.31	2.38	2.38	2.28	2.31	
Standard deviation	0.99	1.00	0.99	1.02	0.98	0.96	0.95	1.02	1.02	
Significance	-			-			-			
Effect size	-	0.11	0.06	-	0.12	0.05	-	0.10	0.07	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All	29.1%	28.9%	31.3%	22.7%	20.3%	22.8%	37.1%	39.7%	40.4%	
Most	30.4%	31.2%	36.0%	34.1%	33.9%	39.7%	25.7%	27.9%	32.0%	
Some	32.9%	33.7%	27.3%	29.5%	37.6%	30.4%	37.1%	28.9%	23.9%	
None	7.6%	6.2%	5.5%	13.6%	8.3%	7.1%	0.0%	3.5%	3.7%	
Total(n)	79	1,268	2,595	44	643	1,251	35	625	1,344	
Mean	2.81	2.83	2.93	2.66	2.66	2.78	3.00	3.04	3.09	
Standard deviation	0.95	0.92	0.89	0.99	0.89	0.88	0.87	0.91	0.89	
Significance	-			-			-			
Effect size	-	-0.02	-0.13	-	0.00	-0.14	-	-0.04	-0.10	
<b>Student evaluations of each others' work</b>										
All	10.1%	10.7%	13.5%	9.1%	8.3%	9.9%	11.4%	13.6%	17.3%	
Most	8.9%	17.0%	15.9%	11.4%	14.5%	13.5%	5.7%	20.0%	18.5%	
Some	63.3%	45.6%	48.6%	59.1%	44.5%	47.9%	68.6%	47.0%	49.3%	
None	17.7%	26.7%	22.0%	20.5%	32.6%	28.7%	14.3%	19.3%	14.9%	
Total(n)	79	1,270	2,598	44	644	1,252	35	626	1,346	
Mean	2.11	2.12	2.21	2.09	1.99	2.05	2.14	2.28	2.38	
Standard deviation	0.82	0.92	0.94	0.83	0.90	0.90	0.81	0.93	0.94	
Significance	-			-			-			
Effect size	-	-0.01	-0.11	-	0.11	0.04	-	-0.15	-0.26	
<b>Grading on a curve</b>										
All	11.5%	10.0%	6.6%	15.9%	12.4%	9.3%	5.9%	6.9%	3.7%	
Most	7.7%	9.7%	9.4%	9.1%	9.5%	13.1%	5.9%	9.9%	5.5%	
Some	30.8%	23.9%	21.8%	27.3%	27.6%	23.9%	35.3%	19.2%	19.5%	
None	50.0%	56.4%	62.2%	47.7%	50.5%	53.7%	52.9%	64.0%	71.3%	
Total(n)	78	1,260	2,581	44	640	1,247	34	620	1,334	
Mean	1.81	1.73	1.60	1.93	1.84	1.78	1.65	1.60	1.42	
Standard deviation	1.01	1.00	0.91	1.11	1.04	0.99	0.85	0.92	0.76	
Significance	-		*	-			-			
Effect size	-	0.08	0.23	-	0.09	0.15	-	0.05	0.30	
<b>Rubric-based assessment</b>										
All	7.8%	18.9%	30.1%	2.3%	14.0%	20.4%	15.2%	25.1%	40.2%	
Most	19.5%	20.4%	22.8%	13.6%	17.1%	23.2%	27.3%	24.7%	22.5%	
Some	46.8%	34.5%	31.2%	56.8%	37.3%	35.4%	33.3%	30.9%	26.9%	
None	26.0%	26.2%	15.8%	27.3%	31.6%	20.9%	24.2%	19.3%	10.5%	
Total(n)	77	1,255	2,574	44	638	1,241	33	617	1,333	
Mean	2.09	2.32	2.67	1.91	2.13	2.43	2.33	2.56	2.92	
Standard deviation	0.88	1.06	1.07	0.71	1.01	1.04	1.02	1.07	1.04	
Significance	-		***	-		**	-		**	
Effect size	-	-0.22	-0.54	-	-0.22	-0.50	-	-0.21	-0.57	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Provide instructions clearly delineating what students are to do to complete the assignment</b>										
Frequently	82.3%	89.1%	90.1%	81.8%	86.9%	86.4%	82.9%	91.8%	94.0%	
Occasionally	16.5%	10.4%	9.3%	15.9%	12.6%	12.9%	17.1%	7.8%	5.4%	
Not at all	1.3%	0.5%	0.7%	2.3%	0.5%	0.8%	0.0%	0.4%	0.5%	
Total(n)	79	1,277	2,625	44	645	1,262	35	632	1,363	
Mean	2.81	2.89	2.89	2.80	2.86	2.86	2.83	2.91	2.93	
Standard deviation	0.43	0.33	0.33	0.46	0.36	0.37	0.38	0.30	0.27	
Significance	-	*	*	-			-		*	
Effect size	-	-0.24	-0.24	-	-0.17	-0.16	-	-0.27	-0.37	
<b>Explain what you want students to gain from the assignment</b>										
Frequently	72.2%	73.3%	77.3%	68.2%	69.3%	74.4%	77.1%	78.2%	80.2%	
Occasionally	26.6%	24.5%	21.3%	29.5%	27.5%	23.3%	22.9%	20.8%	19.2%	
Not at all	1.3%	2.2%	1.4%	2.3%	3.2%	2.2%	0.0%	1.1%	0.6%	
Total(n)	79	1,274	2,619	44	643	1,258	35	631	1,361	
Mean	2.71	2.71	2.76	2.66	2.66	2.72	2.77	2.77	2.80	
Standard deviation	0.48	0.50	0.46	0.53	0.54	0.49	0.43	0.45	0.42	
Significance	-			-			-			
Effect size	-	0.00	-0.11	-	0.00	-0.12	-	0.00	-0.07	
<b>Provide feedback on drafts or work still in progress</b>										
Frequently	62.0%	54.8%	55.5%	61.4%	49.4%	50.0%	62.9%	61.6%	61.4%	
Occasionally	32.9%	40.8%	39.0%	31.8%	44.6%	42.8%	34.3%	36.1%	34.9%	
Not at all	5.1%	4.4%	5.5%	6.8%	6.1%	7.2%	2.9%	2.3%	3.7%	
Total(n)	79	1,277	2,619	44	646	1,262	35	631	1,357	
Mean	2.57	2.50	2.50	2.55	2.43	2.43	2.60	2.59	2.58	
Standard deviation	0.59	0.58	0.60	0.63	0.61	0.62	0.55	0.54	0.56	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	0.20	0.19	-	0.02	0.04	
<b>Provide in advance the criteria for evaluating the assignment</b>										
Frequently	64.6%	63.1%	69.9%	63.6%	57.8%	61.5%	65.7%	69.7%	79.0%	
Occasionally	31.6%	33.0%	27.2%	29.5%	37.0%	34.7%	34.3%	28.1%	19.2%	
Not at all	3.8%	3.9%	2.9%	6.8%	5.2%	3.8%	0.0%	2.2%	1.8%	
Total(n)	79	1,278	2,613	44	645	1,258	35	633	1,355	
Mean	2.61	2.59	2.67	2.57	2.53	2.58	2.66	2.67	2.77	
Standard deviation	0.56	0.57	0.53	0.62	0.60	0.57	0.48	0.51	0.46	
Significance	-			-			-			
Effect size	-	0.04	-0.11	-	0.07	-0.02	-	-0.02	-0.24	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Explicitly link the assignment with course goals or learning objectives</b>										
Frequently	57.0%	62.6%	66.4%	54.5%	61.8%	65.7%	60.0%	63.6%	67.1%	
Occasionally	36.7%	32.2%	29.5%	38.6%	32.0%	29.6%	34.3%	32.4%	29.3%	
Not at all	6.3%	5.2%	4.2%	6.8%	6.2%	4.7%	5.7%	3.9%	3.6%	
Total(n)	79	1,277	2,620	44	645	1,259	35	632	1,361	
Mean	2.51	2.57	2.62	2.48	2.56	2.61	2.54	2.60	2.63	
Standard deviation	0.62	0.59	0.56	0.63	0.61	0.58	0.61	0.57	0.55	
Significance	-			-			-			
Effect size	-	-0.10	-0.20	-	-0.13	-0.22	-	-0.11	-0.16	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>YouTube or other videos</b>										
Frequently	30.4%	33.4%	36.9%	27.3%	28.4%	32.2%	34.3%	39.6%	42.0%	
Occasionally	53.2%	51.8%	49.0%	54.5%	53.3%	47.4%	51.4%	49.9%	50.8%	
Not at all	16.5%	14.8%	14.0%	18.2%	18.3%	20.4%	14.3%	10.5%	7.2%	
Total(n)	79	1,260	2,603	44	638	1,256	35	622	1,347	
Mean	2.14	2.19	2.23	2.09	2.10	2.12	2.20	2.29	2.35	
Standard deviation	0.67	0.67	0.68	0.68	0.68	0.72	0.68	0.65	0.61	
Significance	-			-			-			
Effect size	-	-0.07	-0.13	-	-0.01	-0.04	-	-0.14	-0.25	
<b>Classroom enhancement technology (e.g., Elmo, tablet PCs)</b>										
Frequently	19.2%	15.0%	19.1%	25.6%	15.6%	17.5%	11.4%	14.2%	20.8%	
Occasionally	23.1%	27.0%	32.1%	27.9%	29.2%	33.3%	17.1%	24.3%	30.9%	
Not at all	57.7%	58.0%	48.8%	46.5%	55.2%	49.2%	71.4%	61.5%	48.3%	
Total(n)	78	1,258	2,592	43	637	1,250	35	621	1,342	
Mean	1.62	1.57	1.70	1.79	1.60	1.68	1.40	1.53	1.73	
Standard deviation	0.79	0.74	0.77	0.83	0.74	0.75	0.69	0.73	0.78	
Significance	-			-			-		*	
Effect size	-	0.07	-0.10	-	0.26	0.15	-	-0.18	-0.42	
<b>Simulations/animations</b>										
Frequently	13.9%	14.1%	14.7%	15.9%	14.3%	13.2%	11.4%	13.9%	16.2%	
Occasionally	38.0%	34.8%	41.5%	43.2%	36.4%	41.6%	31.4%	32.8%	41.4%	
Not at all	48.1%	51.0%	43.8%	40.9%	49.3%	45.1%	57.1%	53.2%	42.4%	
Total(n)	79	1,259	2,593	44	636	1,249	35	623	1,344	
Mean	1.66	1.63	1.71	1.75	1.65	1.68	1.54	1.61	1.74	
Standard deviation	0.71	0.72	0.71	0.72	0.72	0.69	0.70	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.04	-0.07	-	0.14	0.10	-	-0.10	-0.28	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Podcasts</b>										
Frequently	1.3%	1.9%	2.9%	2.3%	1.8%	1.7%	0.0%	2.1%	4.3%	
Occasionally	14.3%	21.5%	19.4%	13.6%	17.9%	18.3%	15.2%	26.1%	20.5%	
Not at all	84.4%	76.6%	77.7%	84.1%	80.3%	80.0%	84.8%	71.8%	75.2%	
Total(n)	77	1,252	2,573	44	637	1,242	33	615	1,331	
Mean	1.17	1.25	1.25	1.18	1.21	1.22	1.15	1.30	1.29	
Standard deviation	0.41	0.48	0.50	0.45	0.45	0.45	0.36	0.50	0.54	
Significance	-			-			-			
Effect size	-	-0.17	-0.16	-	-0.07	-0.09	-	-0.30	-0.26	
<b>Online homework or virtual labs</b>										
Frequently	15.2%	13.1%	19.1%	18.2%	10.9%	19.9%	11.4%	15.8%	18.2%	
Occasionally	26.6%	24.6%	31.8%	20.5%	22.9%	29.4%	34.3%	26.7%	34.5%	
Not at all	58.2%	62.3%	49.1%	61.4%	66.2%	50.7%	54.3%	57.5%	47.3%	
Total(n)	79	1,255	2,593	44	636	1,251	35	619	1,342	
Mean	1.57	1.51	1.70	1.57	1.45	1.69	1.57	1.58	1.71	
Standard deviation	0.75	0.72	0.77	0.79	0.68	0.78	0.70	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.08	-0.17	-	0.18	-0.15	-	-0.01	-0.18	
<b>Online discussion boards</b>										
Frequently	12.8%	14.5%	16.1%	9.3%	11.8%	11.9%	17.1%	17.8%	20.7%	
Occasionally	30.8%	30.6%	31.7%	23.3%	27.3%	26.7%	40.0%	34.6%	37.0%	
Not at all	56.4%	54.9%	52.1%	67.4%	60.8%	61.4%	42.9%	47.6%	42.3%	
Total(n)	78	1,258	2,591	43	637	1,247	35	621	1,344	
Mean	1.56	1.60	1.64	1.42	1.51	1.51	1.74	1.70	1.78	
Standard deviation	0.71	0.73	0.74	0.66	0.70	0.70	0.74	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.05	-0.11	-	-0.13	-0.13	-	0.05	-0.05	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop ability to think critically</b>										
Essential	93.7%	92.9%	92.4%	90.9%	91.1%	90.4%	97.1%	95.2%	94.5%	
Very important	6.3%	6.3%	6.6%	9.1%	8.1%	8.1%	2.9%	4.1%	5.0%	
Somewhat important	0.0%	0.6%	0.8%	0.0%	0.8%	1.2%	0.0%	0.4%	0.4%	
Not important	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%	0.3%	0.1%	
Total(n)	79	1,264	2,593	44	639	1,248	35	625	1,345	
Mean	3.94	3.92	3.91	3.91	3.90	3.89	3.97	3.94	3.94	
Standard deviation	0.25	0.30	0.32	0.29	0.32	0.37	0.17	0.28	0.26	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	0.03	0.05	-	0.11	0.12	
<b>Prepare students for employment after college</b>										
Essential	25.3%	28.7%	43.7%	18.2%	27.7%	42.9%	34.3%	30.1%	44.7%	
Very important	51.9%	45.5%	37.6%	56.8%	45.8%	35.8%	45.7%	45.1%	39.7%	
Somewhat important	21.5%	23.3%	17.0%	22.7%	23.9%	19.6%	20.0%	22.6%	14.2%	
Not important	1.3%	2.5%	1.6%	2.3%	2.7%	1.7%	0.0%	2.2%	1.5%	
Total(n)	79	1,263	2,594	44	640	1,251	35	623	1,343	
Mean	3.01	3.00	3.23	2.91	2.98	3.20	3.14	3.03	3.28	
Standard deviation	0.72	0.79	0.79	0.71	0.79	0.81	0.73	0.78	0.76	
Significance	-		*	-		*	-			
Effect size	-	0.01	-0.28	-	-0.09	-0.36	-	0.14	-0.18	
<b>Prepare students for graduate or advanced education</b>										
Essential	24.1%	29.2%	31.4%	22.7%	29.0%	28.9%	25.7%	29.4%	34.0%	
Very important	44.3%	46.8%	44.7%	43.2%	44.9%	46.5%	45.7%	49.1%	42.8%	
Somewhat important	30.4%	23.0%	22.9%	31.8%	24.5%	23.0%	28.6%	21.2%	22.7%	
Not important	1.3%	1.0%	1.1%	2.3%	1.5%	1.6%	0.0%	0.4%	0.5%	
Total(n)	79	1,264	2,597	44	642	1,253	35	622	1,344	
Mean	2.91	3.04	3.06	2.86	3.02	3.03	2.97	3.07	3.10	
Standard deviation	0.77	0.75	0.76	0.80	0.77	0.76	0.75	0.72	0.76	
Significance	-			-			-			
Effect size	-	-0.17	-0.20	-	-0.21	-0.22	-	-0.14	-0.17	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop moral character</b>										
Essential	19.0%	22.1%	28.8%	15.9%	19.1%	26.3%	22.9%	25.9%	31.5%	
Very important	43.0%	37.0%	38.8%	45.5%	36.1%	37.6%	40.0%	38.1%	40.1%	
Somewhat important	31.6%	32.7%	26.6%	29.5%	34.9%	28.8%	34.3%	30.0%	24.2%	
Not important	6.3%	8.2%	5.9%	9.1%	9.8%	7.4%	2.9%	6.1%	4.3%	
Total(n)	79	1,257	2,576	44	638	1,245	35	619	1,331	
Mean	2.75	2.73	2.90	2.68	2.65	2.83	2.83	2.84	2.99	
Standard deviation	0.84	0.90	0.88	0.86	0.90	0.90	0.82	0.88	0.85	
Significance	-			-			-			
Effect size	-	0.02	-0.17	-	0.03	-0.17	-	-0.01	-0.19	
<b>Provide for students' emotional development</b>										
Essential	13.9%	14.5%	18.7%	13.6%	12.7%	17.0%	14.3%	16.7%	20.6%	
Very important	50.6%	37.4%	35.3%	50.0%	34.3%	28.4%	51.4%	41.2%	42.9%	
Somewhat important	31.6%	40.4%	38.7%	31.8%	44.5%	44.6%	31.4%	35.4%	32.4%	
Not important	3.8%	7.7%	7.2%	4.5%	8.4%	10.0%	2.9%	6.7%	4.1%	
Total(n)	79	1,261	2,588	44	639	1,248	35	622	1,340	
Mean	2.75	2.59	2.66	2.73	2.51	2.52	2.77	2.68	2.80	
Standard deviation	0.74	0.83	0.86	0.76	0.82	0.89	0.73	0.83	0.81	
Significance	-			-			-			
Effect size	-	0.19	0.10	-	0.27	0.24	-	0.11	-0.04	
<b>Teach students the classic works of Western civilization</b>										
Essential	15.2%	11.0%	9.4%	15.9%	14.0%	10.9%	14.3%	7.3%	7.8%	
Very important	31.6%	22.4%	21.7%	29.5%	23.6%	24.6%	34.3%	21.0%	18.7%	
Somewhat important	35.4%	43.1%	44.4%	36.4%	39.6%	40.4%	34.3%	47.3%	48.8%	
Not important	17.7%	23.5%	24.4%	18.2%	22.8%	24.2%	17.1%	24.4%	24.7%	
Total(n)	79	1,260	2,583	44	639	1,245	35	621	1,338	
Mean	2.44	2.21	2.16	2.43	2.29	2.22	2.46	2.11	2.10	
Standard deviation	0.96	0.93	0.90	0.97	0.97	0.93	0.95	0.86	0.86	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.25	0.31	-	0.14	0.23	-	0.41	0.42	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Help students develop personal values</b>										
Essential	31.6%	24.8%	29.8%	29.5%	22.1%	27.0%	34.3%	28.3%	32.8%	
Very important	39.2%	36.2%	37.3%	40.9%	33.6%	32.3%	37.1%	39.4%	42.8%	
Somewhat important	24.1%	32.5%	28.4%	22.7%	36.7%	34.7%	25.7%	27.1%	21.6%	
Not important	5.1%	6.5%	4.5%	6.8%	7.6%	6.1%	2.9%	5.2%	2.8%	
Total(n)	79	1,256	2,583	44	637	1,247	35	619	1,336	
Mean	2.97	2.79	2.92	2.93	2.70	2.80	3.03	2.91	3.06	
Standard deviation	0.88	0.89	0.87	0.90	0.90	0.91	0.86	0.87	0.81	
Significance	-			-			-			
Effect size	-	0.20	0.06	-	0.26	0.14	-	0.14	-0.04	
<b>Instill in students a commitment to community service</b>										
Essential	11.4%	10.3%	15.5%	11.4%	9.0%	12.3%	11.4%	11.9%	19.0%	
Very important	31.6%	28.1%	30.9%	25.0%	23.8%	30.1%	40.0%	33.4%	31.7%	
Somewhat important	45.6%	44.5%	42.2%	50.0%	46.2%	43.0%	40.0%	42.3%	41.3%	
Not important	11.4%	17.2%	11.5%	13.6%	21.0%	14.6%	8.6%	12.3%	8.1%	
Total(n)	79	1,261	2,587	44	640	1,246	35	621	1,341	
Mean	2.43	2.31	2.50	2.34	2.21	2.40	2.54	2.45	2.62	
Standard deviation	0.84	0.87	0.89	0.86	0.87	0.88	0.82	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.14	-0.08	-	0.15	-0.07	-	0.10	-0.09	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	32.9%	33.5%	34.9%	29.5%	26.2%	26.5%	37.1%	42.6%	43.9%	
Very important	32.9%	34.4%	36.0%	31.8%	35.2%	35.6%	34.3%	33.4%	36.5%	
Somewhat important	30.4%	24.4%	21.1%	34.1%	29.0%	26.5%	25.7%	18.8%	15.4%	
Not important	3.8%	7.7%	8.0%	4.5%	9.6%	11.5%	2.9%	5.2%	4.2%	
Total(n)	79	1,258	2,579	44	637	1,241	35	621	1,338	
Mean	2.95	2.94	2.98	2.86	2.78	2.77	3.06	3.13	3.20	
Standard deviation	0.89	0.94	0.94	0.90	0.94	0.97	0.87	0.90	0.85	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	0.09	0.09	-	-0.08	-0.16	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Promote ability to write effectively</b>										
Essential	82.3%	77.0%	74.3%	77.3%	72.2%	72.5%	88.6%	83.1%	76.3%	
Very important	17.7%	19.5%	22.5%	22.7%	24.1%	23.5%	11.4%	13.8%	21.5%	
Somewhat important	0.0%	3.1%	2.8%	0.0%	3.5%	3.6%	0.0%	2.7%	2.0%	
Not important	0.0%	0.3%	0.3%	0.0%	0.2%	0.4%	0.0%	0.4%	0.2%	
Total(n)	79	1,265	2,596	44	641	1,251	35	624	1,345	
Mean	3.82	3.73	3.71	3.77	3.68	3.68	3.89	3.79	3.74	
Standard deviation	0.38	0.53	0.53	0.42	0.55	0.56	0.32	0.49	0.50	
Significance	-			-			-			
Effect size	-	0.17	0.21	-	0.16	0.16	-	0.20	0.30	
<b>Help students evaluate the quality and reliability of information</b>										
Essential	36.7%	36.8%	37.6%	34.1%	33.5%	36.2%	40.0%	40.9%	39.0%	
Very important	43.0%	37.0%	32.8%	50.0%	36.7%	32.2%	34.3%	37.4%	33.4%	
Somewhat important	17.7%	21.2%	24.8%	15.9%	23.7%	26.0%	20.0%	18.0%	23.5%	
Not important	2.5%	5.0%	4.8%	0.0%	6.0%	5.5%	5.7%	3.7%	4.1%	
Total(n)	79	1,261	2,589	44	640	1,251	35	621	1,338	
Mean	3.14	3.06	3.03	3.18	2.98	2.99	3.09	3.15	3.07	
Standard deviation	0.80	0.88	0.90	0.69	0.90	0.92	0.92	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.09	0.12	-	0.22	0.21	-	-0.07	0.02	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	51.3%	48.8%	49.5%	50.0%	42.8%	41.1%	52.9%	56.4%	58.5%	
Very important	37.2%	33.0%	33.4%	38.6%	34.0%	36.7%	35.3%	31.8%	29.9%	
Somewhat important	11.5%	15.0%	13.8%	11.4%	19.0%	16.6%	11.8%	9.9%	10.7%	
Not important	0.0%	3.2%	3.3%	0.0%	4.2%	5.6%	0.0%	1.9%	0.9%	
Total(n)	78	1,263	2,592	44	640	1,250	34	623	1,342	
Mean	3.40	3.27	3.29	3.39	3.15	3.13	3.41	3.43	3.46	
Standard deviation	0.69	0.83	0.83	0.69	0.87	0.88	0.70	0.75	0.72	
Significance	-			-			-			
Effect size	-	0.16	0.13	-	0.28	0.30	-	-0.03	-0.07	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Encourage students to become agents of social change</b>										
Essential	20.3%	18.4%	24.7%	15.9%	13.6%	18.1%	25.7%	24.4%	31.7%	
Very important	24.1%	31.8%	35.6%	18.2%	27.4%	32.0%	31.4%	37.3%	39.5%	
Somewhat important	40.5%	37.0%	30.0%	45.5%	41.7%	36.6%	34.3%	31.1%	22.9%	
Not important	15.2%	12.8%	9.7%	20.5%	17.3%	13.2%	8.6%	7.1%	5.9%	
Total(n)	79	1,258	2,586	44	638	1,246	35	620	1,340	
Mean	2.49	2.56	2.75	2.30	2.37	2.55	2.74	2.79	2.97	
Standard deviation	0.99	0.93	0.93	0.98	0.92	0.94	0.95	0.89	0.88	
Significance	-		*	-			-			
Effect size	-	-0.08	-0.28	-	-0.08	-0.27	-	-0.06	-0.26	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	7.5%	10.4%	5.3%	6.7%	9.7%	5.1%	8.6%	11.2%	5.5%	
1-4	13.8%	11.4%	9.4%	13.3%	10.8%	9.6%	14.3%	12.2%	9.1%	
5-8	47.5%	41.9%	33.0%	44.4%	43.2%	31.8%	51.4%	40.2%	34.3%	
9-12	28.8%	26.2%	38.1%	31.1%	27.6%	38.7%	25.7%	24.4%	37.4%	
13-16	1.3%	6.0%	10.1%	2.2%	5.0%	11.3%	0.0%	7.1%	8.8%	
17-20	0.0%	2.6%	2.5%	0.0%	2.7%	2.3%	0.0%	2.6%	2.8%	
21+	1.3%	1.5%	1.6%	2.2%	1.0%	1.2%	0.0%	2.2%	2.2%	
Total(n)	80	1,349	2,775	45	690	1,353	35	659	1,422	
Mean	3.08	3.20	3.52	3.18	3.19	3.53	2.94	3.21	3.52	
Standard deviation	0.99	1.21	1.14	1.07	1.16	1.12	0.87	1.28	1.17	
Significance	-		***	-		*	-		**	
Effect size	-	-0.10	-0.39	-	-0.01	-0.31	-	-0.21	-0.50	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	6.3%	8.5%	4.5%	6.7%	7.6%	4.2%	5.7%	9.7%	4.8%	
1-4	5.0%	7.1%	7.1%	6.7%	8.2%	8.0%	2.9%	5.7%	6.0%	
5-8	21.3%	19.1%	23.4%	22.2%	20.0%	24.0%	20.0%	17.8%	22.7%	
9-12	17.5%	23.2%	22.3%	17.8%	25.5%	24.5%	17.1%	20.2%	19.9%	
13-16	23.8%	17.9%	16.3%	22.2%	17.0%	15.1%	25.7%	19.0%	17.6%	
17-20	13.8%	12.1%	13.8%	8.9%	11.0%	12.6%	20.0%	13.6%	15.2%	
21+	12.5%	12.2%	12.6%	15.6%	10.8%	11.5%	8.6%	13.9%	13.8%	
Total(n)	80	1,351	2,781	45	691	1,356	35	660	1,425	
Mean	4.39	4.20	4.31	4.31	4.12	4.22	4.49	4.30	4.40	
Standard deviation	1.66	1.72	1.64	1.74	1.67	1.61	1.58	1.78	1.66	
Significance	-			-			-			
Effect size	-	0.11	0.05	-	0.11	0.06	-	0.11	0.05	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Advising and counseling of students</b>										
None	6.3%	5.7%	3.7%	8.9%	6.3%	4.0%	2.9%	4.9%	3.3%	
1-4	36.3%	53.7%	55.3%	35.6%	54.9%	59.9%	37.1%	52.2%	50.2%	
5-8	45.0%	31.9%	28.4%	42.2%	31.5%	25.9%	48.6%	32.4%	31.2%	
9-12	11.3%	6.0%	8.5%	11.1%	4.8%	7.9%	11.4%	7.6%	9.0%	
13-16	0.0%	1.9%	2.5%	0.0%	1.5%	1.4%	0.0%	2.3%	3.8%	
17-20	1.3%	0.4%	0.9%	2.2%	0.5%	0.4%	0.0%	0.3%	1.5%	
21+	0.0%	0.4%	0.7%	0.0%	0.5%	0.4%	0.0%	0.3%	0.9%	
Total(n)	80	1,353	2,775	45	692	1,352	35	661	1,423	
Mean	2.66	2.48	2.56	2.64	2.44	2.46	2.69	2.53	2.68	
Standard deviation	0.86	0.85	0.94	0.96	0.85	0.84	0.72	0.86	1.03	
Significance	-			-			-			
Effect size	-	0.21	0.11	-	0.24	0.21	-	0.19	0.01	
<b>Committee work and meetings</b>										
None	10.0%	11.2%	6.1%	13.3%	12.0%	7.2%	5.7%	10.1%	4.9%	
1-4	67.5%	60.6%	58.4%	64.4%	60.1%	60.5%	71.4%	61.2%	55.9%	
5-8	17.5%	21.1%	24.5%	15.6%	22.2%	22.7%	20.0%	19.8%	26.5%	
9-12	3.8%	4.2%	6.8%	6.7%	3.1%	6.5%	0.0%	5.6%	7.1%	
13-16	1.3%	1.5%	2.0%	0.0%	1.5%	1.9%	2.9%	1.6%	2.1%	
17-20	0.0%	0.9%	0.8%	0.0%	0.8%	0.8%	0.0%	1.0%	0.8%	
21+	0.0%	0.5%	1.4%	0.0%	0.3%	0.4%	0.0%	0.7%	2.6%	
Total(n)	80	1,348	2,771	45	689	1,353	35	659	1,418	
Mean	2.19	2.29	2.48	2.16	2.26	2.39	2.23	2.33	2.58	
Standard deviation	0.71	0.90	1.00	0.74	0.86	0.89	0.69	0.94	1.11	
Significance	-		*	-			-			
Effect size	-	-0.11	-0.29	-	-0.12	-0.26	-	-0.11	-0.32	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other administration</b>										
None	29.1%	31.2%	25.5%	26.7%	31.0%	24.8%	32.4%	31.5%	26.4%	
1-4	49.4%	43.5%	41.2%	53.3%	44.8%	39.9%	44.1%	41.9%	42.5%	
5-8	12.7%	13.3%	16.7%	8.9%	12.9%	19.5%	17.6%	13.8%	13.5%	
9-12	0.0%	5.8%	5.9%	0.0%	5.3%	4.9%	0.0%	6.3%	7.0%	
13-16	2.5%	2.9%	3.5%	4.4%	2.3%	2.9%	0.0%	3.6%	4.1%	
17-20	5.1%	1.3%	2.4%	4.4%	0.9%	2.2%	5.9%	1.8%	2.6%	
21+	1.3%	2.0%	4.8%	2.2%	2.8%	5.7%	0.0%	1.0%	3.8%	
Total(n)	79	1,319	2,723	45	672	1,323	34	647	1,400	
Mean	2.18	2.17	2.47	2.24	2.17	2.51	2.09	2.18	2.43	
Standard deviation	1.33	1.27	1.53	1.42	1.29	1.56	1.22	1.24	1.50	
Significance	-			-			-			
Effect size	-	0.01	-0.19	-	0.05	-0.17	-	-0.07	-0.23	
<b>Research and scholarly writing</b>										
None	11.3%	12.6%	20.8%	6.7%	12.3%	17.2%	17.1%	13.0%	24.9%	
1-4	48.8%	36.3%	39.9%	51.1%	35.3%	40.0%	45.7%	37.5%	39.9%	
5-8	23.8%	24.6%	21.3%	24.4%	24.3%	21.5%	22.9%	25.0%	21.1%	
9-12	6.3%	11.1%	9.2%	6.7%	11.1%	10.8%	5.7%	11.0%	7.5%	
13-16	3.8%	4.8%	2.6%	4.4%	5.6%	2.8%	2.9%	3.9%	2.4%	
17-20	2.5%	2.5%	2.4%	2.2%	3.1%	3.3%	2.9%	1.8%	1.3%	
21+	3.8%	8.0%	3.7%	4.4%	8.2%	4.4%	2.9%	7.8%	2.9%	
Total(n)	80	1,346	2,771	45	689	1,350	35	657	1,421	
Mean	2.65	2.99	2.55	2.76	3.05	2.70	2.51	2.92	2.38	
Standard deviation	1.37	1.64	1.42	1.38	1.66	1.49	1.36	1.60	1.33	
Significance	-			-			-			
Effect size	-	-0.21	0.07	-	-0.17	0.04	-	-0.26	0.10	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other creative products/performances</b>										
None	65.8%	79.8%	77.0%	61.4%	78.7%	75.7%	71.4%	81.1%	78.4%	
1-4	20.3%	13.0%	13.9%	25.0%	13.2%	13.0%	14.3%	12.6%	14.8%	
5-8	6.3%	4.0%	5.4%	4.5%	4.1%	6.9%	8.6%	3.8%	3.7%	
9-12	1.3%	1.5%	1.7%	2.3%	2.2%	2.2%	0.0%	0.7%	1.2%	
13-16	3.8%	1.0%	1.0%	4.5%	0.9%	1.1%	2.9%	1.1%	0.9%	
17-20	2.5%	0.5%	0.6%	2.3%	0.5%	0.9%	2.9%	0.5%	0.4%	
21+	0.0%	0.3%	0.4%	0.0%	0.4%	0.3%	0.0%	0.2%	0.5%	
Total(n)	79	1,313	2,714	44	672	1,322	35	641	1,392	
Mean	1.65	1.34	1.39	1.70	1.36	1.43	1.57	1.30	1.35	
Standard deviation	1.19	0.84	0.90	1.21	0.88	0.94	1.17	0.79	0.85	
Significance	-	**	*	-	*		-			
Effect size	-	0.37	0.29	-	0.39	0.29	-	0.34	0.26	
<b>Community or public service</b>										
None	47.5%	60.6%	47.3%	51.1%	61.0%	48.4%	42.9%	60.0%	46.1%	
1-4	47.5%	33.1%	41.2%	42.2%	32.7%	38.7%	54.3%	33.6%	44.1%	
5-8	3.8%	4.1%	6.4%	4.4%	3.8%	6.3%	2.9%	4.5%	6.5%	
9-12	0.0%	1.1%	3.7%	0.0%	1.3%	4.9%	0.0%	0.9%	2.3%	
13-16	1.3%	0.5%	1.0%	2.2%	0.6%	1.4%	0.0%	0.4%	0.5%	
17-20	0.0%	0.2%	0.3%	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	
21+	0.0%	0.4%	0.2%	0.0%	0.5%	0.2%	0.0%	0.3%	0.1%	
Total(n)	80	1,331	2,741	45	681	1,336	35	650	1,405	
Mean	1.60	1.50	1.71	1.60	1.50	1.73	1.60	1.50	1.68	
Standard deviation	0.69	0.80	0.88	0.78	0.82	0.93	0.55	0.77	0.81	
Significance	-			-			-			
Effect size	-	0.13	-0.13	-	0.12	-0.14	-	0.13	-0.10	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Outside consulting/freelance work</b>										
None	76.6%	81.6%	78.9%	79.5%	81.1%	77.8%	72.7%	82.3%	80.1%	
1-4	22.1%	14.5%	15.2%	20.5%	13.9%	17.1%	24.2%	15.1%	13.0%	
5-8	1.3%	2.3%	3.2%	0.0%	3.0%	3.4%	3.0%	1.4%	3.0%	
9-12	0.0%	1.3%	1.9%	0.0%	1.6%	1.5%	0.0%	1.0%	2.5%	
13-16	0.0%	0.1%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.2%	
17-20	0.0%	0.1%	0.6%	0.0%	0.2%	0.1%	0.0%	0.1%	1.2%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	77	1,318	2,719	44	677	1,327	33	641	1,392	
Mean	1.25	1.24	1.31	1.20	1.26	1.29	1.30	1.22	1.33	
Standard deviation	0.46	0.60	0.73	0.41	0.64	0.63	0.53	0.53	0.83	
Significance	-			-			-			
Effect size	-	0.02	-0.08	-	-0.09	-0.14	-	0.15	-0.04	
<b>Household/childcare duties</b>										
None	5.1%	8.3%	10.2%	6.8%	11.3%	14.5%	2.9%	4.6%	5.5%	
1-4	12.8%	13.9%	16.4%	6.8%	13.7%	13.3%	20.6%	14.3%	19.7%	
5-8	29.5%	22.9%	25.4%	29.5%	25.5%	29.8%	29.4%	19.8%	20.6%	
9-12	11.5%	14.8%	13.1%	6.8%	16.5%	14.2%	17.6%	12.5%	11.9%	
13-16	12.8%	10.0%	9.4%	20.5%	10.0%	7.9%	2.9%	10.0%	11.1%	
17-20	9.0%	9.2%	8.9%	9.1%	8.2%	8.3%	8.8%	10.3%	9.5%	
21+	19.2%	20.9%	16.6%	20.5%	14.8%	11.9%	17.6%	28.5%	21.7%	
Total(n)	78	1,331	2,740	44	677	1,328	34	654	1,412	
Mean	4.18	4.15	3.88	4.36	3.84	3.60	3.94	4.54	4.18	
Standard deviation	1.87	1.96	1.94	1.88	1.89	1.86	1.86	1.99	1.98	
Significance	-			-		**	-			
Effect size	-	0.02	0.15	-	0.28	0.41	-	-0.30	-0.12	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other employment, outside of academia</b>										
None	88.6%	95.1%	90.7%	86.7%	94.1%	90.3%	91.2%	96.3%	91.1%	
1-4	8.9%	3.2%	5.5%	8.9%	3.6%	5.6%	8.8%	2.6%	5.5%	
5-8	0.0%	0.9%	1.4%	0.0%	1.3%	1.3%	0.0%	0.4%	1.5%	
9-12	1.3%	0.3%	1.6%	2.2%	0.4%	2.4%	0.0%	0.3%	0.8%	
13-16	0.0%	0.3%	0.2%	0.0%	0.3%	0.2%	0.0%	0.3%	0.1%	
17-20	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	
21+	1.3%	0.1%	0.4%	2.2%	0.1%	0.1%	0.0%	0.0%	0.8%	
Total(n)	79	1,303	2,703	45	668	1,318	34	635	1,385	
Mean	1.20	1.08	1.17	1.29	1.10	1.17	1.09	1.06	1.17	
Standard deviation	0.79	0.44	0.67	1.01	0.49	0.62	0.29	0.35	0.71	
Significance	-	*		-	*		-			
Effect size	-	0.27	0.04	-	0.39	0.19	-	0.09	-0.11	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>It is primarily up to individual students whether they succeed in my courses</b>										
Agree strongly	38.5%	32.0%	34.5%	48.8%	36.4%	35.1%	25.7%	26.6%	33.9%	
Agree somewhat	52.6%	53.4%	52.3%	44.2%	50.6%	51.8%	62.9%	56.8%	52.9%	
Disagree somewhat	9.0%	12.5%	10.0%	7.0%	10.2%	8.6%	11.4%	15.5%	11.5%	
Disagree strongly	0.0%	2.1%	3.2%	0.0%	2.9%	4.6%	0.0%	1.1%	1.8%	
Total(n)	78	1,251	2,565	43	632	1,234	35	619	1,331	
Mean	3.29	3.15	3.18	3.42	3.20	3.17	3.14	3.09	3.19	
Standard deviation	0.63	0.71	0.74	0.63	0.73	0.77	0.60	0.68	0.70	
Significance	-			-		*	-			
Effect size	-	0.20	0.15	-	0.30	0.32	-	0.07	-0.07	
<b>I try to dispel perceptions of competition</b>										
Agree strongly	36.8%	37.6%	34.0%	31.0%	32.9%	32.8%	44.1%	43.4%	35.2%	
Agree somewhat	42.1%	45.3%	45.5%	40.5%	46.6%	41.5%	44.1%	43.7%	49.7%	
Disagree somewhat	19.7%	15.0%	16.0%	26.2%	17.4%	19.0%	11.8%	12.0%	12.8%	
Disagree strongly	1.3%	2.2%	4.5%	2.4%	3.1%	6.6%	0.0%	1.0%	2.3%	
Total(n)	76	1,234	2,531	42	628	1,219	34	606	1,312	
Mean	3.14	3.18	3.09	3.00	3.09	3.01	3.32	3.29	3.18	
Standard deviation	0.78	0.76	0.82	0.83	0.79	0.89	0.68	0.71	0.73	
Significance	-			-			-			
Effect size	-	-0.05	0.06	-	-0.11	-0.01	-	0.04	0.19	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>I encourage all students to approach me for help</b>										
Agree strongly	94.9%	94.7%	96.5%	93.0%	93.5%	95.1%	97.1%	96.1%	97.9%	
Agree somewhat	5.1%	5.2%	3.5%	7.0%	6.3%	4.8%	2.9%	3.9%	2.1%	
Disagree somewhat	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Disagree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	78	1,245	2,549	43	629	1,227	35	616	1,322	
Mean	3.95	3.95	3.96	3.93	3.93	3.95	3.97	3.96	3.98	
Standard deviation	0.22	0.23	0.19	0.26	0.26	0.22	0.17	0.19	0.14	
Significance	-			-			-			
Effect size	-	0.00	-0.05	-	0.00	-0.09	-	0.05	-0.07	
<b>Most students are well-prepared for the difficulty of the courses I teach</b>										
Agree strongly	20.5%	16.1%	9.9%	18.6%	14.1%	8.3%	22.9%	18.7%	11.7%	
Agree somewhat	67.9%	59.8%	46.6%	72.1%	61.2%	48.5%	62.9%	58.1%	44.5%	
Disagree somewhat	11.5%	22.3%	36.4%	9.3%	23.3%	35.3%	14.3%	21.0%	37.6%	
Disagree strongly	0.0%	1.7%	7.1%	0.0%	1.4%	7.9%	0.0%	2.2%	6.2%	
Total(n)	78	1,249	2,561	43	633	1,234	35	616	1,327	
Mean	3.09	2.90	2.59	3.09	2.88	2.57	3.09	2.93	2.62	
Standard deviation	0.56	0.67	0.76	0.53	0.64	0.75	0.61	0.69	0.77	
Significance	-	*	***	-	*	***	-		***	
Effect size	-	0.28	0.66	-	0.33	0.69	-	0.23	0.61	
<b>In my classroom, there is no such thing as a question that is too elementary</b>										
Agree strongly	67.9%	64.8%	64.3%	62.8%	61.3%	62.7%	74.3%	69.1%	65.9%	
Agree somewhat	25.6%	27.6%	27.6%	30.2%	28.9%	27.8%	20.0%	25.8%	27.5%	
Disagree somewhat	6.4%	6.9%	7.0%	7.0%	9.2%	8.3%	5.7%	4.0%	5.7%	
Disagree strongly	0.0%	0.8%	1.1%	0.0%	0.5%	1.2%	0.0%	1.1%	1.0%	
Total(n)	78	1,252	2,565	43	633	1,234	35	619	1,331	
Mean	3.62	3.56	3.55	3.56	3.51	3.52	3.69	3.63	3.58	
Standard deviation	0.61	0.66	0.67	0.63	0.68	0.70	0.58	0.62	0.64	
Significance	-			-			-			
Effect size	-	0.09	0.10	-	0.07	0.06	-	0.10	0.17	
<b>All students have the potential to excel in my courses</b>										
Agree strongly	55.1%	56.0%	54.2%	46.5%	49.1%	49.1%	65.7%	64.5%	59.6%	
Agree somewhat	41.0%	34.7%	35.4%	46.5%	38.7%	40.1%	34.3%	29.8%	30.4%	
Disagree somewhat	2.6%	8.3%	9.3%	4.7%	10.9%	9.3%	0.0%	5.2%	9.4%	
Disagree strongly	1.3%	0.9%	1.1%	2.3%	1.2%	1.5%	0.0%	0.5%	0.5%	
Total(n)	78	1,250	2,564	43	630	1,231	35	620	1,333	
Mean	3.50	3.46	3.43	3.37	3.36	3.37	3.66	3.58	3.49	
Standard deviation	0.62	0.68	0.70	0.69	0.72	0.71	0.48	0.61	0.69	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.01	0.00	-	0.13	0.25	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>The amount of material that is required for my courses poses a substantial challenge to students</b>										
Agree strongly	29.5%	25.1%	26.3%	39.5%	27.6%	27.8%	17.1%	21.9%	24.7%	
Agree somewhat	47.4%	45.9%	47.9%	44.2%	45.7%	46.9%	51.4%	46.2%	48.9%	
Disagree somewhat	21.8%	25.8%	23.1%	16.3%	23.6%	23.3%	28.6%	28.5%	22.9%	
Disagree strongly	1.3%	3.3%	2.8%	0.0%	3.1%	2.1%	2.9%	3.4%	3.5%	
Total(n)	78	1,251	2,562	43	631	1,229	35	620	1,333	
Mean	3.05	2.93	2.98	3.23	2.98	3.00	2.83	2.87	2.95	
Standard deviation	0.75	0.80	0.78	0.72	0.80	0.77	0.75	0.79	0.78	
Significance	-			-	*		-			
Effect size	-	0.15	0.09	-	0.31	0.30	-	-0.05	-0.15	
<b>Students are often overwhelmed by the pace of my courses</b>										
Agree strongly	7.7%	6.4%	8.4%	9.3%	7.3%	8.6%	5.7%	5.2%	8.3%	
Agree somewhat	33.3%	32.2%	36.8%	27.9%	30.5%	38.6%	40.0%	34.3%	35.0%	
Disagree somewhat	46.2%	51.0%	45.6%	51.2%	52.7%	45.4%	40.0%	48.9%	45.9%	
Disagree strongly	12.8%	10.4%	9.1%	11.6%	9.5%	7.4%	14.3%	11.5%	10.8%	
Total(n)	78	1,250	2,558	43	631	1,228	35	619	1,330	
Mean	2.36	2.35	2.45	2.35	2.36	2.48	2.37	2.33	2.41	
Standard deviation	0.81	0.75	0.77	0.81	0.75	0.75	0.81	0.75	0.79	
Significance	-			-			-			
Effect size	-	0.01	-0.12	-	-0.01	-0.17	-	0.05	-0.05	
<b>Most students learn best when they do their assignments on their own</b>										
Agree strongly	14.3%	11.5%	10.4%	18.6%	13.1%	12.7%	8.8%	9.5%	7.9%	
Agree somewhat	41.6%	36.7%	44.0%	46.5%	40.4%	50.0%	35.3%	32.1%	37.7%	
Disagree somewhat	37.7%	44.0%	39.7%	27.9%	40.3%	31.6%	50.0%	48.4%	48.2%	
Disagree strongly	6.5%	7.9%	5.9%	7.0%	6.2%	5.7%	5.9%	10.0%	6.2%	
Total(n)	77	1,243	2,545	43	627	1,221	34	616	1,324	
Mean	2.64	2.52	2.59	2.77	2.60	2.70	2.47	2.41	2.47	
Standard deviation	0.81	0.80	0.75	0.84	0.79	0.76	0.75	0.80	0.73	
Significance	-			-			-			
Effect size	-	0.15	0.07	-	0.22	0.09	-	0.08	0.00	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are interested in students' personal problems</b>										
Agree strongly	47.4%	21.0%	19.4%	48.8%	21.5%	18.5%	45.7%	20.3%	20.3%	
Agree somewhat	48.7%	58.8%	64.4%	48.8%	57.2%	63.7%	48.6%	60.8%	65.2%	
Disagree somewhat	3.8%	18.3%	14.3%	2.3%	19.6%	15.4%	5.7%	16.7%	13.2%	
Disagree strongly	0.0%	2.0%	1.9%	0.0%	1.7%	2.4%	0.0%	2.2%	1.3%	
Total(n)	78	1,230	2,520	43	626	1,217	35	604	1,303	
Mean	3.44	2.99	3.01	3.47	2.98	2.98	3.40	2.99	3.04	
Standard deviation	0.57	0.69	0.64	0.55	0.69	0.66	0.60	0.68	0.62	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.65	0.67	-	0.71	0.74	-	0.60	0.58	
<b>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>										
Agree strongly	33.8%	26.5%	25.1%	37.2%	27.8%	29.5%	29.4%	24.8%	20.3%	
Agree somewhat	54.5%	53.2%	49.0%	51.2%	54.3%	43.9%	58.8%	51.8%	54.5%	
Disagree somewhat	10.4%	16.7%	20.9%	11.6%	15.0%	20.5%	8.8%	18.9%	21.3%	
Disagree strongly	1.3%	3.6%	5.1%	0.0%	2.9%	6.2%	2.9%	4.5%	3.9%	
Total(n)	77	1,225	2,504	43	621	1,204	34	604	1,300	
Mean	3.21	3.03	2.94	3.26	3.07	2.97	3.15	2.97	2.91	
Standard deviation	0.68	0.76	0.81	0.66	0.73	0.86	0.70	0.78	0.75	
Significance	-	*	**	-		*	-			
Effect size	-	0.24	0.33	-	0.26	0.34	-	0.23	0.32	
<b>Most students are well-prepared academically</b>										
Agree strongly	47.4%	31.4%	13.7%	46.5%	31.0%	15.7%	48.6%	31.8%	11.7%	
Agree somewhat	50.0%	53.2%	44.0%	53.5%	53.3%	43.8%	45.7%	53.1%	44.2%	
Disagree somewhat	2.6%	13.5%	34.5%	0.0%	13.8%	33.8%	5.7%	13.2%	35.2%	
Disagree strongly	0.0%	1.9%	7.8%	0.0%	1.9%	6.8%	0.0%	1.9%	8.9%	
Total(n)	78	1,239	2,539	43	630	1,227	35	609	1,312	
Mean	3.45	3.14	2.64	3.47	3.13	2.68	3.43	3.15	2.59	
Standard deviation	0.55	0.71	0.81	0.50	0.71	0.82	0.61	0.71	0.81	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	0.44	1.00	-	0.48	0.96	-	0.39	1.04	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Agree strongly	43.6%	23.5%	17.5%	41.9%	24.9%	20.1%	45.7%	21.7%	14.7%	
Agree somewhat	37.2%	50.2%	45.0%	34.9%	52.4%	44.8%	40.0%	47.4%	45.2%	
Disagree somewhat	17.9%	20.0%	27.4%	20.9%	17.1%	26.4%	14.3%	23.7%	28.3%	
Disagree strongly	1.3%	6.3%	10.2%	2.3%	5.6%	8.6%	0.0%	7.2%	11.8%	
Total(n)	78	1,227	2,506	43	623	1,209	35	604	1,297	
Mean	3.23	2.91	2.70	3.16	2.97	2.76	3.31	2.84	2.63	
Standard deviation	0.79	0.82	0.87	0.84	0.80	0.87	0.72	0.85	0.87	
Significance	-	***	***	-	-	**	-	**	***	
Effect size	-	0.39	0.61	-	0.24	0.46	-	0.55	0.78	
<b>Student Affairs staff have the support and respect of faculty</b>										
Agree strongly	25.6%	27.7%	23.1%	27.9%	26.0%	22.7%	22.9%	29.8%	23.5%	
Agree somewhat	51.3%	48.9%	46.3%	48.8%	51.9%	46.1%	54.3%	45.0%	46.6%	
Disagree somewhat	17.9%	17.2%	24.3%	16.3%	16.3%	25.3%	20.0%	18.3%	23.3%	
Disagree strongly	5.1%	6.3%	6.3%	7.0%	5.8%	5.9%	2.9%	6.9%	6.7%	
Total(n)	78	1,223	2,509	43	623	1,214	35	600	1,295	
Mean	2.97	2.98	2.86	2.98	2.98	2.86	2.97	2.98	2.87	
Standard deviation	0.81	0.84	0.84	0.86	0.81	0.83	0.75	0.87	0.85	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.13	-	0.00	0.14	-	-0.01	0.12	
<b>Faculty are committed to the welfare of this institution</b>										
Agree strongly	82.1%	66.4%	57.5%	74.4%	61.6%	54.4%	91.4%	72.4%	61.0%	
Agree somewhat	16.7%	28.3%	34.0%	23.3%	31.7%	37.0%	8.6%	24.1%	30.7%	
Disagree somewhat	0.0%	3.9%	7.1%	0.0%	4.7%	6.3%	0.0%	2.9%	7.9%	
Disagree strongly	1.3%	1.3%	1.4%	2.3%	1.9%	2.4%	0.0%	0.6%	0.3%	
Total(n)	78	1,240	2,535	43	630	1,226	35	610	1,309	
Mean	3.79	3.60	3.48	3.70	3.53	3.43	3.91	3.68	3.52	
Standard deviation	0.49	0.63	0.69	0.60	0.68	0.72	0.28	0.56	0.65	
Significance	-	**	***	-	-	*	-	*	***	
Effect size	-	0.30	0.45	-	0.25	0.38	-	0.41	0.60	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty here are strongly interested in the academic problems of undergraduates</b>										
Agree strongly	83.3%	68.9%	59.0%	81.4%	69.4%	61.6%	85.7%	68.3%	56.0%	
Agree somewhat	15.4%	27.1%	34.0%	16.3%	26.3%	31.9%	14.3%	28.2%	36.3%	
Disagree somewhat	1.3%	3.4%	5.9%	2.3%	3.8%	4.6%	0.0%	2.9%	7.3%	
Disagree strongly	0.0%	0.6%	1.2%	0.0%	0.5%	1.9%	0.0%	0.6%	0.4%	
Total(n)	78	1,235	2,527	43	627	1,220	35	608	1,307	
Mean	3.82	3.64	3.51	3.79	3.64	3.53	3.86	3.64	3.48	
Standard deviation	0.42	0.58	0.66	0.47	0.58	0.68	0.36	0.57	0.65	
Significance	-	**	***	-		*	-	*	***	
Effect size	-	0.31	0.47	-	0.26	0.38	-	0.39	0.58	
<b>There is a lot of campus racial conflict here</b>										
Agree strongly	0.0%	5.0%	3.4%	0.0%	3.8%	2.5%	0.0%	6.7%	4.3%	
Agree somewhat	10.3%	18.6%	13.6%	4.7%	13.3%	10.6%	17.1%	25.2%	16.7%	
Disagree somewhat	47.4%	51.4%	37.0%	53.5%	53.0%	37.9%	40.0%	49.4%	36.1%	
Disagree strongly	42.3%	25.0%	46.1%	41.9%	30.0%	49.0%	42.9%	18.7%	42.9%	
Total(n)	78	1,235	2,529	43	629	1,223	35	606	1,306	
Mean	1.68	2.04	1.74	1.63	1.91	1.67	1.74	2.20	1.82	
Standard deviation	0.65	0.80	0.82	0.58	0.76	0.76	0.74	0.82	0.86	
Significance	-	***		-	*		-	**		
Effect size	-	-0.45	-0.07	-	-0.37	-0.05	-	-0.56	-0.09	
<b>My research is valued by faculty in my department</b>										
Agree strongly	54.7%	47.7%	37.6%	58.5%	47.2%	37.7%	50.0%	48.3%	37.6%	
Agree somewhat	33.3%	36.5%	42.4%	26.8%	37.6%	43.3%	41.2%	35.1%	41.4%	
Disagree somewhat	9.3%	11.1%	14.2%	14.6%	11.5%	13.6%	2.9%	10.8%	14.9%	
Disagree strongly	2.7%	4.7%	5.8%	0.0%	3.8%	5.5%	5.9%	5.9%	6.1%	
Total(n)	75	1,218	2,475	41	615	1,191	34	603	1,284	
Mean	3.40	3.27	3.12	3.44	3.28	3.13	3.35	3.26	3.10	
Standard deviation	0.77	0.84	0.86	0.74	0.81	0.85	0.81	0.87	0.87	
Significance	-		**	-		*	-			
Effect size	-	0.15	0.33	-	0.20	0.36	-	0.10	0.29	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My teaching is valued by faculty in my department</b>										
Agree strongly	77.9%	66.0%	63.2%	78.6%	66.4%	64.1%	77.1%	65.5%	62.3%	
Agree somewhat	16.9%	25.6%	28.6%	11.9%	26.4%	27.7%	22.9%	24.6%	29.4%	
Disagree somewhat	5.2%	5.4%	5.7%	9.5%	5.0%	5.2%	0.0%	6.0%	6.1%	
Disagree strongly	0.0%	3.0%	2.6%	0.0%	2.3%	2.9%	0.0%	3.9%	2.2%	
Total(n)	77	1,230	2,522	42	621	1,211	35	609	1,311	
Mean	3.73	3.54	3.52	3.69	3.57	3.53	3.77	3.52	3.52	
Standard deviation	0.55	0.73	0.72	0.64	0.70	0.73	0.43	0.78	0.71	
Significance	-	*	*	-			-		*	
Effect size	-	0.26	0.29	-	0.17	0.22	-	0.32	0.35	
<b>My service is valued by faculty in my department</b>										
Agree strongly	55.3%	49.6%	53.5%	54.8%	51.9%	54.3%	55.9%	46.7%	52.6%	
Agree somewhat	32.9%	34.3%	33.3%	31.0%	33.5%	32.8%	35.3%	35.2%	34.0%	
Disagree somewhat	7.9%	10.7%	9.0%	9.5%	9.5%	8.4%	5.9%	12.2%	9.6%	
Disagree strongly	3.9%	5.5%	4.2%	4.8%	5.1%	4.6%	2.9%	6.0%	3.8%	
Total(n)	76	1,225	2,512	42	617	1,204	34	608	1,308	
Mean	3.39	3.28	3.36	3.36	3.32	3.37	3.44	3.23	3.35	
Standard deviation	0.80	0.86	0.81	0.85	0.84	0.82	0.75	0.88	0.81	
Significance	-			-			-			
Effect size	-	0.13	0.04	-	0.05	-0.01	-	0.24	0.11	
<b>Faculty are sufficiently involved in campus decision making</b>										
Agree strongly	35.5%	33.7%	18.1%	38.1%	34.3%	19.6%	32.4%	32.9%	16.4%	
Agree somewhat	40.8%	44.6%	38.1%	45.2%	44.6%	37.8%	35.3%	44.6%	38.3%	
Disagree somewhat	21.1%	15.1%	23.8%	14.3%	14.4%	22.1%	29.4%	15.8%	25.6%	
Disagree strongly	2.6%	6.7%	20.1%	2.4%	6.7%	20.5%	2.9%	6.7%	19.6%	
Total(n)	76	1,228	2,516	42	620	1,208	34	608	1,308	
Mean	3.09	3.05	2.54	3.19	3.07	2.57	2.97	3.04	2.52	
Standard deviation	0.82	0.87	1.01	0.77	0.87	1.02	0.87	0.87	0.99	
Significance	-		***	-		***	-		**	
Effect size	-	0.05	0.54	-	0.14	0.61	-	-0.08	0.45	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly	7.9%	13.4%	14.0%	11.9%	15.6%	12.7%	2.9%	10.6%	15.4%	
Agree somewhat	48.7%	38.8%	41.3%	42.9%	40.8%	44.4%	55.9%	36.2%	38.0%	
Disagree somewhat	36.8%	37.4%	33.3%	35.7%	33.8%	33.4%	38.2%	41.7%	33.2%	
Disagree strongly	6.6%	10.5%	11.4%	9.5%	9.8%	9.5%	2.9%	11.4%	13.4%	
Total(n)	76	1,218	2,495	42	615	1,193	34	603	1,302	
Mean	2.58	2.55	2.58	2.57	2.62	2.60	2.59	2.46	2.55	
Standard deviation	0.74	0.85	0.87	0.83	0.86	0.83	0.61	0.83	0.91	
Significance	-			-			-			
Effect size	-	0.04	0.00	-	-0.06	-0.04	-	0.16	0.04	
<b>The criteria for advancement and promotion decisions are clear</b>										
Agree strongly	63.2%	38.6%	27.4%	64.3%	42.2%	28.4%	61.8%	34.2%	26.3%	
Agree somewhat	28.9%	40.7%	40.2%	26.2%	39.0%	39.6%	32.4%	42.8%	40.9%	
Disagree somewhat	5.3%	13.4%	18.8%	4.8%	11.9%	17.9%	5.9%	15.2%	19.8%	
Disagree strongly	2.6%	7.3%	13.6%	4.8%	6.9%	14.1%	0.0%	7.8%	13.1%	
Total(n)	76	1,222	2,509	42	617	1,205	34	605	1,304	
Mean	3.53	3.11	2.81	3.50	3.16	2.82	3.56	3.04	2.80	
Standard deviation	0.72	0.89	0.99	0.80	0.89	1.00	0.61	0.90	0.97	
Significance	-	***	***	-	*	***	-	***	***	
Effect size	-	0.47	0.73	-	0.38	0.68	-	0.58	0.78	
<b>Most of the students I teach lack the basic skills for college level work</b>										
Agree strongly	0.0%	1.6%	5.1%	0.0%	1.3%	4.4%	0.0%	1.9%	5.8%	
Agree somewhat	1.3%	6.1%	21.3%	0.0%	5.1%	17.6%	2.9%	7.4%	25.4%	
Disagree somewhat	25.0%	30.7%	40.0%	23.8%	31.0%	41.0%	26.5%	30.5%	38.8%	
Disagree strongly	73.7%	61.6%	33.6%	76.2%	62.6%	37.0%	70.6%	60.3%	30.0%	
Total(n)	76	1,225	2,514	42	620	1,209	34	605	1,305	
Mean	1.28	1.48	1.98	1.24	1.45	1.89	1.32	1.51	2.07	
Standard deviation	0.48	0.68	0.87	0.43	0.65	0.84	0.53	0.71	0.88	
Significance	-	*	***	-	*	***	-		***	
Effect size	-	-0.29	-0.80	-	-0.32	-0.77	-	-0.27	-0.85	
<b>There is adequate support for faculty development</b>										
Agree strongly	39.5%	37.6%	23.1%	35.7%	39.6%	24.8%	44.1%	35.1%	21.1%	
Agree somewhat	46.1%	40.1%	33.2%	52.4%	39.0%	33.6%	38.2%	41.5%	32.9%	
Disagree somewhat	10.5%	15.8%	24.5%	7.1%	15.2%	21.9%	14.7%	16.5%	27.3%	
Disagree strongly	3.9%	6.5%	19.2%	4.8%	6.2%	19.7%	2.9%	6.9%	18.7%	
Total(n)	76	1,227	2,513	42	618	1,206	34	609	1,307	
Mean	3.21	3.09	2.60	3.19	3.12	2.64	3.24	3.05	2.56	
Standard deviation	0.79	0.89	1.04	0.77	0.88	1.06	0.82	0.89	1.02	
Significance	-		***	-		***	-		***	
Effect size	-	0.13	0.59	-	0.08	0.52	-	0.21	0.67	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution successfully educates students in remedial/developmental education</b>										
Agree strongly	1.4%	4.6%	6.5%	2.5%	4.2%	5.0%	0.0%	5.2%	8.0%	
Agree somewhat	38.9%	33.2%	43.8%	37.5%	32.3%	48.1%	40.6%	34.2%	39.5%	
Disagree somewhat	44.4%	42.7%	34.3%	40.0%	44.4%	35.8%	50.0%	40.8%	32.8%	
Disagree strongly	15.3%	19.5%	15.4%	20.0%	19.2%	11.1%	9.4%	19.8%	19.8%	
Total(n)	72	1,192	2,449	40	599	1,164	32	593	1,285	
Mean	2.26	2.23	2.41	2.23	2.21	2.47	2.31	2.25	2.36	
Standard deviation	0.73	0.81	0.82	0.80	0.80	0.76	0.64	0.83	0.89	
Significance	-			-			-			
Effect size	-	0.04	-0.18	-	0.03	-0.32	-	0.07	-0.06	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Agree strongly	6.6%	7.8%	7.9%	7.1%	5.1%	6.0%	5.9%	11.2%	9.9%	
Agree somewhat	34.2%	40.9%	37.3%	33.3%	39.2%	32.7%	35.3%	42.9%	42.2%	
Disagree somewhat	43.4%	43.1%	44.1%	42.9%	46.3%	49.0%	44.1%	39.2%	39.0%	
Disagree strongly	15.8%	8.2%	10.7%	16.7%	9.4%	12.3%	14.7%	6.8%	8.9%	
Total(n)	76	1,218	2,488	42	612	1,186	34	606	1,302	
Mean	2.32	2.48	2.42	2.31	2.40	2.32	2.32	2.58	2.53	
Standard deviation	0.82	0.76	0.79	0.84	0.73	0.77	0.81	0.78	0.79	
Significance	-			-			-			
Effect size	-	-0.21	-0.13	-	-0.12	-0.01	-	-0.33	-0.27	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote the intellectual development of students</b>										
Highest priority	81.6%	60.3%	43.6%	81.0%	59.0%	43.5%	82.4%	61.9%	43.7%	
High priority	18.4%	27.4%	33.6%	19.0%	28.6%	31.0%	17.6%	26.0%	36.3%	
Medium priority	0.0%	10.5%	19.3%	0.0%	10.7%	21.5%	0.0%	10.2%	17.0%	
Low priority	0.0%	1.8%	3.5%	0.0%	1.7%	4.0%	0.0%	1.9%	3.0%	
Total(n)	76	1,214	2,484	42	612	1,194	34	602	1,290	
Mean	3.82	3.46	3.17	3.81	3.45	3.14	3.82	3.48	3.21	
Standard deviation	0.39	0.75	0.86	0.40	0.75	0.89	0.39	0.75	0.83	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	0.48	0.76	-	0.48	0.75	-	0.45	0.73	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop a sense of community among students and faculty</b>										
Highest priority	44.2%	21.5%	21.8%	47.6%	19.8%	18.1%	40.0%	23.7%	25.5%	
High priority	44.2%	49.0%	44.9%	38.1%	50.9%	46.3%	51.4%	46.6%	43.5%	
Medium priority	9.1%	23.3%	25.5%	9.5%	22.4%	26.8%	8.6%	24.4%	24.3%	
Low priority	2.6%	6.2%	7.8%	4.8%	7.0%	8.8%	0.0%	5.3%	6.8%	
Total(n)	77	1,216	2,488	42	613	1,198	35	603	1,290	
Mean	3.30	2.86	2.81	3.29	2.83	2.74	3.31	2.89	2.88	
Standard deviation	0.74	0.82	0.86	0.83	0.82	0.86	0.63	0.83	0.87	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.54	0.57	-	0.56	0.64	-	0.51	0.49	
<b>To facilitate student involvement in community service</b>										
Highest priority	2.6%	7.5%	14.0%	2.4%	9.2%	12.9%	2.9%	5.5%	15.1%	
High priority	32.5%	36.9%	39.3%	35.7%	35.9%	39.2%	28.6%	38.1%	39.5%	
Medium priority	48.1%	45.3%	36.0%	47.6%	45.0%	35.4%	48.6%	45.7%	36.6%	
Low priority	16.9%	10.2%	10.8%	14.3%	9.9%	12.5%	20.0%	10.7%	8.8%	
Total(n)	77	1,211	2,479	42	611	1,193	35	600	1,286	
Mean	2.21	2.42	2.56	2.26	2.44	2.52	2.14	2.38	2.61	
Standard deviation	0.75	0.77	0.86	0.73	0.79	0.87	0.77	0.75	0.85	
Significance	-	*	***	-			-		**	
Effect size	-	-0.27	-0.41	-	-0.23	-0.30	-	-0.32	-0.55	
<b>To help students learn how to bring about change in society</b>										
Highest priority	3.9%	10.7%	13.0%	4.8%	10.3%	10.6%	2.9%	11.2%	15.6%	
High priority	25.0%	37.3%	29.8%	31.0%	38.1%	28.8%	17.6%	36.4%	30.9%	
Medium priority	51.3%	40.9%	42.1%	45.2%	40.9%	42.4%	58.8%	40.9%	41.7%	
Low priority	19.7%	11.1%	15.1%	19.0%	10.7%	18.1%	20.6%	11.5%	11.8%	
Total(n)	76	1,213	2,484	42	611	1,196	34	602	1,288	
Mean	2.13	2.48	2.41	2.21	2.48	2.32	2.03	2.47	2.50	
Standard deviation	0.77	0.83	0.90	0.81	0.82	0.89	0.72	0.84	0.89	
Significance	-	***	**	-	*		-	**	**	
Effect size	-	-0.42	-0.31	-	-0.33	-0.12	-	-0.52	-0.53	
<b>To increase or maintain institutional prestige</b>										
Highest priority	26.3%	37.3%	29.7%	21.4%	36.4%	30.2%	32.4%	38.4%	29.2%	
High priority	59.2%	50.1%	45.3%	66.7%	49.2%	43.5%	50.0%	51.1%	47.2%	
Medium priority	11.8%	10.5%	18.7%	9.5%	11.4%	18.1%	14.7%	9.3%	19.3%	
Low priority	2.6%	2.1%	6.3%	2.4%	2.9%	8.2%	2.9%	1.2%	4.3%	
Total(n)	76	1,211	2,480	42	612	1,194	34	599	1,286	
Mean	3.09	3.23	2.98	3.07	3.19	2.96	3.12	3.27	3.01	
Standard deviation	0.70	0.72	0.86	0.64	0.75	0.90	0.77	0.67	0.81	
Significance	-			-			-			
Effect size	-	-0.19	0.13	-	-0.16	0.12	-	-0.22	0.14	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To hire faculty 'stars'</b>										
Highest priority	0.0%	1.5%	2.1%	0.0%	1.2%	1.4%	0.0%	1.8%	2.9%	
High priority	11.7%	10.8%	11.3%	2.4%	8.4%	9.4%	22.9%	13.7%	13.4%	
Medium priority	32.5%	38.7%	34.6%	40.5%	36.2%	35.8%	22.9%	41.7%	33.2%	
Low priority	55.8%	49.1%	52.0%	57.1%	54.1%	53.4%	54.3%	42.8%	50.5%	
Total(n)	77	1,209	2,477	42	610	1,192	35	599	1,285	
Mean	1.56	1.65	1.64	1.45	1.57	1.59	1.69	1.74	1.69	
Standard deviation	0.70	0.73	0.77	0.55	0.70	0.72	0.83	0.76	0.81	
Significance	-			-			-			
Effect size	-	-0.12	-0.10	-	-0.17	-0.19	-	-0.07	0.00	
<b>To recruit more minority students</b>										
Highest priority	14.3%	18.2%	13.6%	14.3%	20.2%	13.5%	14.3%	15.9%	13.6%	
High priority	57.1%	53.5%	40.1%	64.3%	53.7%	38.5%	48.6%	53.1%	41.7%	
Medium priority	22.1%	24.4%	36.5%	16.7%	22.3%	38.1%	28.6%	27.0%	34.8%	
Low priority	6.5%	3.8%	9.9%	4.8%	3.7%	9.9%	8.6%	4.0%	9.8%	
Total(n)	77	1,209	2,468	42	608	1,180	35	601	1,288	
Mean	2.79	2.86	2.57	2.88	2.90	2.56	2.69	2.81	2.59	
Standard deviation	0.77	0.75	0.84	0.71	0.75	0.85	0.83	0.74	0.84	
Significance	-		*	-		*	-			
Effect size	-	-0.09	0.26	-	-0.03	0.38	-	-0.16	0.12	
<b>To enhance the institution's national image</b>										
Highest priority	27.3%	35.3%	31.1%	23.8%	34.0%	28.9%	31.4%	36.8%	33.3%	
High priority	55.8%	47.2%	44.9%	59.5%	46.5%	44.7%	51.4%	48.1%	45.1%	
Medium priority	15.6%	15.0%	18.8%	16.7%	16.4%	19.9%	14.3%	13.3%	17.6%	
Low priority	1.3%	2.5%	5.3%	0.0%	3.0%	6.5%	2.9%	1.8%	4.1%	
Total(n)	77	1,206	2,474	42	609	1,189	35	597	1,285	
Mean	3.09	3.15	3.02	3.07	3.12	2.96	3.11	3.20	3.08	
Standard deviation	0.69	0.76	0.84	0.64	0.78	0.86	0.76	0.73	0.82	
Significance	-			-			-			
Effect size	-	-0.08	0.08	-	-0.06	0.13	-	-0.12	0.04	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	22.7%	20.2%	15.9%	26.8%	21.9%	16.9%	17.6%	18.1%	15.0%	
High priority	45.3%	47.2%	33.5%	48.8%	54.2%	40.6%	41.2%	38.5%	26.3%	
Medium priority	26.7%	26.0%	34.5%	24.4%	20.6%	33.6%	29.4%	32.5%	35.5%	
Low priority	5.3%	6.7%	16.0%	0.0%	3.2%	8.9%	11.8%	10.9%	23.3%	
Total(n)	75	1,201	2,455	41	605	1,177	34	596	1,278	
Mean	2.85	2.81	2.49	3.02	2.95	2.66	2.65	2.64	2.33	
Standard deviation	0.83	0.83	0.94	0.72	0.74	0.86	0.92	0.90	0.99	
Significance	-		**	-		**	-			
Effect size	-	0.05	0.38	-	0.09	0.42	-	0.01	0.32	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote racial and ethnic diversity in the faculty and administration</b>										
Highest priority	20.0%	18.3%	15.1%	19.5%	18.4%	14.7%	20.6%	18.2%	15.4%	
High priority	49.3%	47.1%	34.1%	53.7%	52.0%	37.8%	44.1%	41.2%	30.1%	
Medium priority	25.3%	26.4%	31.2%	24.4%	23.5%	29.7%	26.5%	29.8%	32.9%	
Low priority	5.3%	8.2%	19.7%	2.4%	6.1%	17.9%	8.8%	10.8%	21.6%	
Total(n)	75	1,197	2,449	41	604	1,175	34	593	1,274	
Mean	2.84	2.76	2.44	2.90	2.83	2.49	2.76	2.67	2.39	
Standard deviation	0.81	0.85	0.97	0.74	0.80	0.95	0.89	0.90	0.99	
Significance	-		***	-		**	-		*	
Effect size	-	0.09	0.41	-	0.09	0.43	-	0.10	0.37	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	2.7%	5.0%	5.3%	2.4%	5.1%	4.4%	2.9%	5.0%	6.3%	
High priority	14.7%	27.2%	21.4%	19.5%	23.8%	21.6%	8.8%	31.3%	21.2%	
Medium priority	58.7%	50.5%	43.3%	53.7%	54.6%	44.0%	64.7%	45.5%	42.6%	
Low priority	24.0%	17.3%	29.9%	24.4%	16.5%	30.0%	23.5%	18.3%	29.8%	
Total(n)	75	1,194	2,443	41	602	1,170	34	592	1,273	
Mean	1.96	2.20	2.02	2.00	2.17	2.00	1.91	2.23	2.04	
Standard deviation	0.71	0.78	0.85	0.74	0.76	0.83	0.67	0.80	0.87	
Significance	-	**		-			-	*		
Effect size	-	-0.31	-0.07	-	-0.22	0.00	-	-0.40	-0.15	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	3.9%	4.3%	8.1%	4.9%	3.8%	5.7%	2.9%	5.0%	10.6%	
High priority	38.2%	32.5%	34.0%	41.5%	32.0%	36.9%	34.3%	33.2%	30.9%	
Medium priority	47.4%	51.7%	43.4%	39.0%	53.0%	41.7%	57.1%	50.1%	45.3%	
Low priority	10.5%	11.5%	14.5%	14.6%	11.3%	15.7%	5.7%	11.7%	13.3%	
Total(n)	76	1,197	2,449	41	603	1,174	35	594	1,275	
Mean	2.36	2.30	2.36	2.37	2.28	2.33	2.34	2.32	2.39	
Standard deviation	0.72	0.72	0.83	0.80	0.71	0.81	0.64	0.74	0.84	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	0.13	0.05	-	0.03	-0.06	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To pursue extramural funding</b>										
Highest priority	8.2%	7.9%	9.8%	9.8%	7.6%	8.5%	6.3%	8.2%	11.2%	
High priority	31.5%	32.6%	27.8%	34.1%	32.1%	29.4%	28.1%	33.3%	26.2%	
Medium priority	43.8%	45.0%	40.1%	46.3%	46.4%	40.4%	40.6%	43.3%	39.8%	
Low priority	16.4%	14.5%	22.3%	9.8%	13.9%	21.8%	25.0%	15.3%	22.8%	
Total(n)	73	1,178	2,420	41	597	1,162	32	581	1,258	
Mean	2.32	2.34	2.25	2.44	2.33	2.25	2.16	2.34	2.26	
Standard deviation	0.85	0.82	0.91	0.81	0.81	0.89	0.88	0.83	0.93	
Significance	-			-			-			
Effect size	-	-0.02	0.08	-	0.14	0.21	-	-0.22	-0.11	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	0.0%	2.6%	6.6%	0.0%	1.6%	5.9%	0.0%	3.7%	7.3%	
High priority	6.7%	12.2%	21.7%	9.8%	13.4%	22.9%	2.9%	10.7%	20.4%	
Medium priority	30.7%	34.8%	35.1%	26.8%	34.1%	35.4%	35.3%	35.7%	34.7%	
Low priority	62.7%	50.4%	36.6%	63.4%	50.8%	35.7%	61.8%	49.9%	37.6%	
Total(n)	75	1,192	2,443	41	602	1,176	34	590	1,267	
Mean	1.44	1.67	1.98	1.46	1.66	1.99	1.41	1.68	1.97	
Standard deviation	0.62	0.79	0.92	0.67	0.77	0.91	0.56	0.81	0.93	
Significance	-	*	***	-		***	-		***	
Effect size	-	-0.29	-0.59	-	-0.26	-0.58	-	-0.33	-0.60	
<b>To develop leadership ability among students</b>										
Highest priority	17.3%	18.4%	21.1%	14.6%	15.1%	18.5%	20.6%	22.5%	23.9%	
High priority	50.7%	48.5%	42.4%	51.2%	48.2%	41.9%	50.0%	48.7%	42.9%	
Medium priority	28.0%	28.9%	30.6%	31.7%	31.8%	32.4%	23.5%	25.4%	28.7%	
Low priority	4.0%	4.2%	5.9%	2.4%	4.9%	7.2%	5.9%	3.4%	4.6%	
Total(n)	75	1,198	2,456	41	604	1,180	34	594	1,276	
Mean	2.81	2.81	2.79	2.78	2.73	2.72	2.85	2.90	2.86	
Standard deviation	0.77	0.78	0.84	0.72	0.77	0.85	0.82	0.78	0.83	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	0.06	0.07	-	-0.06	-0.01	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop an appreciation for multiculturalism</b>										
Highest priority	21.6%	20.6%	20.2%	20.0%	19.8%	19.8%	23.5%	21.7%	20.6%	
High priority	43.2%	48.9%	41.1%	42.5%	52.2%	45.0%	44.1%	44.7%	37.0%	
Medium priority	32.4%	25.9%	31.1%	37.5%	23.9%	28.0%	26.5%	28.4%	34.5%	
Low priority	2.7%	4.6%	7.5%	0.0%	4.1%	7.2%	5.9%	5.2%	7.9%	
Total(n)	74	1,195	2,448	40	601	1,174	34	594	1,274	
Mean	2.84	2.86	2.74	2.83	2.88	2.77	2.85	2.83	2.70	
Standard deviation	0.79	0.79	0.86	0.75	0.76	0.85	0.86	0.82	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	0.12	-	-0.07	0.07	-	0.02	0.17	
<b>To prepare students for the workplace</b>										
Highest priority	4.0%	9.7%	22.9%	4.9%	8.0%	19.7%	2.9%	11.7%	26.3%	
High priority	42.7%	45.7%	43.7%	46.3%	48.4%	44.3%	38.2%	42.3%	43.0%	
Medium priority	44.0%	37.5%	28.8%	39.0%	36.8%	31.7%	50.0%	38.3%	25.8%	
Low priority	9.3%	7.1%	4.6%	9.8%	6.7%	4.4%	8.8%	7.7%	4.9%	
Total(n)	75	1,195	2,452	41	603	1,177	34	592	1,275	
Mean	2.41	2.58	2.85	2.46	2.58	2.79	2.35	2.58	2.91	
Standard deviation	0.72	0.76	0.82	0.74	0.73	0.80	0.69	0.79	0.84	
Significance	-	-	***	-	-	**	-	-	***	
Effect size	-	-0.22	-0.54	-	-0.16	-0.41	-	-0.29	-0.67	
<b>It is easy for students to see faculty outside of regular office hours</b>										
Very descriptive	93.2%	78.2%	68.8%	94.9%	80.3%	69.8%	91.2%	75.6%	67.8%	
Somewhat descriptive	6.8%	20.1%	27.6%	5.1%	17.3%	25.6%	8.8%	23.5%	29.7%	
Not descriptive	0.0%	1.7%	3.6%	0.0%	2.3%	4.6%	0.0%	0.9%	2.6%	
Total(n)	73	1,197	2,447	39	605	1,175	34	592	1,272	
Mean	2.93	2.77	2.65	2.95	2.78	2.65	2.91	2.75	2.65	
Standard deviation	0.25	0.46	0.55	0.22	0.47	0.56	0.29	0.46	0.53	
Significance	-	**	***	-	*	***	-	*	**	
Effect size	-	0.35	0.51	-	0.36	0.54	-	0.35	0.49	
<b>The faculty are typically at odds with campus administration</b>										
Very descriptive	4.1%	13.4%	27.3%	2.6%	14.0%	29.4%	5.9%	12.7%	25.0%	
Somewhat descriptive	34.2%	43.3%	44.1%	35.9%	42.5%	41.4%	32.4%	44.4%	47.0%	
Not descriptive	61.6%	43.2%	28.6%	61.5%	43.5%	29.2%	61.8%	42.9%	27.9%	
Total(n)	73	1,193	2,435	39	604	1,171	34	589	1,264	
Mean	1.42	1.70	1.99	1.41	1.71	2.00	1.44	1.70	1.97	
Standard deviation	0.58	0.69	0.75	0.55	0.70	0.77	0.61	0.68	0.73	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	-0.41	-0.76	-	-0.43	-0.77	-	-0.38	-0.73	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Faculty here respect each other</b>										
Very descriptive	74.0%	55.2%	53.4%	76.9%	53.8%	51.5%	70.6%	57.0%	55.4%	
Somewhat descriptive	24.7%	38.8%	40.9%	20.5%	42.1%	42.7%	29.4%	34.8%	39.0%	
Not descriptive	1.4%	5.9%	5.7%	2.6%	4.1%	5.8%	0.0%	8.2%	5.6%	
Total(n)	73	1,197	2,446	39	605	1,176	34	592	1,270	
Mean	2.73	2.49	2.48	2.74	2.50	2.46	2.71	2.49	2.50	
Standard deviation	0.48	0.61	0.60	0.50	0.58	0.60	0.46	0.64	0.60	
Significance	-	***	***	-	*	**	-	*	*	
Effect size	-	0.39	0.42	-	0.41	0.47	-	0.34	0.35	
<b>Faculty are rewarded for being good teachers</b>										
Very descriptive	72.2%	49.3%	33.2%	66.7%	49.1%	33.4%	78.8%	49.6%	33.1%	
Somewhat descriptive	23.6%	39.2%	40.2%	28.2%	40.5%	41.7%	18.2%	37.5%	38.5%	
Not descriptive	4.2%	11.5%	26.6%	5.1%	10.4%	24.9%	3.0%	12.9%	28.4%	
Total(n)	72	1,189	2,427	39	601	1,167	33	588	1,260	
Mean	2.68	2.38	2.07	2.62	2.39	2.08	2.76	2.37	2.05	
Standard deviation	0.55	0.68	0.77	0.59	0.67	0.76	0.50	0.70	0.78	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	0.44	0.79	-	0.34	0.71	-	0.56	0.91	
<b>There is respect for the expression of diverse values and beliefs</b>										
Very descriptive	51.4%	43.0%	32.2%	50.0%	44.7%	33.8%	52.9%	40.8%	30.5%	
Somewhat descriptive	43.1%	47.3%	55.1%	47.4%	46.0%	54.8%	38.2%	48.8%	55.3%	
Not descriptive	5.6%	9.8%	12.7%	2.6%	9.3%	11.4%	8.8%	10.4%	14.1%	
Total(n)	72	1,192	2,429	38	604	1,170	34	588	1,259	
Mean	2.46	2.33	2.20	2.47	2.35	2.22	2.44	2.30	2.16	
Standard deviation	0.60	0.65	0.64	0.56	0.64	0.63	0.66	0.65	0.65	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	0.20	0.41	-	0.19	0.40	-	0.22	0.43	
<b>Faculty are rewarded for their efforts to use instructional technology</b>										
Very descriptive	23.6%	26.4%	17.1%	21.1%	24.3%	16.6%	26.5%	28.9%	17.6%	
Somewhat descriptive	59.7%	52.0%	48.5%	63.2%	54.1%	50.3%	55.9%	49.4%	46.6%	
Not descriptive	16.7%	21.6%	34.4%	15.8%	21.6%	33.1%	17.6%	21.6%	35.7%	
Total(n)	72	1,186	2,420	38	602	1,164	34	584	1,256	
Mean	2.07	2.05	1.83	2.05	2.03	1.83	2.09	2.07	1.82	
Standard deviation	0.64	0.69	0.70	0.61	0.68	0.69	0.67	0.71	0.71	
Significance	-	-	**	-	-	-	-	-	*	
Effect size	-	0.03	0.34	-	0.03	0.32	-	0.03	0.38	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Administrators consider faculty concerns when making policy</b>										
Very descriptive	41.7%	33.6%	18.4%	46.2%	37.6%	22.3%	36.4%	28.6%	14.3%	
Somewhat descriptive	51.4%	52.3%	47.7%	48.7%	49.9%	46.3%	54.5%	55.2%	49.2%	
Not descriptive	6.9%	14.1%	33.9%	5.1%	12.4%	31.4%	9.1%	16.2%	36.5%	
Total(n)	72	1,188	2,431	39	605	1,172	33	583	1,259	
Mean	2.35	2.20	1.85	2.41	2.25	1.91	2.27	2.12	1.78	
Standard deviation	0.61	0.66	0.71	0.59	0.66	0.73	0.63	0.66	0.68	
Significance	-		***	-		***	-		***	
Effect size	-	0.23	0.70	-	0.24	0.68	-	0.23	0.72	
<b>The administration is open about its policies</b>										
Very descriptive	23.3%	27.6%	18.2%	30.8%	29.5%	20.8%	14.7%	25.3%	15.4%	
Somewhat descriptive	63.0%	53.3%	44.2%	59.0%	53.1%	42.4%	67.6%	53.5%	46.2%	
Not descriptive	13.7%	19.1%	37.6%	10.3%	17.3%	36.8%	17.6%	21.2%	38.4%	
Total(n)	73	1,191	2,433	39	605	1,172	34	586	1,261	
Mean	2.10	2.09	1.81	2.21	2.12	1.84	1.97	2.04	1.77	
Standard deviation	0.60	0.68	0.72	0.61	0.67	0.74	0.58	0.68	0.70	
Significance	-		***	-		**	-			
Effect size	-	0.01	0.40	-	0.13	0.50	-	-0.10	0.29	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a great extent	34.7%	36.5%	35.6%	37.5%	42.3%	39.1%	31.4%	29.5%	31.9%	
To some extent	57.3%	55.0%	53.5%	60.0%	50.8%	53.0%	54.3%	60.2%	54.1%	
Not at all	8.0%	8.4%	10.9%	2.5%	7.0%	7.9%	14.3%	10.2%	14.0%	
Total(n)	75	1,199	2,457	40	600	1,178	35	599	1,279	
Mean	2.27	2.28	2.25	2.35	2.35	2.31	2.17	2.19	2.18	
Standard deviation	0.60	0.61	0.64	0.53	0.61	0.61	0.66	0.60	0.65	
Significance	-			-			-			
Effect size	-	-0.02	0.03	-	0.00	0.07	-	-0.03	-0.02	
<b>Achieve a healthy balance between your personal life and professional life</b>										
To a great extent	30.7%	26.3%	28.1%	30.0%	33.1%	33.7%	31.4%	17.9%	22.3%	
To some extent	50.7%	52.7%	49.7%	60.0%	49.6%	46.6%	40.0%	56.4%	52.8%	
Not at all	18.7%	21.1%	22.2%	10.0%	17.3%	19.7%	28.6%	25.7%	24.8%	
Total(n)	75	1,199	2,460	40	602	1,180	35	597	1,280	
Mean	2.12	2.05	2.06	2.20	2.16	2.14	2.03	1.92	1.97	
Standard deviation	0.70	0.69	0.71	0.61	0.69	0.72	0.79	0.66	0.69	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.06	0.08	-	0.17	0.09	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Experience close alignment between your work and your personal values</b>										
To a great extent	76.0%	63.5%	60.3%	82.5%	65.2%	62.2%	68.6%	61.5%	58.4%	
To some extent	22.7%	32.5%	36.1%	17.5%	30.8%	33.8%	28.6%	34.6%	38.4%	
Not at all	1.3%	4.0%	3.6%	0.0%	4.0%	4.0%	2.9%	3.9%	3.2%	
Total(n)	75	1,201	2,460	40	601	1,176	35	600	1,284	
Mean	2.75	2.60	2.57	2.83	2.61	2.58	2.66	2.58	2.55	
Standard deviation	0.47	0.57	0.56	0.38	0.56	0.57	0.54	0.57	0.56	
Significance	-	*	**	-	*	**	-	-	-	
Effect size	-	0.26	0.32	-	0.39	0.44	-	0.14	0.20	
<b>Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>										
To a great extent	14.7%	20.7%	21.5%	10.0%	17.7%	19.5%	20.0%	24.2%	23.5%	
To some extent	29.3%	32.7%	34.5%	27.5%	29.1%	29.8%	31.4%	37.1%	39.3%	
Not at all	56.0%	46.6%	44.1%	62.5%	53.1%	50.7%	48.6%	38.6%	37.2%	
Total(n)	75	1,198	2,457	40	602	1,177	35	596	1,280	
Mean	1.59	1.74	1.77	1.48	1.65	1.69	1.71	1.86	1.86	
Standard deviation	0.74	0.78	0.78	0.68	0.76	0.78	0.79	0.78	0.77	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.19	-0.23	-	-0.22	-0.27	-	-0.19	-0.19	
<b>Mentor new faculty</b>										
To a great extent	34.7%	28.2%	29.4%	32.5%	26.5%	27.4%	37.1%	30.3%	31.6%	
To some extent	56.0%	55.5%	53.1%	57.5%	57.9%	55.6%	54.3%	52.6%	50.5%	
Not at all	9.3%	16.3%	17.5%	10.0%	15.6%	17.0%	8.6%	17.1%	17.9%	
Total(n)	75	1,199	2,454	40	600	1,173	35	599	1,281	
Mean	2.25	2.12	2.12	2.23	2.11	2.10	2.29	2.13	2.14	
Standard deviation	0.62	0.66	0.67	0.62	0.64	0.66	0.62	0.68	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.20	0.19	-	0.19	0.20	-	0.24	0.22	
<b>Mentor undergraduate students</b>										
To a great extent	79.7%	74.7%	68.6%	75.0%	72.2%	65.7%	85.3%	77.8%	71.6%	
To some extent	20.3%	23.8%	28.8%	25.0%	26.1%	32.4%	14.7%	20.9%	25.0%	
Not at all	0.0%	1.5%	2.6%	0.0%	1.8%	1.9%	0.0%	1.2%	3.4%	
Total(n)	74	1,190	2,442	40	597	1,170	34	593	1,272	
Mean	2.80	2.73	2.66	2.75	2.70	2.64	2.85	2.77	2.68	
Standard deviation	0.40	0.48	0.53	0.44	0.49	0.52	0.36	0.45	0.53	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	0.15	0.26	-	0.10	0.21	-	0.18	0.32	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Structure your courses so that students master a conceptual understanding of course content</b>										
To a great extent	96.0%	87.5%	83.0%	97.5%	85.9%	82.2%	94.3%	89.4%	83.9%	
To some extent	2.7%	11.8%	16.5%	2.5%	13.1%	17.4%	2.9%	10.3%	15.6%	
Not at all	1.3%	0.7%	0.5%	0.0%	1.0%	0.5%	2.9%	0.4%	0.5%	
Total(n)	75	1,201	2,458	40	602	1,176	35	599	1,282	
Mean	2.95	2.87	2.83	2.98	2.85	2.82	2.91	2.89	2.83	
Standard deviation	0.28	0.36	0.39	0.16	0.38	0.40	0.37	0.32	0.39	
Significance	-		**	-	*	*	-			
Effect size	-	0.22	0.31	-	0.34	0.40	-	0.06	0.21	
<b>Structure your courses so that students develop study skills that prepare them for college-level work</b>										
To a great extent	46.7%	52.9%	54.7%	50.0%	51.0%	51.2%	42.9%	55.2%	58.4%	
To some extent	52.0%	41.3%	39.8%	50.0%	42.3%	42.2%	54.3%	40.1%	37.3%	
Not at all	1.3%	5.8%	5.5%	0.0%	6.7%	6.5%	2.9%	4.7%	4.3%	
Total(n)	75	1,197	2,451	40	599	1,175	35	598	1,276	
Mean	2.45	2.47	2.49	2.50	2.44	2.45	2.40	2.51	2.54	
Standard deviation	0.53	0.60	0.60	0.51	0.62	0.61	0.55	0.59	0.58	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	0.10	0.08	-	-0.19	-0.24	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very satisfied	16.2%	23.1%	11.3%	10.0%	23.0%	12.5%	23.5%	23.2%	10.0%	
Satisfied	51.4%	48.6%	36.2%	50.0%	47.6%	40.6%	52.9%	49.9%	31.7%	
Marginally satisfied	21.6%	18.0%	28.8%	27.5%	20.5%	26.4%	14.7%	15.0%	31.2%	
Not satisfied	10.8%	10.3%	23.7%	12.5%	9.0%	20.5%	8.8%	11.9%	27.1%	
Total(n)	74	1,208	2,471	40	606	1,183	34	602	1,288	
Mean	2.73	2.84	2.35	2.58	2.85	2.45	2.91	2.84	2.25	
Standard deviation	0.86	0.89	0.96	0.84	0.88	0.95	0.87	0.91	0.96	
Significance	-		***	-			-		***	
Effect size	-	-0.12	0.40	-	-0.31	0.14	-	0.08	0.69	
<b>Health benefits</b>										
Very satisfied	25.4%	30.6%	20.1%	23.1%	30.3%	23.9%	28.1%	30.9%	16.1%	
Satisfied	35.2%	49.3%	40.1%	33.3%	50.1%	40.6%	37.5%	48.4%	39.7%	
Marginally satisfied	32.4%	15.1%	26.8%	38.5%	15.3%	24.0%	25.0%	15.0%	29.8%	
Not satisfied	7.0%	5.0%	13.0%	5.1%	4.4%	11.6%	9.4%	5.7%	14.4%	
Total(n)	71	1,185	2,385	39	600	1,158	32	585	1,227	
Mean	2.79	3.05	2.67	2.74	3.06	2.77	2.84	3.05	2.57	
Standard deviation	0.91	0.81	0.94	0.88	0.79	0.94	0.95	0.83	0.92	
Significance	-	**		-	*		-			



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.32	0.13	-	-0.41	-0.03	-	-0.25	0.29	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Retirement benefits</b>										
Very satisfied	20.5%	27.2%	19.4%	25.6%	27.9%	23.2%	14.7%	26.3%	15.4%	
Satisfied	47.9%	49.2%	41.1%	38.5%	48.5%	40.2%	58.8%	50.0%	42.1%	
Marginally satisfied	23.3%	16.2%	27.3%	30.8%	16.1%	25.3%	14.7%	16.2%	29.3%	
Not satisfied	8.2%	7.5%	12.2%	5.1%	7.5%	11.3%	11.8%	7.4%	13.2%	
Total(n)	73	1,189	2,435	39	599	1,169	34	590	1,266	
Mean	2.81	2.96	2.68	2.85	2.97	2.75	2.76	2.95	2.60	
Standard deviation	0.86	0.86	0.92	0.87	0.86	0.94	0.85	0.85	0.90	
Significance	-			-			-			
Effect size	-	-0.17	0.14	-	-0.14	0.11	-	-0.22	0.18	
<b>Opportunity for scholarly pursuits</b>										
Very satisfied	27.0%	22.7%	12.3%	22.5%	25.3%	14.5%	32.4%	19.5%	10.0%	
Satisfied	48.6%	44.6%	34.2%	57.5%	45.3%	35.6%	38.2%	43.8%	32.7%	
Marginally satisfied	14.9%	23.0%	28.1%	10.0%	21.2%	25.5%	20.6%	25.2%	30.9%	
Not satisfied	9.5%	9.7%	25.4%	10.0%	8.3%	24.4%	8.8%	11.4%	26.4%	
Total(n)	74	1,202	2,444	40	603	1,177	34	599	1,267	
Mean	2.93	2.80	2.33	2.93	2.88	2.40	2.94	2.72	2.26	
Standard deviation	0.90	0.90	0.99	0.86	0.88	1.01	0.95	0.91	0.96	
Significance	-		***	-		**	-		***	
Effect size	-	0.14	0.61	-	0.06	0.52	-	0.24	0.71	
<b>Teaching load</b>										
Very satisfied	33.8%	23.2%	12.5%	32.5%	25.4%	15.6%	35.3%	20.5%	9.4%	
Satisfied	50.0%	46.8%	40.0%	52.5%	47.0%	41.3%	47.1%	46.5%	38.6%	
Marginally satisfied	12.2%	19.6%	25.0%	15.0%	18.8%	22.8%	8.8%	20.6%	27.4%	
Not satisfied	4.1%	10.4%	22.5%	0.0%	8.8%	20.3%	8.8%	12.4%	24.6%	
Total(n)	74	1,205	2,462	40	604	1,180	34	601	1,282	
Mean	3.14	2.83	2.43	3.18	2.89	2.52	3.09	2.75	2.33	
Standard deviation	0.78	0.90	0.97	0.68	0.88	0.98	0.90	0.92	0.95	
Significance	-	**	***	-	*	***	-	*	***	
Effect size	-	0.34	0.73	-	0.33	0.67	-	0.37	0.80	
<b>Quality of students</b>										
Very satisfied	54.1%	38.5%	16.5%	52.5%	37.0%	16.9%	55.9%	40.4%	16.0%	
Satisfied	43.2%	45.2%	40.4%	47.5%	45.4%	41.8%	38.2%	45.0%	39.0%	
Marginally satisfied	2.7%	13.0%	27.6%	0.0%	14.0%	27.4%	5.9%	11.9%	27.9%	
Not satisfied	0.0%	3.3%	15.5%	0.0%	3.7%	13.9%	0.0%	2.7%	17.1%	
Total(n)	74	1,205	2,465	40	606	1,182	34	599	1,283	
Mean	3.51	3.19	2.58	3.53	3.16	2.62	3.50	3.23	2.54	
Standard deviation	0.56	0.78	0.94	0.51	0.80	0.92	0.62	0.76	0.95	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	0.41	0.99	-	0.46	0.99	-	0.36	1.01	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Office/lab space</b>										
Very satisfied	54.1%	42.7%	27.9%	45.0%	42.9%	29.4%	64.7%	42.4%	26.4%	
Satisfied	37.8%	39.9%	40.1%	45.0%	39.5%	37.0%	29.4%	40.3%	43.2%	
Marginally satisfied	2.7%	10.6%	18.6%	2.5%	10.7%	19.8%	2.9%	10.6%	17.4%	
Not satisfied	5.4%	6.8%	13.4%	7.5%	6.9%	13.7%	2.9%	6.8%	13.0%	
Total(n)	74	1,198	2,454	40	600	1,173	34	598	1,281	
Mean	3.41	3.18	2.82	3.28	3.18	2.82	3.56	3.18	2.83	
Standard deviation	0.79	0.88	0.99	0.85	0.88	1.00	0.70	0.88	0.96	
Significance	-	*	***	-		**	-	*	***	
Effect size	-	0.26	0.60	-	0.11	0.46	-	0.43	0.76	
<b>Autonomy and independence</b>										
Very satisfied	74.3%	62.2%	46.0%	70.0%	63.3%	47.2%	79.4%	60.8%	44.6%	
Satisfied	21.6%	31.9%	38.9%	22.5%	32.4%	35.4%	20.6%	31.3%	42.5%	
Marginally satisfied	4.1%	3.8%	8.4%	7.5%	2.3%	7.3%	0.0%	5.7%	9.5%	
Not satisfied	0.0%	2.2%	6.8%	0.0%	2.1%	10.1%	0.0%	2.3%	3.4%	
Total(n)	74	1,204	2,458	40	605	1,180	34	599	1,278	
Mean	3.70	3.54	3.24	3.63	3.57	3.20	3.79	3.50	3.28	
Standard deviation	0.54	0.67	0.87	0.63	0.64	0.95	0.41	0.71	0.77	
Significance	-	*	***	-		**	-	*	***	
Effect size	-	0.24	0.53	-	0.09	0.45	-	0.41	0.66	
<b>Professional relationships with other faculty</b>										
Very satisfied	51.4%	41.7%	39.5%	52.5%	40.8%	39.6%	50.0%	42.8%	39.4%	
Satisfied	35.1%	40.0%	42.5%	30.0%	40.0%	41.3%	41.2%	40.0%	43.7%	
Marginally satisfied	9.5%	10.7%	11.7%	12.5%	12.4%	12.8%	5.9%	8.6%	10.6%	
Not satisfied	4.1%	7.7%	6.3%	5.0%	6.9%	6.3%	2.9%	8.6%	6.2%	
Total(n)	74	1,206	2,466	40	605	1,182	34	601	1,284	
Mean	3.34	3.16	3.15	3.30	3.15	3.14	3.38	3.17	3.16	
Standard deviation	0.82	0.90	0.86	0.88	0.89	0.87	0.74	0.91	0.85	
Significance	-			-			-			
Effect size	-	0.20	0.22	-	0.17	0.18	-	0.23	0.26	
<b>Competency of colleagues</b>										
Very satisfied	58.1%	43.2%	35.7%	55.0%	40.2%	35.8%	61.8%	46.8%	35.6%	
Satisfied	35.1%	41.5%	48.5%	40.0%	43.9%	48.5%	29.4%	38.6%	48.6%	
Marginally satisfied	4.1%	10.8%	11.2%	2.5%	12.0%	11.3%	5.9%	9.4%	11.2%	
Not satisfied	2.7%	4.5%	4.5%	2.5%	3.9%	4.4%	2.9%	5.2%	4.6%	
Total(n)	74	1,203	2,457	40	603	1,179	34	600	1,278	
Mean	3.49	3.23	3.15	3.48	3.20	3.16	3.50	3.27	3.15	
Standard deviation	0.71	0.81	0.79	0.68	0.80	0.79	0.75	0.83	0.79	
Significance	-	**	***	-	*	*	-		*	
Effect size	-	0.32	0.43	-	0.35	0.41	-	0.28	0.44	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Job security</b>										
Very satisfied	62.2%	61.8%	43.0%	65.0%	64.9%	45.9%	58.8%	57.9%	39.9%	
Satisfied	28.4%	24.8%	33.3%	22.5%	22.8%	30.3%	35.3%	27.3%	36.5%	
Marginally satisfied	5.4%	6.8%	12.3%	10.0%	6.6%	12.8%	0.0%	7.1%	11.9%	
Not satisfied	4.1%	6.6%	11.4%	2.5%	5.7%	11.0%	5.9%	7.8%	11.8%	
Total(n)	74	1,188	2,434	40	597	1,167	34	591	1,267	
Mean	3.49	3.42	3.08	3.50	3.47	3.11	3.47	3.35	3.04	
Standard deviation	0.78	0.88	1.00	0.78	0.85	1.01	0.79	0.91	0.99	
Significance	-		***	-		*	-		*	
Effect size	-	0.08	0.41	-	0.04	0.39	-	0.13	0.43	
<b>Departmental leadership</b>										
Very satisfied	44.6%	38.8%	34.6%	47.5%	41.1%	35.2%	41.2%	35.9%	33.9%	
Satisfied	33.8%	36.1%	39.8%	32.5%	36.2%	39.8%	35.3%	36.0%	39.8%	
Marginally satisfied	14.9%	13.3%	13.7%	15.0%	12.8%	15.6%	14.7%	13.8%	11.7%	
Not satisfied	6.8%	11.8%	11.9%	5.0%	9.9%	9.4%	8.8%	14.3%	14.7%	
Total(n)	74	1,179	2,411	40	592	1,158	34	587	1,253	
Mean	3.16	3.02	2.97	3.23	3.09	3.01	3.09	2.93	2.93	
Standard deviation	0.92	1.00	0.98	0.89	0.96	0.94	0.97	1.03	1.02	
Significance	-			-			-			
Effect size	-	0.14	0.19	-	0.15	0.23	-	0.16	0.16	
<b>Course assignments</b>										
Very satisfied	60.3%	46.1%	42.2%	57.5%	48.3%	43.5%	63.6%	43.3%	40.7%	
Satisfied	32.9%	43.8%	46.2%	37.5%	42.8%	45.1%	27.3%	45.1%	47.3%	
Marginally satisfied	5.5%	8.5%	9.3%	2.5%	7.6%	9.1%	9.1%	9.6%	9.6%	
Not satisfied	1.4%	1.6%	2.4%	2.5%	1.3%	2.3%	0.0%	2.1%	2.4%	
Total(n)	73	1,180	2,415	40	596	1,166	33	584	1,249	
Mean	3.52	3.34	3.28	3.50	3.38	3.30	3.55	3.29	3.26	
Standard deviation	0.67	0.70	0.73	0.68	0.68	0.73	0.67	0.73	0.73	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.26	0.33	-	0.18	0.27	-	0.36	0.40	
<b>Freedom to determine course content</b>										
Very satisfied	78.1%	76.1%	71.3%	80.0%	77.9%	71.5%	75.8%	73.8%	71.2%	
Satisfied	20.5%	19.9%	23.7%	20.0%	19.5%	25.1%	21.2%	20.5%	22.1%	
Marginally satisfied	0.0%	2.1%	3.2%	0.0%	1.2%	2.3%	0.0%	3.2%	4.3%	
Not satisfied	1.4%	1.9%	1.7%	0.0%	1.4%	1.1%	3.0%	2.5%	2.4%	
Total(n)	73	1,180	2,420	40	594	1,161	33	586	1,259	
Mean	3.75	3.70	3.65	3.80	3.74	3.67	3.70	3.66	3.62	
Standard deviation	0.52	0.60	0.63	0.41	0.55	0.57	0.64	0.66	0.68	
Significance	-			-			-			
Effect size	-	0.08	0.16	-	0.11	0.23	-	0.06	0.12	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Availability of child care at this institution</b>										
Very satisfied	45.7%	26.8%	13.7%	52.9%	29.0%	14.4%	38.9%	24.5%	13.1%	
Satisfied	34.3%	23.0%	13.7%	29.4%	24.2%	17.4%	38.9%	21.7%	10.2%	
Marginally satisfied	14.3%	19.2%	11.9%	11.8%	19.9%	12.3%	16.7%	18.4%	11.6%	
Not satisfied	5.7%	30.9%	60.7%	5.9%	26.8%	55.8%	5.6%	35.4%	65.1%	
Total(n)	35	539	976	17	252	444	18	287	532	
Mean	3.20	2.46	1.80	3.29	2.55	1.90	3.11	2.35	1.71	
Standard deviation	0.90	1.18	1.12	0.92	1.17	1.14	0.90	1.19	1.09	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	0.63	1.25	-	0.63	1.22	-	0.64	1.28	
<b>Prospects for career advancement</b>										
Very satisfied	33.8%	24.6%	15.1%	34.2%	25.3%	14.9%	33.3%	23.6%	15.3%	
Satisfied	38.2%	43.7%	36.9%	42.1%	44.8%	37.5%	33.3%	42.4%	36.2%	
Marginally satisfied	16.2%	19.9%	29.1%	13.2%	18.4%	29.2%	20.0%	21.8%	29.0%	
Not satisfied	11.8%	11.8%	18.9%	10.5%	11.5%	18.3%	13.3%	12.2%	19.4%	
Total(n)	68	1,102	2,275	38	558	1,090	30	544	1,185	
Mean	2.94	2.81	2.48	3.00	2.84	2.49	2.87	2.77	2.47	
Standard deviation	0.99	0.94	0.96	0.96	0.93	0.96	1.04	0.94	0.97	
Significance	-		***	-		**	-		*	
Effect size	-	0.14	0.48	-	0.17	0.53	-	0.11	0.41	
<b>Clerical/administrative support</b>										
Very satisfied	24.3%	34.2%	23.9%	25.0%	36.1%	24.7%	23.5%	31.7%	23.0%	
Satisfied	48.6%	38.6%	35.9%	50.0%	40.2%	37.9%	47.1%	36.6%	33.7%	
Marginally satisfied	12.2%	16.7%	19.6%	12.5%	15.7%	20.1%	11.8%	17.8%	19.1%	
Not satisfied	14.9%	10.6%	20.6%	12.5%	8.0%	17.3%	17.6%	13.8%	24.1%	
Total(n)	74	1,179	2,406	40	591	1,151	34	588	1,255	
Mean	2.82	2.96	2.63	2.88	3.04	2.70	2.76	2.86	2.56	
Standard deviation	0.97	0.96	1.06	0.94	0.91	1.02	1.02	1.01	1.09	
Significance	-			-			-			
Effect size	-	-0.15	0.18	-	-0.18	0.18	-	-0.10	0.18	
<b>Overall job satisfaction</b>										
Very satisfied	52.7%	38.8%	25.7%	57.5%	42.7%	27.6%	47.1%	34.0%	23.8%	
Satisfied	36.5%	46.0%	46.8%	35.0%	43.0%	43.3%	38.2%	49.6%	50.4%	
Marginally satisfied	8.1%	11.7%	19.9%	5.0%	11.2%	22.1%	11.8%	12.3%	17.7%	
Not satisfied	2.7%	3.5%	7.6%	2.5%	3.1%	7.1%	2.9%	4.1%	8.1%	
Total(n)	74	1,188	2,437	40	596	1,167	34	592	1,270	
Mean	3.39	3.20	2.91	3.48	3.25	2.91	3.29	3.13	2.90	
Standard deviation	0.76	0.78	0.87	0.72	0.77	0.88	0.80	0.78	0.85	
Significance	-	*	***	-		***	-		**	
Effect size	-	0.24	0.55	-	0.30	0.65	-	0.21	0.46	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	22.2%	24.9%	12.8%	23.1%	26.1%	14.9%	21.2%	23.4%	10.7%	
Satisfied	40.3%	43.0%	34.5%	33.3%	44.0%	37.4%	48.5%	41.7%	31.3%	
Marginally satisfied	20.8%	18.2%	24.6%	23.1%	16.6%	23.0%	18.2%	20.2%	26.3%	
Not satisfied	16.7%	14.0%	28.1%	20.5%	13.4%	24.8%	12.1%	14.7%	31.7%	
Total(n)	72	1,167	2,389	39	587	1,144	33	580	1,245	
Mean	2.68	2.79	2.32	2.59	2.83	2.42	2.79	2.74	2.21	
Standard deviation	1.00	0.97	1.02	1.07	0.97	1.02	0.93	0.98	1.01	
Significance	-		**	-			-		**	
Effect size	-	-0.11	0.35	-	-0.25	0.17	-	0.05	0.57	
<b>Flexibility in relation to family matters or emergencies</b>										
Very satisfied	46.6%	46.4%	40.2%	56.4%	50.5%	41.6%	35.3%	41.5%	38.9%	
Satisfied	43.8%	42.3%	43.0%	38.5%	40.9%	41.0%	50.0%	44.1%	45.0%	
Marginally satisfied	6.8%	8.3%	13.4%	2.6%	7.1%	15.4%	11.8%	9.7%	11.5%	
Not satisfied	2.7%	3.0%	3.3%	2.6%	1.5%	2.1%	2.9%	4.7%	4.5%	
Total(n)	73	1,113	2,307	39	561	1,097	34	552	1,210	
Mean	3.34	3.32	3.20	3.49	3.40	3.22	3.18	3.22	3.18	
Standard deviation	0.73	0.75	0.79	0.68	0.69	0.78	0.76	0.81	0.81	
Significance	-			-		*	-			
Effect size	-	0.03	0.18	-	0.13	0.35	-	-0.05	0.00	
<b>Rate your agreement with the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Agree strongly	6.4%	4.6%	11.3%	4.7%	3.8%	11.3%	8.6%	5.5%	11.4%	
Agree somewhat	33.3%	37.3%	39.3%	30.2%	35.7%	38.0%	37.1%	39.4%	40.6%	
Disagree somewhat	39.7%	35.8%	32.5%	39.5%	37.4%	30.5%	40.0%	33.9%	34.6%	
Disagree strongly	20.5%	22.2%	16.9%	25.6%	23.1%	20.1%	14.3%	21.2%	13.4%	
Total(n)	78	1,249	2,567	43	632	1,238	35	617	1,329	
Mean	2.26	2.24	2.45	2.14	2.20	2.41	2.40	2.29	2.50	
Standard deviation	0.86	0.85	0.90	0.86	0.84	0.93	0.85	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.02	-0.21	-	-0.07	-0.29	-	0.13	-0.12	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>A racially/ethnically diverse student body enhances the educational experience of all</b>										
Agree strongly	62.8%	72.2%	69.9%	58.1%	64.3%	63.7%	68.6%	82.0%	76.6%	
Agree somewhat	32.1%	23.6%	26.5%	32.6%	29.0%	30.9%	31.4%	16.8%	21.8%	
Disagree somewhat	3.8%	3.3%	2.9%	7.0%	4.9%	4.3%	0.0%	1.2%	1.4%	
Disagree strongly	1.3%	1.0%	0.7%	2.3%	1.8%	1.2%	0.0%	0.0%	0.1%	
Total(n)	78	1,253	2,571	43	635	1,239	35	618	1,332	
Mean	3.56	3.67	3.66	3.47	3.56	3.57	3.69	3.81	3.75	
Standard deviation	0.64	0.59	0.57	0.74	0.67	0.63	0.47	0.42	0.47	
Significance	-			-			-			
Effect size	-	-0.19	-0.18	-	-0.13	-0.16	-	-0.29	-0.13	
<b>External pressures often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	14.3%	17.3%	18.6%	14.0%	17.1%	17.0%	14.7%	17.7%	20.4%	
Agree somewhat	58.4%	45.2%	44.4%	55.8%	44.3%	44.0%	61.8%	46.3%	44.8%	
Disagree somewhat	23.4%	29.0%	28.5%	30.2%	30.3%	28.8%	14.7%	27.3%	28.2%	
Disagree strongly	3.9%	8.4%	8.4%	0.0%	8.3%	10.1%	8.8%	8.6%	6.6%	
Total(n)	77	1,240	2,543	43	629	1,227	34	611	1,316	
Mean	2.83	2.71	2.73	2.84	2.70	2.68	2.82	2.73	2.79	
Standard deviation	0.71	0.85	0.86	0.65	0.85	0.87	0.80	0.85	0.84	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	0.16	0.18	-	0.11	0.04	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Agree strongly	33.3%	36.2%	40.4%	30.2%	31.6%	34.8%	37.1%	41.9%	46.4%	
Agree somewhat	55.1%	54.1%	50.4%	53.5%	55.6%	53.3%	57.1%	52.3%	47.3%	
Disagree somewhat	10.3%	8.5%	8.0%	14.0%	11.2%	10.3%	5.7%	5.0%	5.5%	
Disagree strongly	1.3%	1.2%	1.2%	2.3%	1.6%	1.6%	0.0%	0.8%	0.8%	
Total(n)	78	1,252	2,570	43	634	1,239	35	618	1,331	
Mean	3.21	3.25	3.30	3.12	3.17	3.21	3.31	3.35	3.39	
Standard deviation	0.67	0.66	0.66	0.73	0.68	0.69	0.58	0.61	0.63	
Significance	-			-			-			
Effect size	-	-0.06	-0.14	-	-0.07	-0.13	-	-0.07	-0.13	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	9.2%	11.2%	12.3%	4.7%	11.2%	12.8%	15.2%	11.2%	11.8%	
Agree somewhat	53.9%	46.1%	45.2%	51.2%	46.2%	46.5%	57.6%	46.0%	43.9%	
Disagree somewhat	25.0%	33.4%	34.6%	30.2%	33.3%	32.0%	18.2%	33.5%	37.5%	
Disagree strongly	11.8%	9.3%	7.9%	14.0%	9.2%	8.8%	9.1%	9.4%	6.9%	
Total(n)	76	1,232	2,530	43	629	1,222	33	603	1,308	
Mean	2.61	2.59	2.62	2.47	2.59	2.63	2.79	2.59	2.61	
Standard deviation	0.82	0.81	0.80	0.80	0.81	0.81	0.82	0.81	0.78	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	-0.15	-0.20	-	0.25	0.23	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Managing household responsibilities</b>										
Extensive	27.0%	25.1%	22.2%	30.0%	20.6%	19.6%	23.5%	30.6%	24.9%	
Somewhat	55.4%	55.6%	54.2%	47.5%	58.7%	56.2%	64.7%	51.7%	52.2%	
Not at all	17.6%	19.3%	23.6%	22.5%	20.7%	24.3%	11.8%	17.6%	22.9%	
Total(n)	74	1,181	2,409	40	590	1,146	34	591	1,263	
Mean	2.09	2.06	1.99	2.08	2.00	1.95	2.12	2.13	2.02	
Standard deviation	0.67	0.66	0.68	0.73	0.64	0.66	0.59	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.05	0.15	-	0.13	0.20	-	-0.01	0.14	
<b>Child care</b>										
Extensive	23.1%	26.1%	25.2%	27.3%	20.9%	20.2%	17.6%	32.6%	30.6%	
Somewhat	38.5%	45.2%	36.9%	36.4%	48.7%	39.6%	41.2%	40.8%	34.0%	
Not at all	38.5%	28.7%	37.9%	36.4%	30.3%	40.2%	41.2%	26.6%	35.5%	
Total(n)	39	644	1,259	22	332	638	17	312	621	
Mean	1.85	1.97	1.87	1.91	1.91	1.80	1.76	2.06	1.95	
Standard deviation	0.78	0.74	0.78	0.81	0.71	0.75	0.75	0.77	0.81	
Significance	-			-			-			
Effect size	-	-0.16	-0.03	-	0.00	0.15	-	-0.39	-0.23	
<b>My physical health</b>										
Extensive	17.6%	12.7%	11.4%	10.0%	10.7%	11.4%	26.5%	15.2%	11.4%	
Somewhat	37.8%	45.5%	45.9%	45.0%	46.9%	47.7%	29.4%	43.8%	44.2%	
Not at all	44.6%	41.8%	42.7%	45.0%	42.4%	40.9%	44.1%	41.0%	44.4%	
Total(n)	74	1,172	2,373	40	586	1,133	34	586	1,240	
Mean	1.73	1.71	1.69	1.65	1.68	1.70	1.82	1.74	1.67	
Standard deviation	0.75	0.68	0.67	0.66	0.66	0.66	0.83	0.70	0.67	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	-0.05	-0.08	-	0.11	0.22	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Review/promotion process</b>										
Extensive	18.3%	21.9%	21.2%	12.5%	18.5%	20.6%	25.0%	26.1%	21.9%	
Somewhat	31.7%	37.1%	39.4%	40.6%	34.6%	37.4%	21.4%	40.2%	41.4%	
Not at all	50.0%	41.1%	39.4%	46.9%	47.0%	42.0%	53.6%	33.8%	36.7%	
Total(n)	60	1,033	2,139	32	523	1,021	28	510	1,118	
Mean	1.68	1.81	1.82	1.66	1.72	1.79	1.71	1.92	1.85	
Standard deviation	0.77	0.77	0.76	0.70	0.76	0.76	0.85	0.77	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.17	-0.18	-	-0.08	-0.17	-	-0.27	-0.19	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	7.2%	10.6%	8.6%	7.9%	7.1%	6.0%	6.5%	14.6%	11.0%	
Somewhat	26.1%	23.1%	25.7%	21.1%	16.5%	21.6%	32.3%	30.8%	29.6%	
Not at all	66.7%	66.3%	65.7%	71.1%	76.3%	72.4%	61.3%	54.7%	59.4%	
Total(n)	69	1,101	2,226	38	538	1,031	31	563	1,195	
Mean	1.41	1.44	1.43	1.37	1.31	1.34	1.45	1.60	1.52	
Standard deviation	0.63	0.68	0.65	0.63	0.60	0.59	0.62	0.73	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.03	-	0.10	0.05	-	-0.21	-0.10	
<b>Personal finances</b>										
Extensive	9.6%	14.2%	20.3%	10.3%	14.0%	22.6%	8.8%	14.4%	17.9%	
Somewhat	46.6%	43.2%	42.0%	48.7%	44.1%	41.4%	44.1%	42.3%	42.6%	
Not at all	43.8%	42.6%	37.7%	41.0%	41.9%	36.0%	47.1%	43.4%	39.5%	
Total(n)	73	1,182	2,413	39	593	1,150	34	589	1,263	
Mean	1.66	1.72	1.83	1.69	1.72	1.87	1.62	1.71	1.78	
Standard deviation	0.65	0.70	0.74	0.66	0.69	0.75	0.65	0.70	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.23	-	-0.04	-0.24	-	-0.13	-0.22	
<b>Committee work</b>										
Extensive	14.5%	15.8%	14.1%	18.4%	14.1%	12.1%	9.7%	17.9%	16.2%	
Somewhat	53.6%	47.6%	49.6%	50.0%	47.2%	50.3%	58.1%	48.1%	48.8%	
Not at all	31.9%	36.5%	36.3%	31.6%	38.6%	37.6%	32.3%	34.0%	35.0%	
Total(n)	69	1,156	2,372	38	579	1,132	31	577	1,240	
Mean	1.83	1.79	1.78	1.87	1.75	1.75	1.77	1.84	1.81	
Standard deviation	0.66	0.69	0.67	0.70	0.68	0.66	0.62	0.70	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.07	-	0.18	0.18	-	-0.10	-0.06	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Faculty meetings</b>										
Extensive	4.2%	9.7%	11.5%	5.3%	9.0%	10.6%	3.0%	10.6%	12.4%	
Somewhat	39.4%	38.7%	47.0%	42.1%	37.3%	44.7%	36.4%	40.2%	49.3%	
Not at all	56.3%	51.6%	41.5%	52.6%	53.7%	44.7%	60.6%	49.1%	38.3%	
Total(n)	71	1,181	2,416	38	590	1,149	33	591	1,267	
Mean	1.48	1.58	1.70	1.53	1.55	1.66	1.42	1.61	1.74	
Standard deviation	0.58	0.66	0.66	0.60	0.65	0.66	0.56	0.67	0.66	
Significance	-		**	-			-		**	
Effect size	-	-0.15	-0.33	-	-0.03	-0.20	-	-0.28	-0.48	
<b>Colleagues</b>										
Extensive	16.2%	16.8%	13.3%	17.5%	14.5%	12.3%	14.7%	19.6%	14.3%	
Somewhat	48.6%	49.7%	49.3%	42.5%	48.3%	45.0%	55.9%	51.4%	53.8%	
Not at all	35.1%	33.4%	37.4%	40.0%	37.1%	42.7%	29.4%	28.9%	32.0%	
Total(n)	74	1,193	2,431	40	597	1,160	34	596	1,271	
Mean	1.81	1.83	1.76	1.78	1.77	1.70	1.85	1.91	1.82	
Standard deviation	0.70	0.69	0.67	0.73	0.68	0.68	0.66	0.69	0.66	
Significance	-			-			-			
Effect size	-	-0.03	0.07	-	0.01	0.12	-	-0.09	0.05	
<b>Students</b>										
Extensive	8.1%	7.8%	9.7%	7.5%	6.0%	8.5%	8.8%	10.1%	10.9%	
Somewhat	50.0%	55.6%	53.3%	52.5%	52.3%	50.0%	47.1%	59.6%	56.6%	
Not at all	41.9%	36.5%	37.0%	40.0%	41.7%	41.4%	44.1%	30.3%	32.4%	
Total(n)	74	1,190	2,435	40	596	1,162	34	594	1,273	
Mean	1.66	1.71	1.73	1.68	1.64	1.67	1.65	1.80	1.78	
Standard deviation	0.63	0.60	0.63	0.62	0.59	0.63	0.65	0.60	0.62	
Significance	-			-			-			
Effect size	-	-0.08	-0.11	-	0.07	0.02	-	-0.25	-0.21	
<b>Research or publishing demands</b>										
Extensive	12.9%	24.5%	16.9%	12.8%	19.7%	12.9%	12.9%	30.6%	21.3%	
Somewhat	60.0%	53.8%	52.3%	51.3%	52.3%	52.9%	71.0%	55.7%	51.7%	
Not at all	27.1%	21.6%	30.8%	35.9%	28.0%	34.3%	16.1%	13.7%	27.0%	
Total(n)	70	1,170	2,352	39	593	1,142	31	577	1,210	
Mean	1.86	2.03	1.86	1.77	1.92	1.79	1.97	2.17	1.94	
Standard deviation	0.62	0.68	0.68	0.67	0.69	0.65	0.55	0.64	0.69	
Significance	-	*		-			-			
Effect size	-	-0.25	0.00	-	-0.22	-0.03	-	-0.31	0.04	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Institutional procedures and "red tape"</b>										
Extensive	11.4%	14.5%	23.0%	10.3%	14.1%	21.9%	12.9%	15.1%	24.2%	
Somewhat	44.3%	48.0%	51.2%	38.5%	48.7%	51.7%	51.6%	47.1%	50.7%	
Not at all	44.3%	37.5%	25.8%	51.3%	37.3%	26.4%	35.5%	37.8%	25.1%	
Total(n)	70	1,180	2,411	39	596	1,156	31	584	1,255	
Mean	1.67	1.77	1.97	1.59	1.77	1.95	1.77	1.77	1.99	
Standard deviation	0.68	0.68	0.70	0.68	0.68	0.69	0.67	0.69	0.70	
Significance	-		***	-		**	-			
Effect size	-	-0.15	-0.43	-	-0.26	-0.52	-	0.00	-0.31	
<b>Teaching load</b>										
Extensive	11.0%	14.8%	19.4%	10.0%	12.2%	14.4%	12.1%	18.0%	24.6%	
Somewhat	31.5%	46.6%	45.2%	32.5%	45.9%	47.3%	30.3%	47.6%	42.9%	
Not at all	57.5%	38.5%	35.4%	57.5%	41.9%	38.3%	57.6%	34.4%	32.5%	
Total(n)	73	1,191	2,430	40	600	1,164	33	591	1,266	
Mean	1.53	1.76	1.84	1.53	1.70	1.76	1.55	1.84	1.92	
Standard deviation	0.69	0.69	0.72	0.68	0.67	0.69	0.71	0.71	0.75	
Significance	-	**	***	-		*	-	*	**	
Effect size	-	-0.33	-0.43	-	-0.25	-0.33	-	-0.41	-0.49	
<b>Lack of personal time</b>										
Extensive	31.5%	34.0%	34.4%	32.5%	27.5%	28.5%	30.3%	41.9%	40.4%	
Somewhat	46.6%	47.5%	44.2%	37.5%	48.3%	47.5%	57.6%	46.7%	40.8%	
Not at all	21.9%	18.5%	21.4%	30.0%	24.2%	24.0%	12.1%	11.4%	18.8%	
Total(n)	73	1,192	2,435	40	598	1,161	33	594	1,274	
Mean	2.10	2.16	2.13	2.03	2.03	2.05	2.18	2.30	2.22	
Standard deviation	0.73	0.71	0.74	0.80	0.72	0.72	0.64	0.66	0.74	
Significance	-			-			-			
Effect size	-	-0.08	-0.04	-	0.00	-0.03	-	-0.18	-0.05	
<b>Job security</b>										
Extensive	5.6%	11.0%	11.1%	5.0%	10.4%	10.4%	6.3%	11.8%	11.8%	
Somewhat	19.4%	18.3%	25.0%	10.0%	15.0%	21.2%	31.3%	22.5%	29.0%	
Not at all	75.0%	70.7%	63.8%	85.0%	74.6%	68.4%	62.5%	65.7%	59.1%	
Total(n)	72	1,162	2,380	40	592	1,150	32	570	1,230	
Mean	1.31	1.40	1.47	1.20	1.36	1.42	1.44	1.46	1.53	
Standard deviation	0.57	0.68	0.69	0.52	0.66	0.67	0.62	0.70	0.70	
Significance	-			-		*	-			
Effect size	-	-0.13	-0.23	-	-0.24	-0.33	-	-0.03	-0.13	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Working with underprepared students</b>										
Extensive	0.0%	5.3%	14.7%	0.0%	4.7%	12.8%	0.0%	5.9%	16.6%	
Somewhat	35.6%	47.5%	52.7%	35.0%	46.8%	49.1%	36.4%	48.2%	56.3%	
Not at all	64.4%	47.3%	32.7%	65.0%	48.4%	38.1%	63.6%	45.8%	27.1%	
Total(n)	73	1,183	2,422	40	597	1,159	33	586	1,263	
Mean	1.36	1.58	1.82	1.35	1.56	1.75	1.36	1.60	1.90	
Standard deviation	0.48	0.59	0.66	0.48	0.58	0.67	0.49	0.60	0.65	
Significance	-	**	***	-	*	***	-	*	***	
Effect size	-	-0.37	-0.70	-	-0.36	-0.60	-	-0.40	-0.83	
<b>Self-imposed high expectations</b>										
Extensive	34.2%	35.7%	35.8%	32.5%	30.0%	31.6%	36.4%	42.8%	40.1%	
Somewhat	56.2%	52.3%	50.0%	57.5%	55.8%	52.2%	54.5%	47.9%	47.7%	
Not at all	9.6%	12.0%	14.2%	10.0%	14.2%	16.2%	9.1%	9.3%	12.2%	
Total(n)	73	1,182	2,417	40	598	1,158	33	584	1,259	
Mean	2.25	2.24	2.22	2.23	2.16	2.15	2.27	2.33	2.28	
Standard deviation	0.62	0.65	0.67	0.62	0.65	0.67	0.63	0.64	0.67	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	0.11	0.12	-	-0.09	-0.01	
<b>Change in work responsibilities</b>										
Extensive	18.3%	25.9%	29.9%	15.0%	21.2%	23.8%	22.6%	31.8%	36.1%	
Somewhat	49.3%	46.7%	47.3%	50.0%	47.2%	51.7%	48.4%	46.1%	42.7%	
Not at all	32.4%	27.4%	22.9%	35.0%	31.6%	24.5%	29.0%	22.1%	21.2%	
Total(n)	71	1,166	2,394	40	590	1,147	31	576	1,247	
Mean	1.86	1.99	2.07	1.80	1.90	1.99	1.94	2.10	2.15	
Standard deviation	0.70	0.73	0.72	0.69	0.72	0.69	0.73	0.73	0.74	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.29	-	-0.14	-0.28	-	-0.22	-0.28	
<b>Institutional budget cuts</b>										
Extensive	4.4%	16.0%	28.7%	5.1%	15.4%	28.1%	3.4%	16.7%	29.3%	
Somewhat	29.4%	35.6%	38.3%	20.5%	32.8%	36.9%	41.4%	39.1%	39.6%	
Not at all	66.2%	48.5%	33.0%	74.4%	51.8%	34.9%	55.2%	44.2%	31.1%	
Total(n)	68	1,131	2,337	39	578	1,120	29	553	1,217	
Mean	1.38	1.67	1.96	1.31	1.64	1.93	1.48	1.72	1.98	
Standard deviation	0.57	0.73	0.78	0.57	0.73	0.79	0.57	0.73	0.78	
Significance	-	**	***	-	**	***	-		***	
Effect size	-	-0.40	-0.74	-	-0.45	-0.78	-	-0.33	-0.64	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	30.1%	31.0%	33.4%	22.5%	28.1%	30.5%	39.4%	34.5%	36.3%	
No	69.9%	69.0%	66.6%	77.5%	71.9%	69.5%	60.6%	65.5%	63.7%	
Total(n)	73	1,202	2,455	40	603	1,172	33	599	1,283	
<b>Considered leaving this institution for another?</b>										
Yes	41.1%	43.0%	47.4%	37.5%	42.1%	44.7%	45.5%	44.2%	50.2%	
No	58.9%	57.0%	52.6%	62.5%	57.9%	55.3%	54.5%	55.8%	49.8%	
Total(n)	73	1,202	2,451	40	603	1,169	33	599	1,282	
<b>Engaged in public service/professional consulting without pay?</b>										
Yes	46.6%	43.8%	52.9%	55.0%	44.6%	55.7%	36.4%	42.9%	50.1%	
No	53.4%	56.2%	47.1%	45.0%	55.4%	44.3%	63.6%	57.1%	49.9%	
Total(n)	73	1,198	2,447	40	604	1,170	33	594	1,277	
<b>Received at least one firm job offer?</b>										
Yes	9.6%	10.8%	14.5%	7.5%	10.8%	13.0%	12.1%	10.8%	16.0%	
No	90.4%	89.2%	85.5%	92.5%	89.2%	87.0%	87.9%	89.2%	84.0%	
Total(n)	73	1,201	2,445	40	604	1,168	33	597	1,277	
<b>Requested/sought an early promotion?</b>										
Yes	0.0%	3.3%	3.4%	0.0%	3.1%	3.8%	0.0%	3.5%	3.1%	
No	100.0%	96.7%	96.6%	100.0%	96.9%	96.2%	100.0%	96.5%	96.9%	
Total(n)	73	1,194	2,441	40	602	1,169	33	592	1,272	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	0.0%	2.6%	6.8%	0.0%	3.3%	5.5%	0.0%	1.9%	8.1%	
No	100.0%	97.4%	93.2%	100.0%	96.7%	94.5%	100.0%	98.1%	91.9%	
Total(n)	73	1,198	2,444	40	604	1,171	33	594	1,273	
<b>Are you a U.S. citizen?</b>										
Yes	97.2%	94.1%	96.0%	95.0%	94.3%	96.1%	100.0%	93.9%	96.0%	
No	2.8%	5.9%	4.0%	5.0%	5.7%	3.9%	0.0%	6.1%	4.0%	
Total(n)	72	1,195	2,443	40	603	1,172	32	592	1,271	
<b>Do you plan to retire within the next three years?</b>										
Yes	4.1%	7.1%	14.0%	5.0%	9.0%	16.3%	3.0%	4.9%	11.5%	
No	95.9%	92.9%	86.0%	95.0%	91.0%	83.7%	97.0%	95.1%	88.5%	
Total(n)	73	1,192	2,438	40	597	1,164	33	595	1,274	
<b>Do you use your scholarship to address local community needs?</b>										
Yes	17.8%	23.4%	33.2%	15.0%	23.0%	32.6%	21.2%	24.0%	33.9%	
No	82.2%	76.6%	66.8%	85.0%	77.0%	67.4%	78.8%	76.0%	66.1%	
Total(n)	73	1,200	2,448	40	603	1,173	33	597	1,275	
<b>Have you been sexually harassed at this institution?</b>										
Yes	4.2%	6.2%	5.9%	0.0%	2.5%	2.9%	9.4%	10.8%	9.0%	
No	95.8%	93.8%	94.1%	100.0%	97.5%	97.1%	90.6%	89.2%	91.0%	

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Kenyon College</b>										
Total(n)	72	1,197	2,442	40	603	1,171	32	594	1,271	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	15.1%	6.4%	6.8%	10.0%	4.3%	4.4%	21.2%	9.0%	9.3%	
No	84.9%	93.6%	93.2%	90.0%	95.7%	95.6%	78.8%	91.0%	90.7%	
Total(n)	73	1,198	2,442	40	604	1,170	33	594	1,272	
<b>Have you ever received an award for outstanding teaching?</b>										
Yes	46.6%	36.0%	36.4%	50.0%	38.5%	36.6%	42.4%	32.9%	36.1%	
No	53.4%	64.0%	63.6%	50.0%	61.5%	63.4%	57.6%	67.1%	63.9%	
Total(n)	73	1,201	2,452	40	605	1,174	33	596	1,278	
<b>How would you characterize your political views?</b>										
Far left	9.6%	18.0%	15.6%	10.0%	14.5%	17.2%	9.1%	22.5%	14.0%	
Liberal	56.2%	60.3%	54.2%	42.5%	57.7%	49.6%	72.7%	63.4%	59.0%	
Middle of the road	27.4%	17.1%	21.8%	35.0%	21.5%	24.8%	18.2%	11.7%	18.7%	
Conservative	5.5%	3.9%	7.8%	10.0%	5.3%	7.6%	0.0%	2.2%	7.9%	
Far right	1.4%	0.6%	0.6%	2.5%	1.0%	0.8%	0.0%	0.2%	0.4%	
Total(n)	73	1,187	2,421	40	598	1,156	33	589	1,265	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	49.3%	44.1%	28.8%	57.5%	45.2%	30.8%	39.4%	42.8%	26.9%	
Probably yes	34.2%	34.7%	37.6%	30.0%	34.9%	37.2%	39.4%	34.6%	38.1%	
Not sure	13.7%	12.7%	18.0%	10.0%	12.7%	16.2%	18.2%	12.7%	19.8%	
Probably no	1.4%	5.6%	9.4%	2.5%	5.0%	9.5%	0.0%	6.3%	9.3%	
Definitely no	1.4%	2.8%	6.2%	0.0%	2.2%	6.4%	3.0%	3.6%	6.0%	
Total(n)	73	1,203	2,455	40	605	1,173	33	598	1,282	
Mean	4.29	4.12	3.74	4.43	4.16	3.77	4.12	4.07	3.71	
Standard deviation	0.86	1.02	1.15	0.78	0.98	1.17	0.93	1.06	1.13	
Significance	-		***	-		***	-		*	
Effect size	-	0.17	0.48	-	0.28	0.56	-	0.05	0.36	
<b>Still want to be a college professor?</b>										
Definitely yes	58.9%	60.5%	55.8%	62.5%	62.5%	58.5%	54.5%	58.1%	53.1%	
Probably yes	27.4%	27.0%	29.1%	20.0%	25.5%	26.5%	36.4%	28.9%	31.7%	
Not sure	12.3%	10.0%	10.7%	17.5%	9.6%	8.9%	6.1%	10.5%	12.5%	
Probably no	1.4%	1.9%	3.9%	0.0%	1.8%	5.5%	3.0%	2.0%	2.4%	
Definitely no	0.0%	0.5%	0.5%	0.0%	0.5%	0.5%	0.0%	0.5%	0.4%	
Total(n)	73	1,201	2,451	40	604	1,171	33	597	1,280	
Mean	4.44	4.45	4.36	4.45	4.48	4.37	4.42	4.42	4.35	
Standard deviation	0.76	0.79	0.86	0.78	0.79	0.90	0.75	0.79	0.82	
Significance	-			-			-			
Effect size	-	-0.01	0.09	-	-0.04	0.09	-	0.00	0.09	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.3%	0.1%	0.0%	0.2%	0.1%	0.0%	0.5%	0.2%	
\$20,000 - \$29,999	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.1%	
\$30,000 - \$39,999	0.0%	0.1%	0.8%	0.0%	0.0%	0.0%	0.0%	0.3%	1.7%	
\$40,000 - \$49,999	0.0%	1.2%	5.6%	0.0%	1.3%	1.8%	0.0%	1.2%	9.5%	
\$50,000 - \$59,999	5.9%	3.9%	15.5%	5.3%	4.4%	10.9%	6.7%	3.2%	20.3%	
\$60,000 - \$69,999	17.6%	10.8%	19.9%	15.8%	9.9%	20.1%	20.0%	12.0%	19.8%	
\$70,000 - \$79,999	29.4%	19.4%	19.5%	31.6%	16.7%	19.5%	26.7%	23.0%	19.4%	
\$80,000 - \$89,999	23.5%	18.2%	14.2%	21.1%	15.3%	14.2%	26.7%	22.3%	14.1%	
\$90,000 - \$99,999	11.8%	12.8%	7.2%	15.8%	14.2%	9.2%	6.7%	11.0%	5.2%	
\$100,000 - \$124,999	11.8%	21.9%	13.7%	10.5%	23.1%	18.8%	13.3%	20.3%	8.3%	
\$125,000 - \$149,999	0.0%	6.0%	1.9%	0.0%	7.8%	2.8%	0.0%	3.5%	1.0%	
\$150,000 or more	0.0%	5.1%	1.6%	0.0%	7.1%	2.7%	0.0%	2.4%	0.5%	
Total(n)	34	718	1,563	19	382	771	15	336	792	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.6%	0.5%	0.0%	1.2%	0.8%	0.0%	0.0%	0.2%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	1.7%	0.0%	0.0%	2.8%	0.0%	0.0%	0.6%	
\$40,000 - \$49,999	0.0%	0.2%	5.2%	0.0%	0.0%	3.8%	0.0%	0.5%	6.5%	
\$50,000 - \$59,999	11.8%	8.2%	20.8%	10.5%	5.6%	17.3%	13.3%	10.8%	24.1%	
\$60,000 - \$69,999	26.5%	15.3%	13.8%	21.1%	11.3%	12.3%	33.3%	19.3%	15.2%	
\$70,000 - \$79,999	23.5%	16.3%	13.4%	21.1%	17.8%	11.3%	26.7%	14.8%	15.4%	
\$80,000 - \$89,999	14.7%	15.3%	11.6%	21.1%	15.9%	12.8%	6.7%	14.8%	10.5%	
\$90,000 - \$99,999	5.9%	10.8%	8.6%	5.3%	11.0%	10.5%	6.7%	10.6%	6.8%	
\$100,000 - \$124,999	11.8%	19.8%	15.8%	10.5%	18.8%	16.9%	13.3%	20.8%	14.7%	
\$125,000 - \$149,999	2.9%	6.5%	4.2%	5.3%	7.8%	5.5%	0.0%	5.1%	2.9%	
\$150,000 or more	2.9%	7.0%	4.5%	5.3%	10.7%	5.9%	0.0%	3.4%	3.1%	
Total(n)	34	384	695	19	174	309	15	210	386	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	1.4%	3.0%	3.5%	0.0%	2.3%	2.8%	3.1%	3.8%	4.2%	
9/10 months	48.6%	63.1%	69.5%	50.0%	66.9%	70.7%	46.9%	58.6%	68.3%	
11/12 months	50.0%	33.9%	27.0%	50.0%	30.8%	26.5%	50.0%	37.6%	27.5%	
Total(n)	70	1,162	2,383	38	584	1,134	32	578	1,249	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What percentage of your current year's income comes from:</b>										
<b>Base salary from this institution</b>										
100%	43.5%	58.8%	48.0%	36.8%	52.7%	42.4%	51.6%	66.1%	53.8%	
75% to 99%	49.3%	36.9%	42.6%	57.9%	41.8%	48.7%	38.7%	30.9%	36.1%	
74% to 50%	5.8%	3.7%	7.3%	2.6%	4.7%	7.8%	9.7%	2.4%	6.8%	
25% to 49%	1.4%	0.4%	1.0%	2.6%	0.6%	1.0%	0.0%	0.1%	0.9%	
1% to 24%	0.0%	0.2%	1.1%	0.0%	0.0%	0.0%	0.0%	0.4%	2.2%	
0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	
Total(n)	69	1,160	2,381	38	580	1,135	31	580	1,246	
<b>Other income from this institution</b>										
100%	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
74% to 50%	2.3%	0.4%	0.2%	0.0%	0.4%	0.2%	5.6%	0.4%	0.1%	
25% to 49%	0.0%	0.9%	2.8%	0.0%	1.1%	2.3%	0.0%	0.7%	3.5%	
1% to 24%	60.5%	43.1%	56.6%	72.0%	46.3%	59.8%	44.4%	38.5%	52.1%	
0%	37.2%	55.4%	40.4%	28.0%	52.0%	37.6%	50.0%	60.4%	44.2%	
Total(n)	43	645	1,400	25	351	713	18	294	687	
<b>Income from another academic institution</b>										
100%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%	
74% to 50%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	
25% to 49%	0.0%	1.1%	2.4%	0.0%	1.0%	0.7%	0.0%	1.1%	4.5%	
1% to 24%	6.1%	14.0%	14.3%	11.8%	13.7%	14.5%	0.0%	14.4%	14.1%	
0%	93.9%	84.8%	81.7%	88.2%	85.3%	84.9%	100.0%	84.2%	78.0%	
Total(n)	33	565	1,185	17	299	592	16	266	593	
<b>Non-academic income</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	
74% to 50%	2.6%	1.6%	3.3%	4.8%	2.1%	2.7%	0.0%	1.0%	4.0%	
25% to 49%	10.5%	5.4%	9.1%	4.8%	6.4%	6.7%	17.6%	4.0%	12.1%	
1% to 24%	42.1%	30.9%	37.0%	52.4%	35.0%	42.8%	29.4%	24.5%	29.6%	
0%	44.7%	62.1%	50.0%	38.1%	56.6%	47.9%	52.9%	70.6%	52.8%	
Total(n)	38	636	1,366	21	350	705	17	286	661	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1981 or later	1.4%	1.4%	1.2%	0.0%	1.0%	1.2%	3.1%	1.9%	1.3%	
1986 - 1980	5.6%	9.5%	7.3%	5.1%	8.7%	6.3%	6.3%	10.6%	8.3%	
1971 - 1975	14.1%	15.1%	11.8%	12.8%	12.5%	10.0%	15.6%	18.3%	13.8%	
1966 - 1970	7.0%	13.1%	13.0%	7.7%	12.1%	13.7%	6.3%	14.3%	12.2%	
1961 - 1965	21.1%	15.3%	12.4%	17.9%	15.2%	11.6%	25.0%	15.3%	13.2%	
1956 - 1960	22.5%	14.9%	13.2%	25.6%	14.4%	13.6%	18.8%	15.4%	12.8%	
1951 - 1955	11.3%	10.5%	15.2%	12.8%	11.2%	12.0%	9.4%	9.7%	18.6%	
1946 - 1950	15.5%	11.8%	14.0%	15.4%	14.0%	14.1%	15.6%	9.2%	13.9%	
1941 - 1945	1.4%	5.5%	6.7%	2.6%	7.0%	8.6%	0.0%	3.7%	4.7%	
1940 or earlier	0.0%	2.9%	5.1%	0.0%	4.0%	8.8%	0.0%	1.5%	1.3%	
Total(n)	71	1,158	2,357	39	584	1,130	32	574	1,227	
<b>FACULTY WHO TAUGHT GRADUATE COURSES ONLY</b>										
<b>In the past two years, to what extent have you:</b>										
<b>Met with graduate students to discuss their research interests</b>										
To a great extent	0.0%	33.2%	32.5%	0.0%	39.5%	29.1%	0.0%	24.9%	36.5%	
To some extent	50.0%	51.9%	53.2%	100.0%	47.2%	60.0%	0.0%	58.0%	45.0%	
Not at all	50.0%	14.9%	14.3%	0.0%	13.3%	10.9%	100.0%	17.1%	18.5%	
Total(n)	2	91	416	1	49	198	1	42	218	
<b>Written research grants</b>										
To a great extent	0.0%	16.3%	15.3%	0.0%	13.0%	16.8%	0.0%	20.6%	13.6%	
To some extent	50.0%	41.6%	25.7%	100.0%	47.2%	27.3%	0.0%	34.3%	23.7%	
Not at all	50.0%	42.0%	59.0%	0.0%	39.7%	55.9%	100.0%	45.0%	62.8%	
Total(n)	2	91	416	1	49	199	1	42	217	
<b>Mentored graduate students</b>										
To a great extent	50.0%	30.2%	49.4%	0.0%	37.2%	51.2%	100.0%	21.2%	47.3%	
To some extent	50.0%	50.2%	37.5%	100.0%	44.6%	30.7%	0.0%	57.5%	45.7%	
Not at all	0.0%	19.6%	13.1%	0.0%	18.2%	18.1%	0.0%	21.4%	7.1%	
Total(n)	2	91	416	1	49	197	1	42	219	
<b>Helped graduate students access professional networks</b>										
To a great extent	0.0%	20.4%	29.7%	0.0%	20.0%	23.1%	0.0%	21.0%	37.6%	
To some extent	100.0%	49.3%	55.7%	100.0%	46.5%	63.9%	100.0%	52.9%	45.7%	
Not at all	0.0%	30.3%	14.7%	0.0%	33.5%	13.0%	0.0%	26.0%	16.7%	
Total(n)	2	91	418	1	49	199	1	42	219	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with graduate students at conferences</b>										
To a great extent	0.0%	11.4%	14.0%	0.0%	11.4%	12.6%	0.0%	11.4%	15.6%	
To some extent	0.0%	16.9%	19.4%	0.0%	17.4%	17.8%	0.0%	16.1%	21.3%	
Not at all	100.0%	71.7%	66.6%	100.0%	71.2%	69.6%	100.0%	72.5%	63.1%	
Total(n)	2	91	418	1	49	199	1	42	219	
<b>Published with graduate students</b>										
To a great extent	0.0%	8.3%	5.6%	0.0%	9.2%	5.0%	0.0%	7.1%	6.3%	
To some extent	0.0%	15.8%	15.1%	0.0%	16.5%	13.2%	0.0%	14.9%	17.4%	
Not at all	100.0%	75.9%	79.2%	100.0%	74.3%	81.7%	100.0%	78.0%	76.2%	
Total(n)	2	91	418	1	49	199	1	42	219	
<b>Included graduate students in research grant writing</b>										
To a great extent	0.0%	2.3%	3.3%	0.0%	2.3%	2.9%	0.0%	2.3%	3.7%	
To some extent	0.0%	16.7%	9.8%	0.0%	13.9%	10.9%	0.0%	20.3%	8.5%	
Not at all	100.0%	81.0%	86.9%	100.0%	83.9%	86.1%	100.0%	77.4%	87.7%	
Total(n)	2	90	417	1	48	198	1	42	219	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	6.50	4.68	7.25	5.00	4.89	6.49	8.00	4.41	8.19	
Median	7	3	5	5	3	5	8	3	5	
Mode	5	0	5	5	0	5	8	0	0	
Total(n)	2	717	8,422	1	404	4,638	1	313	3,785	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	1.00	0.76	2.43	0.00	0.70	3.38	2.00	0.83	1.28	
Median	1	0	0	0	0	0	2	0	0	
Mode	0	0	0	0	0	0	2	0	0	
Total(n)	2	697	8,278	1	385	4,526	1	313	3,752	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	0.00	0.19	0.29	0.00	0.25	0.21	0.00	0.12	0.38	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	2	681	8,186	1	385	4,493	1	297	3,693	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reeseach opportunities</b>										
Agree strongly	0.0%	6.2%	10.2%	0.0%	3.7%	9.4%	0.0%	8.9%	11.2%	
Agree somewhat	0.0%	29.7%	19.4%	0.0%	29.4%	23.6%	0.0%	30.0%	14.0%	
Disagree somewhat	100.0%	24.6%	34.1%	0.0%	23.3%	34.2%	100.0%	26.1%	33.9%	
Disagree strongly	0.0%	39.5%	36.3%	0.0%	43.5%	32.8%	0.0%	35.0%	40.8%	
Total(n)	1	60	349	0	30	165	1	30	184	
Mean	2.00	2.03	2.03	.	1.93	2.10	2.00	2.13	1.96	
Standard deviation	.	0.97	0.98	.	0.94	0.96	.	1.00	1.00	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-			-	-0.13	0.04	
<b>It is important for graduate students in this program to spend at least one term as a teaching assistant</b>										
Agree strongly	0.0%	25.2%	24.0%	0.0%	23.4%	22.5%	0.0%	27.3%	25.9%	
Agree somewhat	0.0%	25.5%	13.8%	0.0%	32.2%	14.2%	0.0%	17.9%	13.3%	
Disagree somewhat	0.0%	11.0%	15.4%	0.0%	7.4%	14.9%	0.0%	15.1%	16.1%	
Disagree strongly	0.0%	38.3%	46.8%	0.0%	37.0%	48.4%	0.0%	39.7%	44.7%	
Total(n)	0	60	350	0	30	165	0	30	185	
Mean	.	2.38	2.15	.	2.42	2.11	.	2.33	2.20	
Standard deviation	.	1.23	1.24	.	1.21	1.23	.	1.25	1.25	
Significance	-			-			-			
Effect size	-			-			-			
<b>This graduate program enrolls too many international students</b>										
Agree strongly	0.0%	0.0%	4.2%	0.0%	0.0%	2.5%	0.0%	0.0%	6.5%	
Agree somewhat	0.0%	3.1%	6.6%	0.0%	5.8%	9.7%	0.0%	0.0%	2.7%	
Disagree somewhat	0.0%	21.3%	20.2%	0.0%	20.0%	22.3%	0.0%	22.6%	17.6%	
Disagree strongly	100.0%	75.7%	68.9%	0.0%	74.1%	65.6%	100.0%	77.4%	73.2%	
Total(n)	1	61	352	0	30	166	1	31	186	
Mean	1.00	1.27	1.46	.	1.32	1.49	1.00	1.23	1.43	
Standard deviation	.	0.51	0.80	.	0.58	0.77	.	0.42	0.83	
Significance	-			-			-			
Effect size	-	-0.53	-0.58	-			-	-0.55	-0.52	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department prefer to hire international students to work on their research</b>										
Agree strongly	0.0%	1.3%	1.0%	0.0%	2.5%	1.4%	0.0%	0.0%	0.4%	
Agree somewhat	0.0%	6.0%	2.2%	0.0%	7.8%	3.2%	0.0%	4.0%	1.0%	
Disagree somewhat	0.0%	14.3%	18.4%	0.0%	21.1%	17.0%	0.0%	7.0%	20.3%	
Disagree strongly	100.0%	78.4%	78.4%	0.0%	68.5%	78.4%	100.0%	89.0%	78.3%	
Total(n)	1	56	339	0	27	159	1	29	180	
Mean	1.00	1.30	1.26	.	1.44	1.28	1.00	1.15	1.23	
Standard deviation	.	0.64	0.54	.	0.75	0.59	.	0.46	0.47	
Significance	-			-			-			
Effect size	-	-0.47	-0.48	-			-	-0.33	-0.49	
<b>International and domestic graduate students work well together in this program</b>										
Agree strongly	100.0%	33.2%	49.4%	0.0%	35.5%	53.2%	100.0%	30.8%	44.6%	
Agree somewhat	0.0%	43.6%	38.5%	0.0%	48.6%	40.7%	0.0%	38.5%	35.7%	
Disagree somewhat	0.0%	8.4%	4.4%	0.0%	8.5%	2.4%	0.0%	8.3%	6.8%	
Disagree strongly	0.0%	14.8%	7.7%	0.0%	7.5%	3.7%	0.0%	22.3%	12.9%	
Total(n)	1	51	324	0	24	152	1	27	172	
Mean	4.00	2.95	3.30	.	3.12	3.43	4.00	2.78	3.12	
Standard deviation	.	1.00	0.87	.	0.85	0.72	.	1.11	1.01	
Significance	-			-			-			
Effect size	-	1.05	0.80	-			-	1.10	0.87	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Agree strongly	100.0%	6.4%	10.4%	0.0%	3.6%	10.0%	100.0%	9.5%	11.0%	
Agree somewhat	0.0%	12.0%	41.7%	0.0%	8.4%	40.5%	0.0%	16.2%	43.2%	
Disagree somewhat	0.0%	8.5%	11.0%	0.0%	9.9%	11.4%	0.0%	6.8%	10.5%	
Disagree strongly	0.0%	73.1%	36.9%	0.0%	78.1%	38.1%	0.0%	67.5%	35.4%	
Total(n)	1	58	345	0	29	162	1	29	183	
Mean	4.00	1.52	2.26	.	1.38	2.22	4.00	1.68	2.30	
Standard deviation	.	0.94	1.07	.	0.79	1.07	.	1.06	1.07	
Significance	-			-			-			
Effect size	-	2.64	1.63	-			-	2.19	1.59	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
Agree strongly	0.0%	43.1%	43.2%	0.0%	49.5%	44.4%	0.0%	35.7%	41.7%	
Agree somewhat	0.0%	38.6%	34.1%	0.0%	32.5%	31.7%	0.0%	45.7%	37.2%	
Disagree somewhat	100.0%	2.8%	17.1%	0.0%	2.5%	19.7%	100.0%	3.2%	13.8%	
Disagree strongly	0.0%	15.5%	5.6%	0.0%	15.5%	4.2%	0.0%	15.4%	7.4%	
Total(n)	1	55	337	0	28	158	1	27	179	
Mean	2.00	3.09	3.15	.	3.16	3.16	2.00	3.02	3.13	
Standard deviation	.	1.03	0.90	.	1.06	0.88	.	1.01	0.91	
Significance	-			-			-			
Effect size	-	-1.06	-1.28	-			-	-1.01	-1.24	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Agree strongly	0.0%	15.9%	22.5%	0.0%	18.9%	17.7%	0.0%	12.3%	28.7%	
Agree somewhat	0.0%	30.4%	21.2%	0.0%	32.6%	16.7%	0.0%	27.9%	26.9%	
Disagree somewhat	0.0%	17.8%	19.0%	0.0%	14.8%	20.3%	0.0%	21.3%	17.2%	
Disagree strongly	100.0%	35.9%	37.3%	0.0%	33.7%	45.3%	100.0%	38.5%	27.2%	
Total(n)	1	57	336	0	29	156	1	28	180	
Mean	1.00	2.26	2.29	.	2.37	2.07	1.00	2.14	2.57	
Standard deviation	.	1.11	1.18	.	1.14	1.15	.	1.07	1.17	
Significance	-			-			-			
Effect size	-	-1.14	-1.09	-			-	-1.07	-1.34	
<b>Graduate faculty in my department are good teachers</b>										
Agree strongly	0.0%	41.7%	50.9%	0.0%	42.3%	59.3%	0.0%	41.1%	39.8%	
Agree somewhat	100.0%	34.3%	37.3%	0.0%	41.8%	30.9%	100.0%	26.1%	45.8%	
Disagree somewhat	0.0%	14.2%	6.9%	0.0%	11.8%	5.8%	0.0%	16.7%	8.3%	
Disagree strongly	0.0%	9.8%	5.0%	0.0%	4.1%	4.1%	0.0%	16.1%	6.1%	
Total(n)	1	55	338	0	27	160	1	28	178	
Mean	3.00	3.08	3.34	.	3.22	3.45	3.00	2.92	3.19	
Standard deviation	.	0.97	0.81	.	0.81	0.78	.	1.11	0.83	
Significance	-			-			-			
Effect size	-	-0.08	-0.42	-			-	0.07	-0.23	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Agree strongly	0.0%	40.9%	44.3%	0.0%	39.8%	54.4%	0.0%	42.2%	31.4%	
Agree somewhat	100.0%	37.0%	45.2%	0.0%	44.3%	36.2%	100.0%	28.6%	56.8%	
Disagree somewhat	0.0%	12.0%	7.2%	0.0%	7.9%	6.7%	0.0%	16.7%	7.8%	
Disagree strongly	0.0%	10.0%	3.3%	0.0%	8.0%	2.8%	0.0%	12.4%	4.0%	
Total(n)	1	54	337	0	27	158	1	27	179	
Mean	3.00	3.09	3.30	.	3.16	3.42	3.00	3.01	3.16	
Standard deviation	.	0.96	0.75	.	0.88	0.74	.	1.04	0.73	
Significance	-			-			-			
Effect size	-	-0.09	-0.40	-			-	-0.01	-0.22	
<b>Most graduate students in this program move on to faculty positions</b>										
Agree strongly	0.0%	2.8%	1.1%	0.0%	2.3%	1.0%	0.0%	3.5%	1.2%	
Agree somewhat	100.0%	14.6%	13.9%	0.0%	8.2%	14.9%	100.0%	22.2%	12.6%	
Disagree somewhat	0.0%	35.9%	26.4%	0.0%	48.7%	20.1%	0.0%	20.7%	34.6%	
Disagree strongly	0.0%	46.7%	58.6%	0.0%	40.8%	64.0%	0.0%	53.6%	51.6%	
Total(n)	1	53	335	0	27	158	1	26	177	
Mean	3.00	1.74	1.57	.	1.72	1.53	3.00	1.76	1.63	
Standard deviation	.	0.81	0.77	.	0.71	0.78	.	0.92	0.75	
Significance	-			-			-			
Effect size	-	1.56	1.86	-			-	1.35	1.83	
<b>Most graduate students in this program move into positions within industry</b>										
Agree strongly	0.0%	14.0%	46.5%	0.0%	18.5%	53.9%	0.0%	9.2%	37.1%	
Agree somewhat	100.0%	38.4%	30.8%	0.0%	42.1%	32.9%	100.0%	34.4%	28.1%	
Disagree somewhat	0.0%	22.6%	11.9%	0.0%	22.4%	8.7%	0.0%	22.8%	16.1%	
Disagree strongly	0.0%	25.0%	10.7%	0.0%	17.0%	4.6%	0.0%	33.6%	18.7%	
Total(n)	1	56	338	0	27	158	1	29	180	
Mean	3.00	2.41	3.13	.	2.62	3.36	3.00	2.19	2.84	
Standard deviation	.	1.01	1.00	.	0.97	0.82	.	1.01	1.12	
Significance	-			-			-			
Effect size	-	0.58	-0.13	-			-	0.80	0.14	
<b>Year of first academic appointment</b>										
1973 or earlier	5.3%	8.4%	10.9%	7.0%	11.5%	16.6%	3.0%	4.5%	4.7%	
1974 - 1978	5.3%	6.9%	6.6%	2.3%	8.3%	8.4%	9.1%	5.1%	4.7%	
1979 - 1983	10.5%	8.2%	8.0%	11.6%	8.3%	7.4%	9.1%	8.1%	8.6%	
1984 - 1988	19.7%	11.4%	10.5%	23.3%	10.9%	10.1%	15.2%	12.0%	10.9%	
1989 - 1993	15.8%	14.7%	11.3%	14.0%	14.4%	9.7%	18.2%	15.1%	13.0%	
1994 - 1998	15.8%	15.4%	18.7%	16.3%	14.5%	16.9%	15.2%	16.5%	20.6%	
1999 - 2003	15.8%	15.9%	16.8%	14.0%	15.8%	16.3%	18.2%	15.9%	17.4%	
2004 - 2008	11.8%	19.2%	17.3%	11.6%	16.4%	14.6%	12.1%	22.7%	20.1%	
2009 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	76	1,307	2,688	43	674	1,313	33	633	1,375	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Year of appointment at present institution</b>										
1973 or earlier	1.5%	5.5%	5.2%	2.5%	7.4%	8.3%	0.0%	2.9%	1.7%	
1974 - 1978	3.1%	3.9%	3.6%	2.5%	5.0%	4.6%	4.0%	2.3%	2.6%	
1979 - 1983	7.7%	7.9%	7.2%	7.5%	7.8%	7.9%	8.0%	8.0%	6.4%	
1984 - 1988	24.6%	12.1%	9.2%	27.5%	13.4%	10.5%	20.0%	10.4%	7.8%	
1989 - 1993	7.7%	12.2%	9.6%	7.5%	10.7%	8.9%	8.0%	14.3%	10.4%	
1994 - 1998	23.1%	17.1%	16.2%	20.0%	16.3%	15.2%	28.0%	18.2%	17.3%	
1999 - 2003	13.8%	16.7%	20.2%	20.0%	17.4%	18.9%	4.0%	15.8%	21.5%	
2004 - 2008	18.5%	24.0%	27.3%	12.5%	21.3%	25.4%	28.0%	27.7%	29.5%	
2009 or later	0.0%	0.6%	1.4%	0.0%	0.8%	0.2%	0.0%	0.3%	2.8%	
Total(n)	65	1,150	2,305	40	596	1,133	25	554	1,172	
<b>If tenured, year tenure was awarded</b>										
1973 or earlier	0.0%	1.8%	1.0%	0.0%	2.6%	1.7%	0.0%	0.5%	0.1%	
1974 - 1978	3.1%	2.7%	1.8%	5.0%	2.6%	2.3%	0.0%	2.9%	1.3%	
1979 - 1983	0.0%	7.9%	10.1%	0.0%	10.7%	14.1%	0.0%	3.6%	5.3%	
1984 - 1988	9.4%	11.2%	10.3%	10.0%	12.6%	11.4%	8.3%	8.9%	9.1%	
1989 - 1993	21.9%	13.4%	11.8%	20.0%	14.8%	14.1%	25.0%	11.1%	9.1%	
1994 - 1998	21.9%	17.7%	15.7%	25.0%	15.6%	14.0%	16.7%	21.0%	17.9%	
1999 - 2003	31.3%	20.6%	19.0%	30.0%	20.2%	17.5%	33.3%	21.4%	20.8%	
2004 - 2008	12.5%	24.0%	26.8%	10.0%	21.0%	24.0%	16.7%	28.7%	30.1%	
2009 or later	0.0%	0.7%	3.4%	0.0%	0.0%	1.0%	0.0%	1.9%	6.3%	
Total(n)	32	561	1,025	20	304	531	12	257	494	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.7%	0.0%	0.7%	1.0%	0.0%	0.0%	0.4%	
Biological Sciences (General Area 5)	11.0%	7.4%	8.0%	10.0%	7.6%	7.2%	12.1%	7.1%	8.9%	
Business (General Area 6)	0.0%	1.2%	3.3%	0.0%	1.5%	5.0%	0.0%	0.9%	1.7%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	2.1%	8.5%	0.0%	1.4%	3.2%	0.0%	2.9%	14.0%	
Engineering (General Area 11)	0.0%	3.1%	2.5%	0.0%	3.6%	3.7%	0.0%	2.5%	1.3%	
English (General Area 12)	16.4%	7.4%	6.7%	12.5%	7.2%	5.3%	21.2%	7.5%	8.2%	
Health-related (General Area 15)	0.0%	1.2%	3.1%	0.0%	1.1%	2.2%	0.0%	1.3%	4.1%	
History or Political Science (Specific Discipline 3007,3009)	9.6%	10.7%	9.8%	12.5%	11.4%	12.9%	6.1%	9.9%	6.5%	
Humanities (General Area 14,24)	13.7%	16.6%	9.9%	15.0%	14.2%	10.6%	12.1%	19.5%	9.2%	
Fine Arts (General Area 2,4,22)	13.7%	9.1%	8.0%	15.0%	9.1%	8.1%	12.1%	9.0%	7.9%	
Mathematics or Statistics (General Area 18)	9.6%	6.4%	4.9%	10.0%	7.3%	5.9%	9.1%	5.4%	3.8%	
Physical Sciences (General Area 25)	9.6%	10.5%	7.4%	15.0%	12.0%	9.1%	3.0%	8.7%	5.5%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.3%	17.2%	16.0%	10.0%	14.6%	13.9%	15.2%	20.3%	18.1%	
Other Technical (General Area 8,19,28)	0.0%	2.3%	2.8%	0.0%	3.8%	2.8%	0.0%	0.6%	2.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	4.1%	4.4%	8.4%	0.0%	4.4%	9.0%	9.1%	4.4%	7.7%	
Total(n)	73	1,185	2,420	40	596	1,160	33	589	1,260	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.4%	0.0%	0.3%	0.7%	0.0%	0.1%	0.2%	
Biological Sciences (General Area 5)	11.1%	6.8%	7.5%	10.3%	7.1%	6.9%	12.1%	6.3%	8.2%	
Business (General Area 6)	0.0%	1.5%	4.0%	0.0%	1.7%	5.3%	0.0%	1.2%	2.6%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	2.0%	4.7%	0.0%	1.3%	2.1%	0.0%	2.8%	7.4%	
Engineering (General Area 11)	0.0%	3.0%	2.4%	0.0%	3.7%	3.9%	0.0%	2.3%	0.8%	
English (General Area 12)	13.9%	7.1%	6.6%	10.3%	7.2%	5.3%	18.2%	7.0%	8.0%	
Health-related (General Area 15)	0.0%	0.9%	3.4%	0.0%	1.1%	2.3%	0.0%	0.7%	4.6%	
History or Political Science (Specific Discipline 3007,3009)	11.1%	11.1%	9.6%	15.4%	11.8%	12.8%	6.1%	10.3%	6.3%	
Humanities (General Area 14,24)	13.9%	16.5%	9.1%	15.4%	14.5%	9.8%	12.1%	18.9%	8.5%	
Fine Arts (General Area 2,4,22)	13.9%	9.5%	8.1%	15.4%	9.5%	8.1%	12.1%	9.5%	8.1%	
Mathematics or Statistics (General Area 18)	9.7%	6.3%	7.4%	10.3%	7.1%	6.7%	9.1%	5.3%	8.0%	
Physical Sciences (General Area 25)	11.1%	10.9%	7.6%	15.4%	12.3%	9.1%	6.1%	9.3%	6.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	11.1%	16.7%	15.8%	7.7%	13.9%	13.8%	15.2%	20.2%	18.0%	
Other Technical (General Area 8,19,28)	0.0%	2.4%	3.5%	0.0%	3.9%	3.4%	0.0%	0.7%	3.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	4.2%	4.9%	9.8%	0.0%	4.5%	9.8%	9.1%	5.5%	9.7%	
<b>Total(n)</b>	<b>72</b>	<b>1,181</b>	<b>2,411</b>	<b>39</b>	<b>592</b>	<b>1,154</b>	<b>33</b>	<b>589</b>	<b>1,257</b>	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	56.2%	55.3%	61.0%	50.0%	54.5%	59.7%	63.6%	56.3%	62.3%	
1	17.8%	21.3%	17.6%	22.5%	19.6%	17.1%	12.1%	23.4%	18.1%	
2	20.5%	19.2%	17.2%	22.5%	20.6%	17.8%	18.2%	17.5%	16.6%	
3	4.1%	3.2%	3.2%	5.0%	3.9%	3.8%	3.0%	2.3%	2.7%	
4+	1.4%	1.0%	0.9%	0.0%	1.4%	1.6%	3.0%	0.6%	0.3%	
<b>Total(n)</b>	<b>73</b>	<b>1,174</b>	<b>2,383</b>	<b>40</b>	<b>591</b>	<b>1,142</b>	<b>33</b>	<b>583</b>	<b>1,241</b>	
<b>18 years or older</b>										
0	62.5%	65.7%	58.6%	67.5%	60.3%	56.0%	56.3%	72.5%	61.3%	
1	13.9%	11.4%	11.2%	10.0%	11.3%	10.0%	18.8%	11.5%	12.4%	
2	18.1%	16.2%	18.4%	15.0%	19.3%	20.0%	21.9%	12.3%	16.7%	
3	5.6%	5.1%	7.0%	7.5%	7.1%	9.9%	3.1%	2.7%	3.9%	
4+	0.0%	1.6%	4.9%	0.0%	2.1%	4.1%	0.0%	0.9%	5.7%	
<b>Total(n)</b>	<b>72</b>	<b>1,166</b>	<b>2,369</b>	<b>40</b>	<b>590</b>	<b>1,144</b>	<b>32</b>	<b>576</b>	<b>1,225</b>	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Are you currently: (Mark one)</b>										
Single	8.2%	8.8%	10.5%	5.0%	7.4%	8.2%	12.1%	10.5%	12.9%	
In a civil union	1.4%	0.5%	0.3%	2.5%	0.2%	0.1%	0.0%	0.9%	0.6%	
In a domestic partnership	1.4%	3.9%	3.2%	2.5%	3.7%	2.5%	0.0%	4.1%	4.0%	
Married	74.0%	77.4%	73.9%	77.5%	82.2%	77.6%	69.7%	71.5%	70.0%	
Unmarried, living with partner	6.8%	3.2%	5.4%	7.5%	2.2%	7.2%	6.1%	4.4%	3.5%	
Divorced	0.0%	1.2%	1.0%	0.0%	1.0%	0.9%	0.0%	1.4%	1.1%	
Widowed	6.8%	4.7%	5.1%	5.0%	3.4%	3.1%	9.1%	6.3%	7.1%	
Separated	1.4%	0.3%	0.6%	0.0%	0.0%	0.4%	3.0%	0.8%	0.8%	
Total(n)	73	1,182	2,411	40	596	1,156	33	586	1,255	
<b>Is English your native language?</b>										
Yes	89.0%	89.0%	92.3%	87.5%	90.4%	92.4%	90.9%	87.3%	92.2%	
No	11.0%	11.0%	7.7%	12.5%	9.6%	7.6%	9.1%	12.7%	7.8%	
Total(n)	73	1,191	2,430	40	599	1,162	33	592	1,268	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	82.2%	85.8%	86.6%	77.5%	87.7%	87.5%	87.9%	83.4%	85.7%	
African American/Black	6.8%	3.0%	4.5%	7.5%	2.6%	2.7%	6.1%	3.5%	6.3%	
American Indian/Alaska Native	1.4%	0.7%	1.6%	0.0%	0.6%	0.6%	3.0%	0.8%	2.7%	
Asian American/Asian	4.1%	7.3%	4.5%	7.5%	6.3%	4.3%	0.0%	8.5%	4.8%	
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Mexican American/Chicano	0.0%	1.6%	0.6%	0.0%	2.2%	0.9%	0.0%	0.8%	0.3%	
Puerto Rican	2.7%	0.7%	0.6%	0.0%	0.4%	0.5%	6.1%	1.1%	0.6%	
Other Latino	0.0%	2.9%	1.8%	0.0%	2.8%	2.0%	0.0%	3.0%	1.6%	
Other	8.2%	2.8%	3.7%	12.5%	2.4%	5.0%	3.0%	3.2%	2.4%	
Total(n)	73	1,175	2,400	40	588	1,146	33	587	1,254	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.2%	0.7%	
Asian	4.1%	5.9%	4.0%	7.5%	4.5%	3.8%	0.0%	7.6%	4.2%	
Black	5.5%	2.7%	4.0%	7.5%	2.3%	2.2%	3.0%	3.2%	5.9%	
Hispanic	2.7%	3.4%	1.9%	0.0%	3.7%	2.3%	6.1%	3.0%	1.4%	
White	78.1%	82.0%	83.4%	72.5%	83.8%	84.6%	84.8%	79.8%	82.1%	
Other	5.5%	1.8%	3.0%	7.5%	1.4%	4.2%	3.0%	2.3%	1.7%	
Two or more races/ethnicities	4.1%	4.1%	3.5%	5.0%	4.3%	3.0%	3.0%	4.0%	4.0%	
Total (n)	73	1,175	2,400	40	588	1,146	33	587	1,254	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	87	1,396	2,886	50	718	1,406	37	678	1,480	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	3.5%	3.0%	8.1%	6.3%	3.4%	9.6%	0.0%	2.4%	6.6%	
Teaching	95.3%	95.3%	89.8%	91.7%	94.5%	87.9%	100.0%	96.2%	92.0%	
Research	0.0%	0.7%	1.2%	0.0%	0.7%	1.7%	0.0%	0.7%	0.7%	
Services to clients and patients	1.2%	0.3%	0.3%	2.1%	0.6%	0.6%	0.0%	0.0%	0.0%	
Other	0.0%	0.7%	0.5%	0.0%	0.7%	0.3%	0.0%	0.7%	0.7%	
Total(n)	85	1,394	2,881	48	717	1,404	37	677	1,477	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	94.3%	100.0%	100.0%	94.0%	100.0%	100.0%	94.6%	100.0%	100.0%	
No	5.7%	0.0%	0.0%	6.0%	0.0%	0.0%	5.4%	0.0%	0.0%	
Total(n)	87	1,396	2,883	50	718	1,405	37	678	1,478	
<b>What is your present academic rank?</b>										
Professor	51.7%	38.7%	33.2%	56.0%	43.0%	40.0%	45.9%	33.1%	26.0%	
Associate professor	23.0%	29.3%	32.7%	24.0%	28.2%	31.9%	21.6%	30.8%	33.6%	
Assistant professor	23.0%	26.1%	27.7%	18.0%	22.9%	22.3%	29.7%	30.3%	33.3%	
Lecturer	0.0%	3.6%	3.0%	0.0%	3.2%	2.5%	0.0%	4.2%	3.6%	
Instructor	2.3%	2.3%	3.4%	2.0%	2.8%	3.3%	2.7%	1.6%	3.5%	
Total(n)	87	1,279	2,639	50	658	1,276	37	621	1,363	
<b>What is your tenure status at this institution?</b>										
Tenured	72.4%	67.1%	55.9%	78.0%	70.1%	59.6%	64.9%	63.1%	52.0%	
On tenure track, but not tenured	16.1%	21.6%	19.8%	14.0%	18.4%	18.2%	18.9%	25.6%	21.4%	
Not on tenure track, but institution has tenure system	11.5%	11.4%	12.8%	8.0%	11.4%	11.2%	16.2%	11.3%	14.5%	
Institution has no tenure system	0.0%	0.0%	11.5%	0.0%	0.0%	11.0%	0.0%	0.0%	12.1%	
Total(n)	87	1,281	2,642	50	659	1,276	37	622	1,366	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	21.3%	18.1%	18.0%	24.4%	18.5%	17.9%	17.6%	17.5%	18.1%	
Dean (associate or assistant)	2.7%	1.9%	2.0%	2.4%	2.4%	2.0%	2.9%	1.3%	1.9%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.4%	0.2%	0.0%	0.8%	0.2%	0.0%	0.0%	0.1%	
Provost	0.0%	0.6%	0.3%	0.0%	0.9%	0.4%	0.0%	0.2%	0.1%	
Other	8.0%	10.8%	14.4%	7.3%	9.6%	13.3%	8.8%	12.3%	15.7%	
Not applicable	53.3%	59.7%	50.7%	39.0%	57.2%	51.4%	70.6%	62.8%	50.0%	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.3%	0.3%	0.0%	0.5%	0.1%	0.0%	0.1%	0.5%	
Master's (M.A., M.S.)	1.4%	3.5%	8.0%	2.5%	3.6%	4.8%	0.0%	3.4%	11.3%	
M.F.A.	6.8%	3.1%	3.8%	5.0%	2.8%	3.9%	8.8%	3.5%	3.7%	
M.B.A.	0.0%	0.1%	1.2%	0.0%	0.0%	2.3%	0.0%	0.1%	0.1%	
LL.B., J.D.	0.0%	0.2%	0.7%	0.0%	0.3%	1.2%	0.0%	0.1%	0.2%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.5%	0.0%	0.0%	0.5%	0.0%	0.0%	0.5%	
Ed.D.	0.0%	0.3%	3.4%	0.0%	0.0%	0.9%	0.0%	0.6%	6.0%	
Ph.D.	89.2%	91.6%	80.1%	90.0%	91.7%	84.1%	88.2%	91.5%	75.9%	
Other degree	1.4%	0.7%	1.8%	2.5%	1.0%	1.8%	0.0%	0.3%	1.7%	
None	1.4%	0.1%	0.0%	0.0%	0.0%	0.0%	2.9%	0.3%	0.1%	
Total(n)	74	1,192	2,438	40	598	1,166	34	594	1,272	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.0%	0.2%	0.3%	
M.F.A.	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
M.B.A.	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
LL.B., J.D.	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
Ed.D.	0.0%	0.0%	0.6%	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	
Ph.D.	1.4%	1.3%	2.3%	2.5%	1.5%	1.7%	0.0%	1.0%	2.9%	
Other degree	0.0%	0.3%	0.7%	0.0%	0.5%	0.4%	0.0%	0.1%	1.0%	
None	98.6%	98.1%	95.6%	97.5%	97.7%	97.0%	100.0%	98.6%	94.1%	
Total(n)	74	1,158	2,326	40	582	1,120	34	576	1,206	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	45.3%	51.2%	34.1%	51.0%	49.0%	34.6%	37.8%	54.1%	33.5%	
Very important	36.0%	33.9%	40.5%	30.6%	34.5%	41.9%	43.2%	33.0%	39.0%	
Somewhat important	17.4%	12.9%	20.9%	18.4%	14.1%	19.7%	16.2%	11.4%	22.3%	
Not important	1.2%	2.0%	4.5%	0.0%	2.3%	3.8%	2.7%	1.5%	5.2%	
Total(n)	86	1,395	2,880	49	717	1,405	37	678	1,475	
<b>Teaching</b>										
Essential	88.4%	78.3%	78.7%	85.7%	79.2%	79.3%	91.9%	77.1%	77.9%	
Very important	10.5%	19.8%	20.2%	12.2%	18.5%	19.4%	8.1%	21.4%	21.1%	
Somewhat important	1.2%	1.9%	1.1%	2.0%	2.3%	1.2%	0.0%	1.4%	1.0%	
Not important	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	
Total(n)	86	1,393	2,882	49	717	1,405	37	676	1,477	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	11.9%	14.2%	19.0%	12.5%	13.0%	16.4%	11.1%	15.7%	21.8%	
Very important	46.4%	43.0%	46.6%	43.8%	41.2%	47.2%	50.0%	45.4%	46.0%	
Somewhat important	38.1%	38.0%	31.4%	39.6%	40.6%	32.6%	36.1%	34.6%	30.1%	
Not important	3.6%	4.8%	3.0%	4.2%	5.1%	3.8%	2.8%	4.3%	2.1%	
Total(n)	84	1,377	2,858	48	708	1,392	36	669	1,466	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	44.7%	43.5%	55.9%	45.8%	40.8%	55.3%	43.2%	46.9%	56.5%	
Collaborated with the local community in research/teaching	37.0%	38.1%	46.9%	40.0%	32.7%	45.0%	33.3%	44.9%	49.1%	
Conducted research or writing focused on international/global issues	45.2%	42.4%	34.7%	50.0%	40.8%	34.5%	38.9%	44.4%	34.9%	
Conducted research or writing focused on racial or ethnic minorities	36.9%	33.6%	29.0%	39.6%	28.7%	24.1%	33.3%	40.0%	34.5%	
Conducted research or writing focused on women and gender issues	42.7%	36.0%	28.4%	27.7%	24.9%	21.3%	62.9%	50.1%	36.2%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	17.9%	14.0%	10.0%	10.6%	11.1%	7.8%	29.0%	17.8%	12.5%	
Engaged undergraduates on your research project	51.8%	66.3%	55.1%	53.1%	65.5%	55.6%	50.0%	67.3%	54.5%	
Worked with undergraduates on a research project	78.0%	81.8%	78.0%	72.3%	81.8%	79.8%	85.7%	81.9%	75.9%	
Engaged in academic research that spans multiple disciplines	74.4%	77.8%	70.6%	71.4%	74.6%	69.6%	78.4%	81.9%	71.7%	
Supervised an undergraduate thesis	72.6%	68.0%	53.5%	72.3%	69.9%	52.8%	73.0%	65.7%	54.4%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	53.7%	52.8%	51.0%	55.6%	55.4%	53.9%	51.4%	49.4%	47.9%	
Received funding for your work from foundations	27.7%	27.5%	20.0%	25.5%	26.9%	19.4%	30.6%	28.1%	20.7%	
Received funding for your work from state or federal government	16.0%	19.9%	19.2%	17.4%	20.5%	20.5%	14.3%	19.2%	17.8%	
Received funding for your work from business or industry	2.5%	4.5%	6.3%	4.3%	6.1%	8.2%	0.0%	2.2%	4.2%	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Taught an honors course	28.9%	13.8%	16.9%	34.0%	13.8%	15.1%	22.2%	13.7%	18.8%	
Taught an interdisciplinary course	54.9%	56.2%	49.8%	58.7%	52.8%	50.4%	50.0%	60.6%	49.1%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	30.5%	28.0%	20.6%	23.9%	20.9%	17.3%	38.9%	37.3%	24.2%	
Taught a service learning course	8.5%	14.5%	20.2%	4.3%	11.2%	16.4%	13.9%	18.8%	24.3%	
Taught an exclusively web-based course at this institution	0.0%	0.4%	10.4%	0.0%	0.4%	7.6%	0.0%	0.5%	13.5%	
Participated in organized activities around enhancing pedagogy and student learning	75.3%	71.5%	73.0%	66.7%	64.0%	65.3%	86.1%	81.2%	81.4%	
Taught a seminar for first-year students	27.7%	31.9%	31.8%	25.5%	31.8%	32.7%	30.6%	32.0%	30.8%	
Taught a capstone course	38.3%	44.4%	48.3%	41.3%	43.6%	50.2%	34.3%	45.6%	46.2%	
Taught in a learning community (e.g., FIG, linked courses)	4.9%	4.9%	6.6%	4.3%	3.9%	5.6%	5.6%	6.1%	7.8%	
Taught a course that meets general education requirements	84.3%	63.9%	67.5%	83.0%	62.4%	65.8%	86.1%	65.9%	69.3%	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
To a great extent	12.2%	10.6%	9.2%	11.1%	10.6%	9.0%	13.5%	10.5%	9.4%	
To some extent	7.3%	22.7%	24.7%	6.7%	21.5%	25.6%	8.1%	24.4%	23.8%	
Not at all	80.5%	66.7%	66.1%	82.2%	67.9%	65.4%	78.4%	65.1%	66.9%	
Total(n)	82	1,342	2,743	45	690	1,332	37	652	1,411	
<b>Published with undergraduates</b>										
To a great extent	11.0%	7.2%	4.3%	11.1%	7.2%	5.3%	10.8%	7.1%	3.3%	
To some extent	8.5%	21.4%	14.7%	8.9%	22.3%	14.7%	8.1%	20.3%	14.6%	
Not at all	80.5%	71.4%	81.0%	80.0%	70.5%	80.0%	81.1%	72.6%	82.2%	
Total(n)	82	1,334	2,731	45	686	1,327	37	648	1,404	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
Mean	2.01	2.02	2.68	2.06	2.05	2.66	1.94	1.99	2.69	
Median	2	2	3	2	2	3	2	2	3	
Mode	2	2	3	2	2	3	2	2	3	
Total(n)	85	10,866	39,307	49	6,118	20,260	36	4,748	19,048	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	0.54	0.48	0.72	0.57	0.45	0.64	0.52	0.53	0.82	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	79	9,454	32,621	46	5,355	17,062	33	4,100	15,559	
<b>Courses required for an undergraduate major</b>										
Mean	0.96	1.32	1.79	0.85	1.38	1.73	1.12	1.25	1.84	
Median	1	1	2	1	1	2	1	1	2	
Mode	0	1	2	0	1	2	1	1	1	
Total(n)	79	9,515	36,674	46	5,431	19,069	33	4,084	17,605	
<b>Other undergraduate credit courses</b>										
Mean	0.77	0.72	0.60	0.91	0.70	0.64	0.58	0.75	0.56	
Median	0	0	0	1	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	79	9,481	32,448	46	5,347	17,196	33	4,135	15,252	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.01	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	79	9,367	31,293	46	5,297	16,328	33	4,070	14,965	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many courses are you teaching this term are:</b>										
<b>Non-credit courses (other than above)</b>										
Mean	0.03	0.03	0.03	0.04	0.03	0.02	0.00	0.03	0.04	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	79	9,367	31,371	46	5,297	16,243	33	4,070	15,128	
<b>Graduate courses</b>										
Mean	0.00	0.02	0.21	0.00	0.01	0.17	0.00	0.03	0.25	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	79	9,367	32,393	46	5,297	17,129	33	4,070	15,264	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	2.05	2.21	2.75	2.02	2.22	2.70	2.09	2.20	2.81	
Median	2	2	3	2	2	3	2	2	3	
Mode	2	2	3	2	2	3	2	2	3	
Total(n)	79	9,601	36,844	46	5,465	19,137	33	4,136	17,708	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	0.09	0.08	0.17	0.02	0.08	0.12	0.18	0.09	0.24	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	79	9,406	31,825	46	5,335	17,349	33	4,071	14,476	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	171	243	3	80	108	4	91	135	
<b>Do you teach remedial/developmental skills in any of the following areas?</b>										
Reading	12.8%	9.1%	8.2%	12.2%	8.8%	8.3%	13.5%	9.6%	8.1%	
Writing	19.8%	21.3%	19.4%	12.2%	18.8%	19.2%	29.7%	24.5%	19.5%	
Mathematics	7.0%	5.4%	8.5%	8.2%	6.1%	10.3%	5.4%	4.4%	6.4%	
General academic skills	9.3%	13.0%	14.3%	6.1%	12.8%	15.0%	13.5%	13.4%	13.5%	
Other subject areas	4.7%	5.0%	7.9%	8.2%	5.1%	9.9%	0.0%	4.8%	5.7%	
Total(n)	86	1,390	2,870	49	713	1,399	37	677	1,471	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Paid workshops outside the institution focused on teaching</b>										
Yes	32.9%	19.3%	27.4%	31.3%	18.5%	23.2%	35.1%	20.4%	32.0%	
No	62.4%	69.8%	57.9%	62.5%	71.7%	65.1%	62.2%	67.5%	50.1%	
Not eligible	1.2%	2.3%	1.7%	0.0%	2.9%	2.2%	2.7%	1.6%	1.0%	
Not available	3.5%	8.5%	13.0%	6.3%	7.0%	9.5%	0.0%	10.4%	16.9%	
Total(n)	85	1,372	2,824	48	703	1,377	37	669	1,447	
<b>Paid sabbatical leave</b>										
Yes	39.0%	35.9%	20.5%	43.5%	35.3%	20.7%	33.3%	36.7%	20.3%	
No	50.0%	47.0%	58.0%	52.2%	48.8%	61.2%	47.2%	44.7%	54.5%	
Not eligible	11.0%	16.3%	16.1%	4.3%	15.4%	14.1%	19.4%	17.5%	18.3%	
Not available	0.0%	0.8%	5.4%	0.0%	0.5%	4.0%	0.0%	1.1%	6.9%	
Total(n)	82	1,370	2,819	46	700	1,372	36	670	1,447	
<b>Travel funds paid by the institution</b>										
Yes	92.9%	86.9%	82.3%	91.7%	83.5%	83.3%	94.6%	91.1%	81.2%	
No	5.9%	11.5%	14.3%	6.3%	14.7%	15.3%	5.4%	7.4%	13.2%	
Not eligible	0.0%	1.3%	1.3%	0.0%	1.5%	0.8%	0.0%	1.1%	1.9%	
Not available	1.2%	0.3%	2.1%	2.1%	0.3%	0.6%	0.0%	0.4%	3.7%	
Total(n)	85	1,376	2,836	48	705	1,382	37	671	1,454	
<b>Internal grants for research</b>										
Yes	49.4%	57.8%	40.8%	51.1%	55.9%	41.3%	47.2%	60.1%	40.4%	
No	47.0%	38.7%	51.4%	46.8%	41.0%	54.0%	47.2%	35.9%	48.5%	
Not eligible	3.6%	2.7%	3.2%	2.1%	2.7%	2.4%	5.6%	2.7%	4.0%	
Not available	0.0%	0.8%	4.6%	0.0%	0.4%	2.3%	0.0%	1.3%	7.1%	
Total(n)	83	1,366	2,811	47	699	1,370	36	667	1,441	
<b>Training for administrative leadership</b>										
Yes	11.0%	8.4%	11.1%	12.8%	7.7%	9.0%	8.6%	9.3%	13.4%	
No	79.3%	76.4%	69.4%	80.9%	79.8%	76.1%	77.1%	72.0%	62.1%	
Not eligible	1.2%	4.3%	3.9%	0.0%	3.9%	4.1%	2.9%	4.8%	3.7%	
Not available	8.5%	10.9%	15.5%	6.4%	8.5%	10.9%	11.4%	13.9%	20.7%	
Total(n)	82	1,363	2,811	47	697	1,371	35	666	1,440	
<b>Received incentives to develop new courses</b>										
Yes	32.5%	29.6%	25.2%	31.9%	26.6%	22.6%	33.3%	33.4%	28.0%	
No	61.4%	63.7%	58.2%	63.8%	66.5%	65.6%	58.3%	60.1%	50.2%	
Not eligible	0.0%	2.3%	1.9%	0.0%	2.4%	2.1%	0.0%	2.2%	1.6%	
Not available	6.0%	4.4%	14.7%	4.3%	4.5%	9.7%	8.3%	4.2%	20.1%	
Total(n)	83	1,368	2,821	47	700	1,373	36	668	1,448	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	36.9%	27.1%	27.3%	33.3%	23.6%	25.9%	41.7%	31.6%	28.9%	
No	61.9%	67.6%	56.9%	64.6%	70.0%	62.5%	58.3%	64.6%	50.7%	
Not eligible	0.0%	1.7%	1.2%	0.0%	2.3%	1.2%	0.0%	1.0%	1.1%	
Not available	1.2%	3.6%	14.6%	2.1%	4.1%	10.3%	0.0%	2.9%	19.4%	
Total(n)	84	1,369	2,823	48	702	1,376	36	667	1,447	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	18.3%	11.8%	19.8%	17.4%	10.9%	18.0%	19.4%	13.0%	21.7%	
1-2	24.4%	18.6%	20.8%	23.9%	17.2%	19.1%	25.0%	20.5%	22.7%	
3-4	12.2%	12.7%	15.3%	10.9%	11.7%	15.9%	13.9%	14.1%	14.7%	
5-10	18.3%	23.5%	21.5%	15.2%	20.5%	20.6%	22.2%	27.4%	22.5%	
11-20	13.4%	19.7%	13.9%	15.2%	22.4%	15.6%	11.1%	16.2%	12.0%	
21-50	12.2%	10.7%	6.6%	15.2%	13.1%	8.2%	8.3%	7.6%	4.9%	
51+	1.2%	3.0%	2.1%	2.2%	4.2%	2.6%	0.0%	1.3%	1.5%	
Total(n)	82	1,347	2,783	46	697	1,362	36	650	1,421	
Mean	3.26	3.65	3.17	3.41	3.83	3.32	3.06	3.41	3.01	
Standard deviation	1.72	1.64	1.63	1.82	1.70	1.67	1.58	1.54	1.58	
Significance	-	*		-			-			
Effect size	-	-0.24	0.06	-	-0.25	0.05	-	-0.23	0.03	
<b>Chapters in edited volumes</b>										
None	42.7%	40.1%	50.9%	46.7%	42.4%	49.5%	37.8%	37.1%	52.5%	
1-2	24.4%	30.4%	26.6%	20.0%	27.1%	23.9%	29.7%	34.8%	29.6%	
3-4	17.1%	14.6%	13.5%	15.6%	14.2%	16.4%	18.9%	15.2%	10.3%	
5-10	11.0%	10.0%	6.2%	13.3%	11.4%	7.4%	8.1%	8.1%	4.8%	
11-20	3.7%	3.6%	2.0%	2.2%	3.3%	2.1%	5.4%	3.9%	1.8%	
21-50	1.2%	1.2%	0.8%	2.2%	1.5%	0.6%	0.0%	0.8%	1.0%	
51+	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	
Total(n)	82	1,314	2,721	45	680	1,325	37	634	1,396	
Mean	2.12	2.11	1.84	2.11	2.11	1.91	2.14	2.10	1.77	
Standard deviation	1.25	1.22	1.09	1.32	1.25	1.11	1.18	1.16	1.05	
Significance	-		*	-			-		*	
Effect size	-	0.01	0.26	-	0.00	0.18	-	0.03	0.35	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Books, manuals, or monographs</b>										
None	61.4%	61.6%	67.1%	56.5%	59.9%	61.8%	67.6%	63.7%	73.1%	
1-2	25.3%	25.7%	23.7%	30.4%	25.7%	27.2%	18.9%	25.6%	19.8%	
3-4	6.0%	7.8%	5.3%	6.5%	7.9%	5.6%	5.4%	7.7%	5.0%	
5-10	6.0%	3.5%	3.2%	4.3%	4.5%	4.3%	8.1%	2.3%	2.0%	
11-20	0.0%	1.1%	0.6%	0.0%	1.7%	1.1%	0.0%	0.4%	0.1%	
21-50	1.2%	0.2%	0.1%	2.2%	0.2%	0.1%	0.0%	0.1%	0.1%	
51+	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	
Total(n)	83	1,304	2,697	46	676	1,317	37	628	1,380	
Mean	1.61	1.58	1.47	1.67	1.63	1.56	1.54	1.51	1.37	
Standard deviation	0.99	0.90	0.80	1.03	0.97	0.88	0.93	0.80	0.70	
Significance	-			-			-			
Effect size	-	0.03	0.18	-	0.04	0.13	-	0.04	0.24	
<b>Other, such as patents or computer software products</b>										
None	88.0%	88.2%	88.5%	86.0%	85.3%	84.8%	90.6%	92.1%	92.4%	
1-2	5.3%	7.5%	6.5%	7.0%	9.3%	7.5%	3.1%	5.0%	5.5%	
3-4	5.3%	2.4%	2.1%	4.7%	3.1%	3.1%	6.3%	1.4%	1.0%	
5-10	0.0%	1.2%	2.3%	0.0%	1.5%	4.0%	0.0%	0.7%	0.5%	
11-20	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.3%	0.1%	
21-50	1.3%	0.2%	0.2%	2.3%	0.3%	0.1%	0.0%	0.2%	0.3%	
51+	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	0.0%	0.3%	0.1%	
Total(n)	75	1,214	2,553	43	637	1,252	32	577	1,301	
Mean	1.23	1.20	1.21	1.28	1.24	1.29	1.16	1.14	1.12	
Standard deviation	0.75	0.66	0.68	0.88	0.70	0.79	0.51	0.61	0.52	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.06	-0.01	-	0.03	0.08	
<b>In the past two years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	80.7%	87.1%	88.6%	78.3%	86.8%	88.5%	83.8%	87.5%	88.8%	
1-2	4.8%	4.8%	4.0%	8.7%	4.7%	3.5%	0.0%	4.9%	4.5%	
3-4	6.0%	2.8%	2.4%	6.5%	2.4%	2.7%	5.4%	3.4%	2.2%	
5-10	6.0%	2.6%	2.7%	4.3%	2.7%	2.4%	8.1%	2.4%	3.0%	
11-20	2.4%	1.7%	1.4%	2.2%	1.8%	1.8%	2.7%	1.6%	0.9%	
21+	0.0%	1.0%	0.8%	0.0%	1.6%	1.0%	0.0%	0.2%	0.6%	
Total(n)	83	1,329	2,752	46	688	1,343	37	641	1,409	
Mean	1.45	1.30	1.27	1.43	1.33	1.29	1.46	1.26	1.24	
Standard deviation	1.02	0.91	0.86	0.96	0.99	0.91	1.10	0.79	0.80	
Significance	-			-			-			
Effect size	-	0.16	0.21	-	0.10	0.15	-	0.25	0.28	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, how many of your professional writings have been published or accepted for publication?</b>										
None	31.0%	22.9%	37.2%	31.9%	23.8%	38.7%	29.7%	21.8%	35.7%	
1-2	38.1%	40.1%	35.7%	38.3%	39.5%	34.7%	37.8%	40.8%	36.8%	
3-4	22.6%	25.3%	16.8%	19.1%	23.2%	17.3%	27.0%	28.0%	16.2%	
5-10	7.1%	10.0%	8.5%	8.5%	11.3%	7.6%	5.4%	8.4%	9.5%	
11-20	1.2%	1.3%	1.1%	2.1%	1.7%	1.1%	0.0%	0.7%	1.1%	
21+	0.0%	0.4%	0.7%	0.0%	0.5%	0.6%	0.0%	0.3%	0.9%	
Total(n)	84	1,349	2,781	47	697	1,356	37	652	1,425	
Mean	2.10	2.28	2.03	2.11	2.29	1.99	2.08	2.26	2.06	
Standard deviation	0.96	0.99	1.04	1.03	1.03	1.03	0.89	0.94	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.18	0.07	-	-0.17	0.12	-	-0.19	0.02	
<b>In the past two years, have you taught a graduate course?</b>										
Yes	1.2%	6.2%	20.8%	0.0%	5.9%	21.8%	2.7%	6.5%	19.7%	
No	98.8%	93.8%	79.2%	100.0%	94.1%	78.2%	97.3%	93.5%	80.3%	
Total(n)	85	1,394	2,881	48	717	1,403	37	677	1,478	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	94.0%	94.9%	95.0%	89.4%	94.0%	95.0%	100.0%	95.9%	95.0%	
Occasionally	4.8%	4.7%	4.1%	8.5%	5.5%	4.9%	0.0%	3.5%	3.2%	
Not at all	1.2%	0.5%	0.9%	2.1%	0.5%	0.1%	0.0%	0.5%	1.8%	
Total(n)	84	1,346	2,769	47	690	1,352	37	656	1,417	
Mean	2.93	2.94	2.94	2.87	2.94	2.95	3.00	2.95	2.93	
Standard deviation	0.30	0.25	0.27	0.40	0.26	0.23	0.00	0.23	0.31	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	-0.04	-0.04	-	-0.27	-0.35	-	0.22	0.23	
<b>Support their opinions with a logical argument</b>										
Frequently	90.5%	82.8%	80.8%	89.4%	80.8%	77.6%	91.9%	85.4%	84.4%	
Occasionally	8.3%	15.5%	17.3%	8.5%	17.9%	21.0%	8.1%	12.4%	13.2%	
Not at all	1.2%	1.7%	1.9%	2.1%	1.3%	1.4%	0.0%	2.1%	2.4%	
Total(n)	84	1,339	2,758	47	685	1,345	37	654	1,413	
Mean	2.89	2.81	2.79	2.87	2.79	2.76	2.92	2.83	2.82	
Standard deviation	0.35	0.43	0.45	0.40	0.43	0.46	0.28	0.43	0.44	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	0.19	0.22	-	0.19	0.24	-	0.21	0.23	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek solutions to problems and explain them to others</b>										
Frequently	75.0%	70.5%	74.4%	78.7%	68.7%	73.2%	70.3%	72.8%	75.7%	
Occasionally	22.6%	24.9%	22.1%	21.3%	26.7%	24.0%	24.3%	22.7%	19.9%	
Not at all	2.4%	4.5%	3.5%	0.0%	4.6%	2.8%	5.4%	4.4%	4.4%	
Total(n)	84	1,337	2,756	47	684	1,346	37	653	1,410	
Mean	2.73	2.66	2.71	2.79	2.64	2.70	2.65	2.68	2.71	
Standard deviation	0.50	0.56	0.53	0.41	0.57	0.51	0.59	0.55	0.54	
Significance	-			-			-			
Effect size	-	0.13	0.04	-	0.26	0.18	-	-0.05	-0.11	
<b>Revise their papers to improve their writing</b>										
Frequently	60.2%	63.3%	59.2%	54.3%	56.6%	57.0%	67.6%	71.8%	61.6%	
Occasionally	31.3%	28.3%	31.1%	30.4%	32.4%	33.6%	32.4%	23.1%	28.3%	
Not at all	8.4%	8.4%	9.7%	15.2%	11.0%	9.4%	0.0%	5.1%	10.1%	
Total(n)	83	1,344	2,764	46	688	1,349	37	656	1,415	
Mean	2.52	2.55	2.49	2.39	2.46	2.48	2.68	2.67	2.52	
Standard deviation	0.65	0.64	0.67	0.74	0.68	0.66	0.47	0.57	0.67	
Significance	-			-			-			
Effect size	-	-0.05	0.04	-	-0.10	-0.14	-	0.02	0.24	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	66.3%	64.3%	62.6%	63.0%	58.8%	60.4%	70.3%	71.3%	65.1%	
Occasionally	26.5%	30.4%	33.5%	28.3%	35.3%	36.1%	24.3%	24.2%	30.8%	
Not at all	7.2%	5.3%	3.8%	8.7%	5.9%	3.5%	5.4%	4.5%	4.1%	
Total(n)	83	1,334	2,749	46	685	1,344	37	649	1,405	
Mean	2.59	2.59	2.59	2.54	2.53	2.57	2.65	2.67	2.61	
Standard deviation	0.63	0.59	0.56	0.66	0.61	0.56	0.59	0.56	0.57	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.02	-0.05	-	-0.04	0.07	
<b>Take risks for potential gains</b>										
Frequently	49.4%	40.1%	34.8%	51.1%	37.6%	35.2%	47.2%	43.2%	34.4%	
Occasionally	43.4%	42.9%	48.3%	40.4%	43.7%	47.8%	47.2%	41.8%	48.7%	
Not at all	7.2%	17.0%	16.9%	8.5%	18.6%	17.0%	5.6%	15.0%	16.8%	
Total(n)	83	1,338	2,751	47	686	1,342	36	652	1,409	
Mean	2.42	2.23	2.18	2.43	2.19	2.18	2.42	2.28	2.18	
Standard deviation	0.63	0.72	0.70	0.65	0.73	0.70	0.60	0.71	0.69	
Significance	-	*	**	-	*	*	-		*	
Effect size	-	0.26	0.34	-	0.33	0.36	-	0.20	0.35	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek alternative solutions to a problem</b>										
Frequently	62.7%	55.1%	54.6%	63.0%	54.6%	54.0%	62.2%	55.7%	55.2%	
Occasionally	27.7%	40.1%	38.7%	23.9%	40.0%	38.3%	32.4%	40.2%	39.2%	
Not at all	9.6%	4.8%	6.7%	13.0%	5.4%	7.7%	5.4%	4.1%	5.5%	
Total(n)	83	1,333	2,744	46	685	1,343	37	648	1,401	
Mean	2.53	2.50	2.48	2.50	2.49	2.46	2.57	2.52	2.50	
Standard deviation	0.67	0.59	0.62	0.72	0.60	0.63	0.60	0.58	0.60	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.02	0.06	-	0.09	0.12	
<b>Look up scientific research articles and resources</b>										
Frequently	42.2%	50.1%	49.1%	47.8%	48.4%	47.8%	35.1%	52.3%	50.6%	
Occasionally	34.9%	30.0%	32.3%	28.3%	32.0%	35.2%	43.2%	27.3%	29.2%	
Not at all	22.9%	19.9%	18.5%	23.9%	19.6%	17.0%	21.6%	20.4%	20.2%	
Total(n)	83	1,336	2,752	46	686	1,345	37	650	1,407	
Mean	2.19	2.30	2.31	2.24	2.29	2.31	2.14	2.32	2.30	
Standard deviation	0.79	0.78	0.76	0.82	0.77	0.74	0.75	0.79	0.78	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	-0.06	-0.09	-	-0.23	-0.21	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	48.8%	45.7%	45.6%	53.2%	43.1%	43.6%	43.2%	49.0%	47.9%	
Occasionally	48.8%	50.2%	49.2%	42.6%	52.8%	52.9%	56.8%	47.0%	45.2%	
Not at all	2.4%	4.1%	5.2%	4.3%	4.2%	3.6%	0.0%	4.0%	6.9%	
Total(n)	84	1,339	2,752	47	685	1,343	37	654	1,409	
Mean	2.46	2.42	2.40	2.49	2.39	2.40	2.43	2.45	2.41	
Standard deviation	0.55	0.57	0.59	0.59	0.57	0.56	0.50	0.57	0.62	
Significance	-			-			-			
Effect size	-	0.07	0.10	-	0.18	0.16	-	-0.04	0.03	
<b>Accept mistakes as part of the learning process</b>										
Frequently	77.4%	68.5%	66.2%	76.6%	64.3%	62.7%	78.4%	73.8%	70.0%	
Occasionally	21.4%	29.0%	31.5%	21.3%	33.2%	35.2%	21.6%	23.6%	27.4%	
Not at all	1.2%	2.5%	2.3%	2.1%	2.5%	2.1%	0.0%	2.5%	2.6%	
Total(n)	84	1,337	2,751	47	685	1,344	37	652	1,407	
Mean	2.76	2.66	2.64	2.74	2.62	2.61	2.78	2.71	2.67	
Standard deviation	0.46	0.52	0.53	0.49	0.53	0.53	0.42	0.51	0.52	
Significance	-		*	-			-			
Effect size	-	0.19	0.23	-	0.23	0.25	-	0.14	0.21	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek feedback on their academic work</b>										
Frequently	75.0%	70.9%	72.8%	70.2%	64.7%	71.3%	81.1%	78.8%	74.5%	
Occasionally	21.4%	26.5%	24.6%	23.4%	32.2%	26.6%	18.9%	19.3%	22.4%	
Not at all	3.6%	2.6%	2.6%	6.4%	3.1%	2.1%	0.0%	1.9%	3.2%	
Total(n)	84	1,334	2,750	47	683	1,342	37	651	1,408	
Mean	2.71	2.68	2.70	2.64	2.62	2.69	2.81	2.77	2.71	
Standard deviation	0.53	0.52	0.51	0.61	0.55	0.50	0.40	0.46	0.52	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	0.04	-0.10	-	0.09	0.19	
<b>Work with other students on group projects</b>										
Frequently	0.63	0.63	0.60	0.62	0.58	0.56	0.65	0.69	0.66	
Occasionally	0.27	0.31	0.33	0.23	0.34	0.36	0.32	0.27	0.29	
Not at all	0.10	0.07	0.07	0.15	0.09	0.08	0.03	0.04	0.05	
Total(n)	84.00	1331.00	2742.00	47.00	684.00	1340.00	37.00	647.00	1402.00	
Mean	2.54	2.56	2.54	2.47	2.49	2.47	2.62	2.65	2.61	
Standard deviation	0.67	0.61	0.62	0.75	0.65	0.64	0.55	0.55	0.58	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.03	0.00	-	-0.05	0.02	
<b>Integrate skills and knowledge from different sources and experiences</b>										
Frequently	71.4%	68.1%	68.7%	68.1%	62.7%	64.5%	75.7%	75.0%	73.3%	
Occasionally	23.8%	29.2%	29.1%	25.5%	33.4%	33.0%	21.6%	23.9%	24.6%	
Not at all	4.8%	2.7%	2.3%	6.4%	3.9%	2.4%	2.7%	1.1%	2.1%	
Total(n)	84	1,340	2,755	47	686	1,346	37	654	1,409	
Mean	2.67	2.65	2.66	2.62	2.59	2.62	2.73	2.74	2.71	
Standard deviation	0.57	0.53	0.52	0.61	0.57	0.53	0.51	0.46	0.50	
Significance	-			-			-			
Effect size	-	0.04	0.02	-	0.05	0.00	-	-0.02	0.04	
<b>How often in the past year have you encouraged students to:</b>										
<b>Use different points of view to make an argument</b>										
Frequently	61.4%	59.1%	57.2%	63.0%	55.8%	55.4%	59.5%	63.2%	59.2%	
Occasionally	32.5%	32.6%	36.4%	28.3%	34.4%	36.5%	37.8%	30.3%	36.3%	
Not at all	6.0%	8.3%	6.3%	8.7%	9.7%	8.0%	2.7%	6.5%	4.5%	
Total(n)	83	1,330	2,733	46	682	1,335	37	648	1,398	
Mean	2.55	2.51	2.51	2.54	2.46	2.47	2.57	2.57	2.55	
Standard deviation	0.61	0.65	0.61	0.66	0.67	0.64	0.55	0.61	0.58	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	0.12	0.11	-	0.00	0.03	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How often in the past year have you encouraged students to:</b>										
<b>Make connections between ideas from different courses</b>										
Frequently	61.7%	68.3%	73.1%	61.4%	65.6%	70.8%	62.2%	71.8%	75.5%	
Occasionally	37.0%	29.7%	25.3%	36.4%	32.1%	26.9%	37.8%	26.7%	23.6%	
Not at all	1.2%	2.0%	1.6%	2.3%	2.4%	2.3%	0.0%	1.4%	0.8%	
Total(n)	81	1,325	2,732	44	678	1,332	37	647	1,400	
Mean	2.60	2.66	2.71	2.59	2.63	2.69	2.62	2.70	2.75	
Standard deviation	0.52	0.51	0.49	0.54	0.53	0.51	0.49	0.49	0.45	
Significance	-		*	-			-			
Effect size	-	-0.12	-0.22	-	-0.08	-0.20	-	-0.16	-0.29	
<b>Critically evaluate their position on an issue</b>										
Frequently	72.3%	67.2%	65.4%	71.7%	64.4%	65.9%	73.0%	70.9%	64.9%	
Occasionally	21.7%	25.3%	28.5%	23.9%	27.7%	28.3%	18.9%	22.2%	28.8%	
Not at all	6.0%	7.5%	6.1%	4.3%	8.0%	5.9%	8.1%	6.9%	6.3%	
Total(n)	83	1,330	2,734	46	681	1,333	37	649	1,401	
Mean	2.66	2.60	2.59	2.67	2.56	2.60	2.65	2.64	2.59	
Standard deviation	0.59	0.62	0.60	0.56	0.64	0.60	0.63	0.61	0.61	
Significance	-			-			-			
Effect size	-	0.10	0.12	-	0.17	0.12	-	0.02	0.10	
<b>Recognize the biases that affect their thinking</b>										
Frequently	61.0%	56.1%	56.0%	58.7%	49.4%	51.7%	63.9%	64.7%	60.7%	
Occasionally	31.7%	34.1%	35.6%	32.6%	38.6%	37.8%	30.6%	28.3%	33.3%	
Not at all	7.3%	9.8%	8.4%	8.7%	11.9%	10.5%	5.6%	7.0%	6.0%	
Total(n)	82	1,330	2,736	46	683	1,337	36	647	1,399	
Mean	2.54	2.46	2.48	2.50	2.38	2.41	2.58	2.58	2.55	
Standard deviation	0.63	0.67	0.65	0.66	0.69	0.67	0.60	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.12	0.09	-	0.17	0.13	-	0.00	0.05	
<b>Think more broadly about an issue</b>										
Frequently	78.3%	76.2%	74.3%	76.1%	71.8%	72.9%	81.1%	81.7%	75.9%	
Occasionally	16.9%	20.7%	22.9%	19.6%	25.0%	25.0%	13.5%	15.3%	20.6%	
Not at all	4.8%	3.1%	2.8%	4.3%	3.2%	2.1%	5.4%	3.0%	3.5%	
Total(n)	83	1,328	2,731	46	681	1,334	37	647	1,397	
Mean	2.73	2.73	2.72	2.72	2.69	2.71	2.76	2.79	2.72	
Standard deviation	0.54	0.51	0.51	0.54	0.53	0.50	0.55	0.48	0.52	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	0.06	0.02	-	-0.06	0.08	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Engage deeply with a significant challenge or question within your discipline</b>										
Frequently	68.3%	61.3%	57.6%	68.9%	56.3%	55.0%	67.6%	67.6%	60.5%	
Occasionally	24.4%	32.6%	36.2%	20.0%	36.7%	39.0%	29.7%	27.4%	33.2%	
Not at all	7.3%	6.1%	6.1%	11.1%	7.0%	5.9%	2.7%	5.0%	6.3%	
Total(n)	82	1,304	2,680	45	662	1,295	37	642	1,385	
Mean	2.61	2.55	2.52	2.58	2.49	2.49	2.65	2.63	2.54	
Standard deviation	0.62	0.61	0.61	0.69	0.62	0.61	0.54	0.58	0.61	
Significance	-			-			-			
Effect size	-	0.10	0.15	-	0.15	0.15	-	0.03	0.18	
<b>Write in the specific style or format of your discipline</b>										
Frequently	69.1%	67.7%	64.6%	60.0%	61.2%	56.4%	80.6%	76.0%	73.5%	
Occasionally	18.5%	24.5%	26.5%	20.0%	29.2%	32.4%	16.7%	18.5%	20.0%	
Not at all	12.3%	7.8%	8.9%	20.0%	9.7%	11.2%	2.8%	5.5%	6.4%	
Total(n)	81	1,302	2,672	45	663	1,295	36	639	1,377	
Mean	2.57	2.60	2.56	2.40	2.51	2.45	2.78	2.71	2.67	
Standard deviation	0.71	0.63	0.65	0.81	0.67	0.69	0.48	0.56	0.59	
Significance	-			-			-			
Effect size	-	-0.05	0.02	-	-0.16	-0.07	-	0.13	0.19	
<b>Use research methods from your discipline in field or applied settings</b>										
Frequently	45.1%	54.9%	51.0%	42.2%	51.2%	43.4%	48.6%	59.5%	59.3%	
Occasionally	35.4%	29.7%	33.7%	33.3%	32.2%	42.1%	37.8%	26.7%	24.4%	
Not at all	19.5%	15.4%	15.4%	24.4%	16.6%	14.5%	13.5%	13.8%	16.3%	
Total(n)	82	1,300	2,674	45	659	1,292	37	641	1,382	
Mean	2.26	2.40	2.36	2.18	2.35	2.29	2.35	2.46	2.43	
Standard deviation	0.77	0.74	0.73	0.81	0.75	0.70	0.72	0.72	0.76	
Significance	-			-			-			
Effect size	-	-0.19	-0.14	-	-0.23	-0.16	-	-0.15	-0.11	
<b>Apply learning from both academic and field settings</b>										
Frequently	28.4%	36.9%	46.5%	24.4%	32.7%	39.9%	33.3%	42.2%	53.8%	
Occasionally	39.5%	33.8%	31.4%	40.0%	34.5%	34.6%	38.9%	33.0%	27.9%	
Not at all	32.1%	29.2%	22.0%	35.6%	32.8%	25.5%	27.8%	24.8%	18.2%	
Total(n)	81	1,303	2,677	45	661	1,293	36	642	1,384	
Mean	1.96	2.08	2.24	1.89	2.00	2.14	2.06	2.17	2.36	
Standard deviation	0.78	0.81	0.79	0.78	0.81	0.80	0.79	0.80	0.77	
Significance	-		**	-		*	-		*	
Effect size	-	-0.15	-0.35	-	-0.14	-0.31	-	-0.14	-0.39	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	52.5%	48.9%	44.8%	52.3%	43.9%	41.3%	52.8%	55.2%	48.7%	
Occasionally	42.5%	33.7%	41.5%	43.2%	34.6%	42.4%	41.7%	32.5%	40.5%	
Not at all	5.0%	17.4%	13.7%	4.5%	21.6%	16.4%	5.6%	12.3%	10.8%	
Total(n)	80	1,296	2,668	44	659	1,293	36	637	1,375	
Mean	2.48	2.31	2.31	2.48	2.22	2.25	2.47	2.43	2.38	
Standard deviation	0.59	0.75	0.70	0.59	0.78	0.72	0.61	0.70	0.67	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.23	0.24	-	0.33	0.32	-	0.06	0.13	
<b>Weigh the meaning and significance of evidence</b>										
Frequently	78.0%	68.7%	63.9%	66.7%	64.3%	65.5%	91.9%	74.3%	62.1%	
Occasionally	18.3%	24.0%	28.2%	31.1%	28.5%	27.5%	2.7%	18.2%	29.0%	
Not at all	3.7%	7.3%	7.9%	2.2%	7.2%	7.0%	5.4%	7.5%	8.9%	
Total(n)	82	1,302	2,677	45	663	1,297	37	639	1,380	
Mean	2.74	2.61	2.56	2.64	2.57	2.58	2.86	2.67	2.53	
Standard deviation	0.52	0.62	0.64	0.53	0.62	0.62	0.48	0.61	0.65	
Significance	-		*	-			-		**	
Effect size	-	0.21	0.28	-	0.11	0.10	-	0.31	0.51	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	33.8%	37.6%	39.9%	27.9%	32.7%	32.9%	40.5%	43.8%	47.6%	
Occasionally	48.8%	42.3%	46.1%	53.5%	43.5%	51.2%	43.2%	40.8%	40.5%	
Not at all	17.5%	20.1%	13.9%	18.6%	23.8%	15.8%	16.2%	15.3%	11.9%	
Total(n)	80	1,296	2,670	43	661	1,293	37	635	1,377	
Mean	2.16	2.18	2.26	2.09	2.09	2.17	2.24	2.28	2.36	
Standard deviation	0.70	0.74	0.69	0.68	0.75	0.68	0.72	0.71	0.68	
Significance	-			-			-			
Effect size	-	-0.03	-0.14	-	0.00	-0.12	-	-0.06	-0.18	
<b>Work with classmates outside of class</b>										
Frequently	58.0%	58.6%	57.2%	59.1%	56.0%	55.8%	56.8%	61.8%	58.7%	
Occasionally	37.0%	32.9%	35.2%	34.1%	33.3%	35.2%	40.5%	32.3%	35.3%	
Not at all	4.9%	8.6%	7.6%	6.8%	10.7%	9.0%	2.7%	5.9%	6.0%	
Total(n)	81	1,298	2,670	44	657	1,289	37	641	1,381	
Mean	2.53	2.50	2.50	2.52	2.45	2.47	2.54	2.56	2.53	
Standard deviation	0.59	0.65	0.63	0.63	0.68	0.66	0.56	0.60	0.61	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.10	0.08	-	-0.03	0.02	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Lead a discussion, activity, or lab</b>										
Frequently	53.1%	54.0%	50.1%	47.7%	48.4%	45.1%	59.5%	60.9%	55.6%	
Occasionally	38.3%	32.7%	34.9%	40.9%	35.9%	36.7%	35.1%	28.6%	33.0%	
Not at all	8.6%	13.4%	15.0%	11.4%	15.7%	18.2%	5.4%	10.5%	11.4%	
Total(n)	81	1,299	2,676	44	660	1,296	37	639	1,380	
Mean	2.44	2.41	2.35	2.36	2.33	2.27	2.54	2.50	2.44	
Standard deviation	0.65	0.71	0.73	0.69	0.73	0.75	0.61	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.04	0.12	-	0.04	0.12	-	0.06	0.14	
<b>Provide and/or receive feedback to classmates about a draft or work still in progress</b>										
Frequently	33.3%	39.5%	36.0%	34.1%	34.5%	33.6%	32.4%	45.8%	38.5%	
Occasionally	50.6%	38.5%	40.9%	50.0%	38.7%	40.3%	51.4%	38.3%	41.7%	
Not at all	16.0%	22.0%	23.1%	15.9%	26.7%	26.1%	16.2%	15.9%	19.8%	
Total(n)	81	1,305	2,685	44	665	1,302	37	640	1,383	
Mean	2.17	2.18	2.13	2.18	2.08	2.08	2.16	2.30	2.19	
Standard deviation	0.69	0.76	0.76	0.69	0.78	0.77	0.69	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.01	0.05	-	0.13	0.13	-	-0.19	-0.04	
<b>Analyze and interpret data</b>										
Frequently	63.4%	61.6%	58.6%	64.4%	61.8%	61.9%	62.2%	61.4%	54.9%	
Occasionally	20.7%	25.0%	29.5%	17.8%	25.0%	28.1%	24.3%	25.0%	31.2%	
Not at all	15.9%	13.4%	11.9%	17.8%	13.3%	10.1%	13.5%	13.6%	13.9%	
Total(n)	82	1,304	2,682	45	663	1,298	37	641	1,384	
Mean	2.48	2.48	2.47	2.47	2.48	2.52	2.49	2.48	2.41	
Standard deviation	0.76	0.72	0.70	0.79	0.72	0.67	0.73	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	-0.01	-0.07	-	0.01	0.11	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	35.8%	36.6%	37.0%	34.1%	41.8%	40.8%	37.8%	30.1%	32.7%	
Occasionally	19.8%	20.5%	24.8%	18.2%	19.8%	23.0%	21.6%	21.4%	26.8%	
Not at all	44.4%	42.8%	38.2%	47.7%	38.3%	36.2%	40.5%	48.5%	40.5%	
Total(n)	81	1,302	2,676	44	663	1,298	37	639	1,378	
Mean	1.91	1.94	1.99	1.86	2.03	2.05	1.97	1.82	1.92	
Standard deviation	0.90	0.89	0.87	0.90	0.89	0.88	0.90	0.87	0.85	
Significance	-			-			-			
Effect size	-	-0.03	-0.09	-	-0.19	-0.22	-	0.17	0.06	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	75.6%	69.6%	69.6%	71.1%	64.4%	66.1%	81.1%	76.1%	73.5%	
Most	9.8%	17.4%	17.8%	11.1%	19.7%	19.2%	8.1%	14.4%	16.3%	
Some	13.4%	11.3%	10.9%	17.8%	14.1%	13.1%	8.1%	7.8%	8.5%	
None	1.2%	1.8%	1.7%	0.0%	1.8%	1.6%	2.7%	1.7%	1.7%	
Total(n)	82	1,273	2,627	45	649	1,272	37	624	1,355	
Mean	3.60	3.55	3.55	3.53	3.47	3.50	3.68	3.65	3.62	
Standard deviation	0.77	0.76	0.75	0.79	0.80	0.78	0.75	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.07	0.04	-	0.04	0.08	
<b>Cooperative learning (small groups)</b>										
All	22.2%	36.1%	38.7%	18.2%	29.4%	31.1%	27.0%	44.5%	47.1%	
Most	33.3%	29.2%	26.3%	34.1%	29.2%	25.0%	32.4%	29.3%	27.7%	
Some	33.3%	28.6%	29.0%	31.8%	33.0%	34.9%	35.1%	22.9%	22.4%	
None	11.1%	6.1%	6.0%	15.9%	8.4%	8.9%	5.4%	3.3%	2.8%	
Total(n)	81	1,266	2,616	44	648	1,268	37	618	1,348	
Mean	2.67	2.95	2.98	2.55	2.80	2.78	2.81	3.15	3.19	
Standard deviation	0.95	0.94	0.96	0.98	0.96	0.99	0.91	0.88	0.88	
Significance	-	**	**	-			-	*	**	
Effect size	-	-0.30	-0.32	-	-0.26	-0.23	-	-0.39	-0.43	
<b>Experiential learning/Field studies</b>										
All	6.1%	11.4%	14.4%	2.2%	11.0%	14.2%	10.8%	12.0%	14.7%	
Most	9.8%	13.2%	16.7%	11.1%	11.1%	14.2%	8.1%	15.9%	19.5%	
Some	40.2%	33.5%	37.9%	44.4%	31.7%	36.1%	35.1%	35.8%	39.9%	
None	43.9%	41.8%	30.9%	42.2%	46.2%	35.5%	45.9%	36.4%	25.9%	
Total(n)	82	1,260	2,608	45	643	1,264	37	617	1,344	
Mean	1.78	1.94	2.15	1.73	1.87	2.07	1.84	2.03	2.23	
Standard deviation	0.86	1.00	1.02	0.75	1.00	1.03	0.99	1.00	0.99	
Significance	-		**	-		*	-		*	
Effect size	-	-0.16	-0.36	-	-0.14	-0.33	-	-0.19	-0.39	
<b>Performances/Demonstrations</b>										
All	11.0%	14.8%	18.0%	13.3%	13.4%	16.3%	8.1%	16.5%	19.8%	
Most	26.8%	18.5%	18.5%	22.2%	18.3%	17.1%	32.4%	18.9%	20.0%	
Some	40.2%	31.2%	32.6%	40.0%	32.6%	33.0%	40.5%	29.4%	32.1%	
None	22.0%	35.5%	31.0%	24.4%	35.8%	33.6%	18.9%	35.2%	28.1%	
Total(n)	82	1,269	2,619	45	647	1,269	37	622	1,350	
Mean	2.27	2.13	2.24	2.24	2.09	2.16	2.30	2.17	2.32	
Standard deviation	0.93	1.06	1.08	0.98	1.03	1.06	0.88	1.08	1.08	
Significance	-			-			-			
Effect size	-	0.13	0.03	-	0.15	0.08	-	0.12	-0.02	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
All	14.8%	24.2%	23.6%	11.4%	21.2%	19.2%	18.9%	27.9%	28.5%	
Most	33.3%	27.4%	24.2%	34.1%	28.0%	24.1%	32.4%	26.7%	24.4%	
Some	38.3%	36.6%	39.1%	38.6%	36.5%	41.8%	37.8%	36.6%	36.1%	
None	13.6%	11.9%	13.1%	15.9%	14.3%	14.9%	10.8%	8.8%	11.1%	
Total(n)	81	1,272	2,624	44	647	1,269	37	625	1,355	
Mean	2.49	2.64	2.58	2.41	2.56	2.48	2.59	2.74	2.70	
Standard deviation	0.91	0.98	0.99	0.90	0.98	0.97	0.93	0.96	1.00	
Significance	-			-			-			
Effect size	-	-0.15	-0.09	-	-0.15	-0.07	-	-0.16	-0.11	
<b>Extensive lecturing</b>										
All	11.0%	16.5%	13.2%	17.8%	21.1%	16.3%	2.7%	10.7%	9.8%	
Most	20.7%	24.5%	27.7%	26.7%	29.4%	32.9%	13.5%	18.3%	21.8%	
Some	52.4%	39.4%	39.9%	48.9%	36.9%	37.3%	56.8%	42.7%	42.9%	
None	15.9%	19.5%	19.2%	6.7%	12.6%	13.5%	27.0%	28.4%	25.5%	
Total(n)	82	1,273	2,623	45	650	1,271	37	623	1,352	
Mean	2.27	2.38	2.35	2.56	2.59	2.52	1.92	2.11	2.16	
Standard deviation	0.86	0.98	0.94	0.87	0.96	0.92	0.72	0.94	0.92	
Significance	-			-			-			
Effect size	-	-0.11	-0.09	-	-0.03	0.04	-	-0.20	-0.26	
<b>Multiple drafts of written work</b>										
All	13.4%	16.7%	16.6%	17.8%	13.5%	16.2%	8.1%	20.8%	17.0%	
Most	25.6%	26.7%	24.5%	20.0%	25.4%	23.0%	32.4%	28.4%	26.2%	
Some	47.6%	44.0%	44.3%	42.2%	45.3%	45.6%	54.1%	42.3%	42.8%	
None	13.4%	12.6%	14.6%	20.0%	15.9%	15.2%	5.4%	8.4%	14.0%	
Total(n)	82	1,273	2,622	45	649	1,271	37	624	1,351	
Mean	2.39	2.48	2.43	2.36	2.36	2.40	2.43	2.62	2.46	
Standard deviation	0.89	0.91	0.93	1.00	0.91	0.93	0.73	0.91	0.93	
Significance	-			-			-			
Effect size	-	-0.10	-0.04	-	0.00	-0.04	-	-0.21	-0.03	
<b>Student-selected topics for course content</b>										
All	12.2%	9.7%	12.9%	11.1%	8.4%	10.2%	13.5%	11.3%	15.8%	
Most	13.4%	16.2%	15.2%	17.8%	15.3%	13.7%	8.1%	17.4%	16.9%	
Some	47.6%	49.4%	48.8%	37.8%	47.4%	47.1%	59.5%	52.0%	50.7%	
None	26.8%	24.7%	23.1%	33.3%	29.0%	29.0%	18.9%	19.3%	16.6%	
Total(n)	82	1,263	2,616	45	646	1,268	37	617	1,348	
Mean	2.11	2.11	2.18	2.07	2.03	2.05	2.16	2.21	2.32	
Standard deviation	0.94	0.89	0.93	0.99	0.88	0.91	0.90	0.88	0.93	
Significance	-			-			-			
Effect size	-	0.00	-0.08	-	0.05	0.02	-	-0.06	-0.17	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Reflective writing/journaling</b>										
All	4.9%	8.9%	11.7%	4.4%	7.4%	7.9%	5.4%	10.7%	15.9%	
Most	15.9%	15.4%	16.2%	15.6%	13.9%	14.2%	16.2%	17.3%	18.4%	
Some	30.5%	37.5%	38.7%	26.7%	35.3%	37.7%	35.1%	40.2%	39.8%	
None	48.8%	38.3%	33.4%	53.3%	43.4%	40.2%	43.2%	31.7%	25.9%	
Total(n)	82	1,268	2,617	45	648	1,269	37	620	1,348	
Mean	1.77	1.95	2.06	1.71	1.85	1.90	1.84	2.07	2.24	
Standard deviation	0.89	0.94	0.98	0.89	0.92	0.92	0.90	0.96	1.01	
Significance	-		**	-			-		*	
Effect size	-	-0.19	-0.30	-	-0.15	-0.21	-	-0.24	-0.40	
<b>Community service as part of coursework</b>										
All	1.2%	1.6%	4.1%	2.2%	1.3%	4.7%	0.0%	1.9%	3.4%	
Most	1.2%	3.1%	6.1%	0.0%	2.7%	3.5%	2.7%	3.6%	9.0%	
Some	9.8%	21.5%	23.6%	8.9%	18.3%	22.3%	10.8%	25.6%	24.9%	
None	87.8%	73.8%	66.3%	88.9%	77.7%	69.5%	86.5%	68.9%	62.7%	
Total(n)	82	1,267	2,616	45	647	1,268	37	620	1,348	
Mean	1.16	1.32	1.48	1.16	1.28	1.43	1.16	1.39	1.53	
Standard deviation	0.48	0.61	0.78	0.52	0.58	0.77	0.44	0.65	0.80	
Significance	-	*	***	-		*	-	*	**	
Effect size	-	-0.26	-0.41	-	-0.21	-0.35	-	-0.35	-0.46	
<b>Electronic quizzes with immediate feedback in class</b>										
All	2.4%	2.0%	4.6%	2.2%	1.6%	5.4%	2.7%	2.3%	3.7%	
Most	0.0%	3.5%	6.0%	0.0%	3.1%	4.7%	0.0%	4.0%	7.5%	
Some	12.2%	11.7%	14.5%	13.3%	10.9%	14.0%	10.8%	12.8%	15.0%	
None	85.4%	82.8%	74.9%	84.4%	84.4%	75.8%	86.5%	80.9%	73.9%	
Total(n)	82	1,266	2,617	45	644	1,264	37	622	1,353	
Mean	1.20	1.25	1.40	1.20	1.22	1.40	1.19	1.28	1.41	
Standard deviation	0.55	0.61	0.80	0.55	0.58	0.81	0.57	0.65	0.78	
Significance	-		*	-			-			
Effect size	-	-0.08	-0.25	-	-0.03	-0.25	-	-0.14	-0.28	
<b>Using real-life problems</b>										
All	31.7%	40.6%	48.2%	35.6%	40.7%	46.0%	27.0%	40.5%	50.7%	
Most	20.7%	25.5%	25.2%	17.8%	25.4%	27.5%	24.3%	25.6%	22.6%	
Some	40.2%	26.8%	21.9%	42.2%	25.8%	21.7%	37.8%	28.1%	22.0%	
None	7.3%	7.1%	4.7%	4.4%	8.2%	4.7%	10.8%	5.8%	4.7%	
Total(n)	82	1,270	2,625	45	647	1,271	37	623	1,354	
Mean	2.77	3.00	3.17	2.84	2.99	3.15	2.68	3.01	3.19	
Standard deviation	0.99	0.98	0.93	0.98	1.00	0.92	1.00	0.96	0.94	
Significance	-	*	***	-		*	-	*	**	
Effect size	-	-0.23	-0.43	-	-0.15	-0.34	-	-0.34	-0.54	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Using student inquiry to drive learning</b>										
All	30.5%	31.3%	31.7%	24.4%	29.1%	26.7%	37.8%	34.1%	37.2%	
Most	35.4%	30.6%	30.2%	33.3%	27.8%	32.4%	37.8%	34.2%	27.7%	
Some	26.8%	31.6%	33.2%	28.9%	34.1%	35.4%	24.3%	28.4%	30.9%	
None	7.3%	6.5%	4.9%	13.3%	9.1%	5.5%	0.0%	3.3%	4.2%	
Total(n)	82	1,270	2,617	45	647	1,267	37	623	1,350	
Mean	2.89	2.87	2.89	2.69	2.77	2.80	3.14	2.99	2.98	
Standard deviation	0.93	0.93	0.91	1.00	0.97	0.90	0.79	0.87	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.00	-	-0.08	-0.12	-	0.17	0.17	
<b>"Learn before lecture" through multimedia tools (e.g., flipping the classroom)</b>										
All	1.2%	5.2%	6.2%	2.2%	5.6%	5.8%	0.0%	4.7%	6.6%	
Most	6.2%	8.8%	12.5%	11.1%	7.4%	11.1%	0.0%	10.6%	14.1%	
Some	33.3%	33.2%	33.7%	33.3%	32.8%	34.4%	33.3%	33.6%	32.9%	
None	59.3%	52.8%	47.5%	53.3%	54.2%	48.6%	66.7%	51.1%	46.4%	
Total(n)	81	1,264	2,588	45	641	1,246	36	623	1,342	
Mean	1.49	1.66	1.77	1.62	1.65	1.74	1.33	1.69	1.81	
Standard deviation	0.67	0.84	0.89	0.78	0.85	0.87	0.48	0.84	0.91	
Significance	-	-	**	-	-	-	-	*	**	
Effect size	-	-0.20	-0.31	-	-0.04	-0.14	-	-0.43	-0.53	
<b>Readings on racial and ethnic issues</b>										
All	13.6%	16.7%	13.7%	11.1%	11.0%	8.9%	16.7%	23.9%	18.8%	
Most	16.0%	14.8%	14.2%	13.3%	14.5%	13.7%	19.4%	15.2%	14.8%	
Some	29.6%	27.4%	31.9%	24.4%	26.1%	29.5%	36.1%	29.0%	34.5%	
None	40.7%	41.1%	40.2%	51.1%	48.4%	48.0%	27.8%	31.9%	31.9%	
Total(n)	81	1,265	2,581	45	644	1,244	36	621	1,337	
Mean	2.02	2.07	2.01	1.84	1.88	1.83	2.25	2.31	2.20	
Standard deviation	1.06	1.11	1.04	1.04	1.03	0.97	1.05	1.15	1.08	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	0.01	-	-0.04	0.01	-	-0.05	0.05	
<b>Readings on women and gender issues</b>										
All	20.0%	16.1%	12.0%	13.6%	11.3%	8.0%	27.8%	22.1%	16.4%	
Most	16.3%	15.6%	14.1%	11.4%	12.0%	11.5%	22.2%	20.2%	17.0%	
Some	22.5%	28.0%	29.8%	20.5%	27.8%	31.0%	25.0%	28.3%	28.4%	
None	41.3%	40.2%	44.1%	54.5%	48.9%	49.5%	25.0%	29.3%	38.2%	
Total(n)	80	1,265	2,590	44	640	1,247	36	625	1,343	
Mean	2.15	2.08	1.94	1.84	1.86	1.78	2.53	2.35	2.11	
Standard deviation	1.17	1.09	1.03	1.10	1.02	0.94	1.16	1.12	1.09	
Significance	-	-	-	-	-	-	-	-	*	
Effect size	-	0.06	0.20	-	-0.02	0.06	-	0.16	0.39	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Starting class with a question that engages students</b>										
All	26.8%	19.8%	20.9%	22.2%	18.0%	19.5%	32.4%	22.1%	22.3%	
Most	31.7%	35.8%	33.0%	33.3%	35.2%	35.3%	29.7%	36.5%	30.6%	
Some	34.1%	40.0%	40.1%	40.0%	43.0%	40.6%	27.0%	36.1%	39.6%	
None	7.3%	4.4%	6.1%	4.4%	3.8%	4.7%	10.8%	5.3%	7.5%	
Total(n)	82	1,270	2,599	45	644	1,252	37	626	1,347	
Mean	2.78	2.71	2.69	2.73	2.67	2.69	2.84	2.75	2.68	
Standard deviation	0.93	0.83	0.87	0.86	0.81	0.83	1.01	0.86	0.90	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	0.07	0.05	-	0.10	0.18	
<b>Techniques to create an inclusive classroom environment for diverse students</b>										
All	24.7%	36.3%	37.5%	17.8%	27.3%	31.1%	33.3%	47.6%	44.3%	
Most	21.0%	22.4%	23.5%	20.0%	21.4%	21.4%	22.2%	23.5%	25.8%	
Some	30.9%	26.1%	25.1%	31.1%	30.5%	29.7%	30.6%	20.5%	20.1%	
None	23.5%	15.2%	13.9%	31.1%	20.7%	17.8%	13.9%	8.4%	9.8%	
Total(n)	81	1,260	2,584	45	638	1,244	36	622	1,340	
Mean	2.47	2.80	2.85	2.24	2.55	2.66	2.75	3.10	3.05	
Standard deviation	1.11	1.09	1.08	1.09	1.10	1.10	1.08	1.00	1.02	
Significance	-	**	**	-		*	-	*		
Effect size	-	-0.30	-0.35	-	-0.28	-0.38	-	-0.35	-0.29	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	19.8%	17.0%	16.4%	20.0%	16.4%	15.7%	19.4%	17.8%	17.1%	
Most	18.5%	17.6%	23.0%	20.0%	18.4%	24.7%	16.7%	16.7%	21.1%	
Some	44.4%	43.3%	39.6%	40.0%	44.7%	41.2%	50.0%	41.5%	37.9%	
None	17.3%	22.1%	21.1%	20.0%	20.6%	18.3%	13.9%	24.0%	23.9%	
Total(n)	81	1,266	2,589	45	640	1,245	36	626	1,344	
Mean	2.41	2.30	2.35	2.40	2.31	2.38	2.42	2.28	2.31	
Standard deviation	1.00	1.00	0.99	1.03	0.98	0.96	0.97	1.02	1.02	
Significance	-			-			-			
Effect size	-	0.11	0.06	-	0.09	0.02	-	0.14	0.11	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All	29.3%	28.9%	31.3%	22.2%	20.3%	22.8%	37.8%	39.7%	40.4%	
Most	31.7%	31.2%	36.0%	35.6%	33.9%	39.7%	27.0%	27.9%	32.0%	
Some	31.7%	33.7%	27.3%	28.9%	37.6%	30.4%	35.1%	28.9%	23.9%	
None	7.3%	6.2%	5.5%	13.3%	8.3%	7.1%	0.0%	3.5%	3.7%	
Total(n)	82	1,268	2,595	45	643	1,251	37	625	1,344	
Mean	2.83	2.83	2.93	2.67	2.66	2.78	3.03	3.04	3.09	
Standard deviation	0.94	0.92	0.89	0.98	0.89	0.88	0.87	0.91	0.89	
Significance	-			-			-			
Effect size	-	0.00	-0.11	-	0.01	-0.13	-	-0.01	-0.07	
<b>Student evaluations of each others' work</b>										
All	11.0%	10.7%	13.5%	8.9%	8.3%	9.9%	13.5%	13.6%	17.3%	
Most	9.8%	17.0%	15.9%	13.3%	14.5%	13.5%	5.4%	20.0%	18.5%	
Some	62.2%	45.6%	48.6%	57.8%	44.5%	47.9%	67.6%	47.0%	49.3%	
None	17.1%	26.7%	22.0%	20.0%	32.6%	28.7%	13.5%	19.3%	14.9%	
Total(n)	82	1,270	2,598	45	644	1,252	37	626	1,346	
Mean	2.15	2.12	2.21	2.11	1.99	2.05	2.19	2.28	2.38	
Standard deviation	0.83	0.92	0.94	0.83	0.90	0.90	0.84	0.93	0.94	
Significance	-			-			-			
Effect size	-	0.03	-0.06	-	0.13	0.07	-	-0.10	-0.20	
<b>Grading on a curve</b>										
All	11.1%	10.0%	6.6%	15.6%	12.4%	9.3%	5.6%	6.9%	3.7%	
Most	8.6%	9.7%	9.4%	8.9%	9.5%	13.1%	8.3%	9.9%	5.5%	
Some	30.9%	23.9%	21.8%	26.7%	27.6%	23.9%	36.1%	19.2%	19.5%	
None	49.4%	56.4%	62.2%	48.9%	50.5%	53.7%	50.0%	64.0%	71.3%	
Total(n)	81	1,260	2,581	45	640	1,247	36	620	1,334	
Mean	1.81	1.73	1.60	1.91	1.84	1.78	1.69	1.60	1.42	
Standard deviation	1.00	1.00	0.91	1.10	1.04	0.99	0.86	0.92	0.76	
Significance	-		*	-			-		*	
Effect size	-	0.08	0.23	-	0.07	0.13	-	0.10	0.36	
<b>Rubric-based assessment</b>										
All	8.8%	18.9%	30.1%	2.2%	14.0%	20.4%	17.1%	25.1%	40.2%	
Most	18.8%	20.4%	22.8%	13.3%	17.1%	23.2%	25.7%	24.7%	22.5%	
Some	46.3%	34.5%	31.2%	55.6%	37.3%	35.4%	34.3%	30.9%	26.9%	
None	26.3%	26.2%	15.8%	28.9%	31.6%	20.9%	22.9%	19.3%	10.5%	
Total(n)	80	1,255	2,574	45	638	1,241	35	617	1,333	
Mean	2.10	2.32	2.67	1.89	2.13	2.43	2.37	2.56	2.92	
Standard deviation	0.89	1.06	1.07	0.71	1.01	1.04	1.03	1.07	1.04	
Significance	-		***	-		***	-		**	
Effect size	-	-0.21	-0.53	-	-0.24	-0.52	-	-0.18	-0.53	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Provide instructions clearly delineating what students are to do to complete the assignment</b>										
Frequently	82.9%	89.1%	90.1%	82.2%	86.9%	86.4%	83.8%	91.8%	94.0%	
Occasionally	15.9%	10.4%	9.3%	15.6%	12.6%	12.9%	16.2%	7.8%	5.4%	
Not at all	1.2%	0.5%	0.7%	2.2%	0.5%	0.8%	0.0%	0.4%	0.5%	
Total(n)	82	1,277	2,625	45	645	1,262	37	632	1,363	
Mean	2.82	2.89	2.89	2.80	2.86	2.86	2.84	2.91	2.93	
Standard deviation	0.42	0.33	0.33	0.46	0.36	0.37	0.37	0.30	0.27	
Significance	-			-			-		*	
Effect size	-	-0.21	-0.21	-	-0.17	-0.16	-	-0.23	-0.33	
<b>Explain what you want students to gain from the assignment</b>										
Frequently	73.2%	73.3%	77.3%	68.9%	69.3%	74.4%	78.4%	78.2%	80.2%	
Occasionally	25.6%	24.5%	21.3%	28.9%	27.5%	23.3%	21.6%	20.8%	19.2%	
Not at all	1.2%	2.2%	1.4%	2.2%	3.2%	2.2%	0.0%	1.1%	0.6%	
Total(n)	82	1,274	2,619	45	643	1,258	37	631	1,361	
Mean	2.72	2.71	2.76	2.67	2.66	2.72	2.78	2.77	2.80	
Standard deviation	0.48	0.50	0.46	0.52	0.54	0.49	0.42	0.45	0.42	
Significance	-			-			-			
Effect size	-	0.02	-0.09	-	0.02	-0.10	-	0.02	-0.05	
<b>Provide feedback on drafts or work still in progress</b>										
Frequently	63.0%	54.8%	55.5%	61.4%	49.4%	50.0%	64.9%	61.6%	61.4%	
Occasionally	32.1%	40.8%	39.0%	31.8%	44.6%	42.8%	32.4%	36.1%	34.9%	
Not at all	4.9%	4.4%	5.5%	6.8%	6.1%	7.2%	2.7%	2.3%	3.7%	
Total(n)	81	1,277	2,619	44	646	1,262	37	631	1,357	
Mean	2.58	2.50	2.50	2.55	2.43	2.43	2.62	2.59	2.58	
Standard deviation	0.59	0.58	0.60	0.63	0.61	0.62	0.55	0.54	0.56	
Significance	-			-			-			
Effect size	-	0.14	0.13	-	0.20	0.19	-	0.06	0.07	
<b>Provide in advance the criteria for evaluating the assignment</b>										
Frequently	64.6%	63.1%	69.9%	62.2%	57.8%	61.5%	67.6%	69.7%	79.0%	
Occasionally	31.7%	33.0%	27.2%	31.1%	37.0%	34.7%	32.4%	28.1%	19.2%	
Not at all	3.7%	3.9%	2.9%	6.7%	5.2%	3.8%	0.0%	2.2%	1.8%	
Total(n)	82	1,278	2,613	45	645	1,258	37	633	1,355	
Mean	2.61	2.59	2.67	2.56	2.53	2.58	2.68	2.67	2.77	
Standard deviation	0.56	0.57	0.53	0.62	0.60	0.57	0.47	0.51	0.46	
Significance	-			-			-			
Effect size	-	0.04	-0.11	-	0.05	-0.04	-	0.02	-0.20	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Explicitly link the assignment with course goals or learning objectives</b>										
Frequently	58.5%	62.6%	66.4%	55.6%	61.8%	65.7%	62.2%	63.6%	67.1%	
Occasionally	35.4%	32.2%	29.5%	37.8%	32.0%	29.6%	32.4%	32.4%	29.3%	
Not at all	6.1%	5.2%	4.2%	6.7%	6.2%	4.7%	5.4%	3.9%	3.6%	
Total(n)	82	1,277	2,620	45	645	1,259	37	632	1,361	
Mean	2.52	2.57	2.62	2.49	2.56	2.61	2.57	2.60	2.63	
Standard deviation	0.61	0.59	0.56	0.63	0.61	0.58	0.60	0.57	0.55	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.18	-	-0.11	-0.21	-	-0.05	-0.11	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>YouTube or other videos</b>										
Frequently	30.9%	33.4%	36.9%	26.7%	28.4%	32.2%	36.1%	39.6%	42.0%	
Occasionally	51.9%	51.8%	49.0%	53.3%	53.3%	47.4%	50.0%	49.9%	50.8%	
Not at all	17.3%	14.8%	14.0%	20.0%	18.3%	20.4%	13.9%	10.5%	7.2%	
Total(n)	81	1,260	2,603	45	638	1,256	36	622	1,347	
Mean	2.14	2.19	2.23	2.07	2.10	2.12	2.22	2.29	2.35	
Standard deviation	0.68	0.67	0.68	0.69	0.68	0.72	0.68	0.65	0.61	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.13	-	-0.04	-0.07	-	-0.11	-0.21	
<b>Classroom enhancement technology (e.g., Elmo, tablet PCs)</b>										
Frequently	18.8%	15.0%	19.1%	25.0%	15.6%	17.5%	11.1%	14.2%	20.8%	
Occasionally	23.8%	27.0%	32.1%	29.5%	29.2%	33.3%	16.7%	24.3%	30.9%	
Not at all	57.5%	58.0%	48.8%	45.5%	55.2%	49.2%	72.2%	61.5%	48.3%	
Total(n)	80	1,258	2,592	44	637	1,250	36	621	1,342	
Mean	1.61	1.57	1.70	1.80	1.60	1.68	1.39	1.53	1.73	
Standard deviation	0.79	0.74	0.77	0.82	0.74	0.75	0.69	0.73	0.78	
Significance	-	-	-	-	-	-	-	-	**	
Effect size	-	0.05	-0.12	-	0.27	0.16	-	-0.19	-0.44	
<b>Simulations/animations</b>										
Frequently	13.6%	14.1%	14.7%	15.6%	14.3%	13.2%	11.1%	13.9%	16.2%	
Occasionally	38.3%	34.8%	41.5%	44.4%	36.4%	41.6%	30.6%	32.8%	41.4%	
Not at all	48.1%	51.0%	43.8%	40.0%	49.3%	45.1%	58.3%	53.2%	42.4%	
Total(n)	81	1,259	2,593	45	636	1,249	36	623	1,344	
Mean	1.65	1.63	1.71	1.76	1.65	1.68	1.53	1.61	1.74	
Standard deviation	0.71	0.72	0.71	0.71	0.72	0.69	0.70	0.72	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	-0.08	-	0.15	0.12	-	-0.11	-0.29	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Podcasts</b>										
Frequently	1.3%	1.9%	2.9%	2.3%	1.8%	1.7%	0.0%	2.1%	4.3%	
Occasionally	15.4%	21.5%	19.4%	13.6%	17.9%	18.3%	17.6%	26.1%	20.5%	
Not at all	83.3%	76.6%	77.7%	84.1%	80.3%	80.0%	82.4%	71.8%	75.2%	
Total(n)	78	1,252	2,573	44	637	1,242	34	615	1,331	
Mean	1.18	1.25	1.25	1.18	1.21	1.22	1.18	1.30	1.29	
Standard deviation	0.42	0.48	0.50	0.45	0.45	0.45	0.39	0.50	0.54	
Significance	-			-			-			
Effect size	-	-0.15	-0.14	-	-0.07	-0.09	-	-0.24	-0.20	
<b>Online homework or virtual labs</b>										
Frequently	16.0%	13.1%	19.1%	20.0%	10.9%	19.9%	11.1%	15.8%	18.2%	
Occasionally	25.9%	24.6%	31.8%	20.0%	22.9%	29.4%	33.3%	26.7%	34.5%	
Not at all	58.0%	62.3%	49.1%	60.0%	66.2%	50.7%	55.6%	57.5%	47.3%	
Total(n)	81	1,255	2,593	45	636	1,251	36	619	1,342	
Mean	1.58	1.51	1.70	1.60	1.45	1.69	1.56	1.58	1.71	
Standard deviation	0.76	0.72	0.77	0.81	0.68	0.78	0.69	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.10	-0.16	-	0.22	-0.12	-	-0.03	-0.20	
<b>Online discussion boards</b>										
Frequently	13.8%	14.5%	16.1%	9.1%	11.8%	11.9%	19.4%	17.8%	20.7%	
Occasionally	30.0%	30.6%	31.7%	22.7%	27.3%	26.7%	38.9%	34.6%	37.0%	
Not at all	56.3%	54.9%	52.1%	68.2%	60.8%	61.4%	41.7%	47.6%	42.3%	
Total(n)	80	1,258	2,591	44	637	1,247	36	621	1,344	
Mean	1.58	1.60	1.64	1.41	1.51	1.51	1.78	1.70	1.78	
Standard deviation	0.73	0.73	0.74	0.66	0.70	0.70	0.76	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.03	-0.08	-	-0.14	-0.14	-	0.11	0.00	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop ability to think critically</b>										
Essential	92.7%	92.9%	92.4%	91.1%	91.1%	90.4%	94.6%	95.2%	94.5%	
Very important	7.3%	6.3%	6.6%	8.9%	8.1%	8.1%	5.4%	4.1%	5.0%	
Somewhat important	0.0%	0.6%	0.8%	0.0%	0.8%	1.2%	0.0%	0.4%	0.4%	
Not important	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%	0.3%	0.1%	
Total(n)	82	1,264	2,593	45	639	1,248	37	625	1,345	
Mean	3.93	3.92	3.91	3.91	3.90	3.89	3.95	3.94	3.94	
Standard deviation	0.26	0.30	0.32	0.29	0.32	0.37	0.23	0.28	0.26	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	0.03	0.05	-	0.04	0.04	
<b>Prepare students for employment after college</b>										
Essential	24.4%	28.7%	43.7%	17.8%	27.7%	42.9%	32.4%	30.1%	44.7%	
Very important	51.2%	45.5%	37.6%	55.6%	45.8%	35.8%	45.9%	45.1%	39.7%	
Somewhat important	23.2%	23.3%	17.0%	24.4%	23.9%	19.6%	21.6%	22.6%	14.2%	
Not important	1.2%	2.5%	1.6%	2.2%	2.7%	1.7%	0.0%	2.2%	1.5%	
Total(n)	82	1,263	2,594	45	640	1,251	37	623	1,343	
Mean	2.99	3.00	3.23	2.89	2.98	3.20	3.11	3.03	3.28	
Standard deviation	0.73	0.79	0.79	0.71	0.79	0.81	0.74	0.78	0.76	
Significance	-		**	-		*	-			
Effect size	-	-0.01	-0.30	-	-0.11	-0.38	-	0.10	-0.22	
<b>Prepare students for graduate or advanced education</b>										
Essential	23.2%	29.2%	31.4%	22.2%	29.0%	28.9%	24.3%	29.4%	34.0%	
Very important	45.1%	46.8%	44.7%	44.4%	44.9%	46.5%	45.9%	49.1%	42.8%	
Somewhat important	30.5%	23.0%	22.9%	31.1%	24.5%	23.0%	29.7%	21.2%	22.7%	
Not important	1.2%	1.0%	1.1%	2.2%	1.5%	1.6%	0.0%	0.4%	0.5%	
Total(n)	82	1,264	2,597	45	642	1,253	37	622	1,344	
Mean	2.90	3.04	3.06	2.87	3.02	3.03	2.95	3.07	3.10	
Standard deviation	0.76	0.75	0.76	0.79	0.77	0.76	0.74	0.72	0.76	
Significance	-			-			-			
Effect size	-	-0.19	-0.21	-	-0.19	-0.21	-	-0.17	-0.20	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop moral character</b>										
Essential	19.5%	22.1%	28.8%	15.6%	19.1%	26.3%	24.3%	25.9%	31.5%	
Very important	43.9%	37.0%	38.8%	46.7%	36.1%	37.6%	40.5%	38.1%	40.1%	
Somewhat important	30.5%	32.7%	26.6%	28.9%	34.9%	28.8%	32.4%	30.0%	24.2%	
Not important	6.1%	8.2%	5.9%	8.9%	9.8%	7.4%	2.7%	6.1%	4.3%	
Total(n)	82	1,257	2,576	45	638	1,245	37	619	1,331	
Mean	2.77	2.73	2.90	2.69	2.65	2.83	2.86	2.84	2.99	
Standard deviation	0.84	0.90	0.88	0.85	0.90	0.90	0.82	0.88	0.85	
Significance	-			-			-			
Effect size	-	0.04	-0.15	-	0.04	-0.16	-	0.02	-0.15	
<b>Provide for students' emotional development</b>										
Essential	14.6%	14.5%	18.7%	13.3%	12.7%	17.0%	16.2%	16.7%	20.6%	
Very important	51.2%	37.4%	35.3%	51.1%	34.3%	28.4%	51.4%	41.2%	42.9%	
Somewhat important	30.5%	40.4%	38.7%	31.1%	44.5%	44.6%	29.7%	35.4%	32.4%	
Not important	3.7%	7.7%	7.2%	4.4%	8.4%	10.0%	2.7%	6.7%	4.1%	
Total(n)	82	1,261	2,588	45	639	1,248	37	622	1,340	
Mean	2.77	2.59	2.66	2.73	2.51	2.52	2.81	2.68	2.80	
Standard deviation	0.74	0.83	0.86	0.75	0.82	0.89	0.74	0.83	0.81	
Significance	-			-			-			
Effect size	-	0.22	0.13	-	0.27	0.24	-	0.16	0.01	
<b>Teach students the classic works of Western civilization</b>										
Essential	14.6%	11.0%	9.4%	15.6%	14.0%	10.9%	13.5%	7.3%	7.8%	
Very important	31.7%	22.4%	21.7%	31.1%	23.6%	24.6%	32.4%	21.0%	18.7%	
Somewhat important	34.1%	43.1%	44.4%	35.6%	39.6%	40.4%	32.4%	47.3%	48.8%	
Not important	19.5%	23.5%	24.4%	17.8%	22.8%	24.2%	21.6%	24.4%	24.7%	
Total(n)	82	1,260	2,583	45	639	1,245	37	621	1,338	
Mean	2.41	2.21	2.16	2.44	2.29	2.22	2.38	2.11	2.10	
Standard deviation	0.97	0.93	0.90	0.97	0.97	0.93	0.98	0.86	0.86	
Significance	-		*	-			-			
Effect size	-	0.22	0.28	-	0.15	0.24	-	0.31	0.33	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Help students develop personal values</b>										
Essential	31.7%	24.8%	29.8%	28.9%	22.1%	27.0%	35.1%	28.3%	32.8%	
Very important	40.2%	36.2%	37.3%	42.2%	33.6%	32.3%	37.8%	39.4%	42.8%	
Somewhat important	23.2%	32.5%	28.4%	22.2%	36.7%	34.7%	24.3%	27.1%	21.6%	
Not important	4.9%	6.5%	4.5%	6.7%	7.6%	6.1%	2.7%	5.2%	2.8%	
Total(n)	82	1,256	2,583	45	637	1,247	37	619	1,336	
Mean	2.99	2.79	2.92	2.93	2.70	2.80	3.05	2.91	3.06	
Standard deviation	0.87	0.89	0.87	0.89	0.90	0.91	0.85	0.87	0.81	
Significance	-	*		-			-			
Effect size	-	0.22	0.08	-	0.26	0.14	-	0.16	-0.01	
<b>Instill in students a commitment to community service</b>										
Essential	12.2%	10.3%	15.5%	11.1%	9.0%	12.3%	13.5%	11.9%	19.0%	
Very important	30.5%	28.1%	30.9%	24.4%	23.8%	30.1%	37.8%	33.4%	31.7%	
Somewhat important	45.1%	44.5%	42.2%	48.9%	46.2%	43.0%	40.5%	42.3%	41.3%	
Not important	12.2%	17.2%	11.5%	15.6%	21.0%	14.6%	8.1%	12.3%	8.1%	
Total(n)	82	1,261	2,587	45	640	1,246	37	621	1,341	
Mean	2.43	2.31	2.50	2.31	2.21	2.40	2.57	2.45	2.62	
Standard deviation	0.86	0.87	0.89	0.87	0.87	0.88	0.83	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.14	-0.08	-	0.11	-0.10	-	0.14	-0.06	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	31.7%	33.5%	34.9%	28.9%	26.2%	26.5%	35.1%	42.6%	43.9%	
Very important	35.4%	34.4%	36.0%	33.3%	35.2%	35.6%	37.8%	33.4%	36.5%	
Somewhat important	29.3%	24.4%	21.1%	33.3%	29.0%	26.5%	24.3%	18.8%	15.4%	
Not important	3.7%	7.7%	8.0%	4.4%	9.6%	11.5%	2.7%	5.2%	4.2%	
Total(n)	82	1,258	2,579	45	637	1,241	37	621	1,338	
Mean	2.95	2.94	2.98	2.87	2.78	2.77	3.05	3.13	3.20	
Standard deviation	0.87	0.94	0.94	0.89	0.94	0.97	0.85	0.90	0.85	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	0.10	0.10	-	-0.09	-0.18	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Promote ability to write effectively</b>										
Essential	81.7%	77.0%	74.3%	77.8%	72.2%	72.5%	86.5%	83.1%	76.3%	
Very important	18.3%	19.5%	22.5%	22.2%	24.1%	23.5%	13.5%	13.8%	21.5%	
Somewhat important	0.0%	3.1%	2.8%	0.0%	3.5%	3.6%	0.0%	2.7%	2.0%	
Not important	0.0%	0.3%	0.3%	0.0%	0.2%	0.4%	0.0%	0.4%	0.2%	
Total(n)	82	1,265	2,596	45	641	1,251	37	624	1,345	
Mean	3.82	3.73	3.71	3.78	3.68	3.68	3.86	3.79	3.74	
Standard deviation	0.39	0.53	0.53	0.42	0.55	0.56	0.35	0.49	0.50	
Significance	-			-			-			
Effect size	-	0.17	0.21	-	0.18	0.18	-	0.14	0.24	
<b>Help students evaluate the quality and reliability of information</b>										
Essential	36.6%	36.8%	37.6%	33.3%	33.5%	36.2%	40.5%	40.9%	39.0%	
Very important	43.9%	37.0%	32.8%	51.1%	36.7%	32.2%	35.1%	37.4%	33.4%	
Somewhat important	17.1%	21.2%	24.8%	15.6%	23.7%	26.0%	18.9%	18.0%	23.5%	
Not important	2.4%	5.0%	4.8%	0.0%	6.0%	5.5%	5.4%	3.7%	4.1%	
Total(n)	82	1,261	2,589	45	640	1,251	37	621	1,338	
Mean	3.15	3.06	3.03	3.18	2.98	2.99	3.11	3.15	3.07	
Standard deviation	0.79	0.88	0.90	0.68	0.90	0.92	0.91	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.10	0.13	-	0.22	0.21	-	-0.05	0.04	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	50.6%	48.8%	49.5%	48.9%	42.8%	41.1%	52.8%	56.4%	58.5%	
Very important	38.3%	33.0%	33.4%	40.0%	34.0%	36.7%	36.1%	31.8%	29.9%	
Somewhat important	11.1%	15.0%	13.8%	11.1%	19.0%	16.6%	11.1%	9.9%	10.7%	
Not important	0.0%	3.2%	3.3%	0.0%	4.2%	5.6%	0.0%	1.9%	0.9%	
Total(n)	81	1,263	2,592	45	640	1,250	36	623	1,342	
Mean	3.40	3.27	3.29	3.38	3.15	3.13	3.42	3.43	3.46	
Standard deviation	0.68	0.83	0.83	0.68	0.87	0.88	0.69	0.75	0.72	
Significance	-			-			-			
Effect size	-	0.16	0.13	-	0.26	0.28	-	-0.01	-0.06	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Encourage students to become agents of social change</b>										
Essential	20.7%	18.4%	24.7%	15.6%	13.6%	18.1%	27.0%	24.4%	31.7%	
Very important	24.4%	31.8%	35.6%	17.8%	27.4%	32.0%	32.4%	37.3%	39.5%	
Somewhat important	39.0%	37.0%	30.0%	44.4%	41.7%	36.6%	32.4%	31.1%	22.9%	
Not important	15.9%	12.8%	9.7%	22.2%	17.3%	13.2%	8.1%	7.1%	5.9%	
Total(n)	82	1,258	2,586	45	638	1,246	37	620	1,340	
Mean	2.50	2.56	2.75	2.27	2.37	2.55	2.78	2.79	2.97	
Standard deviation	1.00	0.93	0.93	0.99	0.92	0.94	0.95	0.89	0.88	
Significance	-		*	-			-			
Effect size	-	-0.06	-0.27	-	-0.11	-0.30	-	-0.01	-0.22	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	8.3%	10.4%	5.3%	8.5%	9.7%	5.1%	8.1%	11.2%	5.5%	
1-4	15.5%	11.4%	9.4%	14.9%	10.8%	9.6%	16.2%	12.2%	9.1%	
5-8	46.4%	41.9%	33.0%	42.6%	43.2%	31.8%	51.4%	40.2%	34.3%	
9-12	27.4%	26.2%	38.1%	29.8%	27.6%	38.7%	24.3%	24.4%	37.4%	
13-16	1.2%	6.0%	10.1%	2.1%	5.0%	11.3%	0.0%	7.1%	8.8%	
17-20	0.0%	2.6%	2.5%	0.0%	2.7%	2.3%	0.0%	2.6%	2.8%	
21+	1.2%	1.5%	1.6%	2.1%	1.0%	1.2%	0.0%	2.2%	2.2%	
Total(n)	84	1,349	2,775	47	690	1,353	37	659	1,422	
Mean	3.02	3.20	3.52	3.11	3.19	3.53	2.92	3.21	3.52	
Standard deviation	1.01	1.21	1.14	1.11	1.16	1.12	0.86	1.28	1.17	
Significance	-		***	-		*	-		**	
Effect size	-	-0.15	-0.44	-	-0.07	-0.38	-	-0.23	-0.51	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	7.1%	8.5%	4.5%	8.5%	7.6%	4.2%	5.4%	9.7%	4.8%	
1-4	4.8%	7.1%	7.1%	6.4%	8.2%	8.0%	2.7%	5.7%	6.0%	
5-8	20.2%	19.1%	23.4%	21.3%	20.0%	24.0%	18.9%	17.8%	22.7%	
9-12	17.9%	23.2%	22.3%	19.1%	25.5%	24.5%	16.2%	20.2%	19.9%	
13-16	23.8%	17.9%	16.3%	21.3%	17.0%	15.1%	27.0%	19.0%	17.6%	
17-20	13.1%	12.1%	13.8%	8.5%	11.0%	12.6%	18.9%	13.6%	15.2%	
21+	13.1%	12.2%	12.6%	14.9%	10.8%	11.5%	10.8%	13.9%	13.8%	
Total(n)	84	1,351	2,781	47	691	1,356	37	660	1,425	
Mean	4.38	4.20	4.31	4.23	4.12	4.22	4.57	4.30	4.40	
Standard deviation	1.69	1.72	1.64	1.77	1.67	1.61	1.59	1.78	1.66	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	0.07	0.01	-	0.15	0.10	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Advising and counseling of students</b>										
None	7.1%	5.7%	3.7%	10.6%	6.3%	4.0%	2.7%	4.9%	3.3%	
1-4	34.5%	53.7%	55.3%	34.0%	54.9%	59.9%	35.1%	52.2%	50.2%	
5-8	46.4%	31.9%	28.4%	42.6%	31.5%	25.9%	51.4%	32.4%	31.2%	
9-12	10.7%	6.0%	8.5%	10.6%	4.8%	7.9%	10.8%	7.6%	9.0%	
13-16	0.0%	1.9%	2.5%	0.0%	1.5%	1.4%	0.0%	2.3%	3.8%	
17-20	1.2%	0.4%	0.9%	2.1%	0.5%	0.4%	0.0%	0.3%	1.5%	
21+	0.0%	0.4%	0.7%	0.0%	0.5%	0.4%	0.0%	0.3%	0.9%	
Total(n)	84	1,353	2,775	47	692	1,352	37	661	1,423	
Mean	2.65	2.48	2.56	2.62	2.44	2.46	2.70	2.53	2.68	
Standard deviation	0.86	0.85	0.94	0.97	0.85	0.84	0.70	0.86	1.03	
Significance	-			-			-			
Effect size	-	0.20	0.10	-	0.21	0.19	-	0.20	0.02	
<b>Committee work and meetings</b>										
None	10.8%	11.2%	6.1%	15.2%	12.0%	7.2%	5.4%	10.1%	4.9%	
1-4	67.5%	60.6%	58.4%	63.0%	60.1%	60.5%	73.0%	61.2%	55.9%	
5-8	16.9%	21.1%	24.5%	15.2%	22.2%	22.7%	18.9%	19.8%	26.5%	
9-12	3.6%	4.2%	6.8%	6.5%	3.1%	6.5%	0.0%	5.6%	7.1%	
13-16	1.2%	1.5%	2.0%	0.0%	1.5%	1.9%	2.7%	1.6%	2.1%	
17-20	0.0%	0.9%	0.8%	0.0%	0.8%	0.8%	0.0%	1.0%	0.8%	
21+	0.0%	0.5%	1.4%	0.0%	0.3%	0.4%	0.0%	0.7%	2.6%	
Total(n)	83	1,348	2,771	46	689	1,353	37	659	1,418	
Mean	2.17	2.29	2.48	2.13	2.26	2.39	2.22	2.33	2.58	
Standard deviation	0.71	0.90	1.00	0.75	0.86	0.89	0.67	0.94	1.11	
Significance	-		**	-			-		*	
Effect size	-	-0.13	-0.31	-	-0.15	-0.29	-	-0.12	-0.32	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other administration</b>										
None	30.5%	31.2%	25.5%	28.3%	31.0%	24.8%	33.3%	31.5%	26.4%	
1-4	48.8%	43.5%	41.2%	52.2%	44.8%	39.9%	44.4%	41.9%	42.5%	
5-8	12.2%	13.3%	16.7%	8.7%	12.9%	19.5%	16.7%	13.8%	13.5%	
9-12	0.0%	5.8%	5.9%	0.0%	5.3%	4.9%	0.0%	6.3%	7.0%	
13-16	2.4%	2.9%	3.5%	4.3%	2.3%	2.9%	0.0%	3.6%	4.1%	
17-20	4.9%	1.3%	2.4%	4.3%	0.9%	2.2%	5.6%	1.8%	2.6%	
21+	1.2%	2.0%	4.8%	2.2%	2.8%	5.7%	0.0%	1.0%	3.8%	
Total(n)	82	1,319	2,723	46	672	1,323	36	647	1,400	
Mean	2.15	2.17	2.47	2.22	2.17	2.51	2.06	2.18	2.43	
Standard deviation	1.32	1.27	1.53	1.41	1.29	1.56	1.19	1.24	1.50	
Significance	-			-			-			
Effect size	-	-0.02	-0.21	-	0.04	-0.19	-	-0.10	-0.25	
<b>Research and scholarly writing</b>										
None	10.7%	12.6%	20.8%	6.4%	12.3%	17.2%	16.2%	13.0%	24.9%	
1-4	47.6%	36.3%	39.9%	48.9%	35.3%	40.0%	45.9%	37.5%	39.9%	
5-8	23.8%	24.6%	21.3%	23.4%	24.3%	21.5%	24.3%	25.0%	21.1%	
9-12	6.0%	11.1%	9.2%	6.4%	11.1%	10.8%	5.4%	11.0%	7.5%	
13-16	3.6%	4.8%	2.6%	4.3%	5.6%	2.8%	2.7%	3.9%	2.4%	
17-20	3.6%	2.5%	2.4%	4.3%	3.1%	3.3%	2.7%	1.8%	1.3%	
21+	4.8%	8.0%	3.7%	6.4%	8.2%	4.4%	2.7%	7.8%	2.9%	
Total(n)	84	1,346	2,771	47	689	1,350	37	657	1,421	
Mean	2.74	2.99	2.55	2.91	3.05	2.70	2.51	2.92	2.38	
Standard deviation	1.47	1.64	1.42	1.56	1.66	1.49	1.33	1.60	1.33	
Significance	-			-			-			
Effect size	-	-0.15	0.13	-	-0.08	0.14	-	-0.26	0.10	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other creative products/performances</b>										
None	65.9%	79.8%	77.0%	60.0%	78.7%	75.7%	73.0%	81.1%	78.4%	
1-4	19.5%	13.0%	13.9%	24.4%	13.2%	13.0%	13.5%	12.6%	14.8%	
5-8	6.1%	4.0%	5.4%	4.4%	4.1%	6.9%	8.1%	3.8%	3.7%	
9-12	1.2%	1.5%	1.7%	2.2%	2.2%	2.2%	0.0%	0.7%	1.2%	
13-16	3.7%	1.0%	1.0%	4.4%	0.9%	1.1%	2.7%	1.1%	0.9%	
17-20	2.4%	0.5%	0.6%	2.2%	0.5%	0.9%	2.7%	0.5%	0.4%	
21+	1.2%	0.3%	0.4%	2.2%	0.4%	0.3%	0.0%	0.2%	0.5%	
Total(n)	82	1,313	2,714	45	672	1,322	37	641	1,392	
Mean	1.70	1.34	1.39	1.82	1.36	1.43	1.54	1.30	1.35	
Standard deviation	1.31	0.84	0.90	1.43	0.88	0.94	1.14	0.79	0.85	
Significance	-	***	**	-	**	**	-			
Effect size	-	0.43	0.34	-	0.52	0.41	-	0.30	0.22	
<b>Community or public service</b>										
None	47.0%	60.6%	47.3%	50.0%	61.0%	48.4%	43.2%	60.0%	46.1%	
1-4	48.2%	33.1%	41.2%	43.5%	32.7%	38.7%	54.1%	33.6%	44.1%	
5-8	3.6%	4.1%	6.4%	4.3%	3.8%	6.3%	2.7%	4.5%	6.5%	
9-12	0.0%	1.1%	3.7%	0.0%	1.3%	4.9%	0.0%	0.9%	2.3%	
13-16	1.2%	0.5%	1.0%	2.2%	0.6%	1.4%	0.0%	0.4%	0.5%	
17-20	0.0%	0.2%	0.3%	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	
21+	0.0%	0.4%	0.2%	0.0%	0.5%	0.2%	0.0%	0.3%	0.1%	
Total(n)	83	1,331	2,741	46	681	1,336	37	650	1,405	
Mean	1.60	1.50	1.71	1.61	1.50	1.73	1.59	1.50	1.68	
Standard deviation	0.68	0.80	0.88	0.77	0.82	0.93	0.55	0.77	0.81	
Significance	-			-			-			
Effect size	-	0.13	-0.13	-	0.13	-0.13	-	0.12	-0.11	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Outside consulting/freelance work</b>										
None	75.3%	81.6%	78.9%	76.1%	81.1%	77.8%	74.3%	82.3%	80.1%	
1-4	22.2%	14.5%	15.2%	21.7%	13.9%	17.1%	22.9%	15.1%	13.0%	
5-8	1.2%	2.3%	3.2%	0.0%	3.0%	3.4%	2.9%	1.4%	3.0%	
9-12	0.0%	1.3%	1.9%	0.0%	1.6%	1.5%	0.0%	1.0%	2.5%	
13-16	1.2%	0.1%	0.2%	2.2%	0.3%	0.2%	0.0%	0.0%	0.2%	
17-20	0.0%	0.1%	0.6%	0.0%	0.2%	0.1%	0.0%	0.1%	1.2%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	81	1,318	2,719	46	677	1,327	35	641	1,392	
Mean	1.30	1.24	1.31	1.30	1.26	1.29	1.29	1.22	1.33	
Standard deviation	0.62	0.60	0.73	0.70	0.64	0.63	0.52	0.53	0.83	
Significance	-			-			-			
Effect size	-	0.10	-0.01	-	0.06	0.02	-	0.13	-0.05	
<b>Household/childcare duties</b>										
None	6.1%	8.3%	10.2%	8.7%	11.3%	14.5%	2.8%	4.6%	5.5%	
1-4	13.4%	13.9%	16.4%	8.7%	13.7%	13.3%	19.4%	14.3%	19.7%	
5-8	28.0%	22.9%	25.4%	28.3%	25.5%	29.8%	27.8%	19.8%	20.6%	
9-12	11.0%	14.8%	13.1%	6.5%	16.5%	14.2%	16.7%	12.5%	11.9%	
13-16	12.2%	10.0%	9.4%	19.6%	10.0%	7.9%	2.8%	10.0%	11.1%	
17-20	8.5%	9.2%	8.9%	8.7%	8.2%	8.3%	8.3%	10.3%	9.5%	
21+	20.7%	20.9%	16.6%	19.6%	14.8%	11.9%	22.2%	28.5%	21.7%	
Total(n)	82	1,331	2,740	46	677	1,328	36	654	1,412	
Mean	4.18	4.15	3.88	4.24	3.84	3.60	4.11	4.54	4.18	
Standard deviation	1.93	1.96	1.94	1.93	1.89	1.86	1.94	1.99	1.98	
Significance	-			-		*	-			
Effect size	-	0.02	0.15	-	0.21	0.34	-	-0.22	-0.04	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other employment, outside of academia</b>										
None	89.2%	95.1%	90.7%	87.2%	94.1%	90.3%	91.7%	96.3%	91.1%	
1-4	8.4%	3.2%	5.5%	8.5%	3.6%	5.6%	8.3%	2.6%	5.5%	
5-8	0.0%	0.9%	1.4%	0.0%	1.3%	1.3%	0.0%	0.4%	1.5%	
9-12	1.2%	0.3%	1.6%	2.1%	0.4%	2.4%	0.0%	0.3%	0.8%	
13-16	0.0%	0.3%	0.2%	0.0%	0.3%	0.2%	0.0%	0.3%	0.1%	
17-20	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	
21+	1.2%	0.1%	0.4%	2.1%	0.1%	0.1%	0.0%	0.0%	0.8%	
Total(n)	83	1,303	2,703	47	668	1,318	36	635	1,385	
Mean	1.19	1.08	1.17	1.28	1.10	1.17	1.08	1.06	1.17	
Standard deviation	0.77	0.44	0.67	0.99	0.49	0.62	0.28	0.35	0.71	
Significance	-	*		-	*		-			
Effect size	-	0.25	0.03	-	0.37	0.18	-	0.06	-0.13	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>It is primarily up to individual students whether they succeed in my courses</b>										
Agree strongly	40.0%	32.0%	34.5%	50.0%	36.4%	35.1%	27.8%	26.6%	33.9%	
Agree somewhat	51.3%	53.4%	52.3%	43.2%	50.6%	51.8%	61.1%	56.8%	52.9%	
Disagree somewhat	8.8%	12.5%	10.0%	6.8%	10.2%	8.6%	11.1%	15.5%	11.5%	
Disagree strongly	0.0%	2.1%	3.2%	0.0%	2.9%	4.6%	0.0%	1.1%	1.8%	
Total(n)	80	1,251	2,565	44	632	1,234	36	619	1,331	
Mean	3.31	3.15	3.18	3.43	3.20	3.17	3.17	3.09	3.19	
Standard deviation	0.63	0.71	0.74	0.62	0.73	0.77	0.61	0.68	0.70	
Significance	-	*		-	*	*	-			
Effect size	-	0.23	0.18	-	0.32	0.34	-	0.12	-0.03	
<b>I try to dispel perceptions of competition</b>										
Agree strongly	37.2%	37.6%	34.0%	32.6%	32.9%	32.8%	42.9%	43.4%	35.2%	
Agree somewhat	42.3%	45.3%	45.5%	39.5%	46.6%	41.5%	45.7%	43.7%	49.7%	
Disagree somewhat	19.2%	15.0%	16.0%	25.6%	17.4%	19.0%	11.4%	12.0%	12.8%	
Disagree strongly	1.3%	2.2%	4.5%	2.3%	3.1%	6.6%	0.0%	1.0%	2.3%	
Total(n)	78	1,234	2,531	43	628	1,219	35	606	1,312	
Mean	3.15	3.18	3.09	3.02	3.09	3.01	3.31	3.29	3.18	
Standard deviation	0.77	0.76	0.82	0.83	0.79	0.89	0.68	0.71	0.73	
Significance	-			-			-			
Effect size	-	-0.04	0.07	-	-0.09	0.01	-	0.03	0.18	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>I encourage all students to approach me for help</b>										
Agree strongly	95.0%	94.7%	96.5%	93.2%	93.5%	95.1%	97.2%	96.1%	97.9%	
Agree somewhat	5.0%	5.2%	3.5%	6.8%	6.3%	4.8%	2.8%	3.9%	2.1%	
Disagree somewhat	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Disagree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	80	1,245	2,549	44	629	1,227	36	616	1,322	
Mean	3.95	3.95	3.96	3.93	3.93	3.95	3.97	3.96	3.98	
Standard deviation	0.22	0.23	0.19	0.25	0.26	0.22	0.17	0.19	0.14	
Significance	-			-			-			
Effect size	-	0.00	-0.05	-	0.00	-0.09	-	0.05	-0.07	
<b>Most students are well-prepared for the difficulty of the courses I teach</b>										
Agree strongly	21.3%	16.1%	9.9%	20.5%	14.1%	8.3%	22.2%	18.7%	11.7%	
Agree somewhat	67.5%	59.8%	46.6%	70.5%	61.2%	48.5%	63.9%	58.1%	44.5%	
Disagree somewhat	11.3%	22.3%	36.4%	9.1%	23.3%	35.3%	13.9%	21.0%	37.6%	
Disagree strongly	0.0%	1.7%	7.1%	0.0%	1.4%	7.9%	0.0%	2.2%	6.2%	
Total(n)	80	1,249	2,561	44	633	1,234	36	616	1,327	
Mean	3.10	2.90	2.59	3.11	2.88	2.57	3.08	2.93	2.62	
Standard deviation	0.56	0.67	0.76	0.54	0.64	0.75	0.60	0.69	0.77	
Significance	-	**	***	-	*	***	-		***	
Effect size	-	0.30	0.67	-	0.36	0.72	-	0.22	0.60	
<b>In my classroom, there is no such thing as a question that is too elementary</b>										
Agree strongly	67.5%	64.8%	64.3%	61.4%	61.3%	62.7%	75.0%	69.1%	65.9%	
Agree somewhat	26.3%	27.6%	27.6%	31.8%	28.9%	27.8%	19.4%	25.8%	27.5%	
Disagree somewhat	6.3%	6.9%	7.0%	6.8%	9.2%	8.3%	5.6%	4.0%	5.7%	
Disagree strongly	0.0%	0.8%	1.1%	0.0%	0.5%	1.2%	0.0%	1.1%	1.0%	
Total(n)	80	1,252	2,565	44	633	1,234	36	619	1,331	
Mean	3.61	3.56	3.55	3.55	3.51	3.52	3.69	3.63	3.58	
Standard deviation	0.61	0.66	0.67	0.63	0.68	0.70	0.58	0.62	0.64	
Significance	-			-			-			
Effect size	-	0.08	0.09	-	0.06	0.04	-	0.10	0.17	
<b>All students have the potential to excel in my courses</b>										
Agree strongly	55.7%	56.0%	54.2%	46.5%	49.1%	49.1%	66.7%	64.5%	59.6%	
Agree somewhat	40.5%	34.7%	35.4%	46.5%	38.7%	40.1%	33.3%	29.8%	30.4%	
Disagree somewhat	2.5%	8.3%	9.3%	4.7%	10.9%	9.3%	0.0%	5.2%	9.4%	
Disagree strongly	1.3%	0.9%	1.1%	2.3%	1.2%	1.5%	0.0%	0.5%	0.5%	
Total(n)	79	1,250	2,564	43	630	1,231	36	620	1,333	
Mean	3.51	3.46	3.43	3.37	3.36	3.37	3.67	3.58	3.49	
Standard deviation	0.62	0.68	0.70	0.69	0.72	0.71	0.48	0.61	0.69	
Significance	-			-			-			
Effect size	-	0.07	0.11	-	0.01	0.00	-	0.15	0.26	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>The amount of material that is required for my courses poses a substantial challenge to students</b>										
Agree strongly	30.0%	25.1%	26.3%	38.6%	27.6%	27.8%	19.4%	21.9%	24.7%	
Agree somewhat	47.5%	45.9%	47.9%	45.5%	45.7%	46.9%	50.0%	46.2%	48.9%	
Disagree somewhat	21.3%	25.8%	23.1%	15.9%	23.6%	23.3%	27.8%	28.5%	22.9%	
Disagree strongly	1.3%	3.3%	2.8%	0.0%	3.1%	2.1%	2.8%	3.4%	3.5%	
Total(n)	80	1,251	2,562	44	631	1,229	36	620	1,333	
Mean	3.06	2.93	2.98	3.23	2.98	3.00	2.86	2.87	2.95	
Standard deviation	0.75	0.80	0.78	0.71	0.80	0.77	0.76	0.79	0.78	
Significance	-			-	*		-			
Effect size	-	0.16	0.10	-	0.31	0.30	-	-0.01	-0.12	
<b>Students are often overwhelmed by the pace of my courses</b>										
Agree strongly	7.5%	6.4%	8.4%	9.1%	7.3%	8.6%	5.6%	5.2%	8.3%	
Agree somewhat	33.8%	32.2%	36.8%	29.5%	30.5%	38.6%	38.9%	34.3%	35.0%	
Disagree somewhat	46.3%	51.0%	45.6%	50.0%	52.7%	45.4%	41.7%	48.9%	45.9%	
Disagree strongly	12.5%	10.4%	9.1%	11.4%	9.5%	7.4%	13.9%	11.5%	10.8%	
Total(n)	80	1,250	2,558	44	631	1,228	36	619	1,330	
Mean	2.36	2.35	2.45	2.36	2.36	2.48	2.36	2.33	2.41	
Standard deviation	0.80	0.75	0.77	0.81	0.75	0.75	0.80	0.75	0.79	
Significance	-			-			-			
Effect size	-	0.01	-0.12	-	0.00	-0.16	-	0.04	-0.06	
<b>Most students learn best when they do their assignments on their own</b>										
Agree strongly	13.9%	11.5%	10.4%	18.2%	13.1%	12.7%	8.6%	9.5%	7.9%	
Agree somewhat	41.8%	36.7%	44.0%	47.7%	40.4%	50.0%	34.3%	32.1%	37.7%	
Disagree somewhat	38.0%	44.0%	39.7%	27.3%	40.3%	31.6%	51.4%	48.4%	48.2%	
Disagree strongly	6.3%	7.9%	5.9%	6.8%	6.2%	5.7%	5.7%	10.0%	6.2%	
Total(n)	79	1,243	2,545	44	627	1,221	35	616	1,324	
Mean	2.63	2.52	2.59	2.77	2.60	2.70	2.46	2.41	2.47	
Standard deviation	0.80	0.80	0.75	0.83	0.79	0.76	0.74	0.80	0.73	
Significance	-			-			-			
Effect size	-	0.14	0.05	-	0.22	0.09	-	0.06	-0.01	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are interested in students' personal problems</b>										
Agree strongly	47.5%	21.0%	19.4%	50.0%	21.5%	18.5%	44.4%	20.3%	20.3%	
Agree somewhat	48.8%	58.8%	64.4%	47.7%	57.2%	63.7%	50.0%	60.8%	65.2%	
Disagree somewhat	3.8%	18.3%	14.3%	2.3%	19.6%	15.4%	5.6%	16.7%	13.2%	
Disagree strongly	0.0%	2.0%	1.9%	0.0%	1.7%	2.4%	0.0%	2.2%	1.3%	
Total(n)	80	1,230	2,520	44	626	1,217	36	604	1,303	
Mean	3.44	2.99	3.01	3.48	2.98	2.98	3.39	2.99	3.04	
Standard deviation	0.57	0.69	0.64	0.55	0.69	0.66	0.60	0.68	0.62	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.65	0.67	-	0.72	0.76	-	0.59	0.56	
<b>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>										
Agree strongly	34.2%	26.5%	25.1%	38.6%	27.8%	29.5%	28.6%	24.8%	20.3%	
Agree somewhat	54.4%	53.2%	49.0%	50.0%	54.3%	43.9%	60.0%	51.8%	54.5%	
Disagree somewhat	10.1%	16.7%	20.9%	11.4%	15.0%	20.5%	8.6%	18.9%	21.3%	
Disagree strongly	1.3%	3.6%	5.1%	0.0%	2.9%	6.2%	2.9%	4.5%	3.9%	
Total(n)	79	1,225	2,504	44	621	1,204	35	604	1,300	
Mean	3.22	3.03	2.94	3.27	3.07	2.97	3.14	2.97	2.91	
Standard deviation	0.67	0.76	0.81	0.66	0.73	0.86	0.69	0.78	0.75	
Significance	-	*	**	-		*	-			
Effect size	-	0.25	0.35	-	0.27	0.35	-	0.22	0.31	
<b>Most students are well-prepared academically</b>										
Agree strongly	48.8%	31.4%	13.7%	47.7%	31.0%	15.7%	50.0%	31.8%	11.7%	
Agree somewhat	48.8%	53.2%	44.0%	52.3%	53.3%	43.8%	44.4%	53.1%	44.2%	
Disagree somewhat	2.5%	13.5%	34.5%	0.0%	13.8%	33.8%	5.6%	13.2%	35.2%	
Disagree strongly	0.0%	1.9%	7.8%	0.0%	1.9%	6.8%	0.0%	1.9%	8.9%	
Total(n)	80	1,239	2,539	44	630	1,227	36	609	1,312	
Mean	3.46	3.14	2.64	3.48	3.13	2.68	3.44	3.15	2.59	
Standard deviation	0.55	0.71	0.81	0.51	0.71	0.82	0.61	0.71	0.81	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	0.45	1.01	-	0.49	0.98	-	0.41	1.05	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Agree strongly	43.8%	23.5%	17.5%	43.2%	24.9%	20.1%	44.4%	21.7%	14.7%	
Agree somewhat	36.3%	50.2%	45.0%	34.1%	52.4%	44.8%	38.9%	47.4%	45.2%	
Disagree somewhat	17.5%	20.0%	27.4%	20.5%	17.1%	26.4%	13.9%	23.7%	28.3%	
Disagree strongly	2.5%	6.3%	10.2%	2.3%	5.6%	8.6%	2.8%	7.2%	11.8%	
Total(n)	80	1,227	2,506	44	623	1,209	36	604	1,297	
Mean	3.21	2.91	2.70	3.18	2.97	2.76	3.25	2.84	2.63	
Standard deviation	0.82	0.82	0.87	0.84	0.80	0.87	0.81	0.85	0.87	
Significance	-	**	***	-		**	-	**	***	
Effect size	-	0.37	0.59	-	0.26	0.48	-	0.48	0.71	
<b>Student Affairs staff have the support and respect of faculty</b>										
Agree strongly	26.3%	27.7%	23.1%	29.5%	26.0%	22.7%	22.2%	29.8%	23.5%	
Agree somewhat	51.3%	48.9%	46.3%	47.7%	51.9%	46.1%	55.6%	45.0%	46.6%	
Disagree somewhat	17.5%	17.2%	24.3%	15.9%	16.3%	25.3%	19.4%	18.3%	23.3%	
Disagree strongly	5.0%	6.3%	6.3%	6.8%	5.8%	5.9%	2.8%	6.9%	6.7%	
Total(n)	80	1,223	2,509	44	623	1,214	36	600	1,295	
Mean	2.99	2.98	2.86	3.00	2.98	2.86	2.97	2.98	2.87	
Standard deviation	0.80	0.84	0.84	0.86	0.81	0.83	0.74	0.87	0.85	
Significance	-			-			-			
Effect size	-	0.01	0.15	-	0.02	0.17	-	-0.01	0.12	
<b>Faculty are committed to the welfare of this institution</b>										
Agree strongly	81.3%	66.4%	57.5%	75.0%	61.6%	54.4%	88.9%	72.4%	61.0%	
Agree somewhat	17.5%	28.3%	34.0%	22.7%	31.7%	37.0%	11.1%	24.1%	30.7%	
Disagree somewhat	0.0%	3.9%	7.1%	0.0%	4.7%	6.3%	0.0%	2.9%	7.9%	
Disagree strongly	1.3%	1.3%	1.4%	2.3%	1.9%	2.4%	0.0%	0.6%	0.3%	
Total(n)	80	1,240	2,535	44	630	1,226	36	610	1,309	
Mean	3.79	3.60	3.48	3.70	3.53	3.43	3.89	3.68	3.52	
Standard deviation	0.50	0.63	0.69	0.59	0.68	0.72	0.32	0.56	0.65	
Significance	-	**	***	-		*	-	*	***	
Effect size	-	0.30	0.45	-	0.25	0.38	-	0.38	0.57	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty here are strongly interested in the academic problems of undergraduates</b>										
Agree strongly	82.5%	68.9%	59.0%	81.8%	69.4%	61.6%	83.3%	68.3%	56.0%	
Agree somewhat	15.0%	27.1%	34.0%	15.9%	26.3%	31.9%	13.9%	28.2%	36.3%	
Disagree somewhat	2.5%	3.4%	5.9%	2.3%	3.8%	4.6%	2.8%	2.9%	7.3%	
Disagree strongly	0.0%	0.6%	1.2%	0.0%	0.5%	1.9%	0.0%	0.6%	0.4%	
Total(n)	80	1,235	2,527	44	627	1,220	36	608	1,307	
Mean	3.80	3.64	3.51	3.80	3.64	3.53	3.81	3.64	3.48	
Standard deviation	0.46	0.58	0.66	0.46	0.58	0.68	0.47	0.57	0.65	
Significance	-	*	***	-		**	-		**	
Effect size	-	0.28	0.44	-	0.28	0.40	-	0.30	0.51	
<b>There is a lot of campus racial conflict here</b>										
Agree strongly	0.0%	5.0%	3.4%	0.0%	3.8%	2.5%	0.0%	6.7%	4.3%	
Agree somewhat	10.0%	18.6%	13.6%	4.5%	13.3%	10.6%	16.7%	25.2%	16.7%	
Disagree somewhat	47.5%	51.4%	37.0%	52.3%	53.0%	37.9%	41.7%	49.4%	36.1%	
Disagree strongly	42.5%	25.0%	46.1%	43.2%	30.0%	49.0%	41.7%	18.7%	42.9%	
Total(n)	80	1,235	2,529	44	629	1,223	36	606	1,306	
Mean	1.68	2.04	1.74	1.61	1.91	1.67	1.75	2.20	1.82	
Standard deviation	0.65	0.80	0.82	0.58	0.76	0.76	0.73	0.82	0.86	
Significance	-	***		-	*		-	**		
Effect size	-	-0.45	-0.07	-	-0.39	-0.08	-	-0.55	-0.08	
<b>My research is valued by faculty in my department</b>										
Agree strongly	53.2%	47.7%	37.6%	57.1%	47.2%	37.7%	48.6%	48.3%	37.6%	
Agree somewhat	33.8%	36.5%	42.4%	28.6%	37.6%	43.3%	40.0%	35.1%	41.4%	
Disagree somewhat	10.4%	11.1%	14.2%	14.3%	11.5%	13.6%	5.7%	10.8%	14.9%	
Disagree strongly	2.6%	4.7%	5.8%	0.0%	3.8%	5.5%	5.7%	5.9%	6.1%	
Total(n)	77	1,218	2,475	42	615	1,191	35	603	1,284	
Mean	3.38	3.27	3.12	3.43	3.28	3.13	3.31	3.26	3.10	
Standard deviation	0.78	0.84	0.86	0.74	0.81	0.85	0.83	0.87	0.87	
Significance	-		**	-		*	-			
Effect size	-	0.13	0.30	-	0.19	0.35	-	0.06	0.24	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My teaching is valued by faculty in my department</b>										
Agree strongly	77.2%	66.0%	63.2%	79.1%	66.4%	64.1%	75.0%	65.5%	62.3%	
Agree somewhat	17.7%	25.6%	28.6%	11.6%	26.4%	27.7%	25.0%	24.6%	29.4%	
Disagree somewhat	5.1%	5.4%	5.7%	9.3%	5.0%	5.2%	0.0%	6.0%	6.1%	
Disagree strongly	0.0%	3.0%	2.6%	0.0%	2.3%	2.9%	0.0%	3.9%	2.2%	
Total(n)	79	1,230	2,522	43	621	1,211	36	609	1,311	
Mean	3.72	3.54	3.52	3.70	3.57	3.53	3.75	3.52	3.52	
Standard deviation	0.55	0.73	0.72	0.64	0.70	0.73	0.44	0.78	0.71	
Significance	-	*	*	-			-			
Effect size	-	0.25	0.28	-	0.19	0.23	-	0.29	0.32	
<b>My service is valued by faculty in my department</b>										
Agree strongly	53.8%	49.6%	53.5%	53.5%	51.9%	54.3%	54.3%	46.7%	52.6%	
Agree somewhat	33.3%	34.3%	33.3%	32.6%	33.5%	32.8%	34.3%	35.2%	34.0%	
Disagree somewhat	9.0%	10.7%	9.0%	9.3%	9.5%	8.4%	8.6%	12.2%	9.6%	
Disagree strongly	3.8%	5.5%	4.2%	4.7%	5.1%	4.6%	2.9%	6.0%	3.8%	
Total(n)	78	1,225	2,512	43	617	1,204	35	608	1,308	
Mean	3.37	3.28	3.36	3.35	3.32	3.37	3.40	3.23	3.35	
Standard deviation	0.81	0.86	0.81	0.84	0.84	0.82	0.77	0.88	0.81	
Significance	-			-			-			
Effect size	-	0.10	0.01	-	0.04	-0.02	-	0.19	0.06	
<b>Faculty are sufficiently involved in campus decision making</b>										
Agree strongly	34.6%	33.7%	18.1%	37.2%	34.3%	19.6%	31.4%	32.9%	16.4%	
Agree somewhat	41.0%	44.6%	38.1%	46.5%	44.6%	37.8%	34.3%	44.6%	38.3%	
Disagree somewhat	20.5%	15.1%	23.8%	14.0%	14.4%	22.1%	28.6%	15.8%	25.6%	
Disagree strongly	3.8%	6.7%	20.1%	2.3%	6.7%	20.5%	5.7%	6.7%	19.6%	
Total(n)	78	1,228	2,516	43	620	1,208	35	608	1,308	
Mean	3.06	3.05	2.54	3.19	3.07	2.57	2.91	3.04	2.52	
Standard deviation	0.84	0.87	1.01	0.76	0.87	1.02	0.92	0.87	0.99	
Significance	-		***	-		***	-		*	
Effect size	-	0.01	0.51	-	0.14	0.61	-	-0.15	0.39	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly	7.7%	13.4%	14.0%	11.6%	15.6%	12.7%	2.9%	10.6%	15.4%	
Agree somewhat	50.0%	38.8%	41.3%	44.2%	40.8%	44.4%	57.1%	36.2%	38.0%	
Disagree somewhat	35.9%	37.4%	33.3%	34.9%	33.8%	33.4%	37.1%	41.7%	33.2%	
Disagree strongly	6.4%	10.5%	11.4%	9.3%	9.8%	9.5%	2.9%	11.4%	13.4%	
Total(n)	78	1,218	2,495	43	615	1,193	35	603	1,302	
Mean	2.59	2.55	2.58	2.58	2.62	2.60	2.60	2.46	2.55	
Standard deviation	0.73	0.85	0.87	0.82	0.86	0.83	0.60	0.83	0.91	
Significance	-			-			-			
Effect size	-	0.05	0.01	-	-0.05	-0.02	-	0.17	0.05	
<b>The criteria for advancement and promotion decisions are clear</b>										
Agree strongly	62.8%	38.6%	27.4%	65.1%	42.2%	28.4%	60.0%	34.2%	26.3%	
Agree somewhat	28.2%	40.7%	40.2%	25.6%	39.0%	39.6%	31.4%	42.8%	40.9%	
Disagree somewhat	6.4%	13.4%	18.8%	4.7%	11.9%	17.9%	8.6%	15.2%	19.8%	
Disagree strongly	2.6%	7.3%	13.6%	4.7%	6.9%	14.1%	0.0%	7.8%	13.1%	
Total(n)	78	1,222	2,509	43	617	1,205	35	605	1,304	
Mean	3.51	3.11	2.81	3.51	3.16	2.82	3.51	3.04	2.80	
Standard deviation	0.73	0.89	0.99	0.80	0.89	1.00	0.66	0.90	0.97	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	0.45	0.71	-	0.39	0.69	-	0.52	0.73	
<b>Most of the students I teach lack the basic skills for college level work</b>										
Agree strongly	0.0%	1.6%	5.1%	0.0%	1.3%	4.4%	0.0%	1.9%	5.8%	
Agree somewhat	1.3%	6.1%	21.3%	0.0%	5.1%	17.6%	2.9%	7.4%	25.4%	
Disagree somewhat	25.6%	30.7%	40.0%	23.3%	31.0%	41.0%	28.6%	30.5%	38.8%	
Disagree strongly	73.1%	61.6%	33.6%	76.7%	62.6%	37.0%	68.6%	60.3%	30.0%	
Total(n)	78	1,225	2,514	43	620	1,209	35	605	1,305	
Mean	1.28	1.48	1.98	1.23	1.45	1.89	1.34	1.51	2.07	
Standard deviation	0.48	0.68	0.87	0.43	0.65	0.84	0.54	0.71	0.88	
Significance	-	*	***	-	*	***	-		***	
Effect size	-	-0.29	-0.80	-	-0.34	-0.79	-	-0.24	-0.83	
<b>There is adequate support for faculty development</b>										
Agree strongly	38.5%	37.6%	23.1%	34.9%	39.6%	24.8%	42.9%	35.1%	21.1%	
Agree somewhat	46.2%	40.1%	33.2%	53.5%	39.0%	33.6%	37.1%	41.5%	32.9%	
Disagree somewhat	11.5%	15.8%	24.5%	7.0%	15.2%	21.9%	17.1%	16.5%	27.3%	
Disagree strongly	3.8%	6.5%	19.2%	4.7%	6.2%	19.7%	2.9%	6.9%	18.7%	
Total(n)	78	1,227	2,513	43	618	1,206	35	609	1,307	
Mean	3.19	3.09	2.60	3.19	3.12	2.64	3.20	3.05	2.56	
Standard deviation	0.79	0.89	1.04	0.76	0.88	1.06	0.83	0.89	1.02	
Significance	-		***	-		***	-		***	
Effect size	-	0.11	0.57	-	0.08	0.52	-	0.17	0.63	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution successfully educates students in remedial/developmental education</b>										
Agree strongly	1.4%	4.6%	6.5%	2.4%	4.2%	5.0%	0.0%	5.2%	8.0%	
Agree somewhat	39.2%	33.2%	43.8%	39.0%	32.3%	48.1%	39.4%	34.2%	39.5%	
Disagree somewhat	44.6%	42.7%	34.3%	39.0%	44.4%	35.8%	51.5%	40.8%	32.8%	
Disagree strongly	14.9%	19.5%	15.4%	19.5%	19.2%	11.1%	9.1%	19.8%	19.8%	
Total(n)	74	1,192	2,449	41	599	1,164	33	593	1,285	
Mean	2.27	2.23	2.41	2.24	2.21	2.47	2.30	2.25	2.36	
Standard deviation	0.73	0.81	0.82	0.80	0.80	0.76	0.64	0.83	0.89	
Significance	-			-			-			
Effect size	-	0.05	-0.17	-	0.04	-0.30	-	0.06	-0.07	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Agree strongly	6.4%	7.8%	7.9%	7.0%	5.1%	6.0%	5.7%	11.2%	9.9%	
Agree somewhat	33.3%	40.9%	37.3%	32.6%	39.2%	32.7%	34.3%	42.9%	42.2%	
Disagree somewhat	43.6%	43.1%	44.1%	41.9%	46.3%	49.0%	45.7%	39.2%	39.0%	
Disagree strongly	16.7%	8.2%	10.7%	18.6%	9.4%	12.3%	14.3%	6.8%	8.9%	
Total(n)	78	1,218	2,488	43	612	1,186	35	606	1,302	
Mean	2.29	2.48	2.42	2.28	2.40	2.32	2.31	2.58	2.53	
Standard deviation	0.82	0.76	0.79	0.85	0.73	0.77	0.80	0.78	0.79	
Significance	-	*		-			-	*		
Effect size	-	-0.25	-0.16	-	-0.16	-0.05	-	-0.35	-0.28	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote the intellectual development of students</b>										
Highest priority	80.8%	60.3%	43.6%	81.4%	59.0%	43.5%	80.0%	61.9%	43.7%	
High priority	19.2%	27.4%	33.6%	18.6%	28.6%	31.0%	20.0%	26.0%	36.3%	
Medium priority	0.0%	10.5%	19.3%	0.0%	10.7%	21.5%	0.0%	10.2%	17.0%	
Low priority	0.0%	1.8%	3.5%	0.0%	1.7%	4.0%	0.0%	1.9%	3.0%	
Total(n)	78	1,214	2,484	43	612	1,194	35	602	1,290	
Mean	3.81	3.46	3.17	3.81	3.45	3.14	3.80	3.48	3.21	
Standard deviation	0.40	0.75	0.86	0.39	0.75	0.89	0.41	0.75	0.83	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	0.47	0.74	-	0.48	0.75	-	0.43	0.71	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop a sense of community among students and faculty</b>										
Highest priority	44.3%	21.5%	21.8%	48.8%	19.8%	18.1%	38.9%	23.7%	25.5%	
High priority	43.0%	49.0%	44.9%	37.2%	50.9%	46.3%	50.0%	46.6%	43.5%	
Medium priority	10.1%	23.3%	25.5%	9.3%	22.4%	26.8%	11.1%	24.4%	24.3%	
Low priority	2.5%	6.2%	7.8%	4.7%	7.0%	8.8%	0.0%	5.3%	6.8%	
Total(n)	79	1,216	2,488	43	613	1,198	36	603	1,290	
Mean	3.29	2.86	2.81	3.30	2.83	2.74	3.28	2.89	2.88	
Standard deviation	0.75	0.82	0.86	0.83	0.82	0.86	0.66	0.83	0.87	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.52	0.56	-	0.57	0.65	-	0.47	0.46	
<b>To facilitate student involvement in community service</b>										
Highest priority	2.5%	7.5%	14.0%	2.3%	9.2%	12.9%	2.8%	5.5%	15.1%	
High priority	31.6%	36.9%	39.3%	34.9%	35.9%	39.2%	27.8%	38.1%	39.5%	
Medium priority	49.4%	45.3%	36.0%	48.8%	45.0%	35.4%	50.0%	45.7%	36.6%	
Low priority	16.5%	10.2%	10.8%	14.0%	9.9%	12.5%	19.4%	10.7%	8.8%	
Total(n)	79	1,211	2,479	43	611	1,193	36	600	1,286	
Mean	2.20	2.42	2.56	2.26	2.44	2.52	2.14	2.38	2.61	
Standard deviation	0.74	0.77	0.86	0.73	0.79	0.87	0.76	0.75	0.85	
Significance	-	*	***	-			-		**	
Effect size	-	-0.29	-0.42	-	-0.23	-0.30	-	-0.32	-0.55	
<b>To help students learn how to bring about change in society</b>										
Highest priority	3.8%	10.7%	13.0%	4.7%	10.3%	10.6%	2.9%	11.2%	15.6%	
High priority	24.4%	37.3%	29.8%	30.2%	38.1%	28.8%	17.1%	36.4%	30.9%	
Medium priority	50.0%	40.9%	42.1%	44.2%	40.9%	42.4%	57.1%	40.9%	41.7%	
Low priority	21.8%	11.1%	15.1%	20.9%	10.7%	18.1%	22.9%	11.5%	11.8%	
Total(n)	78	1,213	2,484	43	611	1,196	35	602	1,288	
Mean	2.10	2.48	2.41	2.19	2.48	2.32	2.00	2.47	2.50	
Standard deviation	0.78	0.83	0.90	0.82	0.82	0.89	0.73	0.84	0.89	
Significance	-	***	**	-	*		-	**	**	
Effect size	-	-0.46	-0.34	-	-0.35	-0.15	-	-0.56	-0.56	
<b>To increase or maintain institutional prestige</b>										
Highest priority	26.9%	37.3%	29.7%	20.9%	36.4%	30.2%	34.3%	38.4%	29.2%	
High priority	59.0%	50.1%	45.3%	67.4%	49.2%	43.5%	48.6%	51.1%	47.2%	
Medium priority	11.5%	10.5%	18.7%	9.3%	11.4%	18.1%	14.3%	9.3%	19.3%	
Low priority	2.6%	2.1%	6.3%	2.3%	2.9%	8.2%	2.9%	1.2%	4.3%	
Total(n)	78	1,211	2,480	43	612	1,194	35	599	1,286	
Mean	3.10	3.23	2.98	3.07	3.19	2.96	3.14	3.27	3.01	
Standard deviation	0.69	0.72	0.86	0.63	0.75	0.90	0.77	0.67	0.81	
Significance	-			-			-			
Effect size	-	-0.18	0.14	-	-0.16	0.12	-	-0.19	0.16	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To hire faculty 'stars'</b>										
Highest priority	0.0%	1.5%	2.1%	0.0%	1.2%	1.4%	0.0%	1.8%	2.9%	
High priority	13.9%	10.8%	11.3%	4.7%	8.4%	9.4%	25.0%	13.7%	13.4%	
Medium priority	31.6%	38.7%	34.6%	39.5%	36.2%	35.8%	22.2%	41.7%	33.2%	
Low priority	54.4%	49.1%	52.0%	55.8%	54.1%	53.4%	52.8%	42.8%	50.5%	
Total(n)	79	1,209	2,477	43	610	1,192	36	599	1,285	
Mean	1.59	1.65	1.64	1.49	1.57	1.59	1.72	1.74	1.69	
Standard deviation	0.73	0.73	0.77	0.59	0.70	0.72	0.85	0.76	0.81	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.11	-0.14	-	-0.03	0.04	
<b>To recruit more minority students</b>										
Highest priority	13.9%	18.2%	13.6%	14.0%	20.2%	13.5%	13.9%	15.9%	13.6%	
High priority	57.0%	53.5%	40.1%	65.1%	53.7%	38.5%	47.2%	53.1%	41.7%	
Medium priority	22.8%	24.4%	36.5%	16.3%	22.3%	38.1%	30.6%	27.0%	34.8%	
Low priority	6.3%	3.8%	9.9%	4.7%	3.7%	9.9%	8.3%	4.0%	9.8%	
Total(n)	79	1,209	2,468	43	608	1,180	36	601	1,288	
Mean	2.78	2.86	2.57	2.88	2.90	2.56	2.67	2.81	2.59	
Standard deviation	0.76	0.75	0.84	0.70	0.75	0.85	0.83	0.74	0.84	
Significance	-		*	-		*	-			
Effect size	-	-0.11	0.25	-	-0.03	0.38	-	-0.19	0.10	
<b>To enhance the institution's national image</b>										
Highest priority	27.8%	35.3%	31.1%	23.3%	34.0%	28.9%	33.3%	36.8%	33.3%	
High priority	54.4%	47.2%	44.9%	58.1%	46.5%	44.7%	50.0%	48.1%	45.1%	
Medium priority	16.5%	15.0%	18.8%	18.6%	16.4%	19.9%	13.9%	13.3%	17.6%	
Low priority	1.3%	2.5%	5.3%	0.0%	3.0%	6.5%	2.8%	1.8%	4.1%	
Total(n)	79	1,206	2,474	43	609	1,189	36	597	1,285	
Mean	3.09	3.15	3.02	3.05	3.12	2.96	3.14	3.20	3.08	
Standard deviation	0.70	0.76	0.84	0.65	0.78	0.86	0.76	0.73	0.82	
Significance	-			-			-			
Effect size	-	-0.08	0.08	-	-0.09	0.10	-	-0.08	0.07	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	22.1%	20.2%	15.9%	26.2%	21.9%	16.9%	17.1%	18.1%	15.0%	
High priority	45.5%	47.2%	33.5%	50.0%	54.2%	40.6%	40.0%	38.5%	26.3%	
Medium priority	26.0%	26.0%	34.5%	23.8%	20.6%	33.6%	28.6%	32.5%	35.5%	
Low priority	6.5%	6.7%	16.0%	0.0%	3.2%	8.9%	14.3%	10.9%	23.3%	
Total(n)	77	1,201	2,455	42	605	1,177	35	596	1,278	
Mean	2.83	2.81	2.49	3.02	2.95	2.66	2.60	2.64	2.33	
Standard deviation	0.85	0.83	0.94	0.72	0.74	0.86	0.95	0.90	0.99	
Significance	-		**	-		**	-			
Effect size	-	0.02	0.36	-	0.09	0.42	-	-0.04	0.27	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote racial and ethnic diversity in the faculty and administration</b>										
Highest priority	19.5%	18.3%	15.1%	19.0%	18.4%	14.7%	20.0%	18.2%	15.4%	
High priority	49.4%	47.1%	34.1%	54.8%	52.0%	37.8%	42.9%	41.2%	30.1%	
Medium priority	24.7%	26.4%	31.2%	23.8%	23.5%	29.7%	25.7%	29.8%	32.9%	
Low priority	6.5%	8.2%	19.7%	2.4%	6.1%	17.9%	11.4%	10.8%	21.6%	
Total(n)	77	1,197	2,449	42	604	1,175	35	593	1,274	
Mean	2.82	2.76	2.44	2.90	2.83	2.49	2.71	2.67	2.39	
Standard deviation	0.82	0.85	0.97	0.73	0.80	0.95	0.93	0.90	0.99	
Significance	-		***	-		**	-			
Effect size	-	0.07	0.39	-	0.09	0.43	-	0.04	0.32	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	2.6%	5.0%	5.3%	2.4%	5.1%	4.4%	2.9%	5.0%	6.3%	
High priority	14.5%	27.2%	21.4%	19.5%	23.8%	21.6%	8.6%	31.3%	21.2%	
Medium priority	57.9%	50.5%	43.3%	53.7%	54.6%	44.0%	62.9%	45.5%	42.6%	
Low priority	25.0%	17.3%	29.9%	24.4%	16.5%	30.0%	25.7%	18.3%	29.8%	
Total(n)	76	1,194	2,443	41	602	1,170	35	592	1,273	
Mean	1.95	2.20	2.02	2.00	2.17	2.00	1.89	2.23	2.04	
Standard deviation	0.71	0.78	0.85	0.74	0.76	0.83	0.68	0.80	0.87	
Significance	-	**		-			-	*		
Effect size	-	-0.32	-0.08	-	-0.22	0.00	-	-0.43	-0.17	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	3.8%	4.3%	8.1%	4.8%	3.8%	5.7%	2.8%	5.0%	10.6%	
High priority	38.5%	32.5%	34.0%	42.9%	32.0%	36.9%	33.3%	33.2%	30.9%	
Medium priority	47.4%	51.7%	43.4%	38.1%	53.0%	41.7%	58.3%	50.1%	45.3%	
Low priority	10.3%	11.5%	14.5%	14.3%	11.3%	15.7%	5.6%	11.7%	13.3%	
Total(n)	78	1,197	2,449	42	603	1,174	36	594	1,275	
Mean	2.36	2.30	2.36	2.38	2.28	2.33	2.33	2.32	2.39	
Standard deviation	0.72	0.72	0.83	0.79	0.71	0.81	0.63	0.74	0.84	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	0.14	0.06	-	0.01	-0.07	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To pursue extramural funding</b>										
Highest priority	8.0%	7.9%	9.8%	9.5%	7.6%	8.5%	6.1%	8.2%	11.2%	
High priority	30.7%	32.6%	27.8%	33.3%	32.1%	29.4%	27.3%	33.3%	26.2%	
Medium priority	42.7%	45.0%	40.1%	45.2%	46.4%	40.4%	39.4%	43.3%	39.8%	
Low priority	18.7%	14.5%	22.3%	11.9%	13.9%	21.8%	27.3%	15.3%	22.8%	
Total(n)	75	1,178	2,420	42	597	1,162	33	581	1,258	
Mean	2.28	2.34	2.25	2.40	2.33	2.25	2.12	2.34	2.26	
Standard deviation	0.86	0.82	0.91	0.83	0.81	0.89	0.89	0.83	0.93	
Significance	-			-			-			
Effect size	-	-0.07	0.03	-	0.09	0.17	-	-0.27	-0.15	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	0.0%	2.6%	6.6%	0.0%	1.6%	5.9%	0.0%	3.7%	7.3%	
High priority	7.8%	12.2%	21.7%	9.5%	13.4%	22.9%	5.7%	10.7%	20.4%	
Medium priority	29.9%	34.8%	35.1%	26.2%	34.1%	35.4%	34.3%	35.7%	34.7%	
Low priority	62.3%	50.4%	36.6%	64.3%	50.8%	35.7%	60.0%	49.9%	37.6%	
Total(n)	77	1,192	2,443	42	602	1,176	35	590	1,267	
Mean	1.45	1.67	1.98	1.45	1.66	1.99	1.46	1.68	1.97	
Standard deviation	0.64	0.79	0.92	0.67	0.77	0.91	0.61	0.81	0.93	
Significance	-	*	***	-		***	-		**	
Effect size	-	-0.28	-0.58	-	-0.27	-0.59	-	-0.27	-0.55	
<b>To develop leadership ability among students</b>										
Highest priority	16.9%	18.4%	21.1%	14.3%	15.1%	18.5%	20.0%	22.5%	23.9%	
High priority	51.9%	48.5%	42.4%	52.4%	48.2%	41.9%	51.4%	48.7%	42.9%	
Medium priority	27.3%	28.9%	30.6%	31.0%	31.8%	32.4%	22.9%	25.4%	28.7%	
Low priority	3.9%	4.2%	5.9%	2.4%	4.9%	7.2%	5.7%	3.4%	4.6%	
Total(n)	77	1,198	2,456	42	604	1,180	35	594	1,276	
Mean	2.82	2.81	2.79	2.79	2.73	2.72	2.86	2.90	2.86	
Standard deviation	0.76	0.78	0.84	0.72	0.77	0.85	0.81	0.78	0.83	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.08	0.08	-	-0.05	0.00	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop an appreciation for multiculturalism</b>										
Highest priority	21.1%	20.6%	20.2%	19.5%	19.8%	19.8%	22.9%	21.7%	20.6%	
High priority	43.4%	48.9%	41.1%	43.9%	52.2%	45.0%	42.9%	44.7%	37.0%	
Medium priority	31.6%	25.9%	31.1%	36.6%	23.9%	28.0%	25.7%	28.4%	34.5%	
Low priority	3.9%	4.6%	7.5%	0.0%	4.1%	7.2%	8.6%	5.2%	7.9%	
Total(n)	76	1,195	2,448	41	601	1,174	35	594	1,274	
Mean	2.82	2.86	2.74	2.83	2.88	2.77	2.80	2.83	2.70	
Standard deviation	0.81	0.79	0.86	0.74	0.76	0.85	0.90	0.82	0.88	
Significance	-			-			-			
Effect size	-	-0.05	0.09	-	-0.07	0.07	-	-0.04	0.11	
<b>To prepare students for the workplace</b>										
Highest priority	3.9%	9.7%	22.9%	4.8%	8.0%	19.7%	2.9%	11.7%	26.3%	
High priority	42.9%	45.7%	43.7%	47.6%	48.4%	44.3%	37.1%	42.3%	43.0%	
Medium priority	44.2%	37.5%	28.8%	38.1%	36.8%	31.7%	51.4%	38.3%	25.8%	
Low priority	9.1%	7.1%	4.6%	9.5%	6.7%	4.4%	8.6%	7.7%	4.9%	
Total(n)	77	1,195	2,452	42	603	1,177	35	592	1,275	
Mean	2.42	2.58	2.85	2.48	2.58	2.79	2.34	2.58	2.91	
Standard deviation	0.71	0.76	0.82	0.74	0.73	0.80	0.68	0.79	0.84	
Significance	-		***	-		*	-		***	
Effect size	-	-0.21	-0.52	-	-0.14	-0.39	-	-0.30	-0.68	
<b>It is easy for students to see faculty outside of regular office hours</b>										
Very descriptive	93.3%	78.2%	68.8%	95.0%	80.3%	69.8%	91.4%	75.6%	67.8%	
Somewhat descriptive	6.7%	20.1%	27.6%	5.0%	17.3%	25.6%	8.6%	23.5%	29.7%	
Not descriptive	0.0%	1.7%	3.6%	0.0%	2.3%	4.6%	0.0%	0.9%	2.6%	
Total(n)	75	1,197	2,447	40	605	1,175	35	592	1,272	
Mean	2.93	2.77	2.65	2.95	2.78	2.65	2.91	2.75	2.65	
Standard deviation	0.25	0.46	0.55	0.22	0.47	0.56	0.28	0.46	0.53	
Significance	-	**	***	-	*	***	-	*	**	
Effect size	-	0.35	0.51	-	0.36	0.54	-	0.35	0.49	
<b>The faculty are typically at odds with campus administration</b>										
Very descriptive	4.0%	13.4%	27.3%	2.5%	14.0%	29.4%	5.7%	12.7%	25.0%	
Somewhat descriptive	34.7%	43.3%	44.1%	35.0%	42.5%	41.4%	34.3%	44.4%	47.0%	
Not descriptive	61.3%	43.2%	28.6%	62.5%	43.5%	29.2%	60.0%	42.9%	27.9%	
Total(n)	75	1,193	2,435	40	604	1,171	35	589	1,264	
Mean	1.43	1.70	1.99	1.40	1.71	2.00	1.46	1.70	1.97	
Standard deviation	0.57	0.69	0.75	0.55	0.70	0.77	0.61	0.68	0.73	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	-0.39	-0.75	-	-0.44	-0.78	-	-0.35	-0.70	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Faculty here respect each other</b>										
Very descriptive	73.3%	55.2%	53.4%	77.5%	53.8%	51.5%	68.6%	57.0%	55.4%	
Somewhat descriptive	25.3%	38.8%	40.9%	20.0%	42.1%	42.7%	31.4%	34.8%	39.0%	
Not descriptive	1.3%	5.9%	5.7%	2.5%	4.1%	5.8%	0.0%	8.2%	5.6%	
Total(n)	75	1,197	2,446	40	605	1,176	35	592	1,270	
Mean	2.72	2.49	2.48	2.75	2.50	2.46	2.69	2.49	2.50	
Standard deviation	0.48	0.61	0.60	0.49	0.58	0.60	0.47	0.64	0.60	
Significance	-	**	***	-	**	**	-			
Effect size	-	0.38	0.40	-	0.43	0.48	-	0.31	0.32	
<b>Faculty are rewarded for being good teachers</b>										
Very descriptive	73.0%	49.3%	33.2%	67.5%	49.1%	33.4%	79.4%	49.6%	33.1%	
Somewhat descriptive	23.0%	39.2%	40.2%	27.5%	40.5%	41.7%	17.6%	37.5%	38.5%	
Not descriptive	4.1%	11.5%	26.6%	5.0%	10.4%	24.9%	2.9%	12.9%	28.4%	
Total(n)	74	1,189	2,427	40	601	1,167	34	588	1,260	
Mean	2.69	2.38	2.07	2.63	2.39	2.08	2.76	2.37	2.05	
Standard deviation	0.55	0.68	0.77	0.59	0.67	0.76	0.50	0.70	0.78	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	0.46	0.81	-	0.36	0.72	-	0.56	0.91	
<b>There is respect for the expression of diverse values and beliefs</b>										
Very descriptive	51.4%	43.0%	32.2%	51.3%	44.7%	33.8%	51.4%	40.8%	30.5%	
Somewhat descriptive	43.2%	47.3%	55.1%	46.2%	46.0%	54.8%	40.0%	48.8%	55.3%	
Not descriptive	5.4%	9.8%	12.7%	2.6%	9.3%	11.4%	8.6%	10.4%	14.1%	
Total(n)	74	1,192	2,429	39	604	1,170	35	588	1,259	
Mean	2.46	2.33	2.20	2.49	2.35	2.22	2.43	2.30	2.16	
Standard deviation	0.60	0.65	0.64	0.56	0.64	0.63	0.65	0.65	0.65	
Significance	-		***	-		**	-		*	
Effect size	-	0.20	0.41	-	0.22	0.43	-	0.20	0.42	
<b>Faculty are rewarded for their efforts to use instructional technology</b>										
Very descriptive	25.7%	26.4%	17.1%	23.1%	24.3%	16.6%	28.6%	28.9%	17.6%	
Somewhat descriptive	58.1%	52.0%	48.5%	61.5%	54.1%	50.3%	54.3%	49.4%	46.6%	
Not descriptive	16.2%	21.6%	34.4%	15.4%	21.6%	33.1%	17.1%	21.6%	35.7%	
Total(n)	74	1,186	2,420	39	602	1,164	35	584	1,256	
Mean	2.09	2.05	1.83	2.08	2.03	1.83	2.11	2.07	1.82	
Standard deviation	0.64	0.69	0.70	0.62	0.68	0.69	0.68	0.71	0.71	
Significance	-		**	-		*	-		*	
Effect size	-	0.06	0.37	-	0.07	0.36	-	0.06	0.41	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Administrators consider faculty concerns when making policy</b>										
Very descriptive	41.9%	33.6%	18.4%	47.5%	37.6%	22.3%	35.3%	28.6%	14.3%	
Somewhat descriptive	50.0%	52.3%	47.7%	47.5%	49.9%	46.3%	52.9%	55.2%	49.2%	
Not descriptive	8.1%	14.1%	33.9%	5.0%	12.4%	31.4%	11.8%	16.2%	36.5%	
Total(n)	74	1,188	2,431	40	605	1,172	34	583	1,259	
Mean	2.34	2.20	1.85	2.43	2.25	1.91	2.24	2.12	1.78	
Standard deviation	0.63	0.66	0.71	0.59	0.66	0.73	0.65	0.66	0.68	
Significance	-		***	-		***	-		***	
Effect size	-	0.21	0.69	-	0.27	0.71	-	0.18	0.68	
<b>The administration is open about its policies</b>										
Very descriptive	24.0%	27.6%	18.2%	32.5%	29.5%	20.8%	14.3%	25.3%	15.4%	
Somewhat descriptive	61.3%	53.3%	44.2%	57.5%	53.1%	42.4%	65.7%	53.5%	46.2%	
Not descriptive	14.7%	19.1%	37.6%	10.0%	17.3%	36.8%	20.0%	21.2%	38.4%	
Total(n)	75	1,191	2,433	40	605	1,172	35	586	1,261	
Mean	2.09	2.09	1.81	2.23	2.12	1.84	1.94	2.04	1.77	
Standard deviation	0.62	0.68	0.72	0.62	0.67	0.74	0.59	0.68	0.70	
Significance	-		***	-		**	-			
Effect size	-	0.00	0.39	-	0.16	0.53	-	-0.15	0.24	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a great extent	36.4%	36.5%	35.6%	39.0%	42.3%	39.1%	33.3%	29.5%	31.9%	
To some extent	55.8%	55.0%	53.5%	58.5%	50.8%	53.0%	52.8%	60.2%	54.1%	
Not at all	7.8%	8.4%	10.9%	2.4%	7.0%	7.9%	13.9%	10.2%	14.0%	
Total(n)	77	1,199	2,457	41	600	1,178	36	599	1,279	
Mean	2.29	2.28	2.25	2.37	2.35	2.31	2.19	2.19	2.18	
Standard deviation	0.60	0.61	0.64	0.54	0.61	0.61	0.67	0.60	0.65	
Significance	-			-			-			
Effect size	-	0.02	0.06	-	0.03	0.10	-	0.00	0.02	
<b>Achieve a healthy balance between your personal life and professional life</b>										
To a great extent	31.2%	26.3%	28.1%	31.7%	33.1%	33.7%	30.6%	17.9%	22.3%	
To some extent	49.4%	52.7%	49.7%	58.5%	49.6%	46.6%	38.9%	56.4%	52.8%	
Not at all	19.5%	21.1%	22.2%	9.8%	17.3%	19.7%	30.6%	25.7%	24.8%	
Total(n)	77	1,199	2,460	41	602	1,180	36	597	1,280	
Mean	2.12	2.05	2.06	2.22	2.16	2.14	2.00	1.92	1.97	
Standard deviation	0.71	0.69	0.71	0.61	0.69	0.72	0.79	0.66	0.69	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.09	0.11	-	0.12	0.04	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Experience close alignment between your work and your personal values</b>										
To a great extent	75.3%	63.5%	60.3%	82.9%	65.2%	62.2%	66.7%	61.5%	58.4%	
To some extent	23.4%	32.5%	36.1%	17.1%	30.8%	33.8%	30.6%	34.6%	38.4%	
Not at all	1.3%	4.0%	3.6%	0.0%	4.0%	4.0%	2.8%	3.9%	3.2%	
Total(n)	77	1,201	2,460	41	601	1,176	36	600	1,284	
Mean	2.74	2.60	2.57	2.83	2.61	2.58	2.64	2.58	2.55	
Standard deviation	0.47	0.57	0.56	0.38	0.56	0.57	0.54	0.57	0.56	
Significance	-	*	**	-	*	**	-	-	-	
Effect size	-	0.25	0.30	-	0.39	0.44	-	0.11	0.16	
<b>Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>										
To a great extent	15.6%	20.7%	21.5%	9.8%	17.7%	19.5%	22.2%	24.2%	23.5%	
To some extent	28.6%	32.7%	34.5%	26.8%	29.1%	29.8%	30.6%	37.1%	39.3%	
Not at all	55.8%	46.6%	44.1%	63.4%	53.1%	50.7%	47.2%	38.6%	37.2%	
Total(n)	77	1,198	2,457	41	602	1,177	36	596	1,280	
Mean	1.60	1.74	1.77	1.46	1.65	1.69	1.75	1.86	1.86	
Standard deviation	0.75	0.78	0.78	0.67	0.76	0.78	0.81	0.78	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.18	-0.22	-	-0.25	-0.29	-	-0.14	-0.14	
<b>Mentor new faculty</b>										
To a great extent	33.8%	28.2%	29.4%	31.7%	26.5%	27.4%	36.1%	30.3%	31.6%	
To some extent	57.1%	55.5%	53.1%	58.5%	57.9%	55.6%	55.6%	52.6%	50.5%	
Not at all	9.1%	16.3%	17.5%	9.8%	15.6%	17.0%	8.3%	17.1%	17.9%	
Total(n)	77	1,199	2,454	41	600	1,173	36	599	1,281	
Mean	2.25	2.12	2.12	2.22	2.11	2.10	2.28	2.13	2.14	
Standard deviation	0.61	0.66	0.67	0.61	0.64	0.66	0.61	0.68	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.20	0.19	-	0.17	0.18	-	0.22	0.20	
<b>Mentor undergraduate students</b>										
To a great extent	80.3%	74.7%	68.6%	75.6%	72.2%	65.7%	85.7%	77.8%	71.6%	
To some extent	19.7%	23.8%	28.8%	24.4%	26.1%	32.4%	14.3%	20.9%	25.0%	
Not at all	0.0%	1.5%	2.6%	0.0%	1.8%	1.9%	0.0%	1.2%	3.4%	
Total(n)	76	1,190	2,442	41	597	1,170	35	593	1,272	
Mean	2.80	2.73	2.66	2.76	2.70	2.64	2.86	2.77	2.68	
Standard deviation	0.40	0.48	0.53	0.43	0.49	0.52	0.36	0.45	0.53	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	0.15	0.26	-	0.12	0.23	-	0.20	0.34	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Structure your courses so that students master a conceptual understanding of course content</b>										
To a great extent	96.1%	87.5%	83.0%	97.6%	85.9%	82.2%	94.4%	89.4%	83.9%	
To some extent	2.6%	11.8%	16.5%	2.4%	13.1%	17.4%	2.8%	10.3%	15.6%	
Not at all	1.3%	0.7%	0.5%	0.0%	1.0%	0.5%	2.8%	0.4%	0.5%	
Total(n)	77	1,201	2,458	41	602	1,176	36	599	1,282	
Mean	2.95	2.87	2.83	2.98	2.85	2.82	2.92	2.89	2.83	
Standard deviation	0.28	0.36	0.39	0.16	0.38	0.40	0.37	0.32	0.39	
Significance	-		**	-	*	*	-			
Effect size	-	0.22	0.31	-	0.34	0.40	-	0.09	0.23	
<b>Structure your courses so that students develop study skills that prepare them for college-level work</b>										
To a great extent	48.1%	52.9%	54.7%	51.2%	51.0%	51.2%	44.4%	55.2%	58.4%	
To some extent	50.6%	41.3%	39.8%	48.8%	42.3%	42.2%	52.8%	40.1%	37.3%	
Not at all	1.3%	5.8%	5.5%	0.0%	6.7%	6.5%	2.8%	4.7%	4.3%	
Total(n)	77	1,197	2,451	41	599	1,175	36	598	1,276	
Mean	2.47	2.47	2.49	2.51	2.44	2.45	2.42	2.51	2.54	
Standard deviation	0.53	0.60	0.60	0.51	0.62	0.61	0.55	0.59	0.58	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.11	0.10	-	-0.15	-0.21	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very satisfied	15.8%	23.1%	11.3%	9.8%	23.0%	12.5%	22.9%	23.2%	10.0%	
Satisfied	51.3%	48.6%	36.2%	51.2%	47.6%	40.6%	51.4%	49.9%	31.7%	
Marginally satisfied	21.1%	18.0%	28.8%	26.8%	20.5%	26.4%	14.3%	15.0%	31.2%	
Not satisfied	11.8%	10.3%	23.7%	12.2%	9.0%	20.5%	11.4%	11.9%	27.1%	
Total(n)	76	1,208	2,471	41	606	1,183	35	602	1,288	
Mean	2.71	2.84	2.35	2.59	2.85	2.45	2.86	2.84	2.25	
Standard deviation	0.88	0.89	0.96	0.84	0.88	0.95	0.91	0.91	0.96	
Significance	-		**	-			-		***	
Effect size	-	-0.15	0.38	-	-0.30	0.15	-	0.02	0.64	
<b>Health benefits</b>										
Very satisfied	24.7%	30.6%	20.1%	22.5%	30.3%	23.9%	27.3%	30.9%	16.1%	
Satisfied	35.6%	49.3%	40.1%	35.0%	50.1%	40.6%	36.4%	48.4%	39.7%	
Marginally satisfied	31.5%	15.1%	26.8%	37.5%	15.3%	24.0%	24.2%	15.0%	29.8%	
Not satisfied	8.2%	5.0%	13.0%	5.0%	4.4%	11.6%	12.1%	5.7%	14.4%	
Total(n)	73	1,185	2,385	40	600	1,158	33	585	1,227	
Mean	2.77	3.05	2.67	2.75	3.06	2.77	2.79	3.05	2.57	
Standard deviation	0.92	0.81	0.94	0.87	0.79	0.94	0.99	0.83	0.92	
Significance	-	**		-	*		-			

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.35	0.11	-	-0.39	-0.02	-	-0.31	0.24	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Retirement benefits</b>										
Very satisfied	20.0%	27.2%	19.4%	25.0%	27.9%	23.2%	14.3%	26.3%	15.4%	
Satisfied	48.0%	49.2%	41.1%	40.0%	48.5%	40.2%	57.1%	50.0%	42.1%	
Marginally satisfied	22.7%	16.2%	27.3%	30.0%	16.1%	25.3%	14.3%	16.2%	29.3%	
Not satisfied	9.3%	7.5%	12.2%	5.0%	7.5%	11.3%	14.3%	7.4%	13.2%	
Total(n)	75	1,189	2,435	40	599	1,169	35	590	1,266	
Mean	2.79	2.96	2.68	2.85	2.97	2.75	2.71	2.95	2.60	
Standard deviation	0.87	0.86	0.92	0.86	0.86	0.94	0.89	0.85	0.90	
Significance	-			-			-			
Effect size	-	-0.20	0.12	-	-0.14	0.11	-	-0.28	0.12	
<b>Opportunity for scholarly pursuits</b>										
Very satisfied	26.3%	22.7%	12.3%	22.0%	25.3%	14.5%	31.4%	19.5%	10.0%	
Satisfied	48.7%	44.6%	34.2%	58.5%	45.3%	35.6%	37.1%	43.8%	32.7%	
Marginally satisfied	14.5%	23.0%	28.1%	9.8%	21.2%	25.5%	20.0%	25.2%	30.9%	
Not satisfied	10.5%	9.7%	25.4%	9.8%	8.3%	24.4%	11.4%	11.4%	26.4%	
Total(n)	76	1,202	2,444	41	603	1,177	35	599	1,267	
Mean	2.91	2.80	2.33	2.93	2.88	2.40	2.89	2.72	2.26	
Standard deviation	0.91	0.90	0.99	0.85	0.88	1.01	0.99	0.91	0.96	
Significance	-		***	-		***	-		***	
Effect size	-	0.12	0.59	-	0.06	0.52	-	0.19	0.66	
<b>Teaching load</b>										
Very satisfied	32.9%	23.2%	12.5%	31.7%	25.4%	15.6%	34.3%	20.5%	9.4%	
Satisfied	50.0%	46.8%	40.0%	53.7%	47.0%	41.3%	45.7%	46.5%	38.6%	
Marginally satisfied	11.8%	19.6%	25.0%	14.6%	18.8%	22.8%	8.6%	20.6%	27.4%	
Not satisfied	5.3%	10.4%	22.5%	0.0%	8.8%	20.3%	11.4%	12.4%	24.6%	
Total(n)	76	1,205	2,462	41	604	1,180	35	601	1,282	
Mean	3.11	2.83	2.43	3.17	2.89	2.52	3.03	2.75	2.33	
Standard deviation	0.81	0.90	0.97	0.67	0.88	0.98	0.95	0.92	0.95	
Significance	-	**	***	-	*	***	-		***	
Effect size	-	0.31	0.70	-	0.32	0.66	-	0.30	0.74	
<b>Quality of students</b>										
Very satisfied	53.9%	38.5%	16.5%	53.7%	37.0%	16.9%	54.3%	40.4%	16.0%	
Satisfied	43.4%	45.2%	40.4%	46.3%	45.4%	41.8%	40.0%	45.0%	39.0%	
Marginally satisfied	2.6%	13.0%	27.6%	0.0%	14.0%	27.4%	5.7%	11.9%	27.9%	
Not satisfied	0.0%	3.3%	15.5%	0.0%	3.7%	13.9%	0.0%	2.7%	17.1%	
Total(n)	76	1,205	2,465	41	606	1,182	35	599	1,283	
Mean	3.51	3.19	2.58	3.54	3.16	2.62	3.49	3.23	2.54	
Standard deviation	0.55	0.78	0.94	0.50	0.80	0.92	0.61	0.76	0.95	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	0.41	0.99	-	0.48	1.00	-	0.34	1.00	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Office/lab space</b>										
Very satisfied	53.9%	42.7%	27.9%	46.3%	42.9%	29.4%	62.9%	42.4%	26.4%	
Satisfied	38.2%	39.9%	40.1%	43.9%	39.5%	37.0%	31.4%	40.3%	43.2%	
Marginally satisfied	2.6%	10.6%	18.6%	2.4%	10.7%	19.8%	2.9%	10.6%	17.4%	
Not satisfied	5.3%	6.8%	13.4%	7.3%	6.9%	13.7%	2.9%	6.8%	13.0%	
Total(n)	76	1,198	2,454	41	600	1,173	35	598	1,281	
Mean	3.41	3.18	2.82	3.29	3.18	2.82	3.54	3.18	2.83	
Standard deviation	0.79	0.88	0.99	0.84	0.88	1.00	0.70	0.88	0.96	
Significance	-	*	***	-	-	**	-	*	***	
Effect size	-	0.26	0.60	-	0.13	0.47	-	0.41	0.74	
<b>Autonomy and independence</b>										
Very satisfied	73.7%	62.2%	46.0%	70.7%	63.3%	47.2%	77.1%	60.8%	44.6%	
Satisfied	21.1%	31.9%	38.9%	22.0%	32.4%	35.4%	20.0%	31.3%	42.5%	
Marginally satisfied	5.3%	3.8%	8.4%	7.3%	2.3%	7.3%	2.9%	5.7%	9.5%	
Not satisfied	0.0%	2.2%	6.8%	0.0%	2.1%	10.1%	0.0%	2.3%	3.4%	
Total(n)	76	1,204	2,458	41	605	1,180	35	599	1,278	
Mean	3.68	3.54	3.24	3.63	3.57	3.20	3.74	3.50	3.28	
Standard deviation	0.57	0.67	0.87	0.62	0.64	0.95	0.51	0.71	0.77	
Significance	-	-	***	-	-	**	-	*	***	
Effect size	-	0.21	0.51	-	0.09	0.45	-	0.34	0.60	
<b>Professional relationships with other faculty</b>										
Very satisfied	51.3%	41.7%	39.5%	53.7%	40.8%	39.6%	48.6%	42.8%	39.4%	
Satisfied	34.2%	40.0%	42.5%	29.3%	40.0%	41.3%	40.0%	40.0%	43.7%	
Marginally satisfied	10.5%	10.7%	11.7%	12.2%	12.4%	12.8%	8.6%	8.6%	10.6%	
Not satisfied	3.9%	7.7%	6.3%	4.9%	6.9%	6.3%	2.9%	8.6%	6.2%	
Total(n)	76	1,206	2,466	41	605	1,182	35	601	1,284	
Mean	3.33	3.16	3.15	3.32	3.15	3.14	3.34	3.17	3.16	
Standard deviation	0.82	0.90	0.86	0.88	0.89	0.87	0.76	0.91	0.85	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.21	-	0.19	0.21	-	0.19	0.21	
<b>Competency of colleagues</b>										
Very satisfied	57.9%	43.2%	35.7%	56.1%	40.2%	35.8%	60.0%	46.8%	35.6%	
Satisfied	35.5%	41.5%	48.5%	39.0%	43.9%	48.5%	31.4%	38.6%	48.6%	
Marginally satisfied	3.9%	10.8%	11.2%	2.4%	12.0%	11.3%	5.7%	9.4%	11.2%	
Not satisfied	2.6%	4.5%	4.5%	2.4%	3.9%	4.4%	2.9%	5.2%	4.6%	
Total(n)	76	1,203	2,457	41	603	1,179	35	600	1,278	
Mean	3.49	3.23	3.15	3.49	3.20	3.16	3.49	3.27	3.15	
Standard deviation	0.70	0.81	0.79	0.68	0.80	0.79	0.74	0.83	0.79	
Significance	-	**	***	-	*	**	-	-	*	
Effect size	-	0.32	0.43	-	0.36	0.42	-	0.27	0.43	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Job security</b>										
Very satisfied	61.8%	61.8%	43.0%	65.9%	64.9%	45.9%	57.1%	57.9%	39.9%	
Satisfied	27.6%	24.8%	33.3%	22.0%	22.8%	30.3%	34.3%	27.3%	36.5%	
Marginally satisfied	5.3%	6.8%	12.3%	9.8%	6.6%	12.8%	0.0%	7.1%	11.9%	
Not satisfied	5.3%	6.6%	11.4%	2.4%	5.7%	11.0%	8.6%	7.8%	11.8%	
Total(n)	76	1,188	2,434	41	597	1,167	35	591	1,267	
Mean	3.46	3.42	3.08	3.51	3.47	3.11	3.40	3.35	3.04	
Standard deviation	0.82	0.88	1.00	0.78	0.85	1.01	0.88	0.91	0.99	
Significance	-		**	-		*	-		*	
Effect size	-	0.05	0.38	-	0.05	0.40	-	0.05	0.36	
<b>Departmental leadership</b>										
Very satisfied	43.4%	38.8%	34.6%	46.3%	41.1%	35.2%	40.0%	35.9%	33.9%	
Satisfied	34.2%	36.1%	39.8%	34.1%	36.2%	39.8%	34.3%	36.0%	39.8%	
Marginally satisfied	14.5%	13.3%	13.7%	14.6%	12.8%	15.6%	14.3%	13.8%	11.7%	
Not satisfied	7.9%	11.8%	11.9%	4.9%	9.9%	9.4%	11.4%	14.3%	14.7%	
Total(n)	76	1,179	2,411	41	592	1,158	35	587	1,253	
Mean	3.13	3.02	2.97	3.22	3.09	3.01	3.03	2.93	2.93	
Standard deviation	0.94	1.00	0.98	0.88	0.96	0.94	1.01	1.03	1.02	
Significance	-			-			-			
Effect size	-	0.11	0.16	-	0.14	0.22	-	0.10	0.10	
<b>Course assignments</b>										
Very satisfied	60.0%	46.1%	42.2%	58.5%	48.3%	43.5%	61.8%	43.3%	40.7%	
Satisfied	32.0%	43.8%	46.2%	36.6%	42.8%	45.1%	26.5%	45.1%	47.3%	
Marginally satisfied	6.7%	8.5%	9.3%	2.4%	7.6%	9.1%	11.8%	9.6%	9.6%	
Not satisfied	1.3%	1.6%	2.4%	2.4%	1.3%	2.3%	0.0%	2.1%	2.4%	
Total(n)	75	1,180	2,415	41	596	1,166	34	584	1,249	
Mean	3.51	3.34	3.28	3.51	3.38	3.30	3.50	3.29	3.26	
Standard deviation	0.69	0.70	0.73	0.68	0.68	0.73	0.71	0.73	0.73	
Significance	-	*	**	-			-			
Effect size	-	0.24	0.32	-	0.19	0.29	-	0.29	0.33	
<b>Freedom to determine course content</b>										
Very satisfied	77.3%	76.1%	71.3%	80.5%	77.9%	71.5%	73.5%	73.8%	71.2%	
Satisfied	20.0%	19.9%	23.7%	19.5%	19.5%	25.1%	20.6%	20.5%	22.1%	
Marginally satisfied	1.3%	2.1%	3.2%	0.0%	1.2%	2.3%	2.9%	3.2%	4.3%	
Not satisfied	1.3%	1.9%	1.7%	0.0%	1.4%	1.1%	2.9%	2.5%	2.4%	
Total(n)	75	1,180	2,420	41	594	1,161	34	586	1,259	
Mean	3.73	3.70	3.65	3.80	3.74	3.67	3.65	3.66	3.62	
Standard deviation	0.55	0.60	0.63	0.40	0.55	0.57	0.69	0.66	0.68	
Significance	-			-			-			
Effect size	-	0.05	0.13	-	0.11	0.23	-	-0.02	0.04	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Availability of child care at this institution</b>										
Very satisfied	44.4%	26.8%	13.7%	52.9%	29.0%	14.4%	36.8%	24.5%	13.1%	
Satisfied	33.3%	23.0%	13.7%	29.4%	24.2%	17.4%	36.8%	21.7%	10.2%	
Marginally satisfied	13.9%	19.2%	11.9%	11.8%	19.9%	12.3%	15.8%	18.4%	11.6%	
Not satisfied	8.3%	30.9%	60.7%	5.9%	26.8%	55.8%	10.5%	35.4%	65.1%	
Total(n)	36	539	976	17	252	444	19	287	532	
Mean	3.14	2.46	1.80	3.29	2.55	1.90	3.00	2.35	1.71	
Standard deviation	0.96	1.18	1.12	0.92	1.17	1.14	1.00	1.19	1.09	
Significance	-	***	***	-	*	***	-	*	***	
Effect size	-	0.58	1.20	-	0.63	1.22	-	0.55	1.18	
<b>Prospects for career advancement</b>										
Very satisfied	34.3%	24.6%	15.1%	35.9%	25.3%	14.9%	32.3%	23.6%	15.3%	
Satisfied	37.1%	43.7%	36.9%	41.0%	44.8%	37.5%	32.3%	42.4%	36.2%	
Marginally satisfied	15.7%	19.9%	29.1%	12.8%	18.4%	29.2%	19.4%	21.8%	29.0%	
Not satisfied	12.9%	11.8%	18.9%	10.3%	11.5%	18.3%	16.1%	12.2%	19.4%	
Total(n)	70	1,102	2,275	39	558	1,090	31	544	1,185	
Mean	2.93	2.81	2.48	3.03	2.84	2.49	2.81	2.77	2.47	
Standard deviation	1.01	0.94	0.96	0.96	0.93	0.96	1.08	0.94	0.97	
Significance	-		***	-		***	-			
Effect size	-	0.13	0.47	-	0.20	0.56	-	0.04	0.35	
<b>Clerical/administrative support</b>										
Very satisfied	25.0%	34.2%	23.9%	26.8%	36.1%	24.7%	22.9%	31.7%	23.0%	
Satisfied	47.4%	38.6%	35.9%	48.8%	40.2%	37.9%	45.7%	36.6%	33.7%	
Marginally satisfied	11.8%	16.7%	19.6%	12.2%	15.7%	20.1%	11.4%	17.8%	19.1%	
Not satisfied	15.8%	10.6%	20.6%	12.2%	8.0%	17.3%	20.0%	13.8%	24.1%	
Total(n)	76	1,179	2,406	41	591	1,151	35	588	1,255	
Mean	2.82	2.96	2.63	2.90	3.04	2.70	2.71	2.86	2.56	
Standard deviation	0.99	0.96	1.06	0.94	0.91	1.02	1.05	1.01	1.09	
Significance	-			-			-			
Effect size	-	-0.15	0.18	-	-0.15	0.20	-	-0.15	0.14	
<b>Overall job satisfaction</b>										
Very satisfied	52.6%	38.8%	25.7%	58.5%	42.7%	27.6%	45.7%	34.0%	23.8%	
Satisfied	35.5%	46.0%	46.8%	34.1%	43.0%	43.3%	37.1%	49.6%	50.4%	
Marginally satisfied	9.2%	11.7%	19.9%	4.9%	11.2%	22.1%	14.3%	12.3%	17.7%	
Not satisfied	2.6%	3.5%	7.6%	2.4%	3.1%	7.1%	2.9%	4.1%	8.1%	
Total(n)	76	1,188	2,437	41	596	1,167	35	592	1,270	
Mean	3.38	3.20	2.91	3.49	3.25	2.91	3.26	3.13	2.90	
Standard deviation	0.77	0.78	0.87	0.71	0.77	0.88	0.82	0.78	0.85	
Significance	-		***	-		***	-		*	
Effect size	-	0.23	0.54	-	0.31	0.66	-	0.17	0.42	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	23.0%	24.9%	12.8%	25.0%	26.1%	14.9%	20.6%	23.4%	10.7%	
Satisfied	39.2%	43.0%	34.5%	32.5%	44.0%	37.4%	47.1%	41.7%	31.3%	
Marginally satisfied	20.3%	18.2%	24.6%	22.5%	16.6%	23.0%	17.6%	20.2%	26.3%	
Not satisfied	17.6%	14.0%	28.1%	20.0%	13.4%	24.8%	14.7%	14.7%	31.7%	
Total(n)	74	1,167	2,389	40	587	1,144	34	580	1,245	
Mean	2.68	2.79	2.32	2.63	2.83	2.42	2.74	2.74	2.21	
Standard deviation	1.02	0.97	1.02	1.08	0.97	1.02	0.96	0.98	1.01	
Significance	-		**	-			-		**	
Effect size	-	-0.11	0.35	-	-0.21	0.21	-	0.00	0.52	
<b>Flexibility in relation to family matters or emergencies</b>										
Very satisfied	45.3%	46.4%	40.2%	55.0%	50.5%	41.6%	34.3%	41.5%	38.9%	
Satisfied	44.0%	42.3%	43.0%	40.0%	40.9%	41.0%	48.6%	44.1%	45.0%	
Marginally satisfied	6.7%	8.3%	13.4%	2.5%	7.1%	15.4%	11.4%	9.7%	11.5%	
Not satisfied	4.0%	3.0%	3.3%	2.5%	1.5%	2.1%	5.7%	4.7%	4.5%	
Total(n)	75	1,113	2,307	40	561	1,097	35	552	1,210	
Mean	3.31	3.32	3.20	3.48	3.40	3.22	3.11	3.22	3.18	
Standard deviation	0.77	0.75	0.79	0.68	0.69	0.78	0.83	0.81	0.81	
Significance	-			-		*	-			
Effect size	-	-0.01	0.14	-	0.12	0.33	-	-0.14	-0.09	
<b>Rate your agreement with the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Agree strongly	6.3%	4.6%	11.3%	4.5%	3.8%	11.3%	8.3%	5.5%	11.4%	
Agree somewhat	32.5%	37.3%	39.3%	29.5%	35.7%	38.0%	36.1%	39.4%	40.6%	
Disagree somewhat	41.3%	35.8%	32.5%	40.9%	37.4%	30.5%	41.7%	33.9%	34.6%	
Disagree strongly	20.0%	22.2%	16.9%	25.0%	23.1%	20.1%	13.9%	21.2%	13.4%	
Total(n)	80	1,249	2,567	44	632	1,238	36	617	1,329	
Mean	2.25	2.24	2.45	2.14	2.20	2.41	2.39	2.29	2.50	
Standard deviation	0.85	0.85	0.90	0.85	0.84	0.93	0.84	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.01	-0.22	-	-0.07	-0.29	-	0.12	-0.13	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>A racially/ethnically diverse student body enhances the educational experience of all</b>										
Agree strongly	63.8%	72.2%	69.9%	59.1%	64.3%	63.7%	69.4%	82.0%	76.6%	
Agree somewhat	31.3%	23.6%	26.5%	31.8%	29.0%	30.9%	30.6%	16.8%	21.8%	
Disagree somewhat	3.8%	3.3%	2.9%	6.8%	4.9%	4.3%	0.0%	1.2%	1.4%	
Disagree strongly	1.3%	1.0%	0.7%	2.3%	1.8%	1.2%	0.0%	0.0%	0.1%	
Total(n)	80	1,253	2,571	44	635	1,239	36	618	1,332	
Mean	3.58	3.67	3.66	3.48	3.56	3.57	3.69	3.81	3.75	
Standard deviation	0.63	0.59	0.57	0.73	0.67	0.63	0.47	0.42	0.47	
Significance	-			-			-			
Effect size	-	-0.15	-0.14	-	-0.12	-0.14	-	-0.29	-0.13	
<b>External pressures often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	13.9%	17.3%	18.6%	13.6%	17.1%	17.0%	14.3%	17.7%	20.4%	
Agree somewhat	59.5%	45.2%	44.4%	56.8%	44.3%	44.0%	62.9%	46.3%	44.8%	
Disagree somewhat	22.8%	29.0%	28.5%	29.5%	30.3%	28.8%	14.3%	27.3%	28.2%	
Disagree strongly	3.8%	8.4%	8.4%	0.0%	8.3%	10.1%	8.6%	8.6%	6.6%	
Total(n)	79	1,240	2,543	44	629	1,227	35	611	1,316	
Mean	2.84	2.71	2.73	2.84	2.70	2.68	2.83	2.73	2.79	
Standard deviation	0.71	0.85	0.86	0.64	0.85	0.87	0.79	0.85	0.84	
Significance	-			-			-			
Effect size	-	0.15	0.13	-	0.16	0.18	-	0.12	0.05	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Agree strongly	33.8%	36.2%	40.4%	29.5%	31.6%	34.8%	38.9%	41.9%	46.4%	
Agree somewhat	55.0%	54.1%	50.4%	54.5%	55.6%	53.3%	55.6%	52.3%	47.3%	
Disagree somewhat	10.0%	8.5%	8.0%	13.6%	11.2%	10.3%	5.6%	5.0%	5.5%	
Disagree strongly	1.3%	1.2%	1.2%	2.3%	1.6%	1.6%	0.0%	0.8%	0.8%	
Total(n)	80	1,252	2,570	44	634	1,239	36	618	1,331	
Mean	3.21	3.25	3.30	3.11	3.17	3.21	3.33	3.35	3.39	
Standard deviation	0.67	0.66	0.66	0.72	0.68	0.69	0.59	0.61	0.63	
Significance	-			-			-			
Effect size	-	-0.06	-0.14	-	-0.09	-0.14	-	-0.03	-0.10	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	10.3%	11.2%	12.3%	4.5%	11.2%	12.8%	17.6%	11.2%	11.8%	
Agree somewhat	53.8%	46.1%	45.2%	52.3%	46.2%	46.5%	55.9%	46.0%	43.9%	
Disagree somewhat	24.4%	33.4%	34.6%	29.5%	33.3%	32.0%	17.6%	33.5%	37.5%	
Disagree strongly	11.5%	9.3%	7.9%	13.6%	9.2%	8.8%	8.8%	9.4%	6.9%	
Total(n)	78	1,232	2,530	44	629	1,222	34	603	1,308	
Mean	2.63	2.59	2.62	2.48	2.59	2.63	2.82	2.59	2.61	
Standard deviation	0.82	0.81	0.80	0.79	0.81	0.81	0.83	0.81	0.78	
Significance	-			-			-			
Effect size	-	0.05	0.01	-	-0.14	-0.19	-	0.28	0.27	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Managing household responsibilities</b>										
Extensive	28.0%	25.1%	22.2%	30.0%	20.6%	19.6%	25.7%	30.6%	24.9%	
Somewhat	54.7%	55.6%	54.2%	47.5%	58.7%	56.2%	62.9%	51.7%	52.2%	
Not at all	17.3%	19.3%	23.6%	22.5%	20.7%	24.3%	11.4%	17.6%	22.9%	
Total(n)	75	1,181	2,409	40	590	1,146	35	591	1,263	
Mean	2.11	2.06	1.99	2.08	2.00	1.95	2.14	2.13	2.02	
Standard deviation	0.67	0.66	0.68	0.73	0.64	0.66	0.60	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.08	0.18	-	0.13	0.20	-	0.01	0.17	
<b>Child care</b>										
Extensive	25.0%	26.1%	25.2%	27.3%	20.9%	20.2%	22.2%	32.6%	30.6%	
Somewhat	37.5%	45.2%	36.9%	36.4%	48.7%	39.6%	38.9%	40.8%	34.0%	
Not at all	37.5%	28.7%	37.9%	36.4%	30.3%	40.2%	38.9%	26.6%	35.5%	
Total(n)	40	644	1,259	22	332	638	18	312	621	
Mean	1.88	1.97	1.87	1.91	1.91	1.80	1.83	2.06	1.95	
Standard deviation	0.79	0.74	0.78	0.81	0.71	0.75	0.79	0.77	0.81	
Significance	-			-			-			
Effect size	-	-0.12	0.01	-	0.00	0.15	-	-0.30	-0.15	
<b>My physical health</b>										
Extensive	18.7%	12.7%	11.4%	10.0%	10.7%	11.4%	28.6%	15.2%	11.4%	
Somewhat	37.3%	45.5%	45.9%	45.0%	46.9%	47.7%	28.6%	43.8%	44.2%	
Not at all	44.0%	41.8%	42.7%	45.0%	42.4%	40.9%	42.9%	41.0%	44.4%	
Total(n)	75	1,172	2,373	40	586	1,133	35	586	1,240	
Mean	1.75	1.71	1.69	1.65	1.68	1.70	1.86	1.74	1.67	
Standard deviation	0.76	0.68	0.67	0.66	0.66	0.66	0.85	0.70	0.67	
Significance	-			-			-			
Effect size	-	0.06	0.09	-	-0.05	-0.08	-	0.17	0.28	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Review/promotion process</b>										
Extensive	19.7%	21.9%	21.2%	12.5%	18.5%	20.6%	27.6%	26.1%	21.9%	
Somewhat	31.1%	37.1%	39.4%	40.6%	34.6%	37.4%	20.7%	40.2%	41.4%	
Not at all	49.2%	41.1%	39.4%	46.9%	47.0%	42.0%	51.7%	33.8%	36.7%	
Total(n)	61	1,033	2,139	32	523	1,021	29	510	1,118	
Mean	1.70	1.81	1.82	1.66	1.72	1.79	1.76	1.92	1.85	
Standard deviation	0.78	0.77	0.76	0.70	0.76	0.76	0.87	0.77	0.75	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	-0.08	-0.17	-	-0.21	-0.12	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	8.6%	10.6%	8.6%	7.9%	7.1%	6.0%	9.4%	14.6%	11.0%	
Somewhat	25.7%	23.1%	25.7%	21.1%	16.5%	21.6%	31.3%	30.8%	29.6%	
Not at all	65.7%	66.3%	65.7%	71.1%	76.3%	72.4%	59.4%	54.7%	59.4%	
Total(n)	70	1,101	2,226	38	538	1,031	32	563	1,195	
Mean	1.43	1.44	1.43	1.37	1.31	1.34	1.50	1.60	1.52	
Standard deviation	0.65	0.68	0.65	0.63	0.60	0.59	0.67	0.73	0.68	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	0.10	0.05	-	-0.14	-0.03	
<b>Personal finances</b>										
Extensive	10.8%	14.2%	20.3%	10.3%	14.0%	22.6%	11.4%	14.4%	17.9%	
Somewhat	45.9%	43.2%	42.0%	48.7%	44.1%	41.4%	42.9%	42.3%	42.6%	
Not at all	43.2%	42.6%	37.7%	41.0%	41.9%	36.0%	45.7%	43.4%	39.5%	
Total(n)	74	1,182	2,413	39	593	1,150	35	589	1,263	
Mean	1.68	1.72	1.83	1.69	1.72	1.87	1.66	1.71	1.78	
Standard deviation	0.66	0.70	0.74	0.66	0.69	0.75	0.68	0.70	0.73	
Significance	-			-			-			
Effect size	-	-0.06	-0.20	-	-0.04	-0.24	-	-0.07	-0.16	
<b>Committee work</b>										
Extensive	14.3%	15.8%	14.1%	18.4%	14.1%	12.1%	9.4%	17.9%	16.2%	
Somewhat	54.3%	47.6%	49.6%	50.0%	47.2%	50.3%	59.4%	48.1%	48.8%	
Not at all	31.4%	36.5%	36.3%	31.6%	38.6%	37.6%	31.3%	34.0%	35.0%	
Total(n)	70	1,156	2,372	38	579	1,132	32	577	1,240	
Mean	1.83	1.79	1.78	1.87	1.75	1.75	1.78	1.84	1.81	
Standard deviation	0.66	0.69	0.67	0.70	0.68	0.66	0.61	0.70	0.69	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	0.18	0.18	-	-0.09	-0.04	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Faculty meetings</b>										
Extensive	4.2%	9.7%	11.5%	5.3%	9.0%	10.6%	2.9%	10.6%	12.4%	
Somewhat	40.3%	38.7%	47.0%	42.1%	37.3%	44.7%	38.2%	40.2%	49.3%	
Not at all	55.6%	51.6%	41.5%	52.6%	53.7%	44.7%	58.8%	49.1%	38.3%	
Total(n)	72	1,181	2,416	38	590	1,149	34	591	1,267	
Mean	1.49	1.58	1.70	1.53	1.55	1.66	1.44	1.61	1.74	
Standard deviation	0.58	0.66	0.66	0.60	0.65	0.66	0.56	0.67	0.66	
Significance	-		**	-			-		**	
Effect size	-	-0.14	-0.32	-	-0.03	-0.20	-	-0.25	-0.45	
<b>Colleagues</b>										
Extensive	17.3%	16.8%	13.3%	17.5%	14.5%	12.3%	17.1%	19.6%	14.3%	
Somewhat	48.0%	49.7%	49.3%	42.5%	48.3%	45.0%	54.3%	51.4%	53.8%	
Not at all	34.7%	33.4%	37.4%	40.0%	37.1%	42.7%	28.6%	28.9%	32.0%	
Total(n)	75	1,193	2,431	40	597	1,160	35	596	1,271	
Mean	1.83	1.83	1.76	1.78	1.77	1.70	1.89	1.91	1.82	
Standard deviation	0.70	0.69	0.67	0.73	0.68	0.68	0.68	0.69	0.66	
Significance	-			-			-			
Effect size	-	0.00	0.10	-	0.01	0.12	-	-0.03	0.11	
<b>Students</b>										
Extensive	8.0%	7.8%	9.7%	7.5%	6.0%	8.5%	8.6%	10.1%	10.9%	
Somewhat	49.3%	55.6%	53.3%	52.5%	52.3%	50.0%	45.7%	59.6%	56.6%	
Not at all	42.7%	36.5%	37.0%	40.0%	41.7%	41.4%	45.7%	30.3%	32.4%	
Total(n)	75	1,190	2,435	40	596	1,162	35	594	1,273	
Mean	1.65	1.71	1.73	1.68	1.64	1.67	1.63	1.80	1.78	
Standard deviation	0.63	0.60	0.63	0.62	0.59	0.63	0.65	0.60	0.62	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	0.07	0.02	-	-0.28	-0.24	
<b>Research or publishing demands</b>										
Extensive	12.7%	24.5%	16.9%	12.8%	19.7%	12.9%	12.5%	30.6%	21.3%	
Somewhat	59.2%	53.8%	52.3%	51.3%	52.3%	52.9%	68.8%	55.7%	51.7%	
Not at all	28.2%	21.6%	30.8%	35.9%	28.0%	34.3%	18.8%	13.7%	27.0%	
Total(n)	71	1,170	2,352	39	593	1,142	32	577	1,210	
Mean	1.85	2.03	1.86	1.77	1.92	1.79	1.94	2.17	1.94	
Standard deviation	0.62	0.68	0.68	0.67	0.69	0.65	0.56	0.64	0.69	
Significance	-	*		-			-	*		
Effect size	-	-0.26	-0.01	-	-0.22	-0.03	-	-0.36	0.00	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Institutional procedures and "red tape"</b>										
Extensive	11.3%	14.5%	23.0%	10.3%	14.1%	21.9%	12.5%	15.1%	24.2%	
Somewhat	43.7%	48.0%	51.2%	38.5%	48.7%	51.7%	50.0%	47.1%	50.7%	
Not at all	45.1%	37.5%	25.8%	51.3%	37.3%	26.4%	37.5%	37.8%	25.1%	
Total(n)	71	1,180	2,411	39	596	1,156	32	584	1,255	
Mean	1.66	1.77	1.97	1.59	1.77	1.95	1.75	1.77	1.99	
Standard deviation	0.67	0.68	0.70	0.68	0.68	0.69	0.67	0.69	0.70	
Significance	-		***	-		**	-			
Effect size	-	-0.16	-0.44	-	-0.26	-0.52	-	-0.03	-0.34	
<b>Teaching load</b>										
Extensive	10.7%	14.8%	19.4%	9.8%	12.2%	14.4%	11.8%	18.0%	24.6%	
Somewhat	30.7%	46.6%	45.2%	31.7%	45.9%	47.3%	29.4%	47.6%	42.9%	
Not at all	58.7%	38.5%	35.4%	58.5%	41.9%	38.3%	58.8%	34.4%	32.5%	
Total(n)	75	1,191	2,430	41	600	1,164	34	591	1,266	
Mean	1.52	1.76	1.84	1.51	1.70	1.76	1.53	1.84	1.92	
Standard deviation	0.68	0.69	0.72	0.68	0.67	0.69	0.71	0.71	0.75	
Significance	-	**	***	-		*	-	*	**	
Effect size	-	-0.35	-0.44	-	-0.28	-0.36	-	-0.44	-0.52	
<b>Lack of personal time</b>										
Extensive	32.0%	34.0%	34.4%	31.7%	27.5%	28.5%	32.4%	41.9%	40.4%	
Somewhat	45.3%	47.5%	44.2%	36.6%	48.3%	47.5%	55.9%	46.7%	40.8%	
Not at all	22.7%	18.5%	21.4%	31.7%	24.2%	24.0%	11.8%	11.4%	18.8%	
Total(n)	75	1,192	2,435	41	598	1,161	34	594	1,274	
Mean	2.09	2.16	2.13	2.00	2.03	2.05	2.21	2.30	2.22	
Standard deviation	0.74	0.71	0.74	0.81	0.72	0.72	0.64	0.66	0.74	
Significance	-			-			-			
Effect size	-	-0.10	-0.05	-	-0.04	-0.07	-	-0.14	-0.01	
<b>Job security</b>										
Extensive	6.8%	11.0%	11.1%	4.9%	10.4%	10.4%	9.1%	11.8%	11.8%	
Somewhat	18.9%	18.3%	25.0%	9.8%	15.0%	21.2%	30.3%	22.5%	29.0%	
Not at all	74.3%	70.7%	63.8%	85.4%	74.6%	68.4%	60.6%	65.7%	59.1%	
Total(n)	74	1,162	2,380	41	592	1,150	33	570	1,230	
Mean	1.32	1.40	1.47	1.20	1.36	1.42	1.48	1.46	1.53	
Standard deviation	0.60	0.68	0.69	0.51	0.66	0.67	0.67	0.70	0.70	
Significance	-			-		*	-			
Effect size	-	-0.12	-0.22	-	-0.24	-0.33	-	0.03	-0.07	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Working with underprepared students</b>										
Extensive	0.0%	5.3%	14.7%	0.0%	4.7%	12.8%	0.0%	5.9%	16.6%	
Somewhat	36.0%	47.5%	52.7%	34.1%	46.8%	49.1%	38.2%	48.2%	56.3%	
Not at all	64.0%	47.3%	32.7%	65.9%	48.4%	38.1%	61.8%	45.8%	27.1%	
Total(n)	75	1,183	2,422	41	597	1,159	34	586	1,263	
Mean	1.36	1.58	1.82	1.34	1.56	1.75	1.38	1.60	1.90	
Standard deviation	0.48	0.59	0.66	0.48	0.58	0.67	0.49	0.60	0.65	
Significance	-	**	***	-	*	***	-	*	***	
Effect size	-	-0.37	-0.70	-	-0.38	-0.61	-	-0.37	-0.80	
<b>Self-imposed high expectations</b>										
Extensive	34.7%	35.7%	35.8%	34.1%	30.0%	31.6%	35.3%	42.8%	40.1%	
Somewhat	56.0%	52.3%	50.0%	56.1%	55.8%	52.2%	55.9%	47.9%	47.7%	
Not at all	9.3%	12.0%	14.2%	9.8%	14.2%	16.2%	8.8%	9.3%	12.2%	
Total(n)	75	1,182	2,417	41	598	1,158	34	584	1,259	
Mean	2.25	2.24	2.22	2.24	2.16	2.15	2.26	2.33	2.28	
Standard deviation	0.62	0.65	0.67	0.62	0.65	0.67	0.62	0.64	0.67	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	0.12	0.13	-	-0.11	-0.03	
<b>Change in work responsibilities</b>										
Extensive	18.1%	25.9%	29.9%	15.0%	21.2%	23.8%	21.9%	31.8%	36.1%	
Somewhat	50.0%	46.7%	47.3%	50.0%	47.2%	51.7%	50.0%	46.1%	42.7%	
Not at all	31.9%	27.4%	22.9%	35.0%	31.6%	24.5%	28.1%	22.1%	21.2%	
Total(n)	72	1,166	2,394	40	590	1,147	32	576	1,247	
Mean	1.86	1.99	2.07	1.80	1.90	1.99	1.94	2.10	2.15	
Standard deviation	0.70	0.73	0.72	0.69	0.72	0.69	0.72	0.73	0.74	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.29	-	-0.14	-0.28	-	-0.22	-0.28	
<b>Institutional budget cuts</b>										
Extensive	5.8%	16.0%	28.7%	5.1%	15.4%	28.1%	6.7%	16.7%	29.3%	
Somewhat	29.0%	35.6%	38.3%	20.5%	32.8%	36.9%	40.0%	39.1%	39.6%	
Not at all	65.2%	48.5%	33.0%	74.4%	51.8%	34.9%	53.3%	44.2%	31.1%	
Total(n)	69	1,131	2,337	39	578	1,120	30	553	1,217	
Mean	1.41	1.67	1.96	1.31	1.64	1.93	1.53	1.72	1.98	
Standard deviation	0.60	0.73	0.78	0.57	0.73	0.79	0.63	0.73	0.78	
Significance	-	**	***	-	**	***	-		**	
Effect size	-	-0.36	-0.71	-	-0.45	-0.78	-	-0.26	-0.58	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	30.7%	31.0%	33.4%	22.0%	28.1%	30.5%	41.2%	34.5%	36.3%	
No	69.3%	69.0%	66.6%	78.0%	71.9%	69.5%	58.8%	65.5%	63.7%	
Total(n)	75	1,202	2,455	41	603	1,172	34	599	1,283	
<b>Considered leaving this institution for another?</b>										
Yes	41.3%	43.0%	47.4%	36.6%	42.1%	44.7%	47.1%	44.2%	50.2%	
No	58.7%	57.0%	52.6%	63.4%	57.9%	55.3%	52.9%	55.8%	49.8%	
Total(n)	75	1,202	2,451	41	603	1,169	34	599	1,282	
<b>Engaged in public service/professional consulting without pay?</b>										
Yes	46.7%	43.8%	52.9%	56.1%	44.6%	55.7%	35.3%	42.9%	50.1%	
No	53.3%	56.2%	47.1%	43.9%	55.4%	44.3%	64.7%	57.1%	49.9%	
Total(n)	75	1,198	2,447	41	604	1,170	34	594	1,277	
<b>Received at least one firm job offer?</b>										
Yes	9.3%	10.8%	14.5%	7.3%	10.8%	13.0%	11.8%	10.8%	16.0%	
No	90.7%	89.2%	85.5%	92.7%	89.2%	87.0%	88.2%	89.2%	84.0%	
Total(n)	75	1,201	2,445	41	604	1,168	34	597	1,277	
<b>Requested/sought an early promotion?</b>										
Yes	0.0%	3.3%	3.4%	0.0%	3.1%	3.8%	0.0%	3.5%	3.1%	
No	100.0%	96.7%	96.6%	100.0%	96.9%	96.2%	100.0%	96.5%	96.9%	
Total(n)	75	1,194	2,441	41	602	1,169	34	592	1,272	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	0.0%	2.6%	6.8%	0.0%	3.3%	5.5%	0.0%	1.9%	8.1%	
No	100.0%	97.4%	93.2%	100.0%	96.7%	94.5%	100.0%	98.1%	91.9%	
Total(n)	75	1,198	2,444	41	604	1,171	34	594	1,273	
<b>Are you a U.S. citizen?</b>										
Yes	97.3%	94.1%	96.0%	95.1%	94.3%	96.1%	100.0%	93.9%	96.0%	
No	2.7%	5.9%	4.0%	4.9%	5.7%	3.9%	0.0%	6.1%	4.0%	
Total(n)	74	1,195	2,443	41	603	1,172	33	592	1,271	
<b>Do you plan to retire within the next three years?</b>										
Yes	5.3%	7.1%	14.0%	7.3%	9.0%	16.3%	2.9%	4.9%	11.5%	
No	94.7%	92.9%	86.0%	92.7%	91.0%	83.7%	97.1%	95.1%	88.5%	
Total(n)	75	1,192	2,438	41	597	1,164	34	595	1,274	
<b>Do you use your scholarship to address local community needs?</b>										
Yes	18.7%	23.4%	33.2%	14.6%	23.0%	32.6%	23.5%	24.0%	33.9%	
No	81.3%	76.6%	66.8%	85.4%	77.0%	67.4%	76.5%	76.0%	66.1%	
Total(n)	75	1,200	2,448	41	603	1,173	34	597	1,275	
<b>Have you been sexually harassed at this institution?</b>										
Yes	4.1%	6.2%	5.9%	0.0%	2.5%	2.9%	9.1%	10.8%	9.0%	
No	95.9%	93.8%	94.1%	100.0%	97.5%	97.1%	90.9%	89.2%	91.0%	



	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Kenyon College</b>										
Total(n)	74	1,197	2,442	41	603	1,171	33	594	1,271	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	16.0%	6.4%	6.8%	9.8%	4.3%	4.4%	23.5%	9.0%	9.3%	
No	84.0%	93.6%	93.2%	90.2%	95.7%	95.6%	76.5%	91.0%	90.7%	
Total(n)	75	1,198	2,442	41	604	1,170	34	594	1,272	
<b>Have you ever received an award for outstanding teaching?</b>										
Yes	46.7%	36.0%	36.4%	51.2%	38.5%	36.6%	41.2%	32.9%	36.1%	
No	53.3%	64.0%	63.6%	48.8%	61.5%	63.4%	58.8%	67.1%	63.9%	
Total(n)	75	1,201	2,452	41	605	1,174	34	596	1,278	
<b>How would you characterize your political views?</b>										
Far left	9.3%	18.0%	15.6%	9.8%	14.5%	17.2%	8.8%	22.5%	14.0%	
Liberal	57.3%	60.3%	54.2%	43.9%	57.7%	49.6%	73.5%	63.4%	59.0%	
Middle of the road	26.7%	17.1%	21.8%	34.1%	21.5%	24.8%	17.6%	11.7%	18.7%	
Conservative	5.3%	3.9%	7.8%	9.8%	5.3%	7.6%	0.0%	2.2%	7.9%	
Far right	1.3%	0.6%	0.6%	2.4%	1.0%	0.8%	0.0%	0.2%	0.4%	
Total(n)	75	1,187	2,421	41	598	1,156	34	589	1,265	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	49.3%	44.1%	28.8%	58.5%	45.2%	30.8%	38.2%	42.8%	26.9%	
Probably yes	33.3%	34.7%	37.6%	29.3%	34.9%	37.2%	38.2%	34.6%	38.1%	
Not sure	13.3%	12.7%	18.0%	9.8%	12.7%	16.2%	17.6%	12.7%	19.8%	
Probably no	2.7%	5.6%	9.4%	2.4%	5.0%	9.5%	2.9%	6.3%	9.3%	
Definitely no	1.3%	2.8%	6.2%	0.0%	2.2%	6.4%	2.9%	3.6%	6.0%	
Total(n)	75	1,203	2,455	41	605	1,173	34	598	1,282	
Mean	4.27	4.12	3.74	4.44	4.16	3.77	4.06	4.07	3.71	
Standard deviation	0.89	1.02	1.15	0.78	0.98	1.17	0.98	1.06	1.13	
Significance	-		***	-		***	-			
Effect size	-	0.15	0.46	-	0.29	0.57	-	-0.01	0.31	
<b>Still want to be a college professor?</b>										
Definitely yes	58.7%	60.5%	55.8%	63.4%	62.5%	58.5%	52.9%	58.1%	53.1%	
Probably yes	26.7%	27.0%	29.1%	19.5%	25.5%	26.5%	35.3%	28.9%	31.7%	
Not sure	13.3%	10.0%	10.7%	17.1%	9.6%	8.9%	8.8%	10.5%	12.5%	
Probably no	1.3%	1.9%	3.9%	0.0%	1.8%	5.5%	2.9%	2.0%	2.4%	
Definitely no	0.0%	0.5%	0.5%	0.0%	0.5%	0.5%	0.0%	0.5%	0.4%	
Total(n)	75	1,201	2,451	41	604	1,171	34	597	1,280	
Mean	4.43	4.45	4.36	4.46	4.48	4.37	4.38	4.42	4.35	
Standard deviation	0.77	0.79	0.86	0.78	0.79	0.90	0.78	0.79	0.82	
Significance	-			-			-			
Effect size	-	-0.03	0.08	-	-0.03	0.10	-	-0.05	0.04	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.3%	0.1%	0.0%	0.2%	0.1%	0.0%	0.5%	0.2%	
\$20,000 - \$29,999	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.1%	
\$30,000 - \$39,999	0.0%	0.1%	0.8%	0.0%	0.0%	0.0%	0.0%	0.3%	1.7%	
\$40,000 - \$49,999	0.0%	1.2%	5.6%	0.0%	1.3%	1.8%	0.0%	1.2%	9.5%	
\$50,000 - \$59,999	5.9%	3.9%	15.5%	5.3%	4.4%	10.9%	6.7%	3.2%	20.3%	
\$60,000 - \$69,999	17.6%	10.8%	19.9%	15.8%	9.9%	20.1%	20.0%	12.0%	19.8%	
\$70,000 - \$79,999	29.4%	19.4%	19.5%	31.6%	16.7%	19.5%	26.7%	23.0%	19.4%	
\$80,000 - \$89,999	23.5%	18.2%	14.2%	21.1%	15.3%	14.2%	26.7%	22.3%	14.1%	
\$90,000 - \$99,999	11.8%	12.8%	7.2%	15.8%	14.2%	9.2%	6.7%	11.0%	5.2%	
\$100,000 - \$124,999	11.8%	21.9%	13.7%	10.5%	23.1%	18.8%	13.3%	20.3%	8.3%	
\$125,000 - \$149,999	0.0%	6.0%	1.9%	0.0%	7.8%	2.8%	0.0%	3.5%	1.0%	
\$150,000 or more	0.0%	5.1%	1.6%	0.0%	7.1%	2.7%	0.0%	2.4%	0.5%	
Total(n)	34	718	1,563	19	382	771	15	336	792	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.6%	0.5%	0.0%	1.2%	0.8%	0.0%	0.0%	0.2%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	1.7%	0.0%	0.0%	2.8%	0.0%	0.0%	0.6%	
\$40,000 - \$49,999	0.0%	0.2%	5.2%	0.0%	0.0%	3.8%	0.0%	0.5%	6.5%	
\$50,000 - \$59,999	11.8%	8.2%	20.8%	10.5%	5.6%	17.3%	13.3%	10.8%	24.1%	
\$60,000 - \$69,999	26.5%	15.3%	13.8%	21.1%	11.3%	12.3%	33.3%	19.3%	15.2%	
\$70,000 - \$79,999	23.5%	16.3%	13.4%	21.1%	17.8%	11.3%	26.7%	14.8%	15.4%	
\$80,000 - \$89,999	14.7%	15.3%	11.6%	21.1%	15.9%	12.8%	6.7%	14.8%	10.5%	
\$90,000 - \$99,999	5.9%	10.8%	8.6%	5.3%	11.0%	10.5%	6.7%	10.6%	6.8%	
\$100,000 - \$124,999	11.8%	19.8%	15.8%	10.5%	18.8%	16.9%	13.3%	20.8%	14.7%	
\$125,000 - \$149,999	2.9%	6.5%	4.2%	5.3%	7.8%	5.5%	0.0%	5.1%	2.9%	
\$150,000 or more	2.9%	7.0%	4.5%	5.3%	10.7%	5.9%	0.0%	3.4%	3.1%	
Total(n)	34	384	695	19	174	309	15	210	386	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	1.4%	3.0%	3.5%	0.0%	2.3%	2.8%	3.1%	3.8%	4.2%	
9/10 months	48.6%	63.1%	69.5%	50.0%	66.9%	70.7%	46.9%	58.6%	68.3%	
11/12 months	50.0%	33.9%	27.0%	50.0%	30.8%	26.5%	50.0%	37.6%	27.5%	
Total(n)	70	1,162	2,383	38	584	1,134	32	578	1,249	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What percentage of your current year's income comes from:</b>										
<b>Base salary from this institution</b>										
100%	43.7%	58.8%	48.0%	38.5%	52.7%	42.4%	50.0%	66.1%	53.8%	
75% to 99%	49.3%	36.9%	42.6%	56.4%	41.8%	48.7%	40.6%	30.9%	36.1%	
74% to 50%	5.6%	3.7%	7.3%	2.6%	4.7%	7.8%	9.4%	2.4%	6.8%	
25% to 49%	1.4%	0.4%	1.0%	2.6%	0.6%	1.0%	0.0%	0.1%	0.9%	
1% to 24%	0.0%	0.2%	1.1%	0.0%	0.0%	0.0%	0.0%	0.4%	2.2%	
0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	
Total(n)	71	1,160	2,381	39	580	1,135	32	580	1,246	
<b>Other income from this institution</b>										
100%	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
74% to 50%	2.3%	0.4%	0.2%	0.0%	0.4%	0.2%	5.3%	0.4%	0.1%	
25% to 49%	0.0%	0.9%	2.8%	0.0%	1.1%	2.3%	0.0%	0.7%	3.5%	
1% to 24%	61.4%	43.1%	56.6%	72.0%	46.3%	59.8%	47.4%	38.5%	52.1%	
0%	36.4%	55.4%	40.4%	28.0%	52.0%	37.6%	47.4%	60.4%	44.2%	
Total(n)	44	645	1,400	25	351	713	19	294	687	
<b>Income from another academic institution</b>										
100%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%	
74% to 50%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	
25% to 49%	0.0%	1.1%	2.4%	0.0%	1.0%	0.7%	0.0%	1.1%	4.5%	
1% to 24%	5.9%	14.0%	14.3%	11.8%	13.7%	14.5%	0.0%	14.4%	14.1%	
0%	94.1%	84.8%	81.7%	88.2%	85.3%	84.9%	100.0%	84.2%	78.0%	
Total(n)	34	565	1,185	17	299	592	17	266	593	
<b>Non-academic income</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	
74% to 50%	2.6%	1.6%	3.3%	4.8%	2.1%	2.7%	0.0%	1.0%	4.0%	
25% to 49%	10.3%	5.4%	9.1%	4.8%	6.4%	6.7%	16.7%	4.0%	12.1%	
1% to 24%	41.0%	30.9%	37.0%	52.4%	35.0%	42.8%	27.8%	24.5%	29.6%	
0%	46.2%	62.1%	50.0%	38.1%	56.6%	47.9%	55.6%	70.6%	52.8%	
Total(n)	39	636	1,366	21	350	705	18	286	661	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1981 or later	1.4%	1.4%	1.2%	0.0%	1.0%	1.2%	3.0%	1.9%	1.3%	
1986 - 1980	5.5%	9.5%	7.3%	5.0%	8.7%	6.3%	6.1%	10.6%	8.3%	
1971 - 1975	13.7%	15.1%	11.8%	12.5%	12.5%	10.0%	15.2%	18.3%	13.8%	
1966 - 1970	6.8%	13.1%	13.0%	7.5%	12.1%	13.7%	6.1%	14.3%	12.2%	
1961 - 1965	20.5%	15.3%	12.4%	17.5%	15.2%	11.6%	24.2%	15.3%	13.2%	
1956 - 1960	23.3%	14.9%	13.2%	25.0%	14.4%	13.6%	21.2%	15.4%	12.8%	
1951 - 1955	11.0%	10.5%	15.2%	12.5%	11.2%	12.0%	9.1%	9.7%	18.6%	
1946 - 1950	15.1%	11.8%	14.0%	15.0%	14.0%	14.1%	15.2%	9.2%	13.9%	
1941 - 1945	1.4%	5.5%	6.7%	2.5%	7.0%	8.6%	0.0%	3.7%	4.7%	
1940 or earlier	1.4%	2.9%	5.1%	2.5%	4.0%	8.8%	0.0%	1.5%	1.3%	
Total(n)	73	1,158	2,357	40	584	1,130	33	574	1,227	
<b>FACULTY WHO TAUGHT GRADUATE COURSES ONLY</b>										
<b>In the past two years, to what extent have you:</b>										
<b>Met with graduate students to discuss their research interests</b>										
To a great extent	0.0%	33.2%	32.5%	0.0%	39.5%	29.1%	0.0%	24.9%	36.5%	
To some extent	50.0%	51.9%	53.2%	100.0%	47.2%	60.0%	0.0%	58.0%	45.0%	
Not at all	50.0%	14.9%	14.3%	0.0%	13.3%	10.9%	100.0%	17.1%	18.5%	
Total(n)	2	91	416	1	49	198	1	42	218	
<b>Written research grants</b>										
To a great extent	0.0%	16.3%	15.3%	0.0%	13.0%	16.8%	0.0%	20.6%	13.6%	
To some extent	50.0%	41.6%	25.7%	100.0%	47.2%	27.3%	0.0%	34.3%	23.7%	
Not at all	50.0%	42.0%	59.0%	0.0%	39.7%	55.9%	100.0%	45.0%	62.8%	
Total(n)	2	91	416	1	49	199	1	42	217	
<b>Mentored graduate students</b>										
To a great extent	50.0%	30.2%	49.4%	0.0%	37.2%	51.2%	100.0%	21.2%	47.3%	
To some extent	50.0%	50.2%	37.5%	100.0%	44.6%	30.7%	0.0%	57.5%	45.7%	
Not at all	0.0%	19.6%	13.1%	0.0%	18.2%	18.1%	0.0%	21.4%	7.1%	
Total(n)	2	91	416	1	49	197	1	42	219	
<b>Helped graduate students access professional networks</b>										
To a great extent	0.0%	20.4%	29.7%	0.0%	20.0%	23.1%	0.0%	21.0%	37.6%	
To some extent	100.0%	49.3%	55.7%	100.0%	46.5%	63.9%	100.0%	52.9%	45.7%	
Not at all	0.0%	30.3%	14.7%	0.0%	33.5%	13.0%	0.0%	26.0%	16.7%	
Total(n)	2	91	418	1	49	199	1	42	219	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with graduate students at conferences</b>										
To a great extent	0.0%	11.4%	14.0%	0.0%	11.4%	12.6%	0.0%	11.4%	15.6%	
To some extent	0.0%	16.9%	19.4%	0.0%	17.4%	17.8%	0.0%	16.1%	21.3%	
Not at all	100.0%	71.7%	66.6%	100.0%	71.2%	69.6%	100.0%	72.5%	63.1%	
Total(n)	2	91	418	1	49	199	1	42	219	
<b>Published with graduate students</b>										
To a great extent	0.0%	8.3%	5.6%	0.0%	9.2%	5.0%	0.0%	7.1%	6.3%	
To some extent	0.0%	15.8%	15.1%	0.0%	16.5%	13.2%	0.0%	14.9%	17.4%	
Not at all	100.0%	75.9%	79.2%	100.0%	74.3%	81.7%	100.0%	78.0%	76.2%	
Total(n)	2	91	418	1	49	199	1	42	219	
<b>Included graduate students in research grant writing</b>										
To a great extent	0.0%	2.3%	3.3%	0.0%	2.3%	2.9%	0.0%	2.3%	3.7%	
To some extent	0.0%	16.7%	9.8%	0.0%	13.9%	10.9%	0.0%	20.3%	8.5%	
Not at all	100.0%	81.0%	86.9%	100.0%	83.9%	86.1%	100.0%	77.4%	87.7%	
Total(n)	2	90	417	1	48	198	1	42	219	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	6.50	4.68	7.25	5.00	4.89	6.49	8.00	4.41	8.19	
Median	7	3	5	5	3	5	8	3	5	
Mode	5	0	5	5	0	5	8	0	0	
Total(n)	2	717	8,422	1	404	4,638	1	313	3,785	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	1.00	0.76	2.43	0.00	0.70	3.38	2.00	0.83	1.28	
Median	1	0	0	0	0	0	2	0	0	
Mode	0	0	0	0	0	0	2	0	0	
Total(n)	2	697	8,278	1	385	4,526	1	313	3,752	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	0.00	0.19	0.29	0.00	0.25	0.21	0.00	0.12	0.38	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	2	681	8,186	1	385	4,493	1	297	3,693	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reeseach opportunities</b>										
Agree strongly	0.0%	6.2%	10.2%	0.0%	3.7%	9.4%	0.0%	8.9%	11.2%	
Agree somewhat	0.0%	29.7%	19.4%	0.0%	29.4%	23.6%	0.0%	30.0%	14.0%	
Disagree somewhat	100.0%	24.6%	34.1%	0.0%	23.3%	34.2%	100.0%	26.1%	33.9%	
Disagree strongly	0.0%	39.5%	36.3%	0.0%	43.5%	32.8%	0.0%	35.0%	40.8%	
Total(n)	1	60	349	0	30	165	1	30	184	
Mean	2.00	2.03	2.03	.	1.93	2.10	2.00	2.13	1.96	
Standard deviation	.	0.97	0.98	.	0.94	0.96	.	1.00	1.00	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-			-	-0.13	0.04	
<b>It is important for graduate students in this program to spend at least one term as a teaching assistant</b>										
Agree strongly	0.0%	25.2%	24.0%	0.0%	23.4%	22.5%	0.0%	27.3%	25.9%	
Agree somewhat	0.0%	25.5%	13.8%	0.0%	32.2%	14.2%	0.0%	17.9%	13.3%	
Disagree somewhat	0.0%	11.0%	15.4%	0.0%	7.4%	14.9%	0.0%	15.1%	16.1%	
Disagree strongly	0.0%	38.3%	46.8%	0.0%	37.0%	48.4%	0.0%	39.7%	44.7%	
Total(n)	0	60	350	0	30	165	0	30	185	
Mean	.	2.38	2.15	.	2.42	2.11	.	2.33	2.20	
Standard deviation	.	1.23	1.24	.	1.21	1.23	.	1.25	1.25	
Significance	-			-			-			
Effect size	-			-			-			
<b>This graduate program enrolls too many international students</b>										
Agree strongly	0.0%	0.0%	4.2%	0.0%	0.0%	2.5%	0.0%	0.0%	6.5%	
Agree somewhat	0.0%	3.1%	6.6%	0.0%	5.8%	9.7%	0.0%	0.0%	2.7%	
Disagree somewhat	0.0%	21.3%	20.2%	0.0%	20.0%	22.3%	0.0%	22.6%	17.6%	
Disagree strongly	100.0%	75.7%	68.9%	0.0%	74.1%	65.6%	100.0%	77.4%	73.2%	
Total(n)	1	61	352	0	30	166	1	31	186	
Mean	1.00	1.27	1.46	.	1.32	1.49	1.00	1.23	1.43	
Standard deviation	.	0.51	0.80	.	0.58	0.77	.	0.42	0.83	
Significance	-			-			-			
Effect size	-	-0.53	-0.58	-			-	-0.55	-0.52	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department prefer to hire international students to work on their research</b>										
Agree strongly	0.0%	1.3%	1.0%	0.0%	2.5%	1.4%	0.0%	0.0%	0.4%	
Agree somewhat	0.0%	6.0%	2.2%	0.0%	7.8%	3.2%	0.0%	4.0%	1.0%	
Disagree somewhat	0.0%	14.3%	18.4%	0.0%	21.1%	17.0%	0.0%	7.0%	20.3%	
Disagree strongly	100.0%	78.4%	78.4%	0.0%	68.5%	78.4%	100.0%	89.0%	78.3%	
Total(n)	1	56	339	0	27	159	1	29	180	
Mean	1.00	1.30	1.26	.	1.44	1.28	1.00	1.15	1.23	
Standard deviation	.	0.64	0.54	.	0.75	0.59	.	0.46	0.47	
Significance	-			-			-			
Effect size	-	-0.47	-0.48	-			-	-0.33	-0.49	
<b>International and domestic graduate students work well together in this program</b>										
Agree strongly	100.0%	33.2%	49.4%	0.0%	35.5%	53.2%	100.0%	30.8%	44.6%	
Agree somewhat	0.0%	43.6%	38.5%	0.0%	48.6%	40.7%	0.0%	38.5%	35.7%	
Disagree somewhat	0.0%	8.4%	4.4%	0.0%	8.5%	2.4%	0.0%	8.3%	6.8%	
Disagree strongly	0.0%	14.8%	7.7%	0.0%	7.5%	3.7%	0.0%	22.3%	12.9%	
Total(n)	1	51	324	0	24	152	1	27	172	
Mean	4.00	2.95	3.30	.	3.12	3.43	4.00	2.78	3.12	
Standard deviation	.	1.00	0.87	.	0.85	0.72	.	1.11	1.01	
Significance	-			-			-			
Effect size	-	1.05	0.80	-			-	1.10	0.87	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Agree strongly	100.0%	6.4%	10.4%	0.0%	3.6%	10.0%	100.0%	9.5%	11.0%	
Agree somewhat	0.0%	12.0%	41.7%	0.0%	8.4%	40.5%	0.0%	16.2%	43.2%	
Disagree somewhat	0.0%	8.5%	11.0%	0.0%	9.9%	11.4%	0.0%	6.8%	10.5%	
Disagree strongly	0.0%	73.1%	36.9%	0.0%	78.1%	38.1%	0.0%	67.5%	35.4%	
Total(n)	1	58	345	0	29	162	1	29	183	
Mean	4.00	1.52	2.26	.	1.38	2.22	4.00	1.68	2.30	
Standard deviation	.	0.94	1.07	.	0.79	1.07	.	1.06	1.07	
Significance	-			-			-			
Effect size	-	2.64	1.63	-			-	2.19	1.59	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
Agree strongly	0.0%	43.1%	43.2%	0.0%	49.5%	44.4%	0.0%	35.7%	41.7%	
Agree somewhat	0.0%	38.6%	34.1%	0.0%	32.5%	31.7%	0.0%	45.7%	37.2%	
Disagree somewhat	100.0%	2.8%	17.1%	0.0%	2.5%	19.7%	100.0%	3.2%	13.8%	
Disagree strongly	0.0%	15.5%	5.6%	0.0%	15.5%	4.2%	0.0%	15.4%	7.4%	
Total(n)	1	55	337	0	28	158	1	27	179	
Mean	2.00	3.09	3.15	.	3.16	3.16	2.00	3.02	3.13	
Standard deviation	.	1.03	0.90	.	1.06	0.88	.	1.01	0.91	
Significance	-			-			-			
Effect size	-	-1.06	-1.28	-			-	-1.01	-1.24	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Agree strongly	0.0%	15.9%	22.5%	0.0%	18.9%	17.7%	0.0%	12.3%	28.7%	
Agree somewhat	0.0%	30.4%	21.2%	0.0%	32.6%	16.7%	0.0%	27.9%	26.9%	
Disagree somewhat	0.0%	17.8%	19.0%	0.0%	14.8%	20.3%	0.0%	21.3%	17.2%	
Disagree strongly	100.0%	35.9%	37.3%	0.0%	33.7%	45.3%	100.0%	38.5%	27.2%	
Total(n)	1	57	336	0	29	156	1	28	180	
Mean	1.00	2.26	2.29	.	2.37	2.07	1.00	2.14	2.57	
Standard deviation	.	1.11	1.18	.	1.14	1.15	.	1.07	1.17	
Significance	-			-			-			
Effect size	-	-1.14	-1.09	-			-	-1.07	-1.34	
<b>Graduate faculty in my department are good teachers</b>										
Agree strongly	0.0%	41.7%	50.9%	0.0%	42.3%	59.3%	0.0%	41.1%	39.8%	
Agree somewhat	100.0%	34.3%	37.3%	0.0%	41.8%	30.9%	100.0%	26.1%	45.8%	
Disagree somewhat	0.0%	14.2%	6.9%	0.0%	11.8%	5.8%	0.0%	16.7%	8.3%	
Disagree strongly	0.0%	9.8%	5.0%	0.0%	4.1%	4.1%	0.0%	16.1%	6.1%	
Total(n)	1	55	338	0	27	160	1	28	178	
Mean	3.00	3.08	3.34	.	3.22	3.45	3.00	2.92	3.19	
Standard deviation	.	0.97	0.81	.	0.81	0.78	.	1.11	0.83	
Significance	-			-			-			
Effect size	-	-0.08	-0.42	-			-	0.07	-0.23	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Agree strongly	0.0%	40.9%	44.3%	0.0%	39.8%	54.4%	0.0%	42.2%	31.4%	
Agree somewhat	100.0%	37.0%	45.2%	0.0%	44.3%	36.2%	100.0%	28.6%	56.8%	
Disagree somewhat	0.0%	12.0%	7.2%	0.0%	7.9%	6.7%	0.0%	16.7%	7.8%	
Disagree strongly	0.0%	10.0%	3.3%	0.0%	8.0%	2.8%	0.0%	12.4%	4.0%	
Total(n)	1	54	337	0	27	158	1	27	179	
Mean	3.00	3.09	3.30	.	3.16	3.42	3.00	3.01	3.16	
Standard deviation	.	0.96	0.75	.	0.88	0.74	.	1.04	0.73	
Significance	-			-			-			
Effect size	-	-0.09	-0.40	-			-	-0.01	-0.22	
<b>Most graduate students in this program move on to faculty positions</b>										
Agree strongly	0.0%	2.8%	1.1%	0.0%	2.3%	1.0%	0.0%	3.5%	1.2%	
Agree somewhat	100.0%	14.6%	13.9%	0.0%	8.2%	14.9%	100.0%	22.2%	12.6%	
Disagree somewhat	0.0%	35.9%	26.4%	0.0%	48.7%	20.1%	0.0%	20.7%	34.6%	
Disagree strongly	0.0%	46.7%	58.6%	0.0%	40.8%	64.0%	0.0%	53.6%	51.6%	
Total(n)	1	53	335	0	27	158	1	26	177	
Mean	3.00	1.74	1.57	.	1.72	1.53	3.00	1.76	1.63	
Standard deviation	.	0.81	0.77	.	0.71	0.78	.	0.92	0.75	
Significance	-			-			-			
Effect size	-	1.56	1.86	-			-	1.35	1.83	
<b>Most graduate students in this program move into positions within industry</b>										
Agree strongly	0.0%	14.0%	46.5%	0.0%	18.5%	53.9%	0.0%	9.2%	37.1%	
Agree somewhat	100.0%	38.4%	30.8%	0.0%	42.1%	32.9%	100.0%	34.4%	28.1%	
Disagree somewhat	0.0%	22.6%	11.9%	0.0%	22.4%	8.7%	0.0%	22.8%	16.1%	
Disagree strongly	0.0%	25.0%	10.7%	0.0%	17.0%	4.6%	0.0%	33.6%	18.7%	
Total(n)	1	56	338	0	27	158	1	29	180	
Mean	3.00	2.41	3.13	.	2.62	3.36	3.00	2.19	2.84	
Standard deviation	.	1.01	1.00	.	0.97	0.82	.	1.01	1.12	
Significance	-			-			-			
Effect size	-	0.58	-0.13	-			-	0.80	0.14	
<b>Year of first academic appointment</b>										
1973 or earlier	7.4%	8.4%	10.9%	10.9%	11.5%	16.6%	2.9%	4.5%	4.7%	
1974 - 1978	4.9%	6.9%	6.6%	2.2%	8.3%	8.4%	8.6%	5.1%	4.7%	
1979 - 1983	11.1%	8.2%	8.0%	13.0%	8.3%	7.4%	8.6%	8.1%	8.6%	
1984 - 1988	18.5%	11.4%	10.5%	21.7%	10.9%	10.1%	14.3%	12.0%	10.9%	
1989 - 1993	16.0%	14.7%	11.3%	13.0%	14.4%	9.7%	20.0%	15.1%	13.0%	
1994 - 1998	14.8%	15.4%	18.7%	15.2%	14.5%	16.9%	14.3%	16.5%	20.6%	
1999 - 2003	16.0%	15.9%	16.8%	13.0%	15.8%	16.3%	20.0%	15.9%	17.4%	
2004 - 2008	11.1%	19.2%	17.3%	10.9%	16.4%	14.6%	11.4%	22.7%	20.1%	
2009 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	81	1,307	2,688	46	674	1,313	35	633	1,375	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Year of appointment at present institution</b>										
1973 or earlier	2.9%	5.5%	5.2%	4.7%	7.4%	8.3%	0.0%	2.9%	1.7%	
1974 - 1978	4.3%	3.9%	3.6%	4.7%	5.0%	4.6%	3.7%	2.3%	2.6%	
1979 - 1983	7.1%	7.9%	7.2%	7.0%	7.8%	7.9%	7.4%	8.0%	6.4%	
1984 - 1988	24.3%	12.1%	9.2%	27.9%	13.4%	10.5%	18.5%	10.4%	7.8%	
1989 - 1993	7.1%	12.2%	9.6%	7.0%	10.7%	8.9%	7.4%	14.3%	10.4%	
1994 - 1998	22.9%	17.1%	16.2%	18.6%	16.3%	15.2%	29.6%	18.2%	17.3%	
1999 - 2003	14.3%	16.7%	20.2%	18.6%	17.4%	18.9%	7.4%	15.8%	21.5%	
2004 - 2008	17.1%	24.0%	27.3%	11.6%	21.3%	25.4%	25.9%	27.7%	29.5%	
2009 or later	0.0%	0.6%	1.4%	0.0%	0.8%	0.2%	0.0%	0.3%	2.8%	
Total(n)	70	1,150	2,305	43	596	1,133	27	554	1,172	
<b>If tenured, year tenure was awarded</b>										
1973 or earlier	0.0%	1.8%	1.0%	0.0%	2.6%	1.7%	0.0%	0.5%	0.1%	
1974 - 1978	3.1%	2.7%	1.8%	5.0%	2.6%	2.3%	0.0%	2.9%	1.3%	
1979 - 1983	0.0%	7.9%	10.1%	0.0%	10.7%	14.1%	0.0%	3.6%	5.3%	
1984 - 1988	9.4%	11.2%	10.3%	10.0%	12.6%	11.4%	8.3%	8.9%	9.1%	
1989 - 1993	21.9%	13.4%	11.8%	20.0%	14.8%	14.1%	25.0%	11.1%	9.1%	
1994 - 1998	21.9%	17.7%	15.7%	25.0%	15.6%	14.0%	16.7%	21.0%	17.9%	
1999 - 2003	31.3%	20.6%	19.0%	30.0%	20.2%	17.5%	33.3%	21.4%	20.8%	
2004 - 2008	12.5%	24.0%	26.8%	10.0%	21.0%	24.0%	16.7%	28.7%	30.1%	
2009 or later	0.0%	0.7%	3.4%	0.0%	0.0%	1.0%	0.0%	1.9%	6.3%	
Total(n)	32	561	1,025	20	304	531	12	257	494	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.7%	0.0%	0.7%	1.0%	0.0%	0.0%	0.4%	
Biological Sciences (General Area 5)	10.7%	7.4%	8.0%	9.8%	7.6%	7.2%	11.8%	7.1%	8.9%	
Business (General Area 6)	0.0%	1.2%	3.3%	0.0%	1.5%	5.0%	0.0%	0.9%	1.7%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	2.1%	8.5%	0.0%	1.4%	3.2%	0.0%	2.9%	14.0%	
Engineering (General Area 11)	0.0%	3.1%	2.5%	0.0%	3.6%	3.7%	0.0%	2.5%	1.3%	
English (General Area 12)	17.3%	7.4%	6.7%	14.6%	7.2%	5.3%	20.6%	7.5%	8.2%	
Health-related (General Area 15)	0.0%	1.2%	3.1%	0.0%	1.1%	2.2%	0.0%	1.3%	4.1%	
History or Political Science (Specific Discipline 3007,3009)	10.7%	10.7%	9.8%	12.2%	11.4%	12.9%	8.8%	9.9%	6.5%	
Humanities (General Area 14,24)	13.3%	16.6%	9.9%	14.6%	14.2%	10.6%	11.8%	19.5%	9.2%	
Fine Arts (General Area 2,4,22)	13.3%	9.1%	8.0%	14.6%	9.1%	8.1%	11.8%	9.0%	7.9%	
Mathematics or Statistics (General Area 18)	9.3%	6.4%	4.9%	9.8%	7.3%	5.9%	8.8%	5.4%	3.8%	
Physical Sciences (General Area 25)	9.3%	10.5%	7.4%	14.6%	12.0%	9.1%	2.9%	8.7%	5.5%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.0%	17.2%	16.0%	9.8%	14.6%	13.9%	14.7%	20.3%	18.1%	
Other Technical (General Area 8,19,28)	0.0%	2.3%	2.8%	0.0%	3.8%	2.8%	0.0%	0.6%	2.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	4.0%	4.4%	8.4%	0.0%	4.4%	9.0%	8.8%	4.4%	7.7%	
Total(n)	75	1,185	2,420	41	596	1,160	34	589	1,260	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.4%	0.0%	0.3%	0.7%	0.0%	0.1%	0.2%	
Biological Sciences (General Area 5)	10.8%	6.8%	7.5%	10.0%	7.1%	6.9%	11.8%	6.3%	8.2%	
Business (General Area 6)	0.0%	1.5%	4.0%	0.0%	1.7%	5.3%	0.0%	1.2%	2.6%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	2.0%	4.7%	0.0%	1.3%	2.1%	0.0%	2.8%	7.4%	
Engineering (General Area 11)	0.0%	3.0%	2.4%	0.0%	3.7%	3.9%	0.0%	2.3%	0.8%	
English (General Area 12)	14.9%	7.1%	6.6%	12.5%	7.2%	5.3%	17.6%	7.0%	8.0%	
Health-related (General Area 15)	0.0%	0.9%	3.4%	0.0%	1.1%	2.3%	0.0%	0.7%	4.6%	
History or Political Science (Specific Discipline 3007,3009)	12.2%	11.1%	9.6%	15.0%	11.8%	12.8%	8.8%	10.3%	6.3%	
Humanities (General Area 14,24)	13.5%	16.5%	9.1%	15.0%	14.5%	9.8%	11.8%	18.9%	8.5%	
Fine Arts (General Area 2,4,22)	13.5%	9.5%	8.1%	15.0%	9.5%	8.1%	11.8%	9.5%	8.1%	
Mathematics or Statistics (General Area 18)	9.5%	6.3%	7.4%	10.0%	7.1%	6.7%	8.8%	5.3%	8.0%	
Physical Sciences (General Area 25)	10.8%	10.9%	7.6%	15.0%	12.3%	9.1%	5.9%	9.3%	6.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	10.8%	16.7%	15.8%	7.5%	13.9%	13.8%	14.7%	20.2%	18.0%	
Other Technical (General Area 8,19,28)	0.0%	2.4%	3.5%	0.0%	3.9%	3.4%	0.0%	0.7%	3.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	4.1%	4.9%	9.8%	0.0%	4.5%	9.8%	8.8%	5.5%	9.7%	
<b>Total(n)</b>	<b>74</b>	<b>1,181</b>	<b>2,411</b>	<b>40</b>	<b>592</b>	<b>1,154</b>	<b>34</b>	<b>589</b>	<b>1,257</b>	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	56.0%	55.3%	61.0%	51.2%	54.5%	59.7%	61.8%	56.3%	62.3%	
1	17.3%	21.3%	17.6%	22.0%	19.6%	17.1%	11.8%	23.4%	18.1%	
2	21.3%	19.2%	17.2%	22.0%	20.6%	17.8%	20.6%	17.5%	16.6%	
3	4.0%	3.2%	3.2%	4.9%	3.9%	3.8%	2.9%	2.3%	2.7%	
4+	1.3%	1.0%	0.9%	0.0%	1.4%	1.6%	2.9%	0.6%	0.3%	
<b>Total(n)</b>	<b>75</b>	<b>1,174</b>	<b>2,383</b>	<b>41</b>	<b>591</b>	<b>1,142</b>	<b>34</b>	<b>583</b>	<b>1,241</b>	
<b>18 years or older</b>										
0	62.2%	65.7%	58.6%	65.9%	60.3%	56.0%	57.6%	72.5%	61.3%	
1	13.5%	11.4%	11.2%	9.8%	11.3%	10.0%	18.2%	11.5%	12.4%	
2	17.6%	16.2%	18.4%	14.6%	19.3%	20.0%	21.2%	12.3%	16.7%	
3	6.8%	5.1%	7.0%	9.8%	7.1%	9.9%	3.0%	2.7%	3.9%	
4+	0.0%	1.6%	4.9%	0.0%	2.1%	4.1%	0.0%	0.9%	5.7%	
<b>Total(n)</b>	<b>74</b>	<b>1,166</b>	<b>2,369</b>	<b>41</b>	<b>590</b>	<b>1,144</b>	<b>33</b>	<b>576</b>	<b>1,225</b>	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Are you currently: (Mark one)</b>										
Single	8.0%	8.8%	10.5%	4.9%	7.4%	8.2%	11.8%	10.5%	12.9%	
In a civil union	1.3%	0.5%	0.3%	2.4%	0.2%	0.1%	0.0%	0.9%	0.6%	
In a domestic partnership	1.3%	3.9%	3.2%	2.4%	3.7%	2.5%	0.0%	4.1%	4.0%	
Married	74.7%	77.4%	73.9%	78.0%	82.2%	77.6%	70.6%	71.5%	70.0%	
Unmarried, living with partner	6.7%	3.2%	5.4%	7.3%	2.2%	7.2%	5.9%	4.4%	3.5%	
Divorced	0.0%	1.2%	1.0%	0.0%	1.0%	0.9%	0.0%	1.4%	1.1%	
Widowed	6.7%	4.7%	5.1%	4.9%	3.4%	3.1%	8.8%	6.3%	7.1%	
Separated	1.3%	0.3%	0.6%	0.0%	0.0%	0.4%	2.9%	0.8%	0.8%	
Total(n)	75	1,182	2,411	41	596	1,156	34	586	1,255	
<b>Is English your native language?</b>										
Yes	89.3%	89.0%	92.3%	87.8%	90.4%	92.4%	91.2%	87.3%	92.2%	
No	10.7%	11.0%	7.7%	12.2%	9.6%	7.6%	8.8%	12.7%	7.8%	
Total(n)	75	1,191	2,430	41	599	1,162	34	592	1,268	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	82.7%	85.8%	86.6%	78.0%	87.7%	87.5%	88.2%	83.4%	85.7%	
African American/Black	6.7%	3.0%	4.5%	7.3%	2.6%	2.7%	5.9%	3.5%	6.3%	
American Indian/Alaska Native	1.3%	0.7%	1.6%	0.0%	0.6%	0.6%	2.9%	0.8%	2.7%	
Asian American/Asian	4.0%	7.3%	4.5%	7.3%	6.3%	4.3%	0.0%	8.5%	4.8%	
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Mexican American/Chicano	0.0%	1.6%	0.6%	0.0%	2.2%	0.9%	0.0%	0.8%	0.3%	
Puerto Rican	2.7%	0.7%	0.6%	0.0%	0.4%	0.5%	5.9%	1.1%	0.6%	
Other Latino	0.0%	2.9%	1.8%	0.0%	2.8%	2.0%	0.0%	3.0%	1.6%	
Other	8.0%	2.8%	3.7%	12.2%	2.4%	5.0%	2.9%	3.2%	2.4%	
Total(n)	75	1,175	2,400	41	588	1,146	34	587	1,254	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.2%	0.7%	
Asian	4.0%	5.9%	4.0%	7.3%	4.5%	3.8%	0.0%	7.6%	4.2%	
Black	5.3%	2.7%	4.0%	7.3%	2.3%	2.2%	2.9%	3.2%	5.9%	
Hispanic	2.7%	3.4%	1.9%	0.0%	3.7%	2.3%	5.9%	3.0%	1.4%	
White	78.7%	82.0%	83.4%	73.2%	83.8%	84.6%	85.3%	79.8%	82.1%	
Other	5.3%	1.8%	3.0%	7.3%	1.4%	4.2%	2.9%	2.3%	1.7%	
Two or more races/ethnicities	4.0%	4.1%	3.5%	4.9%	4.3%	3.0%	2.9%	4.0%	4.0%	
Total (n)	75	1,175	2,400	41	588	1,146	34	587	1,254	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-Time Academic Administrators</b>	27	408	1,003	18	205	447	9	203	556	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	7.7%	8.6%	17.4%	11.8%	11.3%	19.1%	0.0%	6.0%	16.1%	
Teaching	92.3%	91.1%	80.6%	88.2%	88.7%	78.7%	100.0%	93.5%	82.1%	
Research	0.0%	0.0%	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%	0.4%	
Services to clients and patients	0.0%	0.0%	0.6%	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%	
Other	0.0%	0.2%	0.7%	0.0%	0.0%	0.7%	0.0%	0.5%	0.7%	
Total(n)	26	405	999	17	204	446	9	201	553	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	408	1,003	18	205	447	9	203	556	
<b>What is your present academic rank?</b>										
Professor	51.9%	49.5%	40.8%	50.0%	51.1%	43.9%	55.6%	47.9%	38.4%	
Associate professor	33.3%	40.2%	41.1%	27.8%	36.0%	39.9%	44.4%	44.2%	42.1%	
Assistant professor	11.1%	6.4%	13.1%	16.7%	8.1%	11.2%	0.0%	4.7%	14.5%	
Lecturer	0.0%	2.1%	1.9%	0.0%	2.2%	2.0%	0.0%	2.1%	1.7%	
Instructor	3.7%	1.9%	3.2%	5.6%	2.7%	3.0%	0.0%	1.1%	3.3%	
Total(n)	27	376	917	18	186	401	9	190	516	
<b>What is your tenure status at this institution?</b>										
Tenured	85.2%	87.8%	73.5%	77.8%	86.0%	75.8%	100.0%	89.5%	71.7%	
On tenure track, but not tenured	11.1%	5.6%	7.4%	16.7%	7.0%	6.2%	0.0%	4.2%	8.3%	
Not on tenure track, but institution has tenure system	3.7%	6.6%	13.1%	5.6%	7.0%	12.5%	0.0%	6.3%	13.6%	
Institution has no tenure system	0.0%	0.0%	6.0%	0.0%	0.0%	5.5%	0.0%	0.0%	6.4%	
Total(n)	27	376	916	18	186	401	9	190	515	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	69.6%	63.0%	53.6%	71.4%	64.9%	55.0%	66.7%	61.2%	52.4%	
Dean (associate or assistant)	8.7%	5.9%	7.6%	7.1%	7.6%	8.3%	11.1%	4.3%	7.1%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.3%	0.5%	0.0%	0.5%	0.7%	0.0%	0.0%	0.4%	
Provost	0.0%	0.8%	0.6%	0.0%	1.1%	0.9%	0.0%	0.5%	0.4%	
Other	26.1%	37.5%	42.9%	21.4%	33.0%	40.0%	33.3%	42.0%	45.1%	
Not applicable	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.3%	0.2%	0.0%	0.5%	0.2%	0.0%	0.0%	0.2%	
Master's (M.A., M.S.)	4.3%	2.7%	8.7%	7.1%	2.7%	6.9%	0.0%	2.7%	10.1%	
M.F.A.	8.7%	3.0%	4.0%	7.1%	3.2%	4.0%	11.1%	2.7%	3.9%	
M.B.A.	0.0%	0.3%	1.0%	0.0%	0.0%	1.4%	0.0%	0.5%	0.8%	
LL.B., J.D.	0.0%	0.3%	0.5%	0.0%	0.5%	0.9%	0.0%	0.0%	0.2%	
M.D., D.D.S. (or equivalent)	0.0%	0.3%	1.6%	0.0%	0.5%	2.4%	0.0%	0.0%	0.9%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	1.7%	0.0%	0.0%	2.1%	0.0%	0.0%	1.3%	
Ed.D.	0.0%	0.8%	3.1%	0.0%	0.0%	1.2%	0.0%	1.6%	4.7%	
Ph.D.	87.0%	91.9%	77.4%	85.7%	91.9%	79.4%	88.9%	92.0%	75.8%	
Other degree	0.0%	0.3%	1.7%	0.0%	0.5%	1.4%	0.0%	0.0%	1.9%	
None	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	
Total(n)	23	372	955	14	185	422	9	187	533	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
Master's (M.A., M.S.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
M.F.A.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.B.A.	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
LL.B., J.D.	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ed.D.	0.0%	0.0%	0.7%	0.0%	0.0%	0.8%	0.0%	0.0%	0.6%	
Ph.D.	4.5%	0.6%	2.2%	7.7%	0.6%	1.5%	0.0%	0.5%	2.8%	
Other degree	0.0%	0.3%	0.9%	0.0%	0.6%	1.5%	0.0%	0.0%	0.4%	
None	95.5%	99.2%	95.7%	92.3%	98.9%	95.5%	100.0%	99.5%	95.9%	
Total(n)	22	359	890	13	175	397	9	184	493	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	55.6%	50.0%	36.6%	66.7%	49.0%	38.6%	33.3%	51.0%	35.0%	
Very important	37.0%	38.2%	37.8%	22.2%	38.2%	37.9%	66.7%	38.1%	37.7%	
Somewhat important	7.4%	11.1%	21.8%	11.1%	11.3%	20.0%	0.0%	10.9%	23.4%	
Not important	0.0%	0.7%	3.8%	0.0%	1.5%	3.6%	0.0%	0.0%	4.0%	
Total(n)	27	406	998	18	204	446	9	202	552	
<b>Teaching</b>										
Essential	92.6%	77.9%	80.0%	88.9%	76.1%	79.9%	100.0%	79.7%	80.2%	
Very important	7.4%	20.9%	18.7%	11.1%	22.0%	18.6%	0.0%	19.8%	18.7%	
Somewhat important	0.0%	1.2%	1.3%	0.0%	2.0%	1.6%	0.0%	0.5%	1.1%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	407	1,002	18	205	447	9	202	555	
<b>Service</b>										
Essential	7.4%	16.1%	22.0%	11.1%	13.3%	19.3%	0.0%	18.9%	24.1%	
Very important	51.9%	47.8%	49.5%	50.0%	49.8%	50.1%	55.6%	45.8%	49.1%	
Somewhat important	37.0%	33.4%	26.7%	38.9%	35.0%	28.3%	33.3%	31.8%	25.4%	
Not important	3.7%	2.7%	1.8%	0.0%	2.0%	2.2%	11.1%	3.5%	1.4%	
Total(n)	27	404	997	18	203	445	9	201	552	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	59.3%	46.4%	54.3%	72.2%	44.1%	51.5%	33.3%	48.7%	56.5%	
Collaborated with the local community in research/teaching	42.3%	42.2%	50.5%	52.9%	35.2%	43.7%	22.2%	49.2%	55.9%	
Conducted research or writing focused on international/global issues	33.3%	44.7%	39.1%	38.9%	43.4%	40.0%	22.2%	46.1%	38.4%	
Conducted research or writing focused on racial or ethnic minorities	34.6%	38.4%	34.1%	41.2%	36.2%	29.4%	22.2%	40.7%	37.9%	
Conducted research or writing focused on women and gender issues	44.0%	41.8%	35.3%	31.3%	28.0%	24.2%	66.7%	55.7%	44.2%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	28.0%	14.7%	12.9%	23.5%	13.1%	10.9%	37.5%	16.4%	14.5%	
Engaged undergraduates on your research project	48.1%	64.6%	52.2%	55.6%	64.9%	55.9%	33.3%	64.3%	49.1%	
Worked with undergraduates on a research project	77.8%	82.0%	72.5%	77.8%	81.1%	74.0%	77.8%	82.8%	71.3%	
Engaged in academic research that spans multiple disciplines	81.5%	80.3%	73.0%	83.3%	75.5%	73.4%	77.8%	85.4%	72.6%	
Supervised an undergraduate thesis	76.9%	74.9%	56.9%	76.5%	78.6%	59.7%	77.8%	71.1%	54.5%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	52.0%	55.6%	53.2%	62.5%	56.3%	56.3%	33.3%	54.8%	50.7%	
Received funding for your work from foundations	23.1%	28.3%	23.1%	23.5%	28.9%	25.0%	22.2%	27.7%	21.6%	
Received funding for your work from state or federal government	28.0%	20.2%	17.1%	31.3%	22.6%	19.1%	22.2%	17.6%	15.5%	
No	72.0%	79.8%	82.9%	68.8%	77.4%	80.9%	77.8%	82.4%	84.5%	
Total(n)	25	377	933	16	190	418	9	187	515	
Received funding for your work from business or industry	8.0%	5.8%	7.9%	12.5%	8.6%	11.1%	0.0%	2.8%	5.3%	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Taught an honors course	40.7%	17.5%	17.4%	50.0%	19.3%	17.3%	22.2%	15.5%	17.4%	
Taught an interdisciplinary course	63.0%	64.6%	57.0%	66.7%	61.3%	57.5%	55.6%	68.0%	56.6%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	22.2%	34.9%	26.0%	22.2%	25.1%	19.3%	22.2%	44.9%	31.4%	
Taught a service learning course	11.1%	18.4%	19.7%	5.6%	11.9%	15.4%	22.2%	25.1%	23.2%	
Taught an exclusively web-based course at this institution	0.0%	0.5%	8.6%	0.0%	0.5%	7.1%	0.0%	0.5%	9.9%	
Participated in organized activities around enhancing pedagogy and student learning	73.1%	79.1%	80.2%	70.6%	74.1%	74.3%	77.8%	84.3%	84.9%	
Taught a seminar for first-year students	33.3%	32.8%	32.3%	38.9%	33.8%	32.3%	22.2%	31.6%	32.2%	
Taught a capstone course	50.0%	48.0%	50.6%	52.9%	44.6%	49.3%	44.4%	51.5%	51.7%	
Taught in a learning community (e.g., FIG, linked courses)	3.7%	6.6%	8.0%	5.6%	7.0%	6.8%	0.0%	6.3%	9.1%	
Taught a course that meets general education requirements	74.1%	65.7%	63.3%	72.2%	65.0%	62.9%	77.8%	66.3%	63.7%	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
To a great extent	20.0%	13.0%	10.3%	18.8%	13.2%	11.5%	22.2%	12.9%	9.3%	
To some extent	8.0%	21.5%	21.0%	12.5%	21.3%	20.9%	0.0%	21.6%	21.1%	
Not at all	72.0%	65.5%	68.7%	68.8%	65.5%	67.5%	77.8%	65.5%	69.6%	
Total(n)	25	391	952	16	197	425	9	194	527	
<b>Published with undergraduates</b>										
To a great extent	20.0%	8.7%	5.4%	25.0%	9.1%	6.8%	11.1%	8.3%	4.2%	
To some extent	4.0%	17.5%	15.5%	6.3%	18.8%	17.9%	0.0%	16.1%	13.6%	
Not at all	76.0%	73.8%	79.1%	68.8%	72.1%	75.2%	88.9%	75.5%	82.2%	
Total(n)	25	389	947	16	197	424	9	192	523	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
Mean	2.00	1.90	2.24	2.06	1.90	2.23	1.89	1.90	2.25	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	27	405	1,000	18	204	446	9	201	554	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	0.37	0.40	0.45	0.44	0.44	0.43	0.22	0.37	0.46	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	27	363	903	18	181	400	9	182	503	
<b>Courses required for an undergraduate major</b>										
Mean	0.93	1.11	1.29	0.89	1.14	1.29	1.00	1.09	1.29	
Median	1	1	1	1	1	1	1	1	1	
Mode	0	1	1	0	1	1	0	1	0	
Total(n)	27	366	922	18	184	412	9	182	510	
<b>Other undergraduate credit courses</b>										
Mean	1.00	0.75	0.58	1.11	0.70	0.58	0.78	0.80	0.58	
Median	1	0	0	1	0	0	1	0	0	
Mode	1	0	0	1	0	0	0	0	0	
Total(n)	27	364	900	18	182	402	9	182	498	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	0.00	0.00	0.01	0.00	0.01	0.01	0.00	0.00	0.01	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	27	362	888	18	181	396	9	181	492	
<b>Non-credit courses (other than above)</b>										
Mean	0.04	0.04	0.03	0.06	0.03	0.03	0.00	0.04	0.03	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	27	362	888	18	181	395	9	181	493	
<b>Graduate courses</b>										
Mean	0.00	0.01	0.31	0.00	0.01	0.30	0.00	0.02	0.32	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	27	362	889	18	181	396	9	181	493	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	1.93	2.03	2.34	1.94	2.08	2.36	1.89	1.98	2.32	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	27	366	927	18	184	414	9	182	513	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	0.00	0.03	0.07	0.00	0.02	0.07	0.00	0.04	0.06	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	27	362	888	18	180	396	9	182	492	
<b>What types of courses do you primarily teach?</b>										
<small>(based on faculty who indicated they were not teaching this term)</small>										
Undergraduate credit courses	0.0%	89.5%	72.4%	0.0%	80.0%	66.7%	0.0%	100.0%	76.7%	
Graduate courses	0.0%	0.0%	13.2%	0.0%	0.0%	15.2%	0.0%	0.0%	11.6%	
Non-credit courses	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	
I do not teach	0.0%	10.5%	13.2%	0.0%	20.0%	18.2%	0.0%	0.0%	9.3%	
Total(n)	0	38	76	0	20	33	0	18	43	
<b>Do you teach remedial/developmental skills in any of the following areas?</b>										
Reading	14.8%	8.1%	7.7%	11.1%	6.9%	7.2%	22.2%	9.4%	8.1%	
Writing	11.1%	19.7%	18.7%	5.6%	18.1%	17.0%	22.2%	21.3%	20.0%	
Mathematics	7.4%	2.7%	4.7%	11.1%	2.5%	6.5%	0.0%	3.0%	3.2%	
General academic skills	7.4%	10.8%	11.4%	5.6%	9.8%	11.4%	11.1%	11.9%	11.4%	
Other subject areas	7.4%	5.2%	6.8%	11.1%	5.9%	7.6%	0.0%	4.5%	6.1%	
Total(n)	27	406	1,000	18	204	446	9	202	554	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Paid workshops outside the institution focused on teaching</b>										
Yes	30.8%	19.0%	28.4%	35.3%	18.2%	26.4%	22.2%	19.7%	30.0%	
No	61.5%	70.6%	58.2%	52.9%	71.4%	62.2%	77.8%	69.7%	54.9%	
Not eligible	0.0%	1.7%	1.5%	0.0%	2.5%	2.0%	0.0%	1.0%	1.1%	
Not available	7.7%	8.7%	11.9%	11.8%	7.9%	9.5%	0.0%	9.6%	13.9%	
Total(n)	26	401	990	17	203	444	9	198	546	
<b>Paid sabbatical leave</b>										
Yes	19.2%	30.3%	19.7%	17.6%	27.1%	18.7%	22.2%	33.7%	20.4%	
No	73.1%	59.7%	61.3%	76.5%	61.1%	64.6%	66.7%	58.3%	58.7%	
Not eligible	7.7%	9.2%	16.5%	5.9%	10.8%	14.9%	11.1%	7.5%	17.9%	
Not available	0.0%	0.7%	2.5%	0.0%	1.0%	1.8%	0.0%	0.5%	3.1%	
Total(n)	26	402	992	17	203	443	9	199	549	
<b>Travel funds paid by the institution</b>										
Yes	100.0%	90.5%	87.2%	100.0%	86.2%	86.9%	100.0%	95.0%	87.5%	
No	0.0%	8.2%	11.2%	0.0%	11.8%	11.7%	0.0%	4.5%	10.7%	
Not eligible	0.0%	1.0%	0.8%	0.0%	2.0%	1.1%	0.0%	0.0%	0.5%	
Not available	0.0%	0.2%	0.8%	0.0%	0.0%	0.2%	0.0%	0.5%	1.3%	
Total(n)	26	402	994	17	203	444	9	199	550	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Internal grants for research</b>										
Yes	50.0%	56.8%	43.4%	58.8%	55.9%	44.4%	33.3%	57.6%	42.5%	
No	50.0%	41.5%	49.8%	41.2%	41.1%	50.1%	66.7%	41.9%	49.6%	
Not eligible	0.0%	1.5%	2.4%	0.0%	3.0%	3.2%	0.0%	0.0%	1.8%	
Not available	0.0%	0.3%	4.4%	0.0%	0.0%	2.3%	0.0%	0.5%	6.0%	
Total(n)	26	400	987	17	202	441	9	198	546	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Training for administrative leadership</b>										
Yes	26.9%	17.2%	24.4%	23.5%	16.8%	23.8%	33.3%	17.6%	24.9%	
No	65.4%	70.6%	58.3%	70.6%	73.3%	63.6%	55.6%	67.8%	54.0%	
Not eligible	0.0%	1.2%	1.7%	0.0%	2.0%	1.6%	0.0%	0.5%	1.8%	
Not available	7.7%	11.0%	15.6%	5.9%	7.9%	11.1%	11.1%	14.1%	19.2%	
Total(n)	26	401	988	17	202	442	9	199	546	
<b>Received incentives to develop new courses</b>										
Yes	30.8%	31.1%	27.8%	29.4%	30.5%	25.5%	33.3%	31.7%	29.7%	
No	61.5%	63.7%	57.8%	64.7%	64.5%	64.0%	55.6%	62.8%	52.8%	
Not eligible	0.0%	1.5%	1.7%	0.0%	2.0%	2.5%	0.0%	1.0%	1.1%	
Not available	7.7%	3.7%	12.7%	5.9%	3.0%	8.1%	11.1%	4.5%	16.4%	
Total(n)	26	402	993	17	203	444	9	199	549	
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	30.8%	28.7%	29.6%	23.5%	26.6%	27.0%	44.4%	30.8%	31.8%	
No	65.4%	66.8%	57.4%	70.6%	68.0%	63.3%	55.6%	65.7%	52.6%	
Not eligible	0.0%	1.5%	1.5%	0.0%	2.0%	2.0%	0.0%	1.0%	1.1%	
Not available	3.8%	3.0%	11.5%	5.9%	3.4%	7.7%	0.0%	2.5%	14.6%	
Total(n)	26	401	992	17	203	444	9	198	548	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	16.0%	8.4%	17.3%	17.6%	8.5%	15.4%	12.5%	8.4%	18.9%	
1-2	24.0%	14.3%	18.0%	29.4%	15.4%	15.6%	12.5%	13.1%	20.0%	
3-4	16.0%	11.0%	15.5%	11.8%	12.9%	16.1%	25.0%	8.9%	15.0%	
5-10	12.0%	28.3%	23.4%	5.9%	21.9%	21.7%	25.0%	35.1%	24.7%	
11-20	20.0%	21.9%	15.4%	23.5%	21.4%	17.0%	12.5%	22.5%	14.0%	
21-50	12.0%	12.2%	7.8%	11.8%	14.4%	10.4%	12.5%	9.9%	5.6%	
51+	0.0%	3.8%	2.7%	0.0%	5.5%	3.8%	0.0%	2.1%	1.7%	
Total(n)	25	392	976	17	201	442	8	191	534	
Mean	3.32	3.93	3.35	3.24	3.98	3.56	3.50	3.88	3.19	
Standard deviation	1.70	1.58	1.65	1.79	1.67	1.71	1.60	1.48	1.58	
Significance	-			-			-			
Effect size	-	-0.39	-0.02	-	-0.44	-0.19	-	-0.26	0.20	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Chapters in edited volumes</b>										
None	46.2%	29.3%	41.3%	52.9%	33.2%	42.1%	33.3%	25.3%	40.6%	
1-2	26.9%	33.9%	31.4%	23.5%	30.6%	28.9%	33.3%	37.4%	33.4%	
3-4	11.5%	17.6%	13.1%	11.8%	15.3%	13.0%	11.1%	20.0%	13.3%	
5-10	7.7%	12.2%	9.7%	5.9%	13.8%	10.9%	11.1%	10.5%	8.7%	
11-20	3.8%	5.2%	3.3%	0.0%	5.1%	3.7%	11.1%	5.3%	3.0%	
21-50	3.8%	1.6%	1.0%	5.9%	2.0%	1.4%	0.0%	1.1%	0.8%	
51+	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	
Total(n)	26	386	959	17	196	432	9	190	527	
Mean	2.08	2.36	2.06	1.94	2.33	2.09	2.33	2.38	2.03	
Standard deviation	1.38	1.27	1.19	1.39	1.31	1.24	1.41	1.23	1.15	
Significance	-			-			-			
Effect size	-	-0.22	0.02	-	-0.30	-0.12	-	-0.04	0.26	
<b>How many of the following have you published?</b>										
<b>Books, manuals, or monographs</b>										
None	69.2%	51.8%	61.7%	70.6%	52.8%	57.7%	66.7%	50.8%	64.9%	
1-2	19.2%	30.7%	25.9%	17.6%	28.2%	27.0%	22.2%	33.3%	25.0%	
3-4	0.0%	9.6%	7.2%	0.0%	8.7%	8.0%	0.0%	10.6%	6.5%	
5-10	7.7%	6.0%	4.1%	5.9%	8.2%	5.6%	11.1%	3.7%	2.9%	
11-20	0.0%	1.3%	0.7%	0.0%	1.5%	1.2%	0.0%	1.1%	0.4%	
21-50	3.8%	0.3%	0.3%	5.9%	0.5%	0.5%	0.0%	0.0%	0.2%	
51+	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	
Total(n)	26	384	950	17	195	426	9	189	524	
Mean	1.62	1.76	1.58	1.65	1.79	1.67	1.56	1.73	1.50	
Standard deviation	1.24	1.01	0.90	1.37	1.06	0.98	1.01	0.96	0.83	
Significance	-			-			-			
Effect size	-	-0.14	0.04	-	-0.13	-0.02	-	-0.18	0.07	
<b>Other, such as patents or computer software products</b>										
None	87.5%	89.5%	88.3%	81.3%	86.9%	86.0%	100.0%	92.4%	90.2%	
1-2	12.5%	6.2%	7.0%	18.8%	9.8%	8.6%	0.0%	2.4%	5.7%	
3-4	0.0%	1.4%	2.4%	0.0%	1.1%	2.9%	0.0%	1.8%	2.0%	
5-10	0.0%	1.4%	1.2%	0.0%	1.1%	1.7%	0.0%	1.8%	0.8%	
11-20	0.0%	0.6%	0.6%	0.0%	0.5%	0.5%	0.0%	0.6%	0.6%	
21-50	0.0%	0.6%	0.3%	0.0%	0.5%	0.2%	0.0%	0.6%	0.4%	
51+	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.2%	
Total(n)	24	353	899	16	183	408	8	170	491	
Mean	1.13	1.20	1.20	1.19	1.20	1.23	1.00	1.20	1.18	
Standard deviation	0.34	0.74	0.67	0.40	0.65	0.67	0.00	0.82	0.67	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.02	-0.06	-	-0.24	-0.27	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	69.2%	88.0%	87.0%	64.7%	86.9%	86.3%	77.8%	89.1%	87.7%	
1-2	11.5%	5.4%	4.4%	17.6%	5.5%	4.6%	0.0%	5.2%	4.3%	
3-4	15.4%	2.8%	3.0%	11.8%	2.5%	3.4%	22.2%	3.1%	2.6%	
5-10	3.8%	1.8%	3.2%	5.9%	2.5%	3.0%	0.0%	1.0%	3.4%	
11-20	0.0%	1.5%	1.4%	0.0%	1.5%	1.8%	0.0%	1.6%	1.1%	
21+	0.0%	0.5%	0.9%	0.0%	1.0%	0.9%	0.0%	0.0%	0.9%	
Total(n)	26	391	972	17	199	437	9	192	535	
Mean	1.54	1.25	1.30	1.59	1.29	1.32	1.44	1.21	1.29	
Standard deviation	0.90	0.80	0.91	0.94	0.89	0.93	0.88	0.69	0.88	
Significance	-			-			-			
Effect size	-	0.36	0.26	-	0.34	0.29	-	0.33	0.17	
<b>In the past two years, how many of your professional writings have been published or accepted for publication?</b>										
None	23.1%	21.0%	33.2%	29.4%	22.9%	32.1%	11.1%	19.1%	34.1%	
1-2	46.2%	39.7%	37.3%	47.1%	38.3%	35.8%	44.4%	41.2%	38.5%	
3-4	26.9%	26.8%	19.1%	23.5%	24.9%	20.5%	33.3%	28.9%	17.9%	
5-10	3.8%	11.1%	8.5%	0.0%	12.4%	9.6%	11.1%	9.8%	7.6%	
11-20	0.0%	1.0%	1.1%	0.0%	1.5%	1.6%	0.0%	0.5%	0.7%	
21+	0.0%	0.3%	0.8%	0.0%	0.0%	0.5%	0.0%	0.5%	1.1%	
Total(n)	26	395	976	17	201	439	9	194	537	
Mean	2.12	2.32	2.10	1.94	2.31	2.14	2.44	2.33	2.06	
Standard deviation	0.82	0.98	1.04	0.75	1.01	1.05	0.88	0.95	1.03	
Significance	-			-			-			
Effect size	-	-0.20	0.02	-	-0.37	-0.19	-	0.12	0.37	
<b>In the past two years, have you taught a graduate course?</b>										
Yes	0.0%	4.4%	19.9%	0.0%	3.9%	19.5%	0.0%	5.0%	20.2%	
No	100.0%	95.6%	80.1%	100.0%	96.1%	80.5%	100.0%	95.0%	79.8%	
Total(n)	27	406	1,001	18	204	446	9	202	555	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	100.0%	95.4%	91.5%	100.0%	94.0%	90.8%	100.0%	96.9%	92.0%	
Occasionally	0.0%	3.5%	4.5%	0.0%	4.5%	5.7%	0.0%	2.6%	3.5%	
Not at all	0.0%	1.0%	4.0%	0.0%	1.5%	3.4%	0.0%	0.5%	4.5%	
Total(n)	26	395	974	17	201	436	9	194	538	
Mean	3.00	2.94	2.87	3.00	2.93	2.87	3.00	2.96	2.88	
Standard deviation	0.00	0.27	0.44	0.00	0.32	0.42	0.00	0.21	0.45	
Significance	-			-			-			
Effect size	-	0.22	0.30	-	0.22	0.31	-	0.19	0.27	
<b>Support their opinions with a logical argument</b>										
Frequently	96.2%	85.5%	81.2%	100.0%	82.6%	78.2%	88.9%	88.6%	83.6%	
Occasionally	3.8%	12.2%	13.4%	0.0%	14.4%	16.6%	11.1%	9.8%	10.8%	
Not at all	0.0%	2.3%	5.5%	0.0%	3.0%	5.3%	0.0%	1.6%	5.6%	
Total(n)	26	394	972	17	201	435	9	193	537	
Mean	2.96	2.83	2.76	3.00	2.80	2.73	2.89	2.87	2.78	
Standard deviation	0.20	0.43	0.54	0.00	0.47	0.55	0.33	0.38	0.53	
Significance	-			-		*	-			
Effect size	-	0.30	0.37	-	0.43	0.49	-	0.05	0.21	
<b>Seek solutions to problems and explain them to others</b>										
Frequently	76.9%	72.6%	70.9%	88.2%	72.2%	68.5%	55.6%	73.1%	72.8%	
Occasionally	19.2%	21.7%	21.6%	11.8%	21.7%	24.3%	33.3%	21.8%	19.4%	
Not at all	3.8%	5.6%	7.5%	0.0%	6.1%	7.2%	11.1%	5.2%	7.8%	
Total(n)	26	391	969	17	198	432	9	193	537	
Mean	2.73	2.67	2.63	2.88	2.66	2.61	2.44	2.68	2.65	
Standard deviation	0.53	0.58	0.62	0.33	0.59	0.62	0.73	0.57	0.62	
Significance	-			-			-			
Effect size	-	0.10	0.16	-	0.37	0.44	-	-0.42	-0.34	
<b>Revise their papers to improve their writing</b>										
Frequently	57.7%	67.8%	62.9%	58.8%	58.7%	57.1%	55.6%	77.3%	67.6%	
Occasionally	38.5%	25.8%	26.8%	35.3%	32.3%	30.3%	44.4%	19.1%	24.0%	
Not at all	3.8%	6.3%	10.3%	5.9%	9.0%	12.6%	0.0%	3.6%	8.4%	
Total(n)	26	395	973	17	201	436	9	194	537	
Mean	2.54	2.62	2.53	2.53	2.50	2.44	2.56	2.74	2.59	
Standard deviation	0.58	0.60	0.67	0.62	0.66	0.71	0.53	0.52	0.64	
Significance	-			-			-			
Effect size	-	-0.13	0.01	-	0.05	0.13	-	-0.35	-0.05	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	76.9%	70.2%	65.6%	82.4%	64.5%	60.3%	66.7%	76.2%	69.9%	
Occasionally	19.2%	24.9%	27.1%	17.6%	30.5%	32.1%	22.2%	19.2%	23.0%	
Not at all	3.8%	4.8%	7.3%	0.0%	5.0%	7.6%	11.1%	4.7%	7.1%	
Total(n)	26	393	968	17	200	433	9	193	535	
Mean	2.73	2.65	2.58	2.82	2.60	2.53	2.56	2.72	2.63	
Standard deviation	0.53	0.57	0.62	0.39	0.59	0.63	0.73	0.55	0.61	
Significance	-			-			-			
Effect size	-	0.14	0.24	-	0.37	0.46	-	-0.29	-0.11	
<b>Take risks for potential gains</b>										
Frequently	61.5%	46.1%	41.6%	64.7%	44.0%	40.7%	55.6%	48.2%	42.3%	
Occasionally	38.5%	40.5%	42.0%	35.3%	38.5%	39.6%	44.4%	42.5%	44.0%	
Not at all	0.0%	13.5%	16.4%	0.0%	17.5%	19.7%	0.0%	9.3%	13.7%	
Total(n)	26	393	964	17	200	432	9	193	532	
Mean	2.62	2.33	2.25	2.65	2.27	2.21	2.56	2.39	2.29	
Standard deviation	0.50	0.70	0.72	0.49	0.74	0.75	0.53	0.65	0.69	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.41	0.51	-	0.51	0.59	-	0.26	0.39	
<b>Seek alternative solutions to a problem</b>										
Frequently	65.4%	60.8%	57.3%	70.6%	61.5%	56.6%	55.6%	60.1%	57.9%	
Occasionally	26.9%	34.6%	35.0%	23.5%	33.5%	34.2%	33.3%	35.8%	35.7%	
Not at all	7.7%	4.6%	7.6%	5.9%	5.0%	9.2%	11.1%	4.1%	6.4%	
Total(n)	26	393	968	17	200	433	9	193	535	
Mean	2.58	2.56	2.50	2.65	2.57	2.47	2.44	2.56	2.52	
Standard deviation	0.64	0.58	0.64	0.61	0.59	0.66	0.73	0.58	0.61	
Significance	-			-			-			
Effect size	-	0.03	0.13	-	0.14	0.27	-	-0.21	-0.13	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Look up scientific research articles and resources</b>										
Frequently	42.3%	55.0%	49.4%	47.1%	54.0%	47.8%	33.3%	56.0%	50.7%	
Occasionally	23.1%	22.4%	26.9%	17.6%	22.5%	28.2%	33.3%	22.3%	25.9%	
Not at all	34.6%	22.6%	23.6%	35.3%	23.5%	24.0%	33.3%	21.8%	23.3%	
Total(n)	26	393	969	17	200	433	9	193	536	
Mean	2.08	2.32	2.26	2.12	2.31	2.24	2.00	2.34	2.27	
Standard deviation	0.89	0.82	0.82	0.93	0.83	0.81	0.87	0.81	0.82	
Significance	-			-			-			
Effect size	-	-0.29	-0.22	-	-0.23	-0.15	-	-0.42	-0.33	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	65.4%	48.1%	44.2%	76.5%	47.0%	43.6%	44.4%	49.2%	44.6%	
Occasionally	34.6%	48.9%	49.0%	23.5%	49.0%	49.9%	55.6%	48.7%	48.3%	
Not at all	0.0%	3.1%	6.8%	0.0%	4.0%	6.5%	0.0%	2.1%	7.1%	
Total(n)	26	393	969	17	200	433	9	193	536	
Mean	2.65	2.45	2.37	2.76	2.43	2.37	2.44	2.47	2.38	
Standard deviation	0.49	0.56	0.61	0.44	0.57	0.60	0.53	0.54	0.61	
Significance	-		*	-	*	**	-			
Effect size	-	0.36	0.46	-	0.58	0.65	-	-0.06	0.10	
<b>Accept mistakes as part of the learning process</b>										
Frequently	84.6%	71.2%	68.2%	94.1%	66.0%	64.5%	66.7%	76.7%	71.2%	
Occasionally	15.4%	27.2%	27.1%	5.9%	31.5%	30.9%	33.3%	22.8%	24.0%	
Not at all	0.0%	1.5%	4.8%	0.0%	2.5%	4.6%	0.0%	0.5%	4.9%	
Total(n)	26	393	968	17	200	434	9	193	534	
Mean	2.85	2.70	2.63	2.94	2.64	2.60	2.67	2.76	2.66	
Standard deviation	0.37	0.49	0.57	0.24	0.53	0.58	0.50	0.44	0.57	
Significance	-			-	*	*	-			
Effect size	-	0.31	0.39	-	0.57	0.59	-	-0.20	0.02	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek feedback on their academic work</b>										
Frequently	84.6%	73.9%	73.2%	88.2%	66.8%	68.6%	77.8%	81.3%	76.9%	
Occasionally	15.4%	23.0%	21.6%	11.8%	29.1%	26.1%	22.2%	16.7%	17.9%	
Not at all	0.0%	3.1%	5.3%	0.0%	4.0%	5.3%	0.0%	2.1%	5.2%	
Total(n)	26	391	969	17	199	433	9	192	536	
Mean	2.85	2.71	2.68	2.88	2.63	2.63	2.78	2.79	2.72	
Standard deviation	0.37	0.52	0.57	0.33	0.56	0.58	0.44	0.46	0.56	
Significance	-			-			-			
Effect size	-	0.27	0.30	-	0.45	0.43	-	-0.02	0.11	
<b>Work with other students on group projects</b>										
Frequently	0.77	0.67	0.63	0.82	0.62	0.58	0.67	0.73	0.68	
Occasionally	0.19	0.27	0.29	0.12	0.29	0.33	0.33	0.25	0.26	
Not at all	0.04	0.06	0.08	0.06	0.09	0.10	0.00	0.02	0.06	
Total(n)	26.00	391.00	967.00	17.00	199.00	433.00	9.00	192.00	534.00	
Mean	2.73	2.62	2.56	2.76	2.53	2.48	2.67	2.71	2.62	
Standard deviation	0.53	0.59	0.63	0.56	0.66	0.67	0.50	0.50	0.59	
Significance	-			-			-			
Effect size	-	0.19	0.27	-	0.35	0.42	-	-0.08	0.08	
<b>Integrate skills and knowledge from different sources and experiences</b>										
Frequently	76.9%	71.3%	70.3%	76.5%	65.0%	64.7%	77.8%	77.8%	74.9%	
Occasionally	19.2%	25.6%	24.5%	17.6%	30.0%	29.3%	22.2%	21.1%	20.7%	
Not at all	3.8%	3.0%	5.1%	5.9%	5.0%	6.0%	0.0%	1.0%	4.5%	
Total(n)	26	394	971	17	200	434	9	194	537	
Mean	2.73	2.68	2.65	2.71	2.60	2.59	2.78	2.77	2.70	
Standard deviation	0.53	0.53	0.57	0.59	0.58	0.60	0.44	0.45	0.55	
Significance	-			-			-			
Effect size	-	0.09	0.14	-	0.19	0.20	-	0.02	0.15	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How often in the past year have you encouraged students to:</b>										
<b>Use different points of view to make an argument</b>										
Frequently	65.4%	63.5%	62.8%	76.5%	59.3%	59.0%	44.4%	67.9%	65.8%	
Occasionally	34.6%	27.8%	30.1%	23.5%	30.2%	32.8%	55.6%	25.4%	27.9%	
Not at all	0.0%	8.7%	7.1%	0.0%	10.6%	8.2%	0.0%	6.7%	6.3%	
Total(n)	26	392	980	17	199	439	9	193	541	
Mean	2.65	2.55	2.56	2.76	2.49	2.51	2.44	2.61	2.60	
Standard deviation	0.49	0.65	0.62	0.44	0.68	0.64	0.53	0.61	0.61	
Significance	-			-			-			
Effect size	-	0.15	0.15	-	0.40	0.39	-	-0.28	-0.26	
<b>Make connections between ideas from different courses</b>										
Frequently	76.9%	67.8%	73.0%	76.5%	65.3%	69.3%	77.8%	70.3%	75.9%	
Occasionally	23.1%	30.7%	26.0%	23.5%	32.1%	28.8%	22.2%	29.2%	23.7%	
Not at all	0.0%	1.5%	1.0%	0.0%	2.6%	1.8%	0.0%	0.5%	0.4%	
Total(n)	26	388	977	17	196	437	9	192	540	
Mean	2.77	2.66	2.72	2.76	2.63	2.68	2.78	2.70	2.76	
Standard deviation	0.43	0.51	0.47	0.44	0.53	0.51	0.44	0.47	0.44	
Significance	-			-			-			
Effect size	-	0.22	0.11	-	0.25	0.16	-	0.17	0.05	
<b>Critically evaluate their position on an issue</b>										
Frequently	80.8%	70.3%	70.6%	82.4%	68.2%	68.8%	77.8%	72.4%	72.1%	
Occasionally	15.4%	23.6%	24.2%	17.6%	25.8%	25.1%	11.1%	21.4%	23.5%	
Not at all	3.8%	6.2%	5.2%	0.0%	6.1%	6.2%	11.1%	6.3%	4.4%	
Total(n)	26	390	980	17	198	439	9	192	541	
Mean	2.77	2.64	2.65	2.82	2.62	2.63	2.67	2.66	2.68	
Standard deviation	0.51	0.60	0.58	0.39	0.60	0.60	0.71	0.59	0.56	
Significance	-			-			-			
Effect size	-	0.22	0.21	-	0.33	0.32	-	0.02	-0.02	
<b>Recognize the biases that affect their thinking</b>										
Frequently	56.0%	57.8%	61.1%	58.8%	50.3%	54.0%	50.0%	65.6%	66.9%	
Occasionally	44.0%	35.0%	32.2%	41.2%	40.7%	36.9%	50.0%	29.2%	28.5%	
Not at all	0.0%	7.2%	6.6%	0.0%	9.0%	9.1%	0.0%	5.2%	4.6%	
Total(n)	25	391	980	17	199	439	8	192	541	
Mean	2.56	2.51	2.54	2.59	2.41	2.45	2.50	2.60	2.62	
Standard deviation	0.51	0.63	0.62	0.51	0.65	0.66	0.53	0.59	0.57	
Significance	-			-			-			
Effect size	-	0.08	0.03	-	0.28	0.21	-	-0.17	-0.21	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How often in the past year have you encouraged students to:</b>										
<b>Think more broadly about an issue</b>										
Frequently	80.8%	78.1%	80.1%	76.5%	73.9%	76.5%	88.9%	82.5%	83.0%	
Occasionally	15.4%	19.1%	17.4%	23.5%	22.6%	19.8%	0.0%	15.5%	15.5%	
Not at all	3.8%	2.8%	2.4%	0.0%	3.5%	3.6%	11.1%	2.1%	1.5%	
Total(n)	26	393	981	17	199	439	9	194	542	
Mean	2.77	2.75	2.78	2.76	2.70	2.73	2.78	2.80	2.82	
Standard deviation	0.51	0.49	0.47	0.44	0.53	0.52	0.67	0.45	0.42	
Significance	-			-			-			
Effect size	-	0.04	-0.02	-	0.11	0.06	-	-0.04	-0.10	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Engage deeply with a significant challenge or question within your discipline</b>										
Frequently	76.0%	66.1%	60.8%	68.8%	63.1%	57.7%	88.9%	69.1%	63.2%	
Occasionally	16.0%	29.0%	33.3%	18.8%	31.8%	35.1%	11.1%	26.3%	31.8%	
Not at all	8.0%	4.9%	6.0%	12.5%	5.1%	7.2%	0.0%	4.6%	5.0%	
Total(n)	25	389	974	16	195	433	9	194	541	
Mean	2.68	2.61	2.55	2.56	2.58	2.51	2.89	2.64	2.58	
Standard deviation	0.63	0.58	0.61	0.73	0.59	0.63	0.33	0.57	0.59	
Significance	-			-			-			
Effect size	-	0.12	0.21	-	-0.03	0.08	-	0.44	0.53	
<b>Write in the specific style or format of your discipline</b>										
Frequently	58.3%	71.0%	67.4%	50.0%	63.9%	60.0%	75.0%	78.1%	73.4%	
Occasionally	20.8%	22.0%	24.3%	18.8%	26.3%	28.7%	25.0%	17.7%	20.7%	
Not at all	20.8%	7.0%	8.4%	31.3%	9.8%	11.3%	0.0%	4.2%	6.0%	
Total(n)	24	386	969	16	194	432	8	192	537	
Mean	2.38	2.64	2.59	2.19	2.54	2.49	2.75	2.74	2.67	
Standard deviation	0.82	0.61	0.64	0.91	0.67	0.69	0.46	0.53	0.58	
Significance	-	*		-			-			
Effect size	-	-0.43	-0.33	-	-0.52	-0.43	-	0.02	0.14	
<b>Use research methods from your discipline in field or applied settings</b>										
Frequently	40.0%	53.4%	53.5%	50.0%	50.5%	47.0%	22.2%	56.3%	58.6%	
Occasionally	40.0%	31.3%	31.3%	31.3%	33.0%	35.4%	55.6%	29.7%	28.0%	
Not at all	20.0%	15.3%	15.2%	18.8%	16.5%	17.6%	22.2%	14.1%	13.4%	
Total(n)	25	386	971	16	194	432	9	192	539	
Mean	2.20	2.38	2.38	2.31	2.34	2.29	2.00	2.42	2.45	
Standard deviation	0.76	0.74	0.74	0.79	0.75	0.75	0.71	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.24	-0.24	-	-0.04	0.03	-	-0.58	-0.63	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Apply learning from both academic and field settings</b>										
Frequently	25.0%	37.9%	46.4%	31.3%	36.4%	41.0%	12.5%	39.4%	50.7%	
Occasionally	50.0%	37.1%	33.5%	50.0%	35.4%	34.7%	50.0%	38.9%	32.5%	
Not at all	25.0%	25.0%	20.1%	18.8%	28.2%	24.3%	37.5%	21.8%	16.7%	
Total(n)	24	388	970	16	195	432	8	193	538	
Mean	2.00	2.13	2.26	2.13	2.08	2.17	1.75	2.18	2.34	
Standard deviation	0.72	0.78	0.77	0.72	0.80	0.79	0.71	0.76	0.75	
Significance	-			-			-		*	
Effect size	-	-0.17	-0.34	-	0.06	-0.05	-	-0.57	-0.79	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	60.0%	51.9%	50.7%	75.0%	46.2%	44.0%	33.3%	57.8%	56.2%	
Occasionally	36.0%	34.1%	36.5%	18.8%	35.9%	39.1%	66.7%	32.3%	34.3%	
Not at all	4.0%	14.0%	12.8%	6.3%	17.9%	16.9%	0.0%	9.9%	9.5%	
Total(n)	25	387	968	16	195	432	9	192	536	
Mean	2.56	2.38	2.38	2.69	2.28	2.27	2.33	2.48	2.47	
Standard deviation	0.58	0.72	0.70	0.60	0.75	0.73	0.50	0.67	0.66	
Significance	-			-	*	*	-			
Effect size	-	0.25	0.26	-	0.55	0.58	-	-0.22	-0.21	
<b>Weigh the meaning and significance of evidence</b>										
Frequently	68.0%	73.5%	67.0%	62.5%	71.4%	64.3%	77.8%	75.6%	69.3%	
Occasionally	24.0%	20.6%	25.4%	31.3%	21.9%	26.5%	11.1%	19.2%	24.4%	
Not at all	8.0%	5.9%	7.6%	6.3%	6.6%	9.2%	11.1%	5.2%	6.3%	
Total(n)	25	389	974	16	196	434	9	193	540	
Mean	2.60	2.68	2.59	2.56	2.65	2.55	2.67	2.70	2.63	
Standard deviation	0.65	0.58	0.63	0.63	0.60	0.66	0.71	0.56	0.60	
Significance	-			-			-			
Effect size	-	-0.14	0.02	-	-0.15	0.02	-	-0.05	0.07	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	39.1%	41.5%	44.4%	28.6%	36.1%	37.4%	55.6%	46.9%	50.1%	
Occasionally	52.2%	41.5%	42.6%	64.3%	43.3%	46.6%	33.3%	39.6%	39.3%	
Not at all	8.7%	17.1%	13.0%	7.1%	20.6%	16.0%	11.1%	13.5%	10.6%	
Total(n)	23	386	970	14	194	431	9	192	539	
Mean	2.30	2.24	2.31	2.21	2.15	2.21	2.44	2.33	2.40	
Standard deviation	0.63	0.73	0.69	0.58	0.74	0.70	0.73	0.70	0.67	
Significance	-			-			-			
Effect size	-	0.08	-0.01	-	0.08	0.00	-	0.16	0.06	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Work with classmates outside of class</b>										
Frequently	72.0%	63.9%	59.6%	81.3%	58.5%	57.4%	55.6%	69.4%	61.3%	
Occasionally	20.0%	28.6%	33.1%	6.3%	30.8%	33.5%	44.4%	26.4%	32.7%	
Not at all	8.0%	7.5%	7.3%	12.5%	10.8%	9.1%	0.0%	4.1%	5.9%	
Total(n)	25	388	968	16	195	430	9	193	538	
Mean	2.64	2.56	2.52	2.69	2.48	2.48	2.56	2.65	2.55	
Standard deviation	0.64	0.63	0.63	0.70	0.68	0.66	0.53	0.56	0.61	
Significance	-			-			-			
Effect size	-	0.13	0.19	-	0.31	0.32	-	-0.16	0.02	
<b>Lead a discussion, activity, or lab</b>										
Frequently	72.0%	58.1%	54.0%	75.0%	51.8%	49.9%	66.7%	64.4%	57.2%	
Occasionally	20.0%	30.1%	34.0%	12.5%	32.8%	34.9%	33.3%	27.3%	33.3%	
Not at all	8.0%	11.8%	12.0%	12.5%	15.4%	15.2%	0.0%	8.2%	9.4%	
Total(n)	25	389	973	16	195	433	9	194	540	
Mean	2.64	2.46	2.42	2.63	2.36	2.35	2.67	2.56	2.48	
Standard deviation	0.64	0.70	0.70	0.72	0.74	0.73	0.50	0.64	0.66	
Significance	-			-			-			
Effect size	-	0.26	0.31	-	0.36	0.38	-	0.17	0.29	
<b>Provide and/or receive feedback to classmates about a draft or work still in progress</b>										
Frequently	32.0%	40.1%	39.9%	37.5%	35.2%	34.1%	22.2%	45.1%	44.6%	
Occasionally	56.0%	42.2%	41.0%	56.3%	43.9%	43.5%	55.6%	40.4%	38.9%	
Not at all	12.0%	17.7%	19.1%	6.3%	20.9%	22.4%	22.2%	14.5%	16.5%	
Total(n)	25	389	974	16	196	434	9	193	540	
Mean	2.20	2.22	2.21	2.31	2.14	2.12	2.00	2.31	2.28	
Standard deviation	0.65	0.73	0.74	0.60	0.74	0.74	0.71	0.71	0.73	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	0.23	0.26	-	-0.44	-0.38	
<b>Analyze and interpret data</b>										
Frequently	64.0%	63.4%	60.1%	75.0%	64.9%	62.0%	44.4%	61.9%	58.6%	
Occasionally	16.0%	25.0%	27.0%	6.3%	22.7%	25.7%	33.3%	27.3%	28.1%	
Not at all	20.0%	11.6%	12.8%	18.8%	12.4%	12.3%	22.2%	10.8%	13.3%	
Total(n)	25	388	973	16	194	432	9	194	541	
Mean	2.44	2.52	2.47	2.56	2.53	2.50	2.22	2.51	2.45	
Standard deviation	0.82	0.69	0.71	0.81	0.71	0.70	0.83	0.68	0.72	
Significance	-			-			-			
Effect size	-	-0.12	-0.04	-	0.04	0.09	-	-0.43	-0.32	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	32.0%	30.1%	31.0%	31.3%	35.7%	37.2%	33.3%	24.4%	26.1%	
Occasionally	20.0%	19.8%	24.9%	18.8%	20.4%	23.3%	22.2%	19.2%	26.3%	
Not at all	48.0%	50.1%	44.0%	50.0%	43.9%	39.5%	44.4%	56.5%	47.7%	
Total(n)	25	389	970	16	196	433	9	193	537	
Mean	1.84	1.80	1.87	1.81	1.92	1.98	1.89	1.68	1.78	
Standard deviation	0.90	0.87	0.86	0.91	0.89	0.88	0.93	0.84	0.83	
Significance	-			-			-			
Effect size	-	0.05	-0.03	-	-0.12	-0.19	-	0.25	0.13	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	88.0%	75.9%	71.3%	87.5%	69.6%	65.6%	88.9%	82.1%	75.8%	
Most	8.0%	14.2%	16.9%	6.3%	18.3%	18.7%	11.1%	10.0%	15.4%	
Some	4.0%	9.2%	9.9%	6.3%	11.5%	13.3%	0.0%	6.8%	7.1%	
None	0.0%	0.8%	2.0%	0.0%	0.5%	2.3%	0.0%	1.1%	1.7%	
Total(n)	25	381	960	16	191	427	9	190	533	
Mean	3.84	3.65	3.57	3.81	3.57	3.48	3.89	3.73	3.65	
Standard deviation	0.47	0.68	0.75	0.54	0.71	0.81	0.33	0.63	0.69	
Significance	-			-			-			
Effect size	-	0.28	0.36	-	0.34	0.41	-	0.25	0.35	
<b>Cooperative learning (small groups)</b>										
All	40.0%	39.1%	39.5%	43.8%	30.4%	31.4%	33.3%	47.9%	46.0%	
Most	28.0%	27.2%	28.4%	25.0%	23.6%	27.6%	33.3%	30.9%	29.0%	
Some	20.0%	26.4%	25.4%	18.8%	35.6%	30.7%	22.2%	17.0%	21.1%	
None	12.0%	7.4%	6.8%	12.5%	10.5%	10.3%	11.1%	4.3%	4.0%	
Total(n)	25	379	958	16	191	427	9	188	531	
Mean	2.96	2.98	3.01	3.00	2.74	2.80	2.89	3.22	3.17	
Standard deviation	1.06	0.98	0.96	1.10	1.01	1.00	1.05	0.88	0.90	
Significance	-			-			-			
Effect size	-	-0.02	-0.05	-	0.26	0.20	-	-0.38	-0.31	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Experiential learning/Field studies</b>										
All	4.0%	9.3%	12.3%	6.3%	8.5%	11.1%	0.0%	10.1%	13.2%	
Most	20.0%	13.8%	19.3%	25.0%	12.2%	16.7%	11.1%	15.4%	21.4%	
Some	40.0%	38.0%	36.5%	37.5%	37.2%	36.3%	44.4%	38.8%	36.7%	
None	36.0%	38.8%	31.9%	31.3%	42.0%	35.8%	44.4%	35.6%	28.7%	
Total(n)	25	376	953	16	188	424	9	188	529	
Mean	1.92	1.94	2.12	2.06	1.87	2.03	1.67	2.00	2.19	
Standard deviation	0.86	0.95	0.99	0.93	0.93	0.99	0.71	0.96	1.00	
Significance	-			-			-			
Effect size	-	-0.02	-0.20	-	0.20	0.03	-	-0.34	-0.52	
<b>Performances/Demonstrations</b>										
All	16.0%	13.9%	17.5%	25.0%	12.6%	15.2%	0.0%	15.3%	19.4%	
Most	32.0%	19.5%	20.4%	18.8%	18.3%	18.7%	55.6%	20.6%	21.7%	
Some	32.0%	31.6%	31.5%	37.5%	31.9%	31.1%	22.2%	31.2%	31.8%	
None	20.0%	35.0%	30.6%	18.8%	37.2%	34.9%	22.2%	32.8%	27.1%	
Total(n)	25	380	958	16	191	427	9	189	531	
Mean	2.44	2.12	2.25	2.50	2.06	2.14	2.33	2.19	2.33	
Standard deviation	1.00	1.04	1.07	1.10	1.03	1.06	0.87	1.06	1.07	
Significance	-			-			-			
Effect size	-	0.31	0.18	-	0.43	0.34	-	0.13	0.00	
<b>Group projects</b>										
All	20.0%	23.7%	25.9%	31.3%	18.9%	20.7%	0.0%	28.4%	30.1%	
Most	36.0%	30.3%	28.1%	37.5%	30.5%	26.8%	33.3%	30.0%	29.1%	
Some	32.0%	35.8%	35.2%	18.8%	36.8%	38.5%	55.6%	34.7%	32.5%	
None	12.0%	10.3%	10.9%	12.5%	13.7%	14.1%	11.1%	6.8%	8.3%	
Total(n)	25	380	958	16	190	426	9	190	532	
Mean	2.64	2.67	2.69	2.88	2.55	2.54	2.22	2.80	2.81	
Standard deviation	0.95	0.95	0.97	1.02	0.95	0.97	0.67	0.93	0.96	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	0.35	0.35	-	-0.62	-0.61	
<b>Extensive lecturing</b>										
All	12.0%	11.0%	11.2%	18.8%	15.2%	14.3%	0.0%	6.8%	8.7%	
Most	20.0%	22.3%	24.1%	25.0%	26.2%	29.0%	11.1%	18.4%	20.2%	
Some	56.0%	42.3%	39.6%	50.0%	44.0%	39.8%	66.7%	40.5%	39.4%	
None	12.0%	24.4%	25.2%	6.3%	14.7%	16.9%	22.2%	34.2%	31.8%	
Total(n)	25	381	958	16	191	427	9	190	531	
Mean	2.32	2.20	2.21	2.56	2.42	2.41	1.89	1.98	2.06	
Standard deviation	0.85	0.93	0.95	0.89	0.92	0.93	0.60	0.90	0.93	
Significance	-			-			-			
Effect size	-	0.13	0.12	-	0.15	0.16	-	-0.10	-0.18	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Multiple drafts of written work</b>										
All	12.0%	18.9%	19.8%	18.8%	14.1%	16.2%	0.0%	23.7%	22.7%	
Most	40.0%	26.5%	25.0%	31.3%	24.6%	23.5%	55.6%	28.4%	26.3%	
Some	36.0%	46.5%	41.8%	31.3%	50.8%	44.8%	44.4%	42.1%	39.4%	
None	12.0%	8.1%	13.3%	18.8%	10.5%	15.5%	0.0%	5.8%	11.6%	
Total(n)	25	381	959	16	191	426	9	190	533	
Mean	2.52	2.56	2.51	2.50	2.42	2.40	2.56	2.70	2.60	
Standard deviation	0.87	0.89	0.96	1.03	0.86	0.94	0.53	0.90	0.96	
Significance	-			-			-			
Effect size	-	-0.04	0.01	-	0.09	0.11	-	-0.16	-0.04	
<b>Student-selected topics for course content</b>										
All	12.0%	9.7%	12.0%	18.8%	8.5%	9.5%	0.0%	10.8%	14.0%	
Most	12.0%	13.9%	14.8%	12.5%	11.7%	13.2%	11.1%	16.2%	16.1%	
Some	60.0%	55.0%	51.6%	50.0%	55.9%	52.2%	77.8%	54.1%	51.1%	
None	16.0%	21.4%	21.6%	18.8%	23.9%	25.1%	11.1%	18.9%	18.8%	
Total(n)	25	373	951	16	188	423	9	185	528	
Mean	2.20	2.12	2.17	2.31	2.05	2.07	2.00	2.19	2.25	
Standard deviation	0.87	0.85	0.90	1.01	0.84	0.87	0.50	0.87	0.92	
Significance	-			-			-			
Effect size	-	0.09	0.03	-	0.31	0.28	-	-0.22	-0.27	
<b>Reflective writing/journaling</b>										
All	8.0%	9.2%	13.6%	12.5%	6.8%	7.3%	0.0%	11.6%	18.6%	
Most	16.0%	15.8%	15.6%	12.5%	14.7%	13.6%	22.2%	16.9%	17.1%	
Some	24.0%	44.5%	40.3%	18.8%	40.8%	41.8%	33.3%	48.1%	39.2%	
None	52.0%	30.5%	30.5%	56.3%	37.7%	37.3%	44.4%	23.3%	25.0%	
Total(n)	25	380	957	16	191	426	9	189	531	
Mean	1.80	2.04	2.12	1.81	1.91	1.91	1.78	2.17	2.29	
Standard deviation	1.00	0.91	1.00	1.11	0.89	0.89	0.83	0.92	1.04	
Significance	-			-			-			
Effect size	-	-0.26	-0.32	-	-0.11	-0.11	-	-0.42	-0.49	
<b>Community service as part of coursework</b>										
All	4.0%	1.9%	3.9%	6.3%	1.1%	2.1%	0.0%	2.6%	5.3%	
Most	0.0%	3.7%	6.6%	0.0%	2.6%	5.6%	0.0%	4.8%	7.4%	
Some	12.0%	25.1%	27.6%	6.3%	20.6%	26.1%	22.2%	29.6%	28.9%	
None	84.0%	69.3%	61.9%	87.5%	75.7%	66.1%	77.8%	63.0%	58.5%	
Total(n)	25	378	955	16	189	425	9	189	530	
Mean	1.24	1.38	1.52	1.25	1.29	1.44	1.22	1.47	1.59	
Standard deviation	0.66	0.65	0.78	0.77	0.57	0.70	0.44	0.71	0.84	
Significance	-			-			-			
Effect size	-	-0.22	-0.36	-	-0.07	-0.27	-	-0.35	-0.44	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Electronic quizzes with immediate feedback in class</b>										
All	0.0%	0.8%	3.3%	0.0%	0.0%	3.1%	0.0%	1.6%	3.6%	
Most	0.0%	3.9%	5.9%	0.0%	3.7%	5.2%	0.0%	4.2%	6.6%	
Some	8.0%	13.9%	14.7%	6.3%	12.0%	14.3%	11.1%	15.8%	15.0%	
None	92.0%	81.4%	76.0%	93.8%	84.3%	77.5%	88.9%	78.4%	74.9%	
Total(n)	25	381	959	16	191	426	9	190	533	
Mean	1.08	1.24	1.37	1.06	1.19	1.34	1.11	1.29	1.39	
Standard deviation	0.28	0.56	0.74	0.25	0.48	0.72	0.33	0.62	0.76	
Significance	-			-			-			
Effect size	-	-0.29	-0.39	-	-0.27	-0.39	-	-0.29	-0.37	
<b>Using real-life problems</b>										
All	28.0%	39.8%	48.7%	43.8%	40.0%	45.3%	0.0%	39.7%	51.4%	
Most	20.0%	25.3%	24.7%	12.5%	23.2%	25.1%	33.3%	27.5%	24.3%	
Some	52.0%	26.6%	21.0%	43.8%	25.8%	22.1%	66.7%	27.5%	20.2%	
None	0.0%	8.2%	5.6%	0.0%	11.1%	7.5%	0.0%	5.3%	4.1%	
Total(n)	25	379	957	16	190	426	9	189	531	
Mean	2.76	2.97	3.16	3.00	2.92	3.08	2.33	3.02	3.23	
Standard deviation	0.88	1.00	0.95	0.97	1.05	0.98	0.50	0.94	0.91	
Significance	-		*	-			-	*	**	
Effect size	-	-0.21	-0.42	-	0.08	-0.08	-	-0.73	-0.99	
<b>Using student inquiry to drive learning</b>										
All	40.0%	31.1%	32.4%	37.5%	30.0%	29.7%	44.4%	32.3%	34.5%	
Most	24.0%	31.7%	33.4%	25.0%	28.4%	31.8%	22.2%	34.9%	34.7%	
Some	32.0%	32.2%	29.2%	31.3%	33.2%	31.6%	33.3%	31.2%	27.4%	
None	4.0%	5.0%	4.9%	6.3%	8.4%	6.8%	0.0%	1.6%	3.4%	
Total(n)	25	379	954	16	190	424	9	189	530	
Mean	3.00	2.89	2.93	2.94	2.80	2.84	3.11	2.98	3.00	
Standard deviation	0.96	0.91	0.90	1.00	0.97	0.93	0.93	0.84	0.87	
Significance	-			-			-			
Effect size	-	0.12	0.08	-	0.14	0.11	-	0.15	0.13	
<b>"Learn before lecture" through multimedia tools (e.g., flipping the classroom)</b>										
All	0.0%	5.2%	8.3%	0.0%	4.7%	7.3%	0.0%	5.8%	9.1%	
Most	8.0%	10.8%	12.3%	12.5%	8.9%	10.5%	0.0%	12.7%	13.8%	
Some	36.0%	34.1%	35.6%	31.3%	36.5%	39.6%	44.4%	31.7%	32.3%	
None	56.0%	49.9%	43.8%	56.3%	50.0%	42.6%	55.6%	49.7%	44.8%	
Total(n)	25	381	956	16	192	427	9	189	529	
Mean	1.52	1.71	1.85	1.56	1.68	1.82	1.44	1.75	1.87	
Standard deviation	0.65	0.86	0.93	0.73	0.82	0.89	0.53	0.89	0.97	
Significance	-			-			-			
Effect size	-	-0.22	-0.35	-	-0.15	-0.29	-	-0.35	-0.44	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Readings on racial and ethnic issues</b>										
All	12.0%	19.5%	18.5%	12.5%	12.9%	12.0%	11.1%	26.3%	23.8%	
Most	12.0%	15.1%	14.6%	12.5%	16.5%	13.4%	11.1%	13.7%	15.5%	
Some	36.0%	31.3%	31.2%	25.0%	30.9%	30.3%	55.6%	31.6%	31.9%	
None	40.0%	34.1%	35.7%	50.0%	39.7%	44.4%	22.2%	28.4%	28.7%	
Total(n)	25	384	955	16	194	426	9	190	529	
Mean	1.96	2.20	2.16	1.88	2.03	1.93	2.11	2.38	2.34	
Standard deviation	1.02	1.11	1.10	1.09	1.04	1.03	0.93	1.16	1.13	
Significance	-			-			-			
Effect size	-	-0.22	-0.18	-	-0.14	-0.05	-	-0.23	-0.20	
<b>Readings on women and gender issues</b>										
All	25.0%	18.5%	15.2%	20.0%	10.4%	8.9%	33.3%	26.8%	20.2%	
Most	12.5%	19.3%	15.9%	6.7%	14.0%	12.6%	22.2%	24.7%	18.5%	
Some	29.2%	30.8%	30.1%	26.7%	36.8%	31.4%	33.3%	24.7%	29.1%	
None	33.3%	31.3%	38.8%	46.7%	38.9%	47.1%	11.1%	23.7%	32.1%	
Total(n)	24	383	956	15	193	427	9	190	529	
Mean	2.29	2.25	2.07	2.00	1.96	1.83	2.78	2.55	2.27	
Standard deviation	1.20	1.09	1.07	1.20	0.97	0.96	1.09	1.12	1.12	
Significance	-			-			-			
Effect size	-	0.04	0.21	-	0.04	0.18	-	0.21	0.46	
<b>Starting class with a question that engages students</b>										
All	16.0%	21.7%	20.5%	18.8%	19.1%	18.2%	11.1%	24.3%	22.3%	
Most	32.0%	37.9%	35.3%	25.0%	35.6%	34.5%	44.4%	40.2%	35.9%	
Some	48.0%	37.1%	38.0%	50.0%	41.8%	41.7%	44.4%	32.3%	35.0%	
None	4.0%	3.4%	6.3%	6.3%	3.6%	5.6%	0.0%	3.2%	6.8%	
Total(n)	25	383	958	16	194	429	9	189	529	
Mean	2.60	2.78	2.70	2.56	2.70	2.65	2.67	2.86	2.74	
Standard deviation	0.82	0.82	0.86	0.89	0.82	0.84	0.71	0.82	0.88	
Significance	-			-			-			
Effect size	-	-0.22	-0.12	-	-0.17	-0.11	-	-0.23	-0.08	
<b>Techniques to create an inclusive classroom environment for diverse students</b>										
All	16.0%	38.5%	38.3%	25.0%	26.6%	26.9%	0.0%	50.5%	47.4%	
Most	20.0%	23.8%	25.6%	25.0%	23.4%	24.5%	11.1%	24.2%	26.4%	
Some	40.0%	25.9%	24.3%	25.0%	31.8%	30.0%	66.7%	20.0%	19.8%	
None	24.0%	11.8%	11.8%	25.0%	18.2%	18.6%	22.2%	5.3%	6.4%	
Total(n)	25	382	954	16	192	424	9	190	530	
Mean	2.28	2.89	2.90	2.50	2.58	2.60	1.89	3.20	3.15	
Standard deviation	1.02	1.05	1.04	1.15	1.07	1.07	0.60	0.94	0.95	
Significance	-	**	**	-			-	***	***	
Effect size	-	-0.58	-0.60	-	-0.07	-0.09	-	-1.39	-1.33	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Supplemental instruction that is outside of class and office hours</b>										
All	20.0%	18.3%	16.6%	25.0%	20.3%	17.1%	11.1%	16.3%	16.1%	
Most	24.0%	13.6%	19.8%	31.3%	13.5%	20.0%	11.1%	13.7%	19.7%	
Some	32.0%	44.8%	41.3%	18.8%	44.3%	41.5%	55.6%	45.3%	41.1%	
None	24.0%	23.3%	22.3%	25.0%	21.9%	21.4%	22.2%	24.7%	23.1%	
Total(n)	25	382	954	16	192	426	9	190	528	
Mean	2.40	2.27	2.31	2.56	2.32	2.33	2.11	2.22	2.29	
Standard deviation	1.08	1.02	1.00	1.15	1.03	1.00	0.93	1.00	1.00	
Significance	-			-			-			
Effect size	-	0.13	0.09	-	0.23	0.23	-	-0.11	-0.18	
<b>Student presentations</b>										
All	40.0%	31.6%	34.4%	43.8%	22.3%	24.8%	33.3%	41.1%	42.2%	
Most	36.0%	34.2%	32.2%	37.5%	36.3%	32.5%	33.3%	32.1%	31.9%	
Some	12.0%	30.0%	28.4%	0.0%	35.8%	35.7%	33.3%	24.2%	22.5%	
None	12.0%	4.2%	5.0%	18.8%	5.7%	7.0%	0.0%	2.6%	3.4%	
Total(n)	25	383	957	16	193	428	9	190	529	
Mean	3.04	2.93	2.96	3.06	2.75	2.75	3.00	3.12	3.13	
Standard deviation	1.02	0.88	0.91	1.12	0.87	0.91	0.87	0.87	0.88	
Significance	-			-			-			
Effect size	-	0.13	0.09	-	0.36	0.34	-	-0.14	-0.15	
<b>Student evaluations of each others' work</b>										
All	12.0%	9.6%	13.6%	18.8%	6.2%	10.0%	0.0%	13.1%	16.4%	
Most	24.0%	17.4%	19.1%	25.0%	17.0%	17.7%	22.2%	17.8%	20.2%	
Some	52.0%	52.7%	46.5%	37.5%	51.5%	45.9%	77.8%	53.9%	47.0%	
None	12.0%	20.3%	20.9%	18.8%	25.3%	26.3%	0.0%	15.2%	16.4%	
Total(n)	25	385	959	16	194	429	9	191	530	
Mean	2.36	2.16	2.25	2.44	2.04	2.11	2.22	2.29	2.37	
Standard deviation	0.86	0.86	0.94	1.03	0.82	0.91	0.44	0.88	0.94	
Significance	-			-			-			
Effect size	-	0.23	0.12	-	0.49	0.36	-	-0.08	-0.16	
<b>Grading on a curve</b>										
All	8.0%	7.9%	6.2%	12.5%	10.9%	8.7%	0.0%	4.8%	4.2%	
Most	16.0%	10.8%	8.3%	18.8%	7.8%	8.7%	11.1%	14.0%	8.0%	
Some	24.0%	18.8%	20.2%	25.0%	21.9%	23.2%	22.2%	15.6%	17.7%	
None	52.0%	62.4%	65.3%	43.8%	59.4%	59.5%	66.7%	65.6%	70.0%	
Total(n)	25	378	951	16	192	427	9	186	524	
Mean	1.80	1.64	1.55	2.00	1.70	1.67	1.44	1.58	1.46	
Standard deviation	1.00	0.96	0.89	1.10	1.01	0.96	0.73	0.90	0.81	
Significance	-			-			-			
Effect size	-	0.17	0.28	-	0.30	0.34	-	-0.16	-0.02	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Rubric-based assessment</b>										
All	8.3%	19.2%	28.1%	6.3%	15.5%	21.4%	12.5%	23.1%	33.6%	
Most	20.8%	19.7%	23.8%	12.5%	17.0%	21.8%	37.5%	22.6%	25.4%	
Some	37.5%	32.9%	32.4%	50.0%	36.1%	36.6%	12.5%	29.6%	29.0%	
None	33.3%	28.2%	15.7%	31.3%	31.4%	20.2%	37.5%	24.7%	12.0%	
Total(n)	24	380	950	16	194	426	8	186	524	
Mean	2.04	2.30	2.64	1.94	2.16	2.44	2.25	2.44	2.81	
Standard deviation	0.95	1.08	1.05	0.85	1.04	1.04	1.16	1.10	1.03	
Significance	-		**	-			-			
Effect size	-	-0.24	-0.57	-	-0.21	-0.48	-	-0.17	-0.54	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Provide instructions clearly delineating what students are to do to complete the assignment</b>										
Frequently	84.0%	90.7%	90.5%	81.3%	87.2%	87.1%	88.9%	94.2%	93.3%	
Occasionally	16.0%	8.8%	8.1%	18.8%	12.3%	10.9%	11.1%	5.2%	6.0%	
Not at all	0.0%	0.5%	1.3%	0.0%	0.5%	2.1%	0.0%	0.5%	0.7%	
Total(n)	25	386	970	16	195	433	9	191	537	
Mean	2.84	2.90	2.89	2.81	2.87	2.85	2.89	2.94	2.93	
Standard deviation	0.37	0.32	0.35	0.40	0.36	0.41	0.33	0.26	0.29	
Significance	-			-			-			
Effect size	-	-0.19	-0.14	-	-0.17	-0.10	-	-0.19	-0.14	
<b>Explain what you want students to gain from the assignment</b>										
Frequently	72.0%	74.1%	77.6%	68.8%	68.2%	73.0%	77.8%	80.1%	81.3%	
Occasionally	28.0%	24.6%	20.5%	31.3%	29.2%	23.8%	22.2%	19.9%	17.9%	
Not at all	0.0%	1.3%	1.9%	0.0%	2.6%	3.2%	0.0%	0.0%	0.7%	
Total(n)	25	386	969	16	195	433	9	191	536	
Mean	2.72	2.73	2.76	2.69	2.66	2.70	2.78	2.80	2.81	
Standard deviation	0.46	0.47	0.47	0.48	0.53	0.53	0.44	0.40	0.41	
Significance	-			-			-			
Effect size	-	-0.02	-0.09	-	0.06	-0.02	-	-0.05	-0.07	
<b>Provide feedback on drafts or work still in progress</b>										
Frequently	76.0%	60.5%	60.8%	75.0%	54.9%	54.7%	77.8%	66.1%	65.8%	
Occasionally	20.0%	36.7%	35.2%	18.8%	40.5%	39.5%	22.2%	32.8%	31.8%	
Not at all	4.0%	2.8%	3.9%	6.3%	4.6%	5.8%	0.0%	1.0%	2.4%	
Total(n)	25	387	968	16	195	433	9	192	535	
Mean	2.72	2.58	2.57	2.69	2.50	2.49	2.78	2.65	2.63	
Standard deviation	0.54	0.55	0.57	0.60	0.59	0.61	0.44	0.50	0.53	
Significance	-			-			-			
Effect size	-	0.25	0.26	-	0.32	0.33	-	0.26	0.28	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Provide in advance the criteria for evaluating the assignment</b>										
Frequently	64.0%	65.4%	72.3%	68.8%	57.9%	66.0%	55.6%	72.9%	77.5%	
Occasionally	32.0%	31.8%	24.9%	25.0%	38.5%	30.6%	44.4%	25.0%	20.3%	
Not at all	4.0%	2.8%	2.8%	6.3%	3.6%	3.5%	0.0%	2.1%	2.3%	
Total(n)	25	387	965	16	195	432	9	192	533	
Mean	2.60	2.63	2.70	2.63	2.54	2.63	2.56	2.71	2.75	
Standard deviation	0.58	0.54	0.52	0.62	0.57	0.55	0.53	0.50	0.48	
Significance	-			-			-			
Effect size	-	-0.06	-0.19	-	0.16	0.00	-	-0.30	-0.40	
<b>Explicitly link the assignment with course goals or learning objectives</b>										
Frequently	60.0%	63.0%	65.1%	62.5%	62.1%	63.9%	55.6%	64.1%	66.0%	
Occasionally	32.0%	32.3%	30.0%	31.3%	31.3%	29.6%	33.3%	33.3%	30.3%	
Not at all	8.0%	4.7%	4.9%	6.3%	6.7%	6.5%	11.1%	2.6%	3.7%	
Total(n)	25	387	970	16	195	432	9	192	538	
Mean	2.52	2.58	2.60	2.56	2.55	2.57	2.44	2.61	2.62	
Standard deviation	0.65	0.58	0.58	0.63	0.62	0.61	0.73	0.54	0.56	
Significance	-			-			-			
Effect size	-	-0.10	-0.14	-	0.02	-0.02	-	-0.31	-0.32	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>YouTube or other videos</b>										
Frequently	44.0%	32.5%	36.3%	43.8%	27.7%	32.9%	44.4%	37.2%	39.0%	
Occasionally	44.0%	54.5%	52.1%	37.5%	55.5%	52.0%	55.6%	53.4%	52.2%	
Not at all	12.0%	13.1%	11.6%	18.8%	16.8%	15.1%	0.0%	9.4%	8.8%	
Total(n)	25	382	961	16	191	425	9	191	536	
Mean	2.32	2.19	2.25	2.25	2.11	2.18	2.44	2.28	2.30	
Standard deviation	0.69	0.65	0.65	0.77	0.66	0.67	0.53	0.63	0.62	
Significance	-			-			-			
Effect size	-	0.20	0.11	-	0.21	0.10	-	0.25	0.23	
<b>Classroom enhancement technology (e.g., Elmo, tablet PCs)</b>										
Frequently	28.0%	15.2%	20.8%	25.0%	15.1%	20.9%	33.3%	15.3%	20.7%	
Occasionally	12.0%	27.7%	30.6%	18.8%	27.1%	31.2%	0.0%	28.4%	30.1%	
Not at all	60.0%	57.1%	48.6%	56.3%	57.8%	47.9%	66.7%	56.3%	49.2%	
Total(n)	25	382	958	16	192	426	9	190	532	
Mean	1.68	1.58	1.72	1.69	1.57	1.73	1.67	1.59	1.71	
Standard deviation	0.90	0.74	0.79	0.87	0.74	0.79	1.00	0.74	0.79	
Significance	-			-			-			
Effect size	-	0.14	-0.05	-	0.16	-0.05	-	0.11	-0.05	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Simulations/animations</b>										
Frequently	20.0%	12.5%	14.9%	31.3%	15.6%	17.2%	0.0%	9.4%	13.0%	
Occasionally	20.0%	31.8%	35.8%	18.8%	35.9%	38.1%	22.2%	27.6%	33.9%	
Not at all	60.0%	55.7%	49.4%	50.0%	48.4%	44.7%	77.8%	63.0%	53.1%	
Total(n)	25	384	962	16	192	425	9	192	537	
Mean	1.60	1.57	1.65	1.81	1.67	1.72	1.22	1.46	1.60	
Standard deviation	0.82	0.70	0.72	0.91	0.73	0.74	0.44	0.66	0.71	
Significance	-			-			-			
Effect size	-	0.04	-0.07	-	0.19	0.12	-	-0.36	-0.54	
<b>Podcasts</b>										
Frequently	4.2%	2.4%	3.0%	6.3%	3.1%	2.4%	0.0%	1.6%	3.6%	
Occasionally	12.5%	24.5%	23.6%	12.5%	20.8%	21.9%	12.5%	28.2%	25.0%	
Not at all	83.3%	73.2%	73.3%	81.3%	76.0%	75.8%	87.5%	70.2%	71.4%	
Total(n)	24	380	953	16	192	425	8	188	528	
Mean	1.21	1.29	1.30	1.25	1.27	1.27	1.13	1.31	1.32	
Standard deviation	0.51	0.50	0.52	0.58	0.51	0.49	0.35	0.50	0.54	
Significance	-			-			-			
Effect size	-	-0.16	-0.17	-	-0.04	-0.04	-	-0.36	-0.35	
<b>Online homework or virtual labs</b>										
Frequently	12.0%	13.6%	17.4%	12.5%	12.0%	15.8%	11.1%	15.1%	18.6%	
Occasionally	24.0%	26.1%	28.4%	18.8%	22.0%	28.5%	33.3%	30.2%	28.3%	
Not at all	64.0%	60.3%	54.3%	68.8%	66.0%	55.8%	55.6%	54.7%	53.1%	
Total(n)	25	383	962	16	191	425	9	192	537	
Mean	1.48	1.53	1.63	1.44	1.46	1.60	1.56	1.60	1.66	
Standard deviation	0.71	0.72	0.76	0.73	0.70	0.75	0.73	0.74	0.77	
Significance	-			-			-			
Effect size	-	-0.07	-0.20	-	-0.03	-0.21	-	-0.05	-0.13	
<b>Online discussion boards</b>										
Frequently	24.0%	14.7%	16.4%	18.8%	13.6%	14.7%	33.3%	15.7%	17.7%	
Occasionally	28.0%	35.6%	36.3%	25.0%	31.4%	32.2%	33.3%	39.8%	39.5%	
Not at all	48.0%	49.7%	47.4%	56.3%	55.0%	53.2%	33.3%	44.5%	42.8%	
Total(n)	25	382	960	16	191	423	9	191	537	
Mean	1.76	1.65	1.69	1.63	1.59	1.61	2.00	1.71	1.75	
Standard deviation	0.83	0.72	0.74	0.81	0.72	0.73	0.87	0.72	0.74	
Significance	-			-			-			
Effect size	-	0.15	0.09	-	0.06	0.03	-	0.40	0.34	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop ability to think critically</b>										
Essential	96.0%	93.1%	93.1%	93.8%	90.3%	90.0%	100.0%	95.9%	95.7%	
Very important	4.0%	6.4%	6.0%	6.3%	9.2%	8.9%	0.0%	3.6%	3.8%	
Somewhat important	0.0%	0.5%	0.7%	0.0%	0.5%	0.9%	0.0%	0.5%	0.6%	
Not important	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Total(n)	25	389	961	16	196	428	9	193	533	
Mean	3.96	3.93	3.92	3.94	3.90	3.89	4.00	3.95	3.95	
Standard deviation	0.20	0.28	0.30	0.25	0.32	0.37	0.00	0.23	0.24	
Significance	-			-			-			
Effect size	-	0.11	0.13	-	0.13	0.14	-	0.22	0.21	
<b>Prepare students for employment after college</b>										
Essential	32.0%	27.1%	42.1%	25.0%	25.0%	38.0%	44.4%	29.2%	45.5%	
Very important	48.0%	48.2%	39.6%	62.5%	50.5%	42.4%	22.2%	45.8%	37.4%	
Somewhat important	20.0%	22.9%	16.6%	12.5%	22.4%	18.2%	33.3%	23.4%	15.4%	
Not important	0.0%	1.8%	1.6%	0.0%	2.0%	1.4%	0.0%	1.6%	1.7%	
Total(n)	25	388	961	16	196	429	9	192	532	
Mean	3.12	3.01	3.22	3.13	2.98	3.17	3.11	3.03	3.27	
Standard deviation	0.73	0.76	0.78	0.62	0.75	0.77	0.93	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.14	-0.13	-	0.20	-0.05	-	0.10	-0.21	
<b>Prepare students for graduate or advanced education</b>										
Essential	24.0%	26.5%	29.7%	31.3%	24.5%	27.7%	11.1%	28.6%	31.4%	
Very important	36.0%	45.1%	45.6%	31.3%	46.4%	47.9%	44.4%	43.8%	43.8%	
Somewhat important	40.0%	27.3%	23.5%	37.5%	27.0%	22.3%	44.4%	27.6%	24.4%	
Not important	0.0%	1.0%	1.1%	0.0%	2.0%	2.1%	0.0%	0.0%	0.4%	
Total(n)	25	388	962	16	196	430	9	192	532	
Mean	2.84	2.97	3.04	2.94	2.93	3.01	2.67	3.01	3.06	
Standard deviation	0.80	0.76	0.76	0.85	0.77	0.76	0.71	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.17	-0.26	-	0.01	-0.09	-	-0.45	-0.51	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop moral character</b>										
Essential	24.0%	24.1%	30.0%	25.0%	18.4%	24.7%	22.2%	30.0%	34.4%	
Very important	40.0%	37.3%	36.8%	37.5%	40.3%	38.8%	44.4%	34.2%	35.2%	
Somewhat important	32.0%	32.4%	27.8%	31.3%	35.2%	30.7%	33.3%	29.5%	25.5%	
Not important	4.0%	6.2%	5.3%	6.3%	6.1%	5.8%	0.0%	6.3%	4.9%	
Total(n)	25	386	956	16	196	430	9	190	526	
Mean	2.84	2.79	2.92	2.81	2.71	2.82	2.89	2.88	2.99	
Standard deviation	0.85	0.88	0.89	0.91	0.84	0.87	0.78	0.91	0.89	
Significance	-			-			-			
Effect size	-	0.06	-0.09	-	0.12	-0.01	-	0.01	-0.11	
<b>Provide for students' emotional development</b>										
Essential	20.0%	15.0%	18.0%	18.8%	12.3%	14.5%	22.2%	17.8%	20.8%	
Very important	52.0%	35.2%	38.3%	56.3%	32.8%	32.7%	44.4%	37.7%	42.9%	
Somewhat important	24.0%	41.5%	36.5%	25.0%	48.2%	43.7%	22.2%	34.6%	30.6%	
Not important	4.0%	8.3%	7.2%	0.0%	6.7%	9.1%	11.1%	9.9%	5.7%	
Total(n)	25	386	957	16	195	428	9	191	529	
Mean	2.88	2.57	2.67	2.94	2.51	2.53	2.78	2.63	2.79	
Standard deviation	0.78	0.84	0.85	0.68	0.80	0.85	0.97	0.89	0.84	
Significance	-			-	*		-			
Effect size	-	0.37	0.25	-	0.54	0.48	-	0.17	-0.01	
<b>Teach students the classic works of Western civilization</b>										
Essential	20.0%	10.3%	7.8%	18.8%	9.2%	8.2%	22.2%	11.5%	7.5%	
Very important	20.0%	21.9%	20.4%	18.8%	20.4%	19.9%	22.2%	23.4%	20.9%	
Somewhat important	56.0%	44.8%	47.3%	56.3%	46.4%	47.0%	55.6%	43.2%	47.6%	
Not important	4.0%	22.9%	24.4%	6.3%	24.0%	25.0%	0.0%	21.9%	23.9%	
Total(n)	25	388	959	16	196	428	9	192	531	
Mean	2.56	2.20	2.12	2.50	2.15	2.11	2.67	2.24	2.12	
Standard deviation	0.87	0.91	0.87	0.89	0.89	0.87	0.87	0.93	0.86	
Significance	-		*	-			-			
Effect size	-	0.40	0.51	-	0.39	0.45	-	0.46	0.64	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Help students develop personal values</b>										
Essential	36.0%	26.2%	31.6%	31.3%	21.1%	25.0%	44.4%	31.4%	36.9%	
Very important	36.0%	38.2%	38.3%	43.8%	40.7%	39.3%	22.2%	35.6%	37.6%	
Somewhat important	24.0%	29.1%	25.5%	18.8%	30.9%	29.7%	33.3%	27.2%	22.1%	
Not important	4.0%	6.5%	4.6%	6.3%	7.2%	6.1%	0.0%	5.8%	3.4%	
Total(n)	25	385	957	16	194	428	9	191	529	
Mean	3.04	2.84	2.97	3.00	2.76	2.83	3.11	2.93	3.08	
Standard deviation	0.89	0.89	0.87	0.89	0.87	0.87	0.93	0.90	0.85	
Significance	-			-			-			
Effect size	-	0.22	0.08	-	0.28	0.20	-	0.20	0.04	
<b>Instill in students a commitment to community service</b>										
Essential	12.0%	10.9%	17.8%	18.8%	9.2%	12.7%	0.0%	12.5%	22.0%	
Very important	36.0%	28.4%	32.3%	31.3%	23.1%	28.4%	44.4%	33.9%	35.3%	
Somewhat important	40.0%	45.0%	38.2%	37.5%	47.7%	42.3%	44.4%	42.2%	35.0%	
Not important	12.0%	15.8%	11.7%	12.5%	20.0%	16.7%	11.1%	11.5%	7.7%	
Total(n)	25	387	958	16	195	426	9	192	532	
Mean	2.48	2.34	2.56	2.56	2.22	2.37	2.33	2.47	2.72	
Standard deviation	0.87	0.87	0.92	0.96	0.87	0.91	0.71	0.86	0.89	
Significance	-			-			-			
Effect size	-	0.16	-0.09	-	0.39	0.21	-	-0.16	-0.44	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	32.0%	36.5%	38.3%	37.5%	28.5%	26.2%	22.2%	44.5%	47.9%	
Very important	28.0%	35.9%	36.0%	18.8%	37.8%	37.0%	44.4%	34.0%	35.1%	
Somewhat important	36.0%	22.7%	20.2%	37.5%	26.9%	26.9%	33.3%	18.3%	14.9%	
Not important	4.0%	4.9%	5.6%	6.3%	6.7%	9.9%	0.0%	3.1%	2.1%	
Total(n)	25	384	954	16	193	424	9	191	530	
Mean	2.88	3.04	3.07	2.88	2.88	2.79	2.89	3.20	3.29	
Standard deviation	0.93	0.89	0.90	1.02	0.90	0.94	0.78	0.85	0.79	
Significance	-			-			-			
Effect size	-	-0.18	-0.21	-	0.00	0.10	-	-0.36	-0.51	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Promote ability to write effectively</b>										
Essential	84.0%	80.2%	77.5%	75.0%	74.5%	73.3%	100.0%	85.9%	81.0%	
Very important	16.0%	16.8%	19.1%	25.0%	21.9%	22.3%	0.0%	11.5%	16.5%	
Somewhat important	0.0%	3.1%	2.8%	0.0%	3.6%	3.5%	0.0%	2.6%	2.3%	
Not important	0.0%	0.0%	0.5%	0.0%	0.0%	0.9%	0.0%	0.0%	0.2%	
Total(n)	25	388	962	16	196	430	9	192	532	
Mean	3.84	3.77	3.74	3.75	3.71	3.68	4.00	3.83	3.78	
Standard deviation	0.37	0.49	0.53	0.45	0.53	0.59	0.00	0.44	0.48	
Significance	-			-			-			
Effect size	-	0.14	0.19	-	0.08	0.12	-	0.39	0.46	
<b>Help students evaluate the quality and reliability of information</b>										
Essential	48.0%	40.8%	39.2%	50.0%	35.1%	32.1%	44.4%	46.6%	44.9%	
Very important	36.0%	40.3%	37.7%	37.5%	41.8%	39.1%	33.3%	38.7%	36.6%	
Somewhat important	16.0%	16.4%	19.5%	12.5%	20.1%	23.2%	22.2%	12.6%	16.5%	
Not important	0.0%	2.6%	3.7%	0.0%	3.1%	5.6%	0.0%	2.1%	2.1%	
Total(n)	25	385	955	16	194	427	9	191	528	
Mean	3.32	3.19	3.12	3.38	3.09	2.98	3.22	3.30	3.24	
Standard deviation	0.75	0.80	0.85	0.72	0.82	0.88	0.83	0.77	0.80	
Significance	-			-			-			
Effect size	-	0.16	0.24	-	0.35	0.45	-	-0.10	-0.03	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	54.2%	50.0%	53.5%	56.3%	40.3%	41.2%	50.0%	60.0%	63.6%	
Very important	33.3%	37.0%	33.4%	31.3%	41.8%	38.8%	37.5%	32.1%	29.1%	
Somewhat important	12.5%	11.1%	10.6%	12.5%	15.8%	16.0%	12.5%	6.3%	6.2%	
Not important	0.0%	1.8%	2.4%	0.0%	2.0%	4.0%	0.0%	1.6%	1.1%	
Total(n)	24	386	960	16	196	430	8	190	530	
Mean	3.42	3.35	3.38	3.44	3.20	3.17	3.38	3.51	3.55	
Standard deviation	0.72	0.75	0.77	0.73	0.78	0.84	0.74	0.69	0.66	
Significance	-			-			-			
Effect size	-	0.09	0.05	-	0.31	0.32	-	-0.19	-0.26	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Encourage students to become agents of social change</b>										
Essential	24.0%	19.5%	26.8%	25.0%	13.9%	17.6%	22.2%	25.1%	34.3%	
Very important	28.0%	33.0%	32.8%	25.0%	28.9%	30.7%	33.3%	37.2%	34.5%	
Somewhat important	28.0%	37.4%	31.3%	25.0%	44.3%	37.7%	33.3%	30.4%	26.2%	
Not important	20.0%	10.1%	9.1%	25.0%	12.9%	14.1%	11.1%	7.3%	5.1%	
Total(n)	25	385	958	16	194	427	9	191	531	
Mean	2.56	2.62	2.77	2.50	2.44	2.52	2.67	2.80	2.98	
Standard deviation	1.08	0.91	0.95	1.15	0.89	0.94	1.00	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.07	-0.22	-	0.07	-0.02	-	-0.14	-0.34	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	0.0%	9.1%	7.0%	0.0%	10.6%	8.0%	0.0%	7.7%	6.3%	
1-4	23.1%	18.3%	19.5%	17.6%	17.1%	19.4%	33.3%	19.5%	19.5%	
5-8	46.2%	43.4%	34.7%	47.1%	40.7%	34.4%	44.4%	46.2%	35.0%	
9-12	23.1%	20.6%	27.5%	23.5%	24.6%	26.9%	22.2%	16.4%	28.0%	
13-16	3.8%	5.8%	7.5%	5.9%	4.5%	7.5%	0.0%	7.2%	7.6%	
17-20	0.0%	1.3%	2.5%	0.0%	1.0%	2.5%	0.0%	1.5%	2.6%	
21+	3.8%	1.5%	1.2%	5.9%	1.5%	1.4%	0.0%	1.5%	1.1%	
Total(n)	26	394	982	17	199	439	9	195	543	
Mean	3.23	3.06	3.22	3.41	3.05	3.20	2.89	3.07	3.23	
Standard deviation	1.11	1.16	1.20	1.23	1.16	1.22	0.78	1.16	1.18	
Significance	-			-			-			
Effect size	-	0.15	0.01	-	0.31	0.17	-	-0.16	-0.29	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	0.0%	7.3%	5.6%	0.0%	8.5%	6.4%	0.0%	6.1%	5.0%	
1-4	7.7%	9.1%	11.3%	11.8%	10.5%	15.0%	0.0%	7.7%	8.3%	
5-8	38.5%	25.0%	24.8%	35.3%	22.0%	25.7%	44.4%	28.1%	24.0%	
9-12	11.5%	23.0%	24.0%	11.8%	24.0%	23.0%	11.1%	21.9%	24.8%	
13-16	19.2%	16.4%	15.1%	17.6%	18.5%	13.6%	22.2%	14.3%	16.3%	
17-20	11.5%	10.1%	12.1%	11.8%	8.0%	10.0%	11.1%	12.2%	13.8%	
21+	11.5%	9.1%	7.2%	11.8%	8.5%	6.4%	11.1%	9.7%	7.9%	
Total(n)	26	396	985	17	200	440	9	196	545	
Mean	4.23	3.99	3.97	4.18	3.92	3.78	4.33	4.06	4.12	
Standard deviation	1.56	1.63	1.58	1.63	1.64	1.58	1.50	1.63	1.56	
Significance	-			-			-			
Effect size	-	0.15	0.16	-	0.16	0.25	-	0.17	0.13	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Advising and counseling of students</b>										
None	0.0%	2.0%	3.1%	0.0%	2.0%	2.5%	0.0%	2.0%	3.5%	
1-4	26.9%	46.9%	47.8%	23.5%	47.5%	52.4%	33.3%	46.2%	44.0%	
5-8	57.7%	40.6%	34.6%	58.8%	42.0%	34.6%	55.6%	39.1%	34.6%	
9-12	11.5%	7.8%	9.3%	11.8%	6.5%	7.7%	11.1%	9.1%	10.5%	
13-16	0.0%	2.3%	3.7%	0.0%	1.0%	2.1%	0.0%	3.6%	5.0%	
17-20	3.8%	0.5%	0.8%	5.9%	1.0%	0.7%	0.0%	0.0%	0.9%	
21+	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	
Total(n)	26	397	982	17	200	439	9	197	543	
Mean	2.96	2.63	2.68	3.06	2.60	2.56	2.78	2.66	2.78	
Standard deviation	0.87	0.79	0.97	0.97	0.77	0.81	0.67	0.82	1.08	
Significance	-	*		-	*	*	-			
Effect size	-	0.42	0.29	-	0.60	0.62	-	0.15	0.00	
<b>Committee work and meetings</b>										
None	0.0%	2.0%	1.9%	0.0%	3.0%	2.7%	0.0%	1.0%	1.3%	
1-4	69.2%	51.8%	47.6%	70.6%	54.0%	49.5%	66.7%	49.5%	46.1%	
5-8	15.4%	30.5%	30.9%	11.8%	30.8%	30.8%	22.2%	30.1%	30.9%	
9-12	11.5%	8.9%	11.0%	17.6%	6.1%	10.3%	0.0%	11.7%	11.7%	
13-16	3.8%	3.0%	4.3%	0.0%	3.0%	3.4%	11.1%	3.1%	5.0%	
17-20	0.0%	2.3%	2.1%	0.0%	2.0%	2.1%	0.0%	2.6%	2.2%	
21+	0.0%	1.5%	2.0%	0.0%	1.0%	1.1%	0.0%	2.0%	2.8%	
Total(n)	26	394	978	17	198	438	9	196	540	
Mean	2.50	2.72	2.83	2.47	2.62	2.73	2.56	2.82	2.91	
Standard deviation	0.86	1.09	1.15	0.80	1.02	1.07	1.01	1.14	1.21	
Significance	-			-			-			
Effect size	-	-0.20	-0.29	-	-0.15	-0.24	-	-0.23	-0.29	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other administration</b>										
None	3.8%	6.4%	4.2%	5.9%	4.6%	3.7%	0.0%	8.2%	4.6%	
1-4	53.8%	36.1%	29.7%	58.8%	43.1%	35.4%	44.4%	29.1%	25.0%	
5-8	19.2%	25.7%	25.8%	11.8%	23.4%	24.6%	33.3%	28.1%	26.7%	
9-12	0.0%	14.8%	15.7%	0.0%	13.7%	14.5%	0.0%	15.8%	16.8%	
13-16	7.7%	7.4%	9.0%	11.8%	4.6%	6.4%	0.0%	10.2%	11.0%	
17-20	15.4%	4.6%	6.3%	11.8%	3.0%	6.0%	22.2%	6.1%	6.6%	
21+	0.0%	5.1%	9.3%	0.0%	7.6%	9.4%	0.0%	2.6%	9.2%	
Total(n)	26	393	978	17	197	435	9	196	543	
Mean	3.00	3.15	3.52	2.88	3.10	3.40	3.22	3.19	3.61	
Standard deviation	1.57	1.51	1.67	1.58	1.56	1.67	1.64	1.45	1.66	
Significance	-			-			-			
Effect size	-	-0.10	-0.31	-	-0.14	-0.31	-	0.02	-0.23	
<b>Research and scholarly writing</b>										
None	15.4%	15.2%	24.8%	11.8%	15.1%	23.0%	22.2%	15.4%	26.2%	
1-4	46.2%	42.4%	45.2%	47.1%	39.2%	44.6%	44.4%	45.6%	45.8%	
5-8	30.8%	26.9%	19.7%	29.4%	27.6%	20.7%	33.3%	26.2%	18.8%	
9-12	3.8%	9.1%	5.8%	5.9%	10.1%	6.2%	0.0%	8.2%	5.5%	
13-16	3.8%	3.3%	2.1%	5.9%	4.0%	2.3%	0.0%	2.6%	2.0%	
17-20	0.0%	0.8%	0.8%	0.0%	0.5%	1.4%	0.0%	1.0%	0.4%	
21+	0.0%	2.3%	1.5%	0.0%	3.5%	1.8%	0.0%	1.0%	1.3%	
Total(n)	26	394	977	17	199	435	9	195	542	
Mean	2.35	2.54	2.24	2.47	2.64	2.32	2.11	2.44	2.18	
Standard deviation	0.94	1.22	1.15	1.01	1.32	1.21	0.78	1.10	1.10	
Significance	-			-			-			
Effect size	-	-0.16	0.10	-	-0.13	0.12	-	-0.30	-0.06	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other creative products/performances</b>										
None	52.0%	79.4%	75.2%	37.5%	77.4%	73.8%	77.8%	81.5%	76.2%	
1-4	28.0%	14.1%	15.7%	37.5%	14.9%	15.3%	11.1%	13.2%	16.0%	
5-8	4.0%	3.9%	5.0%	6.3%	4.6%	5.1%	0.0%	3.2%	4.9%	
9-12	0.0%	1.6%	2.6%	0.0%	1.5%	3.7%	0.0%	1.6%	1.7%	
13-16	12.0%	0.8%	1.0%	12.5%	1.0%	1.2%	11.1%	0.5%	0.9%	
17-20	4.0%	0.3%	0.5%	6.3%	0.5%	0.9%	0.0%	0.0%	0.2%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	384	962	16	195	432	9	189	530	
Mean	2.04	1.31	1.40	2.31	1.35	1.46	1.56	1.26	1.36	
Standard deviation	1.54	0.73	0.85	1.62	0.80	0.95	1.33	0.65	0.76	
Significance	-	***	***	-	***	***	-			
Effect size	-	1.00	0.75	-	1.20	0.89	-	0.46	0.26	
<b>Community or public service</b>										
None	30.8%	56.7%	47.5%	17.6%	52.5%	47.7%	55.6%	61.0%	47.3%	
1-4	61.5%	35.9%	40.6%	70.6%	37.9%	39.9%	44.4%	33.8%	41.2%	
5-8	3.8%	5.3%	8.9%	5.9%	6.1%	9.4%	0.0%	4.6%	8.6%	
9-12	0.0%	1.0%	2.1%	0.0%	2.0%	1.8%	0.0%	0.0%	2.2%	
13-16	3.8%	0.8%	0.3%	5.9%	1.0%	0.5%	0.0%	0.5%	0.2%	
17-20	0.0%	0.3%	0.3%	0.0%	0.5%	0.2%	0.0%	0.0%	0.4%	
21+	0.0%	0.0%	0.3%	0.0%	0.0%	0.5%	0.0%	0.0%	0.2%	
Total(n)	26	393	973	17	198	436	9	195	537	
Mean	1.85	1.54	1.69	2.06	1.63	1.70	1.44	1.45	1.69	
Standard deviation	0.83	0.75	0.84	0.90	0.84	0.87	0.53	0.64	0.82	
Significance	-	*		-	*		-			
Effect size	-	0.41	0.19	-	0.51	0.41	-	-0.02	-0.30	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Outside consulting/freelance work</b>										
None	80.0%	82.1%	79.6%	76.5%	80.5%	76.4%	87.5%	83.8%	82.2%	
1-4	20.0%	13.7%	15.5%	23.5%	14.4%	17.4%	12.5%	13.1%	14.0%	
5-8	0.0%	2.6%	3.1%	0.0%	3.6%	3.7%	0.0%	1.6%	2.6%	
9-12	0.0%	1.6%	1.6%	0.0%	1.5%	2.1%	0.0%	1.6%	1.1%	
13-16	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	386	966	17	195	432	8	191	534	
Mean	1.20	1.24	1.27	1.24	1.26	1.33	1.13	1.21	1.23	
Standard deviation	0.41	0.57	0.62	0.44	0.60	0.70	0.35	0.54	0.54	
Significance	-			-			-			
Effect size	-	-0.07	-0.11	-	-0.03	-0.13	-	-0.15	-0.19	
<b>Household/childcare duties</b>										
None	0.0%	5.9%	7.0%	0.0%	8.7%	10.6%	0.0%	3.1%	4.1%	
1-4	8.0%	13.6%	15.9%	0.0%	13.3%	16.1%	22.2%	13.9%	15.7%	
5-8	44.0%	23.6%	23.5%	37.5%	25.5%	24.7%	55.6%	21.6%	22.6%	
9-12	8.0%	14.9%	16.2%	12.5%	17.9%	17.7%	0.0%	11.9%	15.0%	
13-16	12.0%	10.5%	9.2%	18.8%	8.2%	8.1%	0.0%	12.9%	10.2%	
17-20	4.0%	10.0%	9.3%	6.3%	9.2%	8.5%	0.0%	10.8%	10.0%	
21+	24.0%	21.5%	18.8%	25.0%	17.3%	14.3%	22.2%	25.8%	22.4%	
Total(n)	25	390	974	16	196	434	9	194	540	
Mean	4.32	4.27	4.08	4.69	4.01	3.79	3.67	4.53	4.31	
Standard deviation	1.80	1.92	1.91	1.66	1.90	1.88	1.94	1.92	1.91	
Significance	-			-			-			
Effect size	-	0.03	0.13	-	0.36	0.48	-	-0.45	-0.34	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other employment, outside of academia</b>										
None	96.2%	96.1%	91.9%	94.1%	94.8%	92.8%	100.0%	97.3%	91.1%	
1-4	3.8%	3.1%	4.8%	5.9%	4.7%	5.3%	0.0%	1.6%	4.3%	
5-8	0.0%	0.3%	1.8%	0.0%	0.5%	0.9%	0.0%	0.0%	2.4%	
9-12	0.0%	0.0%	0.7%	0.0%	0.0%	0.5%	0.0%	0.0%	0.9%	
13-16	0.0%	0.3%	0.3%	0.0%	0.0%	0.2%	0.0%	0.5%	0.4%	
17-20	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
21+	0.0%	0.3%	0.4%	0.0%	0.0%	0.2%	0.0%	0.5%	0.6%	
Total(n)	26	381	961	17	193	430	9	188	531	
Mean	1.04	1.06	1.15	1.06	1.06	1.11	1.00	1.07	1.18	
Standard deviation	0.20	0.42	0.62	0.24	0.25	0.49	0.00	0.54	0.71	
Significance	-			-			-			
Effect size	-	-0.05	-0.18	-	0.00	-0.10	-	-0.13	-0.25	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>It is primarily up to individual students whether they succeed in my courses</b>										
Agree strongly	41.7%	27.7%	31.2%	60.0%	31.1%	34.7%	11.1%	24.3%	28.4%	
Agree somewhat	50.0%	55.8%	54.1%	40.0%	58.5%	55.3%	66.7%	52.9%	53.2%	
Disagree somewhat	8.3%	14.9%	12.9%	0.0%	8.8%	8.8%	22.2%	21.2%	16.2%	
Disagree strongly	0.0%	1.6%	1.8%	0.0%	1.6%	1.2%	0.0%	1.6%	2.2%	
Total(n)	24	382	968	15	193	430	9	189	538	
Mean	3.33	3.10	3.15	3.60	3.19	3.23	2.89	3.00	3.08	
Standard deviation	0.64	0.69	0.70	0.51	0.65	0.65	0.60	0.72	0.73	
Significance	-			-	*	*	-			
Effect size	-	0.33	0.26	-	0.63	0.57	-	-0.15	-0.26	
<b>I try to dispel perceptions of competition</b>										
Agree strongly	29.2%	38.5%	36.7%	26.7%	33.3%	29.6%	33.3%	43.9%	42.4%	
Agree somewhat	41.7%	44.9%	43.9%	33.3%	46.4%	44.8%	55.6%	43.3%	43.2%	
Disagree somewhat	25.0%	14.0%	16.3%	33.3%	16.1%	20.9%	11.1%	11.8%	12.7%	
Disagree strongly	4.2%	2.6%	3.0%	6.7%	4.2%	4.7%	0.0%	1.1%	1.7%	
Total(n)	24	379	961	15	192	426	9	187	535	
Mean	2.96	3.19	3.14	2.80	3.09	2.99	3.22	3.30	3.26	
Standard deviation	0.86	0.77	0.79	0.94	0.81	0.83	0.67	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.30	-0.23	-	-0.36	-0.23	-	-0.11	-0.05	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>I encourage all students to approach me for help</b>										
Agree strongly	91.7%	94.2%	95.4%	93.3%	93.3%	94.0%	88.9%	95.2%	96.6%	
Agree somewhat	8.3%	5.8%	4.5%	6.7%	6.7%	5.8%	11.1%	4.8%	3.4%	
Disagree somewhat	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Disagree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	24	382	964	15	193	430	9	189	534	
Mean	3.92	3.94	3.95	3.93	3.93	3.94	3.89	3.95	3.97	
Standard deviation	0.28	0.23	0.22	0.26	0.25	0.25	0.33	0.21	0.18	
Significance	-			-			-			
Effect size	-	-0.09	-0.14	-	0.00	-0.04	-	-0.29	-0.44	
<b>Most students are well-prepared for the difficulty of the courses I teach</b>										
Agree strongly	29.2%	18.6%	13.7%	26.7%	15.1%	11.0%	33.3%	22.1%	16.0%	
Agree somewhat	62.5%	63.1%	52.8%	73.3%	65.1%	55.2%	44.4%	61.1%	50.8%	
Disagree somewhat	8.3%	17.3%	29.1%	0.0%	19.8%	29.8%	22.2%	14.7%	28.6%	
Disagree strongly	0.0%	1.0%	4.3%	0.0%	0.0%	4.0%	0.0%	2.1%	4.6%	
Total(n)	24	382	968	15	192	429	9	190	539	
Mean	3.21	2.99	2.76	3.27	2.95	2.73	3.11	3.03	2.78	
Standard deviation	0.59	0.63	0.74	0.46	0.59	0.70	0.78	0.67	0.76	
Significance	-		**	-	*	**	-			
Effect size	-	0.35	0.61	-	0.54	0.77	-	0.12	0.43	
<b>In my classroom, there is no such thing as a question that is too elementary</b>										
Agree strongly	75.0%	68.8%	67.0%	73.3%	62.7%	59.5%	77.8%	74.9%	73.0%	
Agree somewhat	20.8%	25.3%	24.8%	20.0%	29.0%	30.2%	22.2%	21.5%	20.6%	
Disagree somewhat	4.2%	5.2%	7.0%	6.7%	7.8%	9.1%	0.0%	2.6%	5.4%	
Disagree strongly	0.0%	0.8%	1.1%	0.0%	0.5%	1.2%	0.0%	1.0%	1.1%	
Total(n)	24	384	970	15	193	430	9	191	540	
Mean	3.71	3.62	3.58	3.67	3.54	3.48	3.78	3.70	3.65	
Standard deviation	0.55	0.62	0.67	0.62	0.66	0.71	0.44	0.57	0.63	
Significance	-			-			-			
Effect size	-	0.15	0.19	-	0.20	0.27	-	0.14	0.21	
<b>All students have the potential to excel in my courses</b>										
Agree strongly	50.0%	56.8%	58.2%	46.7%	49.2%	51.7%	55.6%	64.4%	63.3%	
Agree somewhat	45.8%	35.9%	33.2%	46.7%	41.5%	38.0%	44.4%	30.4%	29.4%	
Disagree somewhat	4.2%	7.3%	8.2%	6.7%	9.3%	9.6%	0.0%	5.2%	7.0%	
Disagree strongly	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%	0.0%	0.0%	0.2%	
Total(n)	24	384	969	15	193	429	9	191	540	
Mean	3.46	3.49	3.49	3.40	3.40	3.41	3.56	3.59	3.56	
Standard deviation	0.59	0.63	0.66	0.63	0.65	0.69	0.53	0.59	0.63	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	0.00	-0.01	-	-0.05	0.00	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>The amount of material that is required for my courses poses a substantial challenge to students</b>										
Agree strongly	37.5%	26.6%	23.3%	46.7%	25.0%	21.7%	22.2%	28.3%	24.7%	
Agree somewhat	45.8%	45.4%	48.6%	40.0%	47.9%	50.1%	55.6%	42.9%	47.3%	
Disagree somewhat	16.7%	24.5%	24.8%	13.3%	24.0%	25.2%	22.2%	25.1%	24.5%	
Disagree strongly	0.0%	3.4%	3.3%	0.0%	3.1%	3.0%	0.0%	3.7%	3.5%	
Total(n)	24	383	968	15	192	429	9	191	539	
Mean	3.21	2.95	2.92	3.33	2.95	2.90	3.00	2.96	2.93	
Standard deviation	0.72	0.80	0.78	0.72	0.78	0.76	0.71	0.83	0.79	
Significance	-			-		*	-			
Effect size	-	0.33	0.37	-	0.49	0.57	-	0.05	0.09	
<b>Students are often overwhelmed by the pace of my courses</b>										
Agree strongly	4.2%	5.2%	6.4%	6.7%	3.6%	4.7%	0.0%	6.8%	7.8%	
Agree somewhat	45.8%	29.8%	32.2%	40.0%	27.1%	33.4%	55.6%	32.5%	31.3%	
Disagree somewhat	37.5%	52.5%	51.3%	40.0%	57.8%	52.6%	33.3%	47.1%	50.3%	
Disagree strongly	12.5%	12.5%	10.1%	13.3%	11.5%	9.3%	11.1%	13.6%	10.6%	
Total(n)	24	383	965	15	192	428	9	191	537	
Mean	2.42	2.28	2.35	2.40	2.23	2.33	2.44	2.32	2.36	
Standard deviation	0.78	0.75	0.75	0.83	0.69	0.71	0.73	0.79	0.78	
Significance	-			-			-			
Effect size	-	0.19	0.09	-	0.25	0.10	-	0.15	0.10	
<b>Most students learn best when they do their assignments on their own</b>										
Agree strongly	21.7%	9.0%	9.8%	26.7%	9.4%	11.0%	12.5%	8.6%	8.8%	
Agree somewhat	30.4%	31.7%	36.2%	33.3%	35.1%	41.5%	25.0%	28.3%	31.9%	
Disagree somewhat	39.1%	50.5%	46.4%	26.7%	48.2%	41.1%	62.5%	52.9%	50.7%	
Disagree strongly	8.7%	8.7%	7.6%	13.3%	7.3%	6.3%	0.0%	10.2%	8.6%	
Total(n)	23	378	959	15	191	426	8	187	533	
Mean	2.65	2.41	2.48	2.73	2.47	2.57	2.50	2.35	2.41	
Standard deviation	0.93	0.77	0.77	1.03	0.77	0.77	0.76	0.78	0.77	
Significance	-			-			-			
Effect size	-	0.31	0.22	-	0.34	0.21	-	0.19	0.12	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are interested in students' personal problems</b>										
Agree strongly	58.3%	18.5%	22.9%	60.0%	18.7%	21.1%	55.6%	18.4%	24.4%	
Agree somewhat	37.5%	60.1%	60.3%	33.3%	57.0%	58.3%	44.4%	63.2%	61.8%	
Disagree somewhat	4.2%	19.6%	15.3%	6.7%	22.8%	19.0%	0.0%	16.2%	12.3%	
Disagree strongly	0.0%	1.9%	1.6%	0.0%	1.6%	1.6%	0.0%	2.2%	1.5%	
Total(n)	24	378	956	15	193	427	9	185	529	
Mean	3.54	2.95	3.04	3.53	2.93	2.99	3.56	2.98	3.09	
Standard deviation	0.59	0.67	0.67	0.64	0.69	0.68	0.53	0.66	0.65	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	0.88	0.75	-	0.87	0.79	-	0.88	0.72	
<b>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>										
Agree strongly	25.0%	25.4%	22.2%	26.7%	27.1%	22.5%	22.2%	23.7%	22.1%	
Agree somewhat	62.5%	53.4%	52.5%	60.0%	54.2%	53.2%	66.7%	52.7%	51.9%	
Disagree somewhat	12.5%	18.8%	20.5%	13.3%	15.6%	18.2%	11.1%	22.0%	22.3%	
Disagree strongly	0.0%	2.4%	4.8%	0.0%	3.1%	6.1%	0.0%	1.6%	3.8%	
Total(n)	24	378	953	15	192	423	9	186	530	
Mean	3.13	3.02	2.92	3.13	3.05	2.92	3.11	2.98	2.92	
Standard deviation	0.61	0.73	0.78	0.64	0.74	0.80	0.60	0.72	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.15	0.27	-	0.11	0.26	-	0.18	0.25	
<b>Most students are well-prepared academically</b>										
Agree strongly	45.8%	34.9%	19.6%	46.7%	38.1%	21.2%	44.4%	31.6%	18.4%	
Agree somewhat	50.0%	53.0%	45.2%	53.3%	52.1%	49.0%	44.4%	54.0%	42.2%	
Disagree somewhat	4.2%	10.5%	29.6%	0.0%	9.3%	25.6%	11.1%	11.8%	32.8%	
Disagree strongly	0.0%	1.6%	5.5%	0.0%	0.5%	4.2%	0.0%	2.7%	6.6%	
Total(n)	24	381	962	15	194	429	9	187	533	
Mean	3.42	3.21	2.79	3.47	3.28	2.87	3.33	3.14	2.72	
Standard deviation	0.58	0.69	0.82	0.52	0.65	0.79	0.71	0.72	0.84	
Significance	-	-	***	-	-	**	-	-	*	
Effect size	-	0.30	0.77	-	0.29	0.76	-	0.26	0.73	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Agree strongly	41.7%	22.4%	17.5%	33.3%	22.2%	19.0%	55.6%	22.6%	16.3%	
Agree somewhat	29.2%	51.6%	48.1%	26.7%	52.6%	50.5%	33.3%	50.5%	46.2%	
Disagree somewhat	25.0%	19.5%	24.3%	33.3%	19.1%	22.5%	11.1%	19.9%	25.8%	
Disagree strongly	4.2%	6.6%	10.1%	6.7%	6.2%	8.1%	0.0%	7.0%	11.7%	
Total(n)	24	380	950	15	194	422	9	186	528	
Mean	3.08	2.90	2.73	2.87	2.91	2.80	3.44	2.89	2.67	
Standard deviation	0.93	0.82	0.87	0.99	0.81	0.84	0.73	0.83	0.88	
Significance	-			-			-		**	
Effect size	-	0.22	0.40	-	-0.05	0.08	-	0.66	0.88	
<b>Student Affairs staff have the support and respect of faculty</b>										
Agree strongly	16.7%	25.6%	25.8%	26.7%	24.5%	26.3%	0.0%	26.7%	25.3%	
Agree somewhat	33.3%	49.6%	50.2%	20.0%	51.0%	49.1%	55.6%	48.1%	51.0%	
Disagree somewhat	37.5%	17.2%	18.4%	40.0%	17.7%	19.7%	33.3%	16.6%	17.4%	
Disagree strongly	12.5%	7.7%	5.7%	13.3%	6.8%	4.9%	11.1%	8.6%	6.2%	
Total(n)	24	379	955	15	192	426	9	187	529	
Mean	2.54	2.93	2.96	2.60	2.93	2.97	2.44	2.93	2.95	
Standard deviation	0.93	0.85	0.82	1.06	0.83	0.81	0.73	0.88	0.82	
Significance	-	*	*	-			-			
Effect size	-	-0.46	-0.51	-	-0.40	-0.46	-	-0.56	-0.62	
<b>Faculty are committed to the welfare of this institution</b>										
Agree strongly	75.0%	66.8%	62.4%	73.3%	60.8%	57.6%	77.8%	72.9%	66.3%	
Agree somewhat	20.8%	27.7%	30.4%	20.0%	31.4%	34.0%	22.2%	23.9%	27.5%	
Disagree somewhat	0.0%	3.9%	6.1%	0.0%	5.7%	6.5%	0.0%	2.1%	5.8%	
Disagree strongly	4.2%	1.6%	1.0%	6.7%	2.1%	1.9%	0.0%	1.1%	0.4%	
Total(n)	24	382	963	15	194	429	9	188	534	
Mean	3.67	3.60	3.54	3.60	3.51	3.47	3.78	3.69	3.60	
Standard deviation	0.70	0.64	0.66	0.83	0.70	0.70	0.44	0.57	0.62	
Significance	-			-			-			
Effect size	-	0.11	0.20	-	0.13	0.19	-	0.16	0.29	
<b>Faculty here are strongly interested in the academic problems of undergraduates</b>										
Agree strongly	79.2%	69.2%	60.8%	80.0%	69.1%	59.2%	77.8%	69.4%	62.0%	
Agree somewhat	16.7%	26.6%	32.6%	13.3%	25.3%	33.1%	22.2%	28.0%	32.3%	
Disagree somewhat	4.2%	3.7%	5.6%	6.7%	5.2%	6.6%	0.0%	2.2%	4.7%	
Disagree strongly	0.0%	0.5%	1.0%	0.0%	0.5%	1.2%	0.0%	0.5%	0.9%	
Total(n)	24	380	953	15	194	426	9	186	527	
Mean	3.75	3.64	3.53	3.73	3.63	3.50	3.78	3.66	3.55	
Standard deviation	0.53	0.58	0.65	0.59	0.61	0.67	0.44	0.55	0.63	
Significance	-			-			-			

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	0.19	0.34	-	0.16	0.34	-	0.22	0.37	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>There is a lot of campus racial conflict here</b>										
Agree strongly	0.0%	4.7%	4.1%	0.0%	3.1%	2.1%	0.0%	6.4%	5.6%	
Agree somewhat	16.7%	21.8%	16.5%	13.3%	18.6%	11.7%	22.2%	25.1%	20.3%	
Disagree somewhat	37.5%	52.5%	43.2%	40.0%	50.0%	43.9%	33.3%	55.1%	42.6%	
Disagree strongly	45.8%	21.0%	36.3%	46.7%	28.4%	42.3%	44.4%	13.4%	31.5%	
Total(n)	24	381	959	15	194	426	9	187	533	
Mean	1.71	2.10	1.88	1.67	1.96	1.74	1.78	2.25	2.00	
Standard deviation	0.75	0.78	0.82	0.72	0.77	0.75	0.83	0.76	0.86	
Significance	-	*		-			-			
Effect size	-	-0.50	-0.21	-	-0.38	-0.09	-	-0.62	-0.26	
<b>My research is valued by faculty in my department</b>										
Agree strongly	62.5%	45.6%	38.5%	66.7%	49.7%	42.4%	55.6%	41.5%	35.4%	
Agree somewhat	25.0%	36.9%	41.2%	20.0%	33.3%	40.3%	33.3%	40.4%	41.9%	
Disagree somewhat	12.5%	13.3%	15.1%	13.3%	12.7%	12.7%	11.1%	13.8%	17.0%	
Disagree strongly	0.0%	4.2%	5.2%	0.0%	4.2%	4.6%	0.0%	4.3%	5.7%	
Total(n)	24	377	942	15	189	417	9	188	525	
Mean	3.50	3.24	3.13	3.53	3.29	3.21	3.44	3.19	3.07	
Standard deviation	0.72	0.84	0.85	0.74	0.85	0.83	0.73	0.83	0.87	
Significance	-		*	-			-			
Effect size	-	0.31	0.44	-	0.28	0.39	-	0.30	0.43	
<b>My teaching is valued by faculty in my department</b>										
Agree strongly	87.5%	63.8%	62.9%	86.7%	65.6%	64.8%	88.9%	61.9%	61.4%	
Agree somewhat	8.3%	27.8%	28.2%	6.7%	27.1%	26.3%	11.1%	28.6%	29.8%	
Disagree somewhat	4.2%	5.5%	6.5%	6.7%	4.7%	6.3%	0.0%	6.3%	6.7%	
Disagree strongly	0.0%	2.9%	2.3%	0.0%	2.6%	2.6%	0.0%	3.2%	2.1%	
Total(n)	24	381	963	15	192	429	9	189	534	
Mean	3.83	3.52	3.52	3.80	3.56	3.53	3.89	3.49	3.51	
Standard deviation	0.48	0.73	0.72	0.56	0.71	0.73	0.33	0.76	0.71	
Significance	-	*	*	-			-			
Effect size	-	0.42	0.43	-	0.34	0.37	-	0.53	0.54	
<b>My service is valued by faculty in my department</b>										
Agree strongly	54.2%	48.5%	52.3%	60.0%	53.7%	55.2%	44.4%	43.4%	50.1%	
Agree somewhat	29.2%	34.6%	33.6%	20.0%	30.5%	31.9%	44.4%	38.6%	35.0%	
Disagree somewhat	8.3%	10.3%	9.5%	13.3%	9.5%	8.5%	0.0%	11.1%	10.3%	
Disagree strongly	8.3%	6.6%	4.6%	6.7%	6.3%	4.5%	11.1%	6.9%	4.7%	
Total(n)	24	379	961	15	190	426	9	189	535	
Mean	3.29	3.25	3.34	3.33	3.32	3.38	3.22	3.19	3.30	
Standard deviation	0.95	0.89	0.83	0.98	0.89	0.82	0.97	0.89	0.84	
Significance	-			-			-			



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	0.04	-0.06	-	0.01	-0.06	-	0.03	-0.10	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are sufficiently involved in campus decision making</b>										
Agree strongly	33.3%	30.9%	19.6%	40.0%	32.3%	22.8%	22.2%	29.5%	16.9%	
Agree somewhat	41.7%	48.4%	43.8%	40.0%	49.0%	45.0%	44.4%	47.9%	42.8%	
Disagree somewhat	16.7%	14.4%	21.9%	13.3%	12.0%	18.6%	22.2%	16.8%	24.6%	
Disagree strongly	8.3%	6.3%	14.7%	6.7%	6.8%	13.5%	11.1%	5.8%	15.6%	
Total(n)	24	382	966	15	192	429	9	190	537	
Mean	3.00	3.04	2.68	3.13	3.07	2.77	2.78	3.01	2.61	
Standard deviation	0.93	0.84	0.95	0.92	0.84	0.95	0.97	0.84	0.94	
Significance	-			-			-			
Effect size	-	-0.05	0.34	-	0.07	0.38	-	-0.27	0.18	
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly	4.2%	9.0%	12.1%	6.7%	11.1%	12.5%	0.0%	6.9%	11.8%	
Agree somewhat	45.8%	40.7%	41.4%	66.7%	45.3%	45.0%	11.1%	36.2%	38.6%	
Disagree somewhat	45.8%	40.7%	34.6%	20.0%	34.2%	32.8%	88.9%	47.3%	36.0%	
Disagree strongly	4.2%	9.5%	11.9%	6.7%	9.5%	9.7%	0.0%	9.6%	13.7%	
Total(n)	24	378	958	15	190	424	9	188	534	
Mean	2.50	2.49	2.54	2.73	2.58	2.60	2.11	2.40	2.49	
Standard deviation	0.66	0.79	0.85	0.70	0.81	0.83	0.33	0.76	0.87	
Significance	-			-			-			
Effect size	-	0.01	-0.05	-	0.19	0.16	-	-0.38	-0.44	
<b>The criteria for advancement and promotion decisions are clear</b>										
Agree strongly	70.8%	40.6%	32.3%	66.7%	43.7%	34.3%	77.8%	37.6%	30.6%	
Agree somewhat	16.7%	39.6%	40.8%	20.0%	39.5%	40.2%	11.1%	39.7%	41.2%	
Disagree somewhat	4.2%	14.8%	18.4%	0.0%	11.1%	18.0%	11.1%	18.5%	18.7%	
Disagree strongly	8.3%	5.0%	8.6%	13.3%	5.8%	7.5%	0.0%	4.2%	9.5%	
Total(n)	24	379	964	15	190	428	9	189	536	
Mean	3.50	3.16	2.97	3.40	3.21	3.01	3.67	3.11	2.93	
Standard deviation	0.93	0.86	0.92	1.06	0.86	0.91	0.71	0.85	0.93	
Significance	-		**	-			-		*	
Effect size	-	0.40	0.58	-	0.22	0.43	-	0.66	0.80	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Most of the students I teach lack the basic skills for college level work</b>										
Agree strongly	0.0%	2.1%	4.4%	0.0%	2.1%	2.6%	0.0%	2.1%	5.8%	
Agree somewhat	0.0%	5.3%	17.9%	0.0%	3.7%	15.8%	0.0%	6.9%	19.5%	
Disagree somewhat	25.0%	26.7%	35.6%	20.0%	26.3%	34.6%	33.3%	27.1%	36.5%	
Disagree strongly	75.0%	65.9%	42.1%	80.0%	67.9%	47.1%	66.7%	63.8%	38.2%	
Total(n)	24	378	957	15	190	425	9	188	532	
Mean	1.25	1.44	1.85	1.20	1.40	1.74	1.33	1.47	1.93	
Standard deviation	0.44	0.69	0.87	0.41	0.67	0.82	0.50	0.72	0.90	
Significance	-		***	-		*	-		*	
Effect size	-	-0.28	-0.69	-	-0.30	-0.66	-	-0.19	-0.67	
<b>There is adequate support for faculty development</b>										
Agree strongly	20.8%	36.7%	25.1%	26.7%	40.8%	30.4%	11.1%	32.6%	20.8%	
Agree somewhat	54.2%	40.4%	36.3%	53.3%	40.3%	39.5%	55.6%	40.5%	33.7%	
Disagree somewhat	16.7%	15.7%	23.0%	6.7%	12.6%	19.6%	33.3%	18.9%	25.7%	
Disagree strongly	8.3%	7.1%	15.7%	13.3%	6.3%	10.5%	0.0%	7.9%	19.9%	
Total(n)	24	381	962	15	191	428	9	190	534	
Mean	2.88	3.07	2.71	2.93	3.16	2.90	2.78	2.98	2.55	
Standard deviation	0.85	0.90	1.01	0.96	0.87	0.96	0.67	0.91	1.03	
Significance	-			-			-			
Effect size	-	-0.21	0.17	-	-0.26	0.03	-	-0.22	0.22	
<b>This institution successfully educates students in remedial/developmental education</b>										
Agree strongly	0.0%	3.6%	5.8%	0.0%	3.3%	3.1%	0.0%	3.8%	7.9%	
Agree somewhat	18.2%	27.9%	41.2%	28.6%	30.1%	47.6%	0.0%	25.7%	36.2%	
Disagree somewhat	68.2%	46.4%	37.0%	50.0%	47.0%	36.2%	100.0%	45.9%	37.7%	
Disagree strongly	13.6%	22.1%	16.0%	21.4%	19.7%	13.0%	0.0%	24.6%	18.3%	
Total(n)	22	366	934	14	183	414	8	183	520	
Mean	2.05	2.13	2.37	2.07	2.17	2.41	2.00	2.09	2.34	
Standard deviation	0.58	0.79	0.82	0.73	0.78	0.75	0.00	0.81	0.86	
Significance	-			-			-			
Effect size	-	-0.10	-0.39	-	-0.13	-0.45	-	-0.11	-0.40	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Agree strongly	16.7%	9.5%	8.7%	13.3%	7.4%	6.7%	22.2%	11.7%	10.3%	
Agree somewhat	33.3%	43.8%	41.4%	46.7%	45.0%	39.4%	11.1%	42.6%	43.0%	
Disagree somewhat	37.5%	40.8%	40.5%	26.7%	42.3%	44.4%	55.6%	39.4%	37.5%	
Disagree strongly	12.5%	5.8%	9.3%	13.3%	5.3%	9.5%	11.1%	6.4%	9.2%	
Total(n)	24	377	952	15	189	419	9	188	533	
Mean	2.54	2.57	2.49	2.60	2.54	2.43	2.44	2.60	2.54	
Standard deviation	0.93	0.74	0.78	0.91	0.71	0.76	1.01	0.78	0.80	
Significance	-			-			-			
Effect size	-	-0.04	0.06	-	0.08	0.22	-	-0.21	-0.13	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote the intellectual development of students</b>										
Highest priority	75.0%	62.2%	49.8%	80.0%	60.8%	50.4%	66.7%	63.6%	49.4%	
High priority	25.0%	26.0%	32.6%	20.0%	27.4%	34.0%	33.3%	24.6%	31.5%	
Medium priority	0.0%	10.7%	15.1%	0.0%	11.3%	14.3%	0.0%	10.2%	15.8%	
Low priority	0.0%	1.1%	2.4%	0.0%	0.5%	1.4%	0.0%	1.6%	3.2%	
Total(n)	24	373	951	15	186	421	9	187	530	
Mean	3.75	3.49	3.30	3.80	3.48	3.33	3.67	3.50	3.27	
Standard deviation	0.44	0.73	0.81	0.41	0.71	0.77	0.50	0.74	0.84	
Significance	-		**	-		*	-			
Effect size	-	0.36	0.56	-	0.45	0.61	-	0.23	0.48	
<b>To develop a sense of community among students and faculty</b>										
Highest priority	33.3%	17.4%	20.1%	46.7%	18.7%	19.7%	11.1%	16.0%	20.5%	
High priority	54.2%	50.8%	49.2%	46.7%	50.3%	49.3%	66.7%	51.3%	49.1%	
Medium priority	8.3%	25.9%	24.1%	0.0%	24.1%	24.4%	22.2%	27.8%	23.9%	
Low priority	4.2%	5.9%	6.6%	6.7%	7.0%	6.6%	0.0%	4.8%	6.6%	
Total(n)	24	374	954	15	187	422	9	187	532	
Mean	3.17	2.80	2.83	3.33	2.81	2.82	2.89	2.79	2.83	
Standard deviation	0.76	0.79	0.82	0.82	0.82	0.82	0.60	0.77	0.83	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.47	0.41	-	0.63	0.62	-	0.13	0.07	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To facilitate student involvement in community service</b>										
Highest priority	4.2%	6.4%	13.2%	6.7%	6.4%	9.5%	0.0%	6.4%	16.1%	
High priority	29.2%	39.3%	41.2%	33.3%	39.6%	41.2%	22.2%	39.0%	41.1%	
Medium priority	58.3%	46.5%	37.2%	46.7%	46.0%	39.8%	77.8%	47.1%	35.1%	
Low priority	8.3%	7.8%	8.5%	13.3%	8.0%	9.5%	0.0%	7.5%	7.7%	
Total(n)	24	374	955	15	187	422	9	187	533	
Mean	2.29	2.44	2.59	2.33	2.44	2.51	2.22	2.44	2.66	
Standard deviation	0.69	0.73	0.82	0.82	0.73	0.79	0.44	0.73	0.84	
Significance	-			-			-			
Effect size	-	-0.21	-0.37	-	-0.15	-0.23	-	-0.30	-0.52	
<b>To help students learn how to bring about change in society</b>										
Highest priority	4.2%	9.4%	13.9%	6.7%	7.0%	9.5%	0.0%	11.8%	17.3%	
High priority	16.7%	38.5%	34.2%	26.7%	41.2%	34.7%	0.0%	35.8%	33.9%	
Medium priority	62.5%	42.8%	39.6%	46.7%	43.3%	42.5%	88.9%	42.2%	37.3%	
Low priority	16.7%	9.4%	12.3%	20.0%	8.6%	13.3%	11.1%	10.2%	11.5%	
Total(n)	24	374	952	15	187	421	9	187	531	
Mean	2.08	2.48	2.50	2.20	2.47	2.40	1.89	2.49	2.57	
Standard deviation	0.72	0.79	0.88	0.86	0.75	0.84	0.33	0.83	0.91	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.51	-0.48	-	-0.36	-0.24	-	-0.72	-0.75	
<b>To increase or maintain institutional prestige</b>										
Highest priority	16.7%	38.0%	27.8%	13.3%	35.3%	27.7%	22.2%	40.6%	28.0%	
High priority	66.7%	50.3%	46.1%	80.0%	49.7%	48.0%	44.4%	50.8%	44.7%	
Medium priority	12.5%	9.9%	20.4%	0.0%	11.2%	18.7%	33.3%	8.6%	21.8%	
Low priority	4.2%	1.9%	5.6%	6.7%	3.7%	5.7%	0.0%	0.0%	5.6%	
Total(n)	24	374	956	15	187	423	9	187	533	
Mean	2.96	3.24	2.96	3.00	3.17	2.98	2.89	3.32	2.95	
Standard deviation	0.69	0.70	0.84	0.65	0.77	0.83	0.78	0.63	0.85	
Significance	-			-			-	*		
Effect size	-	-0.40	0.00	-	-0.22	0.02	-	-0.68	-0.07	
<b>To hire faculty 'stars'</b>										
Highest priority	0.0%	1.3%	1.8%	0.0%	1.6%	1.7%	0.0%	1.1%	1.9%	
High priority	0.0%	10.2%	10.6%	0.0%	12.4%	11.2%	0.0%	8.1%	10.2%	
Medium priority	37.5%	36.3%	35.5%	40.0%	35.5%	35.9%	33.3%	37.1%	35.3%	
Low priority	62.5%	52.2%	52.1%	60.0%	50.5%	51.3%	66.7%	53.8%	52.6%	
Total(n)	24	372	951	15	186	421	9	186	530	
Mean	1.38	1.61	1.62	1.40	1.65	1.63	1.33	1.56	1.61	
Standard deviation	0.49	0.72	0.75	0.51	0.76	0.75	0.50	0.69	0.75	
Significance	-			-			-			
Effect size	-	-0.32	-0.32	-	-0.33	-0.31	-	-0.33	-0.37	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To recruit more minority students</b>										
Highest priority	16.7%	18.8%	16.0%	20.0%	19.5%	14.4%	11.1%	18.2%	17.3%	
High priority	66.7%	58.3%	43.5%	66.7%	58.9%	44.1%	66.7%	57.8%	43.0%	
Medium priority	16.7%	20.7%	30.7%	13.3%	18.4%	32.4%	22.2%	23.0%	29.3%	
Low priority	0.0%	2.2%	9.8%	0.0%	3.2%	9.1%	0.0%	1.1%	10.3%	
Total(n)	24	372	949	15	185	417	9	187	532	
Mean	3.00	2.94	2.66	3.07	2.95	2.64	2.89	2.93	2.67	
Standard deviation	0.59	0.69	0.86	0.59	0.71	0.84	0.60	0.67	0.88	
Significance	-			-			-			
Effect size	-	0.09	0.40	-	0.17	0.51	-	-0.06	0.25	
<b>To enhance the institution's national image</b>										
Highest priority	25.0%	34.1%	29.7%	26.7%	29.9%	28.9%	22.2%	38.4%	30.4%	
High priority	54.2%	49.2%	44.6%	60.0%	50.8%	46.1%	44.4%	47.6%	43.5%	
Medium priority	20.8%	15.1%	19.9%	13.3%	16.6%	18.9%	33.3%	13.5%	20.7%	
Low priority	0.0%	1.6%	5.8%	0.0%	2.7%	6.2%	0.0%	0.5%	5.5%	
Total(n)	24	372	946	15	187	419	9	185	527	
Mean	3.04	3.16	2.98	3.13	3.08	2.98	2.89	3.24	2.99	
Standard deviation	0.69	0.73	0.85	0.64	0.75	0.85	0.78	0.70	0.86	
Significance	-			-			-			
Effect size	-	-0.16	0.07	-	0.07	0.18	-	-0.50	-0.12	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	22.7%	23.3%	16.5%	28.6%	23.9%	17.5%	12.5%	22.7%	15.6%	
High priority	45.5%	43.4%	36.9%	50.0%	53.7%	44.4%	37.5%	33.0%	30.9%	
Medium priority	27.3%	25.7%	32.2%	21.4%	19.1%	29.1%	37.5%	32.4%	34.7%	
Low priority	4.5%	7.5%	14.5%	0.0%	3.2%	9.0%	12.5%	11.9%	18.8%	
Total(n)	22	373	954	14	188	423	8	185	531	
Mean	2.86	2.83	2.55	3.07	2.98	2.70	2.50	2.66	2.43	
Standard deviation	0.83	0.87	0.93	0.73	0.75	0.86	0.93	0.96	0.97	
Significance	-			-			-			
Effect size	-	0.03	0.33	-	0.12	0.43	-	-0.17	0.07	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote racial and ethnic diversity in the faculty and administration</b>										
Highest priority	18.2%	20.8%	15.6%	14.3%	17.1%	14.5%	25.0%	24.6%	16.4%	
High priority	59.1%	47.8%	38.1%	64.3%	56.1%	41.9%	50.0%	39.3%	35.0%	
Medium priority	22.7%	23.2%	31.3%	21.4%	20.3%	30.8%	25.0%	26.2%	31.8%	
Low priority	0.0%	8.1%	15.0%	0.0%	6.4%	12.8%	0.0%	9.8%	16.8%	
Total(n)	22	370	951	14	187	422	8	183	529	
Mean	2.95	2.81	2.54	2.93	2.84	2.58	3.00	2.79	2.51	
Standard deviation	0.65	0.86	0.93	0.62	0.78	0.89	0.76	0.93	0.96	
Significance	-		*	-			-			
Effect size	-	0.16	0.44	-	0.12	0.39	-	0.23	0.51	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	0.0%	4.3%	5.6%	0.0%	5.3%	5.5%	0.0%	3.3%	5.7%	
High priority	13.6%	28.5%	24.3%	14.3%	25.7%	25.1%	12.5%	31.3%	23.7%	
Medium priority	63.6%	50.4%	42.9%	57.1%	54.5%	44.8%	75.0%	46.2%	41.5%	
Low priority	22.7%	16.8%	27.2%	28.6%	14.4%	24.6%	12.5%	19.2%	29.2%	
Total(n)	22	369	950	14	187	422	8	182	528	
Mean	1.91	2.20	2.08	1.86	2.22	2.11	2.00	2.19	2.06	
Standard deviation	0.61	0.77	0.86	0.66	0.75	0.84	0.53	0.78	0.87	
Significance	-			-			-			
Effect size	-	-0.38	-0.20	-	-0.48	-0.30	-	-0.24	-0.07	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	4.3%	2.7%	9.5%	7.1%	2.2%	6.0%	0.0%	3.2%	12.2%	
High priority	26.1%	33.1%	36.0%	28.6%	32.8%	36.3%	22.2%	33.3%	35.8%	
Medium priority	56.5%	51.3%	41.7%	42.9%	54.3%	45.3%	77.8%	48.4%	38.8%	
Low priority	13.0%	12.9%	12.8%	21.4%	10.8%	12.4%	0.0%	15.1%	13.1%	
Total(n)	23	372	952	14	186	419	9	186	533	
Mean	2.22	2.26	2.42	2.21	2.26	2.36	2.22	2.25	2.47	
Standard deviation	0.74	0.71	0.83	0.89	0.67	0.77	0.44	0.74	0.87	
Significance	-			-			-			
Effect size	-	-0.06	-0.24	-	-0.07	-0.19	-	-0.04	-0.29	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To pursue extramural funding</b>										
Highest priority	9.1%	6.8%	8.0%	14.3%	5.4%	7.6%	0.0%	8.3%	8.2%	
High priority	27.3%	32.8%	29.1%	28.6%	32.8%	30.1%	25.0%	32.8%	28.2%	
Medium priority	40.9%	45.1%	40.9%	42.9%	47.8%	42.0%	37.5%	42.2%	40.1%	
Low priority	22.7%	15.3%	22.1%	14.3%	14.0%	20.3%	37.5%	16.7%	23.5%	
Total(n)	22	366	943	14	186	419	8	180	524	
Mean	2.23	2.31	2.23	2.43	2.30	2.25	1.88	2.33	2.21	
Standard deviation	0.92	0.81	0.88	0.94	0.77	0.86	0.83	0.85	0.90	
Significance	-			-			-			
Effect size	-	-0.10	0.00	-	0.17	0.21	-	-0.53	-0.37	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	0.0%	2.2%	5.2%	0.0%	1.6%	4.5%	0.0%	2.7%	5.7%	
High priority	9.1%	10.5%	19.3%	14.3%	11.3%	20.2%	0.0%	9.8%	18.5%	
Medium priority	40.9%	36.5%	34.3%	35.7%	36.6%	36.8%	50.0%	36.4%	32.3%	
Low priority	50.0%	50.8%	41.3%	50.0%	50.5%	38.5%	50.0%	51.1%	43.5%	
Total(n)	22	370	950	14	186	421	8	184	529	
Mean	1.59	1.64	1.88	1.64	1.64	1.91	1.50	1.64	1.86	
Standard deviation	0.67	0.76	0.89	0.74	0.75	0.87	0.53	0.77	0.91	
Significance	-			-			-			
Effect size	-	-0.07	-0.33	-	0.00	-0.31	-	-0.18	-0.40	
<b>To develop leadership ability among students</b>										
Highest priority	18.2%	18.4%	19.3%	14.3%	13.9%	14.9%	25.0%	23.0%	22.9%	
High priority	45.5%	49.2%	47.1%	50.0%	51.9%	51.2%	37.5%	46.4%	43.9%	
Medium priority	31.8%	29.2%	29.2%	28.6%	31.6%	29.0%	37.5%	26.8%	29.3%	
Low priority	4.5%	3.2%	4.4%	7.1%	2.7%	5.0%	0.0%	3.8%	4.0%	
Total(n)	22	370	953	14	187	424	8	183	529	
Mean	2.77	2.83	2.81	2.71	2.77	2.76	2.88	2.89	2.86	
Standard deviation	0.81	0.76	0.79	0.83	0.72	0.76	0.83	0.80	0.81	
Significance	-			-			-			
Effect size	-	-0.08	-0.05	-	-0.08	-0.07	-	-0.01	0.02	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop an appreciation for multiculturalism</b>										
Highest priority	23.8%	21.5%	20.3%	15.4%	20.1%	18.6%	37.5%	22.8%	21.7%	
High priority	28.6%	51.4%	44.6%	30.8%	54.9%	46.9%	25.0%	47.8%	42.7%	
Medium priority	47.6%	23.9%	26.9%	53.8%	22.3%	26.9%	37.5%	25.5%	26.8%	
Low priority	0.0%	3.3%	8.2%	0.0%	2.7%	7.6%	0.0%	3.8%	8.7%	
Total(n)	21	368	949	13	184	420	8	184	529	
Mean	2.76	2.91	2.77	2.62	2.92	2.76	3.00	2.90	2.78	
Standard deviation	0.83	0.76	0.87	0.77	0.73	0.84	0.93	0.79	0.89	
Significance	-			-			-			
Effect size	-	-0.20	-0.01	-	-0.41	-0.17	-	0.13	0.25	
<b>To prepare students for the workplace</b>										
Highest priority	4.5%	6.7%	23.1%	0.0%	4.8%	19.0%	12.5%	8.7%	26.4%	
High priority	50.0%	45.6%	45.4%	57.1%	47.1%	46.9%	37.5%	44.0%	44.2%	
Medium priority	40.9%	40.2%	27.5%	42.9%	39.0%	29.1%	37.5%	41.3%	26.2%	
Low priority	4.5%	7.5%	4.0%	0.0%	9.1%	5.0%	12.5%	6.0%	3.2%	
Total(n)	22	371	952	14	187	422	8	184	530	
Mean	2.55	2.51	2.88	2.57	2.48	2.80	2.50	2.55	2.94	
Standard deviation	0.67	0.73	0.81	0.51	0.73	0.80	0.93	0.74	0.81	
Significance	-			-			-			
Effect size	-	0.05	-0.41	-	0.12	-0.29	-	-0.07	-0.54	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>It is easy for students to see faculty outside of regular office hours</b>										
Very descriptive	90.9%	76.8%	73.4%	92.3%	80.1%	72.7%	88.9%	73.5%	74.0%	
Somewhat descriptive	9.1%	21.0%	24.1%	7.7%	17.2%	24.7%	11.1%	24.9%	23.5%	
Not descriptive	0.0%	2.2%	2.5%	0.0%	2.7%	2.6%	0.0%	1.6%	2.5%	
Total(n)	22	371	948	13	186	421	9	185	527	
Mean	2.91	2.75	2.71	2.92	2.77	2.70	2.89	2.72	2.72	
Standard deviation	0.29	0.48	0.51	0.28	0.48	0.51	0.33	0.49	0.50	
Significance	-			-			-			
Effect size	-	0.33	0.39	-	0.31	0.43	-	0.35	0.34	
<b>The faculty are typically at odds with campus administration</b>										
Very descriptive	9.1%	14.9%	20.1%	0.0%	13.4%	18.6%	22.2%	16.4%	21.3%	
Somewhat descriptive	40.9%	45.0%	50.4%	46.2%	45.7%	49.5%	33.3%	44.3%	51.0%	
Not descriptive	50.0%	40.1%	29.5%	53.8%	40.9%	31.9%	44.4%	39.3%	27.6%	
Total(n)	22	369	945	13	186	420	9	183	525	
Mean	1.59	1.75	1.91	1.46	1.73	1.87	1.78	1.77	1.94	
Standard deviation	0.67	0.70	0.70	0.52	0.69	0.70	0.83	0.71	0.70	
Significance	-		*	-		*	-			
Effect size	-	-0.23	-0.46	-	-0.39	-0.59	-	0.01	-0.23	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Faculty here respect each other</b>										
Very descriptive	72.7%	51.1%	51.1%	76.9%	52.2%	49.6%	66.7%	50.0%	52.2%	
Somewhat descriptive	22.7%	40.5%	42.4%	15.4%	40.9%	43.7%	33.3%	40.2%	41.3%	
Not descriptive	4.5%	8.4%	6.6%	7.7%	7.0%	6.7%	0.0%	9.8%	6.5%	
Total(n)	22	370	946	13	186	421	9	184	525	
Mean	2.68	2.43	2.45	2.69	2.45	2.43	2.67	2.40	2.46	
Standard deviation	0.57	0.64	0.62	0.63	0.62	0.62	0.50	0.66	0.62	
Significance	-			-			-			
Effect size	-	0.39	0.37	-	0.39	0.42	-	0.41	0.34	
<b>Faculty are rewarded for being good teachers</b>										
Very descriptive	63.6%	47.6%	38.1%	69.2%	52.2%	41.1%	55.6%	42.9%	35.6%	
Somewhat descriptive	27.3%	41.0%	43.7%	23.1%	39.2%	43.9%	33.3%	42.9%	43.5%	
Not descriptive	9.1%	11.4%	18.2%	7.7%	8.6%	15.0%	11.1%	14.3%	20.9%	
Total(n)	22	368	943	13	186	421	9	182	522	
Mean	2.55	2.36	2.20	2.62	2.44	2.26	2.44	2.29	2.15	
Standard deviation	0.67	0.68	0.72	0.65	0.65	0.70	0.73	0.70	0.74	
Significance	-		*	-			-			
Effect size	-	0.28	0.49	-	0.28	0.51	-	0.21	0.39	
<b>There is respect for the expression of diverse values and beliefs</b>										
Very descriptive	47.6%	43.2%	35.4%	50.0%	42.7%	38.1%	44.4%	43.7%	33.3%	
Somewhat descriptive	42.9%	47.6%	51.8%	41.7%	48.6%	51.6%	44.4%	46.4%	52.0%	
Not descriptive	9.5%	9.2%	12.8%	8.3%	8.6%	10.3%	11.1%	9.8%	14.7%	
Total(n)	21	368	940	12	185	417	9	183	523	
Mean	2.38	2.34	2.23	2.42	2.34	2.28	2.33	2.34	2.19	
Standard deviation	0.67	0.64	0.66	0.67	0.63	0.64	0.71	0.65	0.67	
Significance	-			-			-			
Effect size	-	0.06	0.23	-	0.13	0.22	-	-0.02	0.21	
<b>Faculty are rewarded for their efforts to use instructional technology</b>										
Very descriptive	22.7%	23.8%	17.3%	15.4%	21.6%	17.0%	33.3%	26.1%	17.4%	
Somewhat descriptive	54.5%	54.0%	50.3%	61.5%	56.8%	50.1%	44.4%	51.1%	50.4%	
Not descriptive	22.7%	22.2%	32.5%	23.1%	21.6%	32.9%	22.2%	22.8%	32.2%	
Total(n)	22	365	939	13	185	417	9	180	522	
Mean	2.00	2.02	1.85	1.92	2.00	1.84	2.11	2.03	1.85	
Standard deviation	0.69	0.68	0.69	0.64	0.66	0.69	0.78	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.03	0.22	-	-0.12	0.12	-	0.11	0.38	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Administrators consider faculty concerns when making policy</b>										
Very descriptive	40.9%	31.3%	22.2%	53.8%	39.8%	30.2%	22.2%	22.5%	15.8%	
Somewhat descriptive	50.0%	54.9%	51.3%	38.5%	51.6%	50.1%	66.7%	58.2%	52.3%	
Not descriptive	9.1%	13.9%	26.5%	7.7%	8.6%	19.7%	11.1%	19.2%	31.9%	
Total(n)	22	368	945	13	186	421	9	182	524	
Mean	2.32	2.17	1.96	2.46	2.31	2.10	2.11	2.03	1.84	
Standard deviation	0.65	0.65	0.70	0.66	0.62	0.70	0.60	0.65	0.67	
Significance	-		*	-			-			
Effect size	-	0.23	0.51	-	0.24	0.51	-	0.12	0.40	
<b>The administration is open about its policies</b>										
Very descriptive	18.2%	25.0%	20.1%	23.1%	28.0%	23.3%	11.1%	22.0%	17.6%	
Somewhat descriptive	68.2%	54.1%	49.5%	69.2%	55.4%	51.3%	66.7%	52.7%	48.1%	
Not descriptive	13.6%	20.9%	30.4%	7.7%	16.7%	25.4%	22.2%	25.3%	34.4%	
Total(n)	22	368	945	13	186	421	9	182	524	
Mean	2.05	2.04	1.90	2.15	2.11	1.98	1.89	1.97	1.83	
Standard deviation	0.58	0.68	0.70	0.55	0.66	0.70	0.60	0.69	0.70	
Significance	-			-			-			
Effect size	-	0.01	0.21	-	0.06	0.24	-	-0.12	0.09	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a great extent	43.5%	34.9%	37.0%	57.1%	44.1%	42.1%	22.2%	25.8%	33.0%	
To some extent	56.5%	54.0%	51.4%	42.9%	45.7%	47.5%	77.8%	62.4%	54.5%	
Not at all	0.0%	11.0%	11.5%	0.0%	10.2%	10.4%	0.0%	11.8%	12.5%	
Total(n)	23	372	953	14	186	423	9	186	530	
Mean	2.43	2.24	2.25	2.57	2.34	2.32	2.22	2.14	2.21	
Standard deviation	0.51	0.64	0.65	0.51	0.66	0.65	0.44	0.60	0.64	
Significance	-			-			-			
Effect size	-	0.30	0.28	-	0.35	0.38	-	0.13	0.02	
<b>Achieve a healthy balance between your personal life and professional life</b>										
To a great extent	21.7%	25.4%	24.6%	21.4%	31.0%	31.1%	22.2%	19.8%	19.4%	
To some extent	56.5%	50.3%	49.9%	71.4%	50.3%	48.3%	33.3%	50.3%	51.2%	
Not at all	21.7%	24.3%	25.4%	7.1%	18.7%	20.5%	44.4%	29.9%	29.4%	
Total(n)	23	374	955	14	187	424	9	187	531	
Mean	2.00	2.01	1.99	2.14	2.12	2.11	1.78	1.90	1.90	
Standard deviation	0.67	0.71	0.71	0.53	0.70	0.71	0.83	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	0.03	0.04	-	-0.17	-0.17	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Experience close alignment between your work and your personal values</b>										
To a great extent	69.6%	64.3%	63.0%	78.6%	64.2%	62.6%	55.6%	64.4%	63.4%	
To some extent	26.1%	30.7%	33.2%	21.4%	31.6%	33.9%	33.3%	29.8%	32.6%	
Not at all	4.3%	5.1%	3.8%	0.0%	4.3%	3.6%	11.1%	5.9%	3.9%	
Total(n)	23	375	955	14	187	422	9	188	533	
Mean	2.65	2.59	2.59	2.79	2.60	2.59	2.44	2.59	2.59	
Standard deviation	0.57	0.59	0.56	0.43	0.57	0.56	0.73	0.60	0.57	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.33	0.36	-	-0.25	-0.26	
<b>Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>										
To a great extent	13.0%	16.9%	20.3%	14.3%	14.0%	17.1%	11.1%	19.8%	22.9%	
To some extent	26.1%	34.3%	36.2%	28.6%	25.3%	27.7%	22.2%	43.3%	42.9%	
Not at all	60.9%	48.8%	43.5%	57.1%	60.8%	55.2%	66.7%	36.9%	34.2%	
Total(n)	23	373	951	14	186	422	9	187	529	
Mean	1.52	1.68	1.77	1.57	1.53	1.62	1.44	1.83	1.89	
Standard deviation	0.73	0.75	0.76	0.76	0.73	0.76	0.73	0.74	0.75	
Significance	-			-			-			
Effect size	-	-0.21	-0.33	-	0.05	-0.07	-	-0.53	-0.60	
<b>Mentor new faculty</b>										
To a great extent	47.8%	41.4%	41.3%	50.0%	37.6%	37.6%	44.4%	45.2%	44.3%	
To some extent	52.2%	53.5%	50.7%	50.0%	57.5%	55.3%	55.6%	49.5%	47.1%	
Not at all	0.0%	5.1%	7.9%	0.0%	4.8%	7.1%	0.0%	5.3%	8.6%	
Total(n)	23	374	956	14	186	423	9	188	533	
Mean	2.48	2.36	2.33	2.50	2.33	2.30	2.44	2.40	2.36	
Standard deviation	0.51	0.58	0.62	0.52	0.56	0.60	0.53	0.59	0.63	
Significance	-			-			-			
Effect size	-	0.21	0.24	-	0.30	0.33	-	0.07	0.13	
<b>Mentor undergraduate students</b>										
To a great extent	82.6%	79.6%	70.7%	85.7%	76.3%	66.7%	77.8%	82.8%	73.9%	
To some extent	17.4%	18.0%	23.1%	14.3%	21.5%	27.1%	22.2%	14.5%	19.8%	
Not at all	0.0%	2.4%	6.3%	0.0%	2.2%	6.2%	0.0%	2.7%	6.3%	
Total(n)	23	372	941	14	186	417	9	186	524	
Mean	2.83	2.77	2.64	2.86	2.74	2.60	2.78	2.80	2.68	
Standard deviation	0.39	0.47	0.60	0.36	0.49	0.60	0.44	0.46	0.59	
Significance	-			-			-			
Effect size	-	0.13	0.32	-	0.24	0.43	-	-0.04	0.17	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Structure your courses so that students master a conceptual understanding of course content</b>										
To a great extent	91.3%	87.9%	84.9%	100.0%	87.6%	85.4%	77.8%	88.3%	84.5%	
To some extent	4.3%	11.0%	14.2%	0.0%	11.4%	13.6%	11.1%	10.6%	14.7%	
Not at all	4.3%	1.1%	0.8%	0.0%	1.1%	1.0%	11.1%	1.1%	0.8%	
Total(n)	23	373	949	14	185	419	9	188	530	
Mean	2.87	2.87	2.84	3.00	2.86	2.84	2.67	2.87	2.84	
Standard deviation	0.46	0.37	0.39	0.00	0.37	0.39	0.71	0.37	0.39	
Significance	-			-			-			
Effect size	-	0.00	0.08	-	0.38	0.41	-	-0.54	-0.44	
<b>Structure your courses so that students develop study skills that prepare them for college-level work</b>										
To a great extent	47.8%	53.4%	52.5%	64.3%	51.1%	51.1%	22.2%	55.6%	53.7%	
To some extent	47.8%	39.4%	40.4%	35.7%	40.3%	41.8%	66.7%	38.5%	39.2%	
Not at all	4.3%	7.2%	7.1%	0.0%	8.6%	7.2%	11.1%	5.9%	7.0%	
Total(n)	23	373	944	14	186	419	9	187	525	
Mean	2.43	2.46	2.45	2.64	2.42	2.44	2.11	2.50	2.47	
Standard deviation	0.59	0.63	0.62	0.50	0.65	0.62	0.60	0.61	0.62	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	0.34	0.32	-	-0.64	-0.58	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very satisfied	17.4%	23.1%	14.1%	14.3%	22.8%	15.5%	22.2%	23.4%	12.9%	
Satisfied	47.8%	48.0%	40.8%	42.9%	47.1%	44.5%	55.6%	48.9%	37.9%	
Marginally satisfied	13.0%	15.9%	23.4%	21.4%	19.0%	23.4%	0.0%	12.8%	23.5%	
Not satisfied	21.7%	13.0%	21.7%	21.4%	11.1%	16.6%	22.2%	14.9%	25.7%	
Total(n)	23	377	960	14	189	427	9	188	533	
Mean	2.61	2.81	2.47	2.50	2.81	2.59	2.78	2.81	2.38	
Standard deviation	1.03	0.94	0.98	1.02	0.91	0.94	1.09	0.96	1.01	
Significance	-			-			-			
Effect size	-	-0.21	0.14	-	-0.34	-0.10	-	-0.03	0.40	
<b>Health benefits</b>										
Very satisfied	23.8%	31.4%	21.2%	30.8%	31.5%	22.0%	12.5%	31.3%	20.5%	
Satisfied	38.1%	48.4%	45.5%	23.1%	50.0%	51.1%	62.5%	46.7%	41.0%	
Marginally satisfied	38.1%	15.6%	21.9%	46.2%	15.2%	19.9%	25.0%	15.9%	23.7%	
Not satisfied	0.0%	4.6%	11.4%	0.0%	3.3%	7.0%	0.0%	6.0%	14.9%	
Total(n)	21	366	916	13	184	413	8	182	503	
Mean	2.86	3.07	2.77	2.85	3.10	2.88	2.88	3.03	2.67	
Standard deviation	0.79	0.81	0.91	0.90	0.77	0.83	0.64	0.85	0.96	
Significance	-			-			-			

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.26	0.10	-	-0.32	-0.04	-	-0.18	0.22	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Retirement benefits</b>										
Very satisfied	26.1%	26.8%	20.2%	35.7%	28.9%	23.3%	11.1%	24.7%	17.7%	
Satisfied	47.8%	49.3%	45.8%	35.7%	52.4%	49.6%	66.7%	46.2%	42.8%	
Marginally satisfied	21.7%	16.4%	22.4%	28.6%	13.9%	17.6%	11.1%	18.8%	26.2%	
Not satisfied	4.3%	7.5%	11.6%	0.0%	4.8%	9.5%	11.1%	10.2%	13.3%	
Total(n)	23	373	947	14	187	421	9	186	526	
Mean	2.96	2.95	2.75	3.07	3.05	2.87	2.78	2.85	2.65	
Standard deviation	0.82	0.86	0.91	0.83	0.79	0.88	0.83	0.91	0.92	
Significance	-			-			-			
Effect size	-	0.01	0.23	-	0.03	0.23	-	-0.08	0.14	
<b>Opportunity for scholarly pursuits</b>										
Very satisfied	21.7%	21.8%	14.0%	21.4%	29.1%	19.4%	22.2%	14.4%	9.5%	
Satisfied	47.8%	43.8%	34.3%	50.0%	44.4%	39.1%	44.4%	43.1%	30.3%	
Marginally satisfied	21.7%	24.7%	31.0%	21.4%	19.6%	26.9%	22.2%	29.8%	34.4%	
Not satisfied	8.7%	9.8%	20.7%	7.1%	6.9%	14.5%	11.1%	12.8%	25.8%	
Total(n)	23	377	951	14	189	427	9	188	524	
Mean	2.83	2.77	2.42	2.86	2.96	2.63	2.78	2.59	2.24	
Standard deviation	0.89	0.90	0.97	0.86	0.87	0.96	0.97	0.89	0.94	
Significance	-		*	-			-			
Effect size	-	0.07	0.42	-	-0.11	0.24	-	0.21	0.57	
<b>Teaching load</b>										
Very satisfied	39.1%	22.5%	15.6%	50.0%	26.9%	19.0%	22.2%	18.1%	13.0%	
Satisfied	47.8%	45.2%	42.3%	35.7%	48.9%	46.6%	66.7%	41.5%	38.9%	
Marginally satisfied	8.7%	20.6%	24.3%	14.3%	16.1%	22.3%	0.0%	25.0%	25.9%	
Not satisfied	4.3%	11.8%	17.8%	0.0%	8.1%	12.1%	11.1%	15.4%	22.3%	
Total(n)	23	374	946	14	186	421	9	188	525	
Mean	3.22	2.78	2.56	3.36	2.95	2.72	3.00	2.62	2.42	
Standard deviation	0.80	0.93	0.96	0.74	0.87	0.91	0.87	0.95	0.98	
Significance	-	*	**	-		**	-			
Effect size	-	0.47	0.69	-	0.47	0.70	-	0.40	0.59	
<b>Quality of students</b>										
Very satisfied	56.5%	45.1%	24.4%	57.1%	46.0%	24.8%	55.6%	44.1%	24.1%	
Satisfied	43.5%	41.4%	42.3%	42.9%	42.3%	44.0%	44.4%	40.4%	41.0%	
Marginally satisfied	0.0%	10.9%	24.1%	0.0%	10.1%	23.0%	0.0%	11.7%	25.0%	
Not satisfied	0.0%	2.7%	9.2%	0.0%	1.6%	8.2%	0.0%	3.7%	10.0%	
Total(n)	23	377	959	14	189	427	9	188	532	
Mean	3.57	3.29	2.82	3.57	3.33	2.85	3.56	3.25	2.79	
Standard deviation	0.51	0.76	0.91	0.51	0.72	0.89	0.53	0.81	0.92	
Significance	-		***	-		**	-		*	
Effect size	-	0.37	0.82	-	0.33	0.81	-	0.38	0.84	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Office/lab space</b>										
Very satisfied	52.2%	44.4%	33.5%	50.0%	46.3%	35.2%	55.6%	42.5%	32.2%	
Satisfied	39.1%	38.5%	40.3%	42.9%	35.6%	38.8%	33.3%	41.4%	41.5%	
Marginally satisfied	4.3%	10.2%	14.6%	7.1%	11.2%	14.4%	0.0%	9.1%	14.7%	
Not satisfied	4.3%	7.0%	11.6%	0.0%	6.9%	11.6%	11.1%	7.0%	11.6%	
Total(n)	23	374	948	14	188	423	9	186	525	
Mean	3.39	3.20	2.96	3.43	3.21	2.98	3.33	3.19	2.94	
Standard deviation	0.78	0.89	0.97	0.65	0.90	0.98	1.00	0.87	0.97	
Significance	-		*	-			-			
Effect size	-	0.21	0.44	-	0.24	0.46	-	0.16	0.40	
<b>Autonomy and independence</b>										
Very satisfied	69.6%	64.5%	52.1%	71.4%	70.4%	55.8%	66.7%	58.6%	49.1%	
Satisfied	26.1%	30.4%	34.7%	21.4%	25.4%	32.5%	33.3%	35.5%	36.4%	
Marginally satisfied	4.3%	4.3%	9.7%	7.1%	3.2%	8.7%	0.0%	5.4%	10.4%	
Not satisfied	0.0%	0.8%	3.6%	0.0%	1.1%	3.1%	0.0%	0.5%	4.0%	
Total(n)	23	375	952	14	189	425	9	186	527	
Mean	3.65	3.59	3.35	3.64	3.65	3.41	3.67	3.52	3.31	
Standard deviation	0.57	0.61	0.80	0.63	0.60	0.78	0.50	0.63	0.81	
Significance	-			-			-			
Effect size	-	0.10	0.38	-	-0.02	0.29	-	0.24	0.44	
<b>Professional relationships with other faculty</b>										
Very satisfied	52.2%	43.5%	42.0%	57.1%	44.4%	41.5%	44.4%	42.6%	42.5%	
Satisfied	30.4%	37.9%	41.3%	28.6%	33.9%	40.0%	33.3%	42.0%	42.3%	
Marginally satisfied	13.0%	11.7%	11.6%	7.1%	14.8%	13.6%	22.2%	8.5%	10.0%	
Not satisfied	4.3%	6.9%	5.1%	7.1%	6.9%	4.9%	0.0%	6.9%	5.3%	
Total(n)	23	377	959	14	189	427	9	188	532	
Mean	3.30	3.18	3.20	3.36	3.16	3.18	3.22	3.20	3.22	
Standard deviation	0.88	0.89	0.84	0.93	0.92	0.85	0.83	0.87	0.83	
Significance	-			-			-			
Effect size	-	0.13	0.12	-	0.22	0.21	-	0.02	0.00	
<b>Competency of colleagues</b>										
Very satisfied	47.8%	40.1%	36.0%	50.0%	40.2%	34.5%	44.4%	39.9%	37.2%	
Satisfied	39.1%	44.3%	48.5%	35.7%	44.4%	49.3%	44.4%	44.1%	47.9%	
Marginally satisfied	4.3%	11.4%	11.9%	7.1%	13.2%	12.7%	0.0%	9.6%	11.3%	
Not satisfied	8.7%	4.2%	3.6%	7.1%	2.1%	3.5%	11.1%	6.4%	3.6%	
Total(n)	23	377	956	14	189	426	9	188	530	
Mean	3.26	3.20	3.17	3.29	3.23	3.15	3.22	3.18	3.19	
Standard deviation	0.92	0.80	0.77	0.91	0.76	0.77	0.97	0.85	0.77	
Significance	-			-			-			
Effect size	-	0.07	0.12	-	0.08	0.18	-	0.05	0.04	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Job security</b>										
Very satisfied	73.9%	74.7%	55.1%	71.4%	74.5%	59.8%	77.8%	75.0%	51.4%	
Satisfied	13.0%	18.0%	29.4%	14.3%	17.6%	28.2%	11.1%	18.5%	30.4%	
Marginally satisfied	8.7%	3.8%	9.1%	14.3%	4.8%	8.2%	0.0%	2.7%	9.9%	
Not satisfied	4.3%	3.5%	6.3%	0.0%	3.2%	3.8%	11.1%	3.8%	8.3%	
Total(n)	23	372	952	14	188	425	9	184	527	
Mean	3.57	3.64	3.33	3.57	3.63	3.44	3.56	3.65	3.25	
Standard deviation	0.84	0.72	0.89	0.76	0.72	0.80	1.01	0.72	0.94	
Significance	-			-			-			
Effect size	-	-0.10	0.27	-	-0.08	0.16	-	-0.13	0.33	
<b>Departmental leadership</b>										
Very satisfied	43.5%	44.8%	41.5%	35.7%	40.5%	42.0%	55.6%	49.2%	41.1%	
Satisfied	30.4%	33.5%	37.4%	42.9%	40.0%	39.8%	11.1%	26.8%	35.4%	
Marginally satisfied	17.4%	12.9%	11.3%	21.4%	13.0%	10.1%	11.1%	12.8%	12.3%	
Not satisfied	8.7%	8.8%	9.8%	0.0%	6.5%	8.2%	22.2%	11.2%	11.2%	
Total(n)	23	364	928	14	185	417	9	179	511	
Mean	3.09	3.14	3.11	3.14	3.15	3.16	3.00	3.14	3.06	
Standard deviation	1.00	0.95	0.95	0.77	0.88	0.91	1.32	1.03	0.99	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.01	-0.02	-	-0.14	-0.06	
<b>Course assignments</b>										
Very satisfied	68.2%	49.3%	43.6%	57.1%	48.4%	43.9%	87.5%	50.3%	43.3%	
Satisfied	22.7%	44.0%	47.7%	35.7%	44.6%	48.2%	0.0%	43.5%	47.3%	
Marginally satisfied	4.5%	5.5%	7.0%	0.0%	5.4%	7.0%	12.5%	5.6%	7.1%	
Not satisfied	4.5%	1.1%	1.7%	7.1%	1.6%	1.0%	0.0%	0.6%	2.4%	
Total(n)	22	361	927	14	184	417	8	177	510	
Mean	3.55	3.42	3.33	3.43	3.40	3.35	3.75	3.44	3.32	
Standard deviation	0.80	0.65	0.68	0.85	0.67	0.65	0.71	0.63	0.71	
Significance	-			-			-			
Effect size	-	0.20	0.32	-	0.04	0.12	-	0.49	0.61	
<b>Freedom to determine course content</b>										
Very satisfied	82.6%	79.7%	73.5%	78.6%	81.2%	74.8%	88.9%	78.1%	72.4%	
Satisfied	13.0%	18.4%	22.9%	21.4%	17.7%	22.8%	0.0%	19.1%	23.0%	
Marginally satisfied	0.0%	1.1%	2.4%	0.0%	0.5%	1.7%	0.0%	1.6%	3.1%	
Not satisfied	4.3%	0.8%	1.2%	0.0%	0.5%	0.7%	11.1%	1.1%	1.5%	
Total(n)	23	369	939	14	186	417	9	183	522	
Mean	3.74	3.77	3.69	3.79	3.80	3.72	3.67	3.74	3.66	
Standard deviation	0.69	0.50	0.58	0.43	0.45	0.53	1.00	0.54	0.61	
Significance	-			-			-			
Effect size	-	-0.06	0.09	-	-0.02	0.13	-	-0.13	0.02	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Availability of child care at this institution</b>										
Very satisfied	41.7%	25.4%	15.0%	42.9%	26.1%	15.7%	40.0%	24.7%	14.4%	
Satisfied	41.7%	22.0%	14.7%	42.9%	25.0%	19.3%	40.0%	19.1%	11.2%	
Marginally satisfied	16.7%	16.4%	12.1%	14.3%	14.8%	12.7%	20.0%	18.0%	11.6%	
Not satisfied	0.0%	36.2%	58.3%	0.0%	34.1%	52.4%	0.0%	38.2%	62.8%	
Total(n)	12	177	381	7	88	166	5	89	215	
Mean	3.25	2.37	1.86	3.29	2.43	1.98	3.20	2.30	1.77	
Standard deviation	0.75	1.21	1.15	0.76	1.21	1.16	0.84	1.22	1.13	
Significance	-	*	***	-	-	**	-	-	**	
Effect size	-	0.73	1.21	-	0.71	1.13	-	0.74	1.27	
<b>Prospects for career advancement</b>										
Very satisfied	33.3%	25.1%	17.1%	33.3%	26.7%	19.5%	33.3%	23.5%	15.2%	
Satisfied	42.9%	41.9%	40.9%	50.0%	43.2%	43.1%	33.3%	40.6%	39.2%	
Marginally satisfied	14.3%	20.5%	26.6%	8.3%	17.0%	24.1%	22.2%	24.1%	28.7%	
Not satisfied	9.5%	12.4%	15.3%	8.3%	13.1%	13.3%	11.1%	11.8%	17.0%	
Total(n)	21	346	894	12	176	399	9	170	495	
Mean	3.00	2.80	2.60	3.08	2.84	2.69	2.89	2.76	2.53	
Standard deviation	0.95	0.96	0.94	0.90	0.97	0.93	1.05	0.95	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.21	0.43	-	0.25	0.42	-	0.14	0.38	
<b>Clerical/administrative support</b>										
Very satisfied	34.8%	31.9%	24.7%	35.7%	36.9%	26.7%	33.3%	26.8%	23.1%	
Satisfied	30.4%	39.2%	33.8%	35.7%	41.7%	38.1%	22.2%	36.6%	30.3%	
Marginally satisfied	4.3%	14.9%	20.2%	7.1%	11.8%	19.3%	0.0%	18.0%	21.0%	
Not satisfied	30.4%	14.1%	21.3%	21.4%	9.6%	16.0%	44.4%	18.6%	25.6%	
Total(n)	23	370	944	14	187	420	9	183	524	
Mean	2.70	2.89	2.62	2.86	3.06	2.75	2.44	2.72	2.51	
Standard deviation	1.26	1.01	1.08	1.17	0.93	1.02	1.42	1.06	1.11	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.19	0.07	-	-0.22	0.11	-	-0.26	-0.06	
<b>Overall job satisfaction</b>										
Very satisfied	47.8%	35.6%	27.9%	50.0%	40.6%	33.0%	44.4%	30.4%	23.7%	
Satisfied	39.1%	50.7%	50.2%	42.9%	47.6%	47.9%	33.3%	53.8%	52.0%	
Marginally satisfied	4.3%	10.5%	16.1%	0.0%	9.1%	14.6%	11.1%	12.0%	17.3%	
Not satisfied	8.7%	3.2%	5.9%	7.1%	2.7%	4.5%	11.1%	3.8%	7.0%	
Total(n)	23	371	951	14	187	424	9	184	527	
Mean	3.26	3.19	3.00	3.36	3.26	3.09	3.11	3.11	2.92	
Standard deviation	0.92	0.75	0.82	0.84	0.73	0.81	1.05	0.75	0.83	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.32	-	0.14	0.33	-	0.00	0.23	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	27.3%	24.7%	15.6%	35.7%	25.5%	18.3%	12.5%	23.9%	13.5%	
Satisfied	36.4%	41.6%	37.3%	28.6%	43.1%	42.9%	50.0%	40.0%	32.9%	
Marginally satisfied	18.2%	18.8%	24.6%	14.3%	16.5%	21.4%	25.0%	21.1%	27.1%	
Not satisfied	18.2%	14.9%	22.4%	21.4%	14.9%	17.4%	12.5%	15.0%	26.5%	
Total(n)	22	368	940	14	188	420	8	180	520	
Mean	2.73	2.76	2.46	2.79	2.79	2.62	2.63	2.73	2.33	
Standard deviation	1.08	0.99	1.01	1.19	0.99	0.98	0.92	0.99	1.01	
Significance	-			-			-			
Effect size	-	-0.03	0.27	-	0.00	0.17	-	-0.10	0.30	
<b>Flexibility in relation to family matters or emergencies</b>										
Very satisfied	43.5%	44.1%	42.7%	57.1%	50.5%	46.9%	22.2%	37.2%	39.3%	
Satisfied	56.5%	42.7%	43.5%	42.9%	39.6%	42.3%	77.8%	45.9%	44.5%	
Marginally satisfied	0.0%	9.3%	10.2%	0.0%	8.8%	9.5%	0.0%	9.9%	10.7%	
Not satisfied	0.0%	4.0%	3.6%	0.0%	1.1%	1.2%	0.0%	7.0%	5.5%	
Total(n)	23	354	921	14	182	409	9	172	512	
Mean	3.43	3.27	3.25	3.57	3.40	3.35	3.22	3.13	3.18	
Standard deviation	0.51	0.79	0.78	0.51	0.70	0.70	0.44	0.86	0.83	
Significance	-			-			-			
Effect size	-	0.20	0.23	-	0.24	0.31	-	0.10	0.05	
<b>Rate your agreement with the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Agree strongly	4.0%	4.2%	7.8%	6.3%	5.2%	9.1%	0.0%	3.2%	6.7%	
Agree somewhat	40.0%	36.8%	42.8%	43.8%	32.3%	38.8%	33.3%	41.5%	46.1%	
Disagree somewhat	36.0%	36.1%	32.3%	31.3%	36.5%	34.3%	44.4%	35.6%	30.7%	
Disagree strongly	20.0%	22.9%	17.0%	18.8%	26.0%	17.8%	22.2%	19.7%	16.5%	
Total(n)	25	380	962	16	192	428	9	188	534	
Mean	2.28	2.22	2.41	2.38	2.17	2.39	2.11	2.28	2.43	
Standard deviation	0.84	0.85	0.86	0.89	0.88	0.88	0.78	0.81	0.84	
Significance	-			-			-			
Effect size	-	0.07	-0.15	-	0.24	-0.01	-	-0.21	-0.38	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>A racially/ethnically diverse student body enhances the educational experience of all</b>										
Agree strongly	60.0%	71.9%	72.8%	62.5%	67.2%	62.6%	55.6%	76.7%	81.0%	
Agree somewhat	28.0%	25.3%	24.5%	18.8%	28.7%	32.8%	44.4%	21.7%	17.9%	
Disagree somewhat	8.0%	2.3%	2.2%	12.5%	3.1%	3.7%	0.0%	1.6%	0.9%	
Disagree strongly	4.0%	0.5%	0.5%	6.3%	1.0%	0.9%	0.0%	0.0%	0.2%	
Total(n)	25	384	966	16	195	430	9	189	536	
Mean	3.44	3.68	3.70	3.38	3.62	3.57	3.56	3.75	3.80	
Standard deviation	0.82	0.54	0.54	0.96	0.60	0.61	0.53	0.47	0.44	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.44	-0.48	-	-0.40	-0.31	-	-0.40	-0.55	
<b>External pressures often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	16.0%	18.6%	16.1%	18.8%	17.7%	15.0%	11.1%	19.5%	17.0%	
Agree somewhat	44.0%	43.0%	47.9%	43.8%	42.7%	46.9%	44.4%	43.2%	48.8%	
Disagree somewhat	36.0%	31.0%	28.4%	37.5%	32.8%	30.5%	33.3%	29.2%	26.7%	
Disagree strongly	4.0%	7.4%	7.6%	0.0%	6.8%	7.5%	11.1%	8.1%	7.6%	
Total(n)	25	377	951	16	192	426	9	185	525	
Mean	2.72	2.73	2.73	2.81	2.71	2.69	2.56	2.74	2.75	
Standard deviation	0.79	0.85	0.82	0.75	0.84	0.82	0.88	0.86	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.01	-	0.12	0.15	-	-0.21	-0.23	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Agree strongly	40.0%	35.7%	42.4%	37.5%	33.3%	37.0%	44.4%	38.1%	46.7%	
Agree somewhat	44.0%	54.7%	49.0%	43.8%	54.4%	50.8%	44.4%	55.0%	47.5%	
Disagree somewhat	12.0%	8.6%	7.1%	12.5%	10.8%	9.7%	11.1%	6.3%	5.0%	
Disagree strongly	4.0%	1.0%	1.5%	6.3%	1.5%	2.5%	0.0%	0.5%	0.7%	
Total(n)	25	384	968	16	195	433	9	189	535	
Mean	3.20	3.25	3.32	3.13	3.19	3.22	3.33	3.31	3.40	
Standard deviation	0.82	0.65	0.67	0.89	0.68	0.72	0.71	0.61	0.62	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.18	-	-0.09	-0.13	-	0.03	-0.11	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	4.2%	11.2%	11.5%	0.0%	9.9%	10.2%	12.5%	12.6%	12.6%	
Agree somewhat	62.5%	48.4%	48.8%	62.5%	47.9%	48.0%	62.5%	48.9%	49.5%	
Disagree somewhat	12.5%	31.8%	31.2%	12.5%	32.8%	32.2%	12.5%	30.8%	30.4%	
Disagree strongly	20.8%	8.6%	8.5%	25.0%	9.4%	9.7%	12.5%	7.7%	7.5%	
Total(n)	24	374	946	16	192	423	8	182	523	
Mean	2.50	2.62	2.63	2.38	2.58	2.59	2.75	2.66	2.67	
Standard deviation	0.88	0.80	0.80	0.89	0.79	0.80	0.89	0.80	0.79	
Significance	-			-			-			
Effect size	-	-0.15	-0.16	-	-0.25	-0.26	-	0.11	0.10	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Managing household responsibilities</b>										
Extensive	26.1%	25.1%	22.7%	28.6%	22.8%	18.9%	22.2%	27.3%	25.6%	
Somewhat	60.9%	55.5%	56.1%	57.1%	57.1%	56.6%	66.7%	54.0%	55.7%	
Not at all	13.0%	19.4%	21.3%	14.3%	20.1%	24.5%	11.1%	18.7%	18.8%	
Total(n)	23	371	940	14	184	412	9	187	528	
Mean	2.13	2.06	2.01	2.14	2.03	1.94	2.11	2.09	2.07	
Standard deviation	0.63	0.67	0.66	0.66	0.66	0.66	0.60	0.67	0.66	
Significance	-			-			-			
Effect size	-	0.10	0.18	-	0.17	0.30	-	0.03	0.06	
<b>Child care</b>										
Extensive	30.8%	26.3%	21.9%	37.5%	25.4%	19.9%	20.0%	27.2%	23.8%	
Somewhat	23.1%	46.1%	42.6%	25.0%	45.6%	43.1%	20.0%	46.6%	42.2%	
Not at all	46.2%	27.6%	35.5%	37.5%	28.9%	37.0%	60.0%	26.2%	34.0%	
Total(n)	13	217	502	8	114	246	5	103	256	
Mean	1.85	1.99	1.86	2.00	1.96	1.83	1.60	2.01	1.90	
Standard deviation	0.90	0.74	0.75	0.93	0.74	0.74	0.89	0.73	0.76	
Significance	-			-			-			
Effect size	-	-0.19	-0.01	-	0.05	0.23	-	-0.56	-0.39	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>My physical health</b>										
Extensive	13.0%	10.1%	10.7%	7.1%	8.2%	9.0%	22.2%	11.8%	12.0%	
Somewhat	52.2%	46.5%	46.3%	64.3%	47.8%	47.2%	33.3%	45.2%	45.6%	
Not at all	34.8%	43.5%	43.0%	28.6%	44.0%	43.8%	44.4%	43.0%	42.4%	
Total(n)	23	368	928	14	182	411	9	186	517	
Mean	1.78	1.67	1.68	1.79	1.64	1.65	1.78	1.69	1.70	
Standard deviation	0.67	0.65	0.66	0.58	0.63	0.64	0.83	0.67	0.67	
Significance	-			-			-			
Effect size	-	0.17	0.15	-	0.24	0.22	-	0.13	0.12	
<b>Review/promotion process</b>										
Extensive	11.8%	15.3%	16.0%	9.1%	13.3%	13.3%	16.7%	17.3%	18.2%	
Somewhat	35.3%	33.0%	36.8%	45.5%	32.7%	36.8%	16.7%	33.3%	36.9%	
Not at all	52.9%	51.7%	47.1%	45.5%	53.9%	49.9%	66.7%	49.4%	44.9%	
Total(n)	17	321	836	11	165	375	6	156	461	
Mean	1.59	1.64	1.69	1.64	1.59	1.63	1.50	1.68	1.73	
Standard deviation	0.71	0.73	0.73	0.67	0.71	0.71	0.84	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.07	-0.14	-	0.07	0.01	-	-0.24	-0.31	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	9.5%	8.1%	7.7%	7.7%	6.0%	4.9%	12.5%	10.1%	9.9%	
Somewhat	28.6%	26.5%	25.0%	23.1%	16.9%	17.8%	37.5%	35.4%	30.4%	
Not at all	61.9%	65.4%	67.2%	69.2%	77.1%	77.4%	50.0%	54.5%	59.7%	
Total(n)	21	344	867	13	166	371	8	178	496	
Mean	1.48	1.43	1.40	1.38	1.29	1.27	1.63	1.56	1.50	
Standard deviation	0.68	0.64	0.63	0.65	0.57	0.55	0.74	0.67	0.67	
Significance	-			-			-			
Effect size	-	0.08	0.13	-	0.16	0.20	-	0.10	0.19	
<b>Personal finances</b>										
Extensive	13.6%	13.7%	16.4%	15.4%	16.0%	15.3%	11.1%	11.4%	17.2%	
Somewhat	59.1%	44.0%	45.6%	69.2%	44.2%	47.4%	44.4%	43.8%	44.2%	
Not at all	27.3%	42.3%	38.0%	15.4%	39.8%	37.2%	44.4%	44.9%	38.6%	
Total(n)	22	366	934	13	181	411	9	185	523	
Mean	1.86	1.71	1.78	2.00	1.76	1.78	1.67	1.66	1.79	
Standard deviation	0.64	0.69	0.71	0.58	0.71	0.69	0.71	0.67	0.72	
Significance	-			-			-			
Effect size	-	0.22	0.11	-	0.34	0.32	-	0.01	-0.17	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Committee work</b>										
Extensive	18.2%	23.0%	20.7%	14.3%	18.1%	15.7%	25.0%	27.8%	24.7%	
Somewhat	63.6%	54.5%	55.1%	64.3%	54.4%	56.4%	62.5%	54.5%	54.2%	
Not at all	18.2%	22.5%	24.1%	21.4%	27.5%	28.0%	12.5%	17.6%	21.1%	
Total(n)	22	369	945	14	182	415	8	187	530	
Mean	2.00	2.01	1.97	1.93	1.91	1.88	2.13	2.10	2.04	
Standard deviation	0.62	0.68	0.67	0.62	0.67	0.65	0.64	0.67	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.04	-	0.03	0.08	-	0.04	0.13	
<b>Faculty meetings</b>										
Extensive	0.0%	11.4%	13.2%	0.0%	9.3%	10.8%	0.0%	13.4%	15.1%	
Somewhat	50.0%	47.6%	49.1%	61.5%	45.4%	47.8%	33.3%	49.7%	50.1%	
Not at all	50.0%	41.1%	37.7%	38.5%	45.4%	41.3%	66.7%	36.9%	34.8%	
Total(n)	22	370	947	13	183	416	9	187	531	
Mean	1.50	1.70	1.76	1.62	1.64	1.69	1.33	1.76	1.80	
Standard deviation	0.51	0.66	0.67	0.51	0.65	0.66	0.50	0.67	0.68	
Significance	-	-	-	-	-	-	-	-	*	
Effect size	-	-0.30	-0.39	-	-0.03	-0.11	-	-0.64	-0.69	
<b>Colleagues</b>										
Extensive	26.1%	23.7%	17.5%	21.4%	22.8%	16.5%	33.3%	24.5%	18.3%	
Somewhat	52.2%	53.2%	54.2%	57.1%	48.4%	50.6%	44.4%	58.0%	57.1%	
Not at all	21.7%	23.1%	28.3%	21.4%	28.8%	32.9%	22.2%	17.6%	24.7%	
Total(n)	23	372	948	14	184	417	9	188	531	
Mean	2.04	2.01	1.89	2.00	1.94	1.84	2.11	2.07	1.94	
Standard deviation	0.71	0.68	0.67	0.68	0.72	0.68	0.78	0.65	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.22	-	0.08	0.24	-	0.06	0.26	
<b>Students</b>										
Extensive	8.7%	6.8%	6.7%	7.1%	6.0%	5.5%	11.1%	7.5%	7.7%	
Somewhat	43.5%	56.6%	56.0%	50.0%	55.2%	53.2%	33.3%	58.1%	58.1%	
Not at all	47.8%	36.6%	37.3%	42.9%	38.8%	41.2%	55.6%	34.4%	34.2%	
Total(n)	23	369	949	14	183	417	9	186	532	
Mean	1.61	1.70	1.69	1.64	1.67	1.64	1.56	1.73	1.73	
Standard deviation	0.66	0.59	0.59	0.63	0.59	0.58	0.73	0.59	0.59	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.14	-	-0.05	0.00	-	-0.29	-0.29	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Research or publishing demands</b>										
Extensive	13.0%	18.9%	15.0%	14.3%	13.5%	10.2%	11.1%	24.3%	18.9%	
Somewhat	60.9%	56.8%	53.4%	50.0%	54.6%	53.4%	77.8%	59.1%	53.4%	
Not at all	26.1%	24.3%	31.6%	35.7%	31.9%	36.3%	11.1%	16.6%	27.7%	
Total(n)	23	366	908	14	185	410	9	181	498	
Mean	1.87	1.95	1.83	1.79	1.82	1.74	2.00	2.08	1.91	
Standard deviation	0.63	0.66	0.66	0.70	0.65	0.63	0.50	0.64	0.68	
Significance	-			-			-			
Effect size	-	-0.12	0.06	-	-0.05	0.08	-	-0.13	0.13	
<b>Institutional procedures and "red tape"</b>										
Extensive	18.2%	18.5%	23.7%	14.3%	16.6%	21.4%	25.0%	20.4%	25.5%	
Somewhat	50.0%	48.8%	51.5%	50.0%	49.7%	50.8%	50.0%	47.8%	52.1%	
Not at all	31.8%	32.7%	24.8%	35.7%	33.7%	27.8%	25.0%	31.7%	22.5%	
Total(n)	22	373	951	14	187	421	8	186	530	
Mean	1.86	1.86	1.99	1.79	1.83	1.94	2.00	1.89	2.03	
Standard deviation	0.71	0.70	0.70	0.70	0.69	0.70	0.76	0.72	0.69	
Significance	-			-			-			
Effect size	-	0.00	-0.19	-	-0.06	-0.21	-	0.15	-0.04	
<b>Teaching load</b>										
Extensive	4.3%	13.2%	15.5%	7.1%	10.3%	11.5%	0.0%	16.1%	18.8%	
Somewhat	30.4%	45.4%	44.3%	28.6%	42.4%	41.7%	33.3%	48.4%	46.4%	
Not at all	65.2%	41.4%	40.1%	64.3%	47.3%	46.8%	66.7%	35.5%	34.9%	
Total(n)	23	370	939	14	184	417	9	186	522	
Mean	1.39	1.72	1.75	1.43	1.63	1.65	1.33	1.81	1.84	
Standard deviation	0.58	0.68	0.70	0.65	0.66	0.68	0.50	0.69	0.72	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.49	-0.51	-	-0.30	-0.32	-	-0.70	-0.71	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Lack of personal time</b>										
Extensive	39.1%	37.3%	37.8%	42.9%	29.4%	28.4%	33.3%	45.2%	45.3%	
Somewhat	43.5%	44.3%	43.3%	35.7%	47.1%	47.2%	55.6%	41.5%	40.2%	
Not at all	17.4%	18.4%	18.9%	21.4%	23.5%	24.4%	11.1%	13.3%	14.5%	
Total(n)	23	375	954	14	187	422	9	188	532	
Mean	2.22	2.19	2.19	2.21	2.06	2.04	2.22	2.32	2.31	
Standard deviation	0.74	0.72	0.73	0.80	0.73	0.73	0.67	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.21	0.23	-	-0.14	-0.13	
<b>Job security</b>										
Extensive	4.3%	4.9%	7.9%	7.1%	4.9%	4.8%	0.0%	5.0%	10.3%	
Somewhat	13.0%	10.7%	19.8%	7.1%	9.8%	17.3%	22.2%	11.7%	21.8%	
Not at all	82.6%	84.3%	72.3%	85.7%	85.3%	77.9%	77.8%	83.3%	67.8%	
Total(n)	23	364	929	14	184	416	9	180	513	
Mean	1.22	1.21	1.36	1.21	1.20	1.27	1.22	1.22	1.42	
Standard deviation	0.52	0.51	0.62	0.58	0.51	0.54	0.44	0.52	0.67	
Significance	-			-			-			
Effect size	-	0.02	-0.23	-	0.02	-0.11	-	0.00	-0.30	
<b>Working with underprepared students</b>										
Extensive	0.0%	3.2%	9.5%	0.0%	2.1%	7.2%	0.0%	4.3%	11.4%	
Somewhat	34.8%	43.3%	51.5%	35.7%	40.1%	48.1%	33.3%	46.5%	54.3%	
Not at all	65.2%	53.5%	38.9%	64.3%	57.8%	44.7%	66.7%	49.2%	34.3%	
Total(n)	23	372	945	14	187	418	9	185	527	
Mean	1.35	1.50	1.71	1.36	1.44	1.62	1.33	1.55	1.77	
Standard deviation	0.49	0.56	0.63	0.50	0.54	0.62	0.50	0.58	0.64	
Significance	-		**	-			-		*	
Effect size	-	-0.27	-0.57	-	-0.15	-0.42	-	-0.38	-0.69	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Self-imposed high expectations</b>										
Extensive	30.4%	33.0%	34.4%	35.7%	27.4%	33.9%	22.2%	38.5%	34.8%	
Somewhat	60.9%	53.6%	51.4%	57.1%	57.0%	50.1%	66.7%	50.3%	52.5%	
Not at all	8.7%	13.4%	14.1%	7.1%	15.6%	16.0%	11.1%	11.2%	12.7%	
Total(n)	23	373	947	14	186	419	9	187	528	
Mean	2.22	2.20	2.20	2.29	2.12	2.18	2.11	2.27	2.22	
Standard deviation	0.60	0.65	0.67	0.61	0.65	0.68	0.60	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.26	0.16	-	-0.25	-0.17	
<b>Change in work responsibilities</b>										
Extensive	34.8%	38.9%	42.8%	28.6%	30.5%	33.8%	44.4%	47.3%	49.9%	
Somewhat	47.8%	47.5%	45.3%	57.1%	53.5%	50.2%	33.3%	41.5%	41.5%	
Not at all	17.4%	13.6%	11.9%	14.3%	16.0%	16.0%	22.2%	11.2%	8.6%	
Total(n)	23	375	953	14	187	420	9	188	533	
Mean	2.17	2.25	2.31	2.14	2.14	2.18	2.22	2.36	2.41	
Standard deviation	0.72	0.68	0.67	0.66	0.67	0.68	0.83	0.68	0.64	
Significance	-			-			-			
Effect size	-	-0.12	-0.21	-	0.00	-0.06	-	-0.21	-0.30	
<b>Institutional budget cuts</b>										
Extensive	13.0%	15.7%	25.1%	14.3%	11.6%	17.9%	11.1%	19.8%	30.7%	
Somewhat	26.1%	36.9%	41.1%	7.1%	34.8%	39.3%	55.6%	39.0%	42.4%	
Not at all	60.9%	47.4%	33.8%	78.6%	53.6%	42.8%	33.3%	41.2%	26.9%	
Total(n)	23	363	928	14	181	407	9	182	521	
Mean	1.52	1.68	1.91	1.36	1.58	1.75	1.78	1.79	2.04	
Standard deviation	0.73	0.73	0.76	0.74	0.69	0.74	0.67	0.75	0.76	
Significance	-		*	-			-			
Effect size	-	-0.22	-0.51	-	-0.32	-0.53	-	-0.01	-0.34	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	21.7%	26.3%	34.1%	7.1%	24.1%	27.9%	44.4%	28.6%	39.0%	
No	78.3%	73.7%	65.9%	92.9%	75.9%	72.1%	55.6%	71.4%	61.0%	
Total(n)	23	376	957	14	187	423	9	189	534	
<b>Considered leaving this institution for another?</b>										
Yes	47.8%	45.7%	48.7%	42.9%	44.4%	47.6%	55.6%	47.1%	49.5%	
No	52.2%	54.3%	51.3%	57.1%	55.6%	52.4%	44.4%	52.9%	50.5%	
Total(n)	23	376	957	14	187	424	9	189	533	
<b>Engaged in public service/professional consulting without pay?</b>										
Yes	56.5%	46.7%	53.0%	71.4%	51.9%	55.8%	33.3%	41.5%	50.8%	
No	43.5%	53.3%	47.0%	28.6%	48.1%	44.2%	66.7%	58.5%	49.2%	
Total(n)	23	375	956	14	187	423	9	188	533	
<b>Received at least one firm job offer?</b>										
Yes	13.0%	6.1%	13.5%	14.3%	7.0%	15.6%	11.1%	5.3%	11.8%	
No	87.0%	93.9%	86.5%	85.7%	93.0%	84.4%	88.9%	94.7%	88.2%	
Total(n)	23	376	955	14	187	423	9	189	532	
<b>Requested/sought an early promotion?</b>										
Yes	0.0%	4.3%	5.8%	0.0%	3.7%	7.3%	0.0%	4.8%	4.5%	
No	100.0%	95.7%	94.2%	100.0%	96.3%	92.7%	100.0%	95.2%	95.5%	
Total(n)	23	375	956	14	187	423	9	188	533	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	0.0%	2.4%	4.4%	0.0%	2.7%	4.7%	0.0%	2.1%	4.1%	
No	100.0%	97.6%	95.6%	100.0%	97.3%	95.3%	100.0%	97.9%	95.9%	
Total(n)	23	375	956	14	188	424	9	187	532	
<b>Are you a U.S. citizen?</b>										
Yes	95.7%	95.2%	96.8%	92.9%	95.7%	96.9%	100.0%	94.6%	96.6%	
No	4.3%	4.8%	3.2%	7.1%	4.3%	3.1%	0.0%	5.4%	3.4%	
Total(n)	23	373	956	14	187	424	9	186	532	
<b>Do you plan to retire within the next three years?</b>										
Yes	8.7%	6.5%	9.2%	14.3%	7.0%	9.0%	0.0%	6.0%	9.5%	
No	91.3%	93.5%	90.8%	85.7%	93.0%	91.0%	100.0%	94.0%	90.5%	
Total(n)	23	371	952	14	187	423	9	184	529	
<b>Do you use your scholarship to address local community needs?</b>										
Yes	21.7%	28.1%	34.0%	21.4%	27.3%	32.1%	22.2%	28.9%	35.5%	
No	78.3%	71.9%	66.0%	78.6%	72.7%	67.9%	77.8%	71.1%	64.5%	
Total(n)	23	374	956	14	187	424	9	187	532	
<b>Have you been sexually harassed at this institution?</b>										
Yes	9.1%	6.7%	7.1%	0.0%	1.6%	2.6%	25.0%	12.0%	10.6%	
No	90.9%	93.3%	92.9%	100.0%	98.4%	97.4%	75.0%	88.0%	89.4%	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	22	371	950	14	187	424	8	184	526	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	4.3%	6.2%	8.5%	0.0%	3.2%	4.0%	11.1%	9.2%	12.1%	
No	95.7%	93.8%	91.5%	100.0%	96.8%	96.0%	88.9%	90.8%	87.9%	
Total(n)	23	372	952	14	187	422	9	185	530	
<b>Have you ever received an award for outstanding teaching?</b>										
Yes	56.5%	36.8%	42.6%	57.1%	37.2%	42.8%	55.6%	36.4%	42.4%	
No	43.5%	63.2%	57.4%	42.9%	62.8%	57.2%	44.4%	63.6%	57.6%	
Total(n)	23	375	958	14	188	425	9	187	533	
<b>How would you characterize your political views?</b>										
Far left	17.4%	15.1%	11.9%	21.4%	9.7%	8.9%	11.1%	20.4%	14.3%	
Liberal	52.2%	62.8%	58.2%	50.0%	60.5%	54.3%	55.6%	65.1%	61.2%	
Middle of the road	17.4%	17.5%	22.9%	7.1%	22.7%	26.4%	33.3%	12.4%	20.2%	
Conservative	13.0%	4.6%	6.7%	21.4%	7.0%	9.9%	0.0%	2.2%	4.1%	
Far right	0.0%	0.0%	0.3%	0.0%	0.0%	0.5%	0.0%	0.0%	0.2%	
Total(n)	23	371	947	14	185	416	9	186	531	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	56.5%	44.9%	35.0%	78.6%	46.8%	37.8%	22.2%	43.1%	32.8%	
Probably yes	17.4%	35.4%	37.0%	0.0%	35.6%	34.5%	44.4%	35.1%	39.0%	
Not sure	21.7%	12.5%	16.5%	14.3%	10.6%	15.5%	33.3%	14.4%	17.2%	
Probably no	4.3%	5.3%	7.6%	7.1%	5.9%	9.6%	0.0%	4.8%	6.0%	
Definitely no	0.0%	1.9%	4.0%	0.0%	1.1%	2.6%	0.0%	2.7%	5.1%	
Total(n)	23	376	960	14	188	426	9	188	534	
Mean	4.26	4.16	3.91	4.50	4.21	3.95	3.89	4.11	3.88	
Standard deviation	0.96	0.96	1.08	1.02	0.93	1.07	0.78	1.00	1.09	
Significance	-			-			-			
Effect size	-	0.10	0.32	-	0.31	0.51	-	-0.22	0.01	
<b>Still want to be a college professor?</b>										
Definitely yes	65.2%	63.0%	61.4%	78.6%	64.4%	63.1%	44.4%	61.7%	60.0%	
Probably yes	21.7%	25.3%	25.8%	7.1%	22.9%	24.4%	44.4%	27.7%	26.9%	
Not sure	13.0%	8.8%	9.4%	14.3%	10.6%	9.4%	11.1%	6.9%	9.4%	
Probably no	0.0%	2.1%	2.7%	0.0%	1.1%	2.3%	0.0%	3.2%	3.0%	
Definitely no	0.0%	0.8%	0.7%	0.0%	1.1%	0.7%	0.0%	0.5%	0.8%	
Total(n)	23	376	958	14	188	426	9	188	532	
Mean	4.52	4.48	4.44	4.64	4.48	4.47	4.33	4.47	4.42	
Standard deviation	0.73	0.81	0.83	0.74	0.81	0.81	0.71	0.80	0.84	
Significance	-			-			-			
Effect size	-	0.05	0.10	-	0.20	0.21	-	-0.18	-0.11	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.9%	0.5%	0.0%	0.8%	0.4%	0.0%	0.9%	0.6%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.4%	0.7%	0.0%	0.0%	0.0%	0.0%	0.9%	1.3%	
\$40,000 - \$49,999	0.0%	1.7%	3.1%	0.0%	1.6%	1.2%	0.0%	1.9%	4.8%	
\$50,000 - \$59,999	0.0%	1.7%	9.8%	0.0%	2.5%	6.2%	0.0%	0.9%	12.7%	
\$60,000 - \$69,999	8.3%	3.9%	16.0%	16.7%	5.7%	16.2%	0.0%	1.9%	15.9%	
\$70,000 - \$79,999	33.3%	12.7%	19.0%	33.3%	11.5%	17.4%	33.3%	14.0%	20.3%	
\$80,000 - \$89,999	33.3%	23.6%	19.0%	33.3%	16.4%	15.8%	33.3%	31.8%	21.6%	
\$90,000 - \$99,999	8.3%	14.0%	9.9%	16.7%	16.4%	14.3%	0.0%	11.2%	6.3%	
\$100,000 - \$124,999	16.7%	27.9%	15.9%	0.0%	28.7%	19.7%	33.3%	27.1%	12.7%	
\$125,000 - \$149,999	0.0%	7.4%	3.7%	0.0%	8.2%	4.6%	0.0%	6.5%	2.9%	
\$150,000 or more	0.0%	5.7%	2.4%	0.0%	8.2%	4.2%	0.0%	2.8%	1.0%	
Total(n)	12	229	574	6	122	259	6	107	315	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.0%	2.9%	0.0%	0.0%	1.6%	0.0%	0.0%	3.8%	
\$50,000 - \$59,999	0.0%	2.5%	8.8%	0.0%	2.1%	4.8%	0.0%	2.8%	11.5%	
\$60,000 - \$69,999	30.0%	7.6%	8.1%	28.6%	4.2%	6.5%	33.3%	9.9%	9.3%	
\$70,000 - \$79,999	10.0%	11.8%	14.0%	0.0%	14.6%	13.7%	33.3%	9.9%	14.2%	
\$80,000 - \$89,999	0.0%	19.3%	14.0%	0.0%	18.8%	12.9%	0.0%	19.7%	14.8%	
\$90,000 - \$99,999	10.0%	12.6%	11.4%	14.3%	6.3%	10.5%	0.0%	16.9%	12.0%	
\$100,000 - \$124,999	30.0%	27.7%	21.5%	28.6%	25.0%	20.2%	33.3%	29.6%	22.4%	
\$125,000 - \$149,999	10.0%	12.6%	11.7%	14.3%	18.8%	18.5%	0.0%	8.5%	7.1%	
\$150,000 or more	10.0%	5.9%	7.5%	14.3%	10.4%	11.3%	0.0%	2.8%	4.9%	
Total(n)	10	119	307	7	48	124	3	71	183	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	0.0%	2.2%	3.1%	0.0%	2.2%	2.7%	0.0%	2.2%	3.4%	
9/10 months	54.5%	64.1%	62.8%	46.2%	69.6%	65.4%	66.7%	58.7%	60.7%	
11/12 months	45.5%	33.7%	34.1%	53.8%	28.2%	31.9%	33.3%	39.1%	35.9%	
Total(n)	22	365	935	13	181	408	9	184	527	
<b>What percentage of your current year's income comes from:</b>										
<b>Base salary from this institution</b>										
100%	36.4%	49.7%	45.6%	23.1%	40.8%	38.5%	55.6%	58.4%	51.1%	
75% to 99%	59.1%	45.9%	47.1%	69.2%	53.1%	51.7%	44.4%	38.9%	43.5%	
74% to 50%	4.5%	4.1%	6.1%	7.7%	5.6%	7.6%	0.0%	2.7%	5.0%	
25% to 49%	0.0%	0.3%	1.0%	0.0%	0.6%	2.0%	0.0%	0.0%	0.2%	
1% to 24%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	
0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	22	364	934	13	179	410	9	185	524	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What percentage of your current year's income comes from:</b>										
<b>Other income from this institution</b>										
100%	0.0%	0.5%	0.2%	0.0%	0.9%	0.4%	0.0%	0.0%	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%	0.5%	0.2%	0.0%	0.9%	0.4%	0.0%	0.0%	0.0%	
25% to 49%	0.0%	0.5%	4.4%	0.0%	0.9%	3.4%	0.0%	0.0%	5.2%	
1% to 24%	78.6%	55.8%	58.0%	90.0%	67.6%	65.0%	50.0%	43.0%	51.8%	
0%	21.4%	42.8%	37.3%	10.0%	29.6%	30.8%	50.0%	57.0%	43.0%	
Total(n)	14	208	571	10	108	266	4	100	305	
<b>Income from another academic institution</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
25% to 49%	0.0%	1.1%	0.9%	0.0%	0.0%	0.5%	0.0%	2.1%	1.2%	
1% to 24%	9.1%	17.0%	13.6%	14.3%	15.9%	14.4%	0.0%	18.1%	13.0%	
0%	90.9%	81.9%	85.1%	85.7%	84.1%	85.1%	100.0%	79.8%	85.0%	
Total(n)	11	182	462	7	88	208	4	94	254	
<b>Non-academic income</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	1.9%	2.8%	0.0%	2.8%	4.7%	0.0%	1.0%	1.1%	
25% to 49%	8.3%	4.3%	5.0%	14.3%	7.3%	7.4%	0.0%	1.0%	2.8%	
1% to 24%	50.0%	31.3%	33.4%	42.9%	34.9%	34.1%	60.0%	27.3%	32.7%	
0%	41.7%	62.5%	58.7%	42.9%	55.0%	53.5%	40.0%	70.7%	63.4%	
Total(n)	12	208	542	7	109	258	5	99	284	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1981 or later	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	
1986 - 1980	4.3%	1.7%	1.9%	7.1%	2.7%	2.4%	0.0%	0.6%	1.6%	
1971 - 1975	21.7%	10.7%	9.1%	21.4%	10.4%	8.7%	22.2%	11.1%	9.4%	
1966 - 1970	4.3%	15.2%	14.8%	0.0%	14.2%	15.0%	11.1%	16.1%	14.7%	
1961 - 1965	13.0%	18.2%	17.7%	14.3%	19.1%	19.9%	11.1%	17.2%	16.0%	
1956 - 1960	26.1%	21.5%	18.1%	21.4%	19.7%	16.7%	33.3%	23.3%	19.2%	
1951 - 1955	8.7%	12.1%	15.4%	14.3%	10.9%	12.8%	0.0%	13.3%	17.4%	
1946 - 1950	21.7%	12.7%	13.9%	21.4%	12.6%	12.3%	22.2%	12.8%	15.1%	
1941 - 1945	0.0%	5.2%	6.2%	0.0%	6.6%	8.5%	0.0%	3.9%	4.3%	
1940 or earlier	0.0%	2.8%	2.6%	0.0%	3.8%	3.4%	0.0%	1.7%	2.0%	
Total(n)	23	363	924	14	183	413	9	180	511	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>FACULTY WHO TAUGHT GRADUATE COURSES ONLY</b>										
<b>In the past two years, to what extent have you:</b>										
<b>Met with graduate students to discuss their research interests</b>										
To a great extent	0.0%	27.3%	38.3%	0.0%	36.4%	38.5%	0.0%	18.2%	38.3%	
To some extent	0.0%	50.0%	44.7%	0.0%	45.5%	49.5%	0.0%	54.5%	40.9%	
Not at all	0.0%	22.7%	17.0%	0.0%	18.2%	12.1%	0.0%	27.3%	20.9%	
Total(n)	0	22	206	0	11	91	0	11	115	
<b>Written research grants</b>										
To a great extent	0.0%	13.6%	11.3%	0.0%	18.2%	15.6%	0.0%	9.1%	7.9%	
To some extent	0.0%	31.8%	33.8%	0.0%	45.5%	32.2%	0.0%	18.2%	35.1%	
Not at all	0.0%	54.5%	54.9%	0.0%	36.4%	52.2%	0.0%	72.7%	57.0%	
Total(n)	0	22	204	0	11	90	0	11	114	
<b>Mentored graduate students</b>										
To a great extent	0.0%	27.3%	58.0%	0.0%	45.5%	52.7%	0.0%	9.1%	62.3%	
To some extent	0.0%	40.9%	31.7%	0.0%	27.3%	36.3%	0.0%	54.5%	28.1%	
Not at all	0.0%	31.8%	10.2%	0.0%	27.3%	11.0%	0.0%	36.4%	9.6%	
Total(n)	0	22	205	0	11	91	0	11	114	
<b>Helped graduate students access professional networks</b>										
To a great extent	0.0%	13.6%	39.3%	0.0%	27.3%	35.2%	0.0%	0.0%	42.6%	
To some extent	0.0%	54.5%	46.6%	0.0%	54.5%	53.8%	0.0%	54.5%	40.9%	
Not at all	0.0%	31.8%	14.1%	0.0%	18.2%	11.0%	0.0%	45.5%	16.5%	
Total(n)	0	22	206	0	11	91	0	11	115	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with graduate students at conferences</b>										
To a great extent	0.0%	9.1%	14.6%	0.0%	18.2%	11.0%	0.0%	0.0%	17.4%	
To some extent	0.0%	9.1%	20.9%	0.0%	18.2%	27.5%	0.0%	0.0%	15.7%	
Not at all	0.0%	81.8%	64.6%	0.0%	63.6%	61.5%	0.0%	100.0%	67.0%	
Total(n)	0	22	206	0	11	91	0	11	115	
<b>Published with graduate students</b>										
To a great extent	0.0%	9.1%	8.7%	0.0%	18.2%	9.9%	0.0%	0.0%	7.8%	
To some extent	0.0%	13.6%	22.3%	0.0%	18.2%	29.7%	0.0%	9.1%	16.5%	
Not at all	0.0%	77.3%	68.9%	0.0%	63.6%	60.4%	0.0%	90.9%	75.7%	
Total(n)	0	22	206	0	11	91	0	11	115	
<b>Included graduate students in research grant writing</b>										
To a great extent	0.0%	0.0%	4.4%	0.0%	0.0%	4.4%	0.0%	0.0%	4.3%	
To some extent	0.0%	18.2%	17.0%	0.0%	18.2%	17.6%	0.0%	18.2%	16.5%	
Not at all	0.0%	81.8%	78.6%	0.0%	81.8%	78.0%	0.0%	81.8%	79.1%	
Total(n)	0	22	206	0	11	91	0	11	115	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	.	6.57	10.21	.	11.10	10.10	.	2.45	10.30	
Median	.	4	6	.	7	6	.	2	6	
Mode	.	0	0	.	0	10	.	0	0	
Total(n)	0	21	202	0	10	90	0	11	112	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	.	1.10	2.78	.	1.60	2.52	.	0.64	2.99	
Median	.	0	0	.	0	0	.	0	0	
Mode	.	0	0	.	0	0	.	0	0	
Total(n)	0	21	195	0	10	87	0	11	108	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	.	0.10	0.76	.	0.20	0.43	.	0.00	1.03	
Median	.	0	0	.	0	0	.	0	0	
Mode	.	0	0	.	0	0	.	0	0	
Total(n)	0	20	192	0	10	86	0	10	106	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reeseach opportunities</b>										
Agree strongly	0.0%	0.0%	9.6%	0.0%	0.0%	8.3%	0.0%	0.0%	10.6%	
Agree somewhat	0.0%	8.3%	17.0%	0.0%	0.0%	23.8%	0.0%	16.7%	11.5%	
Disagree somewhat	0.0%	41.7%	33.5%	0.0%	33.3%	27.4%	0.0%	50.0%	38.5%	
Disagree strongly	0.0%	50.0%	39.9%	0.0%	66.7%	40.5%	0.0%	33.3%	39.4%	
Total(n)	0	12	188	0	6	84	0	6	104	
Mean	.	1.58	1.96	.	1.33	2.00	.	1.83	1.93	
Standard deviation	.	0.67	0.98	.	0.52	0.99	.	0.75	0.97	
Significance	-			-			-			
Effect size	-			-			-			
<b>It is important for graduate students in this program to spend at least one term as a teaching assistant</b>										
Agree strongly	0.0%	8.3%	13.8%	0.0%	16.7%	13.1%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	41.7%	15.9%	0.0%	33.3%	17.9%	0.0%	50.0%	14.3%	
Disagree somewhat	0.0%	8.3%	23.3%	0.0%	0.0%	22.6%	0.0%	16.7%	23.8%	
Disagree strongly	0.0%	41.7%	47.1%	0.0%	50.0%	46.4%	0.0%	33.3%	47.6%	
Total(n)	0	12	189	0	6	84	0	6	105	
Mean	.	2.17	1.96	.	2.17	1.98	.	2.17	1.95	
Standard deviation	.	1.11	1.09	.	1.33	1.09	.	0.98	1.10	
Significance	-			-			-			
Effect size	-			-			-			

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>This graduate program enrolls too many international students</b>										
Agree strongly	0.0%	0.0%	3.7%	0.0%	0.0%	3.6%	0.0%	0.0%	3.8%	
Agree somewhat	0.0%	0.0%	7.4%	0.0%	0.0%	10.7%	0.0%	0.0%	4.8%	
Disagree somewhat	0.0%	16.7%	16.4%	0.0%	0.0%	16.7%	0.0%	33.3%	16.2%	
Disagree strongly	0.0%	83.3%	72.5%	0.0%	100.0%	69.0%	0.0%	66.7%	75.2%	
Total(n)	0	12	189	0	6	84	0	6	105	
Mean	.	1.17	1.42	.	1.00	1.49	.	1.33	1.37	
Standard deviation	.	0.39	0.79	.	0.00	0.83	.	0.52	0.75	
Significance	-			-			-			
Effect size	-			-			-			
<b>Graduate faculty in my department prefer to hire international students to work on their research</b>										
Agree strongly	0.0%	0.0%	1.1%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	4.3%	0.0%	0.0%	4.9%	0.0%	0.0%	3.8%	
Disagree somewhat	0.0%	10.0%	12.9%	0.0%	0.0%	13.4%	0.0%	20.0%	12.5%	
Disagree strongly	0.0%	90.0%	81.7%	0.0%	100.0%	79.3%	0.0%	80.0%	83.7%	
Total(n)	0	10	186	0	5	82	0	5	104	
Mean	.	1.10	1.25	.	1.00	1.30	.	1.20	1.20	
Standard deviation	.	0.32	0.58	.	0.00	0.68	.	0.45	0.49	
Significance	-			-			-			
Effect size	-			-			-			
<b>International and domestic graduate students work well together in this program</b>										
Agree strongly	0.0%	20.0%	35.6%	0.0%	20.0%	44.2%	0.0%	20.0%	29.0%	
Agree somewhat	0.0%	40.0%	45.2%	0.0%	60.0%	44.2%	0.0%	20.0%	46.0%	
Disagree somewhat	0.0%	10.0%	5.6%	0.0%	0.0%	2.6%	0.0%	20.0%	8.0%	
Disagree strongly	0.0%	30.0%	13.6%	0.0%	20.0%	9.1%	0.0%	40.0%	17.0%	
Total(n)	0	10	177	0	5	77	0	5	100	
Mean	.	2.50	3.03	.	2.80	3.23	.	2.20	2.87	
Standard deviation	.	1.18	0.98	.	1.10	0.89	.	1.30	1.02	
Significance	-			-			-			
Effect size	-			-			-			
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Agree strongly	0.0%	0.0%	13.4%	0.0%	0.0%	14.5%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	10.0%	34.2%	0.0%	0.0%	25.3%	0.0%	20.0%	41.3%	
Disagree somewhat	0.0%	0.0%	17.6%	0.0%	0.0%	21.7%	0.0%	0.0%	14.4%	
Disagree strongly	0.0%	90.0%	34.8%	0.0%	100.0%	38.6%	0.0%	80.0%	31.7%	
Total(n)	0	10	187	0	5	83	0	5	104	
Mean	.	1.20	2.26	.	1.00	2.16	.	1.40	2.35	
Standard deviation	.	0.63	1.08	.	0.00	1.10	.	0.89	1.06	
Significance	-			-			-			
Effect size	-			-			-			

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
Agree strongly	0.0%	27.3%	40.6%	0.0%	50.0%	38.6%	0.0%	0.0%	42.3%	
Agree somewhat	0.0%	54.5%	45.5%	0.0%	50.0%	50.6%	0.0%	60.0%	41.3%	
Disagree somewhat	0.0%	0.0%	6.4%	0.0%	0.0%	3.6%	0.0%	0.0%	8.7%	
Disagree strongly	0.0%	18.2%	7.5%	0.0%	0.0%	7.2%	0.0%	40.0%	7.7%	
Total(n)	0	11	187	0	6	83	0	5	104	
Mean	.	2.91	3.19	.	3.50	3.20	.	2.20	3.18	
Standard deviation	.	1.04	0.86	.	0.55	0.82	.	1.10	0.89	
Significance	-			-			-			
Effect size	-			-			-			
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Agree strongly	0.0%	20.0%	23.6%	0.0%	33.3%	18.8%	0.0%	0.0%	27.5%	
Agree somewhat	0.0%	50.0%	29.7%	0.0%	33.3%	32.5%	0.0%	75.0%	27.5%	
Disagree somewhat	0.0%	0.0%	24.2%	0.0%	0.0%	18.8%	0.0%	0.0%	28.4%	
Disagree strongly	0.0%	30.0%	22.5%	0.0%	33.3%	30.0%	0.0%	25.0%	16.7%	
Total(n)	0	10	182	0	6	80	0	4	102	
Mean	.	2.60	2.54	.	2.67	2.40	.	2.50	2.66	
Standard deviation	.	1.17	1.09	.	1.37	1.11	.	1.00	1.06	
Significance	-			-			-			
Effect size	-			-			-			
<b>Graduate faculty in my department are good teachers</b>										
Agree strongly	0.0%	40.0%	57.5%	0.0%	33.3%	56.0%	0.0%	50.0%	58.8%	
Agree somewhat	0.0%	50.0%	34.4%	0.0%	66.7%	34.5%	0.0%	25.0%	34.3%	
Disagree somewhat	0.0%	0.0%	5.4%	0.0%	0.0%	7.1%	0.0%	0.0%	3.9%	
Disagree strongly	0.0%	10.0%	2.7%	0.0%	0.0%	2.4%	0.0%	25.0%	2.9%	
Total(n)	0	10	186	0	6	84	0	4	102	
Mean	.	3.20	3.47	.	3.33	3.44	.	3.00	3.49	
Standard deviation	.	0.92	0.72	.	0.52	0.73	.	1.41	0.71	
Significance	-			-			-			
Effect size	-			-			-			

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Agree strongly	0.0%	60.0%	51.9%	0.0%	66.7%	43.4%	0.0%	50.0%	58.8%	
Agree somewhat	0.0%	30.0%	42.2%	0.0%	33.3%	50.6%	0.0%	25.0%	35.3%	
Disagree somewhat	0.0%	0.0%	4.3%	0.0%	0.0%	4.8%	0.0%	0.0%	3.9%	
Disagree strongly	0.0%	10.0%	1.6%	0.0%	0.0%	1.2%	0.0%	25.0%	2.0%	
Total(n)	0	10	185	0	6	83	0	4	102	
Mean	.	3.40	3.44	.	3.67	3.36	.	3.00	3.51	
Standard deviation	.	0.97	0.66	.	0.52	0.64	.	1.41	0.67	
Significance	-			-			-			
Effect size	-			-			-			
<b>Most graduate students in this program move on to faculty positions</b>										
Agree strongly	0.0%	0.0%	2.7%	0.0%	0.0%	2.4%	0.0%	0.0%	3.0%	
Agree somewhat	0.0%	22.2%	8.7%	0.0%	16.7%	6.0%	0.0%	33.3%	10.9%	
Disagree somewhat	0.0%	44.4%	38.6%	0.0%	50.0%	37.3%	0.0%	33.3%	39.6%	
Disagree strongly	0.0%	33.3%	50.0%	0.0%	33.3%	54.2%	0.0%	33.3%	46.5%	
Total(n)	0	9	184	0	6	83	0	3	101	
Mean	.	1.89	1.64	.	1.83	1.57	.	2.00	1.70	
Standard deviation	.	0.78	0.76	.	0.75	0.72	.	1.00	0.78	
Significance	-			-			-			
Effect size	-			-			-			
<b>Most graduate students in this program move into positions within industry</b>										
Agree strongly	0.0%	0.0%	45.9%	0.0%	0.0%	53.7%	0.0%	0.0%	39.8%	
Agree somewhat	0.0%	27.3%	33.0%	0.0%	16.7%	31.7%	0.0%	40.0%	34.0%	
Disagree somewhat	0.0%	36.4%	11.4%	0.0%	50.0%	8.5%	0.0%	20.0%	13.6%	
Disagree strongly	0.0%	36.4%	9.7%	0.0%	33.3%	6.1%	0.0%	40.0%	12.6%	
Total(n)	0	11	185	0	6	82	0	5	103	
Mean	.	1.91	3.15	.	1.83	3.33	.	2.00	3.01	
Standard deviation	.	0.83	0.97	.	0.75	0.88	.	1.00	1.02	
Significance	-			-			-			
Effect size	-			-			-			
<b>Year of first academic appointment</b>										
1973 or earlier	8.0%	6.9%	5.6%	12.5%	10.0%	8.5%	0.0%	4.0%	3.3%	
1974 - 1978	8.0%	7.2%	7.1%	0.0%	7.5%	8.0%	22.2%	6.9%	6.4%	
1979 - 1983	12.0%	9.9%	8.0%	18.8%	8.5%	7.8%	0.0%	11.4%	8.3%	
1984 - 1988	24.0%	16.6%	15.3%	18.8%	13.9%	12.8%	33.3%	19.3%	17.2%	
1989 - 1993	8.0%	16.1%	16.8%	12.5%	17.9%	15.3%	0.0%	14.4%	18.0%	
1994 - 1998	8.0%	20.6%	19.2%	6.3%	19.9%	20.1%	11.1%	21.3%	18.5%	
1999 - 2003	24.0%	16.4%	18.8%	18.8%	16.4%	19.0%	33.3%	16.3%	18.7%	
2004 - 2008	8.0%	6.2%	9.0%	12.5%	6.0%	8.2%	0.0%	6.4%	9.5%	
2009 or later	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Total(n)	25	403	982	16	201	437	9	202	545	



Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Year of appointment at present institution</b>										
1973 or earlier	4.3%	4.9%	3.1%	6.3%	7.0%	4.8%	0.0%	2.7%	1.6%	
1974 - 1978	0.0%	3.5%	3.4%	0.0%	5.4%	4.1%	0.0%	1.6%	2.9%	
1979 - 1983	4.3%	7.9%	6.4%	6.3%	6.5%	6.9%	0.0%	9.3%	6.0%	
1984 - 1988	34.8%	14.4%	11.7%	31.3%	15.6%	12.5%	42.9%	13.1%	11.1%	
1989 - 1993	8.7%	14.1%	13.9%	6.3%	11.3%	10.2%	14.3%	16.9%	16.9%	
1994 - 1998	13.0%	22.2%	19.9%	12.5%	19.4%	21.4%	14.3%	25.1%	18.7%	
1999 - 2003	21.7%	20.6%	23.1%	25.0%	22.0%	22.9%	14.3%	19.1%	23.3%	
2004 - 2008	13.0%	11.9%	17.9%	12.5%	12.4%	16.5%	14.3%	11.5%	18.9%	
2009 or later	0.0%	0.5%	0.7%	0.0%	0.5%	0.8%	0.0%	0.5%	0.6%	
Total(n)	23	369	879	16	186	393	7	183	486	
<b>If tenured, year tenure was awarded</b>										
1973 or earlier	0.0%	1.8%	1.1%	0.0%	3.7%	2.5%	0.0%	0.0%	0.0%	
1974 - 1978	7.7%	3.7%	1.8%	12.5%	3.7%	2.0%	0.0%	3.6%	1.6%	
1979 - 1983	0.0%	2.8%	3.3%	0.0%	3.7%	3.9%	0.0%	1.8%	2.8%	
1984 - 1988	7.7%	11.5%	7.3%	12.5%	13.1%	9.4%	0.0%	9.9%	5.6%	
1989 - 1993	38.5%	14.7%	14.0%	25.0%	15.9%	13.8%	60.0%	13.5%	14.1%	
1994 - 1998	7.7%	16.1%	15.1%	12.5%	13.1%	13.3%	0.0%	18.9%	16.5%	
1999 - 2003	15.4%	21.1%	23.9%	25.0%	20.6%	24.1%	0.0%	21.6%	23.8%	
2004 - 2008	23.1%	28.4%	31.3%	12.5%	26.2%	29.6%	40.0%	30.6%	32.7%	
2009 or later	0.0%	0.0%	2.2%	0.0%	0.0%	1.5%	0.0%	0.0%	2.8%	
Total(n)	13	218	451	8	107	203	5	111	248	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.3%	0.8%	0.0%	0.5%	1.0%	0.0%	0.0%	0.8%	
Biological Sciences (General Area 5)	8.7%	6.7%	7.2%	14.3%	6.5%	7.4%	0.0%	6.9%	7.1%	
Business (General Area 6)	0.0%	1.1%	3.9%	0.0%	1.1%	5.7%	0.0%	1.1%	2.4%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	2.7%	7.9%	0.0%	2.2%	4.3%	0.0%	3.2%	10.7%	
Engineering (General Area 11)	0.0%	1.3%	1.4%	0.0%	1.6%	1.7%	0.0%	1.1%	1.1%	
English (General Area 12)	21.7%	7.5%	7.7%	21.4%	8.6%	5.7%	22.2%	6.4%	9.2%	
Health-related (General Area 15)	0.0%	0.0%	5.8%	0.0%	0.0%	4.3%	0.0%	0.0%	6.9%	
History or Political Science (Specific Discipline 3007,3009)	4.3%	10.2%	8.2%	7.1%	11.9%	10.5%	0.0%	8.5%	6.4%	
Humanities (General Area 14,24)	13.0%	22.5%	13.2%	14.3%	16.2%	12.4%	11.1%	28.7%	13.9%	
Fine Arts (General Area 2,4,22)	13.0%	8.3%	8.9%	14.3%	8.6%	9.5%	11.1%	8.0%	8.4%	
Mathematics or Statistics (General Area 18)	8.7%	3.5%	2.7%	7.1%	3.8%	3.6%	11.1%	3.2%	2.1%	
Physical Sciences (General Area 25)	8.7%	9.9%	7.5%	14.3%	12.4%	9.8%	0.0%	7.4%	5.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.0%	19.6%	15.9%	7.1%	20.0%	15.2%	22.2%	19.1%	16.5%	
Other Technical (General Area 8,19,28)	0.0%	1.9%	2.0%	0.0%	3.2%	2.9%	0.0%	0.5%	1.3%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	8.7%	4.6%	6.9%	0.0%	3.2%	6.2%	22.2%	5.9%	7.5%	
Total(n)	23	373	953	14	185	420	9	188	533	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.3%	0.6%	0.0%	0.0%	1.0%	0.0%	0.5%	0.4%	
Biological Sciences (General Area 5)	9.1%	6.7%	7.4%	15.4%	7.1%	7.6%	0.0%	6.4%	7.1%	
Business (General Area 6)	0.0%	0.8%	4.1%	0.0%	1.1%	5.0%	0.0%	0.5%	3.4%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	3.0%	5.7%	0.0%	2.7%	3.8%	0.0%	3.2%	7.1%	
Engineering (General Area 11)	0.0%	1.3%	1.3%	0.0%	2.2%	2.1%	0.0%	0.5%	0.6%	
English (General Area 12)	13.6%	7.0%	7.4%	15.4%	8.2%	5.7%	11.1%	5.9%	8.6%	
Health-related (General Area 15)	0.0%	0.0%	6.9%	0.0%	0.0%	5.3%	0.0%	0.0%	8.3%	
History or Political Science (Specific Discipline 3007,3009)	4.5%	10.5%	7.7%	7.7%	13.0%	10.3%	0.0%	8.0%	5.6%	
Humanities (General Area 14,24)	13.6%	21.6%	12.2%	15.4%	15.8%	11.7%	11.1%	27.3%	12.6%	
Fine Arts (General Area 2,4,22)	13.6%	8.9%	9.2%	15.4%	8.7%	10.0%	11.1%	9.1%	8.6%	
Mathematics or Statistics (General Area 18)	9.1%	3.2%	3.3%	7.7%	3.3%	3.8%	11.1%	3.2%	2.8%	
Physical Sciences (General Area 25)	9.1%	10.2%	7.2%	15.4%	12.5%	9.3%	0.0%	8.0%	5.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.6%	19.4%	16.0%	7.7%	20.1%	15.3%	22.2%	18.7%	16.5%	
Other Technical (General Area 8,19,28)	0.0%	2.4%	2.1%	0.0%	3.8%	3.3%	0.0%	1.1%	1.1%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	13.6%	4.6%	9.0%	0.0%	1.6%	5.7%	33.3%	7.5%	11.6%	
<b>Total(n)</b>	<b>22</b>	<b>371</b>	<b>952</b>	<b>13</b>	<b>184</b>	<b>419</b>	<b>9</b>	<b>187</b>	<b>533</b>	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	60.9%	52.0%	57.1%	50.0%	50.0%	51.8%	77.8%	54.1%	61.3%	
1	17.4%	25.7%	20.3%	28.6%	20.7%	19.4%	0.0%	30.8%	21.0%	
2	13.0%	18.7%	17.9%	21.4%	25.0%	22.5%	0.0%	12.4%	14.3%	
3	4.3%	2.7%	3.9%	0.0%	3.8%	4.8%	11.1%	1.6%	3.1%	
4+	4.3%	0.8%	0.9%	0.0%	0.5%	1.5%	11.1%	1.1%	0.4%	
<b>Total(n)</b>	<b>23</b>	<b>369</b>	<b>932</b>	<b>14</b>	<b>184</b>	<b>413</b>	<b>9</b>	<b>185</b>	<b>519</b>	
<b>18 years or older</b>										
0	47.8%	59.5%	57.7%	50.0%	55.8%	54.5%	44.4%	63.0%	60.1%	
1	8.7%	14.2%	12.5%	14.3%	11.6%	10.8%	0.0%	16.8%	13.9%	
2	39.1%	18.1%	20.4%	28.6%	22.1%	23.2%	55.6%	14.1%	18.1%	
3	4.3%	5.8%	5.8%	7.1%	7.2%	6.8%	0.0%	4.3%	5.0%	
4+	0.0%	2.5%	3.7%	0.0%	3.3%	4.6%	0.0%	1.6%	2.9%	
<b>Total(n)</b>	<b>23</b>	<b>365</b>	<b>928</b>	<b>14</b>	<b>181</b>	<b>409</b>	<b>9</b>	<b>184</b>	<b>519</b>	

Kenyon College	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Are you currently: (Mark one)</b>										
Single	13.0%	7.3%	8.6%	7.1%	5.4%	4.5%	22.2%	9.2%	11.7%	
In a civil union	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%	
In a domestic partnership	0.0%	3.5%	3.5%	0.0%	3.2%	3.6%	0.0%	3.8%	3.4%	
Married	78.3%	78.4%	76.5%	92.9%	85.4%	85.0%	55.6%	71.4%	69.7%	
Unmarried, living with partner	0.0%	1.4%	2.9%	0.0%	0.0%	1.9%	0.0%	2.7%	3.6%	
Divorced	0.0%	1.1%	0.8%	0.0%	1.1%	0.7%	0.0%	1.1%	0.9%	
Widowed	8.7%	7.6%	6.5%	0.0%	4.9%	3.6%	22.2%	10.3%	8.9%	
Separated	0.0%	0.5%	1.1%	0.0%	0.0%	0.7%	0.0%	1.1%	1.3%	
Total(n)	23	370	947	14	185	419	9	185	528	
<b>Is English your native language?</b>										
Yes	91.3%	89.0%	91.9%	85.7%	91.4%	91.9%	100.0%	86.7%	91.9%	
No	8.7%	11.0%	8.1%	14.3%	8.6%	8.1%	0.0%	13.3%	8.1%	
Total(n)	23	373	955	14	185	421	9	188	534	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	78.3%	86.5%	86.1%	71.4%	85.9%	85.9%	88.9%	87.2%	86.3%	
African American/Black	8.7%	3.8%	3.8%	14.3%	4.3%	2.9%	0.0%	3.2%	4.5%	
American Indian/Alaska Native	0.0%	0.5%	1.6%	0.0%	0.5%	1.0%	0.0%	0.5%	2.1%	
Asian American/Asian	4.3%	3.8%	5.1%	7.1%	2.7%	4.3%	0.0%	4.8%	5.6%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
Mexican American/Chicano	0.0%	2.4%	1.5%	0.0%	4.3%	2.6%	0.0%	0.5%	0.6%	
Puerto Rican	0.0%	0.0%	0.3%	0.0%	0.0%	0.5%	0.0%	0.0%	0.2%	
Other Latino	0.0%	3.8%	2.1%	0.0%	3.3%	2.2%	0.0%	4.3%	2.1%	
Other	13.0%	3.2%	3.3%	14.3%	2.7%	3.8%	11.1%	3.7%	2.8%	
Total(n)	23	371	949	14	184	417	9	187	532	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
Asian	4.3%	3.5%	4.8%	7.1%	2.2%	4.1%	0.0%	4.8%	5.5%	
Black	8.7%	3.2%	3.3%	14.3%	3.8%	2.6%	0.0%	2.7%	3.8%	
Hispanic	0.0%	4.3%	2.7%	0.0%	6.0%	4.1%	0.0%	2.7%	1.7%	
White	73.9%	83.3%	83.0%	64.3%	82.6%	83.0%	88.9%	84.0%	83.1%	
Other	8.7%	1.9%	2.5%	7.1%	1.6%	3.1%	11.1%	2.1%	2.1%	
Two or more races/ethnicities	4.3%	3.8%	3.5%	7.1%	3.8%	3.1%	0.0%	3.7%	3.8%	
Total (n)	23	371	949	14	184	417	9	187	532	



**ADVISING MODULE**

**All Respondents**

**Kenyon College**

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	87	9,587	50	5,055	37	4,532
<b>How many undergraduates do you advise?</b>						
Mean	14.25	19.73	14.02	19.03	14.55	20.52
Median	12.00	14.00	11.00	12.00	15.00	15.00
Mode	10.00	0.00	10.00	0.00	15.00	0.00
Total(n)	72	9,393	41	4,957	31	4,436
<b>How often do you typically do each of the following with your advisees?</b>						
<b>Schedule a meeting</b>						
Very often	24.3%	29.6%	17.9%	26.5%	32.3%	32.9%
Often	40.0%	30.5%	41.0%	30.3%	38.7%	30.7%
Sometimes	32.9%	26.5%	35.9%	28.8%	29.0%	23.9%
Seldom	2.9%	4.2%	5.1%	5.4%	0.0%	2.9%
Never	0.0%	9.3%	0.0%	9.0%	0.0%	9.5%
Total(n)	70	9,587	39	5,055	31	4,532
Mean	3.86	3.67	3.72	3.6	4.03	3.75
Standard deviation	0.82	1.21	0.83	1.19	0.8	1.22
Significance	-		-		-	
Effect size	-	0.16	-	0.10	-	0.23
<b>Have informal meetings outside your office (e.g., in the dining hall, at campus events)</b>						
Very often	14.5%	12.5%	10.3%	11.8%	20.0%	13.3%
Often	26.1%	22.2%	28.2%	22.5%	23.3%	21.8%
Sometimes	49.3%	31.2%	51.3%	32.4%	46.7%	30.0%
Seldom	5.8%	17.1%	7.7%	17.6%	3.3%	16.7%
Never	4.3%	17.0%	2.6%	15.8%	6.7%	18.3%
Total(n)	69	9,444	39	4,995	30	4,449
Mean	3.41	2.96	3.36	2.97	3.47	2.95
Standard deviation	0.96	1.25	0.87	1.23	1.07	1.28
Significance	-	**	-	*	-	*
Effect size	-	0.36	-	0.32	-	0.41
<b>Interact during scheduled office hours</b>						
Very often	32.9%	20.8%	28.2%	17.8%	38.7%	24.2%
Often	41.4%	31.0%	38.5%	31.6%	45.2%	30.4%
Sometimes	21.4%	28.1%	28.2%	30.2%	12.9%	25.7%
Seldom	4.3%	8.1%	5.1%	8.7%	3.2%	7.5%
Never	0.0%	11.9%	0.0%	11.8%	0.0%	12.1%
Total(n)	70	9,483	39	5,008	31	4,475
Mean	4.03	3.41	3.9	3.35	4.19	3.47
Standard deviation	0.85	1.24	0.88	1.21	0.79	1.27
Significance	-	***	-	**	-	**
Effect size	-	0.50	-	0.45	-	0.57

<b>How often do you typically do each of the following with your advisees?</b>						
<b>Have advisees drop by your office</b>						
Very often	25.7%	22.2%	15.4%	20.3%	38.7%	24.3%
Often	45.7%	32.7%	48.7%	34.0%	41.9%	31.3%
Sometimes	25.7%	29.6%	30.8%	30.6%	19.4%	28.4%
Seldom	2.9%	5.1%	5.1%	5.6%	0.0%	4.6%
Never	0.0%	10.3%	0.0%	9.4%	0.0%	11.4%
Total(n)	70	9,499	39	5,009	31	4,490
Mean	3.94	3.51	3.74	3.5	4.19	3.53
Standard deviation	0.8	1.19	0.79	1.16	0.75	1.23
Significance	-	**	-	-	-	**
Effect size	-	0.36	-	0.21	-	0.54
<b>Exchange email</b>						
Very often	55.7%	46.4%	48.7%	41.3%	64.5%	52.0%
Often	34.3%	29.9%	41.0%	32.7%	25.8%	26.9%
Sometimes	8.6%	14.1%	10.3%	16.5%	6.5%	11.5%
Seldom	1.4%	1.4%	0.0%	1.6%	3.2%	1.0%
Never	0.0%	8.2%	0.0%	7.9%	0.0%	8.6%
Total(n)	70	9,548	39	5,033	31	4,515
Mean	4.44	4.05	4.38	3.98	4.52	4.13
Standard deviation	0.71	1.18	0.67	1.16	0.77	1.2
Significance	-	**	-	*	-	-
Effect size	-	0.33	-	0.34	-	0.33
<b>During the past year, how often have you done each of the following with your advisees?</b>						
<b>Informed them of important deadlines</b>						
Frequently	51.4%	49.0%	41.0%	44.1%	64.5%	54.5%
Occasionally	47.1%	37.8%	56.4%	42.2%	35.5%	32.9%
Not at all	1.4%	13.2%	2.6%	13.7%	0.0%	12.6%
Total(n)	70	9,374	39	4,952	31	4,422
Mean	2.5	2.36	2.38	2.3	2.65	2.42
Standard deviation	0.53	0.7	0.54	0.7	0.49	0.7
Significance	-	-	-	-	-	-
Effect size	-	0.20	-	0.11	-	0.33
<b>Helped them understand academic policies</b>						
Frequently	57.1%	47.4%	61.5%	43.8%	51.6%	51.5%
Occasionally	42.9%	41.2%	38.5%	44.8%	48.4%	37.1%
Not at all	0.0%	11.5%	0.0%	11.5%	0.0%	11.4%
Total(n)	70	9,336	39	4,942	31	4,394
Mean	2.57	2.36	2.62	2.32	2.52	2.4
Standard deviation	0.5	0.68	0.49	0.67	0.51	0.68
Significance	-	**	-	**	-	-
Effect size	-	0.31	-	0.45	-	0.18

<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>						
Frequently	30.0%	37.5%	28.2%	30.3%	32.3%	45.5%
Occasionally	67.1%	48.3%	66.7%	53.8%	67.7%	42.1%
Not at all	2.9%	14.3%	5.1%	15.9%	0.0%	12.5%
Total(n)	70	9,313	39	4,920	31	4,393
Mean	2.27	2.23	2.23	2.14	2.32	2.33
Standard deviation	0.51	0.68	0.54	0.66	0.48	0.69
Significance	-		-		-	
Effect size	-	0.06	-	0.14	-	-0.01
<b>During the past year, how often have you done each of the following with your advisees?</b>						
<b>Provided information about courses</b>						
Frequently	74.3%	61.2%	74.4%	56.6%	74.2%	66.3%
Occasionally	24.3%	28.8%	23.1%	33.6%	25.8%	23.5%
Not at all	1.4%	10.0%	2.6%	9.8%	0.0%	10.2%
Total(n)	70	9,345	39	4,937	31	4,408
Mean	2.73	2.51	2.72	2.47	2.74	2.56
Standard deviation	0.48	0.67	0.51	0.67	0.44	0.67
Significance	-	**	-	*	-	
Effect size	-	0.33	-	0.37	-	0.27
<b>Provided information about the major/minor</b>						
Frequently	78.3%	62.9%	73.7%	58.7%	83.9%	67.6%
Occasionally	21.7%	25.1%	26.3%	29.9%	16.1%	19.8%
Not at all	0.0%	12.0%	0.0%	11.4%	0.0%	12.6%
Total(n)	69	9,332	38	4,931	31	4,401
Mean	2.78	2.51	2.74	2.47	2.84	2.55
Standard deviation	0.42	0.7	0.45	0.69	0.37	0.71
Significance	-	**	-	*	-	*
Effect size	-	0.39	-	0.39	-	0.41
<b>Reviewed their transcript</b>						
Frequently	33.3%	43.9%	28.2%	38.3%	40.0%	50.3%
Occasionally	56.5%	32.4%	59.0%	36.8%	53.3%	27.5%
Not at all	10.1%	23.6%	12.8%	24.9%	6.7%	22.2%
Total(n)	69	9,328	39	4,937	30	4,391
Mean	2.23	2.2	2.15	2.13	2.33	2.28
Standard deviation	0.62	0.8	0.63	0.78	0.61	0.8
Significance	-		-		-	
Effect size	-	0.04	-	0.03	-	0.06

<b>During the past year, how often have you done each of the following with your advisees?</b>						
<b>Discussed academic performance</b>						
Frequently	37.7%	43.3%	35.9%	38.2%	40.0%	49.1%
Occasionally	60.9%	44.9%	61.5%	50.0%	60.0%	39.2%
Not at all	1.4%	11.8%	2.6%	11.8%	0.0%	11.7%
Total(n)	69	9,332	39	4,935	30	4,397
Mean	2.36	2.32	2.33	2.26	2.4	2.37
Standard deviation	0.51	0.67	0.53	0.66	0.5	0.68
Significance	-		-		-	
Effect size	-	0.06	-	0.11	-	0.04
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>						
Frequently	54.3%	40.1%	46.2%	36.7%	64.5%	43.9%
Occasionally	44.3%	45.6%	51.3%	49.1%	35.5%	41.7%
Not at all	1.4%	14.3%	2.6%	14.2%	0.0%	14.4%
Total(n)	70	9,312	39	4,912	31	4,400
Mean	2.53	2.26	2.44	2.22	2.65	2.3
Standard deviation	0.53	0.69	0.55	0.68	0.49	0.7
Significance	-	**	-	*	-	**
Effect size	-	0.39	-	0.32	-	0.50
<b>Discussed career and post-graduation goals</b>						
Frequently	58.0%	56.1%	52.6%	53.0%	64.5%	59.6%
Occasionally	42.0%	34.6%	47.4%	38.1%	35.5%	30.7%
Not at all	0.0%	9.3%	0.0%	8.9%	0.0%	9.7%
Total(n)	69	9,308	38	4,912	31	4,396
Mean	2.58	2.47	2.53	2.44	2.65	2.5
Standard deviation	0.5	0.66	0.51	0.65	0.49	0.67
Significance	-		-		-	
Effect size	-	0.17	-	0.14	-	0.22

<b>During the past year, how often have you done each of the following with your advisees?</b>						
<b>Invited them to your home</b>						
Frequently	4.3%	3.2%	2.6%	3.2%	6.5%	3.2%
Occasionally	55.7%	21.7%	53.8%	23.3%	58.1%	19.9%
Not at all	40.0%	75.1%	43.6%	73.5%	35.5%	76.9%
Total(n)	70	9,248	39	4,896	31	4,352
Mean	1.64	1.28	1.59	1.3	1.71	1.26
Standard deviation	0.57	0.52	0.55	0.52	0.59	0.51
Significance	-	***	-	***	-	***
Effect size	-	0.69	-	0.56	-	0.88
<b>Listened closely to academic problems and concerns</b>						
Frequently	68.1%	52.3%	57.9%	45.8%	80.6%	59.5%
Occasionally	31.9%	38.9%	42.1%	45.2%	19.4%	31.9%
Not at all	0.0%	8.8%	0.0%	9.0%	0.0%	8.6%
Total(n)	69	9,302	38	4,909	31	4,393
Mean	2.68	2.43	2.58	2.37	2.81	2.51
Standard deviation	0.47	0.65	0.5	0.64	0.4	0.65
Significance	-	**	-	*	-	*
Effect size	-	0.38	-	0.33	-	0.46
<b>Listened closely to personal problems and concerns</b>						
Frequently	36.2%	29.5%	23.7%	23.4%	51.6%	36.4%
Occasionally	56.5%	55.9%	65.8%	60.1%	45.2%	51.2%
Not at all	7.2%	14.6%	10.5%	16.5%	3.2%	12.4%
Total(n)	69	9,288	38	4,901	31	4,387
Mean	2.29	2.15	2.13	2.07	2.48	2.24
Standard deviation	0.6	0.65	0.58	0.63	0.57	0.66
Significance	-		-		-	*
Effect size	-	0.22	-	0.10	-	0.36



<b>During the past year, how often have you done each of the following with your advisees?</b>						
<b>Took action to help students with academic difficulties</b>						
Frequently	41.4%	38.3%	35.9%	32.0%	48.4%	45.3%
Occasionally	55.7%	49.1%	64.1%	54.7%	45.2%	42.8%
Not at all	2.9%	12.6%	0.0%	13.3%	6.5%	11.9%
Total(n)	70	9,305	39	4,911	31	4,394
Mean	2.39	2.26	2.36	2.19	2.42	2.33
Standard deviation	0.55	0.67	0.49	0.65	0.62	0.68
Significance	-		-		-	
Effect size	-	0.19	-	0.26	-	0.13
<b>Took action to help students with personal difficulties</b>						
Frequently	20.0%	18.3%	10.3%	13.6%	32.3%	23.6%
Occasionally	61.4%	55.6%	66.7%	56.8%	54.8%	54.3%
Not at all	18.6%	26.1%	23.1%	29.6%	12.9%	22.1%
Total(n)	70	9,303	39	4,914	31	4,389
Mean	2.01	1.92	1.87	1.84	2.19	2.02
Standard deviation	0.63	0.66	0.57	0.64	0.65	0.68
Significance	-		-		-	
Effect size	-	0.14	-	0.05	-	0.25
<b>During the past year, how often have you provided your advisees with?</b>						
<b>Advice and guidance about their educational program</b>						
Frequently	80.9%	64.2%	76.9%	60.1%	86.2%	68.7%
Occasionally	19.1%	27.0%	23.1%	31.4%	13.8%	22.1%
Not at all	0.0%	8.8%	0.0%	8.5%	0.0%	9.2%
Total(n)	68	9,296	39	4,925	29	4,371
Mean	2.81	2.55	2.77	2.52	2.86	2.6
Standard deviation	0.4	0.65	0.43	0.65	0.35	0.65
Significance	-	***	-	*	-	*
Effect size	-	0.40	-	0.38	-	0.40
<b>An opportunity to discuss coursework outside of class</b>						
Frequently	58.8%	45.3%	56.4%	41.8%	62.1%	49.4%
Occasionally	39.7%	40.6%	41.0%	43.9%	37.9%	37.0%
Not at all	1.5%	14.1%	2.6%	14.4%	0.0%	13.7%
Total(n)	68	9,266	39	4,912	29	4,354
Mean	2.57	2.31	2.54	2.27	2.62	2.36
Standard deviation	0.53	0.7	0.55	0.7	0.49	0.71
Significance	-	**	-	*	-	*
Effect size	-	0.37	-	0.39	-	0.37
<b>Emotional support and encouragement</b>						
Frequently	51.5%	39.6%	43.6%	30.3%	62.1%	49.9%
Occasionally	44.1%	49.4%	48.7%	57.1%	37.9%	40.8%
Not at all	4.4%	11.0%	7.7%	12.6%	0.0%	9.2%
Total(n)	68	9,285	39	4,915	29	4,370
Mean	2.47	2.29	2.36	2.18	2.62	2.41
Standard deviation	0.59	0.65	0.63	0.63	0.49	0.65
Significance	-	*	-		-	
Effect size	-	0.28	-	0.29	-	0.32

<b>During the past year, how often have you provided your advisees with?</b>						
<b>Honest feedback about their skills and abilities</b>						
Frequently	44.1%	41.8%	41.0%	36.3%	48.3%	48.0%
Occasionally	51.5%	46.5%	56.4%	51.7%	44.8%	40.7%
Not at all	4.4%	11.7%	2.6%	12.1%	6.9%	11.3%
Total(n)	68	9,269	39	4,909	29	4,360
Mean	2.4	2.3	2.38	2.24	2.41	2.37
Standard deviation	0.58	0.67	0.54	0.65	0.63	0.68
Significance	-		-		-	
Effect size	-	0.15	-	0.22	-	0.06
<b>Encouragement to pursue graduate/professional study</b>						
Frequently	35.3%	38.0%	35.9%	35.4%	34.5%	40.8%
Occasionally	60.3%	50.3%	61.5%	53.2%	58.6%	47.1%
Not at all	4.4%	11.7%	2.6%	11.4%	6.9%	12.0%
Total(n)	68	9,271	39	4,912	29	4,359
Mean	2.31	2.26	2.33	2.24	2.28	2.29
Standard deviation	0.55	0.65	0.53	0.64	0.59	0.67
Significance	-		-		-	
Effect size	-	0.08	-	0.14	-	-0.01
<b>Help in achieving their professional goals</b>						
Frequently	52.9%	48.2%	56.4%	44.8%	48.3%	52.0%
Occasionally	47.1%	41.4%	43.6%	44.9%	51.7%	37.5%
Not at all	0.0%	10.4%	0.0%	10.3%	0.0%	10.5%
Total(n)	68	9,278	39	4,920	29	4,358
Mean	2.53	2.38	2.56	2.35	2.48	2.41
Standard deviation	0.5	0.67	0.5	0.66	0.51	0.67
Significance	-		-	*	-	
Effect size	-	0.22	-	0.32	-	0.10



## 2014 HERI FACULTY SURVEY

### List of Participating Institutions

<b>Public Universities - low selectivity</b>		
1090	Bowie State University	MD
1946	East Carolina University	NC
8206	Florida International University	FL
461	Florida Memorial University	FL
1286	Oakland University	MI
2494	South Dakota State University	SD
4849	Texas A & M University-Corpus Christi	TX
7306	The University of Texas at San Antonio	TX
584	University of Idaho	ID
1209	University of Massachusetts-Boston	MA
1584	University of Nebraska at Omaha	NE
1939	University of North Carolina at Charlotte	NC
322	University of Northern Colorado	CO
2415	University of Rhode Island	RI
<b>Public Universities - medium selectivity</b>		
1279	Michigan State University	MI
774	Purdue University-Main Campus	IN
1556	The University of Montana	MT
5794	University of California-Santa Cruz	CA
2101	University of Cincinnati-Main Campus	OH
337	University of Colorado Boulder	CO
2031	University of North Dakota	ND
2173	University of Oklahoma Norman Campus	OK
2764	University of Vermont	VT
<b>Public Universities - high selectivity</b>		
2437	Clemson University	SC
2785	College of William and Mary	VA
2079	Miami University-Oxford	OH
2088	Ohio State University-Main Campus	OH
257	University of California-Los Angeles	CA
383	University of Connecticut	CT

<b>Private Universities - medium selectivity</b>		
1729	Adelphi University	NY
9104	American University of Beirut	
5569	Azusa Pacific University	CA
416	Catholic University of America	DC
507	Clark Atlanta University	GA
424	Howard University	DC
2269	Immaculata University	PA
2637	Our Lady of the Lake University-San Antonio	TX
4899	Regent University	VA
1842	St. John's University-New York	NY
9115	The American University in Cairo	
2297	Widener University-Main Campus	PA
<b>Private Universities - high selectivity</b>		
414	American University	DC
2726	Brigham Young University-Provo	UT
2251	Drexel University	PA
2253	Duquesne University	PA
172	Pepperdine University	CA
1882	Syracuse University	NY
<b>Private Universities - very high selectivity</b>		
1142	Boston College	MA
135	California Institute of Technology	CA
1184	Northeastern University	MA
1831	Rensselaer Polytechnic Institute	NY
703	University of Chicago	IL
268	University of Southern California	CA
1987	Wake Forest University	NC



<b><u>Nonsectarian 4yr Colleges - low selectivity</u></b>			
5275	Bay Path College	MA	
701	Benedictine University at Springfield	IL	
1938	Catawba College	NC	
2438	Coker College	SC	
9107	Harrisburg University of Science and Technology	PA	
6378	Hawaii Pacific University	HI	
5254	Husson University	ME	
2273	Keystone College	PA	
5606	Manor College	PA	
1808	Medaille College	NY	
7256	Touro College	NY	
27	Tuskegee University	AL	
6654	Utica College	NY	
9103	Western University of the Health Sciences	CA	
1212	Wheelock College	MA	
<b><u>Nonsectarian 4yr Colleges - medium selectivity</u></b>			
599	Aurora University	IL	
1834	Daemen College	NY	
2072	Hiram College	OH	
1084	Hood College	MD	
1804	Marymount Manhattan College	NY	
1963	Meredith College	NC	
2756	Norwich University	VT	
2306	Philadelphia University	PA	
5588	Point Park University	PA	
2308	Robert Morris University	PA	
686	Roosevelt University	IL	
502	Spelman College	GA	
1204	Suffolk University	MA	
476	The University of Tampa	FL	
2354	Wilkes University	PA	

2735	Weber State University	UT	
2866	Western Washington University	WA	
<b><u>Nonsectarian 4yr Colleges - high selectivity</u></b>			
948	Berea College	KY	
1947	Elon University	NC	
1082	Goucher College	MD	
7022	Hampshire College	MA	
1777	Hartwick College	NY	
1111	McDaniel College	MD	
199	Mills College	CA	
1809	Nazareth College	NY	
683	Principia College	IL	
1846	St Lawrence University	NY	
2063	The College of Wooster	OH	
2844	University of Puget Sound	WA	
2302	University of the Sciences	PA	
2344	Ursinus College	PA	
1211	Wheaton College	MA	
<b><u>Private/Nonsectarian 4yr Colleges - very high selectivity</u></b>			
2237	Bucknell University	PA	
1327	Carleton College	MN	
319	Colorado College	CO	
2247	Dickinson College	PA	
2446	Furman University	SC	
2263	Gettysburg College	PA	
834	Grinnell College	IA	
646	Illinois Wesleyan University	IL	
2075	Kenyon College	OH	
207	Occidental College	CA	
1189	Smith College	MA	
2336	Swarthmore College	PA	
1891	Vassar College	NY	
2867	Whitman College	WA	
1213	Williams College	MA	









