



Q	Variable Name	Variable Description
	SUBJID	Subject I.D.
1	YR1STAPPOINT	<p>In what year did you receive your first academic appointment?</p> <p>1=2017 2=2016 3=2015 4=2014 5=2013 6=2012 7=2011 8=2010 9=2009 10=2008 11=2007 12=2006 13=2005 14=2004 15=2003 16=2002 17=2001 18=2000 19=1999 20=1998 21=1997 22=1996 23=1995 24=1994 25=1993 26=1992 27=1991 28=1990 29=1989 30=1988 31=1987 32=1986 33=1985 34=1984 35=1983 36=1982 37=1981 38=1980 39=1979 40=1978 41=1977 42=1976 43=1975 44=1974 45=1973 46=1972 47=1971 48=1970 49=1969 50=1968 51=1967 52=1966 53=1965 54=1964 55=1963 56=1962 57=1961</p>



Q	Variable Name	Variable Description
		58=1960 59=1959 60=1958 61=1957 62=1956 63=1955 64=1954 65=1953 66=1952 67=1951 68=1950 69=1949 70=1948 71=1947



Q	Variable Name	Variable Description
2	YRAPPOINT	<p>In what year were you first appointed at this institution?</p> <p>1=2017 2=2016 3=2015 4=2014 5=2013 6=2012 7=2011 8=2010 9=2009 10=2008 11=2007 12=2006 13=2005 14=2004 15=2003 16=2002 17=2001 18=2000 19=1999 20=1998 21=1997 22=1996 23=1995 24=1994 25=1993 26=1992 27=1991 28=1990 29=1989 30=1988 31=1987 32=1986 33=1985 34=1984 35=1983 36=1982 37=1981 38=1980 39=1979 40=1978 41=1977 42=1976 43=1975 44=1974 45=1973 46=1972 47=1971 48=1970 49=1969 50=1968 51=1967 52=1966 53=1965 54=1964 55=1963 56=1962 57=1961 58=1960 59=1959</p>



Q	Variable Name	Variable Description
		60=1958 61=1957 62=1956 63=1955 64=1954 65=1953 66=1952 67=1951 68=1950 69=1949 70=1948 71=1947
3	ACADRANK	What is your present academic rank? 1=Professor 2=Associate Professor 3=Assistant Professor 4=Lecturer 5=Instructor 6=Graduate Student/Teaching Assistant
4	TENURE	What is your tenure status at this institution? 1=Tenured 2=On tenure track, but not tenured 3=Not on tenure track, but institution has tenure system 4=Institution has no tenure system
If TENURE = "1"		
4a	YRTENURE	In what year did you receive tenure at this institution? 1=2017 2=2016 3=2015 4=2014 5=2013 6=2012 7=2011 8=2010 9=2009 10=2008 11=2007 12=2006 13=2005 14=2004 15=2003 16=2002 17=2001 18=2000 19=1999 20=1998 21=1997 22=1996 23=1995 24=1994 25=1993 26=1992 27=1991 28=1990 29=1989 30=1988 31=1987 32=1986 33=1985 34=1984

Q	Variable Name	Variable Description
		35=1983 36=1982 37=1981 38=1980 39=1979 40=1978 41=1977 42=1976 43=1975 44=1974 45=1973 46=1972 47=1971 48=1970 49=1969 50=1968 51=1967 52=1966 53=1965 54=1964 55=1963 56=1962 57=1961 58=1960 59=1959 60=1958 61=1957 62=1956 63=1955 64=1954 65=1953 66=1952 67=1951 68=1950 69=1949 70=1948 71=1947
Community Colleges		
CC3	CCSTATUS	What is your tenure status at this institution? 1=Tenured 2=Probationary, Tenure Track 3=Renewable Contract Instructor (e.g., Adjunct)
If CCSTATUS = "1"		
CC3a	CCYRTENURE	In what year did you receive tenure at this institution? 1=2017 2=2016 3=2015 4=2014 5=2013 6=2012 7=2011 8=2010 9=2009 10=2008 11=2007 12=2006 13=2005 14=2004 15=2003 16=2002



Q	Variable Name	Variable Description
		17=2001
		18=2000
		19=1999
		20=1998
		21=1997
		22=1996
		23=1995
		24=1994
		25=1993
		26=1992
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		64=1954
		65=1953
		66=1952
		67=1951
		68=1950
		69=1949
		70=1948
		71=1947
End		



Q	Variable Name	Variable Description
CC3	CCRANK	What is your academic rank at this institution? 1=Instructor 2=Assistant Professor 3=Associate Professor 4=Professor
End		
5	FACRETIRE	Are you retired from this institution? 2=Yes 1=No
6	FULLSTAT	Are you considered a full-time employee of your institution for at least nine months of the current academic year? 2=Yes 1=No
Part-Time Employee		
6a	PTCHOICE	If given the choice, I would prefer to work full-time at this institution. 2=Yes 1=No
6b	PTWORKFT	Have you ever sought a full-time teaching position at this or another institution? 2=Yes 1=No
If PTWORKFT = "2"		
6bi	PTTSEEK	How long ago did you pursue a full-time position? 1=Currently seeking a position 2=Within the last year 3=1 to 2 years ago 4=3 to 5 years ago 5=More than 5 years ago
End		
6c	PTCAREER	Is your full-time professional career outside academia? 2=Yes 1=No
		In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly
6d	PTREASON01	PT Reason: My part-time position is an important source of income for me
6d	PTREASON02	PT Reason: Compensation is not a major consideration in my decision to teach part-time
6d	PTREASON03	PT Reason: Part-time teaching is a stepping-stone to a full-time position
6d	PTREASON04	PT Reason: My part-time position provides benefits (e.g., health insurance, retirement) that I need
6d	PTREASON05	PT Reason: Teaching part-time fits my current lifestyle
6d	PTREASON06	PT Reason: Full-time positions were not available
6d	PTREASON07	PT Reason: My expertise in my chosen profession is relevant to the course(s) I teach

Q	Variable Name	Variable Description
6e	PTRESOURCES01	<p>Mark all institutional resources available to you in your last term as <u>part-time</u> faculty. (Mark all that apply)</p> <p>1=Not Marked 2=Marked</p> <p>PT Resources: Use of private office</p>
6e	PTRESOURCES02	PT Resources: Shared office space
6e	PTRESOURCES03	PT Resources: A personal computer
6e	PTRESOURCES04	PT Resources: An email account
6e	PTRESOURCES05	PT Resources: A phone/voicemail
6e	PTRESOURCES06	PT Resources: Professional development funds
6e	PTRESOURCES07	PT Resources: Printer access (i.e., free printing)
6f	PTOPN01	<p>Please indicate your agreement with the following statements:</p> <p>4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly</p> <p><u>Part-time instructors at this institution:</u></p> <p>PT Opinion: Are given specific training before teaching</p>
6f	PTOPN02	PT Opinion: Rarely get hired into full-time positions
6f	PTOPN03	PT Opinion: Receive respect from students
6f	PTOPN04	PT Opinion: Are primarily responsible for introductory classes
6f	PTOPN05	PT Opinion: Have no guarantee of employment security
6f	PTOPN06	PT Opinion: Have access to support services
6f	PTOPN07	PT Opinion: Are compensated for advising/counseling students
6f	PTOPN08	PT Opinion: Are required to attend meetings
6f	PTOPN09	PT Opinion: Have good working relationships with the administration
6f	PTOPN10	PT Opinion: Are respected by full-time faculty
6f	PTOPN11	PT Opinion: Are paid fairly
6f	PTOPN12	PT Opinion: Have input in course designs
6f	PTOPN13	PT Opinion: Are included in faculty governance
6g	PTTEACH	<p>PTTEACH: Aside from this institution, at how many other institutions do you teach?</p> <p>1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 or more</p>
6h	PTCRSASSIGN	<p>For the <u>current term</u>, how far in advance of the beginning of the term did you receive your course assignments?</p> <p>1=Less than 1 week 2=1-2 weeks 3=3-4 weeks 4=1-3 months 5=More than 3 months</p>
End		



Q	Variable Name	Variable Description
7	SEX	Your sex: 1=Male 2=Female
8	PRINACT	What is your <u>principal activity</u> in your current position at this institution? (Mark one) 1=Administration 2=Teaching 3=Research 4=Services to clients and patients 5=Other
9 9 9	IMPTRTS1 IMPTRTS2 IMPTRTS3	Personally, how important to you is: 4=Essential 3=Very Important 2=Somewhat Important 1=Not Important Importance: Research Importance: Teaching Importance: Service
10	COURSENUM	How many courses are you teaching <u>this term</u> (include all institutions at which you teach)? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 or more
Course Information (based on response to If COURSENUM ≥ "2")		
10a 10a 10a 10a 10a	CRSTYPE01 CRSTYPE02 CRSTYPE03 CRSTYPE04 CRSTYPE05	How many of the courses that you are teaching <u>this term</u> are: 1=0 2=1-2 3=3-4 4=5-6 5=7+ Course Type: General education courses Course Type: Courses required for an undergraduate major Course Type: Other undergraduate credit courses Course Type: Developmental/remedial courses (not for credit) Course Type: Graduate courses
10b 10b	CRSPACES01 CRSPACES02	How many of these courses that you are teaching <u>this term</u> are being taught: 1=0 2=1-2 3=3-4 4=5-6 5=7+ Course Place: At this institution Course Place: At another institution
End		
Course Information (based on response to If COURSENUM = "1")		
10c	PRIMARYTEACH	What types of courses do you primarily teach? (Mark one) 1=Undergraduate credit courses 2=Graduate courses 3=Developmental/remedial courses 4=I do not teach
End		



Q	Variable Name	Variable Description
11	UGFAC	In the <u>past year</u> , have you worked with or taught undergraduate students at this institution? 2=Yes 1=No
12	GRADFAC	In the <u>past year</u> , have you worked with or taught graduate students at this institution? 2=Yes 1=No
Graduate Faculty (If GRADFAC = 2)		
12a	GRADACT01	In the <u>past year</u> , to what extent have you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All Act: Met with graduate students to discuss their research interests
12a	GRADACT02	Act: Mentored graduate students
12a	GRADACT03	Act: Helped graduate students access professional networks
12a	GRADACT04	Act: Presented with graduate students at conferences
12a	GRADACT05	Act: Published with graduate students
12a	GRADACT06	Act: Included graduate students in research grant writing
12b	THESSERV	In the <u>past year</u> : 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 or more How many master's thesis committees have you served on or are currently serving?
12b	DISSERTSERV	How many dissertation committees have you served on or are currently serving?
If THESSERV ≥ "2"		
12bi	THESISCHAIR	In the <u>past year</u> , how many of these master's thesis committees have you chaired or are currently chairing? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 or more
End		



Q	Variable Name	Variable Description
If DISSERTSERV ≥ "2"		
12bii	DISSERTCHAIR	In the <u>past year</u> , how many of these dissertation committees have you chaired or are currently chairing? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 or more
End		
12c	NLETTERS	In the <u>past year</u> , how many letters of recommendation have you written for graduate students? 1=0 2=1-5 3=6-10 4=11-15 5=16-20 6=21-25 7=26-30 8=31 or more
12d	GRADOPN01	Rate your agreement with the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly Opinion: Graduate students in this program must compete for research opportunities
12d	GRADOPN02	Opinion: It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills
12d	GRADOPN03	Opinion: This graduate program enrolls too few international students
12d	GRADOPN04	Opinion: Graduate students work well together in this program
12d	GRADOPN05	Opinion: I have encountered instances of academic dishonesty among graduate students
12d	GRADOPN06	Opinion: Graduate students in this program are trained to conduct research responsibly and ethically
12d	GRADOPN07	Opinion: Graduate students in this program receive adequate instruction on becoming good teachers
12d	GRADOPN08	Opinion: Faculty in my department are good mentors for graduate students
12d	GRADOPN09	Opinion: Most graduate students in this program move on to faculty positions
12d	GRADOPN10	Opinion: Most graduate students in this program move into positions outside of academia
End		

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		During the <u>past three years</u> , have you: (Mark <u>one</u> for each item) 2=Yes 1=No
13	ACT01	Activity: Advised student groups involved in service/volunteer work
13	ACT02	Activity: Collaborated with the local community on research/teaching to address their needs
13	ACT03	Activity: Conducted research or writing focused on international/global issues
13	ACT04	Activity: Conducted research or writing focused on racial or ethnic minorities
13	ACT05	Activity: Conducted research or writing focused on women or gender issues
13	ACT06	Activity: Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues
13	ACT07	Activity: Conducted research or writing focused on biomedical science fields
13	ACT08	Activity: Engaged in academic research that spans multiple disciplines
13	ACT09	Activity: Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)
13	ACT10	Activity: Written research grants
13	ACT11	Activity: Received funding for your work from foundations
13	ACT12	Activity: Received funding for your work from state or federal government
13	ACT13	Activity: Received funding for your work from business or industry
		During the <u>past three years</u> , have you: (Mark <u>one</u> for each item) 2=Yes 1=No
14	TCHACT01	Teaching Activity: Taught an honors course
14	TCHACT02	Teaching Activity: Taught an interdisciplinary course
14	TCHACT03	Teaching Activity: Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)
14	TCHACT04	Teaching Activity: Taught a service learning course
14	TCHACT05	Teaching Activity: Taught a course exclusively online
14	TCHACT06	Teaching Activity: Participated in organized activities around enhancing pedagogy or student learning
14	TCHACT07	Teaching Activity: Taught a seminar for first-year students
14	TCHACT08	Teaching Activity: Participated in the development of curriculum (enhancing an existing course or creating a new course)
		In the <u>past year</u> , to what extent have you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
15	UGENGAGE01	UG Engage: Presented with undergraduate students at conferences
15	UGENGAGE02	UG Engage: Published with undergraduates
15	UGENGAGE03	UG Engage: Engaged undergraduates on your research project(s)
15	UGENGAGE04	UG Engage: Worked with undergraduates on their research project(s)
16	UGEXP	How would you rate the overall experience of working with undergraduates on research projects? 5=Excellent 4=Good 3=Fair 2=Poor 1=I have not worked with undergraduates on research projects

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17	UGADVISE	How many undergraduates do you currently advise? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11-20 13=21-30 14=31-40 15=41-50 16=51-60 17=61-70 18=71-80 19=81-90 20=91-100 21=101 or more
If UGADVISE ≥ "2"		
18	ADVACT01	During the <u>past year</u> , how often have you done each of the following with your undergraduate advisees? 3=Frequently 2=Occasionally 1=Not at All Advise Act: Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)
18	ADVACT02	Advise Act: Helped them to plan their course of study
18	ADVACT03	Advise Act: Discussed their academic performance
18	ADVACT04	Advise Act: Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)
18	ADVACT05	Advise Act: Discussed career and post-graduation goals
End		
19	DEVELOP01	During the <u>past year</u> , have you taken advantage of any of the following professional development opportunities provided by this institution? 4=Yes 3=No 2=Not Eligible 1=Not Available Prof Develop: Funded workshops focused on teaching
19	DEVELOP02	Prof Develop: Funded workshops focused on research skills development
19	DEVELOP03	Prof Develop: Funded workshops focused on grant writing
19	DEVELOP04	Prof Develop: Paid sabbatical leave
19	DEVELOP05	Prof Develop: Travel funds paid by the institution
19	DEVELOP06	Prof Develop: Internal grants for research
19	DEVELOP07	Prof Develop: Training for administrative leadership
19	DEVELOP08	Prof Develop: Incentives to develop new courses
19	DEVELOP09	Prof Develop: Incentives to integrate technology into your classroom
19	DEVELOP10	Prof Develop: Resources to integrate culturally-competent practices into your classroom

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20	PUBLISH01	How many of the following have you published? 1=None 2=1-2 3=3-4 4=5-10 5=11-20 6=21-50 7=51+
20	PUBLISH02	Publish: Articles in academic or professional journals
20	PUBLISH03	Publish: Chapters in edited volumes
20	PUBLISH04	Publish: Books, manuals, or monographs
		Publish: Other (e.g., patents, computer software products)
21	NPERFS	In the <u>past three years</u> , how many exhibitions or performances in the fine or applied arts have you presented? 1=None 2=1-2 3=3-4 4=5-10 5=11-20 6=21+
If NPERFS ≥ "2"		
21a	NPERFSSO	How many of these exhibitions or performances were: 1=None 2=1-2 3=3-4 4=5-10 5=11-20 6=21+
21a	NPERFSCO	Solo/Individual Collaborative
End		
22	NPUBS	In the <u>past three years</u> , how many of your professional writings have been published or accepted for publication? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 13=12 14=13 15=14 16=15 17=16 18=17 19=18 20=19 21=20 22=21+

Q	Variable Name	Variable Description
If NPUBS ≥ "2"		
		How many of these professional writings were: 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 13=12 14=13 15=14 16=15 17=16 18=17 19=18 20=19 21=20 22=21+
22a	NPUBSO	Solo-authored
22a	NPUBSCO	Co-authored
End		
		During the <u>present term</u> , how many hours per week on average do you spend on each of the following? 1=None 2=1-4 3=5-8 4=9-12 5=13-16 6=17-20 7=21+
23	HPW01	Hours per Week: Scheduled teaching (give actual, not credit hours)
23	HPW02	Hours per Week: Preparing for teaching (including reading student papers and grading)
23	HPW03	Hours per Week: Advising or counseling students
23	HPW04	Hours per Week: Committee work and meetings
23	HPW05	Hours per Week: Research and scholarly writing
23	HPW06	Hours per Week: Other creative products/performances
23	HPW07	Hours per Week: Community or public service
23	HPW08	Hours per Week: Outside consulting/freelance work
23	HPW09	Hours per Week: Household/childcare duties
23	HPW10	Hours per Week: Serving as a caregiver for another adult
23	HPW11	Hours per Week: Other employment, outside of academia
23	HPW12	Hours per Week: Personal time (e.g., exercise, hobbies, relaxing)

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		In your interactions with undergraduates, how often in the <u>past year</u> did you encourage them to: (Mark <u>one</u> for each item) 3=Frequently 2=Occasionally 1=Not at All
24	MNDHAB01	Habits of Mind: Ask questions in class
24	MNDHAB02	Habits of Mind: Support their opinions with a logical argument
24	MNDHAB03	Habits of Mind: Seek solutions to problems and explain them to others
24	MNDHAB04	Habits of Mind: Analyze multiple sources of information before coming to a conclusion
24	MNDHAB05	Habits of Mind: Evaluate the quality or reliability of information they receive
24	MNDHAB06	Habits of Mind: Take risks for potential gains
24	MNDHAB07	Habits of Mind: Seek alternative solutions to a problem
24	MNDHAB08	Habits of Mind: Look up scientific research articles and resources
24	MNDHAB09	Habits of Mind: Explore topics on their own, even though it was not required for a class
24	MNDHAB10	Habits of Mind: Accept mistakes as part of the learning process
24	MNDHAB11	Habits of Mind: Recognize biases that affect their thinking
		How frequently in the courses you taught in the <u>past year</u> have you given at least one assignment that required students to: 3=Frequently 2=Occasionally 1=Not at All
25	CRSASSIGN01	Assignment: Write in the specific style or format of your discipline
25	CRSASSIGN02	Assignment: Describe how different perspectives would affect the interpretation of a question or issue in your discipline
25	CRSASSIGN03	Assignment: Discuss the ethical or moral implications of a course of action
25	CRSASSIGN04	Assignment: Apply mathematical concepts and computational thinking
		In how many of the courses that you teach do you use each of the following? 4=All 3=Most 2=Some 1=None
26	METHOD01	Method: Class discussions
26	METHOD02	Method: Cooperative learning (small groups)
26	METHOD03	Method: Experiential learning/Field studies
26	METHOD04	Method: Performances/Demonstrations
26	METHOD05	Method: Group projects
26	METHOD06	Method: Extensive lecturing
26	METHOD07	Method: Multiple drafts of written work
26	METHOD08	Method: Reflective writing/Journaling
26	METHOD09	Method: Community service as part of coursework
26	METHOD10	Method: Electronic quizzes with immediate feedback in class
26	METHOD11	Method: Using real-life problems
26	METHOD12	Method: Using student inquiry to drive learning

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		In how many of the courses that you teach do you use each of the following? 4=All 3=Most 2=Some 1=None
27	METHOD13	Method: Readings on racial and ethnic issues
27	METHOD14	Method: Readings on women or gender issues
27	METHOD15	Method: Supplemental instruction outside of class and office hours
27	METHOD16	Method: Student presentations
27	METHOD17	Method: Student evaluations of each others' work
27	METHOD18	Method: Grading on a curve
27	METHOD19	Method: Rubric-based assessment
27	METHOD20	Method: Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)
		How frequently do you incorporate the following forms of technology into your courses? 3=Frequently 2=Occasionally 1=Not at All
28	CRSTECH01	Course Technology: Videos or podcasts
28	CRSTECH02	Course Technology: Simulations/animations
28	CRSTECH03	Course Technology: Online homework or virtual labs
28	CRSTECH04	Course Technology: Online discussion boards
28	CRSTECH05	Course Technology: Audience response systems to gauge students' understanding (e.g., clickers)
		Please indicate the extent to which you agree it is your role to: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly
29	FACROLE01	Faculty Role: Encourage students to become agents of social change
29	FACROLE02	Faculty Role: Prepare students for employment after college
29	FACROLE03	Faculty Role: Prepare students for graduate or advanced education
29	FACROLE04	Faculty Role: Develop students' moral character
29	FACROLE05	Faculty Role: Provide for students' emotional development
29	FACROLE06	Faculty Role: Help students develop personal values
29	FACROLE07	Faculty Role: Enhance students' knowledge of and appreciation for other racial/ethnic groups
29	FACROLE08	Faculty Role: Promote students' ability to write effectively
29	FACROLE09	Faculty Role: Teach students tolerance and respect for different beliefs
		Please indicate your agreement with each of the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly
30	VIEW01	View: The chief benefit of a college education is that it increases one's earning power
30	VIEW02	View: A racially/ethnically diverse student body enhances the educational experience of all students
30	VIEW03	View: Colleges have a responsibility to work with their surrounding communities to address local issues
30	VIEW04	View: Private funding sources often prevent researchers from being completely objective in the conduct of their work
30	VIEW05	View: I try to dispel perceptions of competition
30	VIEW06	View: I achieve a healthy balance between my personal life and my professional life
30	VIEW07	View: I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar

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		<p>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following: (Mark <u>one</u> for each item)</p> <p>4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly</p>
31	INSTOPN01	Inst Opinion: This institution has effective hiring practices and policies that increase faculty diversity
31	INSTOPN02	Inst Opinion: Student Affairs staff have the support and respect of faculty
31	INSTOPN03	Inst Opinion: There is a lot of campus racial conflict here
31	INSTOPN04	Inst Opinion: My research is valued by faculty in my department
31	INSTOPN05	Inst Opinion: My teaching is valued by faculty in my department
31	INSTOPN06	Inst Opinion: My service is valued by faculty in my department
31	INSTOPN07	Inst Opinion: Faculty are sufficiently involved in campus decision making
31	INSTOPN08	Inst Opinion: The faculty are typically at odds with campus administration
31	INSTOPN09	Inst Opinion: Faculty here respect each other
31	INSTOPN10	Inst Opinion: Administrators consider faculty concerns when making policy
31	INSTOPN11	Inst Opinion: This institution takes responsibility for educating underprepared students
31	INSTOPN12	Inst Opinion: The criteria for advancement and promotion decisions are clear
31	INSTOPN13	Inst Opinion: Most of the students I teach lack the basic skills for college level work
31	INSTOPN14	Inst Opinion: There is adequate support for faculty development
31	INSTOPN15	Inst Opinion: Faculty are not prepared to deal with conflict over diversity issues in the classroom
31	INSTOPN16	Inst Opinion: This institution takes mentoring into consideration in the promotion process
31	INSTOPN17	Inst Opinion: Faculty of color are treated fairly here
31	INSTOPN18	Inst Opinion: Women faculty are treated fairly here
31	INSTOPN19	Inst Opinion: LGBTQ faculty are treated fairly here
		<p>Indicate how important you believe each priority listed below is at your college or university:</p> <p>4=Highest Priority 3=High Priority 2=Medium Priority 1=Low Priority</p>
32	INSTPRIORITY01	Inst Priority: Increase or maintain institutional affordability
32	INSTPRIORITY02	Inst Priority: Develop a sense of community among students and faculty
32	INSTPRIORITY03	Inst Priority: Facilitate student involvement in community service
32	INSTPRIORITY04	Inst Priority: Help students learn how to bring about change in society
32	INSTPRIORITY05	Inst Priority: Increase or maintain institutional prestige
32	INSTPRIORITY06	Inst Priority: Hire faculty "stars"
32	INSTPRIORITY07	Inst Priority: Recruit more traditionally underrepresented students
32	INSTPRIORITY08	Inst Priority: Increase the selectivity of the student body through more competitive admissions criteria
32	INSTPRIORITY09	Inst Priority: Promote gender diversity in the faculty and administration
32	INSTPRIORITY10	Inst Priority: Promote racial and ethnic diversity in the faculty and administration
32	INSTPRIORITY11	Inst Priority: Provide resources for faculty to engage in community-based teaching or research
32	INSTPRIORITY12	Inst Priority: Create and sustain partnerships with surrounding communities
32	INSTPRIORITY13	Inst Priority: Pursue extramural funding
32	INSTPRIORITY14	Inst Priority: Strengthen links with the for-profit, corporate sector
32	INSTPRIORITY15	Inst Priority: Develop leadership ability among students
32	INSTPRIORITY16	Inst Priority: Develop an appreciation for multiculturalism
32	INSTPRIORITY17	Inst Priority: Prepare students for the workplace

Q	Variable Name	Variable Description
		Please indicate the extent to which you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
33	AFFACT01	Affect: Feel that the training you received in graduate school prepared you well for your role as a faculty member
33	AFFACT02	Affect: Experience close alignment between your work and your personal values
33	AFFACT03	Affect: Mentor faculty
33	AFFACT04	Affect: Mentor <u>undergraduate</u> students
33	AFFACT05	Affect: Mentor <u>graduate</u> students
33	AFFACT06	Affect: Been mentored by at least one professional in academia
33	AFFACT07	Affect: Participated in training in preparation to be a mentor (e.g., workshops, programs)
33	AFFACT08	Affect: Accessed the National Research Mentoring Network (NRMN) resource
If AFFACT03 ≥ "2"		
33a	MENTRFAC	How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)? 4=Excellent 3=Good 2=Fair 1=Poor
End		
If AFFACT04 ≥ "2"		
33b	MENTRUG	How would you rate the overall quality of your mentoring relationship with your <u>undergraduate</u> mentee(s)? 4=Excellent 3=Good 2=Fair 1=Poor
End		
If AFFACT05 ≥ "2"		
33c	MENTRGRAD	How would you rate the overall quality of your mentoring relationship with your <u>graduate</u> mentee(s)? 4=Excellent 3=Good 2=Fair 1=Poor
End		

Q	Variable Name	Variable Description
		How satisfied are you with the following aspects of your job? (Mark <u>one</u> for each item) 4=Very Satisfied 3=Satisfied 2=Marginally Satisfied 1=Not Satisfied
34	SATIS01	Satisfaction: Salary
34	SATIS02	Satisfaction: Health benefits
34	SATIS03	Satisfaction: Retirement benefits
34	SATIS04	Satisfaction: Opportunity for scholarly pursuits
34	SATIS05	Satisfaction: Teaching load
34	SATIS06	Satisfaction: Quality of students
34	SATIS07	Satisfaction: Autonomy and independence
34	SATIS08	Satisfaction: Departmental leadership
34	SATIS09	Satisfaction: <u>Departmental</u> support for work/life balance
34	SATIS10	Satisfaction: <u>Institutional</u> support for work/life balance
34	SATIS11	Satisfaction: Prospects for career advancement
34	SATIS12	Satisfaction: Relative equity of salary and job benefits
34	SATIS13	Satisfaction: Flexibility in relation to family matters or emergencies
34	SATIS14	Satisfaction: Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)
34	SATIS15	Satisfaction: Overall job
		Please indicate the extent to which each of the following has been a source of stress for you during the <u>past year</u> : (Mark <u>one</u> for each item) 4=Extensive 3=Somewhat 2=Not at All 1=Not Applicable
35	STRESS01	Stress: Managing household responsibilities
35	STRESS02	Stress: Child care
35	STRESS03	Stress: My physical health
35	STRESS04	Stress: Review/promotion process
35	STRESS05	Stress: Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
35	STRESS06	Stress: Committee work
35	STRESS07	Stress: Faculty meetings
35	STRESS08	Stress: Students
35	STRESS09	Stress: Research or publishing demands
35	STRESS10	Stress: Institutional procedures and "red tape"
35	STRESS11	Stress: Teaching load
35	STRESS12	Stress: Lack of personal time
35	STRESS13	Stress: Job security
35	STRESS14	Stress: Self-imposed high expectations
35	STRESS15	Stress: Increased work responsibilities
35	STRESS16	Stress: Institutional budget cuts
36	SEXUALHARASS	Have you been sexually harassed at this institution? 2=Yes 1=No
		In the <u>past year</u> , have you: 2=Yes 1=No
37	PASTACT01	Past Act: Considered leaving academe for another job
37	PASTACT02	Past Act: Considered leaving this institution for another
37	PASTACT03	Past Act: Engaged in public service/professional consulting without pay
37	PASTACT04	Past Act: Received at least one firm job offer elsewhere
37	PASTACT05	Past Act: Sought an early promotion



Q	Variable Name	Variable Description
		For each of the following items, please mark either Yes or No. 2=Yes 1=No
38	GENACT01	Act: Are you a member of a faculty union?
38	GENACT02	Act: Do you plan to retire within the next three years?
38	GENACT03	Act: Have you ever interrupted your professional career for more than one year for family reasons?
38	GENACT04	Act: Have you ever been formally recognized for outstanding teaching at this institution?
39	CITIZEN	Citizenship status: (Mark <u>one</u>) 4=U.S. citizen 3=Permanent resident (green card) 2=Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O-1) 1=None of the above
40	POLIVIEW	How would you characterize your political views? (Mark <u>one</u>) 5=Far left 4=Liberal 3=Middle-of-the-road 2=Conservative 1=Far right
		If given the choice, would you: 5=Definitely Yes 4=Probably Yes 3=Not Sure 2=Probably No 1=Definitely No
41	COMEBACK	Still come to this institution?
41	COLPROF	Still be a college professor?
If FULLSTAT = "2"		
42	SALARY	Please select your base institutional salary. 1=Less than \$10,000 2=\$10,000-19,999 3=\$20,000-29,999 4=\$30,000-39,999 5=\$40,000-49,999 6=\$50,000-59,999 7=\$60,000-69,999 8=\$70,000-79,999 9=\$80,000-89,999 10=\$90,000-99,999 11=\$100,000-124,999 12=\$125,000-149,999 13=\$150,000-199,999 14=\$200,000-249,999 15=\$250,000-499,999 16=\$500,000 or higher
43	SALARYBASE	Your base institutional salary reported above is based on: (Mark <u>one</u>) 1=Less than 9 months 2=9/10 months 3=11/12 months
End		



Q	Variable Name	Variable Description
Part-Time Employees (based on response if FULLSTAT = "1")		
PT42	PTSALARY	<p>Please select your total salary from teaching at this institution for this academic year.</p> <p>1=Less than \$5,000 2=\$5,000-9,999 3=\$10,000-14,999 4=\$15,000-19,999 5=\$20,000-24,999 6=\$25,000-29,999 7=\$30,000-34,999 8=\$35,000-39,999 9=\$40,000-44,999 10=\$45,000-49,999 11=\$50,000-59,999 12=\$60,000-69,999 13=\$70,000-79,999 14=\$80,000-89,999 15=\$90,000-99,999 16=\$100,000 or more</p>
PT43	PTPAY	<p>How much are you paid per course at this institution?</p> <p>1=Less than \$500 2=\$500-999 3=\$1,000-1,499 4=\$1,500-1,999 5=\$2,000-2,499 6=\$2,500-2,999 7=\$3,000-3,499 8=\$3,500-3,999 9=\$4,000-4,499 10=\$4,500-4,999 11=\$5,000-5,499 12=\$5,500-5,999 13=\$6,000-6,499 14=\$6,500-6,999 15=\$7,000-7,499 16=\$7,500-7,999 17=\$8,000-8,499 18=\$8,500-8,999 19=\$9,000-9,499 20=\$9,500-9,999 21=\$10,000 or more</p>
End		



Q	Variable Name	Variable Description
		<p>Please select the most appropriate <u>general area</u> for the following:</p> <ul style="list-style-type: none"> 1=Agriculture/natural resources/related 2=Architecture and related services 3=Area/ethnic/cultural/gender studies 4=Arts (visual and performing) 5=Biological and biomedical sciences 6=Business/management/marketing/related 7=Communication/journalism/ comm. tech 8=Computer/info sciences/support tech 9=Construction trades 10=Education 11=Engineering technologies/technicians 12=English language and literature/letters 13=Family/consumer sciences, human sciences 14=Foreign languages/literature/linguistics 15=Health professions/clinical sciences 16=Legal professions and studies 17=Library science 18=Mathematics and statistics 19=Mechanical/repair technologies/techs 20=Multi/interdisciplinary studies 21=Parks/recreation/leisure/fitness studies 22=Precision production 23=Personal and culinary services 24=Philosophy, religion & theology 25=Physical sciences 26=Psychology 27=Public administration/social services 28=Science technologies/technicians 29=Security & protective services 30=Social sciences (except psych) and history 31=Transportation & materials moving 32=Other



Q	Variable Name	Variable Description
44	MAJOR	Major of highest degree held - General Area
44	DEPT	Department of current faculty appointment - General Area
		Please select the most appropriate <u>disciplinary field</u> for the following:
		101=Agriculture and related sciences
		102=Natural resources and conservation
		103=Agriculture/natural resources/related, other
		201=Architecture and related services
		301=Area/ethnic/cultural/gender studies
		401=Art history, criticism, and conservation
		402=Design & applied arts
		403=Drama/theatre arts and stagecraft
		404=Fine and studio art
		405=Music, general
		406=Music history, literature, and theory
		407=Commercial and advertising art
		408=Dance
		409= Film, video, and photographic arts
		410=Visual and performing arts, other
		501=Biochem/biophysics/molecular biology
		502=Botany/plant biology
		503=Genetics
		504=Microbiological sciences & immunology
		505=Physiology, pathology & related sciences
		506=Zoology/animal biology
		507=Biological & biomedical sciences, other
		601=Accounting and related services
		602=Business admin/management/operations
		603=Business operations support/assistance
		604=Finance/financial management services
		605=Human resources management and svcs
		606=Marketing
		607= Management information systems/services
		608= Business/mgt/marketing/related, other
		701=Communication/journalism/related prgms
		702=Communication technologies/technicians and support svcs
		703=Communication/journalism/comm. tech, other
		801=Computer/info tech administration/mgmt
		802=Computer programming
		803=Computer science
		804=Computer software and media applications
		805=Computer systems analysis
		806=Computer systems networking/telecom
		807=Data entry/microcomputer applications
		808=Data processing
		809=Information science/studies
		810=Computer/info sci/support svcs, other
		901=Construction trades
		1001=Curriculum and instruction
		1002=Educational administration/supervision
		1003=Educational/instructional media design
		1004=Special education and teaching
		1005=Student counseling/personnel services
		1006=Early childhood education and teaching
		1007=Elementary education and teaching
		1008=Secondary education and teaching
		1009=Adult and continuing education/teaching
		1010=Teacher ed: specific levels, other
		1011=Teacher ed: specific subject areas
		1012=Bilingual & multicultural education
		1013=Ed assessment

Q	Variable Name	Variable Description
		1014=Higher education 1015=Education, other
		1101=Biomedical/medical engineering 1102=Chemical engineering 1103=Civil engineering 1104=Computer engineering 1105=Electrical/electronics/comms engineering 1106=Engineering technologies/technicians 1107=Environmental/environmental health eng 1108=Mechanical engineering 1109=Engineering, other
		1201=English language and literature/letters
		1301=Family/consumer sciences, human sciences
		1401=Foreign languages/literature/linguistics
		1501=Alternative/complementary medicine/sys 1502=Chiropractic 1503=Clinical/medical lab science/allied 1504=Dental support services/allied 1505=Dentistry 1506=Health & medical administrative services 1507=Allied health and medical assisting services 1508=Allied health diagnostic, intervention, treatment professions 1509=Medicine, including psychiatry 1510=Mental/social health services and allied 1511=Nursing 1512=Optometry 1513=Osteopathic medicine/osteopathy 1514=Pharmacy/pharmaceutical sciences/admin 1515=Podiatric medicine/podiatry 1516=Public health 1517=Rehabilitation & therapeutic professions 1518=Veterinary medicine 1519=Health/related clinical services, other
		1601=Law 1602=Legal support services 1603=Legal professions and studies, other
		1701=Library science
		1801=Mathematics 1802=Statistics 1803=Mathematics and statistics, other
		1901=Mechanical/repair technologies/techs
		2001=Multi/interdisciplinary studies
		2101=Parks, recreation and leisure studies 2102=Health and physical education/fitness 2103=Parks/recreation/leisure/fitness studies, other
		2201=Precision production
		2301=Culinary arts and related services 2302=Personal and culinary services 2303=Personal and culinary services, other
		2401=Philosophy 2402=Religion/religious studies 2403=Theology and religious vocations 2404=Philosophy, religion & theology, other
		2501=Astronomy & astrophysics 2502=Atmospheric sciences and meteorology 2503=Chemistry 2504=Geological & earth sciences/geosciences 2505=Physics 2506=Physical sciences, other

Q	Variable Name	Variable Description
		2601=Behavioral psychology 2602=Clinical psychology 2603=Education/school psychology 2604=Psychology, other
		2701=Public administration 2702=Social work 2703=Public administration & social svcs other
		2801=Science technologies/technicians
		2901=Corrections 2902=Criminal justice 2903=Fire protection 2904=Police science 2905=Security and protective services, other
		3001=Anthropology (except psychology) 3002=Archeology 3003=Criminology 3004=Demography & population studies 3005=Economics 3006=Geography & cartography 3007=History 3008=International relations & affairs 3009=Political science and government 3010=Sociology 3011=Urban studies/affairs 3012=Social sciences, other
		3101=Transportation and materials moving
		3201=Other
44	MAJORDISC	Major of highest degree held - Specific Discipline
44	DEPTDISC	Department of current faculty appointment - Specific Discipline
45	DEGEARN	Please mark the highest degree you have earned: (Mark one) 1=Bachelor's (B.A., B.S., etc.) 2=Master's (M.A., M.S.) 3=Terminal Master's (M.F.A., M.B.A.) 4=J.D. 5=M.D., D.D.S., D.V.M., etc. (Medical) 6=Ph.D. 7=Professional Doctorate (Ed.D., Psy.D., etc.) 8=Other
46	DEGWORK	Please mark the degree you are currently working on: (Mark <u>one</u>) 1=Bachelor's (B.A., B.S., etc.) 2=Master's (M.A., M.S.) 3=Terminal Master's (M.F.A., M.B.A.) 4=J.D. 5=M.D., D.D.S., D.V.M., etc. (Medical) 6=Ph.D. 7=Professional Doctorate (Ed.D., Psy.D., etc.) 8=Other 9=None
47	ADMCHAIR	Are you currently serving in an administrative position as: (Mark <u>all</u> that apply) 1=Not Marked 2=Marked Department chair
47	ADMDEAN	Dean (including Associate or Assistant)
47	ADMVP	Vice-President
47	ADMPRES	President
47	ADMPROVOST	Provost
47	ADMOTHER	Other
47	ADMNA	Not Applicable

Q	Variable Name	Variable Description
		Are you: (Mark all that apply) 1=Not Marked 2=Marked
48	RACE1	White/Caucasian
48	RACE2	African American/Black
48	RACE3	American Indian/Alaska Native
48	RACE4	East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)
48	RACE5	Filipino
48	RACE6	Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)
48	RACE7	South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)
48	RACE8	Other Asian
48	RACE9	Native Hawaiian/Pacific Islander
48	RACE10	Mexican American/Chicano
48	RACE11	Puerto Rican
48	RACE12	Other Latino
48	RACE13	Other
49	NATENGSP	Is English your primary language? 2=Yes 1=No
50	LGBTQIDEN	What is your sexual orientation? (Mark <u>one</u>) 1=Heterosexual/Straight 2=Gay 3=Lesbian 4=Bisexual 5=Queer 6=Other
51	TGIDEN	Do you identify as transgender? (Mark <u>one</u>) 1=No 2=Yes, male to female 3=Yes, female to male
52	MARITAL	Are you currently: (Mark <u>one</u>) 1=Single 2=In a civil union 3=In a domestic partnership 4=Married 5=Unmarried, living with partner 6=Separated 7=Divorced 8=Widowed
		How many children do you have in the following age ranges? 1=0 2=1 3=2 4=3 5=4+
53	NCHILD1	Under 18 years old
53	NCHILD2	18 years or older
If NCHILD1 ≥ "2"		
53a	CHILDCARE	How satisfied are you with the availability of child care at this institution? 5=Very Satisfied 4=Satisfied 3=Marginally Satisfied 2=Not Satisfied 1=Not Applicable
End		



Q	Variable Name	Variable Description
54	YRBIRTH	<p>Please select the four-digit year of your birth.</p> <ul style="list-style-type: none">1=1998 or later2=19973=19964=19955=19946=19937=19928=19919=199010=198911=198812=198713=198614=198515=198416=198317=198218=198119=198020=197921=197822=197723=197624=197525=197426=197327=197228=197129=197030=196931=196832=196733=196634=196535=196436=196337=196238=196139=196040=195941=195842=195743=195644=195545=195446=195347=195248=195149=195050=194951=194852=194753=194654=194555=194456=194357=194258=1941



Q	Variable Name	Variable Description
		59=1940 60=1939 61=1938 62=1937 63=1936 64=1935 65=1934 66=1933 67=1932 68=1931 69=1930 70=1929 71=1928 72=1927 73=1926 74=1925 75=1924 76=1923 77=1922 78=1921 79=1920 80=1919 81=1918 82=1917 83=1916 or earlier
	GRPA GRPB	Complete the following if directed. Group Code A Group Code B
55	PERMIT	Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information. 2=Yes 1=No



Q	Variable Name	Variable Description
If PERMIT = "2"		
	EMAIL	If "Yes," please confirm your email address:
Local Optional Close-Ended Questions		
		1=A 2=B 3=C 4=D 5=E
56	OPT01	Local Optional Question 1
57	OPT02	Local Optional Question 2
58	OPT03	Local Optional Question 3
59	OPT04	Local Optional Question 4
60	OPT05	Local Optional Question 5
61	OPT06	Local Optional Question 6
62	OPT07	Local Optional Question 7
63	OPT08	Local Optional Question 8
64	OPT09	Local Optional Question 9
65	OPT10	Local Optional Question 10
66	OPT11	Local Optional Question 11
67	OPT12	Local Optional Question 12
68	OPT13	Local Optional Question 13
69	OPT14	Local Optional Question 14
70	OPT15	Local Optional Question 15
71	OPT16	Local Optional Question 16
72	OPT17	Local Optional Question 17
73	OPT18	Local Optional Question 18
74	OPT19	Local Optional Question 19
75	OPT20	Local Optional Question 20
76	OPT21	Local Optional Question 21
77	OPT22	Local Optional Question 22
78	OPT23	Local Optional Question 23
79	OPT24	Local Optional Question 24
80	OPT25	Local Optional Question 25
81	OPT26	Local Optional Question 26
82	OPT27	Local Optional Question 27
83	OPT28	Local Optional Question 28
84	OPT29	Local Optional Question 29
85	OPT30	Local Optional Question 30
Local Optional Open-Ended Questions		
86	OPTOE01	Local Optional Open-Ended Question 1
87	OPTOE02	Local Optional Open-Ended Question 2
88	OPTOE03	Local Optional Open-Ended Question 3
89	OPTOE04	Local Optional Open-Ended Question 4
90	OPTOE05	Local Optional Open-Ended Question 5
Derived Variables		
	RRACE	Responded to race variable 1=No 2=Yes
	RACEGROUP	Race/Ethnicity Group 1=American Indian 2=Asian 3=Black 4=Hispanic 5=White 6=Other 7=Two or more race/ethnicity



Q	Variable Name	Variable Description
	SALARY09 SALARY12	Aggregated - Salary based on 9/10 months (full-time employees only) Aggregated - Salary based on 11/12 months (full-time employees only) 1=Less than \$10,000 2=\$10,000 - \$19,999 3=\$20,000 - \$29,999 4=\$30,000 - \$39,999 5=\$40,000 - \$49,999 6=\$50,000 - \$59,999 7=\$60,000 - \$69,999 8=\$70,000 - \$79,999 9=\$80,000 - \$89,999 10=\$90,000 - \$99,999 11=\$100,000 - \$124,999 12=\$125,000-\$149,999 13=\$150,000-\$199,999 14=\$200,000-\$249,999 15=\$250,000-\$499,999 16=\$500,000 or higher
	AGE	Aggregated Age 12=Less than 1920 11=1920-1943 10=1944-1948 9=1949-1953 8=1954-1958 7=1959-1963 6=1964-1968 5=1969-1973 4=1974-1978 3=1979-1983 2=1984-1992 1=1993 or more
	YRISTAPPOINTA YRAPPOINTA YRTENUREA CCYRTENUREA	Aggregated - Year of 1st academic appointment Aggregated - Year of appointment at present institution Aggregated - If tenured, year tenure was awarded Aggregated - If tenured, year tenure was awarded at CC 1=1976 or less 2=1977-1981 3=1982-1986 4=1987-1991 5=1992-1996 6=1997-2001 7=2002-2006 8=2007-2011 9=2012 or more

Q	Variable Name	Variable Description
	MAJORA DEPTA	Aggregated Major Aggregated Department 1=Agriculture or Forestry (General Area=1) 2=Biological Sciences (General Area=5) 3=Business (General Area=6) 4=Education (General Area=10 and Specific Discipline=2102) 5=Engineering (General Area=11) 6=English (General Area=12) 7=Health-related (General Area=15) 8=History or Political Science (Specific Discipline=3007,3009) 9=Humanities (General Area=14,24) 10=Fine Arts (General Area=2,4,22) 11=Mathematics or Statistics (General Area=18) 12=Physical Sciences (General Area=25) 13=Social Sciences (General Area=3,26,27 and Specific Discipline=3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) 14=Other Technical (General Area=8,19,28) 15=Other Non-technical (General Area=7,9,13,16,17,20,23,29,31,32 and Specific Discipline=2101,2103)
	STEM	Faculty works in STEM Department 1=Non-STEM 2=STEM
	RESTYPE1 RESTYPE2 RESTYPE3 RESTYPE4 RESTYPE5	Full-time Undergraduate Faculty Part-time Undergraduate Faculty Full-time Administrator Graduate-only Faculty Other Staff 1=No 2=Yes
	SUBMITDATE	Date web survey submitted
	NORMSTAT	Norms status 1=In norms 2=Not in norms
	FACWGT	Faculty weight
Mentoring Module		
1 1 1 1 1 1	MENTRATE01 MENTRATE02 MENTRATE03 MENTRATE04 MENTRATE05 MENTRATE06	How would you rate yourself as a mentor in the following areas: 5=A Major Strength 4=Somewhat Strong 3=Average 2=Somewhat Weak 1=A Major Weakness Mentorship Rating: Providing constructive feedback to your mentees Mentorship Rating: Taking into account the biases and prejudices you bring into the mentor/mentee relationship Mentorship Rating: Working effectively with mentees whose personal background is different from your own (age, race, gender, class, religion, sexual orientation, etc.) Mentorship Rating: Being an advocate for your mentees Mentorship Rating: Helping your mentees network effectively Mentorship Rating: Helping your mentees acquire financial resources (e.g., scholarships, fellowships, grants)

Q	Variable Name	Variable Description
2	MENTUG	<p>Please answer the following questions about mentoring <u>undergraduate</u> students. How many undergraduate students do you currently mentor?</p> <p>1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11-15 13=16-20 14=21-25 15=26-30 16=31 or more</p>
If MENTUG ≥ "2"		
3	COMMUG	<p>How often do you typically communicate with your undergraduate mentee(s)?</p> <p>5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly</p>
4	MENGUG01	<p>To what extent do you work with your undergraduate mentees on the following:</p> <p>5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p> <p>Engage UG: Educational choices and strategies</p> <p>Engage UG: Their research projects and interests</p>
4	MENGUG02	
5	MENTORUG01	<p>To what extent have you:</p> <p>5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p> <p>Mentor UG: Explored career options with your undergraduate mentee(s)</p> <p>Mentor UG: Served as a role model to your undergraduate mentee(s)</p> <p>Mentor UG: Gone out of your way to promote your undergraduate mentees' academic interests</p> <p>Mentor UG: Conveyed empathy for concerns or feelings your undergraduate mentees have discussed with you</p>
5	MENTORUG02	
5	MENTORUG03	
5	MENTORUG04	
End		

Q	Variable Name	Variable Description
6	MENTGRAD	<p>Please answer the following questions about mentoring <u>graduate</u> students. How many graduate students do you currently mentor?</p> <p>1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11-15 13=16-20 14=21-25 15=26-30 16=31 or more</p>
If MENTGRAD ≥ "2"		
7	COMMGRAD	<p>How often do you typically communicate with your graduate mentee(s)?</p> <p>5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly</p>
8	MENGGRAD01	<p>To what extent do you work with your graduate mentees on the following:</p> <p>5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p> <p>Engage Grad: Educational choices and strategies</p>
8	MENGGRAD02	<p>Engage Grad: Their research projects and interests</p>
9	MENTORGRAD01	<p>To what extent have you:</p> <p>5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p> <p>Mentor Grad: Explored career options with your graduate mentee(s)</p>
9	MENTORGRAD02	Mentor Grad: Served as a role model to your graduate mentee(s)
9	MENTORGRAD03	Mentor Grad: Gone out of your way to promote your graduate mentees' academic interests
9	MENTORGRAD04	Mentor Grad: Conveyed empathy for concerns or feelings your graduate mentees have discussed with you
End		
10	MENTFAC	<p>Please answer the following questions about mentoring faculty. How many faculty members do you currently mentor at this institution?</p> <p>1=0 2=1 3=2 4=3 5=4 6=5 7=6-10 8=11 or more</p>

Q	Variable Name	Variable Description
If MENTFAC ≥ "2"		
11	COMMFAC	How often do you typically communicate with your faculty mentee(s)? 5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly
12	MENGFAC01	To what extent do you work with your graduate mentees on the following: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All Engage Faculty: Their research Engage Faculty: Their teaching Engage Faculty: Their review, tenure, and promotion
12	MENGFAC02	
12	MENGFAC03	
13	MENTORFAC01	To what extent have you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All Mentor Faculty: Served as a role model to your faculty mentee(s) Mentor Faculty: Conveyed empathy for concerns or feelings your faculty mentees have discussed with you
13	MENTORFAC02	
Campus Climate Module		
1	CLIMOPN01	Please indicate the extent to which you agree or disagree with the following statements. This institution: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly Climate Opinion: Lacks strategic diversity goals and plans Climate Opinion: Has a long-standing commitment to diversity Climate Opinion: Has standard reporting procedures for incidents of harassment or discrimination
1	CLIMOPN02	
1	CLIMOPN03	
2	DISCRIMACT01	Please indicate how often at this institution you have: 5=Very Often 4=Often 3=Sometimes 2=Seldom 1=Never Act: Assisted a student who had experienced discrimination Act: Counseled a student who had been sexually assaulted Act: Witnessed discrimination Act: Reported an incident of discrimination to a campus authority Act: Reported an incident of sexual harassment to a campus authority Act: Been discriminated against or excluded from activities because of my race/ethnicity Act: Been discriminated against or excluded from activities because of my gender Act: Been discriminated against or excluded from activities because of my sexual orientation Act: Been discriminated against or excluded from activities because of my other identity Act: Heard insensitive or disparaging <u>racial</u> remarks Act: Heard insensitive or disparaging remarks about <u>women</u> Act: Heard insensitive or disparaging comments about <u>LGBTQ individuals</u>
2	DISCRIMACT02	
2	DISCRIMACT03	
2	DISCRIMACT04	
2	DISCRIMACT05	
2	DISCRIMACT06	
2	DISCRIMACT07	
2	DISCRIMACT08	
2	DISCRIMACT09	
2	DISCRIMACT10	
2	DISCRIMACT11	
2	DISCRIMACT12	

Q	Variable Name	Variable Description
		How satisfied are you with the following aspects of your institution? 5=Very Satisfied 4=Satisfied 3=Neutral 2=Dissatisfied 1=Very Dissatisfied
3	CMPSAT01	Satisfaction: Atmosphere for political differences
3	CMPSAT02	Satisfaction: Atmosphere for religious differences
3	CMPSAT03	Satisfaction: Atmosphere for differences in sexual orientation
3	CMPSAT04	Satisfaction: Administrative response to incidents of discrimination
3	CMPSAT05	Satisfaction: Administrative response to reports of sexual assault
3	CMPSAT06	Satisfaction: Administrative response to student concerns about exclusion or marginality
		Please rate your satisfaction with <u>your department</u> in each area: 5=Very Satisfied 4=Satisfied 3=Neutral 2=Dissatisfied 1=Very Dissatisfied
4	DEPTSAT01	Satisfaction: Collegiality among faculty
4	DEPTSAT02	Satisfaction: Tolerance of different faculty opinions and beliefs
4	DEPTSAT03	Satisfaction: Representation of women faculty
4	DEPTSAT04	Satisfaction: Representation of racial/ethnic minority faculty
4	DEPTSAT05	Satisfaction: Acceptance of differences in sexual orientation
4	DEPTSAT06	Satisfaction: Student respect for my role in the classroom
Spirituality Module		
		Indicate the importance to you of each of the following educational goals for undergraduate students: 4=Essential 3=Very Important 2=Somewhat Important 1=Not Important
1	SPIRGOAL01	Goal: Enhancing spiritual development
1	SPIRGOAL02	Goal: Facilitating the search for meaning/purpose in life
1	SPIRGOAL03	Goal: Becoming more conversant with different religious traditions
1	SPIRGOAL04	Goal: Becoming more conversant with different spiritual practices
		Indicate the extent to which you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
2	SPIRACT01	Activity: Engage in self-reflection
2	SPIRACT02	Activity: Consider yourself a religious person
2	SPIRACT03	Activity: Consider yourself a spiritual person
2	SPIRACT04	Activity: Engage in prayer
2	SPIRACT05	Activity: Engage in meditation
2	SPIRACT06	Activity: Seek opportunities to grow spiritually
2	SPIRACT07	Activity: Encourage discussion of religious and spiritual matters among students
2	SPIRACT08	Activity: Engage in discussion of religious and spiritual matters with students

Q	Variable Name	Variable Description
		Please indicate your agreement with each of the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly
3	SPIROPN01	Opinion: Colleges should be concerned with facilitating undergraduate students' spiritual development
3	SPIROPN02	Opinion: The spiritual dimension of faculty members' lives has no place in the academy
3	SPIROPN03	Opinion: I am conflicted about my religious/spiritual beliefs
3	SPIROPN04	Opinion: I follow the religious/spiritual beliefs of this institution
		Indicate the importance to you personally of each of the following: 4=Essential 3=Very Important 2=Somewhat Important 1=Not Important
4	SPIROBJ01	Objective: Integrating spirituality into my life
4	SPIROBJ02	Objective: Serving as a spiritual/religious advisor to students
STEM Module		
		In the courses you have taught in the <u>past year</u> , how often do you: 5=Always 4=Frequently 3=Occasionally 2=Rarely 1=Never
1	GENSTEM01	Course: Integrate authentic (i.e., not "cookbook") research experiences into labs
1	GENSTEM02	Course: Incorporate mini-labs into lecture
		In the STEM courses you have taught in the <u>past year</u> , how often do you encourage students to: 5=Always 4=Frequently 3=Occasionally 2=Rarely 1=Never
2	SCISKILL01	Science Skill: Use technical science skills (use of tools, instruments, and/or techniques)
2	SCISKILL02	Science Skill: Generate a research question
2	SCISKILL03	Science Skill: Determine how to collect appropriate data
2	SCISKILL04	Science Skill: Explain the results of a study
2	SCISKILL05	Science Skill: Use scientific literature to guide research
2	SCISKILL06	Science Skill: Integrate results from multiple studies
2	SCISKILL07	Science Skill: Ask relevant questions
2	SCISKILL08	Science Skill: Identify what is known and not known about a problem
2	SCISKILL09	Science Skill: Understand scientific concepts
2	SCISKILL10	Science Skill: See connections between different areas of science and mathematics
		To what extent are the following statements true of you: (Mark one in each row) 5=Strongly Agree 4=Somewhat Agree 3=Neutral 2=Disagree Somewhat 1=Disagree Strongly
3	SCIASSOC01	Science Assoc: I have a strong sense of belonging to a community of scientists
3	SCIASSOC02	Science Assoc: I derive great personal satisfaction from working on a team that is doing important research
3	SCIASSOC03	Science Assoc: I think of myself as a scientist
3	SCIASSOC04	Science Assoc: I feel like I belong in the field of science
		To what extent do you structure your STEM courses so that students: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
4	STEMSTRUCT01	Structure: Develop a stronger interest in STEM disciplines
4	STEMSTRUCT02	Structure: Have the foundational knowledge for advanced study in STEM



Q	Variable Name	Variable Description
Institutional Characteristics		
	STRAT	CIRP Stratification Cell 1=Public Universities - low 2=Public Universities - medium 3=Public Universities high 3=Public Universities - high 4=Private Universities - medium 5=Private Universities - high 6=Private Universities - very high 7=Public 4yr Colleges - low 8=Public 4yr Colleges - medium 9=Public 4yr Colleges - high 10=Public 4yr Colleges - unknown 11=Private/Nonsectarian 4yr Colleges - low 12=Private/Nonsectarian 4yr Colleges - medium 13=Private/Nonsectarian 4yr Colleges - high 14=Private/Nonsectarian 4yr Colleges - very high 15=Private/Nonsectarian 4yr Colleges - unknown 16=Catholic 4yr Colleges - low 17=Catholic 4yr Colleges - medium 18=Catholic 4yr Colleges - high 19=Catholic 4yr Colleges - unknown 20=Other Religious 4yr Colleges - very low 21=Other Religious 4yr Colleges - low 22=Other Religious 4yr Colleges - medium 23=Other Religious 4yr Colleges - high 24=Other Religious 4yr Colleges - unknown 25=Public 2yr Colleges - very low 26=Public 2yr Colleges - low 27=Public 2yr Colleges - medium 28=Public 2yr Colleges - high 29=Public 2yr Colleges - very high 30=Private 2yr Colleges - very low 31=Private 2yr Colleges - low 32=Private 2yr Colleges - medium 33=Private 2yr Colleges - high 34=HBCU Public 4yr Colleges 35=HBCU Private 4yr Colleges 36=HBCU Public 2yr Colleges 37=HBCU Private 2yr Colleges 38=HBCU Other Religious 4yr Colleges 39=HBCU Catholic 4yr Colleges 40=HBCU Public Universities 41=HBCU Private Universities 99=Other
	STATE	Institution State
	HERIREG	HERI Region 1=East 2=Midwest 3=South 4=West



Q	Variable Name	Variable Description
	OBEREG	OBE Region 1=New England - CT ME MA NH RI VT 2=Mid East - DE DC MD NJ NY PA 3=Great Lakes - IL IN MI OH WI 4=Plains - IA KS MN MO NE ND SD 5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other
	HBCU	HBCU Flag 1=Not HBCU 2=Public HBCU 3=Private HBCU
	SELECTIVITY	Institution Selectivity
	INSTTYPE	Institution Type 1=University 2=4-year 3=2-year
	INSTCONT	Institution Control 1=Public 2=Private
	COMPGROUP1	Comparison Group 1 1=Public Universities 2=Private Universities 3=Public 4yr Colleges 4=Private/Nonsectarian 4yr Colleges 5=Catholic 4yr Colleges 6=Other Religious 4yr Colleges 7=Public 2yr Colleges 8=Private 2yr Colleges
	COMPGROUP2	Comparison Group 2 1=Public/Private Universities, Public 4yr Colleges 2=Nonsectarian, Catholic, Other Religious 4yr Colleges 3=Public 2yr Colleges 4=Private 2yr Colleges
	COMPGROUP3	Comparison Group 3 1=All Baccalaureate Institutions 2=All Two-Year Colleges
Fac Constructs - Scores		
	PEDAGOGY FACROLE_UG PRODUCTIVITY CM_PRACTICE CM_VALUES SATIS_WORKPLACE SATIS_COMPENSATION STRESS IP_DIVERSITY IP_ENGAGEMENT	Student-Centered Pedagogy Faculty Roles in Undergraduate Education Scholarly Productivity Civic Minded Practice Civic Minded Values Workplace Satisfaction Satisfaction with Compensation Career Related Stress Inst Priority: Commitment to Diversity Inst Priority: Civic Engagement



Q	Variable Name	Variable Description
Fac Constructs - Groups		
	PEDAGOGY_GRP FACROLE_UG_GRP PRODUCTIVITY_GRP CM_PRACTICE_GRP CM_VALUES_GRP SATIS_WORKPLACE_GRP SATIS_COMPENSATION_GRP STRESS_GRP IP_DIVERSITY_GRP IP_ENGAGEMENT_GRP	1=Low score 2=Average Score 3=High score Student-Centered Pedagogy Group Faculty Roles in Undergraduate Education Group Scholarly Productivity Group Civic Minded Practice Group Civic Minded Values Group Workplace Satisfaction Group Satisfaction with Compensation Group Career Related Stress Group Inst Priority: Commitment to Diversity Group Inst Priority: Civic Engagement Group
	PARTIAL	Partial web survey response 1=No 2=Yes, did not save response 3=Yes, saved response and returned but did not submit survey
	INCOMPLETE	Incomplete Partial Response 1=Complete or partially complete response 2=Break-off/Incomplete