

Q	Variable Name	Variable Description
	ACE	Institutional ID
	SUBJID	Subject I.D.
	GRPA GRP B	Complete the following if directed. Group Code A Group Code B
1	YR1STAPPOINT	In what year did you receive your first academic appointment? 1=2020 2=2019 3=2018 4=2017 5=2016 6=2015 7=2014 8=2013 9=2012 10=2011 11=2010 12=2009 13=2008 14=2007 15=2006 16=2005 17=2004 18=2003 19=2002 20=2001 21=2000 22=1999 23=1998 24=1997 25=1996 26=1995 27=1994 28=1993 29=1992 30=1991 31=1990 32=1989 33=1988 34=1987 35=1986 36=1985 37=1984 38=1983 39=1982 40=1981 41=1980 42=1979 43=1978 44=1977 45=1976 46=1975 47=1974 48=1973 49=1972 50=1971 51=1970 52=1969 53=1968 54=1967 55=1966 56=1965 57=1964 58=1963 59=1962 60=1961 61=1960

		62=1959 63=1958 64=1957 65=1956 66=1955 67=1954 68=1953 69=1952 70=1951 71=1950 or earlier
2	YRAPPOINT	In what year were you first appointed at this institution? 1=2020 2=2019 3=2018 4=2017 5=2016 6=2015 7=2014 8=2013 9=2012 10=2011 11=2010 12=2009 13=2008 14=2007 15=2006 16=2005 17=2004 18=2003 19=2002 20=2001 21=2000 22=1999 23=1998 24=1997 25=1996 26=1995 27=1994 28=1993 29=1992 30=1991 31=1990 32=1989 33=1988 34=1987 35=1986 36=1985 37=1984 38=1983 39=1982 40=1981 41=1980 42=1979 43=1978 44=1977 45=1976 46=1975 47=1974 48=1973 49=1972 50=1971 51=1970 52=1969 53=1968 54=1967 55=1966 56=1965 57=1964

		58=1963 59=1962 60=1961 61=1960 62=1959 63=1958 64=1957 65=1956 66=1955 67=1954 68=1953 69=1952 70=1951 71=1950 or earlier
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=2020 2=2019 3=2018 4=2017 5=2016 6=2015 7=2014 8=2013 9=2012 10=2011 11=2010 12=2009 13=2008 14=2007 15=2006 16=2005 17=2004 18=2003 19=2002 20=2001 21=2000 22=1999 23=1998 24=1997 25=1996 26=1995 27=1994 28=1993 29=1992 30=1991 31=1990 32=1989 33=1988 34=1987 35=1986 36=1985 37=1984 38=1983 39=1982 40=1981

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 66=1955
 67=1954
 68=1953
 69=1952
 70=1951
 71=1950 or earlier

Community Colleges

CC3	CCSTATUS	What is your current status at this institution? 1=Tenured 2=Probationary, Tenure Track 3=Renewable Contract Instructor (e.g., Adjunct)
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If CCSTATUS = "1"

CC3a	CCYRTENURE	In what year did you receive tenure at this institution? 1=2020 2=2019 3=2018 4=2017 5=2016 6=2015 7=2014 8=2013 9=2012 10=2011 11=2010 12=2009 13=2008 14=2007 15=2006 16=2005 17=2004 18=2003 19=2002 20=2001 21=2000 22=1999 23=1998 24=1997 25=1996 26=1995 27=1994 28=1993 29=1992 30=1991
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		31=1990 32=1989 33=1988 34=1987 35=1986 36=1985 37=1984 38=1983 39=1982 40=1981 41=1980 42=1979 43=1978 44=1977 45=1976 46=1975 47=1974 48=1973 49=1972 50=1971 51=1970 52=1969 53=1968 54=1967 55=1966 56=1965 57=1964 58=1963 59=1962 60=1961 61=1960 62=1959 63=1958 64=1957 65=1956 66=1955 67=1954 68=1953 69=1952 70=1951 71=1950 or earlier
End		
CC4	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
6d	PTREASON01	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=Somewhat Disagree 1=Strongly Disagree PT Reason: My part-time position is an important source of income for me PT Reason: Compensation is not a major consideration in my decision to teach part-time PT Reason: Part-time teaching is a stepping-stone to a full-time position PT Reason: My part-time position provides benefits (e.g., health insurance, retirement) that I need PT Reason: Teaching part-time fits my current lifestyle PT Reason: Full-time positions were not available PT Reason: My expertise in my chosen profession is relevant to the course(s) I teach
6d	PTREASON02	
6d	PTREASON03	
6d	PTREASON04	
6d	PTREASON05	
6d	PTREASON06	
6d	PTREASON07	
6e	PTRESOURCES01	Mark all institutional resources available to you in your last term as <u>part-time</u> faculty. (Mark all that apply) 1=Not Marked 2=Marked PT Resources: Use of private office PT Resources: Shared office space PT Resources: A personal computer PT Resources: An email account PT Resources: A phone/voicemail PT Resources: Professional development funds PT Resources: Printer access (i.e., free printing) PT Resources: Parking privileges
6e	PTRESOURCES02	
6e	PTRESOURCES03	
6e	PTRESOURCES04	
6e	PTRESOURCES05	
6e	PTRESOURCES07	
6e	PTRESOURCES08	
6e	PTRESOURCES09	
6f	PTOPN01	Please indicate your agreement with the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree Part-time instructors at this institution: PT Opinion: Are given specific training before teaching PT Opinion: Rarely get hired into full-time positions PT Opinion: Receive respect from students PT Opinion: Are primarily responsible for introductory classes PT Opinion: Have no guarantee of employment security PT Opinion: Have access to support services (e.g., administrative assistance) PT Opinion: Are compensated for advising/counseling students PT Opinion: Are required to attend meetings PT Opinion: Have good working relationships with the administration PT Opinion: Are respected by full-time faculty PT Opinion: Are paid fairly PT Opinion: Have input in course designs PT Opinion: Are included in faculty governance
6f	PTOPN02	
6f	PTOPN03	
6f	PTOPN04	
6f	PTOPN05	
6f	PTOPN06	
6f	PTOPN07	
6f	PTOPN08	
6f	PTOPN09	
6f	PTOPN10	
6f	PTOPN11	
6f	PTOPN12	
6f	PTOPN13	
6g	PTTEACH	PTTEACH: Aside from this institution, at how many other institutions do you teach? 1=0 2=1 3=2 4=3 5=4 6=5 or more
6h	PTCRSASSIGN	For the <u>current term</u>, how far in advance of the beginning of the term did you receive your course assignments? 1=Less than 1 week 2=1-2 weeks 3=3-4 weeks 4=1-3 months 5=More than 3 months
End		
7	TGIDEN	Do you identify as transgender? (Mark <u>one</u>) 2=Yes

		1=No
8	GENDERIDENTITY	What is your current gender identity? 1=Man/Trans man 2=Woman/Trans woman 3=Genderqueer/ Gender non-conforming 4=Not listed above [free response]
8a	GENDERIDENTITYTEXT	Current gender identity [free response]
9	PRINACT	What is your principal activity in your current position at this institution? (Mark one) 1=Administration 2=Teaching 3=Research 4=Services to clients and patients 5=Other
10	IMPTRTS1	Personally, how important to you is: 4=Essential 3=Very Important 2=Somewhat Important 1=Not Important Importance: Research Importance: Teaching Importance: Service
10	IMPTRTS2	
10	IMPTRTS3	
11	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 or more
Course Information (based on response to If COURSENUM ≥ "2")		
11a	CRSTYPE01	How many of the courses that you are teaching <u>this term</u> are: 1=0 2=1-2 3=3-4 4=5+ 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
11a	CRSTYPE02	
11a	CRSTYPE03	
11a	CRSTYPE04	
11a	CRSTYPE06	
11b	CRSPACES02	How many of these courses that you are teaching <u>this term</u> are being taught at another institution: 1=0 2=1-2 3=3-4 4=5+
End		
Course Information (based on response to If COURSENUM = "1")		
11c	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		
12	UGFAC	In the <u>past year</u>, have you worked with or taught undergraduate students at this institution? 2=Yes 1=No
13	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)		
		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
13a	GRADACT01	Act: Met with graduate students to discuss their research interests
13a	GRADACT03	Act: Mentored graduate students
13a	GRADACT04	Act: Helped graduate students access professional networks
13a	GRADACT05	Act: Presented with graduate students at conferences
13a	GRADACT06	Act: Published with graduate students
13a	GRADACT07	Act: Included graduate students in research grant writing
		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
13b	THESSSERV	How many master's thesis committees have you served on or are currently serving?
13b	DISSERTSERV	How many dissertation committees have you served on or are currently serving?
If THESSSERV ≥ "2"		
13bi	THESSCHAIR	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		
If DISSERTSERV ≥ "2"		
13bii	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		
13c	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
		Rate your agreement with the following statements: 4=Strongly Agree

		3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree
13d	GRADOPN01	Opinion: Graduate students in this program must compete for research opportunities
13d	GRADOPN02	Opinion: It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills
13d	GRADOPN13	Opinion: This graduate program enrolls too few international students
13d	GRADOPN05	Opinion: Graduate students work well together in this program
13d	GRADOPN06	Opinion: I have encountered instances of academic dishonesty among graduate students
13d	GRADOPN07	Opinion: Graduate students in this program are trained to conduct research responsibly and ethically
13d	GRADOPN08	Opinion: Graduate students in this program receive adequate instruction on becoming good teachers
13d	GRADOPN10	Opinion: Faculty in my department are good mentors for graduate students
13d	GRADOPN11	Opinion: Most graduate students in this program move on to faculty positions
13d	GRADOPN12	Opinion: Most graduate students in this program move into positions outside of academia
End		
		During the <u>past three years</u>, have you: (Mark <u>one</u> for each item) 2=Yes 1=No
14	TCHACT08	Activity: Advised student groups involved in service/volunteer work
14	TCHACT09	Activity: Collaborated with the local community on research/teaching to address their needs
14	TCHACT10	Activity: Conducted research or writing focused on international/global issues
14	TCHACT11	Activity: Conducted research or writing focused on racial or ethnic minorities
14	TCHACT12	Activity: Conducted research or writing focused on women or gender issues
14	TCHACT40	Activity: Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues
14	TCHACT46	Activity: Conducted research or writing focused on biomedical science fields
14	TCHACT15	Activity: Engaged in academic research that spans multiple disciplines
14	TCHACT41	Activity: Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)
14	TCHACT47	Activity: Written research grants
14	TCHACT21	Activity: Received funding for your work from foundations
14	TCHACT22	Activity: Received funding for your work from state or federal government
14	TCHACT23	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
15	TCHACT01	Teaching Activity: Taught an honors course
15	TCHACT02	Teaching Activity: Taught an interdisciplinary course
15	TCHACT42	Teaching Activity: Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)
15	TCHACT05	Teaching Activity: Taught a service learning course
15	TCHACT06	Teaching Activity: Taught a course exclusively online
15	TCHACT43	Teaching Activity: Participated in organized activities around enhancing pedagogy or student learning
15	TCHACT16	Teaching Activity: Taught a seminar for first-year students
15	TCHACT45	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
16	UGENGAGE01	UG Engage: Presented with undergraduate students at conferences
16	UGENGAGE02	UG Engage: Published with undergraduates
16	UGENGAGE03	UG Engage: Engaged undergraduates on your research project(s)
16	UGENGAGE04	UG Engage: Worked with undergraduates on their research project(s)
17	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
18	UGADVISE	<p>How many undergraduates do you currently advise?</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=11-20 13=21-30 14=31-40 15=41-50 16=51-60 17=61 or more</p>
If UGADVISE ≥ "2"		
19	ADVACT03	<p>During the <u>past year</u>, how often have you done each of the following with your undergraduate advisees?</p> <p>3=Frequently 2=Occasionally 1=Not at All</p> <p>Advise Act: Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</p>
19	ADVACT15	Advise Act: Helped them plan their course of study
19	ADVACT07	Advise Act: Discussed their academic performance
19	ADVACT08	Advise Act: Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)
19	ADVACT09	Advise Act: Discussed career and post-graduation goals
End		
20	DEVELOP01	<p>During the <u>past year</u>, have you taken advantage of any of the following professional development opportunities provided by this institution?</p> <p>4=Yes 3=No 2=Not Eligible 1=Not Available</p> <p>Prof Develop: Funded workshops focused on teaching</p>
20	DEVELOP11	Prof Develop: Funded workshops focused on research skills development
20	DEVELOP12	Prof Develop: Funded workshops focused on grant writing
20	DEVELOP02	Prof Develop: Paid sabbatical leave
20	DEVELOP03	Prof Develop: Travel funds paid by the institution
20	DEVELOP04	Prof Develop: Internal grants for research
20	DEVELOP05	Prof Develop: Training for administrative leadership
20	DEVELOP14	Prof Develop: Training for promoting inclusion and facilitating difficult conversations
20	DEVELOP06	Prof Develop: Incentives to develop new courses
20	DEVELOP07	Prof Develop: Incentives to integrate technology into your classroom
20	DEVELOP13	Prof Develop: Resources to integrate culturally-competent practices into your classroom
21	PUBLISH01	<p>How many of the following have you published?</p> <p>1=None 2=1-2 3=3-4 4=5-10 5=11-20 6=21-50 7=51+</p> <p>Publish: Articles in academic or professional journals</p>
21	PUBLISH02	Publish: Chapters in edited volumes
21	PUBLISH03	Publish: Books, manuals, monographs, or research reports
21	PUBLISH04	Publish: Other, such as patents or computer software products
22	NPERFS	<p>In the <u>past three years</u>, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</p> <p>1=None 2=1-2 3=3-4 4=5-10</p>

		5=11-20 6=21+
If NPERFS ≥ "2"		
22a 22a	NPERFSSO NPERFSCO	How many of these exhibitions, recordings, or performances were: 1=None 2=1-2 3=3-4 4=5-10 5=11-20 6=21+ Solo/Individual Collaborative
End		
23	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+
If NPUBS ≥ "2"		
23a 23a	NPUBSO NPUBSCO	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+ Solo-authored 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+
24	HPW01	Hours per Week: Scheduled teaching (give actual, not credit hours)
24	HPW02	Hours per Week: Preparing for teaching (including reading student papers and grading)
24	HPW03	Hours per Week: Advising or counseling students
24	HPW04	Hours per Week: Committee work and meetings
24	HPW05	Hours per Week: Research and scholarly writing
24	HPW06	Hours per Week: Other creative products/performances
24	HPW07	Hours per Week: Community or public service
24	HPW08	Hours per Week: Outside consulting/freelance work
24	HPW09	Hours per Week: Household/childcare duties
24	HPW10	Hours per Week: Serving as a caregiver for another adult
24	HPW11	Hours per Week: Other employment outside of academia
24	HPW12	Hours per Week: Personal time (e.g., exercise, hobbies, relaxing)
		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
25	MNDHAB01	Habits of Mind: Ask questions in class
25	MNDHAB02	Habits of Mind: Support their opinions with a logical argument
25	MNDHAB03	Habits of Mind: Seek solutions to problems and explain them to others
25	MNDHAB12	Habits of Mind: Analyze multiple sources of information before coming to a conclusion
25	MNDHAB05	Habits of Mind: Evaluate the quality or reliability of information they receive
25	MNDHAB06	Habits of Mind: Take risks for potential gains
25	MNDHAB07	Habits of Mind: Seek alternative solutions to a problem
25	MNDHAB08	Habits of Mind: Look up scientific research articles and resources
25	MNDHAB09	Habits of Mind: Explore topics on their own, even though it was not required for a class
25	MNDHAB10	Habits of Mind: Accept mistakes as part of the learning process
25	MNDHAB15	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
26	CRSASSIGN02	Assignment: Write in the specific style or format of your discipline
26	CRSASSIGN05	Assignment: Describe how different perspectives would affect the interpretation of a question or issue in your discipline
26	CRSASSIGN07	Assignment: Discuss the ethical or moral implications of a course of action
26	CRSASSIGN12	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
27	INSTMETHOD01	Instructional Method: Class discussions
27	INSTMETHOD02	Instructional Method: Cooperative learning (small groups)
27	INSTMETHOD03	Instructional Method: Experiential learning/Field studies
27	INSTMETHOD25	Instructional Method: Performances/Demonstrations
27	INSTMETHOD06	Instructional Method: Group projects
27	INSTMETHOD07	Instructional Method: Extensive lecturing
27	INSTMETHOD08	Instructional Method: Multiple drafts of written work
27	INSTMETHOD10	Instructional Method: Reflective writing/Journaling
27	INSTMETHOD11	Instructional Method: Community service as part of coursework
27	INSTMETHOD12	Instructional Method: Electronic quizzes with immediate feedback in class
27	INSTMETHOD13	Instructional Method: Real-life problems
27	INSTMETHOD14	Instructional Method: Student inquiry to drive learning
		In how many of the courses that you teach do you use each of the following?
		4=All 3=Most 2=Some 1=None
28	INSTMETHOD15	Instructional Method: Readings on racial and ethnic issues

28	INSTMETHOD16	Instructional Method: Readings on women or gender issues
28	INSTMETHOD29	Instructional Method: Supplemental instruction outside of class and office hours
28	EVALMETHOD06	Evaluation Method: Student presentations
28	EVALMETHOD08	Evaluation Method: Student evaluations of each others' work
28	EVALMETHOD09	Evaluation Method: Grading on a curve
28	INSTMETHOD30	Instructional Method: Rubric-based assessment
28	INSTMETHOD26	Instructional 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)
29	CRSTECH01	How frequently do you incorporate the following forms of technology into your courses? 3=Frequently 2=Occasionally 1=Not at All
29	CRSTECH03	Course Technology: Videos or podcasts
29	CRSTECH05	Course Technology: Simulations/animations
29	CRSTECH06	Course Technology: Online homework or virtual labs
29	CRSTECH07	Course Technology: Online discussion boards
		Course Technology: Audience response systems to gauge students' understanding (e.g., clickers)
30	UGGOAL18	Please indicate the extent to which you agree it is your role to: 4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree
30	UGGOAL02	UG Goal: Encourage students to become agents of social change
30	UGGOAL03	UG Goal: Prepare students for employment after college
30	UGGOAL04	UG Goal: Prepare students for graduate or advanced education
30	UGGOAL05	UG Goal: Develop students' moral character
30	UGGOAL07	UG Goal: Provide for students' emotional development
30	UGGOAL10	UG Goal: Help students develop personal values
30	UGGOAL14	UG Goal: Enhance students' knowledge of and appreciation for other racial/ethnic groups
30	UGGOAL17	UG Goal: Promote students' ability to write effectively UG Goal: Encourage respect for different beliefs
31	VIEW01	Please indicate your agreement with each of the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree
31	VIEW05	View: The chief benefit of a college education is that it increases one's earning power
31	VIEW08	View: A racially/ethnically diverse student body enhances the educational experience of all students
31	VIEW09	View: Colleges have a responsibility to work with their surrounding communities to address local issues
31	VIEW31	View: Private funding sources often prevent researchers from being completely objective in the conduct of their work
31	VIEW34	View: I try to dispel perceptions of competition in my classroom
31	VIEW35	View: Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource
31	VIEW32	View: I feel I have the skills to facilitate conversations about diversity issues in the classroom
31	VIEW33	View: I achieve a healthy balance between my personal life and my professional life
		View: I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar
32	INSTOPN48	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) 4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree
32	INSTOPN06	Inst Opinion: This institution has effective hiring practices and policies that increase faculty diversity
32	INSTOPN09	Inst Opinion: Student Affairs staff have the support and respect of faculty
32	INSTOPN10	Inst Opinion: There is a lot of campus racial conflict here
32	INSTOPN11	Inst Opinion: My research is valued by faculty in my department
32	INSTOPN49	Inst Opinion: My teaching is valued by faculty in my department
32	INSTOPN15	Inst Opinion: My service is valued by faculty in my department Inst Opinion: Faculty are sufficiently involved in campus decision-making

32	INSTOPN52	Inst Opinion: The faculty are typically at odds with campus administration
32	INSTOPN53	Inst Opinion: Faculty here respect each other
32	INSTOPN44	Inst Opinion: Administrators consider faculty concerns when making policy
32	INSTOPN17	Inst Opinion: This institution takes responsibility for educating underprepared students
32	INSTOPN18	Inst Opinion: The criteria for advancement and promotion decisions are clear
32	INSTOPN19	Inst Opinion: Most of the students I teach lack the basic skills for college level work
32	INSTOPN20	Inst Opinion: There is adequate support for faculty development
32	INSTOPN51	Inst Opinion: Faculty are not prepared to deal with conflict over diversity issues in the classroom
32	INSTOPN54	Inst Opinion: This institution takes mentoring into consideration in the promotion process
32	INSTOPN12	Inst Opinion: Faculty of color are treated fairly here
32	INSTOPN13	Inst Opinion: Women faculty are treated fairly here
32	INSTOPN14	Inst Opinion: LGBTQ+ faculty are treated fairly here
		Indicate how important you believe each priority listed below is at your college or university: 4=Highest Priority 3=High Priority 2=Medium Priority 1=Low Priority
33	INSTPRIORITY41	Inst Priority: Increase or maintain institutional affordability
33	INSTPRIORITY02	Inst Priority: Develop a sense of community among students and faculty
33	INSTPRIORITY03	Inst Priority: Facilitate student involvement in community service
33	INSTPRIORITY04	Inst Priority: Help students learn how to bring about change in society
33	INSTPRIORITY05	Inst Priority: Increase or maintain institutional prestige
33	INSTPRIORITY06	Inst Priority: Hire faculty "stars"
33	INSTPRIORITY07	Inst Priority: Recruit more traditionally underrepresented students
33	INSTPRIORITY40	Inst Priority: Increase the selectivity of the student body through more competitive admissions criteria
33	INSTPRIORITY37	Inst Priority: Promote gender diversity in the faculty and administration
33	INSTPRIORITY38	Inst Priority: Promote racial and ethnic diversity in the faculty and administration
33	INSTPRIORITY11	Inst Priority: Provide resources for faculty to engage in community-based teaching or research
33	INSTPRIORITY12	Inst Priority: Create and sustain partnerships with surrounding communities
33	INSTPRIORITY13	Inst Priority: Pursue extramural funding
33	INSTPRIORITY15	Inst Priority: Strengthen links with the for-profit, corporate sector
33	INSTPRIORITY16	Inst Priority: Develop leadership ability among students
33	INSTPRIORITY18	Inst Priority: Develop an appreciation for multiculturalism
33	INSTPRIORITY39	Inst Priority: Prepare students for the workplace
		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
34	AFFACT01	Affect: Feel that the training you received in graduate school prepared you well for your role as a
34	AFFACT03	Affect: Experience close alignment between your work and your personal values
34	AFFACT05	Affect: Mentor faculty
34	AFFACT18	Affect: Mentor <u>undergraduate</u> students
34	AFFACT21	Affect: Mentor <u>graduate</u> students
34	AFFACT22	Affect: Been mentored by at least one professional in academia
34	AFFACT23	Affect: Participated in training in preparation to be a mentor (e.g., workshops, programs)
34	AFFACT24	Affect: Accessed the National Research Mentoring Network (NRMN) resource
If AFFACT05 ≥ "2"		
34a	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 AFFACT18 ≥ "2"		
34b	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 AFFACT21 ≥ "2"		
34c	MENTRGRAD	How would you rate the overall quality of your mentoring relationship with your <u>graduate mentee(s)</u> ? 4=Excellent 3=Good 2=Fair 1=Poor
End		
		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
35	SATIS01	Satisfaction: Salary
35	SATIS02	Satisfaction: Health benefits
35	SATIS03	Satisfaction: Retirement benefits
35	SATIS04	Satisfaction: Opportunity for scholarly pursuits
35	SATIS05	Satisfaction: Teaching load
35	SATIS06	Satisfaction: Quality of students
35	SATIS08	Satisfaction: Autonomy and independence
35	SATIS13	Satisfaction: Departmental leadership
35	SATIS32	Satisfaction: <u>Departmental</u> support for work/life balance
35	SATIS33	Satisfaction: <u>Institutional</u> support for work/life balance
35	SATIS17	Satisfaction: Prospects for career advancement
35	SATIS30	Satisfaction: Relative equity of salary and job benefits
35	SATIS31	Satisfaction: Flexibility in relation to family matters or emergencies
35	SATIS34	Satisfaction: Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)
35	SATIS19	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
36	STRESS01	Stress: Managing household responsibilities
36	STRESS02	Stress: Child care
36	STRESS04	Stress: My physical health
36	STRESS27	Stress: My emotional well-being
36	STRESS06	Stress: Review/promotion process
36	STRESS07	Stress: Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
36	STRESS09	Stress: Committee work
36	STRESS10	Stress: Faculty meetings
36	STRESS12	Stress: Students
36	STRESS13	Stress: Research or publishing demands
36	STRESS14	Stress: Institutional procedures and "red tape"
36	STRESS15	Stress: Teaching load
36	STRESS18	Stress: Lack of personal time
36	STRESS20	Stress: Job security
36	STRESS23	Stress: Self-imposed high expectations
36	STRESS24	Stress: Increased work responsibilities
36	STRESS25	Stress: Institutional budget cuts
37	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
38	PACTACT02	Past Act: Considered leaving academe for another job
38	PACTACT03	Past Act: Considered leaving this institution for another
38	PACTACT06	Past Act: Engaged in public service/professional consulting without pay
38	PACTACT07	Past Act: Received at least one firm job offer elsewhere
		For each of the following items, please mark either Yes or No. 2=Yes 1=No

39	GENACT01	Act: Are you a member of a faculty union?
39	GENACT03	Act: Do you plan to retire within the next three years?
39	GENACT06	Act: Have you ever interrupted your professional career for more than one year for family reasons?
39	GENACT07	Act: Have you ever been formally recognized for outstanding teaching at this institution?
40	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
41	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
42	COMEBACK	If given the choice, would you: 5=Definitely Yes 4=Probably Yes 3=Not Sure 2=Probably No 1=Definitely No
42	COLPROF	Still come to this institution? Still be a college professor?
If FULLSTAT = "2"		
43	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
44	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		
Part-Time Employees (based on response If FULLSTAT = "1")		
PT43	PTSALARY	Please select your total salary from teaching at this institution for this academic year. 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
PT44	PTPAY	How much are you paid per course at this institution? 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

End

Please select the most appropriate general area for the following:

- 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

Major of highest degree held - General Area

Department of current faculty appointment - General Area

45
45

MAJOR
DEPT

Please select the most appropriate disciplinary field 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
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
		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
45	MAJORDISC	Major of highest degree held - Specific Discipline
45	DEPTDISC	Department of current faculty appointment - Specific Discipline
46	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.)

		<p>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</p>
47	DEGWORK	<p>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</p>
48	ADMCHAIR	<p>Are you currently serving in an administrative position as: (Mark <u>all</u> that apply) 1=Not Marked 2=Marked</p> <p>Department chair Dean (including Associate or Assistant) Vice-President President Provost Other Not Applicable</p>
48	ADMDEAN	
48	ADMVP	
48	ADMPRES	
48	ADMPROVOST	
48	ADMOTHER	
48	ADMNA	
49	RACE3	<p>Are you: (Mark <u>all</u> that apply) 1=Not Marked 2=Marked</p> <p><u>American Indian or Alaska Native</u> American Indian or Alaska Native</p> <p><u>Asian</u> East Asian (e.g. Chinese, Japanese, Korean, Taiwanese) Filipina/o/x Southeast Asian (e.g. Cambodian, Vietnamese, Hmong) South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan) Other Asian</p> <p><u>Black</u> African American/Black African Caribbean Other Black</p> <p><u>Native Hawaiian or Other Pacific Islander</u> Native Hawaiian or Other Pacific Islander</p> <p><u>Hispanic/Latina/o/x</u> Mexican American/Chicana/o/x Puerto Rican Central American South American Other Hispanic or Latina/o/x</p> <p><u>Middle Eastern</u> Middle Eastern</p> <p><u>White</u> European Other White</p> <p><u>Other</u> Other</p>
49	RACE10	
49	RACE11	
49	RACE12	
49	RACE13	
49	RACE14	
49	RACE2	
49	RACE15	
49	RACE16	
49	RACE17	
49	RACE5	
49	RACE6	
49	RACE7	
49	RACE18	
49	RACE19	
49	RACE8	
49	RACE20	
49	RACE1	
49	RACE21	
49	RACE9	
50	NATENGSP	
51	LGBTQIDEN	<p>What is your sexual orientation? (Mark <u>one</u>) 1=Heterosexual/Straight 2=Gay 3=Lesbian 4=Bisexual 5=Queer 6=Pansexual 7=Asexual</p>

		8=Not listed above [text response]
51a	LGBTQIDENTEXT	Sexual Orientation [free response]
52	NCHILD1	How many children do you have in the following age ranges? 1=0 2=1 3=2 4=3 5=4+ Under 18 years old 18 years or older
52	NCHILD2	
If NCHILD1 ≥ "2"		
52a	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		
53	YRBIRTH	Please select the four-digit year of your birth. 1=2001 or later 2=2000 3=1999 4=1998 5=1997 6=1996 7=1995 8=1994 9=1993 10=1992 11=1991 12=1990 13=1989 14=1988 15=1987 16=1986 17=1985 18=1984 19=1983 20=1982 21=1981 22=1980 23=1979 24=1978 25=1977 26=1976 27=1975 28=1974 29=1973 30=1972 31=1971 32=1970 33=1969 34=1968 35=1967 36=1966 37=1965 38=1964 39=1963 40=1962 41=1961 42=1960 43=1959 44=1958 45=1957 46=1956 47=1955 48=1954 49=1953

50=1952
 51=1951
 52=1950
 53=1949
 54=1948
 55=1947
 56=1946
 57=1945
 58=1944
 59=1943
 60=1942
 61=1941
 62=1940
 63=1939
 64=1938
 65=1937
 66=1936
 67=1935
 68=1934
 69=1933
 70=1932
 71=1931
 72=1930
 73=1929
 74=1928
 75=1927
 76=1926
 77=1925
 78=1924
 79=1923
 80=1922
 81=1921
 82=1920
 83=1919 or earlier

Local Optional Close-Ended Questions

1=A
 2=B
 3=C
 4=D
 5=E
Local Optional Question 1
Local Optional Question 2
Local Optional Question 3
Local Optional Question 4
Local Optional Question 5
Local Optional Question 6
Local Optional Question 7
Local Optional Question 8
Local Optional Question 9
Local Optional Question 10
Local Optional Question 11
Local Optional Question 12
Local Optional Question 13
Local Optional Question 14
Local Optional Question 15
Local Optional Question 16
Local Optional Question 17
Local Optional Question 18
Local Optional Question 19
Local Optional Question 20
Local Optional Question 21
Local Optional Question 22
Local Optional Question 23
Local Optional Question 24
Local Optional Question 25
Local Optional Question 26
Local Optional Question 27
Local Optional Question 28

55	OPT01
56	OPT02
57	OPT03
58	OPT04
59	OPT05
60	OPT06
61	OPT07
62	OPT08
63	OPT09
64	OPT10
65	OPT11
66	OPT12
67	OPT13
68	OPT14
69	OPT15
70	OPT16
71	OPT17
72	OPT18
73	OPT19
74	OPT20
75	OPT21
76	OPT22
77	OPT23
78	OPT24
79	OPT25
80	OPT26
81	OPT27
82	OPT28

83	OPT29	Local Optional Question 29
84	OPT30	Local Optional Question 30
Derived Variables		
	RRACE	Responded to race variable 1=No 2=Yes
	RACEGROUP	Race/Ethnicity Group 1=American Indian/Alaska Native 2=Asian/Pacific Islander 3=Black/African American 4=Latina/o/x 5=White 6=Other Race/Ethnicity 7=Two or more Races/Ethnicities
	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
	YR1STAPPOINTA 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=1979 or less 2=1980-1984 3=1985-1989 4=1990-1994 5=1995-1999 6=2000-2004 7=2005-2009 8=2010-2014 9=2015 or more
	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)

		<p>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)</p>
	STEM	<p>Faculty works in STEM Department 1=Non-STEM 2=STEM</p>
	RESTYPE1 RESTYPE2 RESTYPE3 RESTYPE4 RESTYPE5	<p>Full-time Undergraduate Faculty Part-time Undergraduate Faculty Full-time Administrator Graduate-only Faculty Other Staff 1=No 2=Yes</p>
	SUBMITDATE	Date web survey submitted
	NORMSTAT	<p>Norms status 1=In norms 2=Not in norms</p>
	COURSENUMA	Aggregated Number of Courses
	UGADVISEA	Aggregated number of undergraduate advisees
	NPUBSA	Aggregated number of publications in past three years
	NPUBSOA	Aggregated number of publications in past three years: solo-authored
	NPUBSCOA	Aggregated number of publications in past three years: co-authored
	FACWGT	Faculty weight
	SEX	Recorded Gender Identity
Mentoring Module		
1	MENTRATE01	<p>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</p> <p>Mentorship Rating: Providing constructive feedback to your mentees</p>
1	MENTRATE02	<p>Mentorship Rating: Taking into account the biases and prejudices you bring into the mentor/mentee relationship</p>
1	MENTRATE03	<p>Mentorship Rating: Working effectively with mentees whose personal background is different from your own (age, race, gender, class, religion, sexual orientation, etc.)</p>
1	MENTRATE04	<p>Mentorship Rating: Being an advocate for your mentees</p>
1	MENTRATE05	<p>Mentorship Rating: Helping your mentees network effectively</p>
1	MENTRATE06	<p>Mentorship Rating: Helping your mentees acquire financial resources (e.g., scholarships, fellowships, grants)</p>
2	MENTUG	<p>Please answer the following questions about mentoring <u>undergraduate</u> students. How many undergraduate students do you currently mentor? 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)? 5=Daily 4=Weekly</p>

		3=Monthly 2=Once per term 1=Yearly
4 4	MENGUG01 MENGUG02	To what extent do you work with your undergraduate 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 UG: Educational choices and strategies Engage UG: Their research projects and interests
5 5 5 5	MENTORUG01 MENTORUG02 MENTORUG03 MENTORUG04	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 UG: Explored career options with your undergraduate mentee(s) Mentor UG: Served as a role model to your undergraduate mentee(s) Mentor UG: Gone out of your way to promote your undergraduate mentees' academic interests Mentor UG: Conveyed empathy for concerns or feelings your undergraduate mentees have discussed with you
End		
6	MENTGRAD	Please answer the following questions about mentoring <u>graduate</u> students. How many graduate students do you currently mentor? 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 or more
If MENTGRAD ≥ "2"		
7	COMMGRAD	How often do you typically communicate with your graduate mentee(s)? 5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly
8 8	MENGGRAD01 MENGGRAD02	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 Grad: Educational choices and strategies Engage Grad: Their research projects and interests
9 9 9 9 9	MENTORGRAD05 MENTORGRAD06 MENTORGRAD02 MENTORGRAD03 MENTORGRAD04	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 Grad: Explored <u>academic</u> career options with your graduate mentee(s) Mentor Grad: Explored <u>non-academic</u> career options with your graduate mentee(s) Mentor Grad: Served as a role model to your graduate mentee(s) Mentor Grad: Gone out of your way to promote your graduate mentees' academic interests 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.</p> <p>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 or more</p>	
If MENTFAC ≥ "2"			
11	COMMFAC	<p>How often do you typically communicate with your faculty mentee(s)?</p> <p>5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly</p>	
12	MENGFAC01	<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 Faculty: Their research Engage Faculty: Their teaching Engage Faculty: Their review, tenure, and promotion</p>	
12	MENGFAC02		
12	MENGFAC03		
13	MENTORFAC01	<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 Faculty: Served as a role model to your faculty mentee(s) Mentor Faculty: Conveyed empathy for concerns or feelings your faculty mentees have discussed</p>	
13	MENTORFAC02		
Campus Climate Module			
1	CLIMOPN02	<p>Please indicate the extent to which you agree or disagree with the following statements. This institution:</p> <p>4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree</p> <p>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</p>	
1	CLIMOPN04		
1	CLIMOPN09		
2	DISCRIMACT02	<p>Please indicate how often at this institution you have:</p> <p>5=Very Often 4=Often 3=Sometimes 2=Seldom 1=Never</p> <p>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</p> <p>Act: Been discriminated against or excluded from activities because of my political beliefs</p> <p>Act: Been discriminated against or excluded from activities because of my religious affiliation/spirituality Act: Been discriminated against or excluded from activities because of my status as a parent/guardian Act: Been discriminated against or excluded from activities because of my other identity Act: Felt my ideas were dismissed by my colleagues Act: Felt I did not receive due credit for my ideas or work</p>	
2	DISCRIMACT19		
2	DISCRIMACT03		
2	DISCRIMACT04		
2	DISCRIMACT05		
2	DISCRIMACT06		
2	DISCRIMACT07		
2	DISCRIMACT08		
2	DISCRIMACT23		
2	DISCRIMACT24		
2	DISCRIMACT25		
2	DISCRIMACT09		
2	DISCRIMACT26		
2	DISCRIMACT27		
How satisfied are you with the following aspects of your institution?			

		<p>5=Very Satisfied 4=Satisfied 3=Neutral 2=Dissatisfied 1=Very Dissatisfied</p> <p>Satisfaction: Atmosphere for political differences Satisfaction: Atmosphere for religious differences Satisfaction: Atmosphere for differences in sexual orientation Satisfaction: Atmosphere for differences in gender expression Satisfaction: Atmosphere for differences in immigration status Satisfaction: Administrative response to incidents of discrimination Satisfaction: Administrative response to reports of sexual assault Satisfaction: Administrative response to student concerns about exclusion or marginality</p>
3	CMPSAT06	
3	CMPSAT07	
3	CMPSAT08	
3	CMPSAT12	
3	CMPSAT13	
3	CMPSAT09	
3	CMPSAT11	
3	CMPSAT10	
		<p>Please rate your satisfaction with <u>your department</u> in each area:</p> <p>5=Very Satisfied 4=Satisfied 3=Neutral 2=Dissatisfied 1=Very Dissatisfied</p> <p>Departmental Satisfaction: Collegiality among faculty Departmental Satisfaction: Tolerance of different faculty opinions and beliefs Departmental Satisfaction: Representation of women faculty Departmental Satisfaction: Representation of racial/ethnic minority faculty Departmental Satisfaction: Acceptance of differences in sexual orientation Departmental Satisfaction: Student respect for my role in the classroom</p>
4	DEPTSAT01	
4	DEPTSAT02	
4	DEPTSAT08	
4	DEPTSAT09	
4	DEPTSAT04	
4	DEPTSAT06	
Spirituality Module		
		<p>Indicate the importance to you of each of the following educational goals for undergraduate students:</p> <p>4=Essential 3=Very Important 2=Somewhat Important 1=Not Important</p> <p>Goal: Enhancing spiritual development Goal: Facilitating the search for meaning/purpose in life Goal: Becoming more conversant with different religious traditions Goal: Becoming more conversant with different spiritual practices</p>
1	SPIRGOAL03	
1	SPIRGOAL04	
1	SPIRGOAL01	
1	SPIRGOAL02	
		<p>Indicate the extent to which 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>Activity: Engage in self-reflection Activity: Consider yourself a religious person Activity: Consider yourself a spiritual person Activity: Engage in prayer Activity: Engage in meditation Activity: Seek opportunities to grow spiritually Activity: Encourage discussion of religious and spiritual matters among students Activity: Engage in discussion of religious and spiritual matters with students</p>
2	SPIRACT03	
2	SPIRACT04	
2	SPIRACT05	
2	SPIRACT06	
2	SPIRACT07	
2	SPIRACT08	
2	SPIRACT01	
2	SPIRACT02	
		<p>Please indicate your agreement with each of the following statements:</p> <p>4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree</p> <p>Opinion: Colleges should be concerned with facilitating undergraduate students' spiritual development Opinion: The spiritual dimension of faculty members' lives has no place in the academy Opinion: I am conflicted about my religious/spiritual beliefs Opinion: I follow the religious/spiritual beliefs of this institution</p>
3	SPIROPN01	
3	SPIROPN02	
3	SPIROPN03	
3	SPIROPN04	
		<p>Indicate the importance to you personally of each of the following:</p> <p>4=Essential 3=Very Important 2=Somewhat Important 1=Not Important</p> <p>Objective: Integrating spirituality into my life Objective: Serving as a spiritual/religious advisor to students</p>
4	SPIROBJ01	
4	SPIROBJ02	

		My religious/spiritual beliefs: 4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree Belief: Have helped me develop my identity Belief: Are one of the most important things in my life Belief: Give meaning/purpose to my life Belief: Help define the goals I set for myself Belief: Provide me with strength, support and guidance Belief: Are the foundation to my approach to life Belief: Have developed through personal reflection and searching
5	SPIRBELIEF01	
5	SPIRBELIEF02	
5	SPIRBELIEF03	
5	SPIRBELIEF04	
5	SPIRBELIEF05	
5	SPIRBELIEF06	
5	SPIRBELIEF07	
STEM Module		
		In the courses you have taught in the <u>past year</u>, how often have you: 5=Always 4=Frequently 3=Occasionally 2=Rarely 1=Never Course: Integrated authentic (i.e., not "cookbook") research experiences into labs Course: Incorporated mini-labs into lecture
1	GENSTEM02	
1	GENSTEM03	
		In the STEM courses you have taught in the <u>past year</u>, how often have you encouraged students to: 5=Always 4=Frequently 3=Occasionally 2=Rarely 1=Never Science Skill: Use technical science skills (use of tools, instruments, and/or techniques) Science Skill: Generate a research question Science Skill: Determine how to collect appropriate data Science Skill: Explain the results of a study Science Skill: Use scientific literature to guide research Science Skill: Integrate results from multiple studies Science Skill: Ask relevant questions Science Skill: Identify what is known and not known about a problem Science Skill: Understand scientific concepts Science Skill: See connections between different areas of science and mathematics
2	SCISKILL01	
2	SCISKILL02	
2	SCISKILL03	
2	SCISKILL04	
2	SCISKILL05	
2	SCISKILL06	
2	SCISKILL07	
2	SCISKILL08	
2	SCISKILL09	
2	SCISKILL10	
		To what extent are the following statements true of you: (Mark one in each row) 4=Strongly Agree 3=Somewhat Agree 2=Somewhat Disagree 1=Strongly Disagree Science Assoc: I have a strong sense of belonging to a community of scientists Science Assoc: I derive great personal satisfaction from working on a team that is doing important research Science Assoc: I think of myself as a scientist Science Assoc: I feel like I belong in the field of science
3	SCIASSOC01	
3	SCIASSOC02	
3	SCIASSOC03	
3	SCIASSOC04	
		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 Structure: Develop a stronger interest in STEM disciplines Structure: Have the foundational knowledge for advanced study in STEM
4	STEMSTRUCT01	
4	STEMSTRUCT02	
Fac Constructs - Scores		
	CM_VALUES CM_PRACTICES DIVERSITY_CLIMATE IP_CIVENG IP_DIVERSITY IP_PRESTIGE MENTOR_SE PEDAGOGY PRODUCTIVITY RESPECT SATIS_COMPENSATION	Civic-Minded Values Civic-Minded Practices Perceptions of the Climate for Diversity on Campus Institutional Priority: Civic Engagement Institutional Priority: Diversity Institutional Priority: Prestige Mentor Self-Efficacy Student-Centered Pedagogy Scholarly Productivity Respectful Climate Satisfaction with Compensation

	SATIS_PROFESSIONAL SCIENCE_IDENTITY SCIENCE_SELF_EFFICACY STRESS UG_PERSONAL_DEVELOPMENT	Satisfaction with Professional Work Environment Science Identity Science Self-Efficacy Career-Related Stress Focus on Undergraduate Personal Development
Fac Constructs - Groups		
	CM_VALUES_GRP CM_PRACTICES_GRP DIVERSITY_CLIMATE_GRP IP_CIVENG_GRP IP_DIVERSITY_GRP IP_PRESTIGE_GRP MENTOR_SE_GRP PEDAGOGY_GRP PRODUCTIVITY_GRP RESPECT_GRP SATIS_COMPENSATION_GRP SATIS_PROFESSIONAL_GRP SCIENCE_IDENTITY_GRP SCIENCE_SELF_EFFICACY_GRP STRESS_GRP UG_PERSONAL_DEVELOPMENT_GRP	1=Low score 2=Average Score 3=High score Civic-Minded Values Group Civic-Minded Practices Group Perceptions of the Climate for Diversity on Campus Group Institutional Priority: Civic Engagement Group Institutional Priority: Diversity Group Institutional Priority: Prestige Group Mentor Self-Efficacy Group Student-Centered Pedagogy Group Scholarly Productivity Group Respectful Climate Group Satisfaction with Compensation Group Satisfaction with Professional Work Environment Group Science Identity Group Science Self-Efficacy Group Career-Related Stress Group Focus on Undergraduate Personal Development Group