



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

2010-11 HERI Faculty Survey

Institutional Profile Reports

Kenyon College

comparison group 1: Private Universities
comparison group 2: Private/Nonsectarian 4yr Colleges

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2010-11 HERI Faculty Survey Instrument

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

How to Read the Institutional Profile Report

The Institutional Profile provides comprehensive information on your faculty as well as national normative data for similar types of schools. Topics covered include: institutional priorities, goals and expectations for students, pedagogical strategies, sources of stress and satisfaction, and demographics. This report provides information that can be used for assessment activities, accreditation, institutional improvement, and faculty development. Separate Profile reports are generated for faculty and administrators. Comparison groups in the Full-time Undergraduate Faculty and All Respondent reports are normed to reflect the national full-time undergraduate faculty population. Comparison groups for all other reports are aggregated responses from the 2010-11 survey.

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

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

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

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

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

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

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

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	108	3,052	4,267	59	1,812	2,189	49	1,240	2,078	
What is your principal activity in your current position at this institution?										
Administration	0.0%	4.7%	4.7%	0.0%	5.1%	4.5%	0.0%	4.1%	5.0%	
Teaching	100.0%	62.2%	91.8%	100.0%	58.5%	91.5%	100.0%	68.5%	92.2%	
Research	0.0%	32.2%	1.9%	0.0%	35.4%	2.8%	0.0%	26.7%	0.9%	
Services to clients and patients	0.0%	0.6%	0.3%	0.0%	0.7%	0.2%	0.0%	0.3%	0.3%	
Other	0.0%	0.3%	1.2%	0.0%	0.3%	1.0%	0.0%	0.4%	1.5%	
Total(n)	108	3,050	4,263	59	1,811	2,187	49	1,239	2,076	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	108	3,051	4,265	59	1,812	2,187	49	1,239	2,078	
What is your present academic rank?										
Professor	39.8%	42.3%	29.8%	47.5%	50.6%	35.1%	30.6%	28.0%	23.4%	
Associate professor	26.9%	22.5%	28.8%	25.4%	20.8%	28.7%	28.6%	25.4%	29.0%	
Assistant professor	30.6%	24.1%	28.9%	25.4%	20.0%	25.0%	36.7%	31.1%	33.6%	
Lecturer	0.9%	7.6%	4.0%	1.7%	6.2%	4.8%	0.0%	10.0%	3.0%	
Instructor	1.9%	3.5%	8.4%	0.0%	2.4%	6.4%	4.1%	5.4%	10.9%	
Total(n)	108	3,044	4,109	59	1,807	2,112	49	1,237	1,997	
What is your tenure status at this institution?										
Tenured	66.7%	57.6%	48.9%	72.9%	65.4%	53.2%	59.2%	44.1%	43.6%	
On tenure track, but not tenured	21.3%	21.5%	22.1%	18.6%	17.9%	20.2%	24.5%	27.5%	24.4%	
Not on tenure track, but institution has tenure system	12.0%	19.6%	15.8%	8.5%	15.7%	14.2%	16.3%	26.4%	17.7%	
Institution has no tenure system	0.0%	1.4%	13.2%	0.0%	1.0%	12.4%	0.0%	1.9%	14.2%	
Total(n)	108	3,051	4,112	59	1,812	2,113	49	1,239	1,999	
Are you currently serving in an administrative position as:										
Department chair	17.6%	8.0%	15.4%	18.6%	9.7%	15.9%	16.3%	5.2%	14.9%	
Dean (associate or assistant)	0.0%	1.2%	1.6%	0.0%	1.4%	1.8%	0.0%	0.7%	1.3%	
President	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%	
Provost	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Other	8.3%	16.6%	14.5%	10.2%	16.1%	14.3%	6.1%	17.6%	14.8%	
Not applicable	63.0%	60.7%	60.6%	55.9%	58.4%	58.3%	71.4%	64.6%	63.5%	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.7%	1.3%	0.0%	0.8%	1.4%	0.0%	0.5%	1.3%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	12.0%	9.7%	17.6%	13.6%	7.0%	16.5%	10.2%	14.4%	18.8%	
LL.B., J.D.	0.0%	0.9%	0.5%	0.0%	0.6%	0.6%	0.0%	1.4%	0.5%	
M.D., D.D.S. (or equivalent)	0.0%	0.7%	0.5%	0.0%	0.9%	0.2%	0.0%	0.3%	0.8%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.2%	0.5%	0.0%	0.2%	0.7%	0.0%	0.3%	0.4%	
Ed.D.	0.0%	2.3%	2.2%	0.0%	1.6%	1.2%	0.0%	3.5%	3.5%	
Ph.D.	88.0%	84.3%	76.3%	86.4%	87.8%	78.2%	89.8%	78.4%	73.9%	
Other degree	0.0%	1.1%	1.0%	0.0%	1.1%	1.3%	0.0%	1.1%	0.7%	
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	
Total(n)	108	3,051	4,266	59	1,812	2,188	49	1,239	2,078	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.5%	0.6%	0.0%	0.5%	0.5%	0.0%	0.5%	0.6%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Ed.D.	0.0%	0.5%	0.4%	0.0%	0.3%	0.3%	0.0%	0.9%	0.5%	
Ph.D.	2.2%	1.4%	5.3%	2.0%	0.8%	4.4%	2.4%	2.4%	6.6%	
Other degree	0.0%	1.6%	0.5%	0.0%	1.3%	0.6%	0.0%	2.2%	0.4%	
None	97.8%	95.9%	93.1%	98.0%	97.1%	94.1%	97.6%	93.9%	91.8%	
Total(n)	93	2,724	3,867	51	1,653	2,007	42	1,071	1,860	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Research										
Essential	40.7%	67.9%	35.4%	33.9%	70.7%	37.2%	49.0%	63.0%	33.2%	
Very important	43.5%	20.7%	39.0%	49.2%	20.1%	37.1%	36.7%	21.7%	41.3%	
Somewhat important	15.7%	9.9%	22.6%	16.9%	7.9%	23.7%	14.3%	13.3%	21.4%	
Not important	0.0%	1.6%	3.0%	0.0%	1.3%	2.1%	0.0%	2.0%	4.1%	
Total(n)	108	3,050	4,259	59	1,810	2,184	49	1,240	2,075	
Teaching										
Essential	80.6%	62.8%	78.5%	86.4%	63.8%	77.7%	73.5%	61.0%	79.5%	
Very important	18.5%	32.3%	19.2%	11.9%	31.9%	19.5%	26.5%	33.0%	18.8%	
Somewhat important	0.9%	4.6%	2.3%	1.7%	4.3%	2.8%	0.0%	5.2%	1.6%	
Not important	0.0%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.8%	0.0%	
Total(n)	108	3,051	4,264	59	1,811	2,187	49	1,240	2,077	
Service										
Essential	13.9%	16.8%	16.6%	13.6%	15.9%	14.5%	14.3%	18.3%	19.2%	
Very important	37.0%	39.9%	47.7%	37.3%	41.5%	45.8%	36.7%	37.2%	50.1%	
Somewhat important	45.4%	39.9%	31.1%	44.1%	38.5%	33.6%	46.9%	42.4%	28.1%	
Not important	3.7%	3.4%	4.5%	5.1%	4.2%	6.1%	2.0%	2.1%	2.6%	
Total(n)	108	3,050	4,260	59	1,810	2,185	49	1,240	2,075	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	34.9%	24.5%	21.7%	33.3%	23.5%	22.7%	36.7%	26.3%	20.6%	
Taught an interdisciplinary course	63.0%	57.4%	54.0%	64.4%	59.9%	55.6%	61.2%	53.2%	52.1%	
Taught an ethnic studies course	14.2%	12.1%	15.9%	10.5%	10.0%	15.9%	18.4%	15.8%	16.0%	
Taught a women's studies course	18.9%	6.4%	11.8%	3.5%	1.6%	4.9%	36.7%	14.9%	20.0%	
Taught a service learning course	7.5%	15.4%	19.9%	1.8%	13.7%	17.7%	14.3%	18.4%	22.5%	
Taught an exclusively web-based course at this institution	0.9%	6.5%	8.7%	0.0%	5.3%	8.8%	2.0%	8.4%	8.6%	
Participated in a teaching enhancement workshop	67.9%	45.9%	69.5%	54.4%	39.0%	65.4%	83.7%	57.9%	74.3%	
Advised student groups involved in service/volunteer work	35.8%	39.9%	43.7%	36.8%	39.1%	42.6%	34.7%	41.1%	44.9%	Civic Minded Practice
Collaborated with the local community in research/teaching	34.0%	36.8%	40.6%	29.8%	35.6%	35.5%	38.8%	39.0%	46.8%	
Conducted research or writing focused on international/global issues	36.8%	38.3%	32.8%	36.8%	36.9%	34.9%	36.7%	40.7%	30.3%	
Conducted research or writing focused on racial or ethnic minorities	18.9%	27.1%	25.9%	14.0%	22.8%	23.9%	24.5%	34.5%	28.2%	
Conducted research or writing focused on women and gender issues	29.2%	21.8%	25.3%	12.3%	15.9%	18.0%	49.0%	31.9%	34.1%	
Engaged undergraduates on <u>your</u> research project	45.8%	60.1%	50.5%	48.3%	65.5%	53.6%	42.9%	50.7%	46.8%	
Worked with undergraduates on a research project	76.6%	73.0%	70.4%	72.4%	75.9%	72.5%	81.6%	67.8%	67.9%	
Engaged in academic research that spans multiple disciplines	73.1%	75.3%	63.5%	72.9%	77.2%	65.1%	73.5%	72.1%	61.7%	
Taught a seminar for first-year students	28.7%	30.1%	36.8%	23.7%	29.9%	37.1%	34.7%	30.5%	36.4%	
Taught a capstone course	35.5%	31.8%	41.4%	32.8%	31.7%	42.6%	38.8%	31.9%	39.9%	
Taught in a learning community (e.g., FIG, linked courses)	0.0%	4.3%	8.3%	0.0%	3.7%	7.5%	0.0%	5.3%	9.2%	
Supervised an undergraduate thesis	75.7%	44.9%	48.8%	72.4%	43.8%	49.3%	79.6%	46.7%	48.2%	
Published op-ed pieces or editorials	13.1%	17.3%	12.9%	13.8%	19.2%	15.7%	12.2%	14.0%	9.4%	
Received funding for your work from foundations	19.6%	29.6%	19.0%	19.0%	32.4%	20.4%	20.4%	24.6%	17.2%	
Received funding for your work from state or federal government	19.6%	34.3%	15.9%	19.0%	39.3%	16.8%	20.4%	25.7%	14.8%	
Received funding for your work from business or industry	3.7%	12.1%	5.9%	6.9%	14.9%	7.2%	0.0%	7.2%	4.4%	
Total(n)	107	3,030	4,236	58	1,804	2,173	49	1,226	2,063	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many courses are you teaching this term?										
Mean	2.19	1.99	2.67	2.14	1.91	2.69	2.24	2.13	2.65	
Median	2	2	3	2	2	3	2	2	3	
Mode	2	2	3	2	2	3	2	2	3	
Total(n)	108	3,052	4,267	59	1,812	2,189	49	1,240	2,078	
Teach at least one course this term at another institution	1.9%	3.3%	4.7%	0.0%	3.2%	3.9%	4.1%	3.3%	5.6%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	30.6%	17.9%	33.0%	35.6%	19.1%	34.2%	24.5%	16.0%	31.7%	
Mean student enrollment	24.9	54.8	23.9	26.7	62.1	24.7	21.5	39.7	22.9	
Have teaching/lab assistant or reader/grader assigned	16.7%	51.1%	12.5%	21.4%	52.5%	11.9%	8.3%	48.3%	13.2%	
Course required for an undergraduate major										
Teach at least one course	58.3%	52.4%	71.9%	49.2%	49.0%	71.7%	69.4%	58.3%	72.0%	
Mean student enrollment	19.0	40.0	21.0	21.2	37.3	21.2	17.1	43.8	20.8	
Have teaching/lab assistant or reader/grader assigned	17.7%	49.5%	14.4%	26.4%	51.5%	14.7%	10.3%	46.6%	13.9%	
Other undergraduate course										
Teach at least one course	50.9%	36.7%	36.1%	54.2%	37.5%	37.5%	46.9%	35.4%	34.4%	
Mean student enrollment	15.9	24.3	16.7	16.0	25.0	16.5	15.7	23.1	16.9	
Have teaching/lab assistant or reader/grader assigned	0.6%	31.5%	8.3%	1.0%	34.9%	9.3%	0.0%	25.4%	7.0%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.0%	0.5%	0.7%	0.0%	0.5%	1.0%	0.0%	0.7%	0.3%	
Mean student enrollment	.	13.2	16.7	.	7.5	17.7	.	19.8	12.4	
Have teaching/lab assistant or reader/grader assigned	.	32.4%	18.7%	.	18.6%	23.2%	.	48.5%	0.0%	
Non-credit course (other than above)										
Teach at least one course	0.9%	1.1%	0.9%	0.0%	1.4%	1.0%	2.0%	0.5%	0.7%	
Mean student enrollment	15.0	18.0	15.1	.	15.2	14.4	15.0	31.6	16.3	
Have teaching/lab assistant or reader/grader assigned	0.0%	1.6%	13.0%	.	2.0%	13.2%	0.0%	0.0%	12.7%	
Graduate course										
Teach at least one course	0.0%	33.7%	9.7%	0.0%	34.4%	7.6%	0.0%	32.5%	12.3%	
Mean student enrollment	.	12.2	14.8	.	12.2	14.6	.	12.0	14.8	
Have teaching/lab assistant or reader/grader assigned	.	11.1%	3.4%	.	14.9%	5.8%	.	4.2%	1.7%	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	13	197	381	7	108	175	6	89	206	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	11.1%	5.0%	7.4%	10.2%	3.7%	6.8%	12.2%	7.2%	8.2%	
Writing	18.5%	10.9%	19.4%	16.9%	8.0%	18.4%	20.4%	15.8%	20.6%	
Mathematics	6.5%	3.5%	5.3%	5.1%	4.4%	6.5%	8.2%	2.0%	3.8%	
ESL	0.0%	0.5%	1.1%	0.0%	0.4%	1.1%	0.0%	0.8%	1.1%	
General academic skills	16.7%	7.7%	12.3%	15.3%	7.5%	11.2%	18.4%	8.0%	13.6%	
Other subject areas	9.3%	4.4%	7.0%	5.1%	3.9%	5.7%	14.3%	5.2%	8.5%	
Total(n)	108	3,052	4,267	59	1,812	2,189	49	1,240	2,078	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	29.9%	14.3%	29.6%	32.8%	13.0%	28.5%	26.5%	16.6%	31.0%	
No	65.4%	79.5%	61.9%	67.2%	83.2%	65.5%	63.3%	73.1%	57.4%	
Not eligible	1.9%	1.0%	1.6%	0.0%	0.8%	1.4%	4.1%	1.3%	1.9%	
Not available	2.8%	5.1%	6.9%	0.0%	2.9%	4.6%	6.1%	8.9%	9.7%	
Total(n)	107	3,042	4,256	58	1,808	2,184	49	1,234	2,072	
Paid sabbatical leave										
Yes	74.1%	49.2%	42.7%	79.7%	53.3%	45.3%	67.3%	42.2%	39.6%	
No	16.7%	35.0%	38.4%	15.3%	34.2%	38.3%	18.4%	36.6%	38.4%	
Not eligible	9.3%	14.0%	13.9%	5.1%	11.8%	11.8%	14.3%	17.8%	16.5%	
Not available	0.0%	1.7%	5.0%	0.0%	0.8%	4.6%	0.0%	3.4%	5.6%	
Total(n)	108	3,048	4,258	59	1,810	2,184	49	1,238	2,074	
Travel funds paid by the institution										
Yes	87.0%	71.1%	81.2%	86.4%	67.7%	80.4%	87.8%	77.0%	82.3%	
No	13.0%	24.3%	15.9%	13.6%	28.7%	16.8%	12.2%	16.7%	14.7%	
Not eligible	0.0%	2.3%	1.3%	0.0%	1.9%	1.2%	0.0%	3.0%	1.4%	
Not available	0.0%	2.2%	1.6%	0.0%	1.6%	1.6%	0.0%	3.3%	1.6%	
Total(n)	108	3,050	4,263	59	1,811	2,187	49	1,239	2,076	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Internal grants for research										
Yes	73.1%	52.0%	48.4%	74.6%	53.7%	48.8%	71.4%	49.0%	47.9%	
No	25.0%	43.0%	44.4%	25.4%	43.4%	45.0%	24.5%	42.2%	43.6%	
Not eligible	1.9%	3.3%	3.0%	0.0%	2.1%	1.4%	4.1%	5.4%	4.9%	
Not available	0.0%	1.7%	4.2%	0.0%	0.8%	4.8%	0.0%	3.3%	3.6%	
Total(n)	108	3,047	4,260	59	1,808	2,185	49	1,239	2,075	
Training for administrative leadership										
Yes	21.5%	10.8%	12.7%	25.9%	12.6%	13.6%	16.3%	7.7%	11.6%	
No	63.6%	80.4%	71.4%	65.5%	81.6%	74.4%	61.2%	78.2%	67.8%	
Not eligible	5.6%	3.6%	3.8%	5.2%	2.3%	2.4%	6.1%	6.0%	5.5%	
Not available	9.3%	5.2%	12.1%	3.4%	3.5%	9.5%	16.3%	8.1%	15.1%	
Total(n)	107	3,042	4,253	58	1,808	2,183	49	1,234	2,070	
Received incentives to develop new courses										
Yes	26.2%	19.8%	30.2%	25.9%	20.4%	28.8%	26.5%	18.6%	32.0%	
No	66.4%	74.0%	58.7%	72.4%	75.2%	61.7%	59.2%	71.8%	55.1%	
Not eligible	1.9%	1.5%	2.4%	0.0%	0.6%	1.9%	4.1%	3.0%	2.9%	
Not available	5.6%	4.8%	8.7%	1.7%	3.7%	7.6%	10.2%	6.6%	10.1%	
Total(n)	107	3,044	4,255	58	1,808	2,183	49	1,236	2,072	
Received incentives to integrate new technology into your classroom										
Yes	28.0%	17.2%	17.7%	34.5%	17.7%	17.6%	20.4%	16.3%	17.8%	
No	67.3%	77.5%	71.1%	63.8%	78.5%	73.0%	71.4%	75.7%	68.8%	
Not eligible	0.0%	1.3%	1.3%	0.0%	0.3%	0.9%	0.0%	3.0%	1.8%	
Not available	4.7%	4.0%	9.9%	1.7%	3.4%	8.5%	8.2%	5.0%	11.6%	
Total(n)	107	3,045	4,256	58	1,809	2,183	49	1,236	2,073	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Articles in academic or professional journals										Scholarly Productivity
None	16.8%	10.0%	23.8%	11.9%	6.9%	21.6%	22.9%	15.3%	26.5%	
1-2	18.7%	11.0%	21.2%	16.9%	10.2%	20.0%	20.8%	12.5%	22.6%	
3-4	21.5%	11.8%	15.8%	16.9%	9.8%	14.5%	27.1%	15.5%	17.5%	
5-10	16.8%	16.8%	20.3%	18.6%	13.7%	21.1%	14.6%	22.2%	19.4%	
11-20	20.6%	15.9%	10.2%	28.8%	15.5%	11.2%	10.4%	16.7%	9.0%	
21-50	5.6%	16.3%	7.2%	6.8%	18.6%	9.4%	4.2%	12.3%	4.6%	
51+	0.0%	18.1%	1.4%	0.0%	25.3%	2.2%	0.0%	5.7%	0.5%	
Total(n)	107	3,048	4,256	59	1,810	2,185	48	1,238	2,071	
Mean	3.22	4.39	2.99	3.56	4.78	3.17	2.81	3.72	2.78	
Standard deviation	1.53	1.94	1.63	1.52	1.92	1.70	1.44	1.77	1.51	
Significance	-	***		-	***		-	***		
Effect size	-	-0.60	0.14	-	-0.64	0.23	-	-0.51	0.02	
Chapters in edited volumes										Scholarly Productivity
None	38.3%	29.9%	54.6%	37.3%	27.5%	55.4%	39.6%	34.0%	53.8%	
1-2	33.6%	22.8%	25.8%	33.9%	20.2%	22.7%	33.3%	27.2%	29.6%	
3-4	17.8%	13.8%	11.6%	18.6%	13.4%	12.5%	16.7%	14.5%	10.5%	
5-10	6.5%	19.7%	5.8%	5.1%	22.8%	6.6%	8.3%	14.2%	4.8%	
11-20	1.9%	8.5%	1.6%	1.7%	9.5%	2.2%	2.1%	6.6%	1.0%	
21-50	1.9%	4.4%	0.5%	3.4%	5.2%	0.7%	0.0%	2.9%	0.3%	
51+	0.0%	1.1%	0.0%	0.0%	1.4%	0.0%	0.0%	0.6%	0.0%	
Total(n)	107	3,024	4,232	59	1,792	2,173	48	1,232	2,059	
Mean	2.06	2.72	1.76	2.10	2.88	1.80	2.00	2.43	1.71	
Standard deviation	1.14	1.56	1.03	1.21	1.61	1.10	1.05	1.44	0.94	
Significance	-	***	**	-	***	*	-	*	*	
Effect size	-	-0.42	0.29	-	-0.48	0.27	-	-0.30	0.31	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Books, manuals, or monographs										
None	62.6%	49.6%	67.0%	59.3%	45.6%	62.3%	66.7%	56.6%	72.7%	
1-2	24.3%	25.8%	23.9%	25.4%	26.2%	26.4%	22.9%	25.1%	20.9%	
3-4	6.5%	12.1%	5.4%	6.8%	12.4%	6.5%	6.3%	11.7%	4.1%	
5-10	4.7%	9.6%	2.9%	6.8%	11.5%	3.7%	2.1%	6.3%	1.9%	
11-20	1.9%	2.8%	0.6%	1.7%	4.2%	0.9%	2.1%	0.2%	0.3%	
21-50	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	107	3,035	4,243	59	1,801	2,180	48	1,234	2,063	
Mean	1.59	1.91	1.46	1.66	2.03	1.55	1.50	1.69	1.36	
Standard deviation	0.94	1.12	0.79	0.99	1.20	0.86	0.88	0.94	0.69	
Significance	-	**		-	*		-			
Effect size	-	-0.29	0.16	-	-0.31	0.13	-	-0.20	0.20	
Other, such as patents or computer software products										
None	89.5%	81.5%	91.5%	87.7%	77.2%	90.1%	91.7%	89.0%	93.1%	
1-2	8.6%	8.7%	5.5%	10.5%	11.3%	5.8%	6.3%	4.1%	5.1%	
3-4	1.0%	3.8%	1.1%	0.0%	4.4%	1.2%	2.1%	2.6%	0.9%	
5-10	1.0%	2.4%	1.3%	1.8%	3.1%	1.9%	0.0%	1.2%	0.5%	
11-20	0.0%	1.7%	0.2%	0.0%	2.6%	0.3%	0.0%	0.2%	0.2%	
21-50	0.0%	1.5%	0.2%	0.0%	0.8%	0.4%	0.0%	2.6%	0.0%	
51+	0.0%	0.4%	0.2%	0.0%	0.5%	0.2%	0.0%	0.2%	0.1%	
Total(n)	105	3,022	4,224	57	1,795	2,166	48	1,227	2,058	
Mean	1.13	1.40	1.15	1.16	1.47	1.18	1.10	1.28	1.10	
Standard deviation	0.44	1.04	0.59	0.49	1.07	0.68	0.37	0.98	0.45	
Significance	-	**		-	*		-			
Effect size	-	-0.26	-0.03	-	-0.29	-0.03	-	-0.18	0.00	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?										
None	78.3%	86.6%	80.1%	77.6%	88.3%	77.1%	79.2%	83.8%	83.8%	
1-2	6.6%	5.2%	7.6%	10.3%	4.2%	7.7%	2.1%	7.1%	7.5%	
3-4	3.8%	2.7%	5.1%	3.4%	2.5%	6.2%	4.2%	3.2%	3.7%	
5-10	8.5%	3.9%	3.4%	3.4%	3.6%	3.8%	14.6%	4.4%	2.9%	
11-20	1.9%	0.9%	2.0%	3.4%	1.1%	2.7%	0.0%	0.7%	1.1%	
21-50	0.9%	0.2%	1.0%	1.7%	0.2%	1.4%	0.0%	0.1%	0.6%	
51+	0.0%	0.4%	0.7%	0.0%	0.2%	1.1%	0.0%	0.8%	0.3%	
Total(n)	106	3,047	4,250	58	1,810	2,182	48	1,237	2,068	
Mean	1.52	1.29	1.45	1.50	1.26	1.56	1.54	1.34	1.33	
Standard deviation	1.12	0.87	1.10	1.14	0.83	1.24	1.11	0.94	0.90	
Significance	-	**		-	*		-			
Effect size	-	0.26	0.06	-	0.29	-0.05	-	0.21	0.23	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	23.4%	16.9%	35.0%	18.6%	14.4%	34.0%	29.2%	21.2%	36.1%	
1-2	39.3%	23.2%	37.4%	47.5%	23.6%	34.4%	29.2%	22.7%	41.0%	
3-4	22.4%	26.4%	17.5%	22.0%	25.2%	18.1%	22.9%	28.5%	16.7%	
5-10	13.1%	24.5%	8.9%	11.9%	25.5%	11.7%	14.6%	22.9%	5.4%	
11-20	1.9%	5.5%	1.1%	0.0%	6.6%	1.6%	4.2%	3.7%	0.6%	
21-50	0.0%	3.0%	0.1%	0.0%	4.1%	0.1%	0.0%	1.0%	0.1%	
51+	0.0%	0.5%	0.1%	0.0%	0.7%	0.1%	0.0%	0.1%	0.1%	
Total(n)	107	3,046	4,257	59	1,810	2,184	48	1,236	2,073	
Mean	2.31	2.89	2.04	2.27	3.01	2.13	2.35	2.69	1.94	
Standard deviation	1.03	1.30	1.00	0.91	1.34	1.07	1.18	1.21	0.91	
Significance	-	***	**	-	***		-		**	
Effect size	-	-0.45	0.27	-	-0.55	0.13	-	-0.28	0.45	Scholarly Productivity

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a great extent	50.9%	52.3%	43.2%	59.3%	53.0%	46.3%	40.8%	51.2%	39.4%	
To some extent	46.3%	41.7%	50.5%	39.0%	41.4%	49.1%	55.1%	42.3%	52.2%	
Not at all	2.8%	6.0%	6.2%	1.7%	5.7%	4.5%	4.1%	6.6%	8.3%	
Total(n)	108	3,050	4,260	59	1,810	2,185	49	1,240	2,075	
Mean	2.48	2.46	2.37	2.58	2.47	2.42	2.37	2.45	2.31	
Standard deviation	0.56	0.61	0.60	0.53	0.60	0.58	0.57	0.62	0.62	
Significance	-			-		*	-			
Effect size	-	0.03	0.18	-	0.18	0.28	-	-0.13	0.10	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	30.6%	32.3%	31.8%	35.6%	33.7%	36.3%	24.5%	29.7%	26.5%	
To some extent	57.4%	49.6%	49.9%	52.5%	49.6%	47.2%	63.3%	49.6%	53.2%	
Not at all	12.0%	18.1%	18.3%	11.9%	16.7%	16.5%	12.2%	20.6%	20.3%	
Total(n)	108	3,052	4,264	59	1,812	2,188	49	1,240	2,076	
Mean	2.19	2.14	2.14	2.24	2.17	2.20	2.12	2.09	2.06	
Standard deviation	0.63	0.70	0.69	0.65	0.69	0.70	0.60	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.10	0.06	-	0.04	0.09	
Experience close alignment between your work and your personal values										
To a great extent	67.6%	64.4%	60.8%	71.2%	67.2%	60.6%	63.3%	59.7%	61.0%	
To some extent	29.6%	31.5%	34.1%	25.4%	28.0%	32.5%	34.7%	37.7%	36.0%	
Not at all	2.8%	4.0%	5.1%	3.4%	4.8%	6.9%	2.0%	2.6%	3.0%	
Total(n)	108	3,051	4,264	59	1,811	2,187	49	1,240	2,077	
Mean	2.65	2.60	2.56	2.68	2.62	2.54	2.61	2.57	2.58	
Standard deviation	0.54	0.57	0.59	0.54	0.58	0.62	0.53	0.54	0.55	
Significance	-			-			-			
Effect size	-	0.09	0.15	-	0.10	0.23	-	0.07	0.05	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar										
To a great extent	11.1%	25.7%	23.4%	6.8%	20.6%	19.0%	16.3%	34.4%	28.7%	
To some extent	37.0%	34.9%	36.0%	35.6%	32.5%	33.2%	38.8%	39.0%	39.5%	
Not at all	51.9%	39.5%	40.6%	57.6%	47.0%	47.9%	44.9%	26.6%	31.8%	
Total(n)	108	3,046	4,263	59	1,807	2,189	49	1,239	2,074	
Mean	1.59	1.86	1.83	1.49	1.74	1.71	1.71	2.08	1.97	
Standard deviation	0.68	0.80	0.78	0.63	0.78	0.76	0.74	0.78	0.78	
Significance	-	***	**	-	*	*	-	**	*	
Effect size	-	-0.34	-0.31	-	-0.32	-0.29	-	-0.47	-0.33	
Mentor new faculty										
To a great extent	28.7%	21.4%	21.9%	25.4%	20.9%	18.9%	32.7%	22.4%	25.6%	
To some extent	48.1%	50.9%	52.5%	55.9%	51.5%	54.1%	38.8%	49.8%	50.5%	
Not at all	23.1%	27.7%	25.6%	18.6%	27.6%	27.1%	28.6%	27.9%	23.9%	
Total(n)	108	3,048	4,263	59	1,809	2,188	49	1,239	2,075	
Mean	2.06	1.94	1.96	2.07	1.93	1.92	2.04	1.94	2.02	
Standard deviation	0.72	0.70	0.69	0.67	0.69	0.67	0.79	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.17	0.14	-	0.20	0.22	-	0.14	0.03	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	98.1%	94.6%	97.3%	98.3%	92.9%	95.7%	98.0%	97.5%	99.2%	
Occasionally	1.9%	5.3%	2.0%	1.7%	7.0%	3.0%	2.0%	2.4%	0.8%	
Not at all	0.0%	0.1%	0.7%	0.0%	0.0%	1.3%	0.0%	0.1%	0.0%	
Total(n)	107	3,049	4,263	58	1,811	2,188	49	1,238	2,075	
Mean	2.98	2.95	2.97	2.98	2.93	2.94	2.98	2.97	2.99	
Standard deviation	0.14	0.23	0.22	0.13	0.26	0.28	0.14	0.17	0.09	
Significance	-			-			-			
Effect size	-	0.13	0.05	-	0.19	0.14	-	0.06	-0.11	
Support their opinions with a logical argument										
Frequently	93.5%	81.7%	85.5%	96.6%	77.9%	82.9%	89.8%	88.3%	88.6%	
Occasionally	6.5%	17.2%	13.4%	3.4%	20.5%	15.4%	10.2%	11.4%	10.9%	
Not at all	0.0%	1.1%	1.2%	0.0%	1.6%	1.7%	0.0%	0.3%	0.5%	
Total(n)	107	3,047	4,258	58	1,810	2,184	49	1,237	2,074	
Mean	2.93	2.81	2.84	2.97	2.76	2.81	2.90	2.88	2.88	
Standard deviation	0.25	0.42	0.39	0.18	0.46	0.43	0.31	0.33	0.34	
Significance	-	**	*	-	***	**	-			
Effect size	-	0.29	0.23	-	0.46	0.37	-	0.06	0.06	
Seek solutions to problems and explain them to others										
Frequently	73.8%	72.1%	74.1%	74.1%	68.7%	72.7%	73.5%	78.0%	75.8%	
Occasionally	26.2%	24.6%	23.8%	25.9%	27.3%	24.5%	26.5%	20.0%	22.9%	
Not at all	0.0%	3.3%	2.1%	0.0%	4.0%	2.8%	0.0%	2.0%	1.2%	
Total(n)	107	3,049	4,259	58	1,811	2,186	49	1,238	2,073	
Mean	2.74	2.69	2.72	2.74	2.65	2.70	2.73	2.76	2.75	
Standard deviation	0.44	0.53	0.49	0.44	0.56	0.52	0.45	0.47	0.46	
Significance	-			-			-			
Effect size	-	0.09	0.04	-	0.16	0.08	-	-0.06	-0.04	
Revise their papers to improve their writing										
Frequently	59.8%	53.4%	62.2%	53.4%	47.5%	57.8%	67.3%	63.5%	67.5%	
Occasionally	37.4%	34.9%	30.6%	41.4%	38.9%	34.0%	32.7%	27.9%	26.5%	
Not at all	2.8%	11.7%	7.2%	5.2%	13.5%	8.2%	0.0%	8.6%	6.0%	
Total(n)	107	3,047	4,254	58	1,809	2,183	49	1,238	2,071	
Mean	2.57	2.42	2.55	2.48	2.34	2.50	2.67	2.55	2.62	
Standard deviation	0.55	0.69	0.63	0.60	0.70	0.64	0.47	0.65	0.60	
Significance	-	*		-			-			
Effect size	-	0.22	0.03	-	0.20	-0.03	-	0.18	0.08	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Evaluate the quality or reliability of information they receive										
Frequently	78.5%	66.9%	71.7%	75.9%	61.5%	66.8%	81.6%	76.2%	77.6%	
Occasionally	19.6%	29.4%	26.1%	22.4%	34.3%	30.6%	16.3%	21.0%	20.6%	
Not at all	1.9%	3.7%	2.2%	1.7%	4.2%	2.6%	2.0%	2.8%	1.8%	
Total(n)	107	3,044	4,256	58	1,806	2,184	49	1,238	2,072	
Mean	2.77	2.63	2.69	2.74	2.57	2.64	2.80	2.73	2.76	
Standard deviation	0.47	0.55	0.51	0.48	0.57	0.53	0.46	0.50	0.47	
Significance	-	**		-	*		-			
Effect size	-	0.25	0.16	-	0.30	0.19	-	0.14	0.09	
Take risks for potential gains										
Frequently	45.8%	36.0%	43.7%	50.0%	33.1%	45.5%	40.8%	41.2%	41.4%	
Occasionally	51.4%	46.4%	43.6%	50.0%	47.5%	41.8%	53.1%	44.6%	45.8%	
Not at all	2.8%	17.6%	12.7%	0.0%	19.5%	12.6%	6.1%	14.2%	12.8%	
Total(n)	107	3,035	4,240	58	1,801	2,175	49	1,234	2,065	
Mean	2.43	2.18	2.31	2.50	2.14	2.33	2.35	2.27	2.29	
Standard deviation	0.55	0.71	0.68	0.50	0.71	0.69	0.60	0.69	0.68	
Significance	-	***		-	***		-			
Effect size	-	0.35	0.18	-	0.51	0.25	-	0.12	0.09	
Seek alternative solutions to a problem										
Frequently	57.0%	59.2%	61.8%	58.6%	57.2%	60.2%	55.1%	62.6%	63.7%	
Occasionally	43.0%	36.9%	35.7%	41.4%	39.6%	36.8%	44.9%	32.1%	34.4%	
Not at all	0.0%	3.9%	2.5%	0.0%	3.2%	3.0%	0.0%	5.3%	1.9%	
Total(n)	107	3,043	4,257	58	1,807	2,184	49	1,236	2,073	
Mean	2.57	2.55	2.59	2.59	2.54	2.57	2.55	2.57	2.62	
Standard deviation	0.50	0.57	0.54	0.50	0.56	0.55	0.50	0.59	0.52	
Significance	-			-			-			
Effect size	-	0.04	-0.04	-	0.09	0.04	-	-0.03	-0.13	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Look up scientific research articles and resources										
Frequently	49.1%	58.9%	50.5%	49.2%	59.1%	46.9%	49.0%	58.6%	54.7%	
Occasionally	35.2%	28.9%	34.3%	32.2%	30.5%	37.4%	38.8%	26.1%	30.5%	
Not at all	15.7%	12.2%	15.2%	18.6%	10.4%	15.7%	12.2%	15.3%	14.7%	
Total(n)	108	3,050	4,257	59	1,811	2,184	49	1,239	2,073	
Mean	2.33	2.47	2.35	2.31	2.49	2.31	2.37	2.43	2.40	
Standard deviation	0.74	0.70	0.73	0.77	0.68	0.73	0.70	0.74	0.73	
Significance	-	*		-	*		-			
Effect size	-	-0.20	-0.03	-	-0.26	0.00	-	-0.08	-0.04	
Explore topics on their own, even though it was not required for a class										
Frequently	63.9%	56.5%	50.9%	64.4%	55.1%	49.9%	63.3%	58.9%	52.1%	
Occasionally	36.1%	40.4%	46.0%	35.6%	42.2%	46.7%	36.7%	37.1%	45.2%	
Not at all	0.0%	3.2%	3.1%	0.0%	2.7%	3.4%	0.0%	4.0%	2.7%	
Total(n)	108	3,050	4,264	59	1,811	2,189	49	1,239	2,075	
Mean	2.64	2.53	2.48	2.64	2.52	2.46	2.63	2.55	2.49	
Standard deviation	0.48	0.56	0.56	0.48	0.55	0.56	0.49	0.57	0.55	
Significance	-	*	**	-		*	-			
Effect size	-	0.20	0.29	-	0.22	0.32	-	0.14	0.25	
Accept mistakes as part of the learning process										
Frequently	75.9%	72.9%	76.6%	79.7%	70.4%	74.5%	71.4%	77.1%	79.0%	
Occasionally	24.1%	25.5%	20.8%	20.3%	27.5%	21.2%	28.6%	21.9%	20.4%	
Not at all	0.0%	1.7%	2.6%	0.0%	2.1%	4.3%	0.0%	1.0%	0.6%	
Total(n)	108	3,048	4,263	59	1,809	2,188	49	1,239	2,075	
Mean	2.76	2.71	2.74	2.80	2.68	2.70	2.71	2.76	2.78	
Standard deviation	0.43	0.49	0.50	0.41	0.51	0.54	0.46	0.45	0.42	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	0.24	0.19	-	-0.11	-0.17	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek feedback on their academic work										
Frequently	81.5%	71.8%	78.1%	83.1%	68.2%	72.5%	79.6%	77.9%	85.0%	
Occasionally	18.5%	26.2%	19.7%	16.9%	29.2%	24.1%	20.4%	21.0%	14.4%	
Not at all	0.0%	2.0%	2.2%	0.0%	2.5%	3.4%	0.0%	1.1%	0.7%	
Total(n)	108	3,050	4,258	59	1,811	2,185	49	1,239	2,073	
Mean	2.81	2.70	2.76	2.83	2.66	2.69	2.80	2.77	2.84	
Standard deviation	0.39	0.50	0.48	0.38	0.53	0.53	0.41	0.45	0.38	
Significance	-	*		-	*	*	-			
Effect size	-	0.22	0.10	-	0.32	0.26	-	0.07	-0.11	
Integrate skills and knowledge from different sources and experiences										
Frequently	75.9%	72.9%	76.5%	76.3%	71.4%	72.4%	75.5%	75.4%	81.5%	
Occasionally	24.1%	24.9%	21.9%	23.7%	25.5%	25.1%	24.5%	23.9%	17.9%	
Not at all	0.0%	2.2%	1.6%	0.0%	3.1%	2.5%	0.0%	0.8%	0.6%	
Total(n)	108	3,049	4,264	59	1,810	2,189	49	1,239	2,075	
Mean	2.76	2.71	2.75	2.76	2.68	2.70	2.76	2.75	2.81	
Standard deviation	0.43	0.50	0.47	0.43	0.53	0.51	0.43	0.45	0.41	
Significance	-			-			-			
Effect size	-	0.10	0.02	-	0.15	0.12	-	0.02	-0.12	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Multiple-choice exams										
All	1.9%	10.3%	10.3%	0.0%	8.3%	9.9%	4.1%	13.7%	10.8%	
Most	6.5%	9.7%	11.1%	6.9%	10.5%	11.4%	6.1%	8.3%	10.8%	
Some	29.0%	24.3%	28.2%	25.9%	22.7%	27.9%	32.7%	27.1%	28.5%	
None	62.6%	55.6%	50.5%	67.2%	58.4%	50.9%	57.1%	50.8%	50.0%	
Total(n)	107	3,046	4,259	58	1,812	2,184	49	1,234	2,075	
Mean	1.48	1.75	1.81	1.40	1.69	1.80	1.57	1.85	1.82	
Standard deviation	0.71	1.00	1.00	0.62	0.96	0.99	0.79	1.06	1.00	
Significance	-	**	***	-	*	**	-			
Effect size	-	-0.27	-0.33	-	-0.30	-0.40	-	-0.26	-0.25	
Essay exams										
All	17.6%	21.4%	21.9%	16.9%	20.8%	22.0%	18.4%	22.4%	21.8%	
Most	36.1%	20.7%	22.2%	33.9%	20.3%	22.3%	38.8%	21.5%	22.1%	
Some	33.3%	29.7%	31.4%	35.6%	27.2%	32.4%	30.6%	34.1%	30.2%	
None	13.0%	28.2%	24.5%	13.6%	31.7%	23.3%	12.2%	22.1%	25.9%	
Total(n)	108	3,046	4,259	59	1,809	2,183	49	1,237	2,076	
Mean	2.58	2.35	2.41	2.54	2.30	2.43	2.63	2.44	2.40	
Standard deviation	0.93	1.10	1.08	0.93	1.12	1.07	0.93	1.07	1.09	
Significance	-	*		-			-			
Effect size	-	0.21	0.16	-	0.21	0.10	-	0.18	0.21	
Short-answer exams										
All	19.4%	16.1%	18.6%	20.3%	16.4%	20.8%	18.4%	15.7%	15.9%	
Most	30.6%	24.4%	25.0%	33.9%	25.7%	24.4%	26.5%	22.3%	25.6%	
Some	37.0%	33.2%	34.3%	33.9%	31.5%	33.2%	40.8%	36.3%	35.7%	
None	13.0%	26.2%	22.1%	11.9%	26.4%	21.5%	14.3%	25.8%	22.8%	
Total(n)	108	3,043	4,254	59	1,807	2,182	49	1,236	2,072	
Mean	2.56	2.31	2.40	2.63	2.32	2.45	2.49	2.28	2.35	
Standard deviation	0.95	1.03	1.03	0.95	1.04	1.05	0.96	1.01	1.00	
Significance	-	*		-	*		-			
Effect size	-	0.24	0.16	-	0.30	0.17	-	0.21	0.14	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Quizzes										
All	13.9%	12.9%	16.2%	15.3%	13.1%	15.7%	12.2%	12.5%	16.8%	
Most	25.0%	15.7%	19.6%	25.4%	14.6%	20.5%	24.5%	17.5%	18.7%	
Some	46.3%	32.5%	36.5%	47.5%	30.3%	36.8%	44.9%	36.5%	36.2%	
None	14.8%	38.9%	27.6%	11.9%	42.0%	27.0%	18.4%	33.4%	28.4%	
Total(n)	108	3,040	4,254	59	1,806	2,180	49	1,234	2,074	
Mean	2.38	2.03	2.24	2.44	1.99	2.25	2.31	2.09	2.24	
Standard deviation	0.90	1.03	1.03	0.90	1.04	1.02	0.92	1.00	1.04	
Significance	-	***		-	**		-			
Effect size	-	0.34	0.14	-	0.43	0.19	-	0.22	0.07	
Weekly essay assignments										
All	4.7%	8.4%	8.5%	3.4%	7.1%	7.2%	6.1%	10.6%	10.0%	
Most	13.1%	13.2%	14.0%	6.9%	10.8%	12.9%	20.4%	17.4%	15.3%	
Some	41.1%	29.1%	34.1%	44.8%	27.6%	32.4%	36.7%	31.7%	36.2%	
None	41.1%	49.3%	43.4%	44.8%	54.6%	47.6%	36.7%	40.3%	38.5%	
Total(n)	107	3,035	4,246	58	1,801	2,177	49	1,234	2,069	
Mean	1.81	1.81	1.88	1.69	1.70	1.80	1.96	1.98	1.97	
Standard deviation	0.84	0.96	0.95	0.75	0.92	0.92	0.91	1.00	0.97	
Significance	-			-			-			
Effect size	-	0.00	-0.07	-	-0.01	-0.12	-	-0.02	-0.01	
Student presentations										
All	15.0%	20.3%	26.6%	12.1%	17.2%	20.7%	18.4%	25.7%	33.8%	
Most	31.8%	23.4%	25.1%	24.1%	20.6%	23.5%	40.8%	28.3%	27.0%	
Some	50.5%	41.9%	39.0%	60.3%	44.6%	42.5%	38.8%	37.3%	34.9%	
None	2.8%	14.3%	9.3%	3.4%	17.6%	13.4%	2.0%	8.6%	4.3%	
Total(n)	107	3,049	4,255	58	1,810	2,185	49	1,239	2,070	
Mean	2.59	2.50	2.69	2.45	2.37	2.51	2.76	2.71	2.90	
Standard deviation	0.78	0.97	0.97	0.75	0.97	0.96	0.78	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.09	-0.10	-	0.08	-0.06	-	0.05	-0.15	Student-Centered Pedagogy

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Term/research papers										
All	13.0%	24.2%	22.3%	11.9%	24.0%	19.0%	14.3%	24.6%	26.2%	
Most	30.6%	26.9%	25.6%	30.5%	26.0%	26.1%	30.6%	28.5%	25.1%	
Some	50.9%	34.7%	40.1%	52.5%	35.2%	41.3%	49.0%	33.9%	38.5%	
None	5.6%	14.2%	12.0%	5.1%	14.8%	13.6%	6.1%	13.1%	10.2%	
Total(n)	108	3,042	4,250	59	1,807	2,178	49	1,235	2,072	
Mean	2.51	2.61	2.58	2.49	2.59	2.51	2.53	2.65	2.67	
Standard deviation	0.79	1.00	0.96	0.77	1.01	0.95	0.82	0.99	0.97	
Significance	-			-			-			
Effect size	-	-0.10	-0.07	-	-0.10	-0.02	-	-0.12	-0.14	
Student evaluations of each others' work										
All	6.5%	8.3%	12.0%	6.9%	5.3%	9.8%	6.1%	13.6%	14.6%	Student-Centered Pedagogy
Most	12.1%	7.5%	13.4%	6.9%	5.4%	11.0%	18.4%	11.1%	16.3%	
Some	52.3%	34.5%	42.6%	53.4%	32.7%	40.3%	51.0%	37.5%	45.4%	
None	29.0%	49.7%	32.0%	32.8%	56.6%	38.9%	24.5%	37.7%	23.6%	
Total(n)	107	3,045	4,256	58	1,808	2,182	49	1,237	2,074	
Mean	1.96	1.75	2.05	1.88	1.59	1.92	2.06	2.01	2.22	
Standard deviation	0.82	0.92	0.96	0.82	0.82	0.94	0.83	1.02	0.97	
Significance	-	*		-	**		-			
Effect size	-	0.23	-0.09	-	0.35	-0.04	-	0.05	-0.16	
Grading on a curve										
All	9.3%	10.9%	4.6%	13.8%	12.7%	6.1%	4.1%	7.7%	2.8%	
Most	9.3%	10.9%	6.6%	5.2%	12.0%	7.2%	14.3%	9.0%	5.8%	
Some	22.4%	21.6%	20.1%	20.7%	21.2%	21.6%	24.5%	22.2%	18.2%	
None	58.9%	56.6%	68.8%	60.3%	54.1%	65.0%	57.1%	61.1%	73.3%	
Total(n)	107	3,039	4,241	58	1,809	2,175	49	1,230	2,066	
Mean	1.69	1.76	1.47	1.72	1.83	1.54	1.65	1.63	1.38	
Standard deviation	0.98	1.03	0.81	1.07	1.07	0.87	0.88	0.93	0.72	
Significance	-		**	-			-		**	
Effect size	-	-0.07	0.27	-	-0.10	0.21	-	0.02	0.38	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Competency-based grading										
All	25.0%	26.1%	30.5%	22.4%	23.2%	28.5%	28.3%	31.2%	32.9%	
Most	18.3%	21.8%	20.5%	19.0%	22.5%	21.0%	17.4%	20.5%	19.8%	
Some	24.0%	16.4%	20.0%	24.1%	16.0%	18.9%	23.9%	17.2%	21.3%	
None	32.7%	35.7%	29.0%	34.5%	38.3%	31.5%	30.4%	31.0%	26.0%	
Total(n)	104	3,016	4,174	58	1,794	2,149	46	1,222	2,025	
Mean	2.36	2.38	2.52	2.29	2.31	2.47	2.43	2.52	2.60	
Standard deviation	1.18	1.21	1.20	1.17	1.20	1.20	1.20	1.22	1.19	
Significance	-			-			-			
Effect size	-	-0.02	-0.13	-	-0.02	-0.15	-	-0.07	-0.14	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	71.3%	63.4%	70.1%	71.2%	60.0%	65.6%	71.4%	69.2%	75.5%	
Most	19.4%	19.1%	15.0%	16.9%	17.6%	16.0%	22.4%	21.6%	13.7%	
Some	8.3%	14.6%	13.0%	11.9%	18.4%	15.6%	4.1%	8.0%	9.8%	
None	0.9%	2.9%	1.9%	0.0%	4.0%	2.7%	2.0%	1.2%	1.0%	
Total(n)	108	3,051	4,259	59	1,812	2,184	49	1,239	2,075	Student-Centered Pedagogy
Mean	3.61	3.43	3.53	3.59	3.34	3.45	3.63	3.59	3.64	
Standard deviation	0.68	0.84	0.79	0.70	0.91	0.85	0.67	0.69	0.70	
Significance	-	*		-	*		-			
Effect size	-	0.21	0.10	-	0.27	0.16	-	0.06	-0.01	
Cooperative learning (small groups)										
All	31.8%	29.0%	42.3%	29.3%	24.0%	33.0%	34.7%	37.4%	53.5%	
Most	29.0%	21.4%	23.6%	24.1%	20.4%	25.9%	34.7%	23.1%	20.9%	
Some	29.0%	31.7%	24.5%	34.5%	32.4%	27.3%	22.4%	30.5%	21.0%	
None	10.3%	17.9%	9.6%	12.1%	23.1%	13.8%	8.2%	9.0%	4.6%	
Total(n)	107	3,030	4,254	58	1,798	2,180	49	1,232	2,074	Student-Centered Pedagogy
Mean	2.82	2.61	2.99	2.71	2.45	2.78	2.96	2.89	3.23	
Standard deviation	1.00	1.08	1.03	1.03	1.09	1.05	0.96	1.01	0.94	
Significance	-	*		-			-		*	
Effect size	-	0.19	-0.17	-	0.24	-0.07	-	0.07	-0.29	

Kenyon College	Total			Men			Women			Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
In how many of the courses that you teach do you use each of the following?											
<u>Instructional Techniques/Methods</u>											
Experiential learning/Field studies										Student-Centered Pedagogy	
All	6.5%	10.4%	12.0%	3.4%	8.1%	9.7%	10.2%	14.3%	14.7%		
Most	14.0%	12.7%	15.2%	17.2%	12.6%	15.7%	10.2%	12.9%	14.6%		
Some	41.1%	30.9%	35.1%	34.5%	30.3%	32.4%	49.0%	31.8%	38.4%		
None	38.3%	46.0%	37.7%	44.8%	48.9%	42.3%	30.6%	41.0%	32.2%		
Total(n)	107	3,041	4,252	58	1,807	2,180	49	1,234	2,072		
Mean	1.89	1.87	2.01	1.79	1.80	1.93	2.00	2.00	2.12		
Standard deviation	0.88	0.99	1.00	0.85	0.95	0.98	0.91	1.05	1.02		
Significance	-			-			-				
Effect size	-	0.02	-0.12	-	-0.01	-0.14	-	0.00	-0.12		
Teaching assistants											
All	0.9%	11.3%	2.0%	0.0%	13.0%	1.8%	2.0%	8.4%	2.3%		
Most	3.7%	12.9%	4.4%	3.4%	12.4%	5.7%	4.1%	13.7%	2.7%		
Some	22.4%	42.5%	20.6%	27.6%	43.6%	20.9%	16.3%	40.8%	20.2%		
None	72.9%	33.3%	73.0%	69.0%	31.1%	71.6%	77.6%	37.1%	74.8%		
Total(n)	107	3,039	4,252	58	1,804	2,180	49	1,235	2,072		
Mean	1.33	2.02	1.35	1.34	2.07	1.38	1.31	1.94	1.33		
Standard deviation	0.60	0.96	0.66	0.55	0.97	0.68	0.65	0.92	0.64		
Significance	-	***		-	***		-	***			
Effect size	-	-0.72	-0.03	-	-0.75	-0.06	-	-0.68	-0.03		
Recitals/Demonstrations											
All	9.3%	8.3%	8.7%	8.6%	7.9%	8.4%	10.2%	9.0%	9.1%		
Most	14.0%	10.1%	11.3%	15.5%	11.5%	11.9%	12.2%	7.5%	10.5%		
Some	29.9%	31.2%	26.3%	25.9%	34.1%	26.8%	34.7%	26.3%	25.7%		
None	46.7%	50.4%	53.7%	50.0%	46.4%	52.8%	42.9%	57.3%	54.7%		
Total(n)	107	3,044	4,251	58	1,807	2,179	49	1,237	2,072		
Mean	1.86	1.76	1.75	1.83	1.81	1.76	1.90	1.68	1.74		
Standard deviation	0.99	0.94	0.97	0.99	0.93	0.96	0.98	0.95	0.97		
Significance	-			-			-				
Effect size	-	0.11	0.11	-	0.02	0.07	-	0.23	0.16		

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Group projects										Student-Centered Pedagogy
All	5.7%	11.4%	13.6%	5.2%	8.9%	11.3%	6.3%	15.5%	16.4%	
Most	18.9%	14.2%	22.9%	15.5%	14.3%	21.2%	22.9%	14.0%	25.0%	
Some	58.5%	44.6%	44.5%	55.2%	43.2%	44.7%	62.5%	46.9%	44.2%	
None	17.0%	29.9%	19.0%	24.1%	33.5%	22.8%	8.3%	23.6%	14.3%	
Total(n)	106	3,040	4,253	58	1,806	2,180	48	1,234	2,073	
Mean	2.13	2.07	2.31	2.02	1.99	2.21	2.27	2.22	2.44	
Standard deviation	0.76	0.94	0.93	0.78	0.91	0.92	0.71	0.98	0.93	
Significance	-		*	-			-			
Effect size	-	0.06	-0.19	-	0.03	-0.21	-	0.05	-0.18	
Extensive lecturing										
All	6.5%	18.6%	12.7%	8.6%	23.1%	16.2%	4.1%	10.7%	8.6%	
Most	21.5%	28.0%	24.9%	25.9%	29.7%	30.2%	16.3%	25.1%	18.6%	
Some	46.7%	40.0%	37.6%	44.8%	35.9%	34.8%	49.0%	47.1%	40.9%	
None	25.2%	13.4%	24.8%	20.7%	11.3%	18.8%	30.6%	17.1%	32.0%	
Total(n)	107	3,045	4,254	58	1,809	2,184	49	1,236	2,070	
Mean	2.09	2.52	2.26	2.22	2.65	2.44	1.94	2.29	2.04	
Standard deviation	0.85	0.94	0.97	0.88	0.96	0.97	0.80	0.87	0.92	
Significance	-	***		-	***		-	**		
Effect size	-	-0.46	-0.18	-	-0.45	-0.23	-	-0.40	-0.11	
Multiple drafts of written work										
All	5.6%	7.7%	11.7%	3.4%	5.7%	9.2%	8.2%	11.0%	14.8%	
Most	19.6%	14.7%	19.7%	15.5%	13.3%	19.1%	24.5%	17.2%	20.4%	
Some	57.0%	45.6%	48.8%	60.3%	45.9%	50.8%	53.1%	45.1%	46.4%	
None	17.8%	32.0%	19.7%	20.7%	35.1%	20.9%	14.3%	26.7%	18.3%	
Total(n)	107	3,037	4,255	58	1,805	2,180	49	1,232	2,075	
Mean	2.13	1.98	2.23	2.02	1.90	2.16	2.27	2.13	2.32	
Standard deviation	0.77	0.88	0.90	0.71	0.84	0.86	0.81	0.93	0.94	
Significance	-			-			-			
Effect size	-	0.17	-0.11	-	0.14	-0.16	-	0.15	-0.05	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Student-selected topics for course content										Student-Centered Pedagogy
All	1.9%	8.0%	7.0%	1.7%	8.3%	6.1%	2.0%	7.5%	8.0%	
Most	16.8%	12.4%	15.0%	13.8%	11.5%	14.1%	20.4%	14.0%	16.1%	
Some	53.3%	47.1%	47.6%	53.4%	45.0%	44.6%	53.1%	50.8%	51.3%	
None	28.0%	32.5%	30.4%	31.0%	35.3%	35.2%	24.5%	27.7%	24.6%	
Total(n)	107	3,044	4,257	58	1,809	2,184	49	1,235	2,073	
Mean	1.93	1.96	1.99	1.86	1.93	1.91	2.00	2.01	2.08	
Standard deviation	0.72	0.88	0.86	0.71	0.89	0.85	0.74	0.85	0.85	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	-0.08	-0.06	-	-0.01	-0.09	
Reflective writing/journaling										Student-Centered Pedagogy
All	3.7%	4.9%	8.4%	3.4%	4.0%	5.8%	4.1%	6.4%	11.6%	
Most	11.1%	8.3%	12.9%	5.1%	6.5%	12.5%	18.4%	11.5%	13.3%	
Some	37.0%	27.0%	40.0%	39.0%	23.9%	36.1%	34.7%	32.2%	44.7%	
None	48.1%	59.8%	38.7%	52.5%	65.5%	45.6%	42.9%	49.9%	30.4%	
Total(n)	108	3,043	4,254	59	1,808	2,183	49	1,235	2,071	
Mean	1.70	1.58	1.91	1.59	1.49	1.78	1.84	1.74	2.06	
Standard deviation	0.81	0.84	0.92	0.75	0.79	0.87	0.87	0.90	0.95	
Significance	-		*	-			-			
Effect size	-	0.14	-0.23	-	0.13	-0.22	-	0.11	-0.23	
Community service as part of coursework										Civic Minded Practice
All	0.0%	1.0%	2.0%	0.0%	0.4%	1.5%	0.0%	2.0%	2.6%	
Most	1.9%	2.5%	4.2%	3.4%	1.6%	4.5%	0.0%	4.1%	3.9%	
Some	16.8%	14.8%	24.2%	13.8%	12.7%	20.9%	20.4%	18.5%	28.3%	
None	81.3%	81.7%	69.5%	82.8%	85.3%	73.1%	79.6%	75.3%	65.2%	
Total(n)	107	3,043	4,255	58	1,810	2,184	49	1,233	2,071	
Mean	1.21	1.23	1.39	1.21	1.17	1.34	1.20	1.33	1.44	
Standard deviation	0.45	0.54	0.66	0.49	0.45	0.64	0.41	0.65	0.69	
Significance	-		**	-			-		*	
Effect size	-	-0.04	-0.27	-	0.09	-0.20	-	-0.20	-0.35	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Electronic quizzes with immediate feedback in class										
All	0.0%	1.8%	1.6%	0.0%	1.7%	0.7%	0.0%	2.0%	2.6%	
Most	2.8%	3.6%	3.3%	3.4%	3.0%	3.1%	2.0%	4.6%	3.6%	
Some	9.3%	9.2%	11.5%	12.1%	8.3%	9.5%	6.1%	10.7%	14.0%	
None	87.9%	85.4%	83.6%	84.5%	87.0%	86.7%	91.8%	82.7%	79.8%	
Total(n)	107	3,044	4,255	58	1,810	2,182	49	1,234	2,073	
Mean	1.15	1.22	1.23	1.19	1.19	1.18	1.10	1.26	1.29	
Standard deviation	0.43	0.59	0.58	0.48	0.56	0.50	0.37	0.64	0.66	
Significance	-			-			-		*	
Effect size	-	-0.12	-0.14	-	0.00	0.02	-	-0.25	-0.29	
Using real-life problems										
All	13.9%	23.5%	27.5%	11.9%	21.1%	25.8%	16.3%	27.7%	29.5%	
Most	23.1%	23.3%	27.9%	23.7%	24.1%	29.3%	22.4%	22.0%	26.3%	
Some	42.6%	30.9%	32.0%	40.7%	29.5%	29.8%	44.9%	33.4%	34.6%	
None	20.4%	22.2%	12.6%	23.7%	25.3%	15.1%	16.3%	16.9%	9.6%	
Total(n)	108	3,048	4,255	59	1,811	2,184	49	1,237	2,071	
Mean	2.31	2.48	2.70	2.24	2.41	2.66	2.39	2.60	2.76	
Standard deviation	0.95	1.08	1.01	0.95	1.08	1.02	0.95	1.06	0.98	
Significance	-		***	-		**	-		**	
Effect size	-	-0.16	-0.39	-	-0.16	-0.41	-	-0.20	-0.38	
Using student inquiry to drive learning										
All	17.8%	17.3%	19.8%	18.6%	14.8%	19.1%	16.7%	21.7%	20.8%	
Most	29.0%	28.1%	28.9%	23.7%	25.8%	26.3%	35.4%	32.1%	32.1%	
Some	45.8%	38.3%	41.5%	50.8%	40.1%	42.9%	39.6%	35.1%	39.8%	
None	7.5%	16.4%	9.7%	6.8%	19.4%	11.7%	8.3%	11.1%	7.3%	
Total(n)	107	3,043	4,246	59	1,808	2,183	48	1,235	2,063	
Mean	2.57	2.46	2.59	2.54	2.36	2.53	2.60	2.64	2.66	
Standard deviation	0.87	0.96	0.91	0.88	0.96	0.93	0.87	0.94	0.89	
Significance	-			-			-			
Effect size	-	0.11	-0.02	-	0.19	0.01	-	-0.04	-0.07	Student-Centered Pedagogy

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Becoming an authority in my field										
Essential	22.2%	45.2%	24.2%	22.0%	49.8%	24.8%	22.4%	37.3%	23.5%	
Very important	30.6%	34.3%	36.5%	35.6%	32.1%	35.7%	24.5%	38.1%	37.5%	
Somewhat important	41.7%	15.9%	28.9%	35.6%	13.9%	28.5%	49.0%	19.5%	29.3%	
Not important	5.6%	4.5%	10.4%	6.8%	4.2%	11.0%	4.1%	5.1%	9.7%	
Total(n)	108	3,049	4,263	59	1,812	2,186	49	1,237	2,077	
Mean	2.69	3.20	2.75	2.73	3.28	2.74	2.65	3.08	2.75	
Standard deviation	0.88	0.87	0.94	0.89	0.85	0.95	0.88	0.87	0.92	
Significance	-	***		-	***		-	***		
Effect size	-	-0.59	-0.06	-	-0.65	-0.01	-	-0.49	-0.11	
Influencing the political structure										
Essential	4.6%	5.5%	4.4%	3.4%	5.0%	3.9%	6.1%	6.3%	4.9%	
Very important	10.2%	17.4%	17.0%	6.8%	15.8%	16.4%	14.3%	20.1%	17.8%	
Somewhat important	44.4%	39.2%	42.3%	47.5%	38.4%	39.7%	40.8%	40.6%	45.4%	
Not important	40.7%	37.9%	36.3%	42.4%	40.8%	40.0%	38.8%	33.0%	31.9%	
Total(n)	108	3,047	4,255	59	1,811	2,181	49	1,236	2,074	
Mean	1.79	1.90	1.89	1.71	1.85	1.84	1.88	2.00	1.96	
Standard deviation	0.81	0.87	0.84	0.74	0.86	0.83	0.88	0.89	0.83	
Significance	-			-			-			
Effect size	-	-0.13	-0.12	-	-0.16	-0.16	-	-0.13	-0.10	
Influencing social values										
Essential	13.9%	15.5%	14.8%	11.9%	12.0%	14.5%	16.3%	21.6%	15.2%	
Very important	25.0%	30.0%	35.3%	28.8%	28.0%	30.9%	20.4%	33.5%	40.7%	Civic
Somewhat important	45.4%	35.0%	34.9%	44.1%	36.7%	35.5%	46.9%	32.1%	34.1%	Minded
Not important	15.7%	19.5%	15.0%	15.3%	23.3%	19.1%	16.3%	12.9%	10.0%	Values
Total(n)	108	3,047	4,258	59	1,812	2,183	49	1,235	2,075	
Mean	2.37	2.42	2.50	2.37	2.29	2.41	2.37	2.64	2.61	Social
Standard deviation	0.91	0.97	0.92	0.89	0.95	0.96	0.95	0.96	0.86	Agency
Significance	-			-			-			
Effect size	-	-0.05	-0.14	-	0.08	-0.04	-	-0.28	-0.28	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Raising a family										
Essential	51.9%	52.6%	46.1%	57.6%	55.8%	47.7%	44.9%	47.1%	44.2%	
Very important	22.2%	23.8%	24.9%	20.3%	25.0%	26.5%	24.5%	21.8%	23.0%	
Somewhat important	9.3%	10.9%	9.3%	8.5%	9.5%	7.9%	10.2%	13.4%	11.0%	
Not important	16.7%	12.7%	19.7%	13.6%	9.7%	17.9%	20.4%	17.8%	21.8%	
Total(n)	108	3,041	4,253	59	1,811	2,184	49	1,230	2,069	
Mean	3.09	3.16	2.97	3.22	3.27	3.04	2.94	2.98	2.90	
Standard deviation	1.13	1.06	1.16	1.08	0.99	1.13	1.18	1.15	1.19	
Significance	-			-			-			
Effect size	-	-0.07	0.10	-	-0.05	0.16	-	-0.03	0.03	
Becoming very well off financially										
Essential	1.9%	3.8%	3.1%	3.4%	4.1%	3.4%	0.0%	3.2%	2.8%	
Very important	13.0%	23.3%	20.8%	13.6%	25.5%	22.9%	12.2%	19.5%	18.1%	
Somewhat important	63.0%	55.9%	56.7%	61.0%	57.2%	57.4%	65.3%	53.5%	56.0%	
Not important	22.2%	17.1%	19.4%	22.0%	13.2%	16.3%	22.4%	23.8%	23.1%	
Total(n)	108	3,047	4,258	59	1,811	2,184	49	1,236	2,074	
Mean	1.94	2.14	2.08	1.98	2.20	2.14	1.90	2.02	2.01	
Standard deviation	0.65	0.73	0.72	0.71	0.71	0.71	0.59	0.75	0.72	
Significance	-	**	*	-	*		-			
Effect size	-	-0.27	-0.19	-	-0.31	-0.23	-	-0.16	-0.15	
Helping others who are in difficulty										
Essential	26.2%	20.9%	28.1%	24.1%	18.1%	26.7%	28.6%	25.9%	29.9%	
Very important	40.2%	47.0%	45.6%	41.4%	46.2%	42.6%	38.8%	48.4%	49.1%	
Somewhat important	30.8%	29.0%	23.9%	29.3%	32.5%	27.3%	32.7%	22.9%	19.8%	
Not important	2.8%	3.1%	2.4%	5.2%	3.2%	3.5%	0.0%	2.9%	1.2%	
Total(n)	107	3,046	4,260	58	1,812	2,185	49	1,234	2,075	
Mean	2.90	2.86	2.99	2.84	2.79	2.92	2.96	2.97	3.08	
Standard deviation	0.82	0.78	0.79	0.85	0.77	0.82	0.79	0.78	0.73	
Significance	-			-			-			
Effect size	-	0.05	-0.11	-	0.06	-0.10	-	-0.01	-0.16	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Adopting 'green' practices to protect the environment										
Essential	14.8%	13.4%	18.7%	15.3%	11.4%	15.9%	14.3%	16.9%	22.1%	
Very important	40.7%	34.6%	40.0%	33.9%	32.9%	38.0%	49.0%	37.6%	42.4%	
Somewhat important	35.2%	44.3%	35.9%	39.0%	46.2%	39.2%	30.6%	41.0%	31.9%	
Not important	9.3%	7.7%	5.4%	11.9%	9.5%	6.9%	6.1%	4.5%	3.5%	
Total(n)	108	3,046	4,261	59	1,812	2,185	49	1,234	2,076	
Mean	2.61	2.54	2.72	2.53	2.46	2.63	2.71	2.67	2.83	
Standard deviation	0.85	0.82	0.83	0.90	0.82	0.83	0.79	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.09	-0.13	-	0.09	-0.12	-	0.05	-0.15	
Developing a meaningful philosophy of life										
Essential	49.1%	46.3%	52.5%	49.2%	41.7%	51.0%	49.0%	54.2%	54.2%	
Very important	29.6%	30.8%	31.2%	27.1%	31.6%	30.2%	32.7%	29.5%	32.5%	
Somewhat important	16.7%	19.2%	12.8%	18.6%	22.2%	14.2%	14.3%	14.0%	11.0%	
Not important	4.6%	3.7%	3.5%	5.1%	4.4%	4.6%	4.1%	2.3%	2.2%	
Total(n)	108	3,045	4,253	59	1,811	2,180	49	1,234	2,073	
Mean	3.23	3.20	3.33	3.20	3.11	3.28	3.27	3.35	3.39	
Standard deviation	0.89	0.87	0.83	0.92	0.90	0.87	0.86	0.81	0.77	
Significance	-			-			-			
Effect size	-	0.03	-0.12	-	0.10	-0.09	-	-0.10	-0.16	
Helping to promote racial understanding										
Essential	25.9%	30.0%	36.9%	16.9%	24.4%	30.9%	36.7%	39.9%	44.2%	
Very important	38.0%	37.5%	37.3%	42.4%	37.3%	36.1%	32.7%	37.8%	38.8%	
Somewhat important	32.4%	27.6%	21.2%	35.6%	32.1%	26.3%	28.6%	19.9%	15.1%	
Not important	3.7%	4.8%	4.6%	5.1%	6.2%	6.8%	2.0%	2.5%	1.9%	
Total(n)	108	3,044	4,260	59	1,809	2,183	49	1,235	2,077	
Mean	2.86	2.93	3.07	2.71	2.80	2.91	3.04	3.15	3.25	
Standard deviation	0.85	0.87	0.87	0.81	0.88	0.91	0.87	0.82	0.78	
Significance	-		*	-			-			
Effect size	-	-0.08	-0.24	-	-0.10	-0.22	-	-0.13	-0.27	Social Agency

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Integrating spirituality into my life										
Essential	19.6%	24.8%	26.7%	17.2%	22.4%	24.2%	22.4%	28.9%	29.7%	
Very important	16.8%	17.6%	19.5%	19.0%	15.7%	20.1%	14.3%	20.8%	18.7%	
Somewhat important	37.4%	24.5%	26.0%	34.5%	24.0%	24.5%	40.8%	25.5%	27.9%	
Not important	26.2%	33.1%	27.8%	29.3%	37.9%	31.1%	22.4%	24.8%	23.7%	
Total(n)	107	3,043	4,249	58	1,808	2,177	49	1,235	2,072	
Mean	2.30	2.34	2.45	2.24	2.23	2.37	2.37	2.54	2.54	
Standard deviation	1.07	1.18	1.16	1.06	1.18	1.16	1.07	1.15	1.15	
Significance	-			-			-			
Effect size	-	-0.03	-0.13	-	0.01	-0.11	-	-0.15	-0.15	
Making a theoretical contribution to science										
Essential	5.6%	20.0%	6.2%	6.8%	23.2%	6.5%	4.1%	14.5%	5.9%	
Very important	18.5%	29.3%	20.2%	18.6%	31.3%	20.7%	18.4%	25.8%	19.6%	
Somewhat important	25.0%	22.1%	30.8%	25.4%	20.4%	32.5%	24.5%	25.1%	28.7%	
Not important	50.9%	28.5%	42.8%	49.2%	25.1%	40.3%	53.1%	34.6%	45.8%	
Total(n)	108	3,041	4,249	59	1,810	2,182	49	1,231	2,067	
Mean	1.79	2.41	1.90	1.83	2.53	1.94	1.73	2.20	1.86	
Standard deviation	0.94	1.10	0.93	0.97	1.10	0.93	0.91	1.07	0.93	
Significance	-	***		-	***		-	**		
Effect size	-	-0.56	-0.12	-	-0.64	-0.12	-	-0.44	-0.14	
Participating in a community action program										
Essential	4.6%	4.9%	6.1%	6.8%	3.3%	4.3%	2.0%	7.6%	8.3%	
Very important	19.4%	19.3%	22.5%	13.6%	16.8%	21.1%	26.5%	23.6%	24.2%	
Somewhat important	48.1%	44.3%	45.6%	45.8%	45.7%	43.7%	51.0%	41.9%	47.8%	
Not important	27.8%	31.6%	25.8%	33.9%	34.3%	30.9%	20.4%	26.9%	19.7%	
Total(n)	108	3,038	4,250	59	1,808	2,182	49	1,230	2,068	
Mean	2.01	1.97	2.09	1.93	1.89	1.99	2.10	2.12	2.21	
Standard deviation	0.81	0.84	0.85	0.87	0.79	0.83	0.74	0.89	0.85	
Significance	-			-			-			
Effect size	-	0.05	-0.09	-	0.05	-0.07	-	-0.02	-0.13	Social Agency

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Keeping up to date with political affairs										Social Agency
Essential	14.8%	20.5%	21.8%	16.9%	19.2%	23.8%	12.2%	22.7%	19.4%	
Very important	33.3%	40.5%	38.7%	33.9%	41.0%	39.0%	32.7%	39.7%	38.3%	
Somewhat important	45.4%	32.2%	32.3%	42.4%	32.9%	29.9%	49.0%	30.9%	35.2%	
Not important	6.5%	6.8%	7.2%	6.8%	6.9%	7.3%	6.1%	6.7%	7.1%	
Total(n)	108	3,045	4,259	59	1,811	2,185	49	1,234	2,074	
Mean	2.56	2.75	2.75	2.61	2.72	2.79	2.51	2.78	2.70	
Standard deviation	0.82	0.86	0.88	0.85	0.85	0.89	0.79	0.87	0.86	
Significance	-	*	*	-	-	-	-	*	-	
Effect size	-	-0.22	-0.22	-	-0.13	-0.20	-	-0.31	-0.22	
Becoming a community leader										Social Agency
Essential	3.7%	4.6%	3.7%	5.1%	4.5%	3.2%	2.1%	4.7%	4.2%	
Very important	11.2%	8.8%	16.4%	6.8%	7.2%	17.5%	16.7%	11.4%	15.0%	
Somewhat important	50.5%	37.6%	41.2%	52.5%	37.9%	40.0%	47.9%	37.3%	42.7%	
Not important	34.6%	49.0%	38.8%	35.6%	50.4%	39.2%	33.3%	46.6%	38.2%	
Total(n)	107	3,044	4,251	59	1,811	2,183	48	1,233	2,068	
Mean	1.84	1.69	1.85	1.81	1.66	1.85	1.88	1.74	1.85	
Standard deviation	0.77	0.82	0.82	0.78	0.80	0.82	0.76	0.84	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.18	-0.01	-	0.19	-0.05	-	0.17	0.04	
Mentoring the next generation of scholars										
Essential	26.9%	43.7%	34.8%	20.3%	40.4%	29.9%	34.7%	49.3%	40.7%	
Very important	39.8%	41.4%	39.0%	42.4%	44.2%	39.7%	36.7%	36.5%	38.3%	
Somewhat important	27.8%	13.7%	22.0%	28.8%	14.0%	25.3%	26.5%	13.1%	17.9%	
Not important	5.6%	1.3%	4.2%	8.5%	1.4%	5.2%	2.0%	1.1%	3.1%	
Total(n)	108	3,046	4,260	59	1,811	2,186	49	1,235	2,074	
Mean	2.88	3.27	3.04	2.75	3.24	2.94	3.04	3.34	3.17	
Standard deviation	0.87	0.74	0.86	0.88	0.74	0.87	0.84	0.74	0.83	
Significance	-	***	-	-	***	-	-	**	-	
Effect size	-	-0.53	-0.19	-	-0.66	-0.22	-	-0.41	-0.16	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	95.4%	91.4%	89.7%	94.9%	89.7%	86.8%	95.9%	94.2%	93.2%	
Very important	4.6%	8.3%	9.2%	5.1%	9.7%	11.2%	4.1%	5.8%	6.6%	
Somewhat important	0.0%	0.3%	0.4%	0.0%	0.5%	0.6%	0.0%	0.1%	0.2%	
Not important	0.0%	0.0%	0.7%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	
Total(n)	108	3,048	4,263	59	1,810	2,188	49	1,238	2,075	
Mean	3.95	3.91	3.88	3.95	3.89	3.83	3.96	3.94	3.93	
Standard deviation	0.21	0.30	0.40	0.22	0.33	0.48	0.20	0.24	0.26	
Significance	-			-			-			
Effect size	-	0.13	0.18	-	0.18	0.25	-	0.08	0.12	
Prepare students for employment after college										
Essential	23.4%	28.1%	33.7%	22.4%	26.5%	27.9%	24.5%	30.7%	40.8%	
Very important	43.0%	43.6%	43.6%	48.3%	43.7%	45.4%	36.7%	43.4%	41.3%	
Somewhat important	30.8%	23.4%	19.9%	25.9%	24.0%	22.6%	36.7%	22.3%	16.7%	
Not important	2.8%	5.0%	2.8%	3.4%	5.8%	4.1%	2.0%	3.5%	1.2%	
Total(n)	107	3,045	4,256	58	1,808	2,183	49	1,237	2,073	
Mean	2.87	2.95	3.08	2.90	2.91	2.97	2.84	3.01	3.22	
Standard deviation	0.80	0.84	0.80	0.79	0.85	0.82	0.83	0.82	0.76	
Significance	-		**	-			-		***	
Effect size	-	-0.10	-0.26	-	-0.01	-0.09	-	-0.21	-0.50	
Prepare students for graduate or advanced education										
Essential	18.5%	24.9%	27.1%	20.3%	22.8%	24.1%	16.3%	28.7%	30.8%	
Very important	47.2%	52.3%	50.2%	49.2%	54.3%	51.1%	44.9%	48.7%	49.0%	
Somewhat important	33.3%	22.0%	21.2%	28.8%	21.9%	22.5%	38.8%	22.2%	19.6%	
Not important	0.9%	0.8%	1.5%	1.7%	1.0%	2.3%	0.0%	0.5%	0.6%	
Total(n)	108	3,046	4,262	59	1,810	2,188	49	1,236	2,074	
Mean	2.83	3.01	3.03	2.88	2.99	2.97	2.78	3.05	3.10	
Standard deviation	0.73	0.71	0.74	0.74	0.70	0.75	0.71	0.72	0.72	
Significance	-	**	**	-			-	*	**	
Effect size	-	-0.25	-0.27	-	-0.16	-0.12	-	-0.38	-0.44	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										Undergrad Education Goal: Personal Development
Essential	25.9%	29.8%	32.3%	25.4%	25.6%	29.4%	26.5%	37.1%	35.8%	
Very important	41.7%	34.4%	40.2%	42.4%	35.1%	40.4%	40.8%	33.0%	40.0%	
Somewhat important	26.9%	28.6%	23.3%	22.0%	30.5%	24.8%	32.7%	25.4%	21.5%	
Not important	5.6%	7.2%	4.2%	10.2%	8.8%	5.5%	0.0%	4.4%	2.7%	
Total(n)	108	3,043	4,255	59	1,808	2,187	49	1,235	2,068	
Mean	2.88	2.87	3.01	2.83	2.77	2.94	2.94	3.03	3.09	
Standard deviation	0.86	0.92	0.85	0.93	0.93	0.87	0.77	0.90	0.82	
Significance	-			-			-			
Effect size	-	0.01	-0.15	-	0.06	-0.13	-	-0.10	-0.18	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	12.0%	14.7%	18.4%	13.6%	11.6%	13.9%	10.2%	20.2%	23.8%	
Very important	34.3%	30.9%	36.3%	39.0%	29.7%	35.4%	28.6%	33.0%	37.4%	
Somewhat important	45.4%	42.6%	37.8%	37.3%	45.4%	41.8%	55.1%	37.7%	33.0%	
Not important	8.3%	11.8%	7.4%	10.2%	13.4%	8.8%	6.1%	9.2%	5.7%	
Total(n)	108	3,045	4,255	59	1,809	2,184	49	1,236	2,071	
Mean	2.50	2.49	2.66	2.56	2.40	2.55	2.43	2.64	2.79	
Standard deviation	0.81	0.88	0.86	0.86	0.86	0.84	0.76	0.90	0.87	
Significance	-			-			-		**	
Effect size	-	0.01	-0.19	-	0.19	0.01	-	-0.23	-0.41	
Teach students the classic works of Western civilization										
Essential	10.2%	10.2%	10.2%	8.5%	10.7%	11.6%	12.2%	9.5%	8.6%	
Very important	25.0%	19.6%	20.1%	35.6%	20.6%	22.2%	12.2%	18.0%	17.7%	
Somewhat important	38.9%	37.1%	44.6%	35.6%	36.1%	42.9%	42.9%	38.8%	46.7%	
Not important	25.9%	33.1%	25.0%	20.3%	32.7%	23.3%	32.7%	33.7%	27.0%	
Total(n)	108	3,040	4,253	59	1,804	2,182	49	1,236	2,071	
Mean	2.19	2.07	2.16	2.32	2.09	2.22	2.04	2.03	2.08	
Standard deviation	0.94	0.97	0.91	0.90	0.98	0.93	0.98	0.95	0.89	
Significance	-			-			-			
Effect size	-	0.12	0.03	-	0.23	0.11	-	0.01	-0.04	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										Undergrad Education Goal: Personal Development
Essential	25.0%	25.6%	28.5%	27.1%	22.1%	24.0%	22.4%	31.7%	33.9%	
Very important	41.7%	36.8%	41.0%	42.4%	35.9%	41.1%	40.8%	38.4%	40.9%	
Somewhat important	29.6%	29.0%	26.4%	27.1%	32.8%	30.1%	32.7%	22.6%	22.0%	
Not important	3.7%	8.5%	4.1%	3.4%	9.2%	4.9%	4.1%	7.3%	3.2%	
Total(n)	108	3,043	4,256	59	1,808	2,183	49	1,235	2,073	
Mean	2.88	2.80	2.94	2.93	2.71	2.84	2.82	2.95	3.05	
Standard deviation	0.83	0.92	0.84	0.83	0.91	0.84	0.83	0.91	0.83	
Significance	-			-			-			
Effect size	-	0.09	-0.07	-	0.24	0.11	-	-0.14	-0.28	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	27.8%	28.3%	35.4%	28.8%	23.5%	30.7%	26.5%	36.6%	41.1%	
Very important	38.9%	37.8%	41.8%	40.7%	38.9%	44.4%	36.7%	35.8%	38.6%	
Somewhat important	30.6%	27.5%	19.5%	28.8%	30.9%	20.7%	32.7%	21.8%	18.0%	
Not important	2.8%	6.3%	3.3%	1.7%	6.7%	4.1%	4.1%	5.8%	2.4%	
Total(n)	108	3,040	4,259	59	1,804	2,184	49	1,236	2,075	
Mean	2.92	2.88	3.09	2.97	2.79	3.02	2.86	3.03	3.18	
Standard deviation	0.83	0.89	0.82	0.81	0.88	0.82	0.87	0.90	0.81	
Significance	-		*	-			-		**	
Effect size	-	0.04	-0.21	-	0.20	-0.06	-	-0.19	-0.40	
Instill in students a commitment to community service										Civic Minded Values
Essential	10.2%	9.3%	15.4%	11.9%	6.1%	12.2%	8.2%	14.9%	19.3%	
Very important	26.9%	28.4%	31.4%	25.4%	28.3%	28.2%	28.6%	28.7%	35.3%	
Somewhat important	49.1%	44.2%	40.1%	45.8%	44.8%	42.6%	53.1%	43.0%	37.1%	
Not important	13.9%	18.1%	13.0%	16.9%	20.8%	17.0%	10.2%	13.3%	8.2%	
Total(n)	108	3,043	4,257	59	1,807	2,185	49	1,236	2,072	
Mean	2.33	2.29	2.49	2.32	2.20	2.36	2.35	2.45	2.66	
Standard deviation	0.84	0.87	0.90	0.90	0.83	0.90	0.78	0.90	0.88	
Significance	-			-			-		*	
Effect size	-	0.05	-0.18	-	0.14	-0.04	-	-0.11	-0.35	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	33.3%	31.2%	40.1%	23.7%	22.8%	32.8%	44.9%	45.8%	48.9%	
Very important	35.2%	33.6%	35.4%	32.2%	34.6%	34.8%	38.8%	31.9%	36.1%	
Somewhat important	25.9%	29.7%	19.8%	35.6%	35.2%	25.5%	14.3%	20.3%	13.0%	
Not important	5.6%	5.4%	4.8%	8.5%	7.4%	7.0%	2.0%	2.1%	2.0%	
Total(n)	108	3,042	4,256	59	1,808	2,182	49	1,234	2,074	
Mean	2.96	2.91	3.11	2.71	2.73	2.93	3.27	3.21	3.32	
Standard deviation	0.91	0.90	0.88	0.93	0.90	0.93	0.78	0.84	0.77	
Significance	-			-			-			
Effect size	-	0.06	-0.17	-	-0.02	-0.24	-	0.07	-0.06	
Help master knowledge in a discipline										
Essential	53.7%	58.6%	54.6%	57.6%	58.7%	49.7%	49.0%	58.5%	60.5%	
Very important	39.8%	35.5%	37.6%	33.9%	35.4%	41.3%	46.9%	35.8%	33.2%	
Somewhat important	6.5%	5.8%	7.4%	8.5%	5.9%	8.6%	4.1%	5.6%	6.0%	
Not important	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.1%	0.2%	
Total(n)	108	3,044	4,261	59	1,809	2,186	49	1,235	2,075	
Mean	3.47	3.53	3.46	3.49	3.53	3.40	3.45	3.53	3.54	
Standard deviation	0.62	0.61	0.65	0.65	0.61	0.66	0.58	0.61	0.62	
Significance	-			-			-			
Effect size	-	-0.10	0.02	-	-0.07	0.14	-	-0.13	-0.15	
Develop creative capacities										
Essential	38.3%	40.3%	37.3%	36.2%	41.0%	34.8%	40.8%	39.1%	40.4%	
Very important	43.0%	41.9%	42.2%	41.4%	42.6%	43.8%	44.9%	40.8%	40.3%	
Somewhat important	18.7%	15.8%	18.0%	22.4%	14.6%	18.5%	14.3%	17.8%	17.4%	
Not important	0.0%	2.0%	2.5%	0.0%	1.8%	2.9%	0.0%	2.3%	2.0%	
Total(n)	107	3,043	4,256	58	1,810	2,182	49	1,233	2,074	
Mean	3.20	3.21	3.14	3.14	3.23	3.11	3.27	3.17	3.19	
Standard deviation	0.73	0.77	0.79	0.76	0.76	0.80	0.70	0.80	0.79	
Significance	-			-			-			
Effect size	-	-0.01	0.08	-	-0.12	0.04	-	0.13	0.10	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Instill a basic appreciation of the liberal arts										
Essential	54.6%	28.8%	40.1%	59.3%	25.9%	38.7%	49.0%	33.9%	41.8%	
Very important	36.1%	35.6%	38.4%	27.1%	35.9%	38.7%	46.9%	35.3%	37.9%	
Somewhat important	7.4%	29.0%	19.0%	13.6%	32.2%	20.0%	0.0%	23.4%	17.7%	
Not important	1.9%	6.6%	2.5%	0.0%	6.1%	2.5%	4.1%	7.4%	2.5%	
Total(n)	108	3,038	4,258	59	1,805	2,184	49	1,233	2,074	
Mean	3.44	2.87	3.16	3.46	2.82	3.14	3.41	2.96	3.19	
Standard deviation	0.71	0.91	0.82	0.73	0.89	0.82	0.70	0.93	0.81	
Significance	-	***	***	-	***	**	-	***		
Effect size	-	0.63	0.34	-	0.72	0.39	-	0.48	0.27	
Promote ability to write effectively										
Essential	76.9%	56.1%	64.9%	74.6%	50.0%	59.2%	79.6%	66.8%	71.9%	
Very important	20.4%	34.1%	29.8%	23.7%	38.9%	33.6%	16.3%	25.9%	25.1%	
Somewhat important	2.8%	9.2%	4.9%	1.7%	10.3%	6.7%	4.1%	7.2%	2.7%	
Not important	0.0%	0.5%	0.4%	0.0%	0.7%	0.5%	0.0%	0.2%	0.3%	
Total(n)	108	3,046	4,258	59	1,810	2,185	49	1,236	2,073	
Mean	3.74	3.46	3.59	3.73	3.38	3.52	3.76	3.59	3.69	
Standard deviation	0.50	0.68	0.60	0.49	0.70	0.64	0.52	0.63	0.54	
Significance	-	***	*	-	***	*	-			
Effect size	-	0.41	0.25	-	0.50	0.33	-	0.27	0.13	
Help students evaluate the quality and reliability of information										
Essential	68.5%	61.9%	63.9%	64.4%	55.7%	57.8%	73.5%	72.7%	71.3%	
Very important	31.5%	33.9%	31.6%	35.6%	39.6%	36.0%	26.5%	24.1%	26.4%	
Somewhat important	0.0%	3.8%	4.2%	0.0%	4.2%	6.0%	0.0%	3.2%	2.0%	
Not important	0.0%	0.4%	0.3%	0.0%	0.5%	0.3%	0.0%	0.1%	0.3%	
Total(n)	108	3,043	4,261	59	1,809	2,186	49	1,234	2,075	
Mean	3.69	3.57	3.59	3.64	3.50	3.51	3.73	3.69	3.69	
Standard deviation	0.47	0.59	0.59	0.48	0.60	0.62	0.45	0.53	0.52	
Significance	-	*		-			-			
Effect size	-	0.20	0.17	-	0.23	0.21	-	0.08	0.08	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Engage students in civil discourse around controversial issues										
Essential	35.2%	27.5%	34.7%	37.3%	22.7%	29.9%	32.7%	35.9%	40.4%	
Very important	44.4%	37.2%	38.5%	37.3%	35.3%	38.9%	53.1%	40.5%	38.0%	
Somewhat important	18.5%	25.2%	19.3%	22.0%	29.8%	21.8%	14.3%	17.3%	16.3%	
Not important	1.9%	10.0%	7.5%	3.4%	12.2%	9.3%	0.0%	6.3%	5.3%	
Total(n)	108	3,042	4,254	59	1,808	2,182	49	1,234	2,072	
Mean	3.13	2.82	3.00	3.08	2.68	2.89	3.18	3.06	3.14	
Standard deviation	0.77	0.95	0.92	0.86	0.96	0.94	0.67	0.88	0.87	
Significance	-	***		-	**		-			
Effect size	-	0.33	0.14	-	0.42	0.20	-	0.14	0.05	
Teach students tolerance and respect for different beliefs										
Essential	51.9%	40.7%	49.5%	45.8%	32.8%	40.6%	59.2%	54.3%	60.1%	
Very important	30.6%	32.1%	35.1%	32.2%	34.0%	38.4%	28.6%	28.9%	31.1%	
Somewhat important	15.7%	22.6%	12.5%	18.6%	27.7%	16.3%	12.2%	13.8%	7.8%	
Not important	1.9%	4.6%	2.9%	3.4%	5.5%	4.6%	0.0%	3.1%	0.9%	
Total(n)	108	3,042	4,259	59	1,807	2,184	49	1,235	2,075	
Mean	3.32	3.09	3.31	3.20	2.94	3.15	3.47	3.34	3.51	
Standard deviation	0.81	0.90	0.80	0.87	0.91	0.86	0.71	0.83	0.68	
Significance	-	**		-	*		-			
Effect size	-	0.26	0.01	-	0.29	0.06	-	0.16	-0.06	
Encourage students to become agents of social change										
Essential	22.2%	18.6%	25.5%	15.3%	13.0%	18.5%	30.6%	28.3%	33.9%	
Very important	24.1%	28.6%	32.3%	23.7%	25.1%	30.8%	24.5%	34.8%	34.2%	
Somewhat important	36.1%	33.8%	31.0%	33.9%	39.3%	35.5%	38.8%	24.3%	25.6%	
Not important	17.6%	19.0%	11.1%	27.1%	22.6%	15.2%	6.1%	12.6%	6.3%	
Total(n)	108	3,039	4,254	59	1,806	2,181	49	1,233	2,073	
Mean	2.51	2.47	2.72	2.27	2.28	2.53	2.80	2.79	2.96	
Standard deviation	1.03	1.00	0.97	1.03	0.96	0.96	0.96	0.99	0.92	
Significance	-		*	-		*	-			
Effect size	-	0.04	-0.22	-	-0.01	-0.27	-	0.01	-0.17	Civic Minded Values

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	9.3%	8.4%	5.8%	6.8%	7.9%	6.0%	12.2%	9.3%	5.7%	
1-4	5.6%	23.5%	9.9%	3.4%	26.1%	10.8%	8.2%	19.0%	8.9%	
5-8	50.0%	44.0%	30.2%	49.2%	45.5%	29.9%	51.0%	41.3%	30.5%	
9-12	27.8%	16.5%	36.2%	33.9%	14.0%	35.2%	20.4%	20.8%	37.5%	
13-16	4.6%	4.6%	12.1%	5.1%	3.6%	12.0%	4.1%	6.3%	12.1%	
17-20	1.9%	2.0%	3.4%	1.7%	1.6%	3.3%	2.0%	2.6%	3.5%	
21-34	0.9%	0.9%	2.1%	0.0%	1.0%	2.6%	2.0%	0.6%	1.6%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	108	3,045	4,248	59	1,809	2,178	49	1,236	2,070	
Mean	3.22	2.95	3.59	3.32	2.89	3.58	3.10	3.07	3.59	
Standard deviation	1.08	1.12	1.24	0.95	1.09	1.28	1.21	1.17	1.21	
Significance	-	*	**	-	**		-		**	
Effect size	-	0.24	-0.30	-	0.39	-0.20	-	0.03	-0.40	
Preparing for teaching (including reading student papers and grading)										
None	8.4%	7.2%	5.2%	6.9%	7.3%	5.4%	10.2%	7.2%	5.0%	
1-4	2.8%	13.5%	8.2%	1.7%	13.4%	9.4%	4.1%	13.5%	6.6%	
5-8	7.5%	30.5%	20.3%	8.6%	33.6%	20.9%	6.1%	25.1%	19.5%	
9-12	21.5%	20.4%	19.7%	25.9%	21.6%	22.3%	16.3%	18.4%	16.6%	
13-16	20.6%	12.8%	16.1%	20.7%	12.5%	16.9%	20.4%	13.5%	15.1%	
17-20	20.6%	8.3%	15.5%	15.5%	7.1%	12.3%	26.5%	10.3%	19.2%	
21-34	13.1%	5.5%	10.8%	15.5%	4.2%	9.5%	10.2%	7.8%	12.4%	
35-44	5.6%	1.7%	3.1%	5.2%	0.3%	2.3%	6.1%	3.9%	4.1%	
45+	0.0%	0.1%	1.2%	0.0%	0.1%	0.9%	0.0%	0.2%	1.5%	
Total(n)	107	3,034	4,240	58	1,801	2,173	49	1,233	2,067	
Mean	4.85	3.74	4.45	4.86	3.59	4.28	4.84	4.01	4.67	
Standard deviation	1.83	1.64	1.83	1.77	1.49	1.76	1.92	1.84	1.88	
Significance	-	***	*	-	***	*	-	**		
Effect size	-	0.68	0.22	-	0.85	0.33	-	0.45	0.09	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	4.6%	2.8%	5.0%	5.1%	2.5%	6.3%	4.1%	3.3%	3.5%	
1-4	50.9%	58.2%	54.4%	45.8%	57.0%	56.8%	57.1%	60.3%	51.5%	
5-8	26.9%	26.0%	30.6%	32.2%	27.8%	28.5%	20.4%	22.8%	33.1%	
9-12	14.8%	8.8%	6.6%	15.3%	7.9%	6.0%	14.3%	10.5%	7.4%	
13-16	2.8%	3.2%	1.6%	1.7%	4.2%	0.7%	4.1%	1.3%	2.7%	
17-20	0.0%	0.8%	0.7%	0.0%	0.5%	0.5%	0.0%	1.4%	0.9%	
21-34	0.0%	0.2%	1.0%	0.0%	0.2%	1.1%	0.0%	0.2%	0.8%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	108	3,046	4,250	59	1,810	2,179	49	1,236	2,071	
Mean	2.60	2.55	2.52	2.63	2.57	2.44	2.57	2.52	2.61	
Standard deviation	0.90	0.91	0.95	0.87	0.90	0.91	0.94	0.92	0.98	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.07	0.21	-	0.05	-0.04	
Committee work and meetings										
None	9.3%	7.9%	8.1%	10.2%	8.1%	9.5%	8.2%	7.7%	6.4%	
1-4	63.0%	60.6%	59.9%	66.1%	62.5%	60.9%	59.2%	57.4%	58.7%	
5-8	20.4%	23.1%	22.1%	15.3%	22.3%	20.3%	26.5%	24.4%	24.1%	
9-12	4.6%	5.7%	6.3%	6.8%	5.1%	6.4%	2.0%	6.6%	6.1%	
13-16	2.8%	1.5%	2.0%	1.7%	0.8%	1.3%	4.1%	2.6%	2.9%	
17-20	0.0%	0.8%	1.1%	0.0%	0.9%	0.9%	0.0%	0.7%	1.4%	
21-34	0.0%	0.4%	0.4%	0.0%	0.3%	0.6%	0.0%	0.5%	0.3%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	108	3,038	4,247	59	1,805	2,179	49	1,233	2,068	
Mean	2.29	2.36	2.40	2.24	2.32	2.34	2.35	2.43	2.46	
Standard deviation	0.81	0.88	0.94	0.80	0.84	0.93	0.83	0.94	0.96	
Significance	-			-			-			
Effect size	-	-0.08	-0.12	-	-0.10	-0.11	-	-0.09	-0.11	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other administration										
None	32.1%	28.4%	29.3%	22.8%	31.2%	30.6%	42.9%	23.5%	27.7%	
1-4	47.2%	43.0%	43.0%	59.6%	39.5%	42.8%	32.7%	49.1%	43.2%	
5-8	14.2%	14.2%	13.9%	12.3%	15.5%	13.0%	16.3%	11.9%	14.9%	
9-12	4.7%	6.2%	6.4%	3.5%	4.5%	5.9%	6.1%	9.1%	7.0%	
13-16	1.9%	3.7%	3.2%	1.8%	4.5%	2.8%	2.0%	2.3%	3.6%	
17-20	0.0%	2.3%	2.3%	0.0%	2.4%	2.6%	0.0%	2.2%	1.9%	
21-34	0.0%	1.6%	1.1%	0.0%	1.7%	1.2%	0.0%	1.5%	0.9%	
35-44	0.0%	0.3%	0.5%	0.0%	0.4%	0.4%	0.0%	0.3%	0.6%	
45+	0.0%	0.2%	0.4%	0.0%	0.2%	0.6%	0.0%	0.1%	0.2%	
Total(n)	106	3,037	4,235	57	1,807	2,169	49	1,230	2,066	
Mean	1.97	2.30	2.27	2.02	2.29	2.26	1.92	2.32	2.29	
Standard deviation	0.91	1.38	1.38	0.81	1.42	1.42	1.02	1.30	1.34	
Significance	-	*	*	-			-	*		
Effect size	-	-0.24	-0.22	-	-0.19	-0.17	-	-0.31	-0.28	
Research and scholarly writing										
None	5.6%	7.3%	16.0%	6.8%	4.7%	14.2%	4.1%	11.7%	18.2%	
1-4	37.0%	16.3%	40.6%	33.9%	14.2%	37.1%	40.8%	20.1%	44.8%	
5-8	29.6%	16.2%	21.2%	37.3%	17.0%	23.4%	20.4%	14.7%	18.6%	
9-12	13.9%	17.3%	9.3%	11.9%	19.1%	10.5%	16.3%	14.3%	7.8%	
13-16	1.9%	10.3%	3.7%	0.0%	8.2%	3.7%	4.1%	13.9%	3.6%	
17-20	4.6%	9.8%	3.7%	3.4%	9.8%	4.9%	6.1%	9.8%	2.3%	
21-34	2.8%	12.5%	2.4%	3.4%	15.3%	2.7%	2.0%	7.7%	2.1%	
35-44	2.8%	6.5%	1.9%	1.7%	7.7%	2.3%	4.1%	4.3%	1.4%	
45+	1.9%	3.9%	1.2%	1.7%	4.1%	1.2%	2.0%	3.5%	1.2%	
Total(n)	108	3,038	4,248	59	1,809	2,180	49	1,229	2,068	
Mean	3.19	4.42	2.82	3.07	4.65	2.97	3.35	4.01	2.63	
Standard deviation	1.74	2.22	1.70	1.63	2.20	1.75	1.87	2.19	1.61	
Significance	-	***	*	-	***		-	*	**	
Effect size	-	-0.55	0.22	-	-0.72	0.06	-	-0.30	0.45	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	51.4%	62.9%	58.6%	50.9%	63.9%	55.3%	52.1%	61.2%	62.5%	
1-4	32.4%	22.9%	27.1%	31.6%	22.4%	28.2%	33.3%	23.7%	25.8%	
5-8	12.4%	7.5%	7.3%	10.5%	7.2%	8.2%	14.6%	7.9%	6.3%	
9-12	1.9%	3.6%	2.7%	3.5%	3.5%	3.1%	0.0%	3.6%	2.3%	
13-16	0.0%	1.5%	1.1%	0.0%	1.3%	1.4%	0.0%	2.0%	0.7%	
17-20	1.9%	0.6%	2.0%	3.5%	0.6%	2.2%	0.0%	0.7%	1.6%	
21-34	0.0%	0.3%	0.5%	0.0%	0.4%	0.6%	0.0%	0.2%	0.3%	
35-44	0.0%	0.2%	0.2%	0.0%	0.1%	0.4%	0.0%	0.5%	0.0%	
45+	0.0%	0.5%	0.5%	0.0%	0.6%	0.5%	0.0%	0.1%	0.5%	
Total(n)	105	3,028	4,229	57	1,801	2,167	48	1,227	2,062	
Mean	1.72	1.65	1.73	1.81	1.63	1.81	1.63	1.68	1.62	
Standard deviation	0.98	1.16	1.24	1.14	1.17	1.32	0.73	1.15	1.13	
Significance	-			-			-			
Effect size	-	0.06	-0.01	-	0.15	0.00	-	-0.04	0.01	
Consultation with clients/patients										
None	94.4%	86.4%	85.4%	93.2%	85.8%	84.8%	95.8%	87.4%	86.1%	
1-4	2.8%	9.5%	9.5%	5.1%	9.8%	10.1%	0.0%	8.9%	8.7%	
5-8	1.9%	1.9%	3.4%	1.7%	2.2%	3.5%	2.1%	1.3%	3.2%	
9-12	0.9%	1.1%	1.2%	0.0%	1.1%	1.2%	2.1%	1.2%	1.1%	
13-16	0.0%	0.4%	0.2%	0.0%	0.3%	0.1%	0.0%	0.5%	0.4%	
17-20	0.0%	0.5%	0.1%	0.0%	0.4%	0.0%	0.0%	0.5%	0.3%	
21-34	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	
35-44	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	107	3,042	4,237	59	1,807	2,176	48	1,235	2,061	
Mean	1.09	1.22	1.23	1.08	1.23	1.23	1.10	1.21	1.23	
Standard deviation	0.42	0.72	0.66	0.34	0.74	0.64	0.52	0.69	0.69	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.21	-	-0.20	-0.23	-	-0.16	-0.19	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Community or public service										Civic Minded Practice
None	52.3%	55.1%	47.9%	47.5%	56.2%	51.6%	58.3%	53.1%	43.5%	
1-4	45.8%	37.8%	43.2%	49.2%	36.0%	37.7%	41.7%	40.9%	49.9%	
5-8	1.9%	4.7%	6.8%	3.4%	5.1%	8.4%	0.0%	4.1%	4.8%	
9-12	0.0%	1.6%	1.3%	0.0%	1.6%	1.2%	0.0%	1.4%	1.5%	
13-16	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.3%	0.2%	
17-20	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.2%	0.1%	
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
Total(n)	107	3,041	4,238	59	1,808	2,175	48	1,233	2,063	
Mean	1.50	1.56	1.65	1.56	1.57	1.64	1.42	1.56	1.66	
Standard deviation	0.54	0.80	0.79	0.57	0.85	0.85	0.50	0.70	0.72	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.19	-	-0.01	-0.09	-	-0.20	-0.33	
Outside consulting/freelance work										
None	79.4%	69.2%	76.5%	79.7%	67.0%	75.4%	79.2%	73.0%	78.0%	
1-4	16.8%	22.7%	18.1%	18.6%	24.7%	18.0%	14.6%	19.2%	18.3%	
5-8	1.9%	5.4%	3.4%	0.0%	5.9%	4.4%	4.2%	4.6%	2.2%	
9-12	0.9%	1.5%	1.1%	0.0%	0.8%	1.4%	2.1%	2.7%	0.9%	
13-16	0.0%	0.7%	0.3%	0.0%	0.9%	0.2%	0.0%	0.3%	0.4%	
17-20	0.9%	0.2%	0.2%	1.7%	0.3%	0.3%	0.0%	0.0%	0.1%	
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Total(n)	107	3,041	4,230	59	1,809	2,174	48	1,232	2,056	
Mean	1.28	1.44	1.32	1.27	1.47	1.36	1.29	1.39	1.28	
Standard deviation	0.70	0.84	0.73	0.74	0.88	0.79	0.65	0.76	0.65	
Significance	-			-			-			
Effect size	-	-0.19	-0.05	-	-0.23	-0.11	-	-0.13	0.02	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Household/childcare duties										
None	5.6%	10.6%	7.3%	8.5%	13.6%	8.4%	2.1%	5.4%	5.9%	
1-4	15.9%	16.5%	18.2%	13.6%	15.0%	19.2%	18.8%	19.2%	17.1%	
5-8	26.2%	23.2%	25.1%	28.8%	25.4%	23.6%	22.9%	19.4%	26.8%	
9-12	18.7%	15.3%	16.3%	18.6%	15.6%	17.5%	18.8%	14.9%	15.0%	
13-16	7.5%	10.0%	8.7%	10.2%	8.7%	9.7%	4.2%	12.3%	7.5%	
17-20	11.2%	9.0%	8.8%	3.4%	8.4%	10.0%	20.8%	10.0%	7.4%	
21-34	5.6%	6.3%	6.9%	6.8%	6.0%	6.1%	4.2%	6.7%	7.8%	
35-44	4.7%	5.2%	3.4%	5.1%	4.4%	2.4%	4.2%	6.6%	4.6%	
45+	4.7%	3.8%	5.3%	5.1%	2.8%	3.2%	4.2%	5.4%	7.9%	
Total(n)	107	3,036	4,238	59	1,806	2,174	48	1,230	2,064	
Mean	4.14	3.98	4.04	4.02	3.79	3.86	4.29	4.32	4.25	
Standard deviation	2.09	2.16	2.14	2.15	2.10	1.99	2.03	2.21	2.28	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.11	0.08	-	-0.01	0.02	
Commuting to campus										
None	22.4%	5.4%	14.1%	18.6%	5.5%	13.8%	27.1%	5.1%	14.5%	
1-4	67.3%	51.5%	51.1%	67.8%	54.0%	56.7%	66.7%	47.1%	44.5%	
5-8	2.8%	29.4%	25.5%	5.1%	28.2%	21.6%	0.0%	31.4%	30.1%	
9-12	7.5%	11.4%	7.2%	8.5%	10.1%	6.2%	6.3%	13.7%	8.4%	
13-16	0.0%	1.8%	1.6%	0.0%	1.9%	1.3%	0.0%	1.4%	2.0%	
17-20	0.0%	0.5%	0.3%	0.0%	0.2%	0.4%	0.0%	1.0%	0.2%	
21-34	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
Total(n)	107	3,042	4,243	59	1,807	2,179	48	1,235	2,064	
Mean	1.95	2.55	2.33	2.03	2.50	2.26	1.85	2.63	2.41	
Standard deviation	0.74	0.89	0.90	0.76	0.85	0.85	0.71	0.94	0.96	
Significance	-	***	***	-	***	*	-	***	***	
Effect size	-	-0.67	-0.42	-	-0.55	-0.27	-	-0.83	-0.58	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	94.4%	91.7%	89.1%	91.5%	92.8%	89.1%	97.9%	89.8%	89.0%	
1-4	3.7%	3.9%	6.0%	5.1%	3.4%	6.4%	2.1%	4.9%	5.6%	
5-8	0.0%	2.2%	1.7%	0.0%	2.5%	1.6%	0.0%	1.5%	1.8%	
9-12	0.0%	1.1%	0.8%	0.0%	0.6%	0.9%	0.0%	1.9%	0.7%	
13-16	0.9%	0.2%	1.1%	1.7%	0.0%	1.1%	0.0%	0.6%	1.0%	
17-20	0.9%	0.3%	0.3%	1.7%	0.1%	0.4%	0.0%	0.8%	0.2%	
21-34	0.0%	0.3%	0.4%	0.0%	0.4%	0.1%	0.0%	0.0%	0.8%	
35-44	0.0%	0.2%	0.4%	0.0%	0.0%	0.2%	0.0%	0.5%	0.7%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Total(n)	107	3,037	4,233	59	1,805	2,174	48	1,232	2,059	
Mean	1.12	1.18	1.24	1.20	1.15	1.22	1.02	1.23	1.27	
Standard deviation	0.64	0.77	0.90	0.85	0.70	0.80	0.14	0.88	1.01	
Significance	-			-			-			
Effect size	-	-0.08	-0.13	-	0.07	-0.03	-	-0.24	-0.25	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	1.9%	3.8%	12.4%	0.0%	2.9%	12.3%	4.1%	5.2%	12.5%	
No	98.1%	96.2%	87.6%	100.0%	97.1%	87.7%	95.9%	94.8%	87.5%	
Total(n)	108	3,050	4,260	59	1,811	2,184	49	1,239	2,076	
Are you a U.S. citizen?										
Yes	91.7%	91.1%	92.5%	91.5%	90.6%	92.0%	91.8%	92.0%	93.0%	
No	8.3%	8.9%	7.5%	8.5%	9.4%	8.0%	8.2%	8.0%	7.0%	
Total(n)	108	3,050	4,256	59	1,812	2,182	49	1,238	2,074	
Do you plan to retire within the next three years?										
Yes	4.6%	7.9%	8.9%	6.8%	7.9%	9.0%	2.0%	7.9%	8.6%	
No	95.4%	92.1%	91.1%	93.2%	92.1%	91.0%	98.0%	92.1%	91.4%	
Total(n)	108	3,046	4,256	59	1,807	2,180	49	1,239	2,076	
Do you use your scholarship to address local community needs?										
Yes	21.3%	29.0%	32.4%	25.4%	26.0%	29.6%	16.3%	34.1%	35.8%	Civic Minded Practice
No	78.7%	71.0%	67.6%	74.6%	74.0%	70.4%	83.7%	65.9%	64.2%	
Total(n)	108	3,046	4,256	59	1,808	2,181	49	1,238	2,075	
Have you been sexually harassed at this institution?										
Yes	4.6%	4.1%	5.3%	1.7%	1.5%	2.7%	8.2%	8.5%	8.4%	
No	95.4%	95.9%	94.7%	98.3%	98.5%	97.3%	91.8%	91.5%	91.6%	
Total(n)	108	3,046	4,257	59	1,810	2,182	49	1,236	2,075	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	4.6%	8.1%	11.4%	1.7%	5.5%	6.0%	8.2%	12.6%	17.8%	
No	95.4%	91.9%	88.6%	98.3%	94.5%	94.0%	91.8%	87.4%	82.2%	
Total(n)	108	3,048	4,259	59	1,811	2,183	49	1,237	2,076	
Have you ever received an award for outstanding teaching?										
Yes	44.4%	40.1%	38.2%	44.1%	42.3%	39.2%	44.9%	36.2%	37.1%	
No	55.6%	59.9%	61.8%	55.9%	57.7%	60.8%	55.1%	63.8%	62.9%	
Total(n)	108	3,050	4,260	59	1,811	2,184	49	1,239	2,076	
Is (or was) your spouse/partner an academic?										
Yes	36.1%	33.8%	34.1%	37.3%	31.4%	34.9%	34.7%	37.8%	33.0%	
No	63.9%	66.2%	65.9%	62.7%	68.6%	65.1%	65.3%	62.2%	67.0%	
Total(n)	108	3,036	4,242	59	1,804	2,179	49	1,232	2,063	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered early retirement?										
Yes	16.7%	17.1%	19.0%	18.6%	17.3%	19.9%	14.3%	16.8%	18.0%	
No	83.3%	82.9%	81.0%	81.4%	82.7%	80.1%	85.7%	83.2%	82.0%	
Total(n)	108	3,050	4,263	59	1,811	2,186	49	1,239	2,077	
Considered leaving academe for another job?										
Yes	28.7%	27.3%	33.4%	23.7%	24.0%	29.6%	34.7%	33.1%	38.0%	
No	71.3%	72.7%	66.6%	76.3%	76.0%	70.4%	65.3%	66.9%	62.0%	
Total(n)	108	3,048	4,261	59	1,811	2,185	49	1,237	2,076	
Considered leaving this institution for another?										
Yes	41.7%	47.4%	45.0%	30.5%	45.5%	44.0%	55.1%	50.7%	46.3%	
No	58.3%	52.6%	55.0%	69.5%	54.5%	56.0%	44.9%	49.3%	53.7%	
Total(n)	108	3,049	4,260	59	1,811	2,184	49	1,238	2,076	
Changed academic institutions?										
Yes	14.8%	16.4%	15.8%	13.6%	15.4%	15.2%	16.3%	18.1%	16.6%	
No	85.2%	83.6%	84.2%	86.4%	84.6%	84.8%	83.7%	81.9%	83.4%	
Total(n)	108	3,048	4,259	59	1,811	2,184	49	1,237	2,075	
Engaged in paid consulting outside of your institution?										
Yes	27.8%	43.1%	29.5%	22.0%	46.7%	28.7%	34.7%	36.8%	30.4%	
No	72.2%	56.9%	70.5%	78.0%	53.3%	71.3%	65.3%	63.2%	69.6%	
Total(n)	108	3,047	4,260	59	1,811	2,184	49	1,236	2,076	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	44.4%	55.4%	50.9%	40.7%	59.1%	50.2%	49.0%	49.0%	51.7%	
No	55.6%	44.6%	49.1%	59.3%	40.9%	49.8%	51.0%	51.0%	48.3%	
Total(n)	108	3,048	4,259	59	1,811	2,183	49	1,237	2,076	
Received at least one firm job offer?										
Yes	25.0%	26.1%	23.5%	27.1%	27.1%	21.3%	22.4%	24.5%	26.2%	
No	75.0%	73.9%	76.5%	72.9%	72.9%	78.7%	77.6%	75.5%	73.8%	
Total(n)	108	3,049	4,258	59	1,811	2,183	49	1,238	2,075	
Requested/sought an early promotion?										
Yes	1.9%	8.0%	6.3%	3.4%	9.7%	6.6%	0.0%	5.2%	5.9%	
No	98.1%	92.0%	93.7%	96.6%	90.3%	93.4%	100.0%	94.8%	94.1%	
Total(n)	108	3,047	4,260	59	1,810	2,184	49	1,237	2,076	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	44.4%	46.5%	38.6%	54.2%	49.1%	39.1%	32.7%	42.0%	38.0%	
Probably yes	38.0%	30.6%	32.3%	32.2%	30.8%	30.9%	44.9%	30.3%	34.1%	
Not sure	13.0%	12.3%	16.6%	8.5%	11.0%	16.8%	18.4%	14.6%	16.3%	
Probably no	3.7%	6.4%	6.9%	3.4%	5.9%	6.8%	4.1%	7.3%	7.1%	
Definitely no	0.9%	4.1%	5.6%	1.7%	3.2%	6.5%	0.0%	5.8%	4.5%	
Total(n)	108	3,045	4,258	59	1,808	2,186	49	1,237	2,072	
Mean	4.21	4.09	3.91	4.34	4.17	3.89	4.06	3.95	3.94	
Standard deviation	0.88	1.10	1.15	0.90	1.05	1.18	0.83	1.17	1.11	
Significance	-		**	-		**	-			
Effect size	-	0.11	0.26	-	0.16	0.38	-	0.09	0.11	
Still want to be a college professor?										
Definitely yes	60.2%	61.8%	61.7%	71.2%	64.5%	63.5%	46.9%	57.1%	59.4%	
Probably yes	29.6%	26.4%	26.9%	18.6%	24.2%	26.0%	42.9%	30.3%	28.0%	
Not sure	8.3%	8.7%	7.7%	10.2%	7.9%	6.7%	6.1%	9.9%	8.8%	
Probably no	1.9%	2.2%	3.3%	0.0%	2.3%	3.5%	4.1%	1.9%	3.0%	
Definitely no	0.0%	0.9%	0.5%	0.0%	1.1%	0.3%	0.0%	0.7%	0.8%	
Total(n)	108	3,045	4,258	59	1,808	2,184	49	1,237	2,074	
Mean	4.48	4.46	4.46	4.61	4.49	4.49	4.33	4.41	4.42	
Standard deviation	0.73	0.81	0.81	0.67	0.82	0.80	0.77	0.80	0.83	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.15	0.15	-	-0.10	-0.11	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
It is easy for students to see faculty outside of regular office hours										
Very descriptive	92.6%	48.5%	74.0%	88.1%	47.1%	73.0%	98.0%	50.8%	75.2%	
Somewhat descriptive	7.4%	44.0%	22.9%	11.9%	46.0%	24.2%	2.0%	40.6%	21.3%	
Not descriptive	0.0%	7.5%	3.2%	0.0%	6.8%	2.8%	0.0%	8.7%	3.6%	
Total(n)	108	3,050	4,263	59	1,812	2,188	49	1,238	2,075	
Mean	2.93	2.41	2.71	2.88	2.40	2.70	2.98	2.42	2.72	
Standard deviation	0.26	0.63	0.52	0.33	0.61	0.52	0.14	0.65	0.52	
Significance	-	***	***	-	***	**	-	***	***	
Effect size	-	0.83	0.42	-	0.79	0.35	-	0.86	0.50	
The faculty are typically at odds with campus administration										
Very descriptive	1.9%	15.3%	20.2%	0.0%	12.9%	19.3%	4.2%	19.4%	21.2%	
Somewhat descriptive	32.7%	43.6%	53.4%	37.3%	43.1%	53.6%	27.1%	44.5%	53.1%	
Not descriptive	65.4%	41.1%	26.5%	62.7%	44.0%	27.1%	68.8%	36.1%	25.7%	
Total(n)	107	3,039	4,254	59	1,806	2,184	48	1,233	2,070	
Mean	1.36	1.74	1.94	1.37	1.69	1.92	1.35	1.83	1.96	
Standard deviation	0.52	0.71	0.68	0.49	0.69	0.68	0.56	0.73	0.68	
Significance	-	**	***	-	***	***	-	***	***	
Effect size	-	-0.54	-0.85	-	-0.46	-0.81	-	-0.66	-0.90	
Faculty here respect each other										
Very descriptive	71.3%	54.1%	50.7%	71.2%	55.2%	51.2%	71.4%	52.4%	50.1%	
Somewhat descriptive	27.8%	39.4%	43.5%	27.1%	38.8%	43.0%	28.6%	40.4%	44.2%	
Not descriptive	0.9%	6.5%	5.8%	1.7%	6.0%	5.9%	0.0%	7.3%	5.8%	
Total(n)	108	3,047	4,262	59	1,810	2,188	49	1,237	2,074	
Mean	2.70	2.48	2.45	2.69	2.49	2.45	2.71	2.45	2.44	
Standard deviation	0.48	0.62	0.60	0.50	0.61	0.60	0.46	0.63	0.60	
Significance	-	***	***	-	*	**	-	**	**	
Effect size	-	0.35	0.42	-	0.33	0.40	-	0.41	0.45	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Most students are treated like "numbers in a book"										
Very descriptive	0.0%	4.0%	3.4%	0.0%	3.5%	4.6%	0.0%	4.8%	2.0%	
Somewhat descriptive	0.0%	15.4%	8.1%	0.0%	15.9%	8.3%	0.0%	14.4%	7.8%	
Not descriptive	100.0%	80.7%	88.5%	100.0%	80.6%	87.1%	100.0%	80.8%	90.3%	
Total(n)	108	3,046	4,262	59	1,809	2,188	49	1,237	2,074	
Mean	1.00	1.23	1.15	1.00	1.23	1.17	1.00	1.24	1.12	
Standard deviation	0.00	0.51	0.44	0.00	0.50	0.49	0.00	0.53	0.38	
Significance	-	***	***	-	***	**	-	**	*	
Effect size	-	-0.45	-0.34	-	-0.46	-0.35	-	-0.45	-0.32	
Faculty are rewarded for being good teachers										
Very descriptive	55.6%	13.8%	25.7%	64.4%	14.3%	26.7%	44.9%	13.0%	24.6%	
Somewhat descriptive	39.8%	56.4%	52.8%	30.5%	59.9%	52.5%	51.0%	50.5%	53.1%	
Not descriptive	4.6%	29.7%	21.5%	5.1%	25.8%	20.8%	4.1%	36.5%	22.3%	
Total(n)	108	3,045	4,259	59	1,810	2,186	49	1,235	2,073	
Mean	2.51	1.84	2.04	2.59	1.88	2.06	2.41	1.76	2.02	
Standard deviation	0.59	0.64	0.69	0.59	0.62	0.69	0.57	0.66	0.68	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	1.05	0.68	-	1.15	0.77	-	0.98	0.57	
There is respect for the expression of diverse values and beliefs										
Very descriptive	50.0%	43.1%	41.3%	52.5%	44.5%	44.4%	46.9%	40.6%	37.6%	
Somewhat descriptive	47.2%	47.9%	50.2%	44.1%	47.2%	46.7%	51.0%	49.0%	54.4%	
Not descriptive	2.8%	9.1%	8.5%	3.4%	8.3%	9.0%	2.0%	10.4%	8.0%	
Total(n)	108	3,042	4,257	59	1,807	2,185	49	1,235	2,072	
Mean	2.47	2.34	2.33	2.49	2.36	2.35	2.45	2.30	2.30	
Standard deviation	0.55	0.64	0.63	0.57	0.63	0.64	0.54	0.65	0.61	
Significance	-	*	*	-			-			
Effect size	-	0.20	0.22	-	0.21	0.22	-	0.23	0.25	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Faculty are rewarded for their efforts to use instructional technology										
Very descriptive	13.9%	14.3%	13.8%	16.9%	11.7%	13.6%	10.2%	19.0%	14.0%	
Somewhat descriptive	57.4%	51.1%	47.4%	57.6%	52.6%	49.5%	57.1%	48.4%	44.8%	
Not descriptive	28.7%	34.6%	38.9%	25.4%	35.7%	36.9%	32.7%	32.6%	41.2%	
Total(n)	108	3,033	4,246	59	1,801	2,181	49	1,232	2,065	
Mean	1.85	1.80	1.75	1.92	1.76	1.77	1.78	1.86	1.73	
Standard deviation	0.64	0.67	0.68	0.65	0.64	0.67	0.62	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.07	0.15	-	0.25	0.22	-	-0.11	0.07	
Administrators consider faculty concerns when making policy										
Very descriptive	36.1%	15.6%	20.1%	45.8%	15.9%	22.6%	24.5%	15.2%	17.1%	
Somewhat descriptive	52.8%	55.5%	54.3%	45.8%	59.3%	52.7%	61.2%	49.0%	56.2%	
Not descriptive	11.1%	28.8%	25.7%	8.5%	24.8%	24.8%	14.3%	35.8%	26.8%	
Total(n)	108	3,044	4,257	59	1,808	2,188	49	1,236	2,069	
Mean	2.25	1.87	1.94	2.37	1.91	1.98	2.10	1.79	1.90	
Standard deviation	0.64	0.65	0.67	0.64	0.63	0.69	0.62	0.68	0.65	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	0.58	0.46	-	0.73	0.57	-	0.46	0.31	
The administration is open about its policies										
Very descriptive	31.5%	13.7%	18.3%	35.6%	13.8%	19.8%	26.5%	13.6%	16.6%	
Somewhat descriptive	50.9%	50.9%	52.4%	49.2%	52.8%	52.4%	53.1%	47.6%	52.5%	
Not descriptive	17.6%	35.3%	29.2%	15.3%	33.3%	27.8%	20.4%	38.8%	30.9%	
Total(n)	108	3,045	4,258	59	1,809	2,186	49	1,236	2,072	
Mean	2.14	1.78	1.89	2.20	1.81	1.92	2.06	1.75	1.86	
Standard deviation	0.69	0.67	0.68	0.69	0.66	0.69	0.69	0.68	0.67	
Significance	-	***	***	-	***	**	-	**	*	
Effect size	-	0.54	0.37	-	0.59	0.41	-	0.46	0.30	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	22.2%	18.3%	22.2%	20.3%	14.5%	18.7%	24.5%	24.9%	26.4%	
Somewhat	63.0%	54.4%	56.1%	64.4%	56.6%	57.1%	61.2%	50.7%	55.0%	
Not at all	14.8%	27.3%	21.6%	15.3%	28.9%	24.2%	14.3%	24.4%	18.7%	
Total(n)	108	2,980	4,212	59	1,767	2,156	49	1,213	2,056	
Mean	2.07	1.91	2.01	2.05	1.86	1.95	2.10	2.00	2.08	
Standard deviation	0.61	0.67	0.66	0.60	0.64	0.65	0.62	0.70	0.67	
Significance	-	*		-	*		-			
Effect size	-	0.24	0.09	-	0.30	0.15	-	0.14	0.03	
Child care										
Extensive	18.5%	18.6%	22.3%	16.7%	13.3%	17.9%	20.7%	30.0%	28.2%	
Somewhat	43.1%	40.2%	40.3%	38.9%	41.8%	42.1%	48.3%	36.7%	37.9%	
Not at all	38.5%	41.3%	37.4%	44.4%	44.9%	40.0%	31.0%	33.3%	33.8%	
Total(n)	65	2,028	2,661	36	1,286	1,460	29	742	1,201	
Mean	1.80	1.77	1.85	1.72	1.68	1.78	1.90	1.97	1.94	
Standard deviation	0.73	0.74	0.76	0.74	0.69	0.73	0.72	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.04	-0.07	-	0.06	-0.08	-	-0.09	-0.05	
Care of elderly parent										
Extensive	18.1%	16.9%	12.1%	17.9%	13.6%	8.5%	18.2%	23.4%	17.1%	
Somewhat	23.6%	36.0%	35.6%	20.5%	35.1%	34.7%	27.3%	37.8%	36.8%	
Not at all	58.3%	47.2%	52.3%	61.5%	51.3%	56.8%	54.5%	38.8%	46.0%	
Total(n)	72	2,083	2,857	39	1,284	1,516	33	799	1,341	
Mean	1.60	1.70	1.60	1.56	1.62	1.52	1.64	1.85	1.71	
Standard deviation	0.78	0.74	0.69	0.79	0.71	0.65	0.78	0.77	0.74	
Significance	-			-			-			
Effect size	-	-0.14	0.00	-	-0.08	0.06	-	-0.27	-0.09	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
My physical health										
Extensive	8.7%	6.9%	8.7%	5.4%	7.2%	6.5%	12.5%	6.2%	11.3%	
Somewhat	47.1%	47.6%	46.4%	42.9%	43.6%	45.9%	52.1%	54.6%	47.0%	
Not at all	44.2%	45.5%	44.9%	51.8%	49.1%	47.5%	35.4%	39.2%	41.7%	
Total(n)	104	2,923	4,097	56	1,750	2,111	48	1,173	1,986	
Mean	1.64	1.61	1.64	1.54	1.58	1.59	1.77	1.67	1.70	
Standard deviation	0.64	0.61	0.64	0.60	0.62	0.61	0.66	0.59	0.66	
Significance	-			-			-			
Effect size	-	0.05	0.00	-	-0.06	-0.08	-	0.17	0.11	
Health of spouse/partner										
Extensive	7.6%	7.1%	6.6%	10.0%	6.8%	6.4%	4.8%	7.8%	6.8%	
Somewhat	34.8%	33.8%	34.4%	36.0%	35.7%	35.2%	33.3%	29.8%	33.3%	
Not at all	57.6%	59.1%	59.0%	54.0%	57.5%	58.4%	61.9%	62.4%	59.9%	
Total(n)	92	2,614	3,624	50	1,655	1,950	42	959	1,674	
Mean	1.50	1.48	1.48	1.56	1.49	1.48	1.43	1.45	1.47	
Standard deviation	0.64	0.63	0.62	0.67	0.62	0.62	0.59	0.64	0.62	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.11	0.13	-	-0.03	-0.06	
Review/promotion process										
Extensive	16.3%	22.0%	19.1%	19.2%	17.8%	17.2%	12.5%	29.2%	21.6%	
Somewhat	46.7%	32.4%	37.2%	42.3%	28.5%	32.9%	52.5%	39.2%	42.8%	
Not at all	37.0%	45.7%	43.7%	38.5%	53.7%	50.0%	35.0%	31.6%	35.7%	
Total(n)	92	2,669	3,668	52	1,600	1,917	40	1,069	1,751	
Mean	1.79	1.76	1.75	1.81	1.64	1.67	1.78	1.98	1.86	
Standard deviation	0.70	0.79	0.75	0.74	0.77	0.75	0.66	0.78	0.74	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.22	0.19	-	-0.26	-0.11	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	6.5%	6.0%	7.6%	4.1%	2.2%	7.5%	9.3%	12.1%	7.7%	
Somewhat	19.6%	21.3%	21.8%	8.2%	13.4%	13.5%	32.6%	34.1%	31.9%	
Not at all	73.9%	72.7%	70.7%	87.8%	84.4%	79.1%	58.1%	53.8%	60.4%	
Total(n)	92	2,729	3,833	49	1,614	1,949	43	1,115	1,884	
Mean	1.33	1.33	1.37	1.16	1.18	1.28	1.51	1.58	1.47	
Standard deviation	0.60	0.58	0.62	0.47	0.44	0.59	0.67	0.70	0.63	
Significance	-			-			-			
Effect size	-	0.00	-0.06	-	-0.05	-0.20	-	-0.10	0.06	
Personal finances										
Extensive	16.8%	16.4%	19.6%	19.0%	13.7%	17.1%	14.3%	21.0%	22.6%	
Somewhat	49.5%	42.1%	48.9%	37.9%	41.9%	51.4%	63.3%	42.6%	45.8%	
Not at all	33.6%	41.5%	31.6%	43.1%	44.4%	31.5%	22.4%	36.4%	31.6%	
Total(n)	107	2,970	4,178	58	1,770	2,144	49	1,200	2,034	
Mean	1.83	1.75	1.88	1.76	1.69	1.86	1.92	1.85	1.91	
Standard deviation	0.69	0.72	0.70	0.76	0.70	0.68	0.61	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.11	-0.07	-	0.10	-0.15	-	0.09	0.01	
Committee work										
Extensive	11.8%	9.7%	13.4%	15.8%	8.0%	11.9%	6.7%	12.8%	15.3%	
Somewhat	49.0%	46.2%	52.1%	45.6%	43.4%	51.0%	53.3%	51.1%	53.5%	
Not at all	39.2%	44.0%	34.4%	38.6%	48.5%	37.1%	40.0%	36.1%	31.2%	
Total(n)	102	2,925	4,096	57	1,741	2,117	45	1,184	1,979	
Mean	1.73	1.66	1.79	1.77	1.59	1.75	1.67	1.77	1.84	
Standard deviation	0.66	0.65	0.66	0.71	0.63	0.65	0.60	0.66	0.66	
Significance	-			-	*		-			
Effect size	-	0.11	-0.09	-	0.29	0.03	-	-0.15	-0.26	Career Related Stress

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	6.6%	8.3%	9.4%	8.8%	7.3%	8.2%	4.1%	10.1%	11.0%	
Somewhat	32.1%	42.4%	44.6%	33.3%	42.0%	42.9%	30.6%	43.2%	46.7%	
Not at all	61.3%	49.2%	45.9%	57.9%	50.7%	48.9%	65.3%	46.7%	42.3%	
Total(n)	106	3,002	4,202	57	1,790	2,159	49	1,212	2,043	
Mean	1.45	1.59	1.64	1.51	1.57	1.59	1.39	1.63	1.69	
Standard deviation	0.62	0.64	0.65	0.66	0.63	0.64	0.57	0.66	0.66	
Significance	-	*	**	-			-	*	**	
Effect size	-	-0.22	-0.29	-	-0.10	-0.13	-	-0.36	-0.45	
Colleagues										
Extensive	14.8%	12.2%	14.1%	15.3%	9.3%	12.0%	14.3%	17.3%	16.6%	
Somewhat	59.3%	45.8%	50.0%	59.3%	45.0%	47.7%	59.2%	47.3%	52.8%	
Not at all	25.9%	41.9%	35.9%	25.4%	45.7%	40.3%	26.5%	35.5%	30.6%	
Total(n)	108	3,031	4,244	59	1,801	2,179	49	1,230	2,065	
Mean	1.89	1.70	1.78	1.90	1.64	1.72	1.88	1.82	1.86	
Standard deviation	0.63	0.67	0.67	0.64	0.65	0.67	0.63	0.70	0.67	
Significance	-	**		-	**	*	-			
Effect size	-	0.28	0.16	-	0.40	0.27	-	0.09	0.03	
Students										
Extensive	3.8%	6.2%	5.9%	3.4%	4.4%	5.3%	4.3%	9.3%	6.8%	
Somewhat	71.7%	46.9%	60.0%	71.2%	42.6%	59.8%	72.3%	54.3%	60.3%	
Not at all	24.5%	46.9%	34.0%	25.4%	53.0%	34.9%	23.4%	36.3%	32.9%	
Total(n)	106	3,028	4,239	59	1,799	2,177	47	1,229	2,062	
Mean	1.79	1.59	1.72	1.78	1.51	1.70	1.81	1.73	1.74	
Standard deviation	0.49	0.60	0.57	0.49	0.58	0.56	0.50	0.62	0.57	
Significance	-	***		-	***		-			
Effect size	-	0.33	0.12	-	0.47	0.14	-	0.13	0.12	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										
Extensive	17.8%	28.1%	15.5%	18.6%	25.4%	12.4%	16.7%	33.1%	19.3%	Career Related Stress
Somewhat	51.4%	49.6%	50.8%	44.1%	50.8%	51.1%	60.4%	47.4%	50.5%	
Not at all	30.8%	22.3%	33.7%	37.3%	23.8%	36.5%	22.9%	19.5%	30.2%	
Total(n)	107	2,904	4,134	59	1,750	2,143	48	1,154	1,991	
Mean	1.87	2.06	1.82	1.81	2.02	1.76	1.94	2.14	1.89	
Standard deviation	0.69	0.71	0.68	0.73	0.70	0.66	0.63	0.71	0.69	
Significance	-	**		-	*		-			
Effect size	-	-0.27	0.07	-	-0.30	0.08	-	-0.28	0.07	
Institutional procedures and "red tape"										
Extensive	4.6%	18.0%	16.3%	1.7%	17.7%	17.0%	8.2%	18.6%	15.6%	Career Related Stress
Somewhat	46.3%	48.8%	45.7%	45.8%	49.4%	45.7%	46.9%	47.6%	45.7%	
Not at all	49.1%	33.2%	37.9%	52.5%	32.9%	37.3%	44.9%	33.8%	38.7%	
Total(n)	108	2,996	4,207	59	1,791	2,169	49	1,205	2,038	
Mean	1.56	1.85	1.78	1.49	1.85	1.80	1.63	1.85	1.77	
Standard deviation	0.59	0.70	0.70	0.54	0.69	0.71	0.64	0.71	0.70	
Significance	-	***	**	-	***	***	-	*		
Effect size	-	-0.41	-0.31	-	-0.52	-0.44	-	-0.31	-0.20	
Teaching load										
Extensive	9.3%	11.6%	21.1%	10.2%	8.1%	17.7%	8.2%	17.6%	25.0%	Career Related Stress
Somewhat	41.7%	38.9%	43.8%	37.3%	40.4%	44.2%	46.9%	36.3%	43.3%	
Not at all	49.1%	49.5%	35.2%	52.5%	51.5%	38.1%	44.9%	46.1%	31.7%	
Total(n)	108	3,022	4,222	59	1,798	2,167	49	1,224	2,055	
Mean	1.60	1.62	1.86	1.58	1.57	1.80	1.63	1.71	1.93	
Standard deviation	0.65	0.68	0.74	0.67	0.64	0.72	0.64	0.75	0.75	
Significance	-		***	-		*	-		**	
Effect size	-	-0.03	-0.35	-	0.02	-0.31	-	-0.11	-0.40	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Children's problems										
Extensive	9.5%	10.5%	9.3%	7.1%	8.6%	7.5%	12.5%	14.8%	11.8%	
Somewhat	43.2%	38.3%	40.5%	50.0%	36.6%	40.6%	34.4%	42.0%	40.5%	
Not at all	47.3%	51.2%	50.2%	42.9%	54.9%	51.9%	53.1%	43.2%	47.7%	
Total(n)	74	2,244	2,913	42	1,440	1,626	32	804	1,287	
Mean	1.62	1.59	1.59	1.64	1.54	1.56	1.59	1.72	1.64	
Standard deviation	0.66	0.67	0.65	0.62	0.65	0.63	0.71	0.71	0.68	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.15	0.13	-	-0.18	-0.07	
Friction with spouse/partner										
Extensive	6.7%	6.5%	6.8%	8.2%	5.3%	5.6%	5.0%	9.0%	8.6%	
Somewhat	30.3%	26.4%	27.6%	32.7%	27.5%	26.6%	27.5%	24.3%	28.9%	
Not at all	62.9%	67.0%	65.5%	59.2%	67.2%	67.8%	67.5%	66.7%	62.5%	
Total(n)	89	2,606	3,637	49	1,661	1,964	40	945	1,673	
Mean	1.44	1.40	1.41	1.49	1.38	1.38	1.38	1.42	1.46	
Standard deviation	0.62	0.61	0.62	0.65	0.58	0.59	0.59	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.19	0.19	-	-0.06	-0.12	
Lack of personal time										
Extensive	34.3%	33.2%	34.3%	25.4%	29.7%	27.5%	44.9%	39.4%	42.4%	
Somewhat	54.6%	49.9%	49.2%	59.3%	50.1%	50.8%	49.0%	49.5%	47.3%	
Not at all	11.1%	16.9%	16.5%	15.3%	20.2%	21.7%	6.1%	11.1%	10.3%	
Total(n)	108	3,036	4,253	59	1,802	2,180	49	1,234	2,073	Career Related Stress
Mean	2.23	2.16	2.18	2.10	2.09	2.06	2.39	2.28	2.32	
Standard deviation	0.64	0.69	0.69	0.64	0.70	0.70	0.61	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.10	0.07	-	0.01	0.06	-	0.17	0.11	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Keeping up with information technology										
Extensive	4.7%	4.6%	7.4%	1.7%	4.2%	7.0%	8.5%	5.4%	8.0%	
Somewhat	45.3%	43.0%	42.9%	47.5%	42.9%	40.6%	42.6%	43.2%	45.6%	
Not at all	50.0%	52.4%	49.7%	50.8%	53.0%	52.4%	48.9%	51.4%	46.4%	
Total(n)	106	3,020	4,221	59	1,793	2,172	47	1,227	2,049	
Mean	1.55	1.52	1.58	1.51	1.51	1.55	1.60	1.54	1.62	
Standard deviation	0.59	0.58	0.63	0.54	0.58	0.62	0.65	0.60	0.63	
Significance	-			-			-			
Effect size	-	0.05	-0.05	-	0.00	-0.06	-	0.10	-0.03	
Job security										
Extensive	10.6%	10.5%	11.0%	7.0%	8.1%	10.3%	14.9%	14.6%	11.8%	
Somewhat	17.3%	19.5%	30.6%	17.5%	16.8%	30.4%	17.0%	24.2%	30.9%	
Not at all	72.1%	70.0%	58.4%	75.4%	75.1%	59.3%	68.1%	61.2%	57.4%	
Total(n)	104	2,994	4,177	57	1,787	2,152	47	1,207	2,025	
Mean	1.38	1.40	1.53	1.32	1.33	1.51	1.47	1.53	1.54	
Standard deviation	0.67	0.67	0.69	0.60	0.62	0.68	0.75	0.74	0.70	
Significance	-		*	-		*	-			
Effect size	-	-0.03	-0.22	-	-0.02	-0.28	-	-0.08	-0.10	
Being part of a dual career couple										
Extensive	22.4%	13.3%	11.9%	20.0%	9.4%	9.5%	25.0%	20.8%	15.0%	
Somewhat	40.0%	36.5%	39.5%	35.6%	34.1%	37.5%	45.0%	41.2%	42.0%	
Not at all	37.6%	50.2%	48.6%	44.4%	56.6%	53.0%	30.0%	38.0%	42.9%	
Total(n)	85	2,440	3,522	45	1,486	1,866	40	954	1,656	
Mean	1.85	1.63	1.63	1.76	1.53	1.57	1.95	1.83	1.72	
Standard deviation	0.76	0.71	0.69	0.77	0.66	0.66	0.75	0.75	0.71	
Significance	-	**	**	-	*		-		*	
Effect size	-	0.31	0.32	-	0.35	0.29	-	0.16	0.32	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Working with underprepared students										
Extensive	3.7%	11.1%	19.0%	1.7%	9.7%	15.9%	6.3%	13.6%	22.8%	
Somewhat	45.8%	47.0%	55.1%	59.3%	45.5%	54.9%	29.2%	49.7%	55.3%	
Not at all	50.5%	41.9%	25.9%	39.0%	44.8%	29.2%	64.6%	36.8%	21.8%	
Total(n)	107	3,011	4,224	59	1,792	2,174	48	1,219	2,050	
Mean	1.53	1.69	1.93	1.63	1.65	1.87	1.42	1.77	2.01	
Standard deviation	0.57	0.66	0.67	0.52	0.65	0.66	0.61	0.67	0.67	
Significance	-	*	***	-		**	-	***	***	
Effect size	-	-0.24	-0.60	-	-0.03	-0.36	-	-0.52	-0.88	
Self-imposed high expectations										
Extensive	36.1%	34.4%	27.3%	32.2%	30.1%	23.8%	40.8%	41.9%	31.5%	
Somewhat	56.5%	51.7%	57.0%	57.6%	52.1%	57.1%	55.1%	51.0%	57.0%	
Not at all	7.4%	13.9%	15.6%	10.2%	17.8%	19.1%	4.1%	7.1%	11.5%	
Total(n)	108	3,026	4,231	59	1,799	2,174	49	1,227	2,057	
Mean	2.29	2.21	2.12	2.22	2.12	2.05	2.37	2.35	2.20	
Standard deviation	0.60	0.66	0.64	0.62	0.68	0.65	0.57	0.61	0.62	
Significance	-		**	-		*	-			
Effect size	-	0.12	0.27	-	0.15	0.26	-	0.03	0.27	
Change in work responsibilities										
Extensive	8.9%	7.3%	12.7%	3.6%	4.1%	10.4%	15.6%	12.9%	15.8%	
Somewhat	26.7%	36.3%	38.1%	26.8%	32.3%	35.0%	26.7%	43.4%	42.1%	
Not at all	64.4%	56.4%	49.1%	69.6%	63.7%	54.6%	57.8%	43.7%	42.1%	
Total(n)	101	2,896	4,007	56	1,735	2,089	45	1,161	1,918	
Mean	1.45	1.51	1.64	1.34	1.40	1.56	1.58	1.69	1.74	
Standard deviation	0.66	0.63	0.70	0.55	0.57	0.67	0.75	0.69	0.71	
Significance	-		**	-		*	-			
Effect size	-	-0.10	-0.27	-	-0.11	-0.33	-	-0.16	-0.23	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional budget cuts										
Extensive	4.0%	10.3%	17.8%	3.6%	8.0%	15.4%	4.4%	14.2%	20.6%	
Somewhat	40.6%	36.9%	49.7%	41.1%	35.2%	48.9%	40.0%	40.0%	50.8%	
Not at all	55.4%	52.8%	32.5%	55.4%	56.8%	35.7%	55.6%	45.9%	28.6%	
Total(n)	101	2,932	4,159	56	1,759	2,145	45	1,173	2,014	
Mean	1.49	1.57	1.85	1.48	1.51	1.80	1.49	1.68	1.92	
Standard deviation	0.58	0.67	0.69	0.57	0.64	0.69	0.59	0.71	0.70	
Significance	-		***	-		***	-		***	
Effect size	-	-0.12	-0.52	-	-0.05	-0.46	-	-0.27	-0.61	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	14.8%	13.1%	10.7%	13.6%	15.3%	12.9%	16.3%	9.2%	8.1%	Job Satisfaction: Compensation
Satisfied	42.6%	45.3%	39.2%	40.7%	47.0%	39.8%	44.9%	42.5%	38.6%	
Marginally satisfied	24.1%	23.4%	29.1%	25.4%	21.3%	28.5%	22.4%	27.1%	29.8%	
Not satisfied	18.5%	18.2%	21.0%	20.3%	16.4%	18.8%	16.3%	21.2%	23.6%	
Total(n)	108	3,037	4,261	59	1,811	2,188	49	1,226	2,073	
Mean	2.54	2.53	2.40	2.47	2.61	2.47	2.61	2.40	2.31	
Standard deviation	0.96	0.93	0.93	0.97	0.93	0.94	0.95	0.92	0.92	
Significance	-			-			-		*	
Effect size	-	0.01	0.15	-	-0.15	0.00	-	0.23	0.33	
Health benefits										
Very satisfied	17.8%	25.3%	13.5%	15.3%	24.0%	14.2%	20.8%	27.6%	12.6%	
Satisfied	41.1%	50.4%	48.9%	40.7%	50.5%	47.9%	41.7%	50.1%	50.2%	
Marginally satisfied	33.6%	19.9%	24.2%	33.9%	21.3%	24.0%	33.3%	17.4%	24.4%	
Not satisfied	7.5%	4.4%	13.4%	10.2%	4.2%	13.9%	4.2%	4.9%	12.8%	
Total(n)	107	2,962	4,131	59	1,783	2,138	48	1,179	1,993	
Mean	2.69	2.97	2.63	2.61	2.94	2.62	2.79	3.01	2.63	
Standard deviation	0.85	0.79	0.88	0.87	0.79	0.89	0.82	0.80	0.86	
Significance	-	***		-	**		-			
Effect size	-	-0.35	0.07	-	-0.42	-0.01	-	-0.28	0.19	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Retirement benefits										Job Satisfaction: Compensation
Very satisfied	14.4%	23.1%	14.3%	14.0%	21.8%	15.7%	14.9%	25.5%	12.5%	
Satisfied	48.1%	53.1%	47.6%	45.6%	55.4%	47.0%	51.1%	49.0%	48.3%	
Marginally satisfied	34.6%	17.9%	26.2%	36.8%	17.7%	25.4%	31.9%	18.4%	27.1%	
Not satisfied	2.9%	5.9%	12.0%	3.5%	5.2%	11.9%	2.1%	7.2%	12.0%	
Total(n)	104	2,969	4,150	57	1,776	2,142	47	1,193	2,008	
Mean	2.74	2.93	2.64	2.70	2.94	2.66	2.79	2.93	2.61	
Standard deviation	0.74	0.80	0.87	0.76	0.77	0.88	0.72	0.85	0.85	
Significance	-	*		-	*		-			
Effect size	-	-0.24	0.11	-	-0.31	0.05	-	-0.16	0.21	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	19.4%	27.6%	11.3%	23.7%	29.1%	14.1%	14.3%	25.0%	8.0%	
Satisfied	47.2%	48.1%	40.9%	47.5%	51.5%	43.3%	46.9%	42.1%	37.9%	
Marginally satisfied	25.0%	15.1%	27.9%	22.0%	12.8%	25.0%	28.6%	19.4%	31.4%	
Not satisfied	8.3%	9.1%	19.9%	6.8%	6.7%	17.6%	10.2%	13.5%	22.7%	
Total(n)	108	2,978	4,202	59	1,776	2,163	49	1,202	2,039	
Mean	2.78	2.94	2.44	2.88	3.03	2.54	2.65	2.79	2.31	
Standard deviation	0.86	0.89	0.93	0.85	0.83	0.94	0.86	0.97	0.91	
Significance	-		***	-		**	-		**	
Effect size	-	-0.18	0.37	-	-0.18	0.36	-	-0.14	0.37	
Teaching load										Job Satisfaction: Compensation
Very satisfied	19.4%	20.7%	10.2%	22.0%	20.3%	12.2%	16.3%	21.3%	7.9%	
Satisfied	56.5%	52.5%	48.1%	57.6%	55.6%	47.9%	55.1%	47.2%	48.3%	
Marginally satisfied	18.5%	17.2%	23.4%	13.6%	15.9%	23.6%	24.5%	19.6%	23.2%	
Not satisfied	5.6%	9.5%	18.3%	6.8%	8.1%	16.3%	4.1%	11.9%	20.6%	
Total(n)	108	3,036	4,248	59	1,810	2,184	49	1,226	2,064	
Mean	2.90	2.84	2.50	2.95	2.88	2.56	2.84	2.78	2.44	
Standard deviation	0.77	0.86	0.91	0.80	0.82	0.90	0.75	0.91	0.90	
Significance	-		***	-		**	-		**	
Effect size	-	0.07	0.44	-	0.09	0.43	-	0.07	0.44	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Quality of students										
Very satisfied	46.3%	25.2%	14.8%	42.4%	23.5%	15.0%	51.0%	28.2%	14.6%	
Satisfied	50.0%	48.7%	45.5%	54.2%	49.8%	45.7%	44.9%	46.6%	45.4%	
Marginally satisfied	2.8%	19.9%	25.4%	1.7%	20.0%	24.9%	4.1%	19.8%	26.0%	
Not satisfied	0.9%	6.2%	14.2%	1.7%	6.7%	14.4%	0.0%	5.5%	14.0%	
Total(n)	108	3,046	4,258	59	1,811	2,186	49	1,235	2,072	
Mean	3.42	2.93	2.61	3.37	2.90	2.61	3.47	2.97	2.61	
Standard deviation	0.60	0.83	0.90	0.61	0.83	0.91	0.58	0.83	0.90	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.59	0.90	-	0.57	0.84	-	0.60	0.96	
Office/lab space										
Very satisfied	41.7%	26.7%	27.2%	37.3%	25.6%	26.7%	46.9%	28.6%	27.7%	
Satisfied	43.5%	45.6%	43.3%	52.5%	47.5%	41.5%	32.7%	42.2%	45.5%	
Marginally satisfied	11.1%	17.5%	16.4%	10.2%	17.6%	18.5%	12.2%	17.3%	13.8%	
Not satisfied	3.7%	10.3%	13.2%	0.0%	9.3%	13.3%	8.2%	11.9%	13.0%	
Total(n)	108	3,004	4,202	59	1,785	2,154	49	1,219	2,048	
Mean	3.23	2.89	2.84	3.27	2.89	2.82	3.18	2.87	2.88	
Standard deviation	0.79	0.92	0.97	0.64	0.89	0.97	0.95	0.96	0.96	
Significance	-	***	***	-	**	***	-	*	*	
Effect size	-	0.37	0.40	-	0.43	0.46	-	0.32	0.31	
Autonomy and independence										
Very satisfied	60.7%	45.7%	41.1%	62.7%	46.7%	43.8%	58.3%	44.1%	37.7%	
Satisfied	36.4%	41.9%	44.8%	35.6%	41.5%	41.2%	37.5%	42.7%	49.2%	
Marginally satisfied	2.8%	9.9%	10.1%	1.7%	9.9%	10.1%	4.2%	10.0%	10.0%	
Not satisfied	0.0%	2.4%	4.1%	0.0%	1.9%	4.9%	0.0%	3.2%	3.2%	
Total(n)	107	3,042	4,258	59	1,807	2,187	48	1,235	2,071	
Mean	3.58	3.31	3.23	3.61	3.33	3.24	3.54	3.28	3.21	
Standard deviation	0.55	0.75	0.79	0.53	0.73	0.82	0.58	0.77	0.75	
Significance	-	***	***	-	**	***	-	*	**	
Effect size	-	0.36	0.44	-	0.38	0.45	-	0.34	0.44	Job Satisfaction: Workplace

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Professional relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	37.0%	29.1%	32.3%	37.3%	30.7%	34.6%	36.7%	26.3%	29.5%	
Satisfied	50.9%	46.2%	47.2%	50.8%	44.7%	43.7%	51.0%	49.0%	51.5%	
Marginally satisfied	9.3%	17.7%	14.4%	11.9%	17.2%	14.5%	6.1%	18.7%	14.2%	
Not satisfied	2.8%	6.9%	6.1%	0.0%	7.4%	7.1%	6.1%	6.1%	4.8%	
Total(n)	108	3,046	4,256	59	1,811	2,183	49	1,235	2,073	
Mean	3.22	2.97	3.06	3.25	2.99	3.06	3.18	2.95	3.06	
Standard deviation	0.73	0.86	0.84	0.66	0.88	0.88	0.81	0.83	0.79	
Significance	-	**	*	-	*		-			
Effect size	-	0.29	0.19	-	0.30	0.22	-	0.28	0.15	
Social relationships with other faculty										
Very satisfied	21.3%	16.4%	24.1%	15.3%	15.9%	23.3%	28.6%	17.3%	25.1%	
Satisfied	50.9%	44.0%	46.9%	54.2%	42.6%	44.8%	46.9%	46.5%	49.5%	
Marginally satisfied	22.2%	30.1%	21.8%	23.7%	32.9%	23.4%	20.4%	25.0%	19.7%	
Not satisfied	5.6%	9.6%	7.3%	6.8%	8.7%	8.5%	4.1%	11.2%	5.7%	
Total(n)	108	2,922	4,158	59	1,746	2,139	49	1,176	2,019	
Mean	2.88	2.67	2.88	2.78	2.66	2.83	3.00	2.70	2.94	
Standard deviation	0.81	0.86	0.86	0.79	0.85	0.88	0.82	0.88	0.82	
Significance	-	*		-			-	*		
Effect size	-	0.24	0.00	-	0.14	-0.06	-	0.34	0.07	
Competency of colleagues										
Very satisfied	41.7%	35.6%	30.8%	44.1%	35.3%	31.2%	38.8%	36.3%	30.3%	Job Satisfaction: Workplace
Satisfied	53.7%	47.9%	49.6%	52.5%	48.8%	47.3%	55.1%	46.3%	52.5%	
Marginally satisfied	3.7%	13.3%	15.2%	3.4%	12.8%	16.1%	4.1%	14.1%	14.1%	
Not satisfied	0.9%	3.2%	4.4%	0.0%	3.1%	5.5%	2.0%	3.3%	3.1%	
Total(n)	108	3,039	4,256	59	1,804	2,185	49	1,235	2,071	
Mean	3.36	3.16	3.07	3.41	3.16	3.04	3.31	3.16	3.10	
Standard deviation	0.60	0.77	0.79	0.56	0.76	0.83	0.65	0.78	0.75	
Significance	-	**	***	-	*	***	-			
Effect size	-	0.26	0.37	-	0.33	0.45	-	0.19	0.28	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Job security										Job Satisfaction: Compensation
Very satisfied	48.6%	42.0%	31.7%	52.5%	44.2%	34.6%	43.8%	38.3%	28.2%	
Satisfied	38.3%	37.7%	43.4%	37.3%	38.4%	41.4%	39.6%	36.5%	45.8%	
Marginally satisfied	6.5%	10.2%	16.7%	3.4%	8.3%	16.0%	10.4%	13.6%	17.5%	
Not satisfied	6.5%	10.0%	8.2%	6.8%	9.1%	8.1%	6.3%	11.6%	8.4%	
Total(n)	107	3,022	4,234	59	1,798	2,174	48	1,224	2,060	
Mean	3.29	3.12	2.99	3.36	3.18	3.02	3.21	3.02	2.94	
Standard deviation	0.86	0.95	0.90	0.85	0.93	0.91	0.87	0.99	0.89	
Significance	-		***	-		**	-		*	
Effect size	-	0.18	0.33	-	0.19	0.37	-	0.19	0.30	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	35.2%	31.7%	35.3%	32.2%	31.9%	39.4%	38.8%	31.3%	30.4%	
Satisfied	40.7%	36.4%	35.7%	40.7%	38.0%	34.7%	40.8%	33.6%	36.9%	
Marginally satisfied	17.6%	16.4%	16.0%	18.6%	15.9%	13.1%	16.3%	17.3%	19.4%	
Not satisfied	6.5%	15.5%	13.0%	8.5%	14.2%	12.8%	4.1%	17.8%	13.3%	
Total(n)	108	3,006	4,187	59	1,784	2,155	49	1,222	2,032	
Mean	3.05	2.84	2.93	2.97	2.88	3.01	3.14	2.78	2.84	
Standard deviation	0.89	1.04	1.01	0.93	1.01	1.02	0.84	1.07	1.00	
Significance	-	*		-			-	*	*	
Effect size	-	0.20	0.12	-	0.09	-0.04	-	0.34	0.30	
Course assignments										Job Satisfaction: Workplace
Very satisfied	41.7%	31.4%	35.5%	42.4%	29.7%	38.5%	40.8%	34.2%	31.8%	
Satisfied	52.8%	53.6%	48.7%	52.5%	57.4%	45.8%	53.1%	46.9%	52.2%	
Marginally satisfied	2.8%	12.2%	12.4%	3.4%	10.5%	12.1%	2.0%	15.2%	12.9%	
Not satisfied	2.8%	2.8%	3.4%	1.7%	2.3%	3.6%	4.1%	3.7%	3.2%	
Total(n)	108	3,022	4,228	59	1,800	2,173	49	1,222	2,055	
Mean	3.33	3.14	3.16	3.36	3.15	3.19	3.31	3.12	3.13	
Standard deviation	0.67	0.73	0.77	0.64	0.69	0.78	0.71	0.79	0.75	
Significance	-	**	*	-	*		-			
Effect size	-	0.26	0.22	-	0.30	0.22	-	0.24	0.24	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Freedom to determine course content										
Very satisfied	72.2%	56.5%	61.0%	72.9%	55.9%	62.9%	71.4%	57.6%	58.7%	
Satisfied	25.9%	35.9%	30.2%	25.4%	37.4%	28.8%	26.5%	33.1%	31.9%	
Marginally satisfied	0.9%	5.8%	6.1%	1.7%	5.4%	4.7%	0.0%	6.5%	7.8%	
Not satisfied	0.9%	1.9%	2.7%	0.0%	1.4%	3.6%	2.0%	2.7%	1.6%	
Total(n)	108	3,025	4,238	59	1,802	2,177	49	1,223	2,061	
Mean	3.69	3.47	3.50	3.71	3.48	3.51	3.67	3.46	3.48	
Standard deviation	0.54	0.69	0.73	0.49	0.66	0.75	0.59	0.74	0.71	
Significance	-	**	**	-	**	*	-			
Effect size	-	0.32	0.26	-	0.35	0.27	-	0.28	0.27	
Availability of child care at this institution										
Very satisfied	37.5%	8.4%	8.5%	28.6%	9.9%	10.3%	47.4%	5.8%	6.7%	
Satisfied	40.0%	18.4%	14.4%	42.9%	20.7%	15.5%	36.8%	14.5%	13.3%	
Marginally satisfied	20.0%	18.6%	13.4%	23.8%	15.1%	17.7%	15.8%	24.8%	9.0%	
Not satisfied	2.5%	54.6%	63.7%	4.8%	54.4%	56.6%	0.0%	55.0%	71.0%	
Total(n)	40	728	1,322	21	395	632	19	333	690	
Mean	3.13	1.81	1.68	2.95	1.86	1.79	3.32	1.71	1.56	
Standard deviation	0.82	1.01	1.01	0.86	1.06	1.04	0.75	0.92	0.96	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	1.31	1.44	-	1.03	1.12	-	1.75	1.83	
Prospects for career advancement										
Very satisfied	18.2%	17.1%	10.8%	18.5%	17.1%	11.0%	17.8%	17.1%	10.6%	
Satisfied	53.5%	44.5%	44.5%	50.0%	46.8%	47.1%	57.8%	40.6%	41.5%	
Marginally satisfied	17.2%	21.7%	25.7%	18.5%	19.4%	25.4%	15.6%	25.5%	26.2%	
Not satisfied	11.1%	16.7%	18.9%	13.0%	16.7%	16.6%	8.9%	16.9%	21.7%	
Total(n)	99	2,757	3,878	54	1,627	1,957	45	1,130	1,921	
Mean	2.79	2.62	2.47	2.74	2.64	2.52	2.84	2.58	2.41	
Standard deviation	0.87	0.96	0.92	0.91	0.95	0.89	0.82	0.96	0.94	
Significance	-		***	-			-		**	
Effect size	-	0.18	0.35	-	0.11	0.25	-	0.27	0.46	
										Job Satisfaction: Compensation

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Clerical/administrative support										
Very satisfied	24.3%	16.7%	19.6%	25.9%	16.4%	19.3%	22.4%	17.2%	20.0%	
Satisfied	40.2%	39.5%	39.5%	46.6%	41.3%	40.5%	32.7%	36.4%	38.3%	
Marginally satisfied	22.4%	24.9%	23.6%	20.7%	25.6%	23.8%	24.5%	23.8%	23.3%	
Not satisfied	13.1%	18.9%	17.3%	6.9%	16.8%	16.4%	20.4%	22.6%	18.4%	
Total(n)	107	3,012	4,225	58	1,789	2,170	49	1,223	2,055	
Mean	2.76	2.54	2.61	2.91	2.57	2.63	2.57	2.48	2.60	
Standard deviation	0.97	0.98	0.99	0.86	0.95	0.97	1.06	1.02	1.00	
Significance	-	*		-	**	*	-			
Effect size	-	0.22	0.15	-	0.36	0.29	-	0.09	-0.03	
Overall job satisfaction										
Very satisfied	42.6%	27.8%	23.4%	54.2%	30.5%	26.6%	28.6%	23.1%	19.5%	
Satisfied	48.1%	49.4%	52.5%	35.6%	48.2%	49.1%	63.3%	51.4%	56.6%	
Marginally satisfied	6.5%	17.4%	17.4%	8.5%	15.0%	16.2%	4.1%	21.6%	18.8%	
Not satisfied	2.8%	5.4%	6.7%	1.7%	6.2%	8.0%	4.1%	3.9%	5.1%	
Total(n)	108	3,043	4,257	59	1,808	2,187	49	1,235	2,070	
Mean	3.31	3.00	2.93	3.42	3.03	2.94	3.16	2.94	2.91	
Standard deviation	0.72	0.82	0.82	0.72	0.84	0.86	0.69	0.77	0.76	
Significance	-	***	***	-	***	***	-	*	*	
Effect size	-	0.38	0.46	-	0.46	0.56	-	0.29	0.33	
Tuition remission for your children/dependents										
Very satisfied	57.8%	49.7%	41.7%	65.6%	51.3%	44.0%	50.0%	46.2%	38.8%	
Satisfied	28.1%	31.1%	34.3%	25.0%	29.9%	32.6%	31.3%	33.7%	36.4%	
Marginally satisfied	9.4%	11.0%	11.3%	6.3%	12.0%	11.4%	12.5%	8.8%	11.0%	
Not satisfied	4.7%	8.2%	12.7%	3.1%	6.8%	12.0%	6.3%	11.3%	13.7%	
Total(n)	64	1,762	2,385	32	1,163	1,312	32	599	1,073	
Mean	3.39	3.22	3.05	3.53	3.26	3.09	3.25	3.15	3.00	
Standard deviation	0.85	0.94	1.02	0.76	0.92	1.01	0.92	0.99	1.02	
Significance	-		**	-		*	-			
Effect size	-	0.18	0.33	-	0.29	0.44	-	0.10	0.25	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are interested in students' personal problems										
Agree strongly	49.1%	16.0%	32.7%	49.2%	16.2%	30.6%	49.0%	15.7%	35.1%	
Agree somewhat	50.0%	57.7%	57.9%	49.2%	55.2%	59.4%	51.0%	61.9%	56.1%	
Disagree somewhat	0.9%	21.6%	8.9%	1.7%	24.2%	9.2%	0.0%	17.1%	8.4%	
Disagree strongly	0.0%	4.7%	0.6%	0.0%	4.4%	0.8%	0.0%	5.2%	0.3%	
Total(n)	108	3,038	4,252	59	1,804	2,180	49	1,234	2,072	
Mean	3.48	2.85	3.23	3.47	2.83	3.20	3.49	2.88	3.26	
Standard deviation	0.52	0.74	0.62	0.54	0.74	0.63	0.51	0.72	0.62	
Significance	-	***	***	-	***	**	-	***	*	
Effect size	-	0.85	0.40	-	0.86	0.43	-	0.85	0.37	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	20.8%	14.6%	17.3%	17.2%	9.5%	13.4%	25.0%	23.5%	22.0%	
Agree somewhat	37.7%	35.6%	43.0%	32.8%	34.0%	40.2%	43.8%	38.2%	46.5%	
Disagree somewhat	32.1%	40.5%	33.7%	39.7%	44.5%	38.7%	22.9%	33.4%	27.7%	
Disagree strongly	9.4%	9.4%	6.0%	10.3%	12.0%	7.7%	8.3%	4.9%	3.8%	
Total(n)	106	3,028	4,239	58	1,797	2,176	48	1,231	2,063	
Mean	2.70	2.55	2.72	2.57	2.41	2.59	2.85	2.80	2.87	
Standard deviation	0.91	0.85	0.82	0.90	0.82	0.81	0.90	0.85	0.80	
Significance	-			-			-			
Effect size	-	0.18	-0.02	-	0.20	-0.02	-	0.06	-0.03	
Faculty feel that most students are well-prepared academically										
Agree strongly	21.3%	16.7%	7.6%	16.9%	15.9%	7.5%	26.5%	18.1%	7.7%	
Agree somewhat	67.6%	50.0%	38.5%	72.9%	49.1%	40.0%	61.2%	51.5%	36.6%	
Disagree somewhat	10.2%	28.7%	37.8%	10.2%	30.2%	36.5%	10.2%	26.1%	39.3%	
Disagree strongly	0.9%	4.7%	16.1%	0.0%	4.9%	16.0%	2.0%	4.3%	16.3%	
Total(n)	108	3,040	4,254	59	1,804	2,183	49	1,236	2,071	
Mean	3.09	2.79	2.37	3.07	2.76	2.39	3.12	2.83	2.36	
Standard deviation	0.59	0.77	0.84	0.52	0.77	0.84	0.67	0.77	0.84	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	0.39	0.86	-	0.40	0.81	-	0.38	0.90	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution should hire more faculty of color										
Agree strongly	30.2%	26.8%	29.4%	22.4%	20.2%	23.3%	39.6%	38.2%	36.7%	
Agree somewhat	39.6%	47.7%	45.1%	44.8%	48.7%	45.3%	33.3%	45.9%	44.9%	
Disagree somewhat	26.4%	19.9%	19.9%	25.9%	23.2%	23.3%	27.1%	14.2%	15.7%	
Disagree strongly	3.8%	5.6%	5.6%	6.9%	7.8%	8.0%	0.0%	1.7%	2.7%	
Total(n)	106	3,012	4,215	58	1,787	2,158	48	1,225	2,057	
Mean	2.96	2.96	2.98	2.83	2.81	2.84	3.13	3.21	3.16	
Standard deviation	0.85	0.83	0.85	0.86	0.84	0.87	0.82	0.74	0.78	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	0.02	-0.01	-	-0.11	-0.04	
This institution should hire more women faculty										
Agree strongly	12.1%	25.2%	10.8%	10.2%	19.3%	7.5%	14.6%	35.5%	14.7%	
Agree somewhat	44.9%	44.6%	42.5%	40.7%	45.9%	40.8%	50.0%	42.5%	44.5%	
Disagree somewhat	38.3%	23.9%	38.9%	40.7%	27.1%	41.0%	35.4%	18.4%	36.3%	
Disagree strongly	4.7%	6.2%	7.8%	8.5%	7.7%	10.7%	0.0%	3.6%	4.4%	
Total(n)	107	3,006	4,206	59	1,784	2,150	48	1,222	2,056	
Mean	2.64	2.89	2.56	2.53	2.77	2.45	2.79	3.10	2.69	
Standard deviation	0.76	0.85	0.79	0.80	0.85	0.78	0.68	0.82	0.77	
Significance	-	**		-	*		-	**		
Effect size	-	-0.29	0.10	-	-0.28	0.10	-	-0.38	0.13	
Student Affairs staff have the support and respect of faculty										
Agree strongly	15.7%	14.7%	15.9%	18.6%	11.2%	14.6%	12.2%	20.8%	17.4%	
Agree somewhat	54.6%	66.3%	57.5%	54.2%	67.2%	58.7%	55.1%	64.7%	56.0%	
Disagree somewhat	25.9%	16.8%	23.5%	22.0%	18.8%	24.1%	30.6%	13.2%	22.8%	
Disagree strongly	3.7%	2.3%	3.1%	5.1%	2.8%	2.6%	2.0%	1.3%	3.8%	
Total(n)	108	2,991	4,196	59	1,779	2,155	49	1,212	2,041	
Mean	2.82	2.93	2.86	2.86	2.87	2.85	2.78	3.05	2.87	
Standard deviation	0.73	0.63	0.71	0.78	0.63	0.68	0.69	0.62	0.73	
Significance	-			-			-	**		
Effect size	-	-0.17	-0.06	-	-0.02	0.01	-	-0.44	-0.12	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are committed to the welfare of this institution										
Agree strongly	70.4%	42.9%	49.5%	74.6%	43.3%	47.8%	65.3%	42.2%	51.6%	
Agree somewhat	29.6%	49.9%	43.1%	25.4%	49.9%	43.5%	34.7%	50.0%	42.5%	
Disagree somewhat	0.0%	5.8%	6.1%	0.0%	5.1%	6.7%	0.0%	6.9%	5.5%	
Disagree strongly	0.0%	1.4%	1.3%	0.0%	1.7%	2.1%	0.0%	0.9%	0.3%	
Total(n)	108	3,033	4,251	59	1,802	2,183	49	1,231	2,068	
Mean	3.70	3.34	3.41	3.75	3.35	3.37	3.65	3.33	3.45	
Standard deviation	0.46	0.65	0.66	0.44	0.66	0.70	0.48	0.65	0.61	
Significance	-	***	***	-	***	***	-	***	*	
Effect size	-	0.55	0.44	-	0.61	0.54	-	0.49	0.33	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	77.8%	34.6%	55.5%	79.7%	33.9%	53.8%	75.5%	35.9%	57.5%	
Agree somewhat	22.2%	47.1%	38.2%	20.3%	50.0%	39.4%	24.5%	42.1%	36.7%	
Disagree somewhat	0.0%	15.8%	5.9%	0.0%	13.8%	6.3%	0.0%	19.4%	5.4%	
Disagree strongly	0.0%	2.4%	0.4%	0.0%	2.3%	0.5%	0.0%	2.6%	0.3%	
Total(n)	108	3,037	4,252	59	1,803	2,183	49	1,234	2,069	
Mean	3.78	3.14	3.49	3.80	3.16	3.46	3.76	3.11	3.51	
Standard deviation	0.42	0.76	0.63	0.41	0.74	0.64	0.43	0.80	0.61	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	0.84	0.46	-	0.86	0.53	-	0.81	0.41	
There is a lot of campus racial conflict here										
Agree strongly	0.0%	0.6%	1.4%	0.0%	0.3%	0.8%	0.0%	0.9%	2.0%	
Agree somewhat	11.2%	5.7%	9.6%	8.5%	3.6%	6.9%	14.6%	9.3%	13.0%	
Disagree somewhat	36.4%	35.9%	37.7%	30.5%	32.0%	35.9%	43.8%	42.5%	39.9%	
Disagree strongly	52.3%	57.9%	51.2%	61.0%	64.1%	56.4%	41.7%	47.3%	45.0%	
Total(n)	107	3,028	4,242	59	1,800	2,179	48	1,228	2,063	
Mean	1.59	1.49	1.61	1.47	1.40	1.52	1.73	1.64	1.72	
Standard deviation	0.69	0.63	0.72	0.65	0.58	0.66	0.71	0.69	0.76	
Significance	-			-			-			
Effect size	-	0.16	-0.03	-	0.12	-0.08	-	0.13	0.01	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My research is valued by faculty in my department										
Agree strongly	34.6%	30.0%	28.4%	37.9%	32.6%	28.9%	30.6%	25.4%	27.7%	
Agree somewhat	50.5%	49.1%	49.8%	48.3%	48.7%	51.4%	53.1%	49.6%	47.9%	
Disagree somewhat	13.1%	13.2%	15.3%	12.1%	12.0%	12.5%	14.3%	15.2%	18.7%	
Disagree strongly	1.9%	7.8%	6.5%	1.7%	6.6%	7.2%	2.0%	9.8%	5.7%	
Total(n)	107	3,018	4,230	58	1,797	2,175	49	1,221	2,055	
Mean	3.18	3.01	3.00	3.22	3.07	3.02	3.12	2.91	2.98	
Standard deviation	0.72	0.86	0.84	0.73	0.84	0.84	0.73	0.89	0.83	
Significance	-	*	*	-			-			
Effect size	-	0.20	0.21	-	0.18	0.24	-	0.24	0.17	
My teaching is valued by faculty in my department										
Agree strongly	73.1%	40.6%	58.3%	76.3%	40.5%	60.1%	69.4%	40.8%	56.1%	
Agree somewhat	19.4%	45.7%	33.8%	18.6%	47.0%	31.2%	20.4%	43.4%	37.0%	
Disagree somewhat	7.4%	11.1%	5.8%	5.1%	11.3%	6.6%	10.2%	10.8%	4.9%	
Disagree strongly	0.0%	2.6%	2.0%	0.0%	1.2%	2.1%	0.0%	4.9%	2.0%	
Total(n)	108	3,036	4,253	59	1,805	2,185	49	1,231	2,068	
Mean	3.66	3.24	3.48	3.71	3.27	3.49	3.59	3.20	3.47	
Standard deviation	0.61	0.75	0.70	0.56	0.70	0.71	0.67	0.82	0.68	
Significance	-	***	**	-	***	*	-	**		
Effect size	-	0.56	0.26	-	0.63	0.31	-	0.48	0.18	
Faculty of color are treated fairly here										
Agree strongly	52.3%	46.8%	49.1%	54.2%	52.6%	55.2%	50.0%	36.8%	41.7%	
Agree somewhat	40.2%	44.6%	41.5%	42.4%	41.2%	37.8%	37.5%	50.6%	45.9%	
Disagree somewhat	7.5%	7.5%	7.5%	3.4%	5.6%	5.2%	12.5%	10.9%	10.4%	
Disagree strongly	0.0%	1.0%	1.9%	0.0%	0.6%	1.8%	0.0%	1.7%	2.0%	
Total(n)	107	3,009	4,207	59	1,793	2,163	48	1,216	2,044	
Mean	3.45	3.37	3.38	3.51	3.46	3.46	3.38	3.22	3.27	
Standard deviation	0.63	0.67	0.71	0.57	0.63	0.68	0.70	0.70	0.73	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	0.08	0.07	-	0.23	0.15	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Women faculty are treated fairly here										
Agree strongly	54.6%	44.0%	52.5%	67.8%	53.1%	61.0%	38.8%	28.2%	42.3%	
Agree somewhat	37.0%	43.0%	37.7%	28.8%	40.7%	33.3%	46.9%	47.1%	43.0%	
Disagree somewhat	8.3%	9.5%	8.3%	3.4%	5.3%	5.3%	14.3%	16.9%	12.0%	
Disagree strongly	0.0%	3.5%	1.4%	0.0%	0.9%	0.4%	0.0%	7.9%	2.6%	
Total(n)	108	3,024	4,233	59	1,799	2,170	49	1,225	2,063	
Mean	3.46	3.28	3.41	3.64	3.46	3.55	3.24	2.96	3.25	
Standard deviation	0.65	0.77	0.70	0.55	0.64	0.62	0.69	0.87	0.77	
Significance	-	*		-	*		-	*		
Effect size	-	0.23	0.07	-	0.28	0.15	-	0.32	-0.01	
Gay and lesbian faculty are treated fairly here										
Agree strongly	60.4%	43.7%	48.3%	64.4%	49.7%	54.2%	55.3%	33.1%	41.1%	
Agree somewhat	34.9%	43.0%	41.6%	32.2%	39.0%	36.4%	38.3%	50.0%	47.7%	
Disagree somewhat	4.7%	9.2%	7.0%	3.4%	7.8%	7.1%	6.4%	11.7%	7.0%	
Disagree strongly	0.0%	4.1%	3.1%	0.0%	3.5%	2.3%	0.0%	5.2%	4.2%	
Total(n)	106	2,900	4,173	59	1,717	2,142	47	1,183	2,031	
Mean	3.56	3.26	3.35	3.61	3.35	3.43	3.49	3.11	3.26	
Standard deviation	0.59	0.79	0.75	0.56	0.77	0.72	0.62	0.80	0.76	
Significance	-	***	**	-	*		-	**	*	
Effect size	-	0.38	0.28	-	0.34	0.25	-	0.48	0.30	
Faculty are sufficiently involved in campus decision making										
Agree strongly	34.3%	10.3%	19.5%	45.8%	9.2%	21.8%	20.4%	12.1%	16.7%	
Agree somewhat	46.3%	42.3%	41.9%	35.6%	45.1%	39.8%	59.2%	37.4%	44.4%	
Disagree somewhat	10.2%	30.6%	22.5%	10.2%	29.3%	21.4%	10.2%	32.8%	23.9%	
Disagree strongly	9.3%	16.9%	16.1%	8.5%	16.4%	17.0%	10.2%	17.7%	15.0%	
Total(n)	108	3,026	4,246	59	1,800	2,182	49	1,226	2,064	
Mean	3.06	2.46	2.65	3.19	2.47	2.66	2.90	2.44	2.63	
Standard deviation	0.91	0.89	0.97	0.94	0.87	1.00	0.85	0.92	0.93	
Significance	-	***	***	-	***	***	-	***	*	
Effect size	-	0.67	0.42	-	0.83	0.53	-	0.50	0.29	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My values are congruent with the dominant institutional values										
Agree strongly	33.3%	24.2%	26.7%	30.5%	25.2%	28.6%	36.7%	22.4%	24.5%	
Agree somewhat	50.9%	51.9%	49.2%	55.9%	54.1%	46.5%	44.9%	48.0%	52.5%	
Disagree somewhat	13.9%	18.0%	17.1%	11.9%	16.8%	16.2%	16.3%	20.0%	18.1%	
Disagree strongly	1.9%	5.9%	7.0%	1.7%	3.8%	8.7%	2.0%	9.6%	4.9%	
Total(n)	108	3,022	4,241	59	1,797	2,175	49	1,225	2,066	
Mean	3.16	2.94	2.96	3.15	3.01	2.95	3.16	2.83	2.97	
Standard deviation	0.73	0.81	0.85	0.69	0.76	0.89	0.77	0.88	0.79	
Significance	-	**	*	-			-	**		
Effect size	-	0.27	0.24	-	0.18	0.22	-	0.38	0.24	
This institution takes responsibility for educating underprepared students										
Agree strongly	15.7%	9.4%	18.2%	18.6%	8.6%	18.7%	12.2%	10.8%	17.7%	
Agree somewhat	44.4%	48.1%	48.7%	44.1%	50.1%	49.0%	44.9%	44.6%	48.3%	
Disagree somewhat	38.9%	31.8%	25.1%	35.6%	32.4%	24.5%	42.9%	30.8%	25.9%	
Disagree strongly	0.9%	10.7%	7.9%	1.7%	8.9%	7.8%	0.0%	13.7%	8.0%	
Total(n)	108	3,026	4,246	59	1,797	2,179	49	1,229	2,067	
Mean	2.75	2.56	2.77	2.80	2.58	2.79	2.69	2.53	2.76	
Standard deviation	0.73	0.80	0.84	0.76	0.77	0.84	0.68	0.86	0.84	
Significance	-	*		-	*		-			
Effect size	-	0.24	-0.02	-	0.29	0.01	-	0.19	-0.08	
The criteria for advancement and promotion decisions are clear										
Agree strongly	50.0%	23.1%	24.1%	54.2%	25.6%	25.9%	44.9%	18.8%	21.9%	
Agree somewhat	40.7%	44.9%	46.8%	35.6%	47.1%	46.1%	46.9%	41.1%	47.6%	
Disagree somewhat	7.4%	21.0%	19.3%	6.8%	19.3%	17.4%	8.2%	24.0%	21.7%	
Disagree strongly	1.9%	11.0%	9.8%	3.4%	8.0%	10.5%	0.0%	16.1%	8.9%	
Total(n)	108	3,030	4,241	59	1,801	2,178	49	1,229	2,063	
Mean	3.39	2.80	2.85	3.41	2.90	2.87	3.37	2.63	2.82	
Standard deviation	0.71	0.92	0.90	0.77	0.87	0.92	0.64	0.97	0.87	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.64	0.60	-	0.59	0.59	-	0.76	0.63	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Most of the students I teach lack the basic skills for college level work										
Agree strongly	0.0%	2.9%	10.7%	0.0%	2.7%	11.3%	0.0%	3.3%	9.9%	
Agree somewhat	2.8%	14.4%	23.9%	3.4%	13.7%	22.3%	2.0%	15.6%	25.8%	
Disagree somewhat	25.0%	34.6%	36.0%	25.4%	34.4%	36.6%	24.5%	34.9%	35.2%	
Disagree strongly	72.2%	48.1%	29.4%	71.2%	49.2%	29.7%	73.5%	46.2%	29.1%	
Total(n)	108	3,036	4,249	59	1,804	2,182	49	1,232	2,067	
Mean	1.31	1.72	2.16	1.32	1.70	2.15	1.29	1.76	2.17	
Standard deviation	0.52	0.82	0.97	0.54	0.80	0.97	0.50	0.83	0.96	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.50	-0.88	-	-0.48	-0.86	-	-0.57	-0.92	
There is adequate support for faculty development										
Agree strongly	25.9%	16.0%	17.7%	27.1%	16.6%	18.9%	24.5%	15.0%	16.2%	
Agree somewhat	54.6%	52.5%	46.4%	57.6%	55.2%	48.0%	51.0%	47.8%	44.5%	
Disagree somewhat	13.0%	23.0%	24.0%	10.2%	21.3%	22.4%	16.3%	26.1%	26.0%	
Disagree strongly	6.5%	8.4%	11.9%	5.1%	6.9%	10.7%	8.2%	11.1%	13.3%	
Total(n)	108	3,033	4,247	59	1,803	2,182	49	1,230	2,065	
Mean	3.00	2.76	2.70	3.07	2.82	2.75	2.92	2.67	2.64	
Standard deviation	0.81	0.82	0.90	0.76	0.79	0.88	0.86	0.86	0.91	
Significance	-	**	***	-	*	**	-	*	*	
Effect size	-	0.29	0.33	-	0.32	0.36	-	0.29	0.31	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote the intellectual development of students										
Highest priority	80.6%	43.1%	50.8%	81.4%	46.0%	49.8%	79.6%	38.0%	52.0%	
High priority	19.4%	42.3%	34.0%	18.6%	41.9%	33.7%	20.4%	43.0%	34.2%	
Medium priority	0.0%	12.3%	11.8%	0.0%	10.5%	12.6%	0.0%	15.4%	10.9%	
Low priority	0.0%	2.3%	3.4%	0.0%	1.6%	3.9%	0.0%	3.6%	2.8%	
Total(n)	108	3,033	4,256	59	1,800	2,184	49	1,233	2,072	
Mean	3.81	3.26	3.32	3.81	3.32	3.29	3.80	3.15	3.36	
Standard deviation	0.40	0.76	0.81	0.39	0.72	0.83	0.41	0.81	0.78	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.72	0.60	-	0.68	0.63	-	0.80	0.56	
To develop a sense of community among students and faculty										
Highest priority	29.6%	9.6%	17.8%	20.3%	9.9%	16.8%	40.8%	9.2%	19.1%	
High priority	51.9%	38.2%	48.8%	57.6%	39.8%	47.4%	44.9%	35.5%	50.4%	
Medium priority	17.6%	38.4%	26.4%	22.0%	38.8%	27.4%	12.2%	37.6%	25.3%	
Low priority	0.9%	13.8%	7.0%	0.0%	11.6%	8.4%	2.0%	17.6%	5.2%	
Total(n)	108	3,031	4,248	59	1,798	2,178	49	1,233	2,070	
Mean	3.10	2.44	2.77	2.98	2.48	2.73	3.24	2.36	2.84	
Standard deviation	0.71	0.85	0.82	0.66	0.82	0.84	0.75	0.88	0.79	
Significance	-	***	***	-	***	*	-	***	***	
Effect size	-	0.78	0.40	-	0.61	0.30	-	1.00	0.51	
To facilitate student involvement in community service										
Highest priority	1.9%	9.4%	11.4%	1.7%	8.5%	9.6%	2.0%	10.9%	13.6%	Institutional Priority: Civic Engagement
High priority	21.3%	34.8%	35.5%	18.6%	34.0%	34.3%	24.5%	36.1%	37.1%	
Medium priority	60.2%	38.8%	41.7%	66.1%	39.7%	44.2%	53.1%	37.4%	38.7%	
Low priority	16.7%	17.0%	11.4%	13.6%	17.8%	12.0%	20.4%	15.7%	10.6%	
Total(n)	108	3,031	4,247	59	1,799	2,180	49	1,232	2,067	
Mean	2.08	2.37	2.47	2.08	2.33	2.42	2.08	2.42	2.54	
Standard deviation	0.67	0.87	0.84	0.62	0.86	0.82	0.73	0.88	0.86	
Significance	-	***	***	-	*	**	-	**	***	
Effect size	-	-0.33	-0.46	-	-0.29	-0.41	-	-0.39	-0.53	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To help students learn how to bring about change in society										
Highest priority	2.8%	7.7%	9.9%	1.7%	6.3%	8.3%	4.1%	10.1%	11.8%	
High priority	21.3%	30.7%	32.9%	18.6%	30.6%	32.8%	24.5%	31.1%	32.9%	
Medium priority	47.2%	38.5%	40.5%	57.6%	39.1%	42.9%	34.7%	37.4%	37.5%	
Low priority	28.7%	23.0%	16.8%	22.0%	24.0%	16.0%	36.7%	21.3%	17.8%	
Total(n)	108	3,026	4,245	59	1,797	2,178	49	1,229	2,067	
Mean	1.98	2.23	2.36	2.00	2.19	2.33	1.96	2.30	2.39	
Standard deviation	0.79	0.89	0.87	0.69	0.87	0.84	0.89	0.92	0.91	
Significance	-	**	***	-		**	-	*	**	
Effect size	-	-0.28	-0.44	-	-0.22	-0.39	-	-0.37	-0.47	
To increase or maintain institutional prestige										
Highest priority	19.4%	51.8%	23.2%	10.2%	50.6%	20.9%	30.6%	54.0%	26.0%	Institutional Priority: Increase Prestige
High priority	59.3%	34.7%	42.3%	64.4%	36.7%	45.0%	53.1%	31.3%	39.0%	
Medium priority	16.7%	11.1%	27.7%	22.0%	10.5%	27.1%	10.2%	12.2%	28.4%	
Low priority	4.6%	2.4%	6.7%	3.4%	2.3%	7.0%	6.1%	2.5%	6.5%	
Total(n)	108	3,031	4,248	59	1,801	2,182	49	1,230	2,066	
Mean	2.94	3.36	2.82	2.81	3.36	2.80	3.08	3.37	2.85	
Standard deviation	0.74	0.77	0.86	0.66	0.76	0.85	0.81	0.79	0.88	
Significance	-	***		-	***		-	*		
Effect size	-	-0.55	0.14	-	-0.72	0.01	-	-0.37	0.26	
To hire faculty 'stars'										
Highest priority	0.9%	36.6%	3.6%	0.0%	36.2%	2.7%	2.0%	37.3%	4.8%	Institutional Priority: Increase Prestige
High priority	10.2%	29.1%	12.1%	8.5%	28.7%	12.0%	12.2%	29.8%	12.3%	
Medium priority	32.4%	22.7%	33.1%	28.8%	23.5%	31.1%	36.7%	21.5%	35.5%	
Low priority	56.5%	11.5%	51.1%	62.7%	11.5%	54.3%	49.0%	11.4%	47.4%	
Total(n)	108	3,027	4,245	59	1,798	2,181	49	1,229	2,064	
Mean	1.56	2.91	1.68	1.46	2.90	1.63	1.67	2.93	1.74	
Standard deviation	0.71	1.02	0.82	0.65	1.02	0.80	0.77	1.02	0.85	
Significance	-	***		-	***		-	***		
Effect size	-	-1.32	-0.15	-	-1.41	-0.21	-	-1.24	-0.08	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To recruit more minority students										Institutional Priority: Commitment to Diversity
Highest priority	15.7%	7.9%	12.5%	13.6%	7.4%	11.7%	18.4%	8.7%	13.4%	
High priority	51.9%	38.8%	36.3%	52.5%	41.5%	37.3%	51.0%	34.1%	35.1%	
Medium priority	28.7%	41.6%	38.5%	28.8%	40.7%	39.4%	28.6%	43.2%	37.5%	
Low priority	3.7%	11.7%	12.7%	5.1%	10.4%	11.6%	2.0%	14.0%	14.0%	
Total(n)	108	3,026	4,244	59	1,798	2,178	49	1,228	2,066	
Mean	2.80	2.43	2.49	2.75	2.46	2.49	2.86	2.37	2.48	
Standard deviation	0.75	0.80	0.87	0.76	0.78	0.85	0.74	0.83	0.89	
Significance	-	***	***	-	**	*	-	***	**	
Effect size	-	0.46	0.36	-	0.37	0.31	-	0.59	0.43	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	20.6%	56.1%	29.3%	13.6%	55.2%	27.7%	29.2%	57.7%	31.2%	
High priority	57.0%	33.5%	38.8%	62.7%	34.7%	40.1%	50.0%	31.4%	37.3%	
Medium priority	19.6%	8.2%	24.6%	22.0%	8.2%	24.9%	16.7%	8.2%	24.1%	
Low priority	2.8%	2.2%	7.3%	1.7%	1.9%	7.2%	4.2%	2.7%	7.3%	
Total(n)	107	3,033	4,243	59	1,801	2,180	48	1,232	2,063	
Mean	2.95	3.43	2.90	2.88	3.43	2.88	3.04	3.44	2.92	
Standard deviation	0.72	0.74	0.91	0.65	0.72	0.90	0.80	0.76	0.92	
Significance	-	***		-	***		-	***		
Effect size	-	-0.65	0.05	-	-0.76	0.00	-	-0.53	0.13	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	13.0%	9.9%	18.2%	8.5%	9.7%	18.4%	18.4%	10.4%	18.0%	
High priority	49.1%	38.5%	39.1%	54.2%	42.9%	39.7%	42.9%	31.0%	38.3%	
Medium priority	32.4%	38.4%	32.4%	32.2%	37.7%	32.9%	32.7%	39.7%	31.8%	
Low priority	5.6%	13.1%	10.3%	5.1%	9.7%	9.0%	6.1%	18.9%	11.9%	
Total(n)	108	3,026	4,246	59	1,796	2,179	49	1,230	2,067	
Mean	2.69	2.45	2.65	2.66	2.52	2.67	2.73	2.33	2.63	
Standard deviation	0.77	0.84	0.89	0.71	0.80	0.88	0.84	0.90	0.91	
Significance	-	**		-			-	**		
Effect size	-	0.29	0.04	-	0.18	-0.01	-	0.44	0.11	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote gender equity among faculty										
Highest priority	10.2%	8.6%	13.0%	11.9%	10.9%	13.6%	8.2%	4.7%	12.3%	
High priority	54.6%	39.3%	36.2%	55.9%	47.1%	42.6%	53.1%	25.7%	28.6%	
Medium priority	25.0%	36.9%	32.8%	28.8%	33.8%	31.7%	20.4%	42.3%	34.2%	
Low priority	10.2%	15.2%	17.9%	3.4%	8.2%	12.2%	18.4%	27.3%	24.9%	
Total(n)	108	3,012	4,233	59	1,790	2,176	49	1,222	2,057	
Mean	2.65	2.41	2.44	2.76	2.61	2.58	2.51	2.08	2.28	
Standard deviation	0.80	0.85	0.93	0.70	0.79	0.87	0.89	0.84	0.97	
Significance	-	**	*	-			-	***		
Effect size	-	0.28	0.23	-	0.19	0.21	-	0.51	0.24	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	0.9%	4.4%	5.6%	0.0%	3.5%	4.5%	2.1%	5.8%	7.0%	
High priority	17.8%	20.8%	23.6%	23.7%	20.5%	23.2%	10.4%	21.4%	24.0%	
Medium priority	50.5%	44.0%	44.7%	47.5%	45.6%	48.1%	54.2%	41.2%	40.5%	
Low priority	30.8%	30.8%	26.2%	28.8%	30.3%	24.2%	33.3%	31.6%	28.5%	
Total(n)	107	3,013	4,235	59	1,791	2,173	48	1,222	2,062	
Mean	1.89	1.99	2.09	1.95	1.97	2.08	1.81	2.01	2.09	
Standard deviation	0.72	0.83	0.85	0.73	0.81	0.80	0.70	0.87	0.89	
Significance	-		*	-			-		*	
Effect size	-	-0.12	-0.24	-	-0.02	-0.16	-	-0.23	-0.31	
To create and sustain partnerships with surrounding communities										
Highest priority	2.8%	9.1%	7.3%	3.4%	8.8%	5.4%	2.1%	9.7%	9.6%	
High priority	25.2%	34.4%	28.2%	23.7%	35.4%	27.0%	27.1%	32.8%	29.6%	
Medium priority	56.1%	40.4%	45.5%	59.3%	41.9%	47.3%	52.1%	37.9%	43.3%	
Low priority	15.9%	16.1%	19.0%	13.6%	14.0%	20.3%	18.8%	19.7%	17.4%	
Total(n)	107	3,015	4,238	59	1,790	2,178	48	1,225	2,060	
Mean	2.15	2.36	2.24	2.17	2.39	2.17	2.13	2.32	2.32	
Standard deviation	0.71	0.86	0.84	0.70	0.83	0.81	0.73	0.90	0.87	
Significance	-	*		-	*		-			
Effect size	-	-0.24	-0.11	-	-0.27	0.00	-	-0.21	-0.22	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	3.8%	43.9%	10.4%	3.4%	46.0%	8.9%	4.3%	40.3%	12.2%	
High priority	44.3%	32.4%	32.9%	37.3%	32.7%	31.4%	53.2%	32.0%	34.7%	
Medium priority	40.6%	17.9%	39.3%	49.2%	16.7%	43.0%	29.8%	19.8%	34.8%	
Low priority	11.3%	5.8%	17.5%	10.2%	4.6%	16.8%	12.8%	7.9%	18.3%	
Total(n)	106	3,009	4,212	59	1,793	2,168	47	1,216	2,044	
Mean	2.41	3.14	2.36	2.34	3.20	2.32	2.49	3.05	2.41	
Standard deviation	0.74	0.91	0.89	0.71	0.88	0.86	0.78	0.96	0.92	
Significance	-	***		-	***		-	***		
Effect size	-	-0.80	0.06	-	-0.98	0.02	-	-0.58	0.09	
To increase the representation of minorities in the faculty and administration										
Highest priority	12.1%	6.6%	8.6%	13.6%	5.8%	8.5%	10.4%	8.0%	8.8%	Institutional Priority: Commit- ment to Diversity
High priority	50.5%	34.7%	32.2%	45.8%	38.4%	33.1%	56.3%	28.2%	31.2%	
Medium priority	31.8%	42.2%	41.0%	37.3%	42.8%	43.2%	25.0%	41.1%	38.3%	
Low priority	5.6%	16.6%	18.2%	3.4%	13.0%	15.2%	8.3%	22.7%	21.8%	
Total(n)	107	3,004	4,231	59	1,786	2,174	48	1,218	2,057	
Mean	2.69	2.31	2.31	2.69	2.37	2.35	2.69	2.21	2.27	
Standard deviation	0.76	0.82	0.87	0.75	0.78	0.84	0.78	0.88	0.90	
Significance	-	***	***	-	**	**	-	***	**	
Effect size	-	0.46	0.44	-	0.41	0.40	-	0.55	0.47	
To strengthen links with the for-profit, corporate sector										
Highest priority	0.0%	16.1%	8.4%	0.0%	15.2%	7.7%	0.0%	17.6%	9.2%	
High priority	5.6%	35.2%	21.1%	3.4%	36.9%	20.8%	8.3%	32.2%	21.5%	
Medium priority	25.2%	33.7%	33.7%	28.8%	33.9%	34.8%	20.8%	33.4%	32.3%	
Low priority	69.2%	15.0%	36.9%	67.8%	14.0%	36.8%	70.8%	16.8%	37.0%	
Total(n)	107	2,996	4,211	59	1,787	2,166	48	1,209	2,045	
Mean	1.36	2.52	2.01	1.36	2.53	1.99	1.38	2.51	2.03	
Standard deviation	0.59	0.93	0.96	0.55	0.91	0.94	0.64	0.97	0.98	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-1.25	-0.68	-	-1.29	-0.67	-	-1.16	-0.66	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To develop leadership ability among students										
Highest priority	18.5%	12.2%	15.8%	16.9%	10.8%	12.2%	20.4%	14.7%	20.2%	
High priority	36.1%	45.9%	43.3%	35.6%	49.2%	42.9%	36.7%	40.1%	43.8%	
Medium priority	41.7%	31.7%	35.5%	44.1%	28.9%	39.3%	38.8%	36.6%	30.9%	
Low priority	3.7%	10.1%	5.4%	3.4%	11.0%	5.6%	4.1%	8.6%	5.1%	
Total(n)	108	3,013	4,239	59	1,788	2,180	49	1,225	2,059	
Mean	2.69	2.60	2.69	2.66	2.60	2.62	2.73	2.61	2.79	
Standard deviation	0.81	0.83	0.80	0.80	0.82	0.77	0.84	0.84	0.82	
Significance	-			-			-			
Effect size	-	0.11	0.00	-	0.07	0.05	-	0.14	-0.07	
To increase the representation of women in the faculty and administration										
Highest priority	4.7%	6.7%	6.2%	5.1%	7.4%	6.5%	4.3%	5.5%	5.8%	Institutional Priority: Commitment to Diversity
High priority	30.2%	33.7%	26.9%	32.2%	40.7%	32.5%	27.7%	21.5%	20.3%	
Medium priority	50.9%	43.8%	43.1%	54.2%	42.2%	42.5%	46.8%	46.5%	43.9%	
Low priority	14.2%	15.9%	23.8%	8.5%	9.8%	18.5%	21.3%	26.5%	30.1%	
Total(n)	106	3,005	4,214	59	1,787	2,161	47	1,218	2,053	
Mean	2.25	2.31	2.15	2.34	2.46	2.27	2.15	2.06	2.02	
Standard deviation	0.76	0.82	0.85	0.71	0.77	0.83	0.81	0.83	0.86	
Significance	-			-			-			
Effect size	-	-0.07	0.12	-	-0.16	0.08	-	0.11	0.15	
To develop an appreciation for multiculturalism										
Highest priority	13.1%	9.0%	19.3%	10.2%	8.6%	19.6%	16.7%	9.8%	19.0%	Institutional Priority: Commitment to Diversity
High priority	46.7%	34.4%	40.3%	44.1%	39.6%	41.6%	50.0%	25.3%	38.8%	
Medium priority	32.7%	42.0%	30.4%	42.4%	39.8%	30.5%	20.8%	45.7%	30.3%	
Low priority	7.5%	14.6%	10.0%	3.4%	12.0%	8.3%	12.5%	19.2%	11.9%	
Total(n)	107	3,006	4,239	59	1,785	2,177	48	1,221	2,062	
Mean	2.65	2.38	2.69	2.61	2.45	2.72	2.71	2.26	2.65	
Standard deviation	0.80	0.84	0.89	0.72	0.81	0.87	0.90	0.88	0.92	
Significance	-	**		-			-	***		
Effect size	-	0.32	-0.04	-	0.20	-0.13	-	0.51	0.07	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Agree strongly	3.7%	9.0%	8.0%	1.7%	7.3%	6.9%	6.3%	12.0%	9.3%	
Agree somewhat	35.5%	39.2%	43.2%	30.5%	38.2%	43.4%	41.7%	40.8%	43.0%	
Disagree somewhat	34.6%	36.8%	32.9%	28.8%	37.5%	33.4%	41.7%	35.6%	32.3%	
Disagree strongly	26.2%	15.0%	15.9%	39.0%	16.9%	16.3%	10.4%	11.6%	15.4%	
Total(n)	107	3,032	4,250	59	1,798	2,181	48	1,234	2,069	
Mean	2.17	2.42	2.43	1.95	2.36	2.41	2.44	2.53	2.46	
Standard deviation	0.86	0.85	0.85	0.88	0.85	0.84	0.77	0.85	0.86	
Significance	-	**	**	-	***	***	-			
Effect size	-	-0.29	-0.31	-	-0.48	-0.55	-	-0.11	-0.02	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	2.8%	3.4%	4.3%	3.4%	4.2%	5.3%	2.0%	2.2%	3.0%	
Agree somewhat	15.7%	19.0%	16.7%	22.0%	21.3%	19.1%	8.2%	15.1%	13.8%	
Disagree somewhat	44.4%	43.0%	42.6%	45.8%	45.8%	44.4%	42.9%	38.1%	40.4%	
Disagree strongly	37.0%	34.6%	36.5%	28.8%	28.8%	31.2%	46.9%	44.6%	42.8%	
Total(n)	108	3,020	4,236	59	1,792	2,177	49	1,228	2,059	
Mean	1.84	1.91	1.89	2.00	2.01	1.99	1.65	1.75	1.77	
Standard deviation	0.79	0.82	0.83	0.81	0.82	0.85	0.72	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.09	-0.06	-	-0.01	0.01	-	-0.13	-0.15	
Colleges should be actively involved in solving social problems										
Agree strongly	16.8%	19.2%	19.5%	22.0%	15.8%	17.7%	10.4%	25.1%	21.7%	
Agree somewhat	43.0%	56.2%	54.9%	28.8%	59.1%	53.7%	60.4%	51.2%	56.3%	
Disagree somewhat	33.6%	19.8%	20.8%	40.7%	19.0%	21.7%	25.0%	21.1%	19.7%	
Disagree strongly	6.5%	4.9%	4.9%	8.5%	6.2%	6.9%	4.2%	2.6%	2.4%	
Total(n)	107	3,024	4,238	59	1,791	2,180	48	1,233	2,058	
Mean	2.70	2.90	2.89	2.64	2.84	2.82	2.77	2.99	2.97	
Standard deviation	0.83	0.76	0.76	0.92	0.76	0.80	0.69	0.75	0.71	
Significance	-	**	*	-	*		-	*		
Effect size	-	-0.26	-0.25	-	-0.26	-0.23	-	-0.29	-0.28	Civic Minded Values

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should encourage students to be involved in community service activities										Civic Minded Values
Agree strongly	22.2%	28.3%	29.6%	22.0%	25.9%	25.3%	22.4%	32.5%	34.9%	
Agree somewhat	64.8%	58.0%	58.7%	61.0%	57.5%	58.6%	69.4%	58.8%	58.8%	
Disagree somewhat	10.2%	10.9%	9.3%	11.9%	12.5%	12.3%	8.2%	8.2%	5.7%	
Disagree strongly	2.8%	2.7%	2.4%	5.1%	4.0%	3.8%	0.0%	0.5%	0.6%	
Total(n)	108	3,027	4,239	59	1,793	2,175	49	1,234	2,064	
Mean	3.06	3.12	3.16	3.00	3.05	3.05	3.14	3.23	3.28	
Standard deviation	0.66	0.70	0.68	0.74	0.74	0.73	0.54	0.61	0.59	
Significance	-			-			-			
Effect size	-	-0.09	-0.15	-	-0.07	-0.07	-	-0.15	-0.24	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	63.0%	54.0%	63.5%	55.9%	47.1%	56.1%	71.4%	66.0%	72.5%	
Agree somewhat	28.7%	41.5%	31.9%	33.9%	46.8%	36.9%	22.4%	32.2%	25.8%	
Disagree somewhat	8.3%	3.2%	2.8%	10.2%	4.1%	4.1%	6.1%	1.6%	1.3%	
Disagree strongly	0.0%	1.3%	1.8%	0.0%	2.0%	2.9%	0.0%	0.1%	0.4%	
Total(n)	108	3,021	4,249	59	1,791	2,182	49	1,230	2,067	
Mean	3.55	3.48	3.57	3.46	3.39	3.46	3.65	3.64	3.70	
Standard deviation	0.65	0.63	0.64	0.68	0.66	0.71	0.60	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.11	-0.03	-	0.11	0.00	-	0.02	-0.10	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	0.9%	1.6%	2.4%	1.7%	2.0%	2.5%	0.0%	0.9%	2.2%	
Agree somewhat	12.0%	19.5%	14.9%	15.3%	22.0%	20.3%	8.2%	15.1%	8.3%	
Disagree somewhat	46.3%	41.2%	39.4%	44.1%	41.8%	41.3%	49.0%	40.1%	37.2%	
Disagree strongly	40.7%	37.8%	43.3%	39.0%	34.2%	36.0%	42.9%	43.8%	52.3%	
Total(n)	108	3,023	4,240	59	1,794	2,178	49	1,229	2,062	
Mean	1.73	1.85	1.76	1.80	1.92	1.89	1.65	1.73	1.60	
Standard deviation	0.71	0.78	0.79	0.76	0.80	0.81	0.63	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.15	-0.04	-	-0.15	-0.11	-	-0.11	0.07	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should be concerned with facilitating undergraduate students' spiritual development										
Agree strongly	1.9%	9.6%	6.6%	1.7%	10.5%	7.2%	2.1%	8.1%	5.8%	
Agree somewhat	30.8%	25.0%	30.9%	37.3%	23.5%	32.4%	22.9%	27.8%	29.0%	
Disagree somewhat	32.7%	29.7%	33.6%	25.4%	30.4%	30.8%	41.7%	28.4%	37.0%	
Disagree strongly	34.6%	35.6%	28.9%	35.6%	35.6%	29.5%	33.3%	35.7%	28.1%	
Total(n)	107	3,026	4,241	59	1,793	2,179	48	1,233	2,062	
Mean	2.00	2.09	2.15	2.05	2.09	2.17	1.94	2.08	2.13	
Standard deviation	0.86	0.99	0.92	0.90	1.00	0.94	0.81	0.98	0.89	
Significance	-			-			-			
Effect size	-	-0.09	-0.16	-	-0.04	-0.13	-	-0.14	-0.21	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	20.6%	28.5%	26.3%	25.4%	23.3%	21.6%	14.6%	37.3%	32.0%	
Agree somewhat	69.2%	59.6%	60.4%	59.3%	63.8%	63.1%	81.3%	52.4%	57.1%	
Disagree somewhat	10.3%	9.9%	11.2%	15.3%	9.9%	12.2%	4.2%	9.9%	9.9%	
Disagree strongly	0.0%	2.0%	2.2%	0.0%	2.9%	3.1%	0.0%	0.4%	1.1%	
Total(n)	107	3,025	4,244	59	1,792	2,181	48	1,233	2,063	
Mean	3.10	3.14	3.11	3.10	3.08	3.03	3.10	3.26	3.20	
Standard deviation	0.55	0.67	0.67	0.64	0.67	0.68	0.42	0.65	0.65	
Significance	-			-			-			
Effect size	-	-0.06	-0.01	-	0.03	0.10	-	-0.25	-0.15	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	13.2%	13.1%	10.2%	13.8%	11.6%	9.6%	12.5%	15.8%	11.0%	
Agree somewhat	35.8%	40.7%	44.2%	27.6%	39.9%	44.7%	45.8%	42.2%	43.6%	
Disagree somewhat	38.7%	34.0%	35.6%	43.1%	34.6%	36.3%	33.3%	33.1%	34.8%	
Disagree strongly	12.3%	12.1%	9.9%	15.5%	13.9%	9.4%	8.3%	8.9%	10.6%	
Total(n)	106	3,002	4,189	58	1,782	2,153	48	1,220	2,036	
Mean	2.50	2.55	2.55	2.40	2.49	2.55	2.63	2.65	2.55	
Standard deviation	0.88	0.87	0.81	0.92	0.87	0.79	0.82	0.85	0.82	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.10	-0.19	-	-0.02	0.10	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should prohibit racist/sexist speech on campus										
Agree strongly	31.1%	33.3%	34.0%	20.3%	28.8%	28.9%	44.7%	41.1%	40.3%	
Agree somewhat	41.5%	31.4%	28.7%	39.0%	30.4%	27.6%	44.7%	33.2%	30.0%	
Disagree somewhat	16.0%	23.1%	25.9%	23.7%	26.2%	28.1%	6.4%	17.6%	23.1%	
Disagree strongly	11.3%	12.3%	11.4%	16.9%	14.7%	15.4%	4.3%	8.1%	6.6%	
Total(n)	106	3,011	4,214	59	1,789	2,168	47	1,222	2,046	
Mean	2.92	2.86	2.85	2.63	2.73	2.70	3.30	3.07	3.04	
Standard deviation	0.96	1.02	1.02	1.00	1.03	1.05	0.78	0.95	0.95	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	-0.10	-0.07	-	0.24	0.27	
This institution should not offer remedial/developmental education										
Agree strongly	6.5%	8.4%	5.0%	8.5%	9.0%	5.6%	4.1%	7.3%	4.3%	
Agree somewhat	29.6%	19.4%	15.9%	39.0%	22.0%	19.3%	18.4%	14.8%	11.8%	
Disagree somewhat	45.4%	47.0%	44.4%	40.7%	48.2%	44.5%	51.0%	44.7%	44.3%	
Disagree strongly	18.5%	25.3%	34.7%	11.9%	20.8%	30.6%	26.5%	33.2%	39.6%	
Total(n)	108	3,011	4,230	59	1,788	2,177	49	1,223	2,053	
Mean	2.24	2.11	1.91	2.44	2.19	2.00	2.00	1.96	1.81	
Standard deviation	0.83	0.88	0.84	0.82	0.87	0.85	0.79	0.88	0.81	
Significance	-		***	-	*	***	-			
Effect size	-	0.15	0.39	-	0.29	0.52	-	0.05	0.23	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$20,000	0.0%	0.3%	0.1%	0.0%	0.1%	0.0%	0.0%	0.6%	0.2%	
\$20,000 - \$29,999	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.0%	
\$30,000 - \$39,999	0.0%	0.1%	1.1%	0.0%	0.0%	0.7%	0.0%	0.2%	1.5%	
\$40,000 - \$49,999	0.0%	4.5%	12.7%	0.0%	4.1%	12.4%	0.0%	5.4%	13.0%	
\$50,000 - \$59,999	24.5%	6.2%	18.3%	24.0%	4.7%	16.0%	25.0%	9.5%	21.1%	
\$60,000 - \$69,999	26.5%	11.9%	24.8%	28.0%	6.5%	24.0%	25.0%	23.4%	25.7%	
\$70,000 - \$79,999	26.5%	11.4%	14.2%	16.0%	10.0%	13.2%	37.5%	14.5%	15.4%	
\$80,000 - \$89,999	10.2%	12.5%	10.8%	12.0%	13.6%	11.5%	8.3%	10.3%	10.0%	
\$90,000 - \$99,999	2.0%	11.4%	5.8%	4.0%	11.8%	6.9%	0.0%	10.6%	4.4%	
\$100,000 - \$124,999	10.2%	16.7%	9.2%	16.0%	17.7%	11.1%	4.2%	14.4%	6.9%	
\$125,000 - \$149,999	0.0%	9.3%	2.0%	0.0%	11.2%	2.4%	0.0%	5.2%	1.4%	
\$150,000 or more	0.0%	15.4%	1.0%	0.0%	19.9%	1.6%	0.0%	5.9%	0.4%	
Total(n)	49	1,675	2,533	25	1,039	1,349	24	636	1,184	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.7%	0.1%	0.0%	0.0%	0.1%	0.0%	1.6%	0.1%	
\$20,000 - \$29,999	0.0%	0.2%	0.3%	0.0%	0.3%	0.2%	0.0%	0.1%	0.4%	
\$30,000 - \$39,999	0.0%	0.2%	1.0%	0.0%	0.2%	0.7%	0.0%	0.3%	1.3%	
\$40,000 - \$49,999	2.0%	3.6%	13.0%	0.0%	2.9%	12.6%	4.5%	4.5%	13.5%	
\$50,000 - \$59,999	28.0%	7.6%	20.4%	25.0%	6.2%	18.2%	31.8%	9.4%	22.9%	
\$60,000 - \$69,999	34.0%	18.1%	21.4%	32.1%	14.6%	18.5%	36.4%	22.6%	24.9%	
\$70,000 - \$79,999	16.0%	10.5%	13.0%	21.4%	6.9%	13.3%	9.1%	15.1%	12.6%	
\$80,000 - \$89,999	6.0%	10.8%	10.4%	3.6%	12.2%	11.7%	9.1%	9.1%	8.9%	
\$90,000 - \$99,999	6.0%	10.5%	4.9%	7.1%	13.8%	5.6%	4.5%	6.4%	4.1%	
\$100,000 - \$124,999	6.0%	17.3%	11.5%	7.1%	13.9%	14.1%	4.5%	21.6%	8.4%	
\$125,000 - \$149,999	2.0%	10.4%	2.5%	3.6%	12.8%	2.8%	0.0%	7.3%	2.2%	
\$150,000 or more	0.0%	9.9%	1.5%	0.0%	16.1%	2.2%	0.0%	2.1%	0.7%	
Total(n)	50	1,001	1,443	28	551	688	22	450	755	
Your base institutional salary reported above is based on:										
Less than 9 months	3.8%	5.5%	4.4%	5.2%	5.4%	3.9%	2.1%	5.6%	5.0%	
9/10 months	48.6%	61.0%	60.5%	46.6%	65.0%	61.0%	51.1%	54.1%	59.8%	
11/12 months	47.6%	33.5%	35.1%	48.3%	29.7%	35.1%	46.8%	40.3%	35.2%	
Total(n)	105	2,974	4,184	58	1,769	2,143	47	1,205	2,041	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What percentage of your current year's income comes from:										
Base salary from this institution										
100%	60.7%	39.3%	45.8%	58.6%	34.5%	44.3%	63.3%	47.9%	47.6%	
75% to 99%	36.4%	45.6%	45.7%	36.2%	49.6%	47.7%	36.7%	38.7%	43.4%	
74% to 50%	1.9%	12.6%	6.5%	3.4%	13.7%	6.7%	0.0%	10.7%	6.2%	
25% to 49%	0.0%	1.4%	1.6%	0.0%	1.4%	1.1%	0.0%	1.3%	2.1%	
1% to 24%	0.9%	0.9%	0.3%	1.7%	0.7%	0.3%	0.0%	1.2%	0.5%	
0%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.2%	
Total(n)	107	2,998	4,194	58	1,783	2,144	49	1,215	2,050	
Other income from this institution										
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.3%	0.1%	0.0%	0.4%	0.1%	0.0%	0.1%	0.1%	
25% to 49%	0.0%	4.9%	2.0%	0.0%	6.0%	2.3%	0.0%	3.0%	1.7%	
1% to 24%	21.2%	29.0%	30.6%	16.4%	33.9%	31.4%	27.3%	20.3%	29.6%	
0%	78.8%	65.7%	67.3%	83.6%	59.5%	66.2%	72.7%	76.6%	68.7%	
Total(n)	99	2,900	4,065	55	1,737	2,076	44	1,163	1,989	
Income from another academic institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	
74% to 50%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%	0.4%	0.4%	
25% to 49%	1.0%	0.8%	0.8%	1.8%	0.8%	0.7%	0.0%	0.8%	0.8%	
1% to 24%	5.1%	6.5%	5.9%	3.6%	6.1%	5.0%	6.8%	7.1%	6.8%	
0%	93.9%	92.4%	93.1%	94.5%	93.0%	94.1%	93.2%	91.4%	91.9%	
Total(n)	99	2,856	4,031	55	1,710	2,062	44	1,146	1,969	
Non-academic income										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
75% to 99%	1.0%	0.9%	0.2%	1.8%	0.7%	0.2%	0.0%	1.2%	0.1%	
74% to 50%	0.0%	3.3%	2.4%	0.0%	2.6%	1.5%	0.0%	4.7%	3.5%	
25% to 49%	1.0%	6.3%	4.7%	1.8%	6.7%	5.6%	0.0%	5.6%	3.5%	
1% to 24%	25.0%	31.3%	25.7%	30.4%	34.2%	28.1%	18.2%	26.0%	22.8%	
0%	73.0%	58.2%	67.1%	66.1%	55.9%	64.5%	81.8%	62.4%	70.1%	
Total(n)	100	2,891	4,059	56	1,732	2,082	44	1,159	1,977	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1981 or later	3.9%	1.8%	2.4%	1.8%	1.1%	0.9%	6.5%	3.2%	4.3%	
1986 - 1980	12.6%	8.5%	9.9%	8.8%	9.4%	8.9%	17.4%	6.7%	11.1%	
1971 - 1975	9.7%	11.3%	13.1%	14.0%	9.1%	13.3%	4.3%	15.1%	12.8%	
1966 - 1970	16.5%	13.7%	16.3%	15.8%	12.2%	16.4%	17.4%	16.4%	16.1%	
1961 - 1965	17.5%	12.4%	12.6%	14.0%	11.1%	11.4%	21.7%	14.8%	14.0%	
1956 - 1960	13.6%	12.6%	13.8%	14.0%	11.3%	14.2%	13.0%	14.9%	13.3%	
1951 - 1955	10.7%	16.8%	14.4%	8.8%	19.9%	14.6%	13.0%	11.3%	14.1%	
1946 - 1950	12.6%	11.7%	10.9%	17.5%	12.9%	12.3%	6.5%	9.6%	9.2%	
1941 - 1945	1.9%	7.0%	5.1%	3.5%	8.0%	6.1%	0.0%	5.2%	3.9%	
1940 or earlier	1.0%	4.2%	1.6%	1.8%	5.0%	1.9%	0.0%	2.7%	1.1%	
Total(n)	103	2,968	4,147	57	1,772	2,135	46	1,196	2,012	
Year of highest degree now held										
1973 or earlier	1.9%	7.8%	3.6%	3.5%	10.1%	5.0%	0.0%	3.9%	1.8%	
1974 - 1978	4.8%	9.3%	5.3%	8.8%	11.1%	7.3%	0.0%	6.2%	2.9%	
1979 - 1983	6.7%	11.2%	7.1%	5.3%	13.1%	8.6%	8.5%	7.9%	5.3%	
1984 - 1988	17.3%	11.8%	11.2%	19.3%	11.4%	12.0%	14.9%	12.7%	10.2%	
1989 - 1993	11.5%	13.1%	11.8%	10.5%	15.4%	10.8%	12.8%	9.1%	13.1%	
1994 - 1998	15.4%	11.9%	16.1%	15.8%	10.8%	15.8%	14.9%	13.7%	16.5%	
1999 - 2003	17.3%	12.7%	17.4%	15.8%	10.1%	16.2%	19.1%	17.3%	18.8%	
2004 - 2008	18.3%	15.8%	18.4%	15.8%	12.1%	17.3%	21.3%	22.4%	19.7%	
2009 or later	6.7%	6.2%	9.1%	5.3%	5.9%	7.0%	8.5%	6.8%	11.6%	
Total(n)	104	2,956	4,150	57	1,759	2,131	47	1,197	2,019	
Year of appointment at present institution										
1973 or earlier	1.0%	2.6%	1.6%	1.8%	3.5%	2.0%	0.0%	1.0%	1.2%	
1974 - 1978	2.0%	4.0%	2.5%	3.5%	5.7%	3.5%	0.0%	0.9%	1.3%	
1979 - 1983	6.9%	7.6%	5.0%	10.5%	9.9%	6.5%	2.2%	3.8%	3.1%	
1984 - 1988	12.7%	10.4%	7.7%	12.3%	12.0%	9.4%	13.3%	7.6%	5.7%	
1989 - 1993	15.7%	11.7%	9.3%	14.0%	12.4%	10.1%	17.8%	10.3%	8.4%	
1994 - 1998	10.8%	12.2%	11.9%	14.0%	11.7%	11.2%	6.7%	13.1%	12.9%	
1999 - 2003	18.6%	12.9%	15.9%	15.8%	11.7%	15.1%	22.2%	15.0%	16.7%	
2004 - 2008	14.7%	20.9%	24.0%	14.0%	18.1%	22.0%	15.6%	25.7%	26.4%	
2009 or later	17.6%	17.8%	22.1%	14.0%	15.1%	20.4%	22.2%	22.7%	24.2%	
Total(n)	102	2,928	4,095	57	1,742	2,114	45	1,186	1,981	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If tenured, year tenure was awarded										
1973 or earlier	1.4%	3.6%	0.7%	2.4%	4.9%	0.8%	0.0%	0.4%	0.4%	
1974 - 1978	0.0%	4.7%	1.6%	0.0%	4.2%	1.6%	0.0%	5.9%	1.4%	
1979 - 1983	1.4%	7.6%	4.0%	2.4%	8.9%	4.7%	0.0%	4.3%	3.2%	
1984 - 1988	7.2%	11.0%	8.1%	12.2%	11.7%	9.9%	0.0%	9.4%	5.5%	
1989 - 1993	15.9%	13.5%	12.0%	17.1%	14.4%	13.6%	14.3%	11.1%	9.7%	
1994 - 1998	26.1%	22.4%	16.6%	24.4%	22.6%	17.6%	28.6%	21.7%	15.1%	
1999 - 2003	11.6%	14.1%	17.5%	14.6%	14.6%	15.9%	7.1%	12.7%	19.9%	
2004 - 2008	31.9%	13.8%	23.4%	24.4%	10.9%	20.6%	42.9%	21.5%	27.6%	
2009 or later	4.3%	9.4%	16.0%	2.4%	8.0%	15.3%	7.1%	13.1%	17.1%	
Total(n)	69	1,795	2,636	41	1,195	1,450	28	600	1,186	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	9.3%	6.2%	5.9%	10.2%	5.4%	5.1%	8.3%	7.5%	6.8%	
Business (General Area 6)	0.0%	3.5%	3.8%	0.0%	3.8%	3.6%	0.0%	3.1%	4.1%	
Education (General Area 10 and Specific Discipline 2102)	1.9%	3.7%	7.4%	1.7%	2.8%	5.4%	2.1%	5.3%	9.8%	
Engineering (General Area 11)	0.0%	8.0%	1.8%	0.0%	10.6%	2.4%	0.0%	3.4%	1.0%	
English (General Area 12)	12.1%	6.3%	9.7%	8.5%	5.3%	8.3%	16.7%	8.1%	11.4%	
Health-related (General Area 15)	0.0%	3.9%	4.6%	0.0%	1.8%	2.7%	0.0%	7.5%	6.9%	
History or Political Science (Specific Discipline 3007,3009)	8.4%	11.8%	8.9%	10.2%	11.4%	10.2%	6.3%	12.5%	7.3%	
Humanities (General Area 14,24)	13.1%	11.3%	11.5%	18.6%	11.0%	12.0%	6.3%	11.7%	10.9%	
Fine Arts (General Area 2,4,22)	17.8%	6.5%	9.0%	18.6%	5.8%	9.2%	16.7%	7.8%	8.8%	
Mathematics or Statistics (General Area 18)	6.5%	4.4%	4.8%	5.1%	5.7%	6.4%	8.3%	2.3%	2.9%	
Physical Sciences (General Area 25)	7.5%	8.5%	7.0%	8.5%	10.9%	9.0%	6.3%	4.3%	4.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	18.7%	15.6%	15.0%	13.6%	15.3%	14.6%	25.0%	16.3%	15.4%	
Other Technical (General Area 8,19,28)	0.9%	2.8%	2.1%	1.7%	3.4%	2.7%	0.0%	1.8%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	3.7%	7.1%	8.2%	3.4%	6.4%	8.0%	4.2%	8.3%	8.5%	
Total(n)	107	3,037	4,223	59	1,805	2,168	48	1,232	2,055	

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.1%	0.3%	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	9.3%	6.0%	5.6%	10.2%	5.4%	4.6%	8.2%	7.2%	6.9%	
Business (General Area 6)	0.0%	4.3%	5.0%	0.0%	4.6%	4.4%	0.0%	3.8%	5.6%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	2.2%	3.9%	0.0%	1.2%	2.2%	0.0%	3.8%	6.0%	
Engineering (General Area 11)	0.0%	8.7%	2.1%	0.0%	11.7%	3.0%	0.0%	3.4%	0.9%	
English (General Area 12)	10.2%	6.5%	9.6%	6.8%	5.7%	8.4%	14.3%	7.9%	11.0%	
Health-related (General Area 15)	0.0%	5.1%	5.2%	0.0%	3.0%	2.9%	0.0%	8.8%	8.0%	
History or Political Science (Specific Discipline 3007,3009)	8.3%	10.5%	9.2%	8.5%	9.4%	11.0%	8.2%	12.3%	7.1%	
Humanities (General Area 14,24)	16.7%	12.0%	11.5%	22.0%	11.3%	12.2%	10.2%	13.4%	10.7%	
Fine Arts (General Area 2,4,22)	18.5%	7.0%	8.9%	18.6%	6.1%	9.3%	18.4%	8.7%	8.5%	
Mathematics or Statistics (General Area 18)	6.5%	4.0%	5.2%	5.1%	5.1%	6.7%	8.2%	2.2%	3.3%	
Physical Sciences (General Area 25)	8.3%	7.4%	7.7%	10.2%	9.3%	10.2%	6.1%	4.0%	4.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	18.5%	13.4%	14.8%	15.3%	13.1%	14.1%	22.4%	14.0%	15.8%	
Other Technical (General Area 8,19,28)	0.9%	2.9%	2.1%	1.7%	3.9%	2.6%	0.0%	1.3%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	2.8%	9.7%	8.8%	1.7%	9.9%	8.0%	4.1%	9.2%	9.8%	
Total(n)	108	3,036	4,216	59	1,807	2,164	49	1,229	2,052	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many children do you have in the following age ranges?										
Under 18 years old										
0	58.9%	58.8%	62.5%	59.3%	56.7%	60.9%	58.3%	62.3%	64.5%	
1	15.9%	20.2%	17.0%	10.2%	19.5%	17.8%	22.9%	21.3%	15.9%	
2	21.5%	15.8%	16.4%	27.1%	16.8%	16.9%	14.6%	14.2%	15.6%	
3	2.8%	3.1%	3.6%	3.4%	4.0%	3.6%	2.1%	1.5%	3.7%	
4+	0.9%	2.1%	0.5%	0.0%	3.0%	0.7%	2.1%	0.7%	0.3%	
Total(n)	107	3,017	4,222	59	1,787	2,165	48	1,230	2,057	
18 years or older										
0	67.3%	58.5%	67.8%	67.2%	54.6%	65.6%	67.3%	65.1%	70.5%	
1	12.1%	13.9%	11.2%	10.3%	12.4%	10.4%	14.3%	16.5%	12.2%	
2	15.0%	15.4%	13.7%	13.8%	18.0%	15.3%	16.3%	10.9%	11.7%	
3	4.7%	6.3%	5.0%	6.9%	6.9%	5.8%	2.0%	5.2%	4.0%	
4+	0.9%	5.9%	2.3%	1.7%	8.0%	2.9%	0.0%	2.4%	1.6%	
Total(n)	107	3,019	4,219	58	1,789	2,166	49	1,230	2,053	
How would you characterize your political views?										
Far left	14.0%	16.2%	14.0%	8.5%	16.2%	13.8%	20.8%	16.3%	14.2%	
Liberal	52.3%	51.5%	54.6%	52.5%	49.6%	51.0%	52.1%	54.8%	58.9%	
Middle of the road	24.3%	22.3%	22.6%	22.0%	22.9%	25.1%	27.1%	21.4%	19.5%	
Conservative	8.4%	9.8%	8.6%	15.3%	11.1%	9.8%	0.0%	7.5%	7.3%	
Far right	0.9%	0.1%	0.3%	1.7%	0.2%	0.4%	0.0%	0.1%	0.1%	
Total(n)	107	3,009	4,206	59	1,787	2,156	48	1,222	2,050	
Are you currently: (Mark one)										
Single	15.7%	11.2%	13.6%	16.9%	8.2%	11.7%	14.3%	16.3%	16.0%	
Married	75.0%	76.8%	70.5%	76.3%	85.3%	77.4%	73.5%	62.0%	62.2%	
Unmarried, living with partner	6.5%	6.5%	8.2%	5.1%	4.0%	6.3%	8.2%	10.9%	10.6%	
Divorced	2.8%	3.5%	5.4%	1.7%	1.5%	3.1%	4.1%	6.9%	8.1%	
Widowed	0.0%	0.9%	1.1%	0.0%	0.4%	0.5%	0.0%	1.8%	1.7%	
Separated	0.0%	1.2%	1.2%	0.0%	0.6%	1.0%	0.0%	2.2%	1.4%	
Total(n)	108	3,046	4,255	59	1,809	2,184	49	1,237	2,071	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Is English your native language?										
Yes	90.7%	85.7%	88.7%	89.8%	86.5%	89.3%	91.8%	84.4%	87.9%	
No	9.3%	14.3%	11.3%	10.2%	13.5%	10.7%	8.2%	15.6%	12.1%	
Total(n)	108	3,047	4,261	59	1,810	2,186	49	1,237	2,075	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	2.8%	0.9%	1.4%	0.0%	0.7%	1.1%	6.3%	1.3%	1.7%	
Asian American/Asian	2.8%	5.7%	5.2%	3.4%	6.8%	5.1%	2.1%	3.8%	5.2%	
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	
African American/Black	5.6%	4.7%	4.6%	6.8%	3.5%	3.3%	4.2%	6.8%	6.2%	
Mexican American/Chicano	0.0%	1.6%	0.9%	0.0%	2.4%	0.6%	0.0%	0.4%	1.2%	
Puerto Rican	1.9%	1.1%	0.7%	0.0%	0.2%	0.6%	4.2%	2.7%	0.8%	
Other Latino	0.9%	1.8%	2.1%	0.0%	1.2%	1.7%	2.1%	2.9%	2.7%	
White/Caucasian	86.0%	84.5%	87.1%	86.4%	84.0%	89.3%	85.4%	85.3%	84.4%	
Other	4.7%	3.4%	2.7%	5.1%	3.6%	2.1%	4.2%	3.1%	3.5%	
Total(n)	107	3,015	4,206	59	1,788	2,149	48	1,227	2,057	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.0%	0.2%	0.4%	
Asian	2.8%	5.3%	4.8%	3.4%	6.3%	4.7%	2.1%	3.6%	5.0%	
Black	4.7%	4.1%	4.1%	6.8%	2.9%	2.8%	2.1%	6.2%	5.5%	
Hispanic	2.8%	3.2%	1.7%	0.0%	3.3%	1.2%	6.3%	3.1%	2.2%	
White	82.2%	81.3%	83.3%	84.7%	82.3%	86.7%	79.2%	79.7%	79.3%	
Other	3.7%	2.5%	1.8%	3.4%	3.2%	1.4%	4.2%	1.1%	2.3%	
Two or more races/ethnicities	3.7%	3.5%	4.0%	1.7%	2.0%	2.9%	6.3%	6.1%	5.4%	
Total (n)	107	3,015	4,206	59	1,788	2,149	48	1,227	2,057	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 1										
A	36.4%	0.0%	0.0%	37.3%	0.0%	0.0%	35.4%	0.0%	0.0%	
B	62.6%	0.0%	0.0%	62.7%	0.0%	0.0%	62.5%	0.0%	0.0%	
C	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	107	0	0	59	0	0	48	0	0	
Optional Question 2										
A	52.4%	0.0%	0.0%	48.3%	0.0%	0.0%	57.4%	0.0%	0.0%	
B	47.6%	0.0%	0.0%	51.7%	0.0%	0.0%	42.6%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	105	0	0	58	0	0	47	0	0	
Optional Question 3										
A	18.1%	0.0%	0.0%	15.5%	0.0%	0.0%	21.3%	0.0%	0.0%	
B	81.9%	0.0%	0.0%	84.5%	0.0%	0.0%	78.7%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	105	0	0	58	0	0	47	0	0	
Optional Question 4										
A	32.1%	0.0%	0.0%	32.8%	0.0%	0.0%	31.3%	0.0%	0.0%	
B	67.9%	0.0%	0.0%	67.2%	0.0%	0.0%	68.8%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	106	0	0	58	0	0	48	0	0	
Optional Question 5										
A	76.9%	0.0%	0.0%	81.0%	0.0%	0.0%	71.7%	0.0%	0.0%	
B	23.1%	0.0%	0.0%	19.0%	0.0%	0.0%	28.3%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	104	0	0	58	0	0	46	0	0	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 6										
A	56.7%	0.0%	0.0%	56.6%	0.0%	0.0%	56.8%	0.0%	0.0%	
B	42.3%	0.0%	0.0%	43.4%	0.0%	0.0%	40.9%	0.0%	0.0%	
C	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	97	0	0	53	0	0	44	0	0	
Optional Question 7										
A	43.9%	0.0%	0.0%	37.3%	0.0%	0.0%	52.1%	0.0%	0.0%	
B	56.1%	0.0%	0.0%	62.7%	0.0%	0.0%	47.9%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	107	0	0	59	0	0	48	0	0	
Optional Question 8										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 9										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 10										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 11										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 12										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 13										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 14										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 15										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 16										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 17										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 18										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 19										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 20										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
All Respondents	112	3,052	4,267	60	1,812	2,189	52	1,240	2,078	
What is your principal activity in your current position at this institution?										
Administration	0.0%	4.7%	4.7%	0.0%	5.1%	4.5%	0.0%	4.1%	5.0%	
Teaching	100.0%	62.2%	91.8%	100.0%	58.5%	91.5%	100.0%	68.5%	92.2%	
Research	0.0%	32.2%	1.9%	0.0%	35.4%	2.8%	0.0%	26.7%	0.9%	
Services to clients and patients	0.0%	0.6%	0.3%	0.0%	0.7%	0.2%	0.0%	0.3%	0.3%	
Other	0.0%	0.3%	1.2%	0.0%	0.3%	1.0%	0.0%	0.4%	1.5%	
Total(n)	112	3,050	4,263	60	1,811	2,187	52	1,239	2,076	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	96.4%	100.0%	100.0%	98.3%	100.0%	100.0%	94.2%	100.0%	100.0%	
No	3.6%	0.0%	0.0%	1.7%	0.0%	0.0%	5.8%	0.0%	0.0%	
Total(n)	112	3,051	4,265	60	1,812	2,187	52	1,239	2,078	
What is your present academic rank?										
Professor	38.4%	42.3%	29.8%	46.7%	50.6%	35.1%	28.8%	28.0%	23.4%	
Associate professor	25.9%	22.5%	28.8%	25.0%	20.8%	28.7%	26.9%	25.4%	29.0%	
Assistant professor	32.1%	24.1%	28.9%	26.7%	20.0%	25.0%	38.5%	31.1%	33.6%	
Lecturer	0.9%	7.6%	4.0%	1.7%	6.2%	4.8%	0.0%	10.0%	3.0%	
Instructor	2.7%	3.5%	8.4%	0.0%	2.4%	6.4%	5.8%	5.4%	10.9%	
Total(n)	112	3,044	4,109	60	1,807	2,112	52	1,237	1,997	
What is your tenure status at this institution?										
Tenured	64.3%	57.6%	48.9%	71.7%	65.4%	53.2%	55.8%	44.1%	43.6%	
On tenure track, but not tenured	20.5%	21.5%	22.1%	18.3%	17.9%	20.2%	23.1%	27.5%	24.4%	
Not on tenure track, but institution has tenure system	15.2%	19.6%	15.8%	10.0%	15.7%	14.2%	21.2%	26.4%	17.7%	
Institution has no tenure system	0.0%	1.4%	13.2%	0.0%	1.0%	12.4%	0.0%	1.9%	14.2%	
Total(n)	112	3,051	4,112	60	1,812	2,113	52	1,239	1,999	
Are you currently serving in an administrative position as:										
Department chair	17.0%	8.0%	15.4%	18.3%	9.7%	15.9%	15.4%	5.2%	14.9%	
Dean (associate or assistant)	0.0%	1.2%	1.6%	0.0%	1.4%	1.8%	0.0%	0.7%	1.3%	
President	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%	
Provost	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Other	8.0%	16.6%	14.5%	10.0%	16.1%	14.3%	5.8%	17.6%	14.8%	
Not applicable	64.3%	60.7%	60.6%	56.7%	58.4%	58.3%	73.1%	64.6%	63.5%	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.7%	1.3%	0.0%	0.8%	1.4%	0.0%	0.5%	1.3%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	13.4%	9.7%	17.6%	15.0%	7.0%	16.5%	11.5%	14.4%	18.8%	
LL.B., J.D.	0.0%	0.9%	0.5%	0.0%	0.6%	0.6%	0.0%	1.4%	0.5%	
M.D., D.D.S. (or equivalent)	0.0%	0.7%	0.5%	0.0%	0.9%	0.2%	0.0%	0.3%	0.8%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.2%	0.5%	0.0%	0.2%	0.7%	0.0%	0.3%	0.4%	
Ed.D.	0.0%	2.3%	2.2%	0.0%	1.6%	1.2%	0.0%	3.5%	3.5%	
Ph.D.	86.6%	84.3%	76.3%	85.0%	87.8%	78.2%	88.5%	78.4%	73.9%	
Other degree	0.0%	1.1%	1.0%	0.0%	1.1%	1.3%	0.0%	1.1%	0.7%	
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	
Total(n)	112	3,051	4,266	60	1,812	2,188	52	1,239	2,078	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.5%	0.6%	0.0%	0.5%	0.5%	0.0%	0.5%	0.6%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Ed.D.	0.0%	0.5%	0.4%	0.0%	0.3%	0.3%	0.0%	0.9%	0.5%	
Ph.D.	2.1%	1.4%	5.3%	2.0%	0.8%	4.4%	2.3%	2.4%	6.6%	
Other degree	0.0%	1.6%	0.5%	0.0%	1.3%	0.6%	0.0%	2.2%	0.4%	
None	97.9%	95.9%	93.1%	98.0%	97.1%	94.1%	97.7%	93.9%	91.8%	
Total(n)	95	2,724	3,867	51	1,653	2,007	44	1,071	1,860	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Research										
Essential	41.1%	67.9%	35.4%	35.0%	70.7%	37.2%	48.1%	63.0%	33.2%	
Very important	42.0%	20.7%	39.0%	48.3%	20.1%	37.1%	34.6%	21.7%	41.3%	
Somewhat important	17.0%	9.9%	22.6%	16.7%	7.9%	23.7%	17.3%	13.3%	21.4%	
Not important	0.0%	1.6%	3.0%	0.0%	1.3%	2.1%	0.0%	2.0%	4.1%	
Total(n)	112	3,050	4,259	60	1,810	2,184	52	1,240	2,075	
Teaching										
Essential	81.3%	62.8%	78.5%	86.7%	63.8%	77.7%	75.0%	61.0%	79.5%	
Very important	17.9%	32.3%	19.2%	11.7%	31.9%	19.5%	25.0%	33.0%	18.8%	
Somewhat important	0.9%	4.6%	2.3%	1.7%	4.3%	2.8%	0.0%	5.2%	1.6%	
Not important	0.0%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.8%	0.0%	
Total(n)	112	3,051	4,264	60	1,811	2,187	52	1,240	2,077	
Service										
Essential	14.3%	16.8%	16.6%	15.0%	15.9%	14.5%	13.5%	18.3%	19.2%	
Very important	36.6%	39.9%	47.7%	36.7%	41.5%	45.8%	36.5%	37.2%	50.1%	
Somewhat important	44.6%	39.9%	31.1%	43.3%	38.5%	33.6%	46.2%	42.4%	28.1%	
Not important	4.5%	3.4%	4.5%	5.0%	4.2%	6.1%	3.8%	2.1%	2.6%	
Total(n)	112	3,050	4,260	60	1,810	2,185	52	1,240	2,075	

Kenyon College	Total			Men			Women			Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
During the past two years, have you engaged in any of the following activities?											
Taught an honors course	33.6%	24.5%	21.7%	32.8%	23.5%	22.7%	34.6%	26.3%	20.6%	Civic Minded Practice	
Taught an interdisciplinary course	60.7%	57.4%	54.0%	63.3%	59.9%	55.6%	57.7%	53.2%	52.1%		
Taught an ethnic studies course	13.6%	12.1%	15.9%	10.3%	10.0%	15.9%	17.3%	15.8%	16.0%		
Taught a women's studies course	18.2%	6.4%	11.8%	3.4%	1.6%	4.9%	34.6%	14.9%	20.0%		
Taught a service learning course	7.3%	15.4%	19.9%	1.7%	13.7%	17.7%	13.5%	18.4%	22.5%		
Taught an exclusively web-based course at this institution	0.9%	6.5%	8.7%	0.0%	5.3%	8.8%	1.9%	8.4%	8.6%		
Participated in a teaching enhancement workshop	66.4%	45.9%	69.5%	53.4%	39.0%	65.4%	80.8%	57.9%	74.3%		
Advised student groups involved in service/volunteer work	34.5%	39.9%	43.7%	36.2%	39.1%	42.6%	32.7%	41.1%	44.9%		
Collaborated with the local community in research/teaching	33.6%	36.8%	40.6%	31.0%	35.6%	35.5%	36.5%	39.0%	46.8%		
Conducted research or writing focused on international/global issues	35.5%	38.3%	32.8%	36.2%	36.9%	34.9%	34.6%	40.7%	30.3%		
Conducted research or writing focused on racial or ethnic minorities	18.2%	27.1%	25.9%	13.8%	22.8%	23.9%	23.1%	34.5%	28.2%		
Conducted research or writing focused on women and gender issues	28.2%	21.8%	25.3%	12.1%	15.9%	18.0%	46.2%	31.9%	34.1%		
Engaged undergraduates on <u>your</u> research project	45.0%	60.1%	50.5%	49.2%	65.5%	53.6%	40.4%	50.7%	46.8%		
Worked with undergraduates on a research project	75.7%	73.0%	70.4%	72.9%	75.9%	72.5%	78.8%	67.8%	67.9%		
Engaged in academic research that spans multiple disciplines	73.2%	75.3%	63.5%	73.3%	77.2%	65.1%	73.1%	72.1%	61.7%		
Taught a seminar for first-year students	28.6%	30.1%	36.8%	23.3%	29.9%	37.1%	34.6%	30.5%	36.4%		
Taught a capstone course	34.2%	31.8%	41.4%	32.2%	31.7%	42.6%	36.5%	31.9%	39.9%		
Taught in a learning community (e.g., FIG, linked courses)	0.0%	4.3%	8.3%	0.0%	3.7%	7.5%	0.0%	5.3%	9.2%		
Supervised an undergraduate thesis	75.7%	44.9%	48.8%	72.9%	43.8%	49.3%	78.8%	46.7%	48.2%		
Published op-ed pieces or editorials	12.6%	17.3%	12.9%	13.6%	19.2%	15.7%	11.5%	14.0%	9.4%		
Received funding for your work from foundations	19.8%	29.6%	19.0%	20.3%	32.4%	20.4%	19.2%	24.6%	17.2%		
Received funding for your work from state or federal government	18.9%	34.3%	15.9%	18.6%	39.3%	16.8%	19.2%	25.7%	14.8%		
Received funding for your work from business or industry	3.6%	12.1%	5.9%	6.8%	14.9%	7.2%	0.0%	7.2%	4.4%		
Total(n)	111	3,030	4,236	59	1,804	2,173	52	1,226	2,063		

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many courses are you teaching this term?										
Mean	2.16	1.99	2.67	2.13	1.91	2.69	2.19	2.13	2.65	
Median	2	2	3	2	2	3	2	2	3	
Mode	2	2	3	2	2	3	2	2	3	
Total(n)	112	3,052	4,267	60	1,812	2,189	52	1,240	2,078	
Teach at least one course this term at another institution	1.8%	3.3%	4.7%	0.0%	3.2%	3.9%	3.8%	3.3%	5.6%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	30.4%	17.9%	33.0%	35.0%	19.1%	34.2%	25.0%	16.0%	31.7%	
Mean student enrollment	24.7	54.8	23.9	26.7	62.1	24.7	21.0	39.7	22.9	
Have teaching/lab assistant or reader/grader assigned	16.2%	51.1%	12.5%	21.4%	52.5%	11.9%	7.7%	48.3%	13.2%	
Course required for an undergraduate major										
Teach at least one course	58.9%	52.4%	71.9%	50.0%	49.0%	71.7%	69.2%	58.3%	72.0%	
Mean student enrollment	19.2	40.0	21.0	21.2	37.3	21.2	17.4	43.8	20.8	
Have teaching/lab assistant or reader/grader assigned	19.9%	49.5%	14.4%	25.6%	51.5%	14.7%	15.3%	46.6%	13.9%	
Other undergraduate course										
Teach at least one course	50.0%	36.7%	36.1%	55.0%	37.5%	37.5%	44.2%	35.4%	34.4%	
Mean student enrollment	16.3	24.3	16.7	16.7	25.0	16.5	15.7	23.1	16.9	
Have teaching/lab assistant or reader/grader assigned	0.6%	31.5%	8.3%	1.0%	34.9%	9.3%	0.0%	25.4%	7.0%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.0%	0.5%	0.7%	0.0%	0.5%	1.0%	0.0%	0.7%	0.3%	
Mean student enrollment	.	13.2	16.7	.	7.5	17.7	.	19.8	12.4	
Have teaching/lab assistant or reader/grader assigned	.	32.4%	18.7%	.	18.6%	23.2%	.	48.5%	0.0%	
Non-credit course (other than above)										
Teach at least one course	0.9%	1.1%	0.9%	0.0%	1.4%	1.0%	1.9%	0.5%	0.7%	
Mean student enrollment	15.0	18.0	15.1	.	15.2	14.4	15.0	31.6	16.3	
Have teaching/lab assistant or reader/grader assigned	0.0%	1.6%	13.0%	.	2.0%	13.2%	0.0%	0.0%	12.7%	
Graduate course										
Teach at least one course	0.0%	33.7%	9.7%	0.0%	34.4%	7.6%	0.0%	32.5%	12.3%	
Mean student enrollment	.	12.2	14.8	.	12.2	14.6	.	12.0	14.8	
Have teaching/lab assistant or reader/grader assigned	.	11.1%	3.4%	.	14.9%	5.8%	.	4.2%	1.7%	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	13	197	381	7	108	175	6	89	206	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	10.7%	5.0%	7.4%	10.0%	3.7%	6.8%	11.5%	7.2%	8.2%	
Writing	17.9%	10.9%	19.4%	16.7%	8.0%	18.4%	19.2%	15.8%	20.6%	
Mathematics	6.3%	3.5%	5.3%	5.0%	4.4%	6.5%	7.7%	2.0%	3.8%	
ESL	0.0%	0.5%	1.1%	0.0%	0.4%	1.1%	0.0%	0.8%	1.1%	
General academic skills	16.1%	7.7%	12.3%	15.0%	7.5%	11.2%	17.3%	8.0%	13.6%	
Other subject areas	8.9%	4.4%	7.0%	5.0%	3.9%	5.7%	13.5%	5.2%	8.5%	
Total(n)	112	3,052	4,267	60	1,812	2,189	52	1,240	2,078	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	28.8%	14.3%	29.6%	32.2%	13.0%	28.5%	25.0%	16.6%	31.0%	
No	66.7%	79.5%	61.9%	67.8%	83.2%	65.5%	65.4%	73.1%	57.4%	
Not eligible	1.8%	1.0%	1.6%	0.0%	0.8%	1.4%	3.8%	1.3%	1.9%	
Not available	2.7%	5.1%	6.9%	0.0%	2.9%	4.6%	5.8%	8.9%	9.7%	
Total(n)	111	3,042	4,256	59	1,808	2,184	52	1,234	2,072	
Paid sabbatical leave										
Yes	71.4%	49.2%	42.7%	78.3%	53.3%	45.3%	63.5%	42.2%	39.6%	
No	17.9%	35.0%	38.4%	15.0%	34.2%	38.3%	21.2%	36.6%	38.4%	
Not eligible	10.7%	14.0%	13.9%	6.7%	11.8%	11.8%	15.4%	17.8%	16.5%	
Not available	0.0%	1.7%	5.0%	0.0%	0.8%	4.6%	0.0%	3.4%	5.6%	
Total(n)	112	3,048	4,258	60	1,810	2,184	52	1,238	2,074	
Travel funds paid by the institution										
Yes	85.7%	71.1%	81.2%	86.7%	67.7%	80.4%	84.6%	77.0%	82.3%	
No	14.3%	24.3%	15.9%	13.3%	28.7%	16.8%	15.4%	16.7%	14.7%	
Not eligible	0.0%	2.3%	1.3%	0.0%	1.9%	1.2%	0.0%	3.0%	1.4%	
Not available	0.0%	2.2%	1.6%	0.0%	1.6%	1.6%	0.0%	3.3%	1.6%	
Total(n)	112	3,050	4,263	60	1,811	2,187	52	1,239	2,076	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Internal grants for research										
Yes	71.4%	52.0%	48.4%	75.0%	53.7%	48.8%	67.3%	49.0%	47.9%	
No	26.8%	43.0%	44.4%	25.0%	43.4%	45.0%	28.8%	42.2%	43.6%	
Not eligible	1.8%	3.3%	3.0%	0.0%	2.1%	1.4%	3.8%	5.4%	4.9%	
Not available	0.0%	1.7%	4.2%	0.0%	0.8%	4.8%	0.0%	3.3%	3.6%	
Total(n)	112	3,047	4,260	60	1,808	2,185	52	1,239	2,075	
Training for administrative leadership										
Yes	20.7%	10.8%	12.7%	25.4%	12.6%	13.6%	15.4%	7.7%	11.6%	
No	64.9%	80.4%	71.4%	66.1%	81.6%	74.4%	63.5%	78.2%	67.8%	
Not eligible	5.4%	3.6%	3.8%	5.1%	2.3%	2.4%	5.8%	6.0%	5.5%	
Not available	9.0%	5.2%	12.1%	3.4%	3.5%	9.5%	15.4%	8.1%	15.1%	
Total(n)	111	3,042	4,253	59	1,808	2,183	52	1,234	2,070	
Received incentives to develop new courses										
Yes	25.2%	19.8%	30.2%	25.4%	20.4%	28.8%	25.0%	18.6%	32.0%	
No	67.6%	74.0%	58.7%	72.9%	75.2%	61.7%	61.5%	71.8%	55.1%	
Not eligible	1.8%	1.5%	2.4%	0.0%	0.6%	1.9%	3.8%	3.0%	2.9%	
Not available	5.4%	4.8%	8.7%	1.7%	3.7%	7.6%	9.6%	6.6%	10.1%	
Total(n)	111	3,044	4,255	59	1,808	2,183	52	1,236	2,072	
Received incentives to integrate new technology into your classroom										
Yes	27.0%	17.2%	17.7%	33.9%	17.7%	17.6%	19.2%	16.3%	17.8%	
No	68.5%	77.5%	71.1%	64.4%	78.5%	73.0%	73.1%	75.7%	68.8%	
Not eligible	0.0%	1.3%	1.3%	0.0%	0.3%	0.9%	0.0%	3.0%	1.8%	
Not available	4.5%	4.0%	9.9%	1.7%	3.4%	8.5%	7.7%	5.0%	11.6%	
Total(n)	111	3,045	4,256	59	1,809	2,183	52	1,236	2,073	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Articles in academic or professional journals										Scholarly Productivity
None	18.0%	10.0%	23.8%	13.3%	6.9%	21.6%	23.5%	15.3%	26.5%	
1-2	19.8%	11.0%	21.2%	16.7%	10.2%	20.0%	23.5%	12.5%	22.6%	
3-4	20.7%	11.8%	15.8%	16.7%	9.8%	14.5%	25.5%	15.5%	17.5%	
5-10	16.2%	16.8%	20.3%	18.3%	13.7%	21.1%	13.7%	22.2%	19.4%	
11-20	19.8%	15.9%	10.2%	28.3%	15.5%	11.2%	9.8%	16.7%	9.0%	
21-50	5.4%	16.3%	7.2%	6.7%	18.6%	9.4%	3.9%	12.3%	4.6%	
51+	0.0%	18.1%	1.4%	0.0%	25.3%	2.2%	0.0%	5.7%	0.5%	
Total(n)	111	3,048	4,256	60	1,810	2,185	51	1,238	2,071	
Mean	3.16	4.39	2.99	3.52	4.78	3.17	2.75	3.72	2.78	
Standard deviation	1.53	1.94	1.63	1.55	1.92	1.70	1.43	1.77	1.51	
Significance	-	***		-	***		-	***		
Effect size	-	-0.63	0.10	-	-0.66	0.21	-	-0.55	-0.02	
Chapters in edited volumes										Scholarly Productivity
None	39.6%	29.9%	54.6%	38.3%	27.5%	55.4%	41.2%	34.0%	53.8%	
1-2	33.3%	22.8%	25.8%	33.3%	20.2%	22.7%	33.3%	27.2%	29.6%	
3-4	17.1%	13.8%	11.6%	18.3%	13.4%	12.5%	15.7%	14.5%	10.5%	
5-10	6.3%	19.7%	5.8%	5.0%	22.8%	6.6%	7.8%	14.2%	4.8%	
11-20	1.8%	8.5%	1.6%	1.7%	9.5%	2.2%	2.0%	6.6%	1.0%	
21-50	1.8%	4.4%	0.5%	3.3%	5.2%	0.7%	0.0%	2.9%	0.3%	
51+	0.0%	1.1%	0.0%	0.0%	1.4%	0.0%	0.0%	0.6%	0.0%	
Total(n)	111	3,024	4,232	60	1,792	2,173	51	1,232	2,059	
Mean	2.03	2.72	1.76	2.08	2.88	1.80	1.96	2.43	1.71	
Standard deviation	1.13	1.56	1.03	1.21	1.61	1.10	1.04	1.44	0.94	
Significance	-	***	**	-	***		-	*		
Effect size	-	-0.44	0.26	-	-0.50	0.25	-	-0.33	0.27	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Books, manuals, or monographs										
None	63.1%	49.6%	67.0%	58.3%	45.6%	62.3%	68.6%	56.6%	72.7%	
1-2	24.3%	25.8%	23.9%	26.7%	26.2%	26.4%	21.6%	25.1%	20.9%	
3-4	6.3%	12.1%	5.4%	6.7%	12.4%	6.5%	5.9%	11.7%	4.1%	
5-10	4.5%	9.6%	2.9%	6.7%	11.5%	3.7%	2.0%	6.3%	1.9%	
11-20	1.8%	2.8%	0.6%	1.7%	4.2%	0.9%	2.0%	0.2%	0.3%	
21-50	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	111	3,035	4,243	60	1,801	2,180	51	1,234	2,063	
Mean	1.58	1.91	1.46	1.67	2.03	1.55	1.47	1.69	1.36	
Standard deviation	0.93	1.12	0.79	0.99	1.20	0.86	0.86	0.94	0.69	
Significance	-	**		-	*		-			
Effect size	-	-0.29	0.15	-	-0.30	0.14	-	-0.23	0.16	
Other, such as patents or computer software products										
None	89.9%	81.5%	91.5%	87.9%	77.2%	90.1%	92.2%	89.0%	93.1%	
1-2	8.3%	8.7%	5.5%	10.3%	11.3%	5.8%	5.9%	4.1%	5.1%	
3-4	0.9%	3.8%	1.1%	0.0%	4.4%	1.2%	2.0%	2.6%	0.9%	
5-10	0.9%	2.4%	1.3%	1.7%	3.1%	1.9%	0.0%	1.2%	0.5%	
11-20	0.0%	1.7%	0.2%	0.0%	2.6%	0.3%	0.0%	0.2%	0.2%	
21-50	0.0%	1.5%	0.2%	0.0%	0.8%	0.4%	0.0%	2.6%	0.0%	
51+	0.0%	0.4%	0.2%	0.0%	0.5%	0.2%	0.0%	0.2%	0.1%	
Total(n)	109	3,022	4,224	58	1,795	2,166	51	1,227	2,058	
Mean	1.13	1.40	1.15	1.16	1.47	1.18	1.10	1.28	1.10	
Standard deviation	0.43	1.04	0.59	0.49	1.07	0.68	0.36	0.98	0.45	
Significance	-	**		-	*		-			
Effect size	-	-0.26	-0.03	-	-0.29	-0.03	-	-0.18	0.00	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?										
None	78.2%	86.6%	80.1%	76.3%	88.3%	77.1%	80.4%	83.8%	83.8%	
1-2	6.4%	5.2%	7.6%	10.2%	4.2%	7.7%	2.0%	7.1%	7.5%	
3-4	3.6%	2.7%	5.1%	3.4%	2.5%	6.2%	3.9%	3.2%	3.7%	
5-10	9.1%	3.9%	3.4%	5.1%	3.6%	3.8%	13.7%	4.4%	2.9%	
11-20	1.8%	0.9%	2.0%	3.4%	1.1%	2.7%	0.0%	0.7%	1.1%	
21-50	0.9%	0.2%	1.0%	1.7%	0.2%	1.4%	0.0%	0.1%	0.6%	
51+	0.0%	0.4%	0.7%	0.0%	0.2%	1.1%	0.0%	0.8%	0.3%	
Total(n)	110	3,047	4,250	59	1,810	2,182	51	1,237	2,068	
Mean	1.53	1.29	1.45	1.54	1.26	1.56	1.51	1.34	1.33	
Standard deviation	1.13	0.87	1.10	1.18	0.83	1.24	1.08	0.94	0.90	
Significance	-	**		-	*		-			
Effect size	-	0.28	0.07	-	0.34	-0.02	-	0.18	0.20	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	24.3%	16.9%	35.0%	18.3%	14.4%	34.0%	31.4%	21.2%	36.1%	
1-2	39.6%	23.2%	37.4%	48.3%	23.6%	34.4%	29.4%	22.7%	41.0%	
3-4	21.6%	26.4%	17.5%	21.7%	25.2%	18.1%	21.6%	28.5%	16.7%	
5-10	12.6%	24.5%	8.9%	11.7%	25.5%	11.7%	13.7%	22.9%	5.4%	
11-20	1.8%	5.5%	1.1%	0.0%	6.6%	1.6%	3.9%	3.7%	0.6%	
21-50	0.0%	3.0%	0.1%	0.0%	4.1%	0.1%	0.0%	1.0%	0.1%	
51+	0.0%	0.5%	0.1%	0.0%	0.7%	0.1%	0.0%	0.1%	0.1%	
Total(n)	111	3,046	4,257	60	1,810	2,184	51	1,236	2,073	
Mean	2.28	2.89	2.04	2.27	3.01	2.13	2.29	2.69	1.94	
Standard deviation	1.03	1.30	1.00	0.90	1.34	1.07	1.17	1.21	0.91	
Significance	-	***	*	-	***		-	*	**	
Effect size	-	-0.47	0.24	-	-0.55	0.13	-	-0.33	0.38	Scholarly Productivity

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a great extent	50.9%	52.3%	43.2%	60.0%	53.0%	46.3%	40.4%	51.2%	39.4%	
To some extent	46.4%	41.7%	50.5%	38.3%	41.4%	49.1%	55.8%	42.3%	52.2%	
Not at all	2.7%	6.0%	6.2%	1.7%	5.7%	4.5%	3.8%	6.6%	8.3%	
Total(n)	112	3,050	4,260	60	1,810	2,185	52	1,240	2,075	
Mean	2.48	2.46	2.37	2.58	2.47	2.42	2.37	2.45	2.31	
Standard deviation	0.55	0.61	0.60	0.53	0.60	0.58	0.56	0.62	0.62	
Significance	-			-		*	-			
Effect size	-	0.03	0.18	-	0.18	0.28	-	-0.13	0.10	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	31.3%	32.3%	31.8%	36.7%	33.7%	36.3%	25.0%	29.7%	26.5%	
To some extent	57.1%	49.6%	49.9%	51.7%	49.6%	47.2%	63.5%	49.6%	53.2%	
Not at all	11.6%	18.1%	18.3%	11.7%	16.7%	16.5%	11.5%	20.6%	20.3%	
Total(n)	112	3,052	4,264	60	1,812	2,188	52	1,240	2,076	
Mean	2.20	2.14	2.14	2.25	2.17	2.20	2.13	2.09	2.06	
Standard deviation	0.63	0.70	0.69	0.65	0.69	0.70	0.60	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.12	0.07	-	0.06	0.10	
Experience close alignment between your work and your personal values										
To a great extent	68.8%	64.4%	60.8%	71.7%	67.2%	60.6%	65.4%	59.7%	61.0%	
To some extent	28.6%	31.5%	34.1%	25.0%	28.0%	32.5%	32.7%	37.7%	36.0%	
Not at all	2.7%	4.0%	5.1%	3.3%	4.8%	6.9%	1.9%	2.6%	3.0%	
Total(n)	112	3,051	4,264	60	1,811	2,187	52	1,240	2,077	
Mean	2.66	2.60	2.56	2.68	2.62	2.54	2.63	2.57	2.58	
Standard deviation	0.53	0.57	0.59	0.54	0.58	0.62	0.53	0.54	0.55	
Significance	-			-			-			
Effect size	-	0.11	0.17	-	0.10	0.23	-	0.11	0.09	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar										
To a great extent	10.7%	25.7%	23.4%	6.7%	20.6%	19.0%	15.4%	34.4%	28.7%	
To some extent	38.4%	34.9%	36.0%	36.7%	32.5%	33.2%	40.4%	39.0%	39.5%	
Not at all	50.9%	39.5%	40.6%	56.7%	47.0%	47.9%	44.2%	26.6%	31.8%	
Total(n)	112	3,046	4,263	60	1,807	2,189	52	1,239	2,074	
Mean	1.60	1.86	1.83	1.50	1.74	1.71	1.71	2.08	1.97	
Standard deviation	0.68	0.80	0.78	0.62	0.78	0.76	0.72	0.78	0.78	
Significance	-	***	**	-	*	*	-	***	*	
Effect size	-	-0.33	-0.29	-	-0.31	-0.28	-	-0.47	-0.33	
Mentor new faculty										
To a great extent	27.7%	21.4%	21.9%	25.0%	20.9%	18.9%	30.8%	22.4%	25.6%	
To some extent	47.3%	50.9%	52.5%	55.0%	51.5%	54.1%	38.5%	49.8%	50.5%	
Not at all	25.0%	27.7%	25.6%	20.0%	27.6%	27.1%	30.8%	27.9%	23.9%	
Total(n)	112	3,048	4,263	60	1,809	2,188	52	1,239	2,075	
Mean	2.03	1.94	1.96	2.05	1.93	1.92	2.00	1.94	2.02	
Standard deviation	0.73	0.70	0.69	0.67	0.69	0.67	0.79	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.13	0.10	-	0.17	0.19	-	0.08	-0.03	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	98.2%	94.6%	97.3%	98.3%	92.9%	95.7%	98.1%	97.5%	99.2%	
Occasionally	1.8%	5.3%	2.0%	1.7%	7.0%	3.0%	1.9%	2.4%	0.8%	
Not at all	0.0%	0.1%	0.7%	0.0%	0.0%	1.3%	0.0%	0.1%	0.0%	
Total(n)	111	3,049	4,263	59	1,811	2,188	52	1,238	2,075	
Mean	2.98	2.95	2.97	2.98	2.93	2.94	2.98	2.97	2.99	
Standard deviation	0.13	0.23	0.22	0.13	0.26	0.28	0.14	0.17	0.09	
Significance	-			-			-			
Effect size	-	0.13	0.05	-	0.19	0.14	-	0.06	-0.11	
Support their opinions with a logical argument										
Frequently	92.8%	81.7%	85.5%	94.9%	77.9%	82.9%	90.4%	88.3%	88.6%	
Occasionally	7.2%	17.2%	13.4%	5.1%	20.5%	15.4%	9.6%	11.4%	10.9%	
Not at all	0.0%	1.1%	1.2%	0.0%	1.6%	1.7%	0.0%	0.3%	0.5%	
Total(n)	111	3,047	4,258	59	1,810	2,184	52	1,237	2,074	
Mean	2.93	2.81	2.84	2.95	2.76	2.81	2.90	2.88	2.88	
Standard deviation	0.26	0.42	0.39	0.22	0.46	0.43	0.30	0.33	0.34	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.29	0.23	-	0.41	0.33	-	0.06	0.06	
Seek solutions to problems and explain them to others										
Frequently	74.8%	72.1%	74.1%	74.6%	68.7%	72.7%	75.0%	78.0%	75.8%	
Occasionally	25.2%	24.6%	23.8%	25.4%	27.3%	24.5%	25.0%	20.0%	22.9%	
Not at all	0.0%	3.3%	2.1%	0.0%	4.0%	2.8%	0.0%	2.0%	1.2%	
Total(n)	111	3,049	4,259	59	1,811	2,186	52	1,238	2,073	
Mean	2.75	2.69	2.72	2.75	2.65	2.70	2.75	2.76	2.75	
Standard deviation	0.44	0.53	0.49	0.44	0.56	0.52	0.44	0.47	0.46	
Significance	-			-			-			
Effect size	-	0.11	0.06	-	0.18	0.10	-	-0.02	0.00	
Revise their papers to improve their writing										
Frequently	59.5%	53.4%	62.2%	52.5%	47.5%	57.8%	67.3%	63.5%	67.5%	
Occasionally	37.8%	34.9%	30.6%	42.4%	38.9%	34.0%	32.7%	27.9%	26.5%	
Not at all	2.7%	11.7%	7.2%	5.1%	13.5%	8.2%	0.0%	8.6%	6.0%	
Total(n)	111	3,047	4,254	59	1,809	2,183	52	1,238	2,071	
Mean	2.57	2.42	2.55	2.47	2.34	2.50	2.67	2.55	2.62	
Standard deviation	0.55	0.69	0.63	0.60	0.70	0.64	0.47	0.65	0.60	
Significance	-	*		-			-			
Effect size	-	0.22	0.03	-	0.19	-0.05	-	0.18	0.08	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Evaluate the quality or reliability of information they receive										
Frequently	78.4%	66.9%	71.7%	76.3%	61.5%	66.8%	80.8%	76.2%	77.6%	
Occasionally	19.8%	29.4%	26.1%	22.0%	34.3%	30.6%	17.3%	21.0%	20.6%	
Not at all	1.8%	3.7%	2.2%	1.7%	4.2%	2.6%	1.9%	2.8%	1.8%	
Total(n)	111	3,044	4,256	59	1,806	2,184	52	1,238	2,072	
Mean	2.77	2.63	2.69	2.75	2.57	2.64	2.79	2.73	2.76	
Standard deviation	0.47	0.55	0.51	0.48	0.57	0.53	0.46	0.50	0.47	
Significance	-	**		-	*		-			
Effect size	-	0.25	0.16	-	0.32	0.21	-	0.12	0.06	
Take risks for potential gains										
Frequently	45.9%	36.0%	43.7%	50.8%	33.1%	45.5%	40.4%	41.2%	41.4%	
Occasionally	51.4%	46.4%	43.6%	49.2%	47.5%	41.8%	53.8%	44.6%	45.8%	
Not at all	2.7%	17.6%	12.7%	0.0%	19.5%	12.6%	5.8%	14.2%	12.8%	
Total(n)	111	3,035	4,240	59	1,801	2,175	52	1,234	2,065	
Mean	2.43	2.18	2.31	2.51	2.14	2.33	2.35	2.27	2.29	
Standard deviation	0.55	0.71	0.68	0.50	0.71	0.69	0.59	0.69	0.68	
Significance	-	***		-	***	*	-			
Effect size	-	0.35	0.18	-	0.52	0.26	-	0.12	0.09	
Seek alternative solutions to a problem										
Frequently	57.7%	59.2%	61.8%	59.3%	57.2%	60.2%	55.8%	62.6%	63.7%	
Occasionally	42.3%	36.9%	35.7%	40.7%	39.6%	36.8%	44.2%	32.1%	34.4%	
Not at all	0.0%	3.9%	2.5%	0.0%	3.2%	3.0%	0.0%	5.3%	1.9%	
Total(n)	111	3,043	4,257	59	1,807	2,184	52	1,236	2,073	
Mean	2.58	2.55	2.59	2.59	2.54	2.57	2.56	2.57	2.62	
Standard deviation	0.50	0.57	0.54	0.50	0.56	0.55	0.50	0.59	0.52	
Significance	-			-			-			
Effect size	-	0.05	-0.02	-	0.09	0.04	-	-0.02	-0.12	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Look up scientific research articles and resources										
Frequently	48.2%	58.9%	50.5%	48.3%	59.1%	46.9%	48.1%	58.6%	54.7%	
Occasionally	36.6%	28.9%	34.3%	33.3%	30.5%	37.4%	40.4%	26.1%	30.5%	
Not at all	15.2%	12.2%	15.2%	18.3%	10.4%	15.7%	11.5%	15.3%	14.7%	
Total(n)	112	3,050	4,257	60	1,811	2,184	52	1,239	2,073	
Mean	2.33	2.47	2.35	2.30	2.49	2.31	2.37	2.43	2.40	
Standard deviation	0.73	0.70	0.73	0.77	0.68	0.73	0.69	0.74	0.73	
Significance	-	*		-	*		-			
Effect size	-	-0.20	-0.03	-	-0.28	-0.01	-	-0.08	-0.04	
Explore topics on their own, even though it was not required for a class										
Frequently	63.4%	56.5%	50.9%	65.0%	55.1%	49.9%	61.5%	58.9%	52.1%	
Occasionally	36.6%	40.4%	46.0%	35.0%	42.2%	46.7%	38.5%	37.1%	45.2%	
Not at all	0.0%	3.2%	3.1%	0.0%	2.7%	3.4%	0.0%	4.0%	2.7%	
Total(n)	112	3,050	4,264	60	1,811	2,189	52	1,239	2,075	
Mean	2.63	2.53	2.48	2.65	2.52	2.46	2.62	2.55	2.49	
Standard deviation	0.48	0.56	0.56	0.48	0.55	0.56	0.49	0.57	0.55	
Significance	-		**	-		**	-			
Effect size	-	0.18	0.27	-	0.24	0.34	-	0.12	0.24	
Accept mistakes as part of the learning process										
Frequently	76.8%	72.9%	76.6%	80.0%	70.4%	74.5%	73.1%	77.1%	79.0%	
Occasionally	23.2%	25.5%	20.8%	20.0%	27.5%	21.2%	26.9%	21.9%	20.4%	
Not at all	0.0%	1.7%	2.6%	0.0%	2.1%	4.3%	0.0%	1.0%	0.6%	
Total(n)	112	3,048	4,263	60	1,809	2,188	52	1,239	2,075	
Mean	2.77	2.71	2.74	2.80	2.68	2.70	2.73	2.76	2.78	
Standard deviation	0.42	0.49	0.50	0.40	0.51	0.54	0.45	0.45	0.42	
Significance	-			-			-			
Effect size	-	0.12	0.06	-	0.24	0.19	-	-0.07	-0.12	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek feedback on their academic work										
Frequently	81.3%	71.8%	78.1%	81.7%	68.2%	72.5%	80.8%	77.9%	85.0%	
Occasionally	18.8%	26.2%	19.7%	18.3%	29.2%	24.1%	19.2%	21.0%	14.4%	
Not at all	0.0%	2.0%	2.2%	0.0%	2.5%	3.4%	0.0%	1.1%	0.7%	
Total(n)	112	3,050	4,258	60	1,811	2,185	52	1,239	2,073	
Mean	2.81	2.70	2.76	2.82	2.66	2.69	2.81	2.77	2.84	
Standard deviation	0.39	0.50	0.48	0.39	0.53	0.53	0.40	0.45	0.38	
Significance	-	*		-	*		-			
Effect size	-	0.22	0.10	-	0.30	0.25	-	0.09	-0.08	
Integrate skills and knowledge from different sources and experiences										
Frequently	76.8%	72.9%	76.5%	76.7%	71.4%	72.4%	76.9%	75.4%	81.5%	
Occasionally	23.2%	24.9%	21.9%	23.3%	25.5%	25.1%	23.1%	23.9%	17.9%	
Not at all	0.0%	2.2%	1.6%	0.0%	3.1%	2.5%	0.0%	0.8%	0.6%	
Total(n)	112	3,049	4,264	60	1,810	2,189	52	1,239	2,075	
Mean	2.77	2.71	2.75	2.77	2.68	2.70	2.77	2.75	2.81	
Standard deviation	0.42	0.50	0.47	0.43	0.53	0.51	0.43	0.45	0.41	
Significance	-			-			-			
Effect size	-	0.12	0.04	-	0.17	0.14	-	0.04	-0.10	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Multiple-choice exams										
All	2.7%	10.3%	10.3%	0.0%	8.3%	9.9%	5.8%	13.7%	10.8%	
Most	6.3%	9.7%	11.1%	6.8%	10.5%	11.4%	5.8%	8.3%	10.8%	
Some	27.9%	24.3%	28.2%	25.4%	22.7%	27.9%	30.8%	27.1%	28.5%	
None	63.1%	55.6%	50.5%	67.8%	58.4%	50.9%	57.7%	50.8%	50.0%	
Total(n)	111	3,046	4,259	59	1,812	2,184	52	1,234	2,075	
Mean	1.49	1.75	1.81	1.39	1.69	1.80	1.60	1.85	1.82	
Standard deviation	0.74	1.00	1.00	0.62	0.96	0.99	0.85	1.06	1.00	
Significance	-	**	***	-	*	**	-			
Effect size	-	-0.26	-0.32	-	-0.31	-0.41	-	-0.24	-0.22	
Essay exams										
All	18.0%	21.4%	21.9%	16.7%	20.8%	22.0%	19.6%	22.4%	21.8%	
Most	35.1%	20.7%	22.2%	33.3%	20.3%	22.3%	37.3%	21.5%	22.1%	
Some	32.4%	29.7%	31.4%	35.0%	27.2%	32.4%	29.4%	34.1%	30.2%	
None	14.4%	28.2%	24.5%	15.0%	31.7%	23.3%	13.7%	22.1%	25.9%	
Total(n)	111	3,046	4,259	60	1,809	2,183	51	1,237	2,076	
Mean	2.57	2.35	2.41	2.52	2.30	2.43	2.63	2.44	2.40	
Standard deviation	0.95	1.10	1.08	0.95	1.12	1.07	0.96	1.07	1.09	
Significance	-	*		-			-			
Effect size	-	0.20	0.15	-	0.20	0.08	-	0.18	0.21	
Short-answer exams										
All	20.5%	16.1%	18.6%	20.0%	16.4%	20.8%	21.2%	15.7%	15.9%	
Most	30.4%	24.4%	25.0%	33.3%	25.7%	24.4%	26.9%	22.3%	25.6%	
Some	36.6%	33.2%	34.3%	35.0%	31.5%	33.2%	38.5%	36.3%	35.7%	
None	12.5%	26.2%	22.1%	11.7%	26.4%	21.5%	13.5%	25.8%	22.8%	
Total(n)	112	3,043	4,254	60	1,807	2,182	52	1,236	2,072	
Mean	2.59	2.31	2.40	2.62	2.32	2.45	2.56	2.28	2.35	
Standard deviation	0.95	1.03	1.03	0.94	1.04	1.05	0.98	1.01	1.00	
Significance	-	**		-	*		-			
Effect size	-	0.27	0.18	-	0.29	0.16	-	0.28	0.21	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Quizzes										
All	16.1%	12.9%	16.2%	15.0%	13.1%	15.7%	17.3%	12.5%	16.8%	
Most	24.1%	15.7%	19.6%	25.0%	14.6%	20.5%	23.1%	17.5%	18.7%	
Some	45.5%	32.5%	36.5%	48.3%	30.3%	36.8%	42.3%	36.5%	36.2%	
None	14.3%	38.9%	27.6%	11.7%	42.0%	27.0%	17.3%	33.4%	28.4%	
Total(n)	112	3,040	4,254	60	1,806	2,180	52	1,234	2,074	
Mean	2.42	2.03	2.24	2.43	1.99	2.25	2.40	2.09	2.24	
Standard deviation	0.93	1.03	1.03	0.89	1.04	1.02	0.98	1.00	1.04	
Significance	-	***		-	**		-	*		
Effect size	-	0.38	0.17	-	0.42	0.18	-	0.31	0.15	
Weekly essay assignments										
All	4.5%	8.4%	8.5%	3.4%	7.1%	7.2%	5.9%	10.6%	10.0%	
Most	12.7%	13.2%	14.0%	6.8%	10.8%	12.9%	19.6%	17.4%	15.3%	
Some	40.9%	29.1%	34.1%	45.8%	27.6%	32.4%	35.3%	31.7%	36.2%	
None	41.8%	49.3%	43.4%	44.1%	54.6%	47.6%	39.2%	40.3%	38.5%	
Total(n)	110	3,035	4,246	59	1,801	2,177	51	1,234	2,069	
Mean	1.80	1.81	1.88	1.69	1.70	1.80	1.92	1.98	1.97	
Standard deviation	0.83	0.96	0.95	0.75	0.92	0.92	0.91	1.00	0.97	
Significance	-			-			-			
Effect size	-	-0.01	-0.08	-	-0.01	-0.12	-	-0.06	-0.05	
Student presentations										
All	14.5%	20.3%	26.6%	11.9%	17.2%	20.7%	17.6%	25.7%	33.8%	
Most	31.8%	23.4%	25.1%	23.7%	20.6%	23.5%	41.2%	28.3%	27.0%	
Some	50.9%	41.9%	39.0%	61.0%	44.6%	42.5%	39.2%	37.3%	34.9%	
None	2.7%	14.3%	9.3%	3.4%	17.6%	13.4%	2.0%	8.6%	4.3%	
Total(n)	110	3,049	4,255	59	1,810	2,185	51	1,239	2,070	
Mean	2.58	2.50	2.69	2.44	2.37	2.51	2.75	2.71	2.90	
Standard deviation	0.77	0.97	0.97	0.75	0.97	0.96	0.77	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.08	-0.11	-	0.07	-0.07	-	0.04	-0.16	Student-Centered Pedagogy

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Term/research papers										
All	13.5%	24.2%	22.3%	11.7%	24.0%	19.0%	15.7%	24.6%	26.2%	
Most	29.7%	26.9%	25.6%	30.0%	26.0%	26.1%	29.4%	28.5%	25.1%	
Some	51.4%	34.7%	40.1%	53.3%	35.2%	41.3%	49.0%	33.9%	38.5%	
None	5.4%	14.2%	12.0%	5.0%	14.8%	13.6%	5.9%	13.1%	10.2%	
Total(n)	111	3,042	4,250	60	1,807	2,178	51	1,235	2,072	
Mean	2.51	2.61	2.58	2.48	2.59	2.51	2.55	2.65	2.67	
Standard deviation	0.80	1.00	0.96	0.77	1.01	0.95	0.83	0.99	0.97	
Significance	-			-			-			
Effect size	-	-0.10	-0.07	-	-0.11	-0.03	-	-0.10	-0.12	
Student evaluations of each others' work										
All	6.4%	8.3%	12.0%	6.8%	5.3%	9.8%	5.9%	13.6%	14.6%	Student-Centered Pedagogy
Most	11.8%	7.5%	13.4%	6.8%	5.4%	11.0%	17.6%	11.1%	16.3%	
Some	52.7%	34.5%	42.6%	54.2%	32.7%	40.3%	51.0%	37.5%	45.4%	
None	29.1%	49.7%	32.0%	32.2%	56.6%	38.9%	25.5%	37.7%	23.6%	
Total(n)	110	3,045	4,256	59	1,808	2,182	51	1,237	2,074	
Mean	1.95	1.75	2.05	1.88	1.59	1.92	2.04	2.01	2.22	
Standard deviation	0.82	0.92	0.96	0.81	0.82	0.94	0.82	1.02	0.97	
Significance	-	*		-	**		-			
Effect size	-	0.22	-0.10	-	0.35	-0.04	-	0.03	-0.19	
Grading on a curve										
All	9.9%	10.9%	4.6%	13.6%	12.7%	6.1%	5.8%	7.7%	2.8%	
Most	9.0%	10.9%	6.6%	5.1%	12.0%	7.2%	13.5%	9.0%	5.8%	
Some	21.6%	21.6%	20.1%	20.3%	21.2%	21.6%	23.1%	22.2%	18.2%	
None	59.5%	56.6%	68.8%	61.0%	54.1%	65.0%	57.7%	61.1%	73.3%	
Total(n)	111	3,039	4,241	59	1,809	2,175	52	1,230	2,066	
Mean	1.69	1.76	1.47	1.71	1.83	1.54	1.67	1.63	1.38	
Standard deviation	1.00	1.03	0.81	1.07	1.07	0.87	0.92	0.93	0.72	
Significance	-		**	-			-		**	
Effect size	-	-0.07	0.27	-	-0.11	0.20	-	0.04	0.40	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Competency-based grading										
All	26.2%	26.1%	30.5%	22.0%	23.2%	28.5%	31.3%	31.2%	32.9%	
Most	18.7%	21.8%	20.5%	20.3%	22.5%	21.0%	16.7%	20.5%	19.8%	
Some	23.4%	16.4%	20.0%	23.7%	16.0%	18.9%	22.9%	17.2%	21.3%	
None	31.8%	35.7%	29.0%	33.9%	38.3%	31.5%	29.2%	31.0%	26.0%	
Total(n)	107	3,016	4,174	59	1,794	2,149	48	1,222	2,025	
Mean	2.39	2.38	2.52	2.31	2.31	2.47	2.50	2.52	2.60	
Standard deviation	1.19	1.21	1.20	1.16	1.20	1.20	1.22	1.22	1.19	
Significance	-			-			-			
Effect size	-	0.01	-0.11	-	0.00	-0.13	-	-0.02	-0.08	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	71.4%	63.4%	70.1%	70.0%	60.0%	65.6%	73.1%	69.2%	75.5%	
Most	18.8%	19.1%	15.0%	16.7%	17.6%	16.0%	21.2%	21.6%	13.7%	
Some	8.9%	14.6%	13.0%	13.3%	18.4%	15.6%	3.8%	8.0%	9.8%	
None	0.9%	2.9%	1.9%	0.0%	4.0%	2.7%	1.9%	1.2%	1.0%	
Total(n)	112	3,051	4,259	60	1,812	2,184	52	1,239	2,075	
Mean	3.61	3.43	3.53	3.57	3.34	3.45	3.65	3.59	3.64	
Standard deviation	0.69	0.84	0.79	0.72	0.91	0.85	0.65	0.69	0.70	
Significance	-	*		-			-			
Effect size	-	0.21	0.10	-	0.25	0.14	-	0.09	0.01	
Cooperative learning (small groups)										
All	32.4%	29.0%	42.3%	28.8%	24.0%	33.0%	36.5%	37.4%	53.5%	
Most	28.8%	21.4%	23.6%	25.4%	20.4%	25.9%	32.7%	23.1%	20.9%	
Some	27.9%	31.7%	24.5%	33.9%	32.4%	27.3%	21.2%	30.5%	21.0%	
None	10.8%	17.9%	9.6%	11.9%	23.1%	13.8%	9.6%	9.0%	4.6%	
Total(n)	111	3,030	4,254	59	1,798	2,180	52	1,232	2,074	
Mean	2.83	2.61	2.99	2.71	2.45	2.78	2.96	2.89	3.23	
Standard deviation	1.01	1.08	1.03	1.02	1.09	1.05	0.99	1.01	0.94	
Significance	-	*		-			-		*	
Effect size	-	0.20	-0.16	-	0.24	-0.07	-	0.07	-0.29	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Experiential learning/Field studies										Student-Centered Pedagogy
All	8.1%	10.4%	12.0%	5.1%	8.1%	9.7%	11.5%	14.3%	14.7%	
Most	13.5%	12.7%	15.2%	16.9%	12.6%	15.7%	9.6%	12.9%	14.6%	
Some	39.6%	30.9%	35.1%	33.9%	30.3%	32.4%	46.2%	31.8%	38.4%	
None	38.7%	46.0%	37.7%	44.1%	48.9%	42.3%	32.7%	41.0%	32.2%	
Total(n)	111	3,041	4,252	59	1,807	2,180	52	1,234	2,072	
Mean	1.91	1.87	2.01	1.83	1.80	1.93	2.00	2.00	2.12	
Standard deviation	0.92	0.99	1.00	0.89	0.95	0.98	0.95	1.05	1.02	
Significance	-			-			-			
Effect size	-	0.04	-0.10	-	0.03	-0.10	-	0.00	-0.12	
Teaching assistants										
All	2.7%	11.3%	2.0%	0.0%	13.0%	1.8%	5.8%	8.4%	2.3%	
Most	3.6%	12.9%	4.4%	3.4%	12.4%	5.7%	3.8%	13.7%	2.7%	
Some	21.6%	42.5%	20.6%	27.1%	43.6%	20.9%	15.4%	40.8%	20.2%	
None	72.1%	33.3%	73.0%	69.5%	31.1%	71.6%	75.0%	37.1%	74.8%	
Total(n)	111	3,039	4,252	59	1,804	2,180	52	1,235	2,072	
Mean	1.37	2.02	1.35	1.34	2.07	1.38	1.40	1.94	1.33	
Standard deviation	0.69	0.96	0.66	0.54	0.97	0.68	0.82	0.92	0.64	
Significance	-	***		-	***		-	***		
Effect size	-	-0.68	0.03	-	-0.75	-0.06	-	-0.59	0.11	
Recitals/Demonstrations										
All	9.9%	8.3%	8.7%	10.2%	7.9%	8.4%	9.6%	9.0%	9.1%	
Most	13.5%	10.1%	11.3%	15.3%	11.5%	11.9%	11.5%	7.5%	10.5%	
Some	29.7%	31.2%	26.3%	25.4%	34.1%	26.8%	34.6%	26.3%	25.7%	
None	46.8%	50.4%	53.7%	49.2%	46.4%	52.8%	44.2%	57.3%	54.7%	
Total(n)	111	3,044	4,251	59	1,807	2,179	52	1,237	2,072	
Mean	1.86	1.76	1.75	1.86	1.81	1.76	1.87	1.68	1.74	
Standard deviation	1.00	0.94	0.97	1.02	0.93	0.96	0.97	0.95	0.97	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	0.05	0.10	-	0.20	0.13	

Kenyon College	Total			Men			Women			Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
In how many of the courses that you teach do you use each of the following?											
<u>Instructional Techniques/Methods</u>											
Group projects										Student-Centered Pedagogy	
All	6.4%	11.4%	13.6%	5.1%	8.9%	11.3%	8.0%	15.5%	16.4%		
Most	18.3%	14.2%	22.9%	15.3%	14.3%	21.2%	22.0%	14.0%	25.0%		
Some	57.8%	44.6%	44.5%	55.9%	43.2%	44.7%	60.0%	46.9%	44.2%		
None	17.4%	29.9%	19.0%	23.7%	33.5%	22.8%	10.0%	23.6%	14.3%		
Total(n)	109	3,040	4,253	59	1,806	2,180	50	1,234	2,073		
Mean	2.14	2.07	2.31	2.02	1.99	2.21	2.28	2.22	2.44		
Standard deviation	0.78	0.94	0.93	0.78	0.91	0.92	0.76	0.98	0.93		
Significance	-			-			-				
Effect size	-	0.07	-0.18	-	0.03	-0.21	-	0.06	-0.17		
Extensive lecturing											
All	6.3%	18.6%	12.7%	8.5%	23.1%	16.2%	3.8%	10.7%	8.6%		
Most	21.6%	28.0%	24.9%	25.4%	29.7%	30.2%	17.3%	25.1%	18.6%		
Some	45.9%	40.0%	37.6%	45.8%	35.9%	34.8%	46.2%	47.1%	40.9%		
None	26.1%	13.4%	24.8%	20.3%	11.3%	18.8%	32.7%	17.1%	32.0%		
Total(n)	111	3,045	4,254	59	1,809	2,184	52	1,236	2,070		
Mean	2.08	2.52	2.26	2.22	2.65	2.44	1.92	2.29	2.04		
Standard deviation	0.85	0.94	0.97	0.87	0.96	0.97	0.81	0.87	0.92		
Significance	-	***		-	***		-	**			
Effect size	-	-0.47	-0.19	-	-0.45	-0.23	-	-0.43	-0.13		
Multiple drafts of written work											
All	6.3%	7.7%	11.7%	3.4%	5.7%	9.2%	9.6%	11.0%	14.8%		
Most	18.9%	14.7%	19.7%	15.3%	13.3%	19.1%	23.1%	17.2%	20.4%		
Some	55.9%	45.6%	48.8%	59.3%	45.9%	50.8%	51.9%	45.1%	46.4%		
None	18.9%	32.0%	19.7%	22.0%	35.1%	20.9%	15.4%	26.7%	18.3%		
Total(n)	111	3,037	4,255	59	1,805	2,180	52	1,232	2,075		
Mean	2.13	1.98	2.23	2.00	1.90	2.16	2.27	2.13	2.32		
Standard deviation	0.79	0.88	0.90	0.72	0.84	0.86	0.84	0.93	0.94		
Significance	-			-			-				
Effect size	-	0.17	-0.11	-	0.12	-0.19	-	0.15	-0.05		

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Student-selected topics for course content										Student-Centered Pedagogy
All	1.8%	8.0%	7.0%	1.7%	8.3%	6.1%	1.9%	7.5%	8.0%	
Most	16.2%	12.4%	15.0%	13.6%	11.5%	14.1%	19.2%	14.0%	16.1%	
Some	54.1%	47.1%	47.6%	54.2%	45.0%	44.6%	53.8%	50.8%	51.3%	
None	27.9%	32.5%	30.4%	30.5%	35.3%	35.2%	25.0%	27.7%	24.6%	
Total(n)	111	3,044	4,257	59	1,809	2,184	52	1,235	2,073	
Mean	1.92	1.96	1.99	1.86	1.93	1.91	1.98	2.01	2.08	
Standard deviation	0.72	0.88	0.86	0.71	0.89	0.85	0.73	0.85	0.85	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	-0.08	-0.06	-	-0.04	-0.12	
Reflective writing/journaling										Student-Centered Pedagogy
All	3.6%	4.9%	8.4%	3.3%	4.0%	5.8%	3.9%	6.4%	11.6%	
Most	11.7%	8.3%	12.9%	6.7%	6.5%	12.5%	17.6%	11.5%	13.3%	
Some	36.0%	27.0%	40.0%	38.3%	23.9%	36.1%	33.3%	32.2%	44.7%	
None	48.6%	59.8%	38.7%	51.7%	65.5%	45.6%	45.1%	49.9%	30.4%	
Total(n)	111	3,043	4,254	60	1,808	2,183	51	1,235	2,071	
Mean	1.70	1.58	1.91	1.62	1.49	1.78	1.80	1.74	2.06	
Standard deviation	0.82	0.84	0.92	0.76	0.79	0.87	0.87	0.90	0.95	
Significance	-		*	-			-			
Effect size	-	0.14	-0.23	-	0.16	-0.18	-	0.07	-0.27	
Community service as part of coursework										Civic Minded Practice
All	0.0%	1.0%	2.0%	0.0%	0.4%	1.5%	0.0%	2.0%	2.6%	
Most	1.8%	2.5%	4.2%	3.4%	1.6%	4.5%	0.0%	4.1%	3.9%	
Some	16.2%	14.8%	24.2%	13.6%	12.7%	20.9%	19.2%	18.5%	28.3%	
None	82.0%	81.7%	69.5%	83.1%	85.3%	73.1%	80.8%	75.3%	65.2%	
Total(n)	111	3,043	4,255	59	1,810	2,184	52	1,233	2,071	
Mean	1.20	1.23	1.39	1.20	1.17	1.34	1.19	1.33	1.44	
Standard deviation	0.44	0.54	0.66	0.48	0.45	0.64	0.40	0.65	0.69	
Significance	-		**	-			-		**	
Effect size	-	-0.06	-0.29	-	0.07	-0.22	-	-0.22	-0.36	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Electronic quizzes with immediate feedback in class										
All	0.9%	1.8%	1.6%	0.0%	1.7%	0.7%	1.9%	2.0%	2.6%	
Most	2.7%	3.6%	3.3%	3.4%	3.0%	3.1%	1.9%	4.6%	3.6%	
Some	9.0%	9.2%	11.5%	11.9%	8.3%	9.5%	5.8%	10.7%	14.0%	
None	87.4%	85.4%	83.6%	84.7%	87.0%	86.7%	90.4%	82.7%	79.8%	
Total(n)	111	3,044	4,255	59	1,810	2,182	52	1,234	2,073	
Mean	1.17	1.22	1.23	1.19	1.19	1.18	1.15	1.26	1.29	
Standard deviation	0.50	0.59	0.58	0.47	0.56	0.50	0.54	0.64	0.66	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	0.00	0.02	-	-0.17	-0.21	
Using real-life problems										
All	15.2%	23.5%	27.5%	13.3%	21.1%	25.8%	17.3%	27.7%	29.5%	
Most	23.2%	23.3%	27.9%	23.3%	24.1%	29.3%	23.1%	22.0%	26.3%	
Some	41.1%	30.9%	32.0%	40.0%	29.5%	29.8%	42.3%	33.4%	34.6%	
None	20.5%	22.2%	12.6%	23.3%	25.3%	15.1%	17.3%	16.9%	9.6%	
Total(n)	112	3,048	4,255	60	1,811	2,184	52	1,237	2,071	
Mean	2.33	2.48	2.70	2.27	2.41	2.66	2.40	2.60	2.76	
Standard deviation	0.97	1.08	1.01	0.97	1.08	1.02	0.98	1.06	0.98	
Significance	-		***	-		**	-		**	
Effect size	-	-0.14	-0.37	-	-0.13	-0.38	-	-0.19	-0.37	
Using student inquiry to drive learning										
All	18.9%	17.3%	19.8%	20.0%	14.8%	19.1%	17.6%	21.7%	20.8%	
Most	28.8%	28.1%	28.9%	23.3%	25.8%	26.3%	35.3%	32.1%	32.1%	
Some	45.0%	38.3%	41.5%	50.0%	40.1%	42.9%	39.2%	35.1%	39.8%	
None	7.2%	16.4%	9.7%	6.7%	19.4%	11.7%	7.8%	11.1%	7.3%	
Total(n)	111	3,043	4,246	60	1,808	2,183	51	1,235	2,063	
Mean	2.59	2.46	2.59	2.57	2.36	2.53	2.63	2.64	2.66	
Standard deviation	0.88	0.96	0.91	0.89	0.96	0.93	0.87	0.94	0.89	
Significance	-			-			-			
Effect size	-	0.14	0.00	-	0.22	0.04	-	-0.01	-0.03	Student-Centered Pedagogy

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Becoming an authority in my field										
Essential	21.4%	45.2%	24.2%	21.7%	49.8%	24.8%	21.2%	37.3%	23.5%	
Very important	31.3%	34.3%	36.5%	36.7%	32.1%	35.7%	25.0%	38.1%	37.5%	
Somewhat important	42.0%	15.9%	28.9%	35.0%	13.9%	28.5%	50.0%	19.5%	29.3%	
Not important	5.4%	4.5%	10.4%	6.7%	4.2%	11.0%	3.8%	5.1%	9.7%	
Total(n)	112	3,049	4,263	60	1,812	2,186	52	1,237	2,077	
Mean	2.69	3.20	2.75	2.73	3.28	2.74	2.63	3.08	2.75	
Standard deviation	0.87	0.87	0.94	0.88	0.85	0.95	0.86	0.87	0.92	
Significance	-	***		-	***		-	***		
Effect size	-	-0.59	-0.06	-	-0.65	-0.01	-	-0.52	-0.13	
Influencing the political structure										
Essential	4.5%	5.5%	4.4%	3.3%	5.0%	3.9%	5.8%	6.3%	4.9%	
Very important	9.8%	17.4%	17.0%	6.7%	15.8%	16.4%	13.5%	20.1%	17.8%	
Somewhat important	44.6%	39.2%	42.3%	48.3%	38.4%	39.7%	40.4%	40.6%	45.4%	
Not important	41.1%	37.9%	36.3%	41.7%	40.8%	40.0%	40.4%	33.0%	31.9%	
Total(n)	112	3,047	4,255	60	1,811	2,181	52	1,236	2,074	
Mean	1.78	1.90	1.89	1.72	1.85	1.84	1.85	2.00	1.96	
Standard deviation	0.80	0.87	0.84	0.74	0.86	0.83	0.87	0.89	0.83	
Significance	-			-			-			
Effect size	-	-0.14	-0.13	-	-0.15	-0.14	-	-0.17	-0.13	
Influencing social values										
Essential	14.3%	15.5%	14.8%	13.3%	12.0%	14.5%	15.4%	21.6%	15.2%	
Very important	24.1%	30.0%	35.3%	28.3%	28.0%	30.9%	19.2%	33.5%	40.7%	Civic
Somewhat important	45.5%	35.0%	34.9%	43.3%	36.7%	35.5%	48.1%	32.1%	34.1%	Minded
Not important	16.1%	19.5%	15.0%	15.0%	23.3%	19.1%	17.3%	12.9%	10.0%	Values
Total(n)	112	3,047	4,258	60	1,812	2,183	52	1,235	2,075	
Mean	2.37	2.42	2.50	2.40	2.29	2.41	2.33	2.64	2.61	Social
Standard deviation	0.92	0.97	0.92	0.91	0.95	0.96	0.94	0.96	0.86	Agency
Significance	-			-			-	*	*	
Effect size	-	-0.05	-0.14	-	0.12	-0.01	-	-0.32	-0.33	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Raising a family										
Essential	51.8%	52.6%	46.1%	58.3%	55.8%	47.7%	44.2%	47.1%	44.2%	
Very important	22.3%	23.8%	24.9%	20.0%	25.0%	26.5%	25.0%	21.8%	23.0%	
Somewhat important	8.9%	10.9%	9.3%	8.3%	9.5%	7.9%	9.6%	13.4%	11.0%	
Not important	17.0%	12.7%	19.7%	13.3%	9.7%	17.9%	21.2%	17.8%	21.8%	
Total(n)	112	3,041	4,253	60	1,811	2,184	52	1,230	2,069	
Mean	3.09	3.16	2.97	3.23	3.27	3.04	2.92	2.98	2.90	
Standard deviation	1.14	1.06	1.16	1.08	0.99	1.13	1.19	1.15	1.19	
Significance	-			-			-			
Effect size	-	-0.07	0.10	-	-0.04	0.17	-	-0.05	0.02	
Becoming very well off financially										
Essential	1.8%	3.8%	3.1%	3.3%	4.1%	3.4%	0.0%	3.2%	2.8%	
Very important	13.4%	23.3%	20.8%	15.0%	25.5%	22.9%	11.5%	19.5%	18.1%	
Somewhat important	61.6%	55.9%	56.7%	60.0%	57.2%	57.4%	63.5%	53.5%	56.0%	
Not important	23.2%	17.1%	19.4%	21.7%	13.2%	16.3%	25.0%	23.8%	23.1%	
Total(n)	112	3,047	4,258	60	1,811	2,184	52	1,236	2,074	
Mean	1.94	2.14	2.08	2.00	2.20	2.14	1.87	2.02	2.01	
Standard deviation	0.66	0.73	0.72	0.71	0.71	0.71	0.60	0.75	0.72	
Significance	-	**	*	-	*		-			
Effect size	-	-0.27	-0.19	-	-0.28	-0.20	-	-0.20	-0.19	
Helping others who are in difficulty										
Essential	26.1%	20.9%	28.1%	25.4%	18.1%	26.7%	26.9%	25.9%	29.9%	
Very important	40.5%	47.0%	45.6%	40.7%	46.2%	42.6%	40.4%	48.4%	49.1%	
Somewhat important	30.6%	29.0%	23.9%	28.8%	32.5%	27.3%	32.7%	22.9%	19.8%	
Not important	2.7%	3.1%	2.4%	5.1%	3.2%	3.5%	0.0%	2.9%	1.2%	
Total(n)	111	3,046	4,260	59	1,812	2,185	52	1,234	2,075	
Mean	2.90	2.86	2.99	2.86	2.79	2.92	2.94	2.97	3.08	
Standard deviation	0.82	0.78	0.79	0.86	0.77	0.82	0.78	0.78	0.73	
Significance	-			-			-			
Effect size	-	0.05	-0.11	-	0.09	-0.07	-	-0.04	-0.19	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Adopting 'green' practices to protect the environment										
Essential	17.0%	13.4%	18.7%	16.7%	11.4%	15.9%	17.3%	16.9%	22.1%	
Very important	39.3%	34.6%	40.0%	33.3%	32.9%	38.0%	46.2%	37.6%	42.4%	
Somewhat important	34.8%	44.3%	35.9%	38.3%	46.2%	39.2%	30.8%	41.0%	31.9%	
Not important	8.9%	7.7%	5.4%	11.7%	9.5%	6.9%	5.8%	4.5%	3.5%	
Total(n)	112	3,046	4,261	60	1,812	2,185	52	1,234	2,076	
Mean	2.64	2.54	2.72	2.55	2.46	2.63	2.75	2.67	2.83	
Standard deviation	0.87	0.82	0.83	0.91	0.82	0.83	0.81	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.12	-0.10	-	0.11	-0.10	-	0.10	-0.10	
Developing a meaningful philosophy of life										
Essential	49.5%	46.3%	52.5%	50.0%	41.7%	51.0%	49.0%	54.2%	54.2%	
Very important	29.7%	30.8%	31.2%	26.7%	31.6%	30.2%	33.3%	29.5%	32.5%	
Somewhat important	16.2%	19.2%	12.8%	18.3%	22.2%	14.2%	13.7%	14.0%	11.0%	
Not important	4.5%	3.7%	3.5%	5.0%	4.4%	4.6%	3.9%	2.3%	2.2%	
Total(n)	111	3,045	4,253	60	1,811	2,180	51	1,234	2,073	
Mean	3.24	3.20	3.33	3.22	3.11	3.28	3.27	3.35	3.39	
Standard deviation	0.89	0.87	0.83	0.92	0.90	0.87	0.85	0.81	0.77	
Significance	-			-			-			
Effect size	-	0.05	-0.11	-	0.12	-0.07	-	-0.10	-0.16	
Helping to promote racial understanding										
Essential	26.8%	30.0%	36.9%	18.3%	24.4%	30.9%	36.5%	39.9%	44.2%	Social Agency
Very important	37.5%	37.5%	37.3%	41.7%	37.3%	36.1%	32.7%	37.8%	38.8%	
Somewhat important	32.1%	27.6%	21.2%	35.0%	32.1%	26.3%	28.8%	19.9%	15.1%	
Not important	3.6%	4.8%	4.6%	5.0%	6.2%	6.8%	1.9%	2.5%	1.9%	
Total(n)	112	3,044	4,260	60	1,809	2,183	52	1,235	2,077	
Mean	2.88	2.93	3.07	2.73	2.80	2.91	3.04	3.15	3.25	
Standard deviation	0.85	0.87	0.87	0.82	0.88	0.91	0.86	0.82	0.78	
Significance	-		*	-			-			
Effect size	-	-0.06	-0.22	-	-0.08	-0.20	-	-0.13	-0.27	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Integrating spirituality into my life										
Essential	19.8%	24.8%	26.7%	18.6%	22.4%	24.2%	21.2%	28.9%	29.7%	
Very important	16.2%	17.6%	19.5%	18.6%	15.7%	20.1%	13.5%	20.8%	18.7%	
Somewhat important	36.9%	24.5%	26.0%	33.9%	24.0%	24.5%	40.4%	25.5%	27.9%	
Not important	27.0%	33.1%	27.8%	28.8%	37.9%	31.1%	25.0%	24.8%	23.7%	
Total(n)	111	3,043	4,249	59	1,808	2,177	52	1,235	2,072	
Mean	2.29	2.34	2.45	2.27	2.23	2.37	2.31	2.54	2.54	
Standard deviation	1.07	1.18	1.16	1.08	1.18	1.16	1.08	1.15	1.15	
Significance	-			-			-			
Effect size	-	-0.04	-0.14	-	0.03	-0.09	-	-0.20	-0.20	
Making a theoretical contribution to science										
Essential	5.4%	20.0%	6.2%	6.7%	23.2%	6.5%	3.8%	14.5%	5.9%	
Very important	17.9%	29.3%	20.2%	18.3%	31.3%	20.7%	17.3%	25.8%	19.6%	
Somewhat important	24.1%	22.1%	30.8%	25.0%	20.4%	32.5%	23.1%	25.1%	28.7%	
Not important	52.7%	28.5%	42.8%	50.0%	25.1%	40.3%	55.8%	34.6%	45.8%	
Total(n)	112	3,041	4,249	60	1,810	2,182	52	1,231	2,067	
Mean	1.76	2.41	1.90	1.82	2.53	1.94	1.69	2.20	1.86	
Standard deviation	0.93	1.10	0.93	0.97	1.10	0.93	0.90	1.07	0.93	
Significance	-	***		-	***		-	***		
Effect size	-	-0.59	-0.15	-	-0.65	-0.13	-	-0.48	-0.18	
Participating in a community action program										
Essential	4.5%	4.9%	6.1%	6.7%	3.3%	4.3%	1.9%	7.6%	8.3%	Social Agency
Very important	19.6%	19.3%	22.5%	15.0%	16.8%	21.1%	25.0%	23.6%	24.2%	
Somewhat important	46.4%	44.3%	45.6%	45.0%	45.7%	43.7%	48.1%	41.9%	47.8%	
Not important	29.5%	31.6%	25.8%	33.3%	34.3%	30.9%	25.0%	26.9%	19.7%	
Total(n)	112	3,038	4,250	60	1,808	2,182	52	1,230	2,068	
Mean	1.99	1.97	2.09	1.95	1.89	1.99	2.04	2.12	2.21	
Standard deviation	0.82	0.84	0.85	0.87	0.79	0.83	0.77	0.89	0.85	
Significance	-			-			-			
Effect size	-	0.02	-0.12	-	0.08	-0.05	-	-0.09	-0.20	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Keeping up to date with political affairs										Social Agency
Essential	15.2%	20.5%	21.8%	18.3%	19.2%	23.8%	11.5%	22.7%	19.4%	
Very important	33.9%	40.5%	38.7%	33.3%	41.0%	39.0%	34.6%	39.7%	38.3%	
Somewhat important	44.6%	32.2%	32.3%	41.7%	32.9%	29.9%	48.1%	30.9%	35.2%	
Not important	6.3%	6.8%	7.2%	6.7%	6.9%	7.3%	5.8%	6.7%	7.1%	
Total(n)	112	3,045	4,259	60	1,811	2,185	52	1,234	2,074	
Mean	2.58	2.75	2.75	2.63	2.72	2.79	2.52	2.78	2.70	
Standard deviation	0.82	0.86	0.88	0.86	0.85	0.89	0.78	0.87	0.86	
Significance	-	*	*	-	-	-	-	*	-	
Effect size	-	-0.20	-0.19	-	-0.11	-0.18	-	-0.30	-0.21	
Becoming a community leader										Social Agency
Essential	3.6%	4.6%	3.7%	5.0%	4.5%	3.2%	2.0%	4.7%	4.2%	
Very important	10.8%	8.8%	16.4%	6.7%	7.2%	17.5%	15.7%	11.4%	15.0%	
Somewhat important	49.5%	37.6%	41.2%	53.3%	37.9%	40.0%	45.1%	37.3%	42.7%	
Not important	36.0%	49.0%	38.8%	35.0%	50.4%	39.2%	37.3%	46.6%	38.2%	
Total(n)	111	3,044	4,251	60	1,811	2,183	51	1,233	2,068	
Mean	1.82	1.69	1.85	1.82	1.66	1.85	1.82	1.74	1.85	
Standard deviation	0.77	0.82	0.82	0.77	0.80	0.82	0.77	0.84	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.16	-0.04	-	0.20	-0.04	-	0.10	-0.04	
Mentoring the next generation of scholars										
Essential	25.9%	43.7%	34.8%	20.0%	40.4%	29.9%	32.7%	49.3%	40.7%	
Very important	42.0%	41.4%	39.0%	43.3%	44.2%	39.7%	40.4%	36.5%	38.3%	
Somewhat important	26.8%	13.7%	22.0%	28.3%	14.0%	25.3%	25.0%	13.1%	17.9%	
Not important	5.4%	1.3%	4.2%	8.3%	1.4%	5.2%	1.9%	1.1%	3.1%	
Total(n)	112	3,046	4,260	60	1,811	2,186	52	1,235	2,074	
Mean	2.88	3.27	3.04	2.75	3.24	2.94	3.04	3.34	3.17	
Standard deviation	0.86	0.74	0.86	0.88	0.74	0.87	0.82	0.74	0.83	
Significance	-	***	-	-	***	-	-	**	-	
Effect size	-	-0.53	-0.19	-	-0.66	-0.22	-	-0.41	-0.16	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	95.5%	91.4%	89.7%	95.0%	89.7%	86.8%	96.2%	94.2%	93.2%	
Very important	4.5%	8.3%	9.2%	5.0%	9.7%	11.2%	3.8%	5.8%	6.6%	
Somewhat important	0.0%	0.3%	0.4%	0.0%	0.5%	0.6%	0.0%	0.1%	0.2%	
Not important	0.0%	0.0%	0.7%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	
Total(n)	112	3,048	4,263	60	1,810	2,188	52	1,238	2,075	
Mean	3.96	3.91	3.88	3.95	3.89	3.83	3.96	3.94	3.93	
Standard deviation	0.21	0.30	0.40	0.22	0.33	0.48	0.19	0.24	0.26	
Significance	-		*	-			-			
Effect size	-	0.17	0.20	-	0.18	0.25	-	0.08	0.12	
Prepare students for employment after college										
Essential	23.4%	28.1%	33.7%	22.0%	26.5%	27.9%	25.0%	30.7%	40.8%	
Very important	43.2%	43.6%	43.6%	49.2%	43.7%	45.4%	36.5%	43.4%	41.3%	
Somewhat important	30.6%	23.4%	19.9%	25.4%	24.0%	22.6%	36.5%	22.3%	16.7%	
Not important	2.7%	5.0%	2.8%	3.4%	5.8%	4.1%	1.9%	3.5%	1.2%	
Total(n)	111	3,045	4,256	59	1,808	2,183	52	1,237	2,073	
Mean	2.87	2.95	3.08	2.90	2.91	2.97	2.85	3.01	3.22	
Standard deviation	0.80	0.84	0.80	0.78	0.85	0.82	0.83	0.82	0.76	
Significance	-		**	-			-		***	
Effect size	-	-0.10	-0.26	-	-0.01	-0.09	-	-0.20	-0.49	
Prepare students for graduate or advanced education										
Essential	18.8%	24.9%	27.1%	20.0%	22.8%	24.1%	17.3%	28.7%	30.8%	
Very important	48.2%	52.3%	50.2%	50.0%	54.3%	51.1%	46.2%	48.7%	49.0%	
Somewhat important	32.1%	22.0%	21.2%	28.3%	21.9%	22.5%	36.5%	22.2%	19.6%	
Not important	0.9%	0.8%	1.5%	1.7%	1.0%	2.3%	0.0%	0.5%	0.6%	
Total(n)	112	3,046	4,262	60	1,810	2,188	52	1,236	2,074	
Mean	2.85	3.01	3.03	2.88	2.99	2.97	2.81	3.05	3.10	
Standard deviation	0.73	0.71	0.74	0.74	0.70	0.75	0.72	0.72	0.72	
Significance	-	*	*	-			-	*	**	
Effect size	-	-0.23	-0.24	-	-0.16	-0.12	-	-0.33	-0.40	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										Undergrad Education Goal: Personal Development
Essential	25.9%	29.8%	32.3%	26.7%	25.6%	29.4%	25.0%	37.1%	35.8%	
Very important	42.9%	34.4%	40.2%	41.7%	35.1%	40.4%	44.2%	33.0%	40.0%	
Somewhat important	25.9%	28.6%	23.3%	21.7%	30.5%	24.8%	30.8%	25.4%	21.5%	
Not important	5.4%	7.2%	4.2%	10.0%	8.8%	5.5%	0.0%	4.4%	2.7%	
Total(n)	112	3,043	4,255	60	1,808	2,187	52	1,235	2,068	
Mean	2.89	2.87	3.01	2.85	2.77	2.94	2.94	3.03	3.09	
Standard deviation	0.85	0.92	0.85	0.94	0.93	0.87	0.75	0.90	0.82	
Significance	-			-			-			
Effect size	-	0.02	-0.14	-	0.09	-0.10	-	-0.10	-0.18	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	11.6%	14.7%	18.4%	13.3%	11.6%	13.9%	9.6%	20.2%	23.8%	
Very important	35.7%	30.9%	36.3%	40.0%	29.7%	35.4%	30.8%	33.0%	37.4%	
Somewhat important	44.6%	42.6%	37.8%	36.7%	45.4%	41.8%	53.8%	37.7%	33.0%	
Not important	8.0%	11.8%	7.4%	10.0%	13.4%	8.8%	5.8%	9.2%	5.7%	
Total(n)	112	3,045	4,255	60	1,809	2,184	52	1,236	2,071	
Mean	2.51	2.49	2.66	2.57	2.40	2.55	2.44	2.64	2.79	
Standard deviation	0.81	0.88	0.86	0.85	0.86	0.84	0.75	0.90	0.87	
Significance	-			-			-		**	
Effect size	-	0.02	-0.17	-	0.20	0.02	-	-0.22	-0.40	
Teach students the classic works of Western civilization										
Essential	10.7%	10.2%	10.2%	8.3%	10.7%	11.6%	13.5%	9.5%	8.6%	
Very important	25.0%	19.6%	20.1%	36.7%	20.6%	22.2%	11.5%	18.0%	17.7%	
Somewhat important	38.4%	37.1%	44.6%	35.0%	36.1%	42.9%	42.3%	38.8%	46.7%	
Not important	25.9%	33.1%	25.0%	20.0%	32.7%	23.3%	32.7%	33.7%	27.0%	
Total(n)	112	3,040	4,253	60	1,804	2,182	52	1,236	2,071	
Mean	2.21	2.07	2.16	2.33	2.09	2.22	2.06	2.03	2.08	
Standard deviation	0.95	0.97	0.91	0.90	0.98	0.93	1.00	0.95	0.89	
Significance	-			-			-			
Effect size	-	0.14	0.05	-	0.24	0.12	-	0.03	-0.02	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										Undergrad Education Goal: Personal Development
Essential	25.2%	25.6%	28.5%	28.3%	22.1%	24.0%	21.6%	31.7%	33.9%	
Very important	41.4%	36.8%	41.0%	41.7%	35.9%	41.1%	41.2%	38.4%	40.9%	
Somewhat important	29.7%	29.0%	26.4%	26.7%	32.8%	30.1%	33.3%	22.6%	22.0%	
Not important	3.6%	8.5%	4.1%	3.3%	9.2%	4.9%	3.9%	7.3%	3.2%	
Total(n)	111	3,043	4,256	60	1,808	2,183	51	1,235	2,073	
Mean	2.88	2.80	2.94	2.95	2.71	2.84	2.80	2.95	3.05	
Standard deviation	0.83	0.92	0.84	0.83	0.91	0.84	0.83	0.91	0.83	
Significance	-			-	*		-		*	
Effect size	-	0.09	-0.07	-	0.26	0.13	-	-0.16	-0.30	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	28.6%	28.3%	35.4%	30.0%	23.5%	30.7%	26.9%	36.6%	41.1%	
Very important	39.3%	37.8%	41.8%	40.0%	38.9%	44.4%	38.5%	35.8%	38.6%	
Somewhat important	29.5%	27.5%	19.5%	28.3%	30.9%	20.7%	30.8%	21.8%	18.0%	
Not important	2.7%	6.3%	3.3%	1.7%	6.7%	4.1%	3.8%	5.8%	2.4%	
Total(n)	112	3,040	4,259	60	1,804	2,184	52	1,236	2,075	
Mean	2.94	2.88	3.09	2.98	2.79	3.02	2.88	3.03	3.18	
Standard deviation	0.83	0.89	0.82	0.81	0.88	0.82	0.86	0.90	0.81	
Significance	-			-			-		**	
Effect size	-	0.07	-0.18	-	0.22	-0.05	-	-0.17	-0.37	
Instill in students a commitment to community service										Civic Minded Values
Essential	9.8%	9.3%	15.4%	11.7%	6.1%	12.2%	7.7%	14.9%	19.3%	
Very important	27.7%	28.4%	31.4%	26.7%	28.3%	28.2%	28.8%	28.7%	35.3%	
Somewhat important	48.2%	44.2%	40.1%	45.0%	44.8%	42.6%	51.9%	43.0%	37.1%	
Not important	14.3%	18.1%	13.0%	16.7%	20.8%	17.0%	11.5%	13.3%	8.2%	
Total(n)	112	3,043	4,257	60	1,807	2,185	52	1,236	2,072	
Mean	2.33	2.29	2.49	2.33	2.20	2.36	2.33	2.45	2.66	
Standard deviation	0.84	0.87	0.90	0.90	0.83	0.90	0.79	0.90	0.88	
Significance	-			-			-		**	
Effect size	-	0.05	-0.18	-	0.16	-0.03	-	-0.13	-0.38	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	33.0%	31.2%	40.1%	23.3%	22.8%	32.8%	44.2%	45.8%	48.9%	
Very important	35.7%	33.6%	35.4%	33.3%	34.6%	34.8%	38.5%	31.9%	36.1%	
Somewhat important	25.9%	29.7%	19.8%	35.0%	35.2%	25.5%	15.4%	20.3%	13.0%	
Not important	5.4%	5.4%	4.8%	8.3%	7.4%	7.0%	1.9%	2.1%	2.0%	
Total(n)	112	3,042	4,256	60	1,808	2,182	52	1,234	2,074	
Mean	2.96	2.91	3.11	2.72	2.73	2.93	3.25	3.21	3.32	
Standard deviation	0.90	0.90	0.88	0.92	0.90	0.93	0.79	0.84	0.77	
Significance	-			-			-			
Effect size	-	0.06	-0.17	-	-0.01	-0.23	-	0.05	-0.09	
Help master knowledge in a discipline										
Essential	54.5%	58.6%	54.6%	56.7%	58.7%	49.7%	51.9%	58.5%	60.5%	
Very important	39.3%	35.5%	37.6%	35.0%	35.4%	41.3%	44.2%	35.8%	33.2%	
Somewhat important	6.3%	5.8%	7.4%	8.3%	5.9%	8.6%	3.8%	5.6%	6.0%	
Not important	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.1%	0.2%	
Total(n)	112	3,044	4,261	60	1,809	2,186	52	1,235	2,075	
Mean	3.48	3.53	3.46	3.48	3.53	3.40	3.48	3.53	3.54	
Standard deviation	0.61	0.61	0.65	0.65	0.61	0.66	0.58	0.61	0.62	
Significance	-			-			-			
Effect size	-	-0.08	0.03	-	-0.08	0.12	-	-0.08	-0.10	
Develop creative capacities										
Essential	40.5%	40.3%	37.3%	37.3%	41.0%	34.8%	44.2%	39.1%	40.4%	
Very important	41.4%	41.9%	42.2%	40.7%	42.6%	43.8%	42.3%	40.8%	40.3%	
Somewhat important	18.0%	15.8%	18.0%	22.0%	14.6%	18.5%	13.5%	17.8%	17.4%	
Not important	0.0%	2.0%	2.5%	0.0%	1.8%	2.9%	0.0%	2.3%	2.0%	
Total(n)	111	3,043	4,256	59	1,810	2,182	52	1,233	2,074	
Mean	3.23	3.21	3.14	3.15	3.23	3.11	3.31	3.17	3.19	
Standard deviation	0.73	0.77	0.79	0.76	0.76	0.80	0.70	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.03	0.11	-	-0.11	0.05	-	0.18	0.15	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Instill a basic appreciation of the liberal arts										
Essential	55.9%	28.8%	40.1%	60.0%	25.9%	38.7%	51.0%	33.9%	41.8%	
Very important	35.1%	35.6%	38.4%	26.7%	35.9%	38.7%	45.1%	35.3%	37.9%	
Somewhat important	7.2%	29.0%	19.0%	13.3%	32.2%	20.0%	0.0%	23.4%	17.7%	
Not important	1.8%	6.6%	2.5%	0.0%	6.1%	2.5%	3.9%	7.4%	2.5%	
Total(n)	111	3,038	4,258	60	1,805	2,184	51	1,233	2,074	
Mean	3.45	2.87	3.16	3.47	2.82	3.14	3.43	2.96	3.19	
Standard deviation	0.71	0.91	0.82	0.72	0.89	0.82	0.70	0.93	0.81	
Significance	-	***	***	-	***	**	-	***	*	
Effect size	-	0.64	0.35	-	0.73	0.40	-	0.51	0.30	
Promote ability to write effectively										
Essential	76.8%	56.1%	64.9%	73.3%	50.0%	59.2%	80.8%	66.8%	71.9%	
Very important	20.5%	34.1%	29.8%	25.0%	38.9%	33.6%	15.4%	25.9%	25.1%	
Somewhat important	2.7%	9.2%	4.9%	1.7%	10.3%	6.7%	3.8%	7.2%	2.7%	
Not important	0.0%	0.5%	0.4%	0.0%	0.7%	0.5%	0.0%	0.2%	0.3%	
Total(n)	112	3,046	4,258	60	1,810	2,185	52	1,236	2,073	
Mean	3.74	3.46	3.59	3.72	3.38	3.52	3.77	3.59	3.69	
Standard deviation	0.50	0.68	0.60	0.49	0.70	0.64	0.51	0.63	0.54	
Significance	-	***	**	-	***	*	-	*		
Effect size	-	0.41	0.25	-	0.49	0.31	-	0.29	0.15	
Help students evaluate the quality and reliability of information										
Essential	68.8%	61.9%	63.9%	63.3%	55.7%	57.8%	75.0%	72.7%	71.3%	
Very important	31.3%	33.9%	31.6%	36.7%	39.6%	36.0%	25.0%	24.1%	26.4%	
Somewhat important	0.0%	3.8%	4.2%	0.0%	4.2%	6.0%	0.0%	3.2%	2.0%	
Not important	0.0%	0.4%	0.3%	0.0%	0.5%	0.3%	0.0%	0.1%	0.3%	
Total(n)	112	3,043	4,261	60	1,809	2,186	52	1,234	2,075	
Mean	3.69	3.57	3.59	3.63	3.50	3.51	3.75	3.69	3.69	
Standard deviation	0.47	0.59	0.59	0.49	0.60	0.62	0.44	0.53	0.52	
Significance	-	*		-			-			
Effect size	-	0.20	0.17	-	0.22	0.19	-	0.11	0.12	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Engage students in civil discourse around controversial issues										
Essential	35.7%	27.5%	34.7%	36.7%	22.7%	29.9%	34.6%	35.9%	40.4%	
Very important	44.6%	37.2%	38.5%	38.3%	35.3%	38.9%	51.9%	40.5%	38.0%	
Somewhat important	17.9%	25.2%	19.3%	21.7%	29.8%	21.8%	13.5%	17.3%	16.3%	
Not important	1.8%	10.0%	7.5%	3.3%	12.2%	9.3%	0.0%	6.3%	5.3%	
Total(n)	112	3,042	4,254	60	1,808	2,182	52	1,234	2,072	
Mean	3.14	2.82	3.00	3.08	2.68	2.89	3.21	3.06	3.14	
Standard deviation	0.77	0.95	0.92	0.85	0.96	0.94	0.67	0.88	0.87	
Significance	-	***		-	**		-			
Effect size	-	0.34	0.15	-	0.42	0.20	-	0.17	0.08	
Teach students tolerance and respect for different beliefs										
Essential	50.9%	40.7%	49.5%	45.0%	32.8%	40.6%	57.7%	54.3%	60.1%	
Very important	32.1%	32.1%	35.1%	33.3%	34.0%	38.4%	30.8%	28.9%	31.1%	
Somewhat important	15.2%	22.6%	12.5%	18.3%	27.7%	16.3%	11.5%	13.8%	7.8%	
Not important	1.8%	4.6%	2.9%	3.3%	5.5%	4.6%	0.0%	3.1%	0.9%	
Total(n)	112	3,042	4,259	60	1,807	2,184	52	1,235	2,075	
Mean	3.32	3.09	3.31	3.20	2.94	3.15	3.46	3.34	3.51	
Standard deviation	0.80	0.90	0.80	0.86	0.91	0.86	0.70	0.83	0.68	
Significance	-	**		-	*		-			
Effect size	-	0.26	0.01	-	0.29	0.06	-	0.14	-0.07	
Encourage students to become agents of social change										
Essential	21.4%	18.6%	25.5%	15.0%	13.0%	18.5%	28.8%	28.3%	33.9%	
Very important	25.0%	28.6%	32.3%	25.0%	25.1%	30.8%	25.0%	34.8%	34.2%	
Somewhat important	35.7%	33.8%	31.0%	33.3%	39.3%	35.5%	38.5%	24.3%	25.6%	
Not important	17.9%	19.0%	11.1%	26.7%	22.6%	15.2%	7.7%	12.6%	6.3%	
Total(n)	112	3,039	4,254	60	1,806	2,181	52	1,233	2,073	
Mean	2.50	2.47	2.72	2.28	2.28	2.53	2.75	2.79	2.96	
Standard deviation	1.02	1.00	0.97	1.03	0.96	0.96	0.97	0.99	0.92	
Significance	-		*	-		*	-			
Effect size	-	0.03	-0.23	-	0.00	-0.26	-	-0.04	-0.23	Civic Minded Values

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	8.9%	8.4%	5.8%	6.7%	7.9%	6.0%	11.5%	9.3%	5.7%	
1-4	7.1%	23.5%	9.9%	3.3%	26.1%	10.8%	11.5%	19.0%	8.9%	
5-8	50.0%	44.0%	30.2%	50.0%	45.5%	29.9%	50.0%	41.3%	30.5%	
9-12	26.8%	16.5%	36.2%	33.3%	14.0%	35.2%	19.2%	20.8%	37.5%	
13-16	4.5%	4.6%	12.1%	5.0%	3.6%	12.0%	3.8%	6.3%	12.1%	
17-20	1.8%	2.0%	3.4%	1.7%	1.6%	3.3%	1.9%	2.6%	3.5%	
21-34	0.9%	0.9%	2.1%	0.0%	1.0%	2.6%	1.9%	0.6%	1.6%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	112	3,045	4,248	60	1,809	2,178	52	1,236	2,070	
Mean	3.20	2.95	3.59	3.32	2.89	3.58	3.06	3.07	3.59	
Standard deviation	1.07	1.12	1.24	0.95	1.09	1.28	1.19	1.17	1.21	
Significance	-	*	***	-	**		-		**	
Effect size	-	0.22	-0.31	-	0.39	-0.20	-	-0.01	-0.44	
Preparing for teaching (including reading student papers and grading)										
None	8.1%	7.2%	5.2%	6.8%	7.3%	5.4%	9.6%	7.2%	5.0%	
1-4	2.7%	13.5%	8.2%	1.7%	13.4%	9.4%	3.8%	13.5%	6.6%	
5-8	7.2%	30.5%	20.3%	8.5%	33.6%	20.9%	5.8%	25.1%	19.5%	
9-12	22.5%	20.4%	19.7%	25.4%	21.6%	22.3%	19.2%	18.4%	16.6%	
13-16	21.6%	12.8%	16.1%	22.0%	12.5%	16.9%	21.2%	13.5%	15.1%	
17-20	19.8%	8.3%	15.5%	15.3%	7.1%	12.3%	25.0%	10.3%	19.2%	
21-34	12.6%	5.5%	10.8%	15.3%	4.2%	9.5%	9.6%	7.8%	12.4%	
35-44	5.4%	1.7%	3.1%	5.1%	0.3%	2.3%	5.8%	3.9%	4.1%	
45+	0.0%	0.1%	1.2%	0.0%	0.1%	0.9%	0.0%	0.2%	1.5%	
Total(n)	111	3,034	4,240	59	1,801	2,173	52	1,233	2,067	
Mean	4.84	3.74	4.45	4.86	3.59	4.28	4.81	4.01	4.67	
Standard deviation	1.80	1.64	1.83	1.76	1.49	1.76	1.87	1.84	1.88	
Significance	-	***	*	-	***	*	-	**		
Effect size	-	0.67	0.21	-	0.85	0.33	-	0.43	0.07	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	4.5%	2.8%	5.0%	5.0%	2.5%	6.3%	3.8%	3.3%	3.5%	
1-4	50.9%	58.2%	54.4%	45.0%	57.0%	56.8%	57.7%	60.3%	51.5%	
5-8	27.7%	26.0%	30.6%	33.3%	27.8%	28.5%	21.2%	22.8%	33.1%	
9-12	14.3%	8.8%	6.6%	15.0%	7.9%	6.0%	13.5%	10.5%	7.4%	
13-16	2.7%	3.2%	1.6%	1.7%	4.2%	0.7%	3.8%	1.3%	2.7%	
17-20	0.0%	0.8%	0.7%	0.0%	0.5%	0.5%	0.0%	1.4%	0.9%	
21-34	0.0%	0.2%	1.0%	0.0%	0.2%	1.1%	0.0%	0.2%	0.8%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	112	3,046	4,250	60	1,810	2,179	52	1,236	2,071	
Mean	2.60	2.55	2.52	2.63	2.57	2.44	2.56	2.52	2.61	
Standard deviation	0.88	0.91	0.95	0.86	0.90	0.91	0.92	0.92	0.98	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.07	0.21	-	0.04	-0.05	
Committee work and meetings										
None	10.7%	7.9%	8.1%	11.7%	8.1%	9.5%	9.6%	7.7%	6.4%	
1-4	62.5%	60.6%	59.9%	65.0%	62.5%	60.9%	59.6%	57.4%	58.7%	
5-8	19.6%	23.1%	22.1%	15.0%	22.3%	20.3%	25.0%	24.4%	24.1%	
9-12	4.5%	5.7%	6.3%	6.7%	5.1%	6.4%	1.9%	6.6%	6.1%	
13-16	2.7%	1.5%	2.0%	1.7%	0.8%	1.3%	3.8%	2.6%	2.9%	
17-20	0.0%	0.8%	1.1%	0.0%	0.9%	0.9%	0.0%	0.7%	1.4%	
21-34	0.0%	0.4%	0.4%	0.0%	0.3%	0.6%	0.0%	0.5%	0.3%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	112	3,038	4,247	60	1,805	2,179	52	1,233	2,068	
Mean	2.26	2.36	2.40	2.22	2.32	2.34	2.31	2.43	2.46	
Standard deviation	0.81	0.88	0.94	0.80	0.84	0.93	0.83	0.94	0.96	
Significance	-			-			-			
Effect size	-	-0.11	-0.15	-	-0.12	-0.13	-	-0.13	-0.16	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other administration										
None	34.5%	28.4%	29.3%	24.1%	31.2%	30.6%	46.2%	23.5%	27.7%	
1-4	45.5%	43.0%	43.0%	58.6%	39.5%	42.8%	30.8%	49.1%	43.2%	
5-8	13.6%	14.2%	13.9%	12.1%	15.5%	13.0%	15.4%	11.9%	14.9%	
9-12	4.5%	6.2%	6.4%	3.4%	4.5%	5.9%	5.8%	9.1%	7.0%	
13-16	1.8%	3.7%	3.2%	1.7%	4.5%	2.8%	1.9%	2.3%	3.6%	
17-20	0.0%	2.3%	2.3%	0.0%	2.4%	2.6%	0.0%	2.2%	1.9%	
21-34	0.0%	1.6%	1.1%	0.0%	1.7%	1.2%	0.0%	1.5%	0.9%	
35-44	0.0%	0.3%	0.5%	0.0%	0.4%	0.4%	0.0%	0.3%	0.6%	
45+	0.0%	0.2%	0.4%	0.0%	0.2%	0.6%	0.0%	0.1%	0.2%	
Total(n)	110	3,037	4,235	58	1,807	2,169	52	1,230	2,066	
Mean	1.94	2.30	2.27	2.00	2.29	2.26	1.87	2.32	2.29	
Standard deviation	0.91	1.38	1.38	0.82	1.42	1.42	1.01	1.30	1.34	
Significance	-	**	*	-			-	*	*	
Effect size	-	-0.26	-0.24	-	-0.20	-0.18	-	-0.35	-0.31	
Research and scholarly writing										
None	7.1%	7.3%	16.0%	6.7%	4.7%	14.2%	7.7%	11.7%	18.2%	
1-4	35.7%	16.3%	40.6%	33.3%	14.2%	37.1%	38.5%	20.1%	44.8%	
5-8	29.5%	16.2%	21.2%	38.3%	17.0%	23.4%	19.2%	14.7%	18.6%	
9-12	13.4%	17.3%	9.3%	11.7%	19.1%	10.5%	15.4%	14.3%	7.8%	
13-16	2.7%	10.3%	3.7%	0.0%	8.2%	3.7%	5.8%	13.9%	3.6%	
17-20	4.5%	9.8%	3.7%	3.3%	9.8%	4.9%	5.8%	9.8%	2.3%	
21-34	2.7%	12.5%	2.4%	3.3%	15.3%	2.7%	1.9%	7.7%	2.1%	
35-44	2.7%	6.5%	1.9%	1.7%	7.7%	2.3%	3.8%	4.3%	1.4%	
45+	1.8%	3.9%	1.2%	1.7%	4.1%	1.2%	1.9%	3.5%	1.2%	
Total(n)	112	3,038	4,248	60	1,809	2,180	52	1,229	2,068	
Mean	3.17	4.42	2.82	3.07	4.65	2.97	3.29	4.01	2.63	
Standard deviation	1.74	2.22	1.70	1.61	2.20	1.75	1.88	2.19	1.61	
Significance	-	***	*	-	***		-	*	**	
Effect size	-	-0.56	0.21	-	-0.72	0.06	-	-0.33	0.41	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	52.3%	62.9%	58.6%	50.0%	63.9%	55.3%	54.9%	61.2%	62.5%	
1-4	31.2%	22.9%	27.1%	31.0%	22.4%	28.2%	31.4%	23.7%	25.8%	
5-8	11.9%	7.5%	7.3%	10.3%	7.2%	8.2%	13.7%	7.9%	6.3%	
9-12	2.8%	3.6%	2.7%	5.2%	3.5%	3.1%	0.0%	3.6%	2.3%	
13-16	0.0%	1.5%	1.1%	0.0%	1.3%	1.4%	0.0%	2.0%	0.7%	
17-20	1.8%	0.6%	2.0%	3.4%	0.6%	2.2%	0.0%	0.7%	1.6%	
21-34	0.0%	0.3%	0.5%	0.0%	0.4%	0.6%	0.0%	0.2%	0.3%	
35-44	0.0%	0.2%	0.2%	0.0%	0.1%	0.4%	0.0%	0.5%	0.0%	
45+	0.0%	0.5%	0.5%	0.0%	0.6%	0.5%	0.0%	0.1%	0.5%	
Total(n)	109	3,028	4,229	58	1,801	2,167	51	1,227	2,062	
Mean	1.72	1.65	1.73	1.84	1.63	1.81	1.59	1.68	1.62	
Standard deviation	0.99	1.16	1.24	1.17	1.17	1.32	0.73	1.15	1.13	
Significance	-			-			-			
Effect size	-	0.06	-0.01	-	0.18	0.02	-	-0.08	-0.03	
Consultation with clients/patients										
None	93.7%	86.4%	85.4%	91.7%	85.8%	84.8%	96.1%	87.4%	86.1%	
1-4	2.7%	9.5%	9.5%	5.0%	9.8%	10.1%	0.0%	8.9%	8.7%	
5-8	2.7%	1.9%	3.4%	3.3%	2.2%	3.5%	2.0%	1.3%	3.2%	
9-12	0.9%	1.1%	1.2%	0.0%	1.1%	1.2%	2.0%	1.2%	1.1%	
13-16	0.0%	0.4%	0.2%	0.0%	0.3%	0.1%	0.0%	0.5%	0.4%	
17-20	0.0%	0.5%	0.1%	0.0%	0.4%	0.0%	0.0%	0.5%	0.3%	
21-34	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	
35-44	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	111	3,042	4,237	60	1,807	2,176	51	1,235	2,061	
Mean	1.11	1.22	1.23	1.12	1.23	1.23	1.10	1.21	1.23	
Standard deviation	0.45	0.72	0.66	0.42	0.74	0.64	0.50	0.69	0.69	
Significance	-			-			-			
Effect size	-	-0.15	-0.18	-	-0.15	-0.17	-	-0.16	-0.19	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Community or public service										Civic Minded Practice
None	54.1%	55.1%	47.9%	48.3%	56.2%	51.6%	60.8%	53.1%	43.5%	
1-4	44.1%	37.8%	43.2%	48.3%	36.0%	37.7%	39.2%	40.9%	49.9%	
5-8	1.8%	4.7%	6.8%	3.3%	5.1%	8.4%	0.0%	4.1%	4.8%	
9-12	0.0%	1.6%	1.3%	0.0%	1.6%	1.2%	0.0%	1.4%	1.5%	
13-16	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.3%	0.2%	
17-20	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.2%	0.1%	
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
Total(n)	111	3,041	4,238	60	1,808	2,175	51	1,233	2,063	
Mean	1.48	1.56	1.65	1.55	1.57	1.64	1.39	1.56	1.66	
Standard deviation	0.54	0.80	0.79	0.57	0.85	0.85	0.49	0.70	0.72	
Significance	-		*	-			-		**	
Effect size	-	-0.10	-0.22	-	-0.02	-0.11	-	-0.24	-0.38	
Outside consulting/freelance work										
None	79.3%	69.2%	76.5%	80.0%	67.0%	75.4%	78.4%	73.0%	78.0%	
1-4	17.1%	22.7%	18.1%	18.3%	24.7%	18.0%	15.7%	19.2%	18.3%	
5-8	1.8%	5.4%	3.4%	0.0%	5.9%	4.4%	3.9%	4.6%	2.2%	
9-12	0.9%	1.5%	1.1%	0.0%	0.8%	1.4%	2.0%	2.7%	0.9%	
13-16	0.0%	0.7%	0.3%	0.0%	0.9%	0.2%	0.0%	0.3%	0.4%	
17-20	0.9%	0.2%	0.2%	1.7%	0.3%	0.3%	0.0%	0.0%	0.1%	
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Total(n)	111	3,041	4,230	60	1,809	2,174	51	1,232	2,056	
Mean	1.28	1.44	1.32	1.27	1.47	1.36	1.29	1.39	1.28	
Standard deviation	0.69	0.84	0.73	0.73	0.88	0.79	0.64	0.76	0.65	
Significance	-	*		-			-			
Effect size	-	-0.19	-0.05	-	-0.23	-0.11	-	-0.13	0.02	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Household/childcare duties										
None	5.4%	10.6%	7.3%	8.3%	13.6%	8.4%	2.0%	5.4%	5.9%	
1-4	16.2%	16.5%	18.2%	13.3%	15.0%	19.2%	19.6%	19.2%	17.1%	
5-8	25.2%	23.2%	25.1%	28.3%	25.4%	23.6%	21.6%	19.4%	26.8%	
9-12	18.0%	15.3%	16.3%	18.3%	15.6%	17.5%	17.6%	14.9%	15.0%	
13-16	9.0%	10.0%	8.7%	11.7%	8.7%	9.7%	5.9%	12.3%	7.5%	
17-20	10.8%	9.0%	8.8%	3.3%	8.4%	10.0%	19.6%	10.0%	7.4%	
21-34	6.3%	6.3%	6.9%	6.7%	6.0%	6.1%	5.9%	6.7%	7.8%	
35-44	4.5%	5.2%	3.4%	5.0%	4.4%	2.4%	3.9%	6.6%	4.6%	
45+	4.5%	3.8%	5.3%	5.0%	2.8%	3.2%	3.9%	5.4%	7.9%	
Total(n)	111	3,036	4,238	60	1,806	2,174	51	1,230	2,064	
Mean	4.16	3.98	4.04	4.03	3.79	3.86	4.31	4.32	4.25	
Standard deviation	2.08	2.16	2.14	2.13	2.10	1.99	2.03	2.21	2.28	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.11	0.09	-	0.00	0.03	
Commuting to campus										
None	23.4%	5.4%	14.1%	20.0%	5.5%	13.8%	27.5%	5.1%	14.5%	
1-4	66.7%	51.5%	51.1%	66.7%	54.0%	56.7%	66.7%	47.1%	44.5%	
5-8	2.7%	29.4%	25.5%	5.0%	28.2%	21.6%	0.0%	31.4%	30.1%	
9-12	7.2%	11.4%	7.2%	8.3%	10.1%	6.2%	5.9%	13.7%	8.4%	
13-16	0.0%	1.8%	1.6%	0.0%	1.9%	1.3%	0.0%	1.4%	2.0%	
17-20	0.0%	0.5%	0.3%	0.0%	0.2%	0.4%	0.0%	1.0%	0.2%	
21-34	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
Total(n)	111	3,042	4,243	60	1,807	2,179	51	1,235	2,064	
Mean	1.94	2.55	2.33	2.02	2.50	2.26	1.84	2.63	2.41	
Standard deviation	0.74	0.89	0.90	0.77	0.85	0.85	0.70	0.94	0.96	
Significance	-	***	***	-	***	*	-	***	***	
Effect size	-	-0.69	-0.43	-	-0.56	-0.28	-	-0.84	-0.59	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	94.6%	91.7%	89.1%	91.7%	92.8%	89.1%	98.0%	89.8%	89.0%	
1-4	3.6%	3.9%	6.0%	5.0%	3.4%	6.4%	2.0%	4.9%	5.6%	
5-8	0.0%	2.2%	1.7%	0.0%	2.5%	1.6%	0.0%	1.5%	1.8%	
9-12	0.0%	1.1%	0.8%	0.0%	0.6%	0.9%	0.0%	1.9%	0.7%	
13-16	0.9%	0.2%	1.1%	1.7%	0.0%	1.1%	0.0%	0.6%	1.0%	
17-20	0.9%	0.3%	0.3%	1.7%	0.1%	0.4%	0.0%	0.8%	0.2%	
21-34	0.0%	0.3%	0.4%	0.0%	0.4%	0.1%	0.0%	0.0%	0.8%	
35-44	0.0%	0.2%	0.4%	0.0%	0.0%	0.2%	0.0%	0.5%	0.7%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Total(n)	111	3,037	4,233	60	1,805	2,174	51	1,232	2,059	
Mean	1.12	1.18	1.24	1.20	1.15	1.22	1.02	1.23	1.27	
Standard deviation	0.63	0.77	0.90	0.84	0.70	0.80	0.14	0.88	1.01	
Significance	-			-			-			
Effect size	-	-0.08	-0.13	-	0.07	-0.03	-	-0.24	-0.25	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	1.8%	3.8%	12.4%	0.0%	2.9%	12.3%	3.8%	5.2%	12.5%	
No	98.2%	96.2%	87.6%	100.0%	97.1%	87.7%	96.2%	94.8%	87.5%	
Total(n)	112	3,050	4,260	60	1,811	2,184	52	1,239	2,076	
Are you a U.S. citizen?										
Yes	92.0%	91.1%	92.5%	91.7%	90.6%	92.0%	92.3%	92.0%	93.0%	
No	8.0%	8.9%	7.5%	8.3%	9.4%	8.0%	7.7%	8.0%	7.0%	
Total(n)	112	3,050	4,256	60	1,812	2,182	52	1,238	2,074	
Do you plan to retire within the next three years?										
Yes	5.4%	7.9%	8.9%	6.7%	7.9%	9.0%	3.8%	7.9%	8.6%	
No	94.6%	92.1%	91.1%	93.3%	92.1%	91.0%	96.2%	92.1%	91.4%	
Total(n)	112	3,046	4,256	60	1,807	2,180	52	1,239	2,076	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	20.5%	29.0%	32.4%	25.0%	26.0%	29.6%	15.4%	34.1%	35.8%	
No	79.5%	71.0%	67.6%	75.0%	74.0%	70.4%	84.6%	65.9%	64.2%	
Total(n)	112	3,046	4,256	60	1,808	2,181	52	1,238	2,075	
Have you been sexually harassed at this institution?										
Yes	4.5%	4.1%	5.3%	1.7%	1.5%	2.7%	7.7%	8.5%	8.4%	
No	95.5%	95.9%	94.7%	98.3%	98.5%	97.3%	92.3%	91.5%	91.6%	
Total(n)	112	3,046	4,257	60	1,810	2,182	52	1,236	2,075	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	5.4%	8.1%	11.4%	1.7%	5.5%	6.0%	9.6%	12.6%	17.8%	
No	94.6%	91.9%	88.6%	98.3%	94.5%	94.0%	90.4%	87.4%	82.2%	
Total(n)	112	3,048	4,259	60	1,811	2,183	52	1,237	2,076	
Have you ever received an award for outstanding teaching?										
Yes	42.9%	40.1%	38.2%	43.3%	42.3%	39.2%	42.3%	36.2%	37.1%	
No	57.1%	59.9%	61.8%	56.7%	57.7%	60.8%	57.7%	63.8%	62.9%	
Total(n)	112	3,050	4,260	60	1,811	2,184	52	1,239	2,076	
Is (or was) your spouse/partner an academic?										
Yes	38.4%	33.8%	34.1%	38.3%	31.4%	34.9%	38.5%	37.8%	33.0%	
No	61.6%	66.2%	65.9%	61.7%	68.6%	65.1%	61.5%	62.2%	67.0%	
Total(n)	112	3,036	4,242	60	1,804	2,179	52	1,232	2,063	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered early retirement?										
Yes	16.1%	17.1%	19.0%	18.3%	17.3%	19.9%	13.5%	16.8%	18.0%	
No	83.9%	82.9%	81.0%	81.7%	82.7%	80.1%	86.5%	83.2%	82.0%	
Total(n)	112	3,050	4,263	60	1,811	2,186	52	1,239	2,077	
Considered leaving academe for another job?										
Yes	28.6%	27.3%	33.4%	25.0%	24.0%	29.6%	32.7%	33.1%	38.0%	
No	71.4%	72.7%	66.6%	75.0%	76.0%	70.4%	67.3%	66.9%	62.0%	
Total(n)	112	3,048	4,261	60	1,811	2,185	52	1,237	2,076	
Considered leaving this institution for another?										
Yes	41.1%	47.4%	45.0%	31.7%	45.5%	44.0%	51.9%	50.7%	46.3%	
No	58.9%	52.6%	55.0%	68.3%	54.5%	56.0%	48.1%	49.3%	53.7%	
Total(n)	112	3,049	4,260	60	1,811	2,184	52	1,238	2,076	
Changed academic institutions?										
Yes	14.3%	16.4%	15.8%	13.3%	15.4%	15.2%	15.4%	18.1%	16.6%	
No	85.7%	83.6%	84.2%	86.7%	84.6%	84.8%	84.6%	81.9%	83.4%	
Total(n)	112	3,048	4,259	60	1,811	2,184	52	1,237	2,075	
Engaged in paid consulting outside of your institution?										
Yes	27.7%	43.1%	29.5%	21.7%	46.7%	28.7%	34.6%	36.8%	30.4%	
No	72.3%	56.9%	70.5%	78.3%	53.3%	71.3%	65.4%	63.2%	69.6%	
Total(n)	112	3,047	4,260	60	1,811	2,184	52	1,236	2,076	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	43.8%	55.4%	50.9%	40.0%	59.1%	50.2%	48.1%	49.0%	51.7%	
No	56.3%	44.6%	49.1%	60.0%	40.9%	49.8%	51.9%	51.0%	48.3%	
Total(n)	112	3,048	4,259	60	1,811	2,183	52	1,237	2,076	
Received at least one firm job offer?										
Yes	24.1%	26.1%	23.5%	26.7%	27.1%	21.3%	21.2%	24.5%	26.2%	
No	75.9%	73.9%	76.5%	73.3%	72.9%	78.7%	78.8%	75.5%	73.8%	
Total(n)	112	3,049	4,258	60	1,811	2,183	52	1,238	2,075	
Requested/sought an early promotion?										
Yes	1.8%	8.0%	6.3%	3.3%	9.7%	6.6%	0.0%	5.2%	5.9%	
No	98.2%	92.0%	93.7%	96.7%	90.3%	93.4%	100.0%	94.8%	94.1%	
Total(n)	112	3,047	4,260	60	1,810	2,184	52	1,237	2,076	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	45.5%	46.5%	38.6%	55.0%	49.1%	39.1%	34.6%	42.0%	38.0%	
Probably yes	37.5%	30.6%	32.3%	31.7%	30.8%	30.9%	44.2%	30.3%	34.1%	
Not sure	12.5%	12.3%	16.6%	8.3%	11.0%	16.8%	17.3%	14.6%	16.3%	
Probably no	3.6%	6.4%	6.9%	3.3%	5.9%	6.8%	3.8%	7.3%	7.1%	
Definitely no	0.9%	4.1%	5.6%	1.7%	3.2%	6.5%	0.0%	5.8%	4.5%	
Total(n)	112	3,045	4,258	60	1,808	2,186	52	1,237	2,072	
Mean	4.23	4.09	3.91	4.35	4.17	3.89	4.10	3.95	3.94	
Standard deviation	0.87	1.10	1.15	0.90	1.05	1.18	0.82	1.17	1.11	
Significance	-		**	-		**	-			
Effect size	-	0.13	0.28	-	0.17	0.39	-	0.13	0.14	
Still want to be a college professor?										
Definitely yes	60.7%	61.8%	61.7%	71.7%	64.5%	63.5%	48.1%	57.1%	59.4%	
Probably yes	29.5%	26.4%	26.9%	18.3%	24.2%	26.0%	42.3%	30.3%	28.0%	
Not sure	8.0%	8.7%	7.7%	10.0%	7.9%	6.7%	5.8%	9.9%	8.8%	
Probably no	1.8%	2.2%	3.3%	0.0%	2.3%	3.5%	3.8%	1.9%	3.0%	
Definitely no	0.0%	0.9%	0.5%	0.0%	1.1%	0.3%	0.0%	0.7%	0.8%	
Total(n)	112	3,045	4,258	60	1,808	2,184	52	1,237	2,074	
Mean	4.49	4.46	4.46	4.62	4.49	4.49	4.35	4.41	4.42	
Standard deviation	0.72	0.81	0.81	0.67	0.82	0.80	0.76	0.80	0.83	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.16	0.16	-	-0.08	-0.08	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
It is easy for students to see faculty outside of regular office hours										
Very descriptive	92.9%	48.5%	74.0%	88.3%	47.1%	73.0%	98.1%	50.8%	75.2%	
Somewhat descriptive	7.1%	44.0%	22.9%	11.7%	46.0%	24.2%	1.9%	40.6%	21.3%	
Not descriptive	0.0%	7.5%	3.2%	0.0%	6.8%	2.8%	0.0%	8.7%	3.6%	
Total(n)	112	3,050	4,263	60	1,812	2,188	52	1,238	2,075	
Mean	2.93	2.41	2.71	2.88	2.40	2.70	2.98	2.42	2.72	
Standard deviation	0.26	0.63	0.52	0.32	0.61	0.52	0.14	0.65	0.52	
Significance	-	***	***	-	***	**	-	***	***	
Effect size	-	0.83	0.42	-	0.79	0.35	-	0.86	0.50	
The faculty are typically at odds with campus administration										
Very descriptive	1.8%	15.3%	20.2%	0.0%	12.9%	19.3%	3.9%	19.4%	21.2%	
Somewhat descriptive	31.5%	43.6%	53.4%	36.7%	43.1%	53.6%	25.5%	44.5%	53.1%	
Not descriptive	66.7%	41.1%	26.5%	63.3%	44.0%	27.1%	70.6%	36.1%	25.7%	
Total(n)	111	3,039	4,254	60	1,806	2,184	51	1,233	2,070	
Mean	1.35	1.74	1.94	1.37	1.69	1.92	1.33	1.83	1.96	
Standard deviation	0.52	0.71	0.68	0.49	0.69	0.68	0.55	0.73	0.68	
Significance	-	**	***	-	***	***	-	***	***	
Effect size	-	-0.55	-0.87	-	-0.46	-0.81	-	-0.68	-0.93	
Faculty here respect each other										
Very descriptive	71.4%	54.1%	50.7%	71.7%	55.2%	51.2%	71.2%	52.4%	50.1%	
Somewhat descriptive	27.7%	39.4%	43.5%	26.7%	38.8%	43.0%	28.8%	40.4%	44.2%	
Not descriptive	0.9%	6.5%	5.8%	1.7%	6.0%	5.9%	0.0%	7.3%	5.8%	
Total(n)	112	3,047	4,262	60	1,810	2,188	52	1,237	2,074	
Mean	2.71	2.48	2.45	2.70	2.49	2.45	2.71	2.45	2.44	
Standard deviation	0.48	0.62	0.60	0.50	0.61	0.60	0.46	0.63	0.60	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	0.37	0.43	-	0.34	0.42	-	0.41	0.45	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Most students are treated like "numbers in a book"										
Very descriptive	0.0%	4.0%	3.4%	0.0%	3.5%	4.6%	0.0%	4.8%	2.0%	
Somewhat descriptive	0.0%	15.4%	8.1%	0.0%	15.9%	8.3%	0.0%	14.4%	7.8%	
Not descriptive	100.0%	80.7%	88.5%	100.0%	80.6%	87.1%	100.0%	80.8%	90.3%	
Total(n)	112	3,046	4,262	60	1,809	2,188	52	1,237	2,074	
Mean	1.00	1.23	1.15	1.00	1.23	1.17	1.00	1.24	1.12	
Standard deviation	0.00	0.51	0.44	0.00	0.50	0.49	0.00	0.53	0.38	
Significance	-	***	***	-	***	**	-	**	*	
Effect size	-	-0.45	-0.34	-	-0.46	-0.35	-	-0.45	-0.32	
Faculty are rewarded for being good teachers										
Very descriptive	54.5%	13.8%	25.7%	65.0%	14.3%	26.7%	42.3%	13.0%	24.6%	
Somewhat descriptive	41.1%	56.4%	52.8%	30.0%	59.9%	52.5%	53.8%	50.5%	53.1%	
Not descriptive	4.5%	29.7%	21.5%	5.0%	25.8%	20.8%	3.8%	36.5%	22.3%	
Total(n)	112	3,045	4,259	60	1,810	2,186	52	1,235	2,073	
Mean	2.50	1.84	2.04	2.60	1.88	2.06	2.38	1.76	2.02	
Standard deviation	0.59	0.64	0.69	0.59	0.62	0.69	0.57	0.66	0.68	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	1.03	0.67	-	1.16	0.78	-	0.94	0.53	
There is respect for the expression of diverse values and beliefs										
Very descriptive	49.1%	43.1%	41.3%	53.3%	44.5%	44.4%	44.2%	40.6%	37.6%	
Somewhat descriptive	48.2%	47.9%	50.2%	43.3%	47.2%	46.7%	53.8%	49.0%	54.4%	
Not descriptive	2.7%	9.1%	8.5%	3.3%	8.3%	9.0%	1.9%	10.4%	8.0%	
Total(n)	112	3,042	4,257	60	1,807	2,185	52	1,235	2,072	
Mean	2.46	2.34	2.33	2.50	2.36	2.35	2.42	2.30	2.30	
Standard deviation	0.55	0.64	0.63	0.57	0.63	0.64	0.54	0.65	0.61	
Significance	-		*	-			-			
Effect size	-	0.19	0.21	-	0.22	0.23	-	0.18	0.20	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Faculty are rewarded for their efforts to use instructional technology										
Very descriptive	13.5%	14.3%	13.8%	16.7%	11.7%	13.6%	9.8%	19.0%	14.0%	
Somewhat descriptive	58.6%	51.1%	47.4%	58.3%	52.6%	49.5%	58.8%	48.4%	44.8%	
Not descriptive	27.9%	34.6%	38.9%	25.0%	35.7%	36.9%	31.4%	32.6%	41.2%	
Total(n)	111	3,033	4,246	60	1,801	2,181	51	1,232	2,065	
Mean	1.86	1.80	1.75	1.92	1.76	1.77	1.78	1.86	1.73	
Standard deviation	0.63	0.67	0.68	0.65	0.64	0.67	0.61	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.09	0.16	-	0.25	0.22	-	-0.11	0.07	
Administrators consider faculty concerns when making policy										
Very descriptive	36.0%	15.6%	20.1%	46.7%	15.9%	22.6%	23.5%	15.2%	17.1%	
Somewhat descriptive	53.2%	55.5%	54.3%	45.0%	59.3%	52.7%	62.7%	49.0%	56.2%	
Not descriptive	10.8%	28.8%	25.7%	8.3%	24.8%	24.8%	13.7%	35.8%	26.8%	
Total(n)	111	3,044	4,257	60	1,808	2,188	51	1,236	2,069	
Mean	2.25	1.87	1.94	2.38	1.91	1.98	2.10	1.79	1.90	
Standard deviation	0.64	0.65	0.67	0.64	0.63	0.69	0.61	0.68	0.65	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	0.58	0.46	-	0.75	0.58	-	0.46	0.31	
The administration is open about its policies										
Very descriptive	32.4%	13.7%	18.3%	36.7%	13.8%	19.8%	27.5%	13.6%	16.6%	
Somewhat descriptive	50.5%	50.9%	52.4%	48.3%	52.8%	52.4%	52.9%	47.6%	52.5%	
Not descriptive	17.1%	35.3%	29.2%	15.0%	33.3%	27.8%	19.6%	38.8%	30.9%	
Total(n)	111	3,045	4,258	60	1,809	2,186	51	1,236	2,072	
Mean	2.15	1.78	1.89	2.22	1.81	1.92	2.08	1.75	1.86	
Standard deviation	0.69	0.67	0.68	0.69	0.66	0.69	0.69	0.68	0.67	
Significance	-	***	***	-	***	***	-	***	*	
Effect size	-	0.55	0.38	-	0.62	0.43	-	0.49	0.33	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	21.4%	18.3%	22.2%	20.0%	14.5%	18.7%	23.1%	24.9%	26.4%	
Somewhat	63.4%	54.4%	56.1%	65.0%	56.6%	57.1%	61.5%	50.7%	55.0%	
Not at all	15.2%	27.3%	21.6%	15.0%	28.9%	24.2%	15.4%	24.4%	18.7%	
Total(n)	112	2,980	4,212	60	1,767	2,156	52	1,213	2,056	
Mean	2.06	1.91	2.01	2.05	1.86	1.95	2.08	2.00	2.08	
Standard deviation	0.60	0.67	0.66	0.59	0.64	0.65	0.62	0.70	0.67	
Significance	-	*		-	*		-			
Effect size	-	0.22	0.08	-	0.30	0.15	-	0.11	0.00	
Child care										
Extensive	17.9%	18.6%	22.3%	16.2%	13.3%	17.9%	20.0%	30.0%	28.2%	
Somewhat	44.8%	40.2%	40.3%	40.5%	41.8%	42.1%	50.0%	36.7%	37.9%	
Not at all	37.3%	41.3%	37.4%	43.2%	44.9%	40.0%	30.0%	33.3%	33.8%	
Total(n)	67	2,028	2,661	37	1,286	1,460	30	742	1,201	
Mean	1.81	1.77	1.85	1.73	1.68	1.78	1.90	1.97	1.94	
Standard deviation	0.72	0.74	0.76	0.73	0.69	0.73	0.71	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.05	-0.05	-	0.07	-0.07	-	-0.09	-0.05	
Care of elderly parent										
Extensive	17.6%	16.9%	12.1%	17.5%	13.6%	8.5%	17.6%	23.4%	17.1%	
Somewhat	24.3%	36.0%	35.6%	22.5%	35.1%	34.7%	26.5%	37.8%	36.8%	
Not at all	58.1%	47.2%	52.3%	60.0%	51.3%	56.8%	55.9%	38.8%	46.0%	
Total(n)	74	2,083	2,857	40	1,284	1,516	34	799	1,341	
Mean	1.59	1.70	1.60	1.58	1.62	1.52	1.62	1.85	1.71	
Standard deviation	0.77	0.74	0.69	0.78	0.71	0.65	0.78	0.77	0.74	
Significance	-			-			-			
Effect size	-	-0.15	-0.01	-	-0.06	0.09	-	-0.30	-0.12	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
My physical health										
Extensive	8.3%	6.9%	8.7%	5.3%	7.2%	6.5%	11.8%	6.2%	11.3%	
Somewhat	45.4%	47.6%	46.4%	42.1%	43.6%	45.9%	49.0%	54.6%	47.0%	
Not at all	46.3%	45.5%	44.9%	52.6%	49.1%	47.5%	39.2%	39.2%	41.7%	
Total(n)	108	2,923	4,097	57	1,750	2,111	51	1,173	1,986	
Mean	1.62	1.61	1.64	1.53	1.58	1.59	1.73	1.67	1.70	
Standard deviation	0.64	0.61	0.64	0.60	0.62	0.61	0.67	0.59	0.66	
Significance	-			-			-			
Effect size	-	0.02	-0.03	-	-0.08	-0.10	-	0.10	0.05	
Health of spouse/partner										
Extensive	7.3%	7.1%	6.6%	9.8%	6.8%	6.4%	4.4%	7.8%	6.8%	
Somewhat	33.3%	33.8%	34.4%	35.3%	35.7%	35.2%	31.1%	29.8%	33.3%	
Not at all	59.4%	59.1%	59.0%	54.9%	57.5%	58.4%	64.4%	62.4%	59.9%	
Total(n)	96	2,614	3,624	51	1,655	1,950	45	959	1,674	
Mean	1.48	1.48	1.48	1.55	1.49	1.48	1.40	1.45	1.47	
Standard deviation	0.63	0.63	0.62	0.67	0.62	0.62	0.58	0.64	0.62	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.10	0.11	-	-0.08	-0.11	
Review/promotion process										
Extensive	15.8%	22.0%	19.1%	18.9%	17.8%	17.2%	11.9%	29.2%	21.6%	
Somewhat	46.3%	32.4%	37.2%	41.5%	28.5%	32.9%	52.4%	39.2%	42.8%	
Not at all	37.9%	45.7%	43.7%	39.6%	53.7%	50.0%	35.7%	31.6%	35.7%	
Total(n)	95	2,669	3,668	53	1,600	1,917	42	1,069	1,751	
Mean	1.78	1.76	1.75	1.79	1.64	1.67	1.76	1.98	1.86	
Standard deviation	0.70	0.79	0.75	0.74	0.77	0.75	0.66	0.78	0.74	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	0.19	0.16	-	-0.28	-0.14	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	6.3%	6.0%	7.6%	4.0%	2.2%	7.5%	8.7%	12.1%	7.7%	
Somewhat	18.8%	21.3%	21.8%	8.0%	13.4%	13.5%	30.4%	34.1%	31.9%	
Not at all	75.0%	72.7%	70.7%	88.0%	84.4%	79.1%	60.9%	53.8%	60.4%	
Total(n)	96	2,729	3,833	50	1,614	1,949	46	1,115	1,884	
Mean	1.31	1.33	1.37	1.16	1.18	1.28	1.48	1.58	1.47	
Standard deviation	0.59	0.58	0.62	0.47	0.44	0.59	0.66	0.70	0.63	
Significance	-			-			-			
Effect size	-	-0.03	-0.10	-	-0.05	-0.20	-	-0.14	0.02	
Personal finances										
Extensive	17.1%	16.4%	19.6%	20.3%	13.7%	17.1%	13.5%	21.0%	22.6%	
Somewhat	47.7%	42.1%	48.9%	37.3%	41.9%	51.4%	59.6%	42.6%	45.8%	
Not at all	35.1%	41.5%	31.6%	42.4%	44.4%	31.5%	26.9%	36.4%	31.6%	
Total(n)	111	2,970	4,178	59	1,770	2,144	52	1,200	2,034	
Mean	1.82	1.75	1.88	1.78	1.69	1.86	1.87	1.85	1.91	
Standard deviation	0.70	0.72	0.70	0.77	0.70	0.68	0.63	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.10	-0.09	-	0.13	-0.12	-	0.03	-0.05	
Committee work										
Extensive	11.5%	9.7%	13.4%	15.8%	8.0%	11.9%	6.4%	12.8%	15.3%	
Somewhat	48.1%	46.2%	52.1%	45.6%	43.4%	51.0%	51.1%	51.1%	53.5%	
Not at all	40.4%	44.0%	34.4%	38.6%	48.5%	37.1%	42.6%	36.1%	31.2%	
Total(n)	104	2,925	4,096	57	1,741	2,117	47	1,184	1,979	
Mean	1.71	1.66	1.79	1.77	1.59	1.75	1.64	1.77	1.84	
Standard deviation	0.66	0.65	0.66	0.71	0.63	0.65	0.61	0.66	0.66	
Significance	-			-	*		-		*	
Effect size	-	0.08	-0.12	-	0.29	0.03	-	-0.20	-0.30	Career Related Stress

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	6.4%	8.3%	9.4%	8.6%	7.3%	8.2%	3.9%	10.1%	11.0%	
Somewhat	31.2%	42.4%	44.6%	32.8%	42.0%	42.9%	29.4%	43.2%	46.7%	
Not at all	62.4%	49.2%	45.9%	58.6%	50.7%	48.9%	66.7%	46.7%	42.3%	
Total(n)	109	3,002	4,202	58	1,790	2,159	51	1,212	2,043	
Mean	1.44	1.59	1.64	1.50	1.57	1.59	1.37	1.63	1.69	
Standard deviation	0.62	0.64	0.65	0.66	0.63	0.64	0.56	0.66	0.66	
Significance	-	*	**	-			-	**	***	
Effect size	-	-0.23	-0.31	-	-0.11	-0.14	-	-0.39	-0.48	
Colleagues										
Extensive	14.3%	12.2%	14.1%	15.0%	9.3%	12.0%	13.5%	17.3%	16.6%	
Somewhat	58.0%	45.8%	50.0%	58.3%	45.0%	47.7%	57.7%	47.3%	52.8%	
Not at all	27.7%	41.9%	35.9%	26.7%	45.7%	40.3%	28.8%	35.5%	30.6%	
Total(n)	112	3,031	4,244	60	1,801	2,179	52	1,230	2,065	
Mean	1.87	1.70	1.78	1.88	1.64	1.72	1.85	1.82	1.86	
Standard deviation	0.64	0.67	0.67	0.64	0.65	0.67	0.64	0.70	0.67	
Significance	-	**		-	**		-			
Effect size	-	0.25	0.13	-	0.37	0.24	-	0.04	-0.01	
Students										
Extensive	3.6%	6.2%	5.9%	3.3%	4.4%	5.3%	4.0%	9.3%	6.8%	
Somewhat	70.9%	46.9%	60.0%	70.0%	42.6%	59.8%	72.0%	54.3%	60.3%	
Not at all	25.5%	46.9%	34.0%	26.7%	53.0%	34.9%	24.0%	36.3%	32.9%	
Total(n)	110	3,028	4,239	60	1,799	2,177	50	1,229	2,062	
Mean	1.78	1.59	1.72	1.77	1.51	1.70	1.80	1.73	1.74	
Standard deviation	0.50	0.60	0.57	0.50	0.58	0.56	0.49	0.62	0.57	
Significance	-	**		-	***		-			
Effect size	-	0.32	0.11	-	0.45	0.13	-	0.11	0.11	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										
Extensive	17.3%	28.1%	15.5%	18.3%	25.4%	12.4%	16.0%	33.1%	19.3%	Career Related Stress
Somewhat	50.9%	49.6%	50.8%	43.3%	50.8%	51.1%	60.0%	47.4%	50.5%	
Not at all	31.8%	22.3%	33.7%	38.3%	23.8%	36.5%	24.0%	19.5%	30.2%	
Total(n)	110	2,904	4,134	60	1,750	2,143	50	1,154	1,991	
Mean	1.85	2.06	1.82	1.80	2.02	1.76	1.92	2.14	1.89	
Standard deviation	0.69	0.71	0.68	0.73	0.70	0.66	0.63	0.71	0.69	
Significance	-	**		-	*		-	*		
Effect size	-	-0.30	0.04	-	-0.31	0.06	-	-0.31	0.04	
Institutional procedures and "red tape"										
Extensive	4.5%	18.0%	16.3%	1.7%	17.7%	17.0%	7.7%	18.6%	15.6%	Career Related Stress
Somewhat	45.5%	48.8%	45.7%	45.0%	49.4%	45.7%	46.2%	47.6%	45.7%	
Not at all	50.0%	33.2%	37.9%	53.3%	32.9%	37.3%	46.2%	33.8%	38.7%	
Total(n)	112	2,996	4,207	60	1,791	2,169	52	1,205	2,038	
Mean	1.54	1.85	1.78	1.48	1.85	1.80	1.62	1.85	1.77	
Standard deviation	0.58	0.70	0.70	0.54	0.69	0.71	0.63	0.71	0.70	
Significance	-	***	***	-	***	***	-	*		
Effect size	-	-0.44	-0.34	-	-0.54	-0.45	-	-0.32	-0.21	
Teaching load										
Extensive	8.9%	11.6%	21.1%	10.0%	8.1%	17.7%	7.7%	17.6%	25.0%	Career Related Stress
Somewhat	42.0%	38.9%	43.8%	38.3%	40.4%	44.2%	46.2%	36.3%	43.3%	
Not at all	49.1%	49.5%	35.2%	51.7%	51.5%	38.1%	46.2%	46.1%	31.7%	
Total(n)	112	3,022	4,222	60	1,798	2,167	52	1,224	2,055	
Mean	1.60	1.62	1.86	1.58	1.57	1.80	1.62	1.71	1.93	
Standard deviation	0.65	0.68	0.74	0.67	0.64	0.72	0.63	0.75	0.75	
Significance	-		***	-		*	-		**	
Effect size	-	-0.03	-0.35	-	0.02	-0.31	-	-0.12	-0.41	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Children's problems										
Extensive	9.2%	10.5%	9.3%	7.0%	8.6%	7.5%	12.1%	14.8%	11.8%	
Somewhat	43.4%	38.3%	40.5%	48.8%	36.6%	40.6%	36.4%	42.0%	40.5%	
Not at all	47.4%	51.2%	50.2%	44.2%	54.9%	51.9%	51.5%	43.2%	47.7%	
Total(n)	76	2,244	2,913	43	1,440	1,626	33	804	1,287	
Mean	1.62	1.59	1.59	1.63	1.54	1.56	1.61	1.72	1.64	
Standard deviation	0.65	0.67	0.65	0.62	0.65	0.63	0.70	0.71	0.68	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.14	0.11	-	-0.15	-0.04	
Friction with spouse/partner										
Extensive	6.5%	6.5%	6.8%	8.0%	5.3%	5.6%	4.7%	9.0%	8.6%	
Somewhat	29.0%	26.4%	27.6%	32.0%	27.5%	26.6%	25.6%	24.3%	28.9%	
Not at all	64.5%	67.0%	65.5%	60.0%	67.2%	67.8%	69.8%	66.7%	62.5%	
Total(n)	93	2,606	3,637	50	1,661	1,964	43	945	1,673	
Mean	1.42	1.40	1.41	1.48	1.38	1.38	1.35	1.42	1.46	
Standard deviation	0.61	0.61	0.62	0.65	0.58	0.59	0.57	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	0.17	0.17	-	-0.11	-0.17	
Lack of personal time										
Extensive	33.0%	33.2%	34.3%	25.0%	29.7%	27.5%	42.3%	39.4%	42.4%	
Somewhat	53.6%	49.9%	49.2%	58.3%	50.1%	50.8%	48.1%	49.5%	47.3%	
Not at all	13.4%	16.9%	16.5%	16.7%	20.2%	21.7%	9.6%	11.1%	10.3%	
Total(n)	112	3,036	4,253	60	1,802	2,180	52	1,234	2,073	
Mean	2.20	2.16	2.18	2.08	2.09	2.06	2.33	2.28	2.32	
Standard deviation	0.66	0.69	0.69	0.65	0.70	0.70	0.65	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	-0.01	0.03	-	0.08	0.02	Career Related Stress

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Keeping up with information technology										
Extensive	4.5%	4.6%	7.4%	1.7%	4.2%	7.0%	8.0%	5.4%	8.0%	
Somewhat	45.5%	43.0%	42.9%	46.7%	42.9%	40.6%	44.0%	43.2%	45.6%	
Not at all	50.0%	52.4%	49.7%	51.7%	53.0%	52.4%	48.0%	51.4%	46.4%	
Total(n)	110	3,020	4,221	60	1,793	2,172	50	1,227	2,049	
Mean	1.55	1.52	1.58	1.50	1.51	1.55	1.60	1.54	1.62	
Standard deviation	0.58	0.58	0.63	0.54	0.58	0.62	0.64	0.60	0.63	
Significance	-			-			-			
Effect size	-	0.05	-0.05	-	-0.02	-0.08	-	0.10	-0.03	
Job security										
Extensive	12.0%	10.5%	11.0%	8.6%	8.1%	10.3%	16.0%	14.6%	11.8%	
Somewhat	16.7%	19.5%	30.6%	17.2%	16.8%	30.4%	16.0%	24.2%	30.9%	
Not at all	71.3%	70.0%	58.4%	74.1%	75.1%	59.3%	68.0%	61.2%	57.4%	
Total(n)	108	2,994	4,177	58	1,787	2,152	50	1,207	2,025	
Mean	1.41	1.40	1.53	1.34	1.33	1.51	1.48	1.53	1.54	
Standard deviation	0.70	0.67	0.69	0.64	0.62	0.68	0.76	0.74	0.70	
Significance	-			-			-			
Effect size	-	0.01	-0.17	-	0.02	-0.25	-	-0.07	-0.09	
Being part of a dual career couple										
Extensive	22.5%	13.3%	11.9%	21.7%	9.4%	9.5%	23.3%	20.8%	15.0%	
Somewhat	39.3%	36.5%	39.5%	34.8%	34.1%	37.5%	44.2%	41.2%	42.0%	
Not at all	38.2%	50.2%	48.6%	43.5%	56.6%	53.0%	32.6%	38.0%	42.9%	
Total(n)	89	2,440	3,522	46	1,486	1,866	43	954	1,656	
Mean	1.84	1.63	1.63	1.78	1.53	1.57	1.91	1.83	1.72	
Standard deviation	0.77	0.71	0.69	0.79	0.66	0.66	0.75	0.75	0.71	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.30	0.30	-	0.38	0.32	-	0.11	0.27	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Working with underprepared students										
Extensive	3.6%	11.1%	19.0%	1.7%	9.7%	15.9%	5.9%	13.6%	22.8%	
Somewhat	46.8%	47.0%	55.1%	58.3%	45.5%	54.9%	33.3%	49.7%	55.3%	
Not at all	49.5%	41.9%	25.9%	40.0%	44.8%	29.2%	60.8%	36.8%	21.8%	
Total(n)	111	3,011	4,224	60	1,792	2,174	51	1,219	2,050	
Mean	1.54	1.69	1.93	1.62	1.65	1.87	1.45	1.77	2.01	
Standard deviation	0.57	0.66	0.67	0.52	0.65	0.66	0.61	0.67	0.67	
Significance	-	*	***	-		**	-	***	***	
Effect size	-	-0.23	-0.58	-	-0.05	-0.38	-	-0.48	-0.84	
Self-imposed high expectations										
Extensive	35.7%	34.4%	27.3%	33.3%	30.1%	23.8%	38.5%	41.9%	31.5%	
Somewhat	57.1%	51.7%	57.0%	56.7%	52.1%	57.1%	57.7%	51.0%	57.0%	
Not at all	7.1%	13.9%	15.6%	10.0%	17.8%	19.1%	3.8%	7.1%	11.5%	
Total(n)	112	3,026	4,231	60	1,799	2,174	52	1,227	2,057	
Mean	2.29	2.21	2.12	2.23	2.12	2.05	2.35	2.35	2.20	
Standard deviation	0.59	0.66	0.64	0.62	0.68	0.65	0.56	0.61	0.62	
Significance	-		**	-		*	-			
Effect size	-	0.12	0.27	-	0.16	0.28	-	0.00	0.24	
Change in work responsibilities										
Extensive	8.6%	7.3%	12.7%	3.5%	4.1%	10.4%	14.6%	12.9%	15.8%	
Somewhat	27.6%	36.3%	38.1%	28.1%	32.3%	35.0%	27.1%	43.4%	42.1%	
Not at all	63.8%	56.4%	49.1%	68.4%	63.7%	54.6%	58.3%	43.7%	42.1%	
Total(n)	105	2,896	4,007	57	1,735	2,089	48	1,161	1,918	
Mean	1.45	1.51	1.64	1.35	1.40	1.56	1.56	1.69	1.74	
Standard deviation	0.65	0.63	0.70	0.55	0.57	0.67	0.74	0.69	0.71	
Significance	-		**	-		*	-			
Effect size	-	-0.10	-0.27	-	-0.09	-0.31	-	-0.19	-0.25	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional budget cuts										
Extensive	4.8%	10.3%	17.8%	5.3%	8.0%	15.4%	4.2%	14.2%	20.6%	
Somewhat	39.0%	36.9%	49.7%	40.4%	35.2%	48.9%	37.5%	40.0%	50.8%	
Not at all	56.2%	52.8%	32.5%	54.4%	56.8%	35.7%	58.3%	45.9%	28.6%	
Total(n)	105	2,932	4,159	57	1,759	2,145	48	1,173	2,014	
Mean	1.49	1.57	1.85	1.51	1.51	1.80	1.46	1.68	1.92	
Standard deviation	0.59	0.67	0.69	0.60	0.64	0.69	0.58	0.71	0.70	
Significance	-		***	-		**	-	*	***	
Effect size	-	-0.12	-0.52	-	0.00	-0.42	-	-0.31	-0.66	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	14.3%	13.1%	10.7%	13.3%	15.3%	12.9%	15.4%	9.2%	8.1%	Job Satisfaction: Compensation
Satisfied	43.8%	45.3%	39.2%	40.0%	47.0%	39.8%	48.1%	42.5%	38.6%	
Marginally satisfied	23.2%	23.4%	29.1%	25.0%	21.3%	28.5%	21.2%	27.1%	29.8%	
Not satisfied	18.8%	18.2%	21.0%	21.7%	16.4%	18.8%	15.4%	21.2%	23.6%	
Total(n)	112	3,037	4,261	60	1,811	2,188	52	1,226	2,073	
Mean	2.54	2.53	2.40	2.45	2.61	2.47	2.63	2.40	2.31	
Standard deviation	0.96	0.93	0.93	0.98	0.93	0.94	0.93	0.92	0.92	
Significance	-			-			-		*	
Effect size	-	0.01	0.15	-	-0.17	-0.02	-	0.25	0.35	
Health benefits										
Very satisfied	18.0%	25.3%	13.5%	16.7%	24.0%	14.2%	19.6%	27.6%	12.6%	
Satisfied	41.4%	50.4%	48.9%	40.0%	50.5%	47.9%	43.1%	50.1%	50.2%	
Marginally satisfied	33.3%	19.9%	24.2%	33.3%	21.3%	24.0%	33.3%	17.4%	24.4%	
Not satisfied	7.2%	4.4%	13.4%	10.0%	4.2%	13.9%	3.9%	4.9%	12.8%	
Total(n)	111	2,962	4,131	60	1,783	2,138	51	1,179	1,993	
Mean	2.70	2.97	2.63	2.63	2.94	2.62	2.78	3.01	2.63	
Standard deviation	0.85	0.79	0.88	0.88	0.79	0.89	0.81	0.80	0.86	
Significance	-	***		-	**		-	*		
Effect size	-	-0.34	0.08	-	-0.39	0.01	-	-0.29	0.17	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Retirement benefits										Job Satisfaction: Compensation
Very satisfied	13.9%	23.1%	14.3%	13.8%	21.8%	15.7%	14.0%	25.5%	12.5%	
Satisfied	48.1%	53.1%	47.6%	44.8%	55.4%	47.0%	52.0%	49.0%	48.3%	
Marginally satisfied	33.3%	17.9%	26.2%	36.2%	17.7%	25.4%	30.0%	18.4%	27.1%	
Not satisfied	4.6%	5.9%	12.0%	5.2%	5.2%	11.9%	4.0%	7.2%	12.0%	
Total(n)	108	2,969	4,150	58	1,776	2,142	50	1,193	2,008	
Mean	2.71	2.93	2.64	2.67	2.94	2.66	2.76	2.93	2.61	
Standard deviation	0.76	0.80	0.87	0.78	0.77	0.88	0.74	0.85	0.85	
Significance	-	**		-	**		-			
Effect size	-	-0.28	0.08	-	-0.35	0.01	-	-0.20	0.18	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	18.8%	27.6%	11.3%	23.3%	29.1%	14.1%	13.5%	25.0%	8.0%	
Satisfied	49.1%	48.1%	40.9%	48.3%	51.5%	43.3%	50.0%	42.1%	37.9%	
Marginally satisfied	24.1%	15.1%	27.9%	21.7%	12.8%	25.0%	26.9%	19.4%	31.4%	
Not satisfied	8.0%	9.1%	19.9%	6.7%	6.7%	17.6%	9.6%	13.5%	22.7%	
Total(n)	112	2,978	4,202	60	1,776	2,163	52	1,202	2,039	
Mean	2.79	2.94	2.44	2.88	3.03	2.54	2.67	2.79	2.31	
Standard deviation	0.84	0.89	0.93	0.85	0.83	0.94	0.83	0.97	0.91	
Significance	-		***	-		**	-		**	
Effect size	-	-0.17	0.38	-	-0.18	0.36	-	-0.12	0.40	
Teaching load										Job Satisfaction: Compensation
Very satisfied	18.8%	20.7%	10.2%	21.7%	20.3%	12.2%	15.4%	21.3%	7.9%	
Satisfied	56.3%	52.5%	48.1%	56.7%	55.6%	47.9%	55.8%	47.2%	48.3%	
Marginally satisfied	18.8%	17.2%	23.4%	13.3%	15.9%	23.6%	25.0%	19.6%	23.2%	
Not satisfied	6.3%	9.5%	18.3%	8.3%	8.1%	16.3%	3.8%	11.9%	20.6%	
Total(n)	112	3,036	4,248	60	1,810	2,184	52	1,226	2,064	
Mean	2.88	2.84	2.50	2.92	2.88	2.56	2.83	2.78	2.44	
Standard deviation	0.78	0.86	0.91	0.83	0.82	0.90	0.73	0.91	0.90	
Significance	-		***	-		**	-		**	
Effect size	-	0.05	0.42	-	0.05	0.40	-	0.05	0.43	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Quality of students										
Very satisfied	45.5%	25.2%	14.8%	43.3%	23.5%	15.0%	48.1%	28.2%	14.6%	
Satisfied	50.9%	48.7%	45.5%	53.3%	49.8%	45.7%	48.1%	46.6%	45.4%	
Marginally satisfied	2.7%	19.9%	25.4%	1.7%	20.0%	24.9%	3.8%	19.8%	26.0%	
Not satisfied	0.9%	6.2%	14.2%	1.7%	6.7%	14.4%	0.0%	5.5%	14.0%	
Total(n)	112	3,046	4,258	60	1,811	2,186	52	1,235	2,072	
Mean	3.41	2.93	2.61	3.38	2.90	2.61	3.44	2.97	2.61	
Standard deviation	0.59	0.83	0.90	0.61	0.83	0.91	0.57	0.83	0.90	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.58	0.89	-	0.58	0.85	-	0.57	0.92	
Office/lab space										
Very satisfied	43.8%	26.7%	27.2%	38.3%	25.6%	26.7%	50.0%	28.6%	27.7%	
Satisfied	42.0%	45.6%	43.3%	51.7%	47.5%	41.5%	30.8%	42.2%	45.5%	
Marginally satisfied	10.7%	17.5%	16.4%	10.0%	17.6%	18.5%	11.5%	17.3%	13.8%	
Not satisfied	3.6%	10.3%	13.2%	0.0%	9.3%	13.3%	7.7%	11.9%	13.0%	
Total(n)	112	3,004	4,202	60	1,785	2,154	52	1,219	2,048	
Mean	3.26	2.89	2.84	3.28	2.89	2.82	3.23	2.87	2.88	
Standard deviation	0.79	0.92	0.97	0.64	0.89	0.97	0.94	0.96	0.96	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.40	0.43	-	0.44	0.47	-	0.38	0.36	
Autonomy and independence										
Very satisfied	62.2%	45.7%	41.1%	63.3%	46.7%	43.8%	60.8%	44.1%	37.7%	
Satisfied	35.1%	41.9%	44.8%	35.0%	41.5%	41.2%	35.3%	42.7%	49.2%	
Marginally satisfied	2.7%	9.9%	10.1%	1.7%	9.9%	10.1%	3.9%	10.0%	10.0%	
Not satisfied	0.0%	2.4%	4.1%	0.0%	1.9%	4.9%	0.0%	3.2%	3.2%	
Total(n)	111	3,042	4,258	60	1,807	2,187	51	1,235	2,071	
Mean	3.59	3.31	3.23	3.62	3.33	3.24	3.57	3.28	3.21	
Standard deviation	0.55	0.75	0.79	0.52	0.73	0.82	0.57	0.77	0.75	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	0.37	0.46	-	0.40	0.46	-	0.38	0.48	Job Satisfaction: Workplace

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Professional relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	37.5%	29.1%	32.3%	38.3%	30.7%	34.6%	36.5%	26.3%	29.5%	
Satisfied	50.9%	46.2%	47.2%	50.0%	44.7%	43.7%	51.9%	49.0%	51.5%	
Marginally satisfied	8.9%	17.7%	14.4%	11.7%	17.2%	14.5%	5.8%	18.7%	14.2%	
Not satisfied	2.7%	6.9%	6.1%	0.0%	7.4%	7.1%	5.8%	6.1%	4.8%	
Total(n)	112	3,046	4,256	60	1,811	2,183	52	1,235	2,073	
Mean	3.23	2.97	3.06	3.27	2.99	3.06	3.19	2.95	3.06	
Standard deviation	0.72	0.86	0.84	0.66	0.88	0.88	0.79	0.83	0.79	
Significance	-	**	*	-	*		-	*		
Effect size	-	0.30	0.20	-	0.32	0.24	-	0.29	0.16	
Social relationships with other faculty										
Very satisfied	22.3%	16.4%	24.1%	16.7%	15.9%	23.3%	28.8%	17.3%	25.1%	
Satisfied	50.9%	44.0%	46.9%	53.3%	42.6%	44.8%	48.1%	46.5%	49.5%	
Marginally satisfied	21.4%	30.1%	21.8%	23.3%	32.9%	23.4%	19.2%	25.0%	19.7%	
Not satisfied	5.4%	9.6%	7.3%	6.7%	8.7%	8.5%	3.8%	11.2%	5.7%	
Total(n)	112	2,922	4,158	60	1,746	2,139	52	1,176	2,019	
Mean	2.90	2.67	2.88	2.80	2.66	2.83	3.02	2.70	2.94	
Standard deviation	0.80	0.86	0.86	0.80	0.85	0.88	0.80	0.88	0.82	
Significance	-	**		-			-	*		
Effect size	-	0.27	0.02	-	0.16	-0.03	-	0.36	0.10	
Competency of colleagues										
Very satisfied	42.0%	35.6%	30.8%	45.0%	35.3%	31.2%	38.5%	36.3%	30.3%	
Satisfied	53.6%	47.9%	49.6%	51.7%	48.8%	47.3%	55.8%	46.3%	52.5%	
Marginally satisfied	3.6%	13.3%	15.2%	3.3%	12.8%	16.1%	3.8%	14.1%	14.1%	
Not satisfied	0.9%	3.2%	4.4%	0.0%	3.1%	5.5%	1.9%	3.3%	3.1%	
Total(n)	112	3,039	4,256	60	1,804	2,185	52	1,235	2,071	
Mean	3.37	3.16	3.07	3.42	3.16	3.04	3.31	3.16	3.10	
Standard deviation	0.60	0.77	0.79	0.56	0.76	0.83	0.64	0.78	0.75	
Significance	-	**	***	-	**	***	-		*	
Effect size	-	0.27	0.38	-	0.34	0.46	-	0.19	0.28	Job Satisfaction: Workplace

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Job security										Job Satisfaction: Compensation
Very satisfied	47.3%	42.0%	31.7%	51.7%	44.2%	34.6%	42.0%	38.3%	28.2%	
Satisfied	39.1%	37.7%	43.4%	36.7%	38.4%	41.4%	42.0%	36.5%	45.8%	
Marginally satisfied	6.4%	10.2%	16.7%	3.3%	8.3%	16.0%	10.0%	13.6%	17.5%	
Not satisfied	7.3%	10.0%	8.2%	8.3%	9.1%	8.1%	6.0%	11.6%	8.4%	
Total(n)	110	3,022	4,234	60	1,798	2,174	50	1,224	2,060	
Mean	3.26	3.12	2.99	3.32	3.18	3.02	3.20	3.02	2.94	
Standard deviation	0.87	0.95	0.90	0.89	0.93	0.91	0.86	0.99	0.89	
Significance	-		**	-		*	-		*	
Effect size	-	0.15	0.30	-	0.15	0.33	-	0.18	0.29	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	34.8%	31.7%	35.3%	33.3%	31.9%	39.4%	36.5%	31.3%	30.4%	
Satisfied	41.1%	36.4%	35.7%	40.0%	38.0%	34.7%	42.3%	33.6%	36.9%	
Marginally satisfied	17.9%	16.4%	16.0%	18.3%	15.9%	13.1%	17.3%	17.3%	19.4%	
Not satisfied	6.3%	15.5%	13.0%	8.3%	14.2%	12.8%	3.8%	17.8%	13.3%	
Total(n)	112	3,006	4,187	60	1,784	2,155	52	1,222	2,032	
Mean	3.04	2.84	2.93	2.98	2.88	3.01	3.12	2.78	2.84	
Standard deviation	0.88	1.04	1.01	0.93	1.01	1.02	0.83	1.07	1.00	
Significance	-	*		-			-	*	*	
Effect size	-	0.19	0.11	-	0.10	-0.03	-	0.32	0.28	
Course assignments										Job Satisfaction: Workplace
Very satisfied	41.1%	31.4%	35.5%	43.3%	29.7%	38.5%	38.5%	34.2%	31.8%	
Satisfied	52.7%	53.6%	48.7%	51.7%	57.4%	45.8%	53.8%	46.9%	52.2%	
Marginally satisfied	2.7%	12.2%	12.4%	3.3%	10.5%	12.1%	1.9%	15.2%	12.9%	
Not satisfied	3.6%	2.8%	3.4%	1.7%	2.3%	3.6%	5.8%	3.7%	3.2%	
Total(n)	112	3,022	4,228	60	1,800	2,173	52	1,222	2,055	
Mean	3.31	3.14	3.16	3.37	3.15	3.19	3.25	3.12	3.13	
Standard deviation	0.70	0.73	0.77	0.64	0.69	0.78	0.76	0.79	0.75	
Significance	-	*	*	-	*		-			
Effect size	-	0.23	0.19	-	0.32	0.23	-	0.16	0.16	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Freedom to determine course content										
Very satisfied	71.2%	56.5%	61.0%	73.3%	55.9%	62.9%	68.6%	57.6%	58.7%	
Satisfied	27.0%	35.9%	30.2%	25.0%	37.4%	28.8%	29.4%	33.1%	31.9%	
Marginally satisfied	0.9%	5.8%	6.1%	1.7%	5.4%	4.7%	0.0%	6.5%	7.8%	
Not satisfied	0.9%	1.9%	2.7%	0.0%	1.4%	3.6%	2.0%	2.7%	1.6%	
Total(n)	111	3,025	4,238	60	1,802	2,177	51	1,223	2,061	
Mean	3.68	3.47	3.50	3.72	3.48	3.51	3.65	3.46	3.48	
Standard deviation	0.54	0.69	0.73	0.49	0.66	0.75	0.59	0.74	0.71	
Significance	-	**	**	-	**	*	-			
Effect size	-	0.30	0.25	-	0.36	0.28	-	0.26	0.24	
Availability of child care at this institution										
Very satisfied	37.5%	8.4%	8.5%	28.6%	9.9%	10.3%	47.4%	5.8%	6.7%	
Satisfied	40.0%	18.4%	14.4%	42.9%	20.7%	15.5%	36.8%	14.5%	13.3%	
Marginally satisfied	20.0%	18.6%	13.4%	23.8%	15.1%	17.7%	15.8%	24.8%	9.0%	
Not satisfied	2.5%	54.6%	63.7%	4.8%	54.4%	56.6%	0.0%	55.0%	71.0%	
Total(n)	40	728	1,322	21	395	632	19	333	690	
Mean	3.13	1.81	1.68	2.95	1.86	1.79	3.32	1.71	1.56	
Standard deviation	0.82	1.01	1.01	0.86	1.06	1.04	0.75	0.92	0.96	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	1.31	1.44	-	1.03	1.12	-	1.75	1.83	
Prospects for career advancement										
Very satisfied	17.6%	17.1%	10.8%	18.2%	17.1%	11.0%	17.0%	17.1%	10.6%	
Satisfied	52.0%	44.5%	44.5%	49.1%	46.8%	47.1%	55.3%	40.6%	41.5%	
Marginally satisfied	18.6%	21.7%	25.7%	18.2%	19.4%	25.4%	19.1%	25.5%	26.2%	
Not satisfied	11.8%	16.7%	18.9%	14.5%	16.7%	16.6%	8.5%	16.9%	21.7%	
Total(n)	102	2,757	3,878	55	1,627	1,957	47	1,130	1,921	
Mean	2.75	2.62	2.47	2.71	2.64	2.52	2.81	2.58	2.41	
Standard deviation	0.88	0.96	0.92	0.94	0.95	0.89	0.82	0.96	0.94	
Significance	-		**	-			-		**	
Effect size	-	0.14	0.30	-	0.07	0.21	-	0.24	0.43	
										Job Satisfaction:
										Compensation

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Clerical/administrative support										
Very satisfied	26.1%	16.7%	19.6%	27.1%	16.4%	19.3%	25.0%	17.2%	20.0%	
Satisfied	39.6%	39.5%	39.5%	45.8%	41.3%	40.5%	32.7%	36.4%	38.3%	
Marginally satisfied	21.6%	24.9%	23.6%	20.3%	25.6%	23.8%	23.1%	23.8%	23.3%	
Not satisfied	12.6%	18.9%	17.3%	6.8%	16.8%	16.4%	19.2%	22.6%	18.4%	
Total(n)	111	3,012	4,225	59	1,789	2,170	52	1,223	2,055	
Mean	2.79	2.54	2.61	2.93	2.57	2.63	2.63	2.48	2.60	
Standard deviation	0.97	0.98	0.99	0.87	0.95	0.97	1.07	1.02	1.00	
Significance	-	**		-	**	*	-			
Effect size	-	0.26	0.18	-	0.38	0.31	-	0.15	0.03	
Overall job satisfaction										
Very satisfied	42.0%	27.8%	23.4%	55.0%	30.5%	26.6%	26.9%	23.1%	19.5%	
Satisfied	49.1%	49.4%	52.5%	35.0%	48.2%	49.1%	65.4%	51.4%	56.6%	
Marginally satisfied	6.3%	17.4%	17.4%	8.3%	15.0%	16.2%	3.8%	21.6%	18.8%	
Not satisfied	2.7%	5.4%	6.7%	1.7%	6.2%	8.0%	3.8%	3.9%	5.1%	
Total(n)	112	3,043	4,257	60	1,808	2,187	52	1,235	2,070	
Mean	3.30	3.00	2.93	3.43	3.03	2.94	3.15	2.94	2.91	
Standard deviation	0.71	0.82	0.82	0.72	0.84	0.86	0.67	0.77	0.76	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	0.37	0.45	-	0.48	0.57	-	0.27	0.32	
Tuition remission for your children/dependents										
Very satisfied	56.9%	49.7%	41.7%	65.6%	51.3%	44.0%	48.5%	46.2%	38.8%	
Satisfied	29.2%	31.1%	34.3%	25.0%	29.9%	32.6%	33.3%	33.7%	36.4%	
Marginally satisfied	9.2%	11.0%	11.3%	6.3%	12.0%	11.4%	12.1%	8.8%	11.0%	
Not satisfied	4.6%	8.2%	12.7%	3.1%	6.8%	12.0%	6.1%	11.3%	13.7%	
Total(n)	65	1,762	2,385	32	1,163	1,312	33	599	1,073	
Mean	3.38	3.22	3.05	3.53	3.26	3.09	3.24	3.15	3.00	
Standard deviation	0.84	0.94	1.02	0.76	0.92	1.01	0.90	0.99	1.02	
Significance	-		**	-		*	-			
Effect size	-	0.17	0.32	-	0.29	0.44	-	0.09	0.24	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are interested in students' personal problems										
Agree strongly	49.1%	16.0%	32.7%	50.0%	16.2%	30.6%	48.1%	15.7%	35.1%	
Agree somewhat	50.0%	57.7%	57.9%	48.3%	55.2%	59.4%	51.9%	61.9%	56.1%	
Disagree somewhat	0.9%	21.6%	8.9%	1.7%	24.2%	9.2%	0.0%	17.1%	8.4%	
Disagree strongly	0.0%	4.7%	0.6%	0.0%	4.4%	0.8%	0.0%	5.2%	0.3%	
Total(n)	112	3,038	4,252	60	1,804	2,180	52	1,234	2,072	
Mean	3.48	2.85	3.23	3.48	2.83	3.20	3.48	2.88	3.26	
Standard deviation	0.52	0.74	0.62	0.54	0.74	0.63	0.50	0.72	0.62	
Significance	-	***	***	-	***	***	-	***	*	
Effect size	-	0.85	0.40	-	0.88	0.44	-	0.83	0.35	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	20.0%	14.6%	17.3%	16.9%	9.5%	13.4%	23.5%	23.5%	22.0%	
Agree somewhat	38.2%	35.6%	43.0%	33.9%	34.0%	40.2%	43.1%	38.2%	46.5%	
Disagree somewhat	31.8%	40.5%	33.7%	39.0%	44.5%	38.7%	23.5%	33.4%	27.7%	
Disagree strongly	10.0%	9.4%	6.0%	10.2%	12.0%	7.7%	9.8%	4.9%	3.8%	
Total(n)	110	3,028	4,239	59	1,797	2,176	51	1,231	2,063	
Mean	2.68	2.55	2.72	2.58	2.41	2.59	2.80	2.80	2.87	
Standard deviation	0.91	0.85	0.82	0.89	0.82	0.81	0.92	0.85	0.80	
Significance	-			-			-			
Effect size	-	0.15	-0.05	-	0.21	-0.01	-	0.00	-0.09	
Faculty feel that most students are well-prepared academically										
Agree strongly	21.4%	16.7%	7.6%	18.3%	15.9%	7.5%	25.0%	18.1%	7.7%	
Agree somewhat	66.1%	50.0%	38.5%	71.7%	49.1%	40.0%	59.6%	51.5%	36.6%	
Disagree somewhat	11.6%	28.7%	37.8%	10.0%	30.2%	36.5%	13.5%	26.1%	39.3%	
Disagree strongly	0.9%	4.7%	16.1%	0.0%	4.9%	16.0%	1.9%	4.3%	16.3%	
Total(n)	112	3,040	4,254	60	1,804	2,183	52	1,236	2,071	
Mean	3.08	2.79	2.37	3.08	2.76	2.39	3.08	2.83	2.36	
Standard deviation	0.60	0.77	0.84	0.53	0.77	0.84	0.68	0.77	0.84	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	0.38	0.85	-	0.42	0.82	-	0.32	0.86	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution should hire more faculty of color										
Agree strongly	29.4%	26.8%	29.4%	22.0%	20.2%	23.3%	38.0%	38.2%	36.7%	
Agree somewhat	40.4%	47.7%	45.1%	45.8%	48.7%	45.3%	34.0%	45.9%	44.9%	
Disagree somewhat	25.7%	19.9%	19.9%	25.4%	23.2%	23.3%	26.0%	14.2%	15.7%	
Disagree strongly	4.6%	5.6%	5.6%	6.8%	7.8%	8.0%	2.0%	1.7%	2.7%	
Total(n)	109	3,012	4,215	59	1,787	2,158	50	1,225	2,057	
Mean	2.94	2.96	2.98	2.83	2.81	2.84	3.08	3.21	3.16	
Standard deviation	0.86	0.83	0.85	0.85	0.84	0.87	0.85	0.74	0.78	
Significance	-			-			-			
Effect size	-	-0.02	-0.05	-	0.02	-0.01	-	-0.18	-0.10	
This institution should hire more women faculty										
Agree strongly	11.8%	25.2%	10.8%	10.0%	19.3%	7.5%	14.0%	35.5%	14.7%	
Agree somewhat	43.6%	44.6%	42.5%	40.0%	45.9%	40.8%	48.0%	42.5%	44.5%	
Disagree somewhat	39.1%	23.9%	38.9%	41.7%	27.1%	41.0%	36.0%	18.4%	36.3%	
Disagree strongly	5.5%	6.2%	7.8%	8.3%	7.7%	10.7%	2.0%	3.6%	4.4%	
Total(n)	110	3,006	4,206	60	1,784	2,150	50	1,222	2,056	
Mean	2.62	2.89	2.56	2.52	2.77	2.45	2.74	3.10	2.69	
Standard deviation	0.77	0.85	0.79	0.79	0.85	0.78	0.72	0.82	0.77	
Significance	-	**		-	*		-	**		
Effect size	-	-0.32	0.08	-	-0.29	0.09	-	-0.44	0.06	
Student Affairs staff have the support and respect of faculty										
Agree strongly	16.2%	14.7%	15.9%	18.3%	11.2%	14.6%	13.7%	20.8%	17.4%	
Agree somewhat	55.0%	66.3%	57.5%	55.0%	67.2%	58.7%	54.9%	64.7%	56.0%	
Disagree somewhat	25.2%	16.8%	23.5%	21.7%	18.8%	24.1%	29.4%	13.2%	22.8%	
Disagree strongly	3.6%	2.3%	3.1%	5.0%	2.8%	2.6%	2.0%	1.3%	3.8%	
Total(n)	111	2,991	4,196	60	1,779	2,155	51	1,212	2,041	
Mean	2.84	2.93	2.86	2.87	2.87	2.85	2.80	3.05	2.87	
Standard deviation	0.73	0.63	0.71	0.77	0.63	0.68	0.69	0.62	0.73	
Significance	-			-			-	**		
Effect size	-	-0.14	-0.03	-	0.00	0.03	-	-0.40	-0.10	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are committed to the welfare of this institution										
Agree strongly	68.8%	42.9%	49.5%	75.0%	43.3%	47.8%	61.5%	42.2%	51.6%	
Agree somewhat	31.3%	49.9%	43.1%	25.0%	49.9%	43.5%	38.5%	50.0%	42.5%	
Disagree somewhat	0.0%	5.8%	6.1%	0.0%	5.1%	6.7%	0.0%	6.9%	5.5%	
Disagree strongly	0.0%	1.4%	1.3%	0.0%	1.7%	2.1%	0.0%	0.9%	0.3%	
Total(n)	112	3,033	4,251	60	1,802	2,183	52	1,231	2,068	
Mean	3.69	3.34	3.41	3.75	3.35	3.37	3.62	3.33	3.45	
Standard deviation	0.47	0.65	0.66	0.44	0.66	0.70	0.49	0.65	0.61	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	0.54	0.42	-	0.61	0.54	-	0.45	0.28	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	77.7%	34.6%	55.5%	80.0%	33.9%	53.8%	75.0%	35.9%	57.5%	
Agree somewhat	22.3%	47.1%	38.2%	20.0%	50.0%	39.4%	25.0%	42.1%	36.7%	
Disagree somewhat	0.0%	15.8%	5.9%	0.0%	13.8%	6.3%	0.0%	19.4%	5.4%	
Disagree strongly	0.0%	2.4%	0.4%	0.0%	2.3%	0.5%	0.0%	2.6%	0.3%	
Total(n)	112	3,037	4,252	60	1,803	2,183	52	1,234	2,069	
Mean	3.78	3.14	3.49	3.80	3.16	3.46	3.75	3.11	3.51	
Standard deviation	0.42	0.76	0.63	0.40	0.74	0.64	0.44	0.80	0.61	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	0.84	0.46	-	0.86	0.53	-	0.80	0.39	
There is a lot of campus racial conflict here										
Agree strongly	0.0%	0.6%	1.4%	0.0%	0.3%	0.8%	0.0%	0.9%	2.0%	
Agree somewhat	10.8%	5.7%	9.6%	8.3%	3.6%	6.9%	13.7%	9.3%	13.0%	
Disagree somewhat	36.9%	35.9%	37.7%	31.7%	32.0%	35.9%	43.1%	42.5%	39.9%	
Disagree strongly	52.3%	57.9%	51.2%	60.0%	64.1%	56.4%	43.1%	47.3%	45.0%	
Total(n)	111	3,028	4,242	60	1,800	2,179	51	1,228	2,063	
Mean	1.59	1.49	1.61	1.48	1.40	1.52	1.71	1.64	1.72	
Standard deviation	0.68	0.63	0.72	0.65	0.58	0.66	0.70	0.69	0.76	
Significance	-			-			-			
Effect size	-	0.16	-0.03	-	0.14	-0.06	-	0.10	-0.01	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My research is valued by faculty in my department										
Agree strongly	34.5%	30.0%	28.4%	39.0%	32.6%	28.9%	29.4%	25.4%	27.7%	
Agree somewhat	50.9%	49.1%	49.8%	47.5%	48.7%	51.4%	54.9%	49.6%	47.9%	
Disagree somewhat	12.7%	13.2%	15.3%	11.9%	12.0%	12.5%	13.7%	15.2%	18.7%	
Disagree strongly	1.8%	7.8%	6.5%	1.7%	6.6%	7.2%	2.0%	9.8%	5.7%	
Total(n)	110	3,018	4,230	59	1,797	2,175	51	1,221	2,055	
Mean	3.18	3.01	3.00	3.24	3.07	3.02	3.12	2.91	2.98	
Standard deviation	0.72	0.86	0.84	0.73	0.84	0.84	0.71	0.89	0.83	
Significance	-	*	*	-		*	-			
Effect size	-	0.20	0.21	-	0.20	0.26	-	0.24	0.17	
My teaching is valued by faculty in my department										
Agree strongly	73.2%	40.6%	58.3%	76.7%	40.5%	60.1%	69.2%	40.8%	56.1%	
Agree somewhat	19.6%	45.7%	33.8%	18.3%	47.0%	31.2%	21.2%	43.4%	37.0%	
Disagree somewhat	7.1%	11.1%	5.8%	5.0%	11.3%	6.6%	9.6%	10.8%	4.9%	
Disagree strongly	0.0%	2.6%	2.0%	0.0%	1.2%	2.1%	0.0%	4.9%	2.0%	
Total(n)	112	3,036	4,253	60	1,805	2,185	52	1,231	2,068	
Mean	3.66	3.24	3.48	3.72	3.27	3.49	3.60	3.20	3.47	
Standard deviation	0.61	0.75	0.70	0.56	0.70	0.71	0.66	0.82	0.68	
Significance	-	***	**	-	***	*	-	***		
Effect size	-	0.56	0.26	-	0.64	0.32	-	0.49	0.19	
Faculty of color are treated fairly here										
Agree strongly	53.2%	46.8%	49.1%	55.0%	52.6%	55.2%	51.0%	36.8%	41.7%	
Agree somewhat	39.6%	44.6%	41.5%	41.7%	41.2%	37.8%	37.3%	50.6%	45.9%	
Disagree somewhat	7.2%	7.5%	7.5%	3.3%	5.6%	5.2%	11.8%	10.9%	10.4%	
Disagree strongly	0.0%	1.0%	1.9%	0.0%	0.6%	1.8%	0.0%	1.7%	2.0%	
Total(n)	111	3,009	4,207	60	1,793	2,163	51	1,216	2,044	
Mean	3.46	3.37	3.38	3.52	3.46	3.46	3.39	3.22	3.27	
Standard deviation	0.63	0.67	0.71	0.57	0.63	0.68	0.70	0.70	0.73	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.10	0.09	-	0.24	0.16	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Women faculty are treated fairly here										
Agree strongly	55.4%	44.0%	52.5%	68.3%	53.1%	61.0%	40.4%	28.2%	42.3%	
Agree somewhat	36.6%	43.0%	37.7%	28.3%	40.7%	33.3%	46.2%	47.1%	43.0%	
Disagree somewhat	8.0%	9.5%	8.3%	3.3%	5.3%	5.3%	13.5%	16.9%	12.0%	
Disagree strongly	0.0%	3.5%	1.4%	0.0%	0.9%	0.4%	0.0%	7.9%	2.6%	
Total(n)	112	3,024	4,233	60	1,799	2,170	52	1,225	2,063	
Mean	3.47	3.28	3.41	3.65	3.46	3.55	3.27	2.96	3.25	
Standard deviation	0.64	0.77	0.70	0.55	0.64	0.62	0.69	0.87	0.77	
Significance	-	**		-	*		-	*		
Effect size	-	0.25	0.09	-	0.30	0.16	-	0.36	0.03	
Gay and lesbian faculty are treated fairly here										
Agree strongly	61.8%	43.7%	48.3%	65.0%	49.7%	54.2%	58.0%	33.1%	41.1%	
Agree somewhat	33.6%	43.0%	41.6%	31.7%	39.0%	36.4%	36.0%	50.0%	47.7%	
Disagree somewhat	4.5%	9.2%	7.0%	3.3%	7.8%	7.1%	6.0%	11.7%	7.0%	
Disagree strongly	0.0%	4.1%	3.1%	0.0%	3.5%	2.3%	0.0%	5.2%	4.2%	
Total(n)	110	2,900	4,173	60	1,717	2,142	50	1,183	2,031	
Mean	3.57	3.26	3.35	3.62	3.35	3.43	3.52	3.11	3.26	
Standard deviation	0.58	0.79	0.75	0.56	0.77	0.72	0.61	0.80	0.76	
Significance	-	***	**	-	**	*	-	***	*	
Effect size	-	0.39	0.29	-	0.35	0.26	-	0.51	0.34	
Faculty are sufficiently involved in campus decision making										
Agree strongly	36.0%	10.3%	19.5%	46.7%	9.2%	21.8%	23.5%	12.1%	16.7%	
Agree somewhat	45.0%	42.3%	41.9%	35.0%	45.1%	39.8%	56.9%	37.4%	44.4%	
Disagree somewhat	9.9%	30.6%	22.5%	10.0%	29.3%	21.4%	9.8%	32.8%	23.9%	
Disagree strongly	9.0%	16.9%	16.1%	8.3%	16.4%	17.0%	9.8%	17.7%	15.0%	
Total(n)	111	3,026	4,246	60	1,800	2,182	51	1,226	2,064	
Mean	3.08	2.46	2.65	3.20	2.47	2.66	2.94	2.44	2.63	
Standard deviation	0.91	0.89	0.97	0.94	0.87	1.00	0.86	0.92	0.93	
Significance	-	***	***	-	***	***	-	***	*	
Effect size	-	0.70	0.44	-	0.84	0.54	-	0.54	0.33	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My values are congruent with the dominant institutional values										
Agree strongly	33.3%	24.2%	26.7%	31.7%	25.2%	28.6%	35.3%	22.4%	24.5%	
Agree somewhat	51.4%	51.9%	49.2%	55.0%	54.1%	46.5%	47.1%	48.0%	52.5%	
Disagree somewhat	13.5%	18.0%	17.1%	11.7%	16.8%	16.2%	15.7%	20.0%	18.1%	
Disagree strongly	1.8%	5.9%	7.0%	1.7%	3.8%	8.7%	2.0%	9.6%	4.9%	
Total(n)	111	3,022	4,241	60	1,797	2,175	51	1,225	2,066	
Mean	3.16	2.94	2.96	3.17	3.01	2.95	3.16	2.83	2.97	
Standard deviation	0.72	0.81	0.85	0.69	0.76	0.89	0.76	0.88	0.79	
Significance	-	**	*	-	-	-	-	**	-	
Effect size	-	0.27	0.24	-	0.21	0.25	-	0.38	0.24	
This institution takes responsibility for educating underprepared students										
Agree strongly	15.2%	9.4%	18.2%	18.3%	8.6%	18.7%	11.5%	10.8%	17.7%	
Agree somewhat	44.6%	48.1%	48.7%	45.0%	50.1%	49.0%	44.2%	44.6%	48.3%	
Disagree somewhat	39.3%	31.8%	25.1%	35.0%	32.4%	24.5%	44.2%	30.8%	25.9%	
Disagree strongly	0.9%	10.7%	7.9%	1.7%	8.9%	7.8%	0.0%	13.7%	8.0%	
Total(n)	112	3,026	4,246	60	1,797	2,179	52	1,229	2,067	
Mean	2.74	2.56	2.77	2.80	2.58	2.79	2.67	2.53	2.76	
Standard deviation	0.72	0.80	0.84	0.75	0.77	0.84	0.68	0.86	0.84	
Significance	-	*	-	-	*	-	-	-	-	
Effect size	-	0.23	-0.04	-	0.29	0.01	-	0.16	-0.11	
The criteria for advancement and promotion decisions are clear										
Agree strongly	50.5%	23.1%	24.1%	53.3%	25.6%	25.9%	47.1%	18.8%	21.9%	
Agree somewhat	40.5%	44.9%	46.8%	36.7%	47.1%	46.1%	45.1%	41.1%	47.6%	
Disagree somewhat	7.2%	21.0%	19.3%	6.7%	19.3%	17.4%	7.8%	24.0%	21.7%	
Disagree strongly	1.8%	11.0%	9.8%	3.3%	8.0%	10.5%	0.0%	16.1%	8.9%	
Total(n)	111	3,030	4,241	60	1,801	2,178	51	1,229	2,063	
Mean	3.40	2.80	2.85	3.40	2.90	2.87	3.39	2.63	2.82	
Standard deviation	0.70	0.92	0.90	0.76	0.87	0.92	0.63	0.97	0.87	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.65	0.61	-	0.57	0.58	-	0.78	0.66	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Most of the students I teach lack the basic skills for college level work										
Agree strongly	0.0%	2.9%	10.7%	0.0%	2.7%	11.3%	0.0%	3.3%	9.9%	
Agree somewhat	2.7%	14.4%	23.9%	3.3%	13.7%	22.3%	1.9%	15.6%	25.8%	
Disagree somewhat	25.0%	34.6%	36.0%	25.0%	34.4%	36.6%	25.0%	34.9%	35.2%	
Disagree strongly	72.3%	48.1%	29.4%	71.7%	49.2%	29.7%	73.1%	46.2%	29.1%	
Total(n)	112	3,036	4,249	60	1,804	2,182	52	1,232	2,067	
Mean	1.30	1.72	2.16	1.32	1.70	2.15	1.29	1.76	2.17	
Standard deviation	0.52	0.82	0.97	0.54	0.80	0.97	0.50	0.83	0.96	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.51	-0.89	-	-0.48	-0.86	-	-0.57	-0.92	
There is adequate support for faculty development										
Agree strongly	27.0%	16.0%	17.7%	28.3%	16.6%	18.9%	25.5%	15.0%	16.2%	
Agree somewhat	54.1%	52.5%	46.4%	56.7%	55.2%	48.0%	51.0%	47.8%	44.5%	
Disagree somewhat	12.6%	23.0%	24.0%	10.0%	21.3%	22.4%	15.7%	26.1%	26.0%	
Disagree strongly	6.3%	8.4%	11.9%	5.0%	6.9%	10.7%	7.8%	11.1%	13.3%	
Total(n)	111	3,033	4,247	60	1,803	2,182	51	1,230	2,065	
Mean	3.02	2.76	2.70	3.08	2.82	2.75	2.94	2.67	2.64	
Standard deviation	0.81	0.82	0.90	0.77	0.79	0.88	0.86	0.86	0.91	
Significance	-	**	***	-	*	**	-	*	*	
Effect size	-	0.32	0.36	-	0.33	0.38	-	0.31	0.33	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote the intellectual development of students										
Highest priority	81.3%	43.1%	50.8%	81.7%	46.0%	49.8%	80.8%	38.0%	52.0%	
High priority	18.8%	42.3%	34.0%	18.3%	41.9%	33.7%	19.2%	43.0%	34.2%	
Medium priority	0.0%	12.3%	11.8%	0.0%	10.5%	12.6%	0.0%	15.4%	10.9%	
Low priority	0.0%	2.3%	3.4%	0.0%	1.6%	3.9%	0.0%	3.6%	2.8%	
Total(n)	112	3,033	4,256	60	1,800	2,184	52	1,233	2,072	
Mean	3.81	3.26	3.32	3.82	3.32	3.29	3.81	3.15	3.36	
Standard deviation	0.39	0.76	0.81	0.39	0.72	0.83	0.40	0.81	0.78	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.72	0.60	-	0.69	0.64	-	0.81	0.58	
To develop a sense of community among students and faculty										
Highest priority	30.4%	9.6%	17.8%	20.0%	9.9%	16.8%	42.3%	9.2%	19.1%	
High priority	51.8%	38.2%	48.8%	58.3%	39.8%	47.4%	44.2%	35.5%	50.4%	
Medium priority	17.0%	38.4%	26.4%	21.7%	38.8%	27.4%	11.5%	37.6%	25.3%	
Low priority	0.9%	13.8%	7.0%	0.0%	11.6%	8.4%	1.9%	17.6%	5.2%	
Total(n)	112	3,031	4,248	60	1,798	2,178	52	1,233	2,070	
Mean	3.12	2.44	2.77	2.98	2.48	2.73	3.27	2.36	2.84	
Standard deviation	0.71	0.85	0.82	0.65	0.82	0.84	0.74	0.88	0.79	
Significance	-	***	***	-	***	*	-	***	***	
Effect size	-	0.80	0.43	-	0.61	0.30	-	1.03	0.54	
To facilitate student involvement in community service										
Highest priority	2.7%	9.4%	11.4%	1.7%	8.5%	9.6%	3.8%	10.9%	13.6%	Institutional Priority: Civic Engagement
High priority	22.3%	34.8%	35.5%	18.3%	34.0%	34.3%	26.9%	36.1%	37.1%	
Medium priority	58.9%	38.8%	41.7%	66.7%	39.7%	44.2%	50.0%	37.4%	38.7%	
Low priority	16.1%	17.0%	11.4%	13.3%	17.8%	12.0%	19.2%	15.7%	10.6%	
Total(n)	112	3,031	4,247	60	1,799	2,180	52	1,232	2,067	
Mean	2.12	2.37	2.47	2.08	2.33	2.42	2.15	2.42	2.54	
Standard deviation	0.69	0.87	0.84	0.62	0.86	0.82	0.78	0.88	0.86	
Significance	-	**	***	-	*	**	-	*	**	
Effect size	-	-0.29	-0.42	-	-0.29	-0.41	-	-0.31	-0.45	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To help students learn how to bring about change in society										
Highest priority	3.6%	7.7%	9.9%	1.7%	6.3%	8.3%	5.8%	10.1%	11.8%	
High priority	21.4%	30.7%	32.9%	18.3%	30.6%	32.8%	25.0%	31.1%	32.9%	
Medium priority	47.3%	38.5%	40.5%	58.3%	39.1%	42.9%	34.6%	37.4%	37.5%	
Low priority	27.7%	23.0%	16.8%	21.7%	24.0%	16.0%	34.6%	21.3%	17.8%	
Total(n)	112	3,026	4,245	60	1,797	2,178	52	1,229	2,067	
Mean	2.01	2.23	2.36	2.00	2.19	2.33	2.02	2.30	2.39	
Standard deviation	0.80	0.89	0.87	0.69	0.87	0.84	0.92	0.92	0.91	
Significance	-	**	***	-		**	-	*	**	
Effect size	-	-0.25	-0.40	-	-0.22	-0.39	-	-0.30	-0.41	
To increase or maintain institutional prestige										
Highest priority	20.5%	51.8%	23.2%	10.0%	50.6%	20.9%	32.7%	54.0%	26.0%	
High priority	58.0%	34.7%	42.3%	63.3%	36.7%	45.0%	51.9%	31.3%	39.0%	
Medium priority	17.0%	11.1%	27.7%	23.3%	10.5%	27.1%	9.6%	12.2%	28.4%	
Low priority	4.5%	2.4%	6.7%	3.3%	2.3%	7.0%	5.8%	2.5%	6.5%	
Total(n)	112	3,031	4,248	60	1,801	2,182	52	1,230	2,066	
Mean	2.95	3.36	2.82	2.80	3.36	2.80	3.12	3.37	2.85	
Standard deviation	0.75	0.77	0.86	0.66	0.76	0.85	0.81	0.79	0.88	
Significance	-	***		-	***		-	*	*	
Effect size	-	-0.53	0.15	-	-0.74	0.00	-	-0.32	0.31	
To hire faculty 'stars'										
Highest priority	0.9%	36.6%	3.6%	0.0%	36.2%	2.7%	1.9%	37.3%	4.8%	
High priority	11.6%	29.1%	12.1%	8.3%	28.7%	12.0%	15.4%	29.8%	12.3%	
Medium priority	32.1%	22.7%	33.1%	28.3%	23.5%	31.1%	36.5%	21.5%	35.5%	
Low priority	55.4%	11.5%	51.1%	63.3%	11.5%	54.3%	46.2%	11.4%	47.4%	
Total(n)	112	3,027	4,245	60	1,798	2,181	52	1,229	2,064	
Mean	1.58	2.91	1.68	1.45	2.90	1.63	1.73	2.93	1.74	
Standard deviation	0.73	1.02	0.82	0.65	1.02	0.80	0.79	1.02	0.85	
Significance	-	***		-	***		-	***		
Effect size	-	-1.30	-0.12	-	-1.42	-0.23	-	-1.18	-0.01	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To recruit more minority students										Institutional Priority: Commitment to Diversity
Highest priority	16.1%	7.9%	12.5%	13.3%	7.4%	11.7%	19.2%	8.7%	13.4%	
High priority	51.8%	38.8%	36.3%	51.7%	41.5%	37.3%	51.9%	34.1%	35.1%	
Medium priority	28.6%	41.6%	38.5%	30.0%	40.7%	39.4%	26.9%	43.2%	37.5%	
Low priority	3.6%	11.7%	12.7%	5.0%	10.4%	11.6%	1.9%	14.0%	14.0%	
Total(n)	112	3,026	4,244	60	1,798	2,178	52	1,228	2,066	
Mean	2.80	2.43	2.49	2.73	2.46	2.49	2.88	2.37	2.48	
Standard deviation	0.75	0.80	0.87	0.76	0.78	0.85	0.73	0.83	0.89	
Significance	-	***	***	-	**	*	-	***	**	
Effect size	-	0.46	0.36	-	0.35	0.28	-	0.61	0.45	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	20.7%	56.1%	29.3%	13.3%	55.2%	27.7%	29.4%	57.7%	31.2%	
High priority	57.7%	33.5%	38.8%	63.3%	34.7%	40.1%	51.0%	31.4%	37.3%	
Medium priority	18.9%	8.2%	24.6%	21.7%	8.2%	24.9%	15.7%	8.2%	24.1%	
Low priority	2.7%	2.2%	7.3%	1.7%	1.9%	7.2%	3.9%	2.7%	7.3%	
Total(n)	111	3,033	4,243	60	1,801	2,180	51	1,232	2,063	
Mean	2.96	3.43	2.90	2.88	3.43	2.88	3.06	3.44	2.92	
Standard deviation	0.71	0.74	0.91	0.64	0.72	0.90	0.79	0.76	0.92	
Significance	-	***		-	***		-	***		
Effect size	-	-0.64	0.07	-	-0.76	0.00	-	-0.50	0.15	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	13.4%	9.9%	18.2%	8.3%	9.7%	18.4%	19.2%	10.4%	18.0%	
High priority	50.0%	38.5%	39.1%	55.0%	42.9%	39.7%	44.2%	31.0%	38.3%	
Medium priority	31.3%	38.4%	32.4%	31.7%	37.7%	32.9%	30.8%	39.7%	31.8%	
Low priority	5.4%	13.1%	10.3%	5.0%	9.7%	9.0%	5.8%	18.9%	11.9%	
Total(n)	112	3,026	4,246	60	1,796	2,179	52	1,230	2,067	
Mean	2.71	2.45	2.65	2.67	2.52	2.67	2.77	2.33	2.63	
Standard deviation	0.76	0.84	0.89	0.71	0.80	0.88	0.83	0.90	0.91	
Significance	-	**		-			-	***		
Effect size	-	0.31	0.07	-	0.19	0.00	-	0.49	0.15	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote gender equity among faculty										
Highest priority	10.8%	8.6%	13.0%	11.7%	10.9%	13.6%	9.8%	4.7%	12.3%	
High priority	55.0%	39.3%	36.2%	56.7%	47.1%	42.6%	52.9%	25.7%	28.6%	
Medium priority	24.3%	36.9%	32.8%	28.3%	33.8%	31.7%	19.6%	42.3%	34.2%	
Low priority	9.9%	15.2%	17.9%	3.3%	8.2%	12.2%	17.6%	27.3%	24.9%	
Total(n)	111	3,012	4,233	60	1,790	2,176	51	1,222	2,057	
Mean	2.67	2.41	2.44	2.77	2.61	2.58	2.55	2.08	2.28	
Standard deviation	0.80	0.85	0.93	0.70	0.79	0.87	0.90	0.84	0.97	
Significance	-	**	**	-			-	***	*	
Effect size	-	0.31	0.25	-	0.20	0.22	-	0.56	0.28	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	1.8%	4.4%	5.6%	0.0%	3.5%	4.5%	4.0%	5.8%	7.0%	
High priority	18.2%	20.8%	23.6%	23.3%	20.5%	23.2%	12.0%	21.4%	24.0%	
Medium priority	50.0%	44.0%	44.7%	48.3%	45.6%	48.1%	52.0%	41.2%	40.5%	
Low priority	30.0%	30.8%	26.2%	28.3%	30.3%	24.2%	32.0%	31.6%	28.5%	
Total(n)	110	3,013	4,235	60	1,791	2,173	50	1,222	2,062	
Mean	1.92	1.99	2.09	1.95	1.97	2.08	1.88	2.01	2.09	
Standard deviation	0.74	0.83	0.85	0.72	0.81	0.80	0.77	0.87	0.89	
Significance	-		*	-			-			
Effect size	-	-0.08	-0.20	-	-0.02	-0.16	-	-0.15	-0.24	
To create and sustain partnerships with surrounding communities										
Highest priority	2.7%	9.1%	7.3%	3.3%	8.8%	5.4%	2.0%	9.7%	9.6%	
High priority	26.4%	34.4%	28.2%	23.3%	35.4%	27.0%	30.0%	32.8%	29.6%	
Medium priority	55.5%	40.4%	45.5%	60.0%	41.9%	47.3%	50.0%	37.9%	43.3%	
Low priority	15.5%	16.1%	19.0%	13.3%	14.0%	20.3%	18.0%	19.7%	17.4%	
Total(n)	110	3,015	4,238	60	1,790	2,178	50	1,225	2,060	
Mean	2.16	2.36	2.24	2.17	2.39	2.17	2.16	2.32	2.32	
Standard deviation	0.71	0.86	0.84	0.69	0.83	0.81	0.74	0.90	0.87	
Significance	-	*		-	*		-			
Effect size	-	-0.23	-0.10	-	-0.27	0.00	-	-0.18	-0.18	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	3.7%	43.9%	10.4%	3.3%	46.0%	8.9%	4.2%	40.3%	12.2%	
High priority	44.4%	32.4%	32.9%	36.7%	32.7%	31.4%	54.2%	32.0%	34.7%	
Medium priority	40.7%	17.9%	39.3%	50.0%	16.7%	43.0%	29.2%	19.8%	34.8%	
Low priority	11.1%	5.8%	17.5%	10.0%	4.6%	16.8%	12.5%	7.9%	18.3%	
Total(n)	108	3,009	4,212	60	1,793	2,168	48	1,216	2,044	
Mean	2.41	3.14	2.36	2.33	3.20	2.32	2.50	3.05	2.41	
Standard deviation	0.74	0.91	0.89	0.71	0.88	0.86	0.77	0.96	0.92	
Significance	-	***		-	***		-	***		
Effect size	-	-0.80	0.06	-	-0.99	0.01	-	-0.57	0.10	
To increase the representation of minorities in the faculty and administration										
Highest priority	12.7%	6.6%	8.6%	13.3%	5.8%	8.5%	12.0%	8.0%	8.8%	Institutional Priority: Commit- ment to Diversity
High priority	50.9%	34.7%	32.2%	46.7%	38.4%	33.1%	56.0%	28.2%	31.2%	
Medium priority	30.9%	42.2%	41.0%	36.7%	42.8%	43.2%	24.0%	41.1%	38.3%	
Low priority	5.5%	16.6%	18.2%	3.3%	13.0%	15.2%	8.0%	22.7%	21.8%	
Total(n)	110	3,004	4,231	60	1,786	2,174	50	1,218	2,057	
Mean	2.71	2.31	2.31	2.70	2.37	2.35	2.72	2.21	2.27	
Standard deviation	0.76	0.82	0.87	0.74	0.78	0.84	0.78	0.88	0.90	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	0.49	0.46	-	0.42	0.42	-	0.58	0.50	
To strengthen links with the for-profit, corporate sector										
Highest priority	0.0%	16.1%	8.4%	0.0%	15.2%	7.7%	0.0%	17.6%	9.2%	
High priority	6.4%	35.2%	21.1%	5.0%	36.9%	20.8%	8.2%	32.2%	21.5%	
Medium priority	25.7%	33.7%	33.7%	28.3%	33.9%	34.8%	22.4%	33.4%	32.3%	
Low priority	67.9%	15.0%	36.9%	66.7%	14.0%	36.8%	69.4%	16.8%	37.0%	
Total(n)	109	2,996	4,211	60	1,787	2,166	49	1,209	2,045	
Mean	1.39	2.52	2.01	1.38	2.53	1.99	1.39	2.51	2.03	
Standard deviation	0.61	0.93	0.96	0.58	0.91	0.94	0.64	0.97	0.98	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-1.22	-0.65	-	-1.26	-0.65	-	-1.15	-0.65	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To develop leadership ability among students										
Highest priority	18.9%	12.2%	15.8%	18.3%	10.8%	12.2%	19.6%	14.7%	20.2%	
High priority	36.9%	45.9%	43.3%	35.0%	49.2%	42.9%	39.2%	40.1%	43.8%	
Medium priority	40.5%	31.7%	35.5%	43.3%	28.9%	39.3%	37.3%	36.6%	30.9%	
Low priority	3.6%	10.1%	5.4%	3.3%	11.0%	5.6%	3.9%	8.6%	5.1%	
Total(n)	111	3,013	4,239	60	1,788	2,180	51	1,225	2,059	
Mean	2.71	2.60	2.69	2.68	2.60	2.62	2.75	2.61	2.79	
Standard deviation	0.81	0.83	0.80	0.81	0.82	0.77	0.82	0.84	0.82	
Significance	-			-			-			
Effect size	-	0.13	0.03	-	0.10	0.08	-	0.17	-0.05	
To increase the representation of women in the faculty and administration										
Highest priority	5.5%	6.7%	6.2%	5.0%	7.4%	6.5%	6.1%	5.5%	5.8%	Institutional Priority: Commitment to Diversity
High priority	30.3%	33.7%	26.9%	31.7%	40.7%	32.5%	28.6%	21.5%	20.3%	
Medium priority	50.5%	43.8%	43.1%	55.0%	42.2%	42.5%	44.9%	46.5%	43.9%	
Low priority	13.8%	15.9%	23.8%	8.3%	9.8%	18.5%	20.4%	26.5%	30.1%	
Total(n)	109	3,005	4,214	60	1,787	2,161	49	1,218	2,053	
Mean	2.28	2.31	2.15	2.33	2.46	2.27	2.20	2.06	2.02	
Standard deviation	0.77	0.82	0.85	0.71	0.77	0.83	0.84	0.83	0.86	
Significance	-			-			-			
Effect size	-	-0.04	0.15	-	-0.17	0.07	-	0.17	0.21	
To develop an appreciation for multiculturalism										
Highest priority	13.6%	9.0%	19.3%	10.0%	8.6%	19.6%	18.0%	9.8%	19.0%	Institutional Priority: Commitment to Diversity
High priority	47.3%	34.4%	40.3%	45.0%	39.6%	41.6%	50.0%	25.3%	38.8%	
Medium priority	31.8%	42.0%	30.4%	41.7%	39.8%	30.5%	20.0%	45.7%	30.3%	
Low priority	7.3%	14.6%	10.0%	3.3%	12.0%	8.3%	12.0%	19.2%	11.9%	
Total(n)	110	3,006	4,239	60	1,785	2,177	50	1,221	2,062	
Mean	2.67	2.38	2.69	2.62	2.45	2.72	2.74	2.26	2.65	
Standard deviation	0.80	0.84	0.89	0.72	0.81	0.87	0.90	0.88	0.92	
Significance	-	***		-			-	***		
Effect size	-	0.35	-0.02	-	0.21	-0.11	-	0.55	0.10	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Agree strongly	3.6%	9.0%	8.0%	1.7%	7.3%	6.9%	5.9%	12.0%	9.3%	
Agree somewhat	36.0%	39.2%	43.2%	30.0%	38.2%	43.4%	43.1%	40.8%	43.0%	
Disagree somewhat	34.2%	36.8%	32.9%	30.0%	37.5%	33.4%	39.2%	35.6%	32.3%	
Disagree strongly	26.1%	15.0%	15.9%	38.3%	16.9%	16.3%	11.8%	11.6%	15.4%	
Total(n)	111	3,032	4,250	60	1,798	2,181	51	1,234	2,069	
Mean	2.17	2.42	2.43	1.95	2.36	2.41	2.43	2.53	2.46	
Standard deviation	0.86	0.85	0.85	0.87	0.85	0.84	0.78	0.85	0.86	
Significance	-	**	**	-	***	***	-			
Effect size	-	-0.29	-0.31	-	-0.48	-0.55	-	-0.12	-0.03	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	2.7%	3.4%	4.3%	3.3%	4.2%	5.3%	1.9%	2.2%	3.0%	
Agree somewhat	17.9%	19.0%	16.7%	21.7%	21.3%	19.1%	13.5%	15.1%	13.8%	
Disagree somewhat	42.9%	43.0%	42.6%	45.0%	45.8%	44.4%	40.4%	38.1%	40.4%	
Disagree strongly	36.6%	34.6%	36.5%	30.0%	28.8%	31.2%	44.2%	44.6%	42.8%	
Total(n)	112	3,020	4,236	60	1,792	2,177	52	1,228	2,059	
Mean	1.87	1.91	1.89	1.98	2.01	1.99	1.73	1.75	1.77	
Standard deviation	0.80	0.82	0.83	0.81	0.82	0.85	0.77	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.04	-0.01	-	-0.03	-0.05	
Colleges should be actively involved in solving social problems										
Agree strongly	16.2%	19.2%	19.5%	21.7%	15.8%	17.7%	9.8%	25.1%	21.7%	
Agree somewhat	42.3%	56.2%	54.9%	30.0%	59.1%	53.7%	56.9%	51.2%	56.3%	
Disagree somewhat	35.1%	19.8%	20.8%	40.0%	19.0%	21.7%	29.4%	21.1%	19.7%	
Disagree strongly	6.3%	4.9%	4.9%	8.3%	6.2%	6.9%	3.9%	2.6%	2.4%	
Total(n)	111	3,024	4,238	60	1,791	2,180	51	1,233	2,058	
Mean	2.68	2.90	2.89	2.65	2.84	2.82	2.73	2.99	2.97	
Standard deviation	0.82	0.76	0.76	0.92	0.76	0.80	0.70	0.75	0.71	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.29	-0.28	-	-0.25	-0.21	-	-0.35	-0.34	Civic Minded Values

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should encourage students to be involved in community service activities										Civic Minded Values
Agree strongly	22.3%	28.3%	29.6%	23.3%	25.9%	25.3%	21.2%	32.5%	34.9%	
Agree somewhat	64.3%	58.0%	58.7%	60.0%	57.5%	58.6%	69.2%	58.8%	58.8%	
Disagree somewhat	10.7%	10.9%	9.3%	11.7%	12.5%	12.3%	9.6%	8.2%	5.7%	
Disagree strongly	2.7%	2.7%	2.4%	5.0%	4.0%	3.8%	0.0%	0.5%	0.6%	
Total(n)	112	3,027	4,239	60	1,793	2,175	52	1,234	2,064	
Mean	3.06	3.12	3.16	3.02	3.05	3.05	3.12	3.23	3.28	
Standard deviation	0.66	0.70	0.68	0.75	0.74	0.73	0.55	0.61	0.59	
Significance	-			-			-			
Effect size	-	-0.09	-0.15	-	-0.04	-0.04	-	-0.18	-0.27	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	62.5%	54.0%	63.5%	56.7%	47.1%	56.1%	69.2%	66.0%	72.5%	
Agree somewhat	29.5%	41.5%	31.9%	33.3%	46.8%	36.9%	25.0%	32.2%	25.8%	
Disagree somewhat	8.0%	3.2%	2.8%	10.0%	4.1%	4.1%	5.8%	1.6%	1.3%	
Disagree strongly	0.0%	1.3%	1.8%	0.0%	2.0%	2.9%	0.0%	0.1%	0.4%	
Total(n)	112	3,021	4,249	60	1,791	2,182	52	1,230	2,067	
Mean	3.54	3.48	3.57	3.47	3.39	3.46	3.63	3.64	3.70	
Standard deviation	0.64	0.63	0.64	0.68	0.66	0.71	0.60	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.10	-0.05	-	0.12	0.01	-	-0.02	-0.14	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	0.9%	1.6%	2.4%	1.7%	2.0%	2.5%	0.0%	0.9%	2.2%	
Agree somewhat	11.6%	19.5%	14.9%	15.0%	22.0%	20.3%	7.7%	15.1%	8.3%	
Disagree somewhat	46.4%	41.2%	39.4%	43.3%	41.8%	41.3%	50.0%	40.1%	37.2%	
Disagree strongly	41.1%	37.8%	43.3%	40.0%	34.2%	36.0%	42.3%	43.8%	52.3%	
Total(n)	112	3,023	4,240	60	1,794	2,178	52	1,229	2,062	
Mean	1.72	1.85	1.76	1.78	1.92	1.89	1.65	1.73	1.60	
Standard deviation	0.70	0.78	0.79	0.76	0.80	0.81	0.62	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.17	-0.05	-	-0.18	-0.14	-	-0.11	0.07	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should be concerned with facilitating undergraduate students' spiritual development										
Agree strongly	1.8%	9.6%	6.6%	1.7%	10.5%	7.2%	2.0%	8.1%	5.8%	
Agree somewhat	29.7%	25.0%	30.9%	36.7%	23.5%	32.4%	21.6%	27.8%	29.0%	
Disagree somewhat	34.2%	29.7%	33.6%	26.7%	30.4%	30.8%	43.1%	28.4%	37.0%	
Disagree strongly	34.2%	35.6%	28.9%	35.0%	35.6%	29.5%	33.3%	35.7%	28.1%	
Total(n)	111	3,026	4,241	60	1,793	2,179	51	1,233	2,062	
Mean	1.99	2.09	2.15	2.05	2.09	2.17	1.92	2.08	2.13	
Standard deviation	0.85	0.99	0.92	0.89	1.00	0.94	0.80	0.98	0.89	
Significance	-			-			-			
Effect size	-	-0.10	-0.17	-	-0.04	-0.13	-	-0.16	-0.24	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	19.8%	28.5%	26.3%	25.0%	23.3%	21.6%	13.7%	37.3%	32.0%	
Agree somewhat	70.3%	59.6%	60.4%	60.0%	63.8%	63.1%	82.4%	52.4%	57.1%	
Disagree somewhat	9.9%	9.9%	11.2%	15.0%	9.9%	12.2%	3.9%	9.9%	9.9%	
Disagree strongly	0.0%	2.0%	2.2%	0.0%	2.9%	3.1%	0.0%	0.4%	1.1%	
Total(n)	111	3,025	4,244	60	1,792	2,181	51	1,233	2,063	
Mean	3.10	3.14	3.11	3.10	3.08	3.03	3.10	3.26	3.20	
Standard deviation	0.54	0.67	0.67	0.63	0.67	0.68	0.41	0.65	0.65	
Significance	-			-			-			
Effect size	-	-0.06	-0.01	-	0.03	0.10	-	-0.25	-0.15	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	13.0%	13.1%	10.2%	13.6%	11.6%	9.6%	12.2%	15.8%	11.0%	
Agree somewhat	37.0%	40.7%	44.2%	28.8%	39.9%	44.7%	46.9%	42.2%	43.6%	
Disagree somewhat	38.0%	34.0%	35.6%	42.4%	34.6%	36.3%	32.7%	33.1%	34.8%	
Disagree strongly	12.0%	12.1%	9.9%	15.3%	13.9%	9.4%	8.2%	8.9%	10.6%	
Total(n)	108	3,002	4,189	59	1,782	2,153	49	1,220	2,036	
Mean	2.51	2.55	2.55	2.41	2.49	2.55	2.63	2.65	2.55	
Standard deviation	0.87	0.87	0.81	0.91	0.87	0.79	0.81	0.85	0.82	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.09	-0.18	-	-0.02	0.10	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should prohibit racist/sexist speech on campus										
Agree strongly	31.2%	33.3%	34.0%	21.7%	28.8%	28.9%	42.9%	41.1%	40.3%	
Agree somewhat	41.3%	31.4%	28.7%	38.3%	30.4%	27.6%	44.9%	33.2%	30.0%	
Disagree somewhat	16.5%	23.1%	25.9%	23.3%	26.2%	28.1%	8.2%	17.6%	23.1%	
Disagree strongly	11.0%	12.3%	11.4%	16.7%	14.7%	15.4%	4.1%	8.1%	6.6%	
Total(n)	109	3,011	4,214	60	1,789	2,168	49	1,222	2,046	
Mean	2.93	2.86	2.85	2.65	2.73	2.70	3.27	3.07	3.04	
Standard deviation	0.96	1.02	1.02	1.01	1.03	1.05	0.78	0.95	0.95	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	-0.08	-0.05	-	0.21	0.24	
This institution should not offer remedial/developmental education										
Agree strongly	6.3%	8.4%	5.0%	8.3%	9.0%	5.6%	3.9%	7.3%	4.3%	
Agree somewhat	29.7%	19.4%	15.9%	40.0%	22.0%	19.3%	17.6%	14.8%	11.8%	
Disagree somewhat	45.0%	47.0%	44.4%	40.0%	48.2%	44.5%	51.0%	44.7%	44.3%	
Disagree strongly	18.9%	25.3%	34.7%	11.7%	20.8%	30.6%	27.5%	33.2%	39.6%	
Total(n)	111	3,011	4,230	60	1,788	2,177	51	1,223	2,053	
Mean	2.23	2.11	1.91	2.45	2.19	2.00	1.98	1.96	1.81	
Standard deviation	0.83	0.88	0.84	0.81	0.87	0.85	0.79	0.88	0.81	
Significance	-		***	-	*	***	-			
Effect size	-	0.14	0.38	-	0.30	0.53	-	0.02	0.21	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$20,000	0.0%	0.3%	0.1%	0.0%	0.1%	0.0%	0.0%	0.6%	0.2%	
\$20,000 - \$29,999	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.0%	
\$30,000 - \$39,999	0.0%	0.1%	1.1%	0.0%	0.0%	0.7%	0.0%	0.2%	1.5%	
\$40,000 - \$49,999	0.0%	4.5%	12.7%	0.0%	4.1%	12.4%	0.0%	5.4%	13.0%	
\$50,000 - \$59,999	24.5%	6.2%	18.3%	24.0%	4.7%	16.0%	25.0%	9.5%	21.1%	
\$60,000 - \$69,999	26.5%	11.9%	24.8%	28.0%	6.5%	24.0%	25.0%	23.4%	25.7%	
\$70,000 - \$79,999	26.5%	11.4%	14.2%	16.0%	10.0%	13.2%	37.5%	14.5%	15.4%	
\$80,000 - \$89,999	10.2%	12.5%	10.8%	12.0%	13.6%	11.5%	8.3%	10.3%	10.0%	
\$90,000 - \$99,999	2.0%	11.4%	5.8%	4.0%	11.8%	6.9%	0.0%	10.6%	4.4%	
\$100,000 - \$124,999	10.2%	16.7%	9.2%	16.0%	17.7%	11.1%	4.2%	14.4%	6.9%	
\$125,000 - \$149,999	0.0%	9.3%	2.0%	0.0%	11.2%	2.4%	0.0%	5.2%	1.4%	
\$150,000 or more	0.0%	15.4%	1.0%	0.0%	19.9%	1.6%	0.0%	5.9%	0.4%	
Total(n)	49	1,675	2,533	25	1,039	1,349	24	636	1,184	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.7%	0.1%	0.0%	0.0%	0.1%	0.0%	1.6%	0.1%	
\$20,000 - \$29,999	0.0%	0.2%	0.3%	0.0%	0.3%	0.2%	0.0%	0.1%	0.4%	
\$30,000 - \$39,999	0.0%	0.2%	1.0%	0.0%	0.2%	0.7%	0.0%	0.3%	1.3%	
\$40,000 - \$49,999	2.0%	3.6%	13.0%	0.0%	2.9%	12.6%	4.5%	4.5%	13.5%	
\$50,000 - \$59,999	28.0%	7.6%	20.4%	25.0%	6.2%	18.2%	31.8%	9.4%	22.9%	
\$60,000 - \$69,999	34.0%	18.1%	21.4%	32.1%	14.6%	18.5%	36.4%	22.6%	24.9%	
\$70,000 - \$79,999	16.0%	10.5%	13.0%	21.4%	6.9%	13.3%	9.1%	15.1%	12.6%	
\$80,000 - \$89,999	6.0%	10.8%	10.4%	3.6%	12.2%	11.7%	9.1%	9.1%	8.9%	
\$90,000 - \$99,999	6.0%	10.5%	4.9%	7.1%	13.8%	5.6%	4.5%	6.4%	4.1%	
\$100,000 - \$124,999	6.0%	17.3%	11.5%	7.1%	13.9%	14.1%	4.5%	21.6%	8.4%	
\$125,000 - \$149,999	2.0%	10.4%	2.5%	3.6%	12.8%	2.8%	0.0%	7.3%	2.2%	
\$150,000 or more	0.0%	9.9%	1.5%	0.0%	16.1%	2.2%	0.0%	2.1%	0.7%	
Total(n)	50	1,001	1,443	28	551	688	22	450	755	
Your base institutional salary reported above is based on:										
Less than 9 months	3.8%	5.5%	4.4%	5.2%	5.4%	3.9%	2.1%	5.6%	5.0%	
9/10 months	48.6%	61.0%	60.5%	46.6%	65.0%	61.0%	51.1%	54.1%	59.8%	
11/12 months	47.6%	33.5%	35.1%	48.3%	29.7%	35.1%	46.8%	40.3%	35.2%	
Total(n)	105	2,974	4,184	58	1,769	2,143	47	1,205	2,041	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What percentage of your current year's income comes from:										
Base salary from this institution										
100%	61.8%	39.3%	45.8%	59.3%	34.5%	44.3%	64.7%	47.9%	47.6%	
75% to 99%	35.5%	45.6%	45.7%	35.6%	49.6%	47.7%	35.3%	38.7%	43.4%	
74% to 50%	1.8%	12.6%	6.5%	3.4%	13.7%	6.7%	0.0%	10.7%	6.2%	
25% to 49%	0.0%	1.4%	1.6%	0.0%	1.4%	1.1%	0.0%	1.3%	2.1%	
1% to 24%	0.9%	0.9%	0.3%	1.7%	0.7%	0.3%	0.0%	1.2%	0.5%	
0%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.2%	
Total(n)	110	2,998	4,194	59	1,783	2,144	51	1,215	2,050	
Other income from this institution										
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.3%	0.1%	0.0%	0.4%	0.1%	0.0%	0.1%	0.1%	
25% to 49%	0.0%	4.9%	2.0%	0.0%	6.0%	2.3%	0.0%	3.0%	1.7%	
1% to 24%	20.8%	29.0%	30.6%	16.1%	33.9%	31.4%	26.7%	20.3%	29.6%	
0%	79.2%	65.7%	67.3%	83.9%	59.5%	66.2%	73.3%	76.6%	68.7%	
Total(n)	101	2,900	4,065	56	1,737	2,076	45	1,163	1,989	
Income from another academic institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	
74% to 50%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%	0.4%	0.4%	
25% to 49%	1.0%	0.8%	0.8%	1.8%	0.8%	0.7%	0.0%	0.8%	0.8%	
1% to 24%	5.0%	6.5%	5.9%	3.6%	6.1%	5.0%	6.7%	7.1%	6.8%	
0%	94.1%	92.4%	93.1%	94.6%	93.0%	94.1%	93.3%	91.4%	91.9%	
Total(n)	101	2,856	4,031	56	1,710	2,062	45	1,146	1,969	
Non-academic income										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
75% to 99%	1.0%	0.9%	0.2%	1.8%	0.7%	0.2%	0.0%	1.2%	0.1%	
74% to 50%	0.0%	3.3%	2.4%	0.0%	2.6%	1.5%	0.0%	4.7%	3.5%	
25% to 49%	1.0%	6.3%	4.7%	1.8%	6.7%	5.6%	0.0%	5.6%	3.5%	
1% to 24%	24.5%	31.3%	25.7%	29.8%	34.2%	28.1%	17.8%	26.0%	22.8%	
0%	73.5%	58.2%	67.1%	66.7%	55.9%	64.5%	82.2%	62.4%	70.1%	
Total(n)	102	2,891	4,059	57	1,732	2,082	45	1,159	1,977	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1981 or later	3.7%	1.8%	2.4%	1.7%	1.1%	0.9%	6.1%	3.2%	4.3%	
1986 - 1980	12.1%	8.5%	9.9%	8.6%	9.4%	8.9%	16.3%	6.7%	11.1%	
1971 - 1975	9.3%	11.3%	13.1%	13.8%	9.1%	13.3%	4.1%	15.1%	12.8%	
1966 - 1970	17.8%	13.7%	16.3%	15.5%	12.2%	16.4%	20.4%	16.4%	16.1%	
1961 - 1965	17.8%	12.4%	12.6%	15.5%	11.1%	11.4%	20.4%	14.8%	14.0%	
1956 - 1960	13.1%	12.6%	13.8%	13.8%	11.3%	14.2%	12.2%	14.9%	13.3%	
1951 - 1955	10.3%	16.8%	14.4%	8.6%	19.9%	14.6%	12.2%	11.3%	14.1%	
1946 - 1950	12.1%	11.7%	10.9%	17.2%	12.9%	12.3%	6.1%	9.6%	9.2%	
1941 - 1945	2.8%	7.0%	5.1%	3.4%	8.0%	6.1%	2.0%	5.2%	3.9%	
1940 or earlier	0.9%	4.2%	1.6%	1.7%	5.0%	1.9%	0.0%	2.7%	1.1%	
Total(n)	107	2,968	4,147	58	1,772	2,135	49	1,196	2,012	
Year of highest degree now held										
1973 or earlier	2.8%	7.8%	3.6%	3.4%	10.1%	5.0%	2.0%	3.9%	1.8%	
1974 - 1978	4.6%	9.3%	5.3%	8.6%	11.1%	7.3%	0.0%	6.2%	2.9%	
1979 - 1983	6.5%	11.2%	7.1%	5.2%	13.1%	8.6%	8.0%	7.9%	5.3%	
1984 - 1988	16.7%	11.8%	11.2%	19.0%	11.4%	12.0%	14.0%	12.7%	10.2%	
1989 - 1993	11.1%	13.1%	11.8%	10.3%	15.4%	10.8%	12.0%	9.1%	13.1%	
1994 - 1998	16.7%	11.9%	16.1%	17.2%	10.8%	15.8%	16.0%	13.7%	16.5%	
1999 - 2003	16.7%	12.7%	17.4%	15.5%	10.1%	16.2%	18.0%	17.3%	18.8%	
2004 - 2008	18.5%	15.8%	18.4%	15.5%	12.1%	17.3%	22.0%	22.4%	19.7%	
2009 or later	6.5%	6.2%	9.1%	5.2%	5.9%	7.0%	8.0%	6.8%	11.6%	
Total(n)	108	2,956	4,150	58	1,759	2,131	50	1,197	2,019	
Year of appointment at present institution										
1973 or earlier	0.9%	2.6%	1.6%	1.7%	3.5%	2.0%	0.0%	1.0%	1.2%	
1974 - 1978	1.9%	4.0%	2.5%	3.4%	5.7%	3.5%	0.0%	0.9%	1.3%	
1979 - 1983	6.6%	7.6%	5.0%	10.3%	9.9%	6.5%	2.1%	3.8%	3.1%	
1984 - 1988	13.2%	10.4%	7.7%	12.1%	12.0%	9.4%	14.6%	7.6%	5.7%	
1989 - 1993	15.1%	11.7%	9.3%	13.8%	12.4%	10.1%	16.7%	10.3%	8.4%	
1994 - 1998	10.4%	12.2%	11.9%	13.8%	11.7%	11.2%	6.3%	13.1%	12.9%	
1999 - 2003	18.9%	12.9%	15.9%	15.5%	11.7%	15.1%	22.9%	15.0%	16.7%	
2004 - 2008	16.0%	20.9%	24.0%	15.5%	18.1%	22.0%	16.7%	25.7%	26.4%	
2009 or later	17.0%	17.8%	22.1%	13.8%	15.1%	20.4%	20.8%	22.7%	24.2%	
Total(n)	106	2,928	4,095	58	1,742	2,114	48	1,186	1,981	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If tenured, year tenure was awarded										
1973 or earlier	1.4%	3.6%	0.7%	2.4%	4.9%	0.8%	0.0%	0.4%	0.4%	
1974 - 1978	0.0%	4.7%	1.6%	0.0%	4.2%	1.6%	0.0%	5.9%	1.4%	
1979 - 1983	1.4%	7.6%	4.0%	2.4%	8.9%	4.7%	0.0%	4.3%	3.2%	
1984 - 1988	7.2%	11.0%	8.1%	12.2%	11.7%	9.9%	0.0%	9.4%	5.5%	
1989 - 1993	15.9%	13.5%	12.0%	17.1%	14.4%	13.6%	14.3%	11.1%	9.7%	
1994 - 1998	26.1%	22.4%	16.6%	24.4%	22.6%	17.6%	28.6%	21.7%	15.1%	
1999 - 2003	11.6%	14.1%	17.5%	14.6%	14.6%	15.9%	7.1%	12.7%	19.9%	
2004 - 2008	31.9%	13.8%	23.4%	24.4%	10.9%	20.6%	42.9%	21.5%	27.6%	
2009 or later	4.3%	9.4%	16.0%	2.4%	8.0%	15.3%	7.1%	13.1%	17.1%	
Total(n)	69	1,795	2,636	41	1,195	1,450	28	600	1,186	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	10.8%	6.2%	5.9%	10.0%	5.4%	5.1%	11.8%	7.5%	6.8%	
Business (General Area 6)	0.0%	3.5%	3.8%	0.0%	3.8%	3.6%	0.0%	3.1%	4.1%	
Education (General Area 10 and Specific Discipline 2102)	1.8%	3.7%	7.4%	1.7%	2.8%	5.4%	2.0%	5.3%	9.8%	
Engineering (General Area 11)	0.0%	8.0%	1.8%	0.0%	10.6%	2.4%	0.0%	3.4%	1.0%	
English (General Area 12)	11.7%	6.3%	9.7%	8.3%	5.3%	8.3%	15.7%	8.1%	11.4%	
Health-related (General Area 15)	0.0%	3.9%	4.6%	0.0%	1.8%	2.7%	0.0%	7.5%	6.9%	
History or Political Science (Specific Discipline 3007,3009)	9.0%	11.8%	8.9%	10.0%	11.4%	10.2%	7.8%	12.5%	7.3%	
Humanities (General Area 14,24)	12.6%	11.3%	11.5%	18.3%	11.0%	12.0%	5.9%	11.7%	10.9%	
Fine Arts (General Area 2,4,22)	18.0%	6.5%	9.0%	20.0%	5.8%	9.2%	15.7%	7.8%	8.8%	
Mathematics or Statistics (General Area 18)	6.3%	4.4%	4.8%	5.0%	5.7%	6.4%	7.8%	2.3%	2.9%	
Physical Sciences (General Area 25)	7.2%	8.5%	7.0%	8.3%	10.9%	9.0%	5.9%	4.3%	4.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	18.0%	15.6%	15.0%	13.3%	15.3%	14.6%	23.5%	16.3%	15.4%	
Other Technical (General Area 8,19,28)	0.9%	2.8%	2.1%	1.7%	3.4%	2.7%	0.0%	1.8%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	3.6%	7.1%	8.2%	3.3%	6.4%	8.0%	3.9%	8.3%	8.5%	
Total(n)	111	3,037	4,223	60	1,805	2,168	51	1,232	2,055	

2010-11 HERI Faculty Survey
Institutional Profile Report
 All Respondents

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.1%	0.3%	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	10.7%	6.0%	5.6%	10.0%	5.4%	4.6%	11.5%	7.2%	6.9%	
Business (General Area 6)	0.0%	4.3%	5.0%	0.0%	4.6%	4.4%	0.0%	3.8%	5.6%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	2.2%	3.9%	0.0%	1.2%	2.2%	0.0%	3.8%	6.0%	
Engineering (General Area 11)	0.0%	8.7%	2.1%	0.0%	11.7%	3.0%	0.0%	3.4%	0.9%	
English (General Area 12)	9.8%	6.5%	9.6%	6.7%	5.7%	8.4%	13.5%	7.9%	11.0%	
Health-related (General Area 15)	0.0%	5.1%	5.2%	0.0%	3.0%	2.9%	0.0%	8.8%	8.0%	
History or Political Science (Specific Discipline 3007,3009)	8.9%	10.5%	9.2%	8.3%	9.4%	11.0%	9.6%	12.3%	7.1%	
Humanities (General Area 14,24)	16.1%	12.0%	11.5%	21.7%	11.3%	12.2%	9.6%	13.4%	10.7%	
Fine Arts (General Area 2,4,22)	18.8%	7.0%	8.9%	20.0%	6.1%	9.3%	17.3%	8.7%	8.5%	
Mathematics or Statistics (General Area 18)	6.3%	4.0%	5.2%	5.0%	5.1%	6.7%	7.7%	2.2%	3.3%	
Physical Sciences (General Area 25)	8.0%	7.4%	7.7%	10.0%	9.3%	10.2%	5.8%	4.0%	4.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	17.9%	13.4%	14.8%	15.0%	13.1%	14.1%	21.2%	14.0%	15.8%	
Other Technical (General Area 8,19,28)	0.9%	2.9%	2.1%	1.7%	3.9%	2.6%	0.0%	1.3%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	2.7%	9.7%	8.8%	1.7%	9.9%	8.0%	3.8%	9.2%	9.8%	
Total(n)	112	3,036	4,216	60	1,807	2,164	52	1,229	2,052	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many children do you have in the following age ranges?										
Under 18 years old										
0	58.6%	58.8%	62.5%	58.3%	56.7%	60.9%	58.8%	62.3%	64.5%	
1	15.3%	20.2%	17.0%	10.0%	19.5%	17.8%	21.6%	21.3%	15.9%	
2	22.5%	15.8%	16.4%	28.3%	16.8%	16.9%	15.7%	14.2%	15.6%	
3	2.7%	3.1%	3.6%	3.3%	4.0%	3.6%	2.0%	1.5%	3.7%	
4+	0.9%	2.1%	0.5%	0.0%	3.0%	0.7%	2.0%	0.7%	0.3%	
Total(n)	111	3,017	4,222	60	1,787	2,165	51	1,230	2,057	
18 years or older										
0	67.6%	58.5%	67.8%	67.8%	54.6%	65.6%	67.3%	65.1%	70.5%	
1	11.7%	13.9%	11.2%	10.2%	12.4%	10.4%	13.5%	16.5%	12.2%	
2	15.3%	15.4%	13.7%	13.6%	18.0%	15.3%	17.3%	10.9%	11.7%	
3	4.5%	6.3%	5.0%	6.8%	6.9%	5.8%	1.9%	5.2%	4.0%	
4+	0.9%	5.9%	2.3%	1.7%	8.0%	2.9%	0.0%	2.4%	1.6%	
Total(n)	111	3,019	4,219	59	1,789	2,166	52	1,230	2,053	
How would you characterize your political views?										
Far left	13.5%	16.2%	14.0%	8.3%	16.2%	13.8%	19.6%	16.3%	14.2%	
Liberal	53.2%	51.5%	54.6%	53.3%	49.6%	51.0%	52.9%	54.8%	58.9%	
Middle of the road	23.4%	22.3%	22.6%	21.7%	22.9%	25.1%	25.5%	21.4%	19.5%	
Conservative	9.0%	9.8%	8.6%	15.0%	11.1%	9.8%	2.0%	7.5%	7.3%	
Far right	0.9%	0.1%	0.3%	1.7%	0.2%	0.4%	0.0%	0.1%	0.1%	
Total(n)	111	3,009	4,206	60	1,787	2,156	51	1,222	2,050	
Are you currently: (Mark one)										
Single	15.2%	11.2%	13.6%	16.7%	8.2%	11.7%	13.5%	16.3%	16.0%	
Married	75.9%	76.8%	70.5%	76.7%	85.3%	77.4%	75.0%	62.0%	62.2%	
Unmarried, living with partner	6.3%	6.5%	8.2%	5.0%	4.0%	6.3%	7.7%	10.9%	10.6%	
Divorced	2.7%	3.5%	5.4%	1.7%	1.5%	3.1%	3.8%	6.9%	8.1%	
Widowed	0.0%	0.9%	1.1%	0.0%	0.4%	0.5%	0.0%	1.8%	1.7%	
Separated	0.0%	1.2%	1.2%	0.0%	0.6%	1.0%	0.0%	2.2%	1.4%	
Total(n)	112	3,046	4,255	60	1,809	2,184	52	1,237	2,071	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Is English your native language?										
Yes	91.1%	85.7%	88.7%	90.0%	86.5%	89.3%	92.3%	84.4%	87.9%	
No	8.9%	14.3%	11.3%	10.0%	13.5%	10.7%	7.7%	15.6%	12.1%	
Total(n)	112	3,047	4,261	60	1,810	2,186	52	1,237	2,075	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	2.7%	0.9%	1.4%	0.0%	0.7%	1.1%	5.9%	1.3%	1.7%	
Asian American/Asian	2.7%	5.7%	5.2%	3.3%	6.8%	5.1%	2.0%	3.8%	5.2%	
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	
African American/Black	5.4%	4.7%	4.6%	6.7%	3.5%	3.3%	3.9%	6.8%	6.2%	
Mexican American/Chicano	0.0%	1.6%	0.9%	0.0%	2.4%	0.6%	0.0%	0.4%	1.2%	
Puerto Rican	1.8%	1.1%	0.7%	0.0%	0.2%	0.6%	3.9%	2.7%	0.8%	
Other Latino	0.9%	1.8%	2.1%	0.0%	1.2%	1.7%	2.0%	2.9%	2.7%	
White/Caucasian	86.5%	84.5%	87.1%	86.7%	84.0%	89.3%	86.3%	85.3%	84.4%	
Other	4.5%	3.4%	2.7%	5.0%	3.6%	2.1%	3.9%	3.1%	3.5%	
Total(n)	111	3,015	4,206	60	1,788	2,149	51	1,227	2,057	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.0%	0.2%	0.4%	
Asian	2.7%	5.3%	4.8%	3.3%	6.3%	4.7%	2.0%	3.6%	5.0%	
Black	4.5%	4.1%	4.1%	6.7%	2.9%	2.8%	2.0%	6.2%	5.5%	
Hispanic	2.7%	3.2%	1.7%	0.0%	3.3%	1.2%	5.9%	3.1%	2.2%	
White	82.9%	81.3%	83.3%	85.0%	82.3%	86.7%	80.4%	79.7%	79.3%	
Other	3.6%	2.5%	1.8%	3.3%	3.2%	1.4%	3.9%	1.1%	2.3%	
Two or more races/ethnicities	3.6%	3.5%	4.0%	1.7%	2.0%	2.9%	5.9%	6.1%	5.4%	
Total (n)	111	3,015	4,206	60	1,788	2,149	51	1,227	2,057	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 1										
A	36.0%	0.0%	0.0%	36.7%	0.0%	0.0%	35.3%	0.0%	0.0%	
B	63.1%	0.0%	0.0%	63.3%	0.0%	0.0%	62.7%	0.0%	0.0%	
C	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	111	0	0	60	0	0	51	0	0	
Optional Question 2										
A	53.2%	0.0%	0.0%	49.2%	0.0%	0.0%	58.0%	0.0%	0.0%	
B	46.8%	0.0%	0.0%	50.8%	0.0%	0.0%	42.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	109	0	0	59	0	0	50	0	0	
Optional Question 3										
A	19.4%	0.0%	0.0%	16.9%	0.0%	0.0%	22.4%	0.0%	0.0%	
B	80.6%	0.0%	0.0%	83.1%	0.0%	0.0%	77.6%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	108	0	0	59	0	0	49	0	0	
Optional Question 4										
A	30.9%	0.0%	0.0%	32.2%	0.0%	0.0%	29.4%	0.0%	0.0%	
B	69.1%	0.0%	0.0%	67.8%	0.0%	0.0%	70.6%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	110	0	0	59	0	0	51	0	0	
Optional Question 5										
A	76.9%	0.0%	0.0%	79.7%	0.0%	0.0%	73.5%	0.0%	0.0%	
B	23.1%	0.0%	0.0%	20.3%	0.0%	0.0%	26.5%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	108	0	0	59	0	0	49	0	0	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 6										
A	56.4%	0.0%	0.0%	57.4%	0.0%	0.0%	55.3%	0.0%	0.0%	
B	42.6%	0.0%	0.0%	42.6%	0.0%	0.0%	42.6%	0.0%	0.0%	
C	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	101	0	0	54	0	0	47	0	0	
Optional Question 7										
A	42.7%	0.0%	0.0%	36.7%	0.0%	0.0%	50.0%	0.0%	0.0%	
B	57.3%	0.0%	0.0%	63.3%	0.0%	0.0%	50.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	110	0	0	60	0	0	50	0	0	
Optional Question 8										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 9										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 10										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 11										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 12										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 13										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 14										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 15										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 16										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 17										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 18										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 19										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 20										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Academic Administrators	27	1,532	1,667	17	904	856	10	628	811	
What is your principal activity in your current position at this institution?										
Administration	0.0%	28.5%	13.6%	0.0%	31.0%	12.3%	0.0%	24.8%	15.1%	
Teaching	100.0%	57.3%	84.5%	100.0%	53.9%	86.1%	100.0%	62.3%	82.8%	
Research	0.0%	11.6%	0.8%	0.0%	12.7%	0.7%	0.0%	9.9%	0.9%	
Services to clients and patients	0.0%	0.8%	0.2%	0.0%	0.8%	0.4%	0.0%	0.8%	0.0%	
Other	0.0%	1.8%	0.9%	0.0%	1.6%	0.6%	0.0%	2.2%	1.2%	
Total(n)	27	1,530	1,665	17	902	855	10	628	810	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	1,532	1,667	17	904	856	10	628	811	
What is your present academic rank?										
Professor	44.4%	44.3%	43.6%	41.2%	52.1%	48.1%	50.0%	33.0%	38.8%	
Associate professor	48.1%	36.3%	39.7%	52.9%	33.8%	37.6%	40.0%	39.8%	42.0%	
Assistant professor	3.7%	13.2%	11.5%	5.9%	9.4%	10.4%	0.0%	18.6%	12.6%	
Lecturer	0.0%	3.7%	1.9%	0.0%	3.0%	1.6%	0.0%	4.8%	2.3%	
Instructor	3.7%	2.6%	3.3%	0.0%	1.7%	2.4%	10.0%	3.8%	4.3%	
Total(n)	27	1,527	1,621	17	902	830	10	625	791	
What is your tenure status at this institution?										
Tenured	92.6%	71.2%	74.6%	94.1%	77.2%	76.5%	90.0%	62.5%	72.6%	
On tenure track, but not tenured	3.7%	10.4%	6.9%	5.9%	8.3%	6.3%	0.0%	13.4%	7.6%	
Not on tenure track, but institution has tenure system	3.7%	17.1%	8.6%	0.0%	13.2%	6.9%	10.0%	22.8%	10.5%	
Institution has no tenure system	0.0%	1.3%	9.9%	0.0%	1.3%	10.3%	0.0%	1.3%	9.4%	
Total(n)	27	1,531	1,622	17	904	831	10	627	791	
Are you currently serving in an administrative position as:										
Department chair	70.4%	31.3%	56.6%	64.7%	34.2%	60.2%	80.0%	27.1%	52.8%	
Dean (associate or assistant)	0.0%	13.6%	6.1%	0.0%	15.0%	5.6%	0.0%	11.5%	6.7%	
President	0.0%	0.1%	0.2%	0.0%	0.1%	0.4%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.7%	0.5%	0.0%	0.8%	0.7%	0.0%	0.5%	0.2%	
Provost	0.0%	0.5%	0.4%	0.0%	0.4%	0.2%	0.0%	0.5%	0.6%	
Other	33.3%	57.3%	41.5%	35.3%	53.0%	37.7%	30.0%	63.5%	45.4%	
Not applicable	0.0%	0.3%	0.3%	0.0%	0.4%	0.4%	0.0%	0.2%	0.2%	

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	1.0%	1.0%	0.0%	1.2%	1.4%	0.0%	0.8%	0.6%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	11.1%	12.6%	13.4%	5.9%	10.0%	11.6%	20.0%	16.4%	15.3%	
LL.B., J.D.	0.0%	3.6%	0.9%	0.0%	3.5%	0.9%	0.0%	3.7%	0.9%	
M.D., D.D.S. (or equivalent)	0.0%	1.2%	0.3%	0.0%	1.3%	0.4%	0.0%	1.0%	0.2%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.8%	0.4%	0.0%	0.6%	0.7%	0.0%	1.3%	0.1%	
Ed.D.	0.0%	4.5%	3.5%	0.0%	2.9%	2.0%	0.0%	6.8%	5.2%	
Ph.D.	88.9%	74.0%	79.2%	94.1%	78.3%	81.7%	80.0%	67.7%	76.6%	
Other degree	0.0%	2.2%	1.3%	0.0%	2.1%	1.4%	0.0%	2.2%	1.1%	
None	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	
Total(n)	27	1,532	1,667	17	904	856	10	628	811	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.6%	0.7%	0.0%	0.5%	0.8%	0.0%	0.8%	0.7%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Ed.D.	0.0%	0.4%	0.4%	0.0%	0.4%	0.4%	0.0%	0.6%	0.4%	
Ph.D.	0.0%	1.8%	2.7%	0.0%	1.8%	2.5%	0.0%	1.9%	3.0%	
Other degree	0.0%	1.0%	0.5%	0.0%	1.0%	0.6%	0.0%	0.9%	0.4%	
None	100.0%	96.0%	95.5%	100.0%	96.2%	95.5%	100.0%	95.7%	95.5%	
Total(n)	25	1,354	1,479	15	825	774	10	529	705	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Research										
Essential	40.7%	52.5%	36.8%	29.4%	55.3%	37.9%	60.0%	48.3%	35.7%	
Very important	55.6%	30.3%	38.3%	64.7%	29.0%	38.6%	40.0%	32.2%	37.9%	
Somewhat important	3.7%	15.6%	21.4%	5.9%	14.6%	20.5%	0.0%	17.1%	22.5%	
Not important	0.0%	1.6%	3.5%	0.0%	1.0%	3.0%	0.0%	2.4%	4.0%	
Total(n)	27	1,529	1,665	17	902	855	10	627	810	
Teaching										
Essential	85.2%	71.8%	77.6%	88.2%	70.8%	79.1%	80.0%	73.2%	76.0%	
Very important	11.1%	25.7%	20.8%	5.9%	26.2%	19.3%	20.0%	25.0%	22.3%	
Somewhat important	3.7%	2.4%	1.6%	5.9%	2.9%	1.5%	0.0%	1.8%	1.7%	
Not important	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	27	1,529	1,667	17	902	856	10	627	811	
Service										
Essential	14.8%	31.3%	19.7%	11.8%	29.5%	19.5%	20.0%	33.9%	19.9%	
Very important	44.4%	48.0%	51.5%	35.3%	47.2%	49.3%	60.0%	49.0%	53.9%	
Somewhat important	40.7%	20.1%	26.5%	52.9%	22.7%	28.9%	20.0%	16.4%	24.0%	
Not important	0.0%	0.6%	2.3%	0.0%	0.6%	2.3%	0.0%	0.6%	2.2%	
Total(n)	27	1,530	1,665	17	902	856	10	628	809	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	23.1%	20.7%	23.5%	25.0%	22.4%	25.2%	20.0%	18.3%	21.7%	
Taught an interdisciplinary course	70.4%	47.3%	60.2%	82.4%	46.6%	61.3%	50.0%	48.2%	59.1%	
Taught an ethnic studies course	7.7%	9.7%	15.8%	0.0%	8.2%	14.8%	20.0%	11.9%	16.9%	
Taught a women's studies course	15.4%	7.0%	13.6%	0.0%	2.1%	5.6%	40.0%	14.0%	22.1%	
Taught a service learning course	0.0%	22.0%	20.7%	0.0%	18.7%	17.4%	0.0%	26.8%	24.2%	
Taught an exclusively web-based course at this	0.0%	14.2%	8.2%	0.0%	13.5%	7.1%	0.0%	15.3%	9.4%	
Participated in a teaching enhancement workshop	84.6%	59.4%	67.8%	75.0%	54.5%	63.9%	100.0%	66.5%	71.9%	
Advised student groups involved in service/volunteer	50.0%	52.9%	45.9%	43.8%	52.0%	45.0%	60.0%	54.2%	47.0%	Civic
Collaborated with the local community in	42.3%	48.1%	44.6%	37.5%	45.4%	41.5%	50.0%	51.9%	47.8%	Minded
Conducted research or writing focused on international/global issues	34.6%	41.7%	35.5%	37.5%	41.5%	37.3%	30.0%	41.9%	33.7%	
Conducted research or writing focused on racial or ethnic minorities	3.8%	23.0%	24.1%	0.0%	17.7%	21.9%	10.0%	30.5%	26.5%	
Conducted research or writing focused on women and gender issues	19.2%	20.2%	26.9%	0.0%	11.8%	17.1%	50.0%	32.2%	37.3%	
Engaged undergraduates on <u>your</u> research project	46.2%	47.1%	51.3%	31.3%	52.9%	55.2%	70.0%	38.8%	47.1%	
Worked with undergraduates on a research project	84.6%	59.9%	72.4%	75.0%	63.8%	74.0%	100.0%	54.4%	70.7%	
Engaged in academic research that spans multiple	66.7%	69.7%	67.2%	64.7%	70.9%	70.2%	70.0%	68.1%	64.1%	
Taught a seminar for first-year students	11.1%	28.6%	38.5%	17.6%	27.9%	40.0%	0.0%	29.5%	36.9%	
Taught a capstone course	57.7%	37.5%	56.0%	50.0%	38.4%	57.3%	70.0%	36.2%	54.7%	
Taught in a learning community (e.g., FIG, linked courses)	0.0%	9.5%	8.9%	0.0%	9.1%	9.2%	0.0%	10.0%	8.6%	
Supervised an undergraduate thesis	73.1%	33.4%	58.6%	68.8%	34.9%	59.5%	80.0%	31.4%	57.6%	
Published op-ed pieces or editorials	7.7%	17.6%	16.1%	6.3%	20.7%	20.0%	10.0%	13.2%	11.9%	
Received funding for your work from foundations	30.8%	21.7%	22.7%	37.5%	22.7%	23.7%	20.0%	20.2%	21.7%	
Received funding for your work from state or federal government	19.2%	26.1%	16.1%	6.3%	29.5%	16.9%	40.0%	21.2%	15.2%	
Received funding for your work from business or industry	3.8%	13.8%	7.2%	6.3%	18.4%	9.9%	0.0%	7.2%	4.3%	
Total(n)	26	1,520	1,656	16	897	848	10	623	808	

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many courses are you teaching this term?										
Mean	2.22	2.00	2.00	2.12	2.00	2.00	2.40	2.00	2.00	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	27	1,531	1,667	17	904	856	10	627	811	
Teach at least one course this term at another institution	0.0%	3.3%	2.9%	0.0%	3.5%	3.3%	0.0%	3.0%	2.5%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	25.9%	13.4%	26.3%	29.4%	14.9%	29.4%	20.0%	11.1%	22.9%	
Mean student enrollment	24.1	38.7	22.2	21.8	45.1	22.1	30.0	26.4	22.2	
Have teaching/lab assistant or reader/grader assigned	14.3%	23.3%	15.7%	20.0%	26.9%	15.5%	0.0%	16.4%	15.9%	
Course required for an undergraduate major										
Teach at least one course	66.7%	43.0%	65.8%	64.7%	43.0%	70.3%	70.0%	42.8%	61.0%	
Mean student enrollment	17.4	32.3	20.0	20.2	33.9	20.4	12.9	30.0	19.5	
Have teaching/lab assistant or reader/grader assigned	23.1%	25.5%	13.2%	28.8%	30.9%	14.8%	14.3%	17.6%	11.2%	
Other undergraduate course										
Teach at least one course	59.3%	21.3%	34.1%	64.7%	21.1%	35.6%	50.0%	21.7%	32.6%	
Mean student enrollment	16.4	26.5	15.6	17.4	26.2	15.6	14.4	26.8	15.5	
Have teaching/lab assistant or reader/grader assigned	0.0%	22.7%	7.0%	0.0%	24.2%	7.3%	0.0%	20.5%	6.7%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.0%	0.4%	0.5%	0.0%	0.2%	0.6%	0.0%	0.6%	0.5%	
Mean student enrollment	.	11.8	12.2	.	9.5	13.5	.	13.0	10.5	
Have teaching/lab assistant or reader/grader assigned	.	16.7%	22.2%	.	0.0%	40.0%	.	25.0%	0.0%	
Non-credit course (other than above)										
Teach at least one course	0.0%	0.5%	1.0%	0.0%	0.3%	0.9%	0.0%	0.6%	1.1%	
Mean student enrollment	.	31.1	15.4	.	36.7	19.3	.	27.0	12.0	
Have teaching/lab assistant or reader/grader assigned	.	14.3%	11.8%	.	33.3%	25.0%	.	0.0%	0.0%	
Graduate course										
Teach at least one course	0.0%	41.3%	13.0%	0.0%	40.7%	12.1%	0.0%	42.2%	13.9%	
Mean student enrollment	.	19.1	15.1	.	18.9	14.4	.	19.2	15.7	
Have teaching/lab assistant or reader/grader assigned	.	14.2%	4.7%	.	18.1%	5.6%	.	8.7%	3.9%	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	38.1%	76.6%	0.0%	35.0%	80.9%	0.0%	42.4%	74.1%	
Graduate courses	0.0%	35.6%	8.6%	0.0%	39.3%	2.1%	0.0%	30.6%	12.3%	
Non-credit courses	0.0%	1.5%	1.6%	0.0%	0.0%	2.1%	0.0%	3.5%	1.2%	
I do not teach	0.0%	24.8%	13.3%	0.0%	25.6%	14.9%	0.0%	23.5%	12.3%	
Total(n)	0	202	128	0	117	47	0	85	81	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	3.7%	4.2%	8.8%	0.0%	2.5%	8.1%	10.0%	6.7%	9.5%	
Writing	11.1%	9.5%	18.7%	5.9%	7.3%	17.1%	20.0%	12.7%	20.5%	
Mathematics	3.7%	2.1%	3.8%	0.0%	2.3%	4.7%	10.0%	1.8%	3.0%	
ESL	0.0%	1.0%	1.1%	0.0%	0.8%	0.7%	0.0%	1.3%	1.6%	
General academic skills	7.4%	8.2%	13.4%	5.9%	7.1%	12.3%	10.0%	9.7%	14.7%	
Other subject areas	11.1%	5.9%	6.0%	5.9%	5.6%	5.3%	20.0%	6.2%	6.8%	
Total(n)	27	1,532	1,667	17	904	856	10	628	811	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	38.5%	25.6%	33.6%	37.5%	22.3%	30.1%	40.0%	30.2%	37.3%	
No	57.7%	69.2%	60.0%	62.5%	73.8%	65.1%	50.0%	62.7%	54.7%	
Not eligible	0.0%	1.6%	0.8%	0.0%	1.2%	0.8%	0.0%	2.1%	0.9%	
Not available	3.8%	3.6%	5.5%	0.0%	2.7%	4.0%	10.0%	5.0%	7.2%	
Total(n)	26	1,525	1,664	16	900	854	10	625	810	
Paid sabbatical leave										
Yes	88.9%	38.4%	64.9%	88.2%	39.8%	67.4%	90.0%	36.4%	62.3%	
No	7.4%	47.5%	25.8%	11.8%	49.9%	25.1%	0.0%	44.0%	26.6%	
Not eligible	3.7%	12.4%	7.0%	0.0%	8.9%	5.7%	10.0%	17.4%	8.4%	
Not available	0.0%	1.8%	2.2%	0.0%	1.4%	1.8%	0.0%	2.2%	2.7%	
Total(n)	27	1,529	1,665	17	902	854	10	627	811	
Travel funds paid by the institution										
Yes	92.6%	84.1%	91.4%	94.1%	82.1%	91.0%	90.0%	86.9%	91.9%	
No	7.4%	13.3%	7.6%	5.9%	15.4%	8.0%	10.0%	10.4%	7.3%	
Not eligible	0.0%	1.0%	0.4%	0.0%	1.1%	0.2%	0.0%	0.8%	0.6%	
Not available	0.0%	1.6%	0.5%	0.0%	1.4%	0.8%	0.0%	1.9%	0.2%	
Total(n)	27	1,530	1,666	17	903	855	10	627	811	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Internal grants for research										
Yes	88.9%	53.0%	60.9%	88.2%	53.9%	62.0%	90.0%	51.6%	59.7%	
No	7.4%	43.3%	34.9%	11.8%	43.0%	34.4%	0.0%	43.8%	35.4%	
Not eligible	3.7%	2.6%	1.6%	0.0%	2.1%	0.9%	10.0%	3.2%	2.2%	
Not available	0.0%	1.2%	2.7%	0.0%	1.0%	2.7%	0.0%	1.4%	2.7%	
Total(n)	27	1,529	1,666	17	903	855	10	626	811	
Training for administrative leadership										
Yes	26.9%	36.8%	24.8%	31.3%	37.1%	25.6%	20.0%	36.5%	23.8%	
No	57.7%	55.6%	62.5%	56.3%	56.9%	63.7%	60.0%	53.7%	61.2%	
Not eligible	7.7%	1.4%	0.8%	6.3%	1.2%	0.7%	10.0%	1.8%	1.0%	
Not available	7.7%	6.1%	11.9%	6.3%	4.8%	10.0%	10.0%	8.0%	14.0%	
Total(n)	26	1,528	1,664	16	901	854	10	627	810	
Received incentives to develop new courses										
Yes	34.6%	24.6%	39.3%	25.0%	25.3%	38.7%	50.0%	23.6%	39.9%	
No	65.4%	68.6%	53.2%	75.0%	69.6%	54.4%	50.0%	67.1%	52.0%	
Not eligible	0.0%	1.6%	1.4%	0.0%	1.7%	1.1%	0.0%	1.6%	1.7%	
Not available	0.0%	5.2%	6.1%	0.0%	3.4%	5.9%	0.0%	7.7%	6.4%	
Total(n)	26	1,528	1,663	16	902	853	10	626	810	
Received incentives to integrate new technology into your classroom										
Yes	19.2%	19.3%	23.3%	18.8%	19.0%	22.6%	20.0%	19.7%	24.0%	
No	80.8%	74.0%	68.2%	81.3%	75.4%	70.0%	80.0%	72.2%	66.3%	
Not eligible	0.0%	1.4%	1.3%	0.0%	1.4%	1.1%	0.0%	1.4%	1.5%	
Not available	0.0%	5.2%	7.3%	0.0%	4.2%	6.3%	0.0%	6.7%	8.3%	
Total(n)	26	1,526	1,663	16	901	853	10	625	810	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Articles in academic or professional journals										Scholarly Productivity
None	14.8%	12.2%	16.5%	5.9%	9.8%	14.5%	30.0%	15.8%	18.5%	
1-2	3.7%	14.2%	16.8%	5.9%	13.0%	15.8%	0.0%	15.9%	17.9%	
3-4	25.9%	10.8%	16.4%	29.4%	8.8%	14.4%	20.0%	13.7%	18.5%	
5-10	18.5%	17.8%	23.0%	23.5%	15.5%	22.1%	10.0%	21.1%	24.0%	
11-20	29.6%	15.9%	15.6%	29.4%	16.1%	18.7%	30.0%	15.6%	12.4%	
21-50	7.4%	17.0%	9.4%	5.9%	20.1%	10.9%	10.0%	12.6%	7.8%	
51+	0.0%	12.1%	2.2%	0.0%	16.9%	3.5%	0.0%	5.3%	0.9%	
Total(n)	27	1,529	1,663	17	902	854	10	627	809	
Mean	3.67	4.10	3.42	3.82	4.43	3.61	3.40	3.64	3.21	
Standard deviation	1.52	1.92	1.65	1.29	1.95	1.70	1.90	1.79	1.57	
Significance	-			-			-			
Effect size	-	-0.22	0.15	-	-0.31	0.12	-	-0.13	0.12	
Chapters in edited volumes										Scholarly Productivity
None	37.0%	31.3%	42.7%	35.3%	27.2%	41.5%	40.0%	37.2%	43.9%	
1-2	25.9%	24.5%	28.5%	29.4%	24.8%	28.7%	20.0%	24.1%	28.3%	
3-4	29.6%	17.9%	14.6%	29.4%	19.7%	14.9%	30.0%	15.4%	14.3%	
5-10	7.4%	14.8%	10.5%	5.9%	15.1%	10.0%	10.0%	14.4%	11.0%	
11-20	0.0%	7.6%	2.5%	0.0%	8.7%	3.3%	0.0%	6.1%	1.6%	
21-50	0.0%	3.4%	1.3%	0.0%	4.0%	1.5%	0.0%	2.4%	1.0%	
51+	0.0%	0.5%	0.0%	0.0%	0.6%	0.0%	0.0%	0.3%	0.0%	
Total(n)	27	1,513	1,657	17	890	850	10	623	807	
Mean	2.07	2.55	2.05	2.06	2.68	2.09	2.10	2.37	2.01	
Standard deviation	1.00	1.46	1.19	0.97	1.48	1.22	1.10	1.41	1.15	
Significance	-			-			-			
Effect size	-	-0.33	0.02	-	-0.42	-0.02	-	-0.19	0.08	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Books, manuals, or monographs										
None	55.6%	49.1%	57.7%	52.9%	44.4%	54.3%	60.0%	56.0%	61.3%	
1-2	29.6%	29.7%	28.2%	23.5%	33.4%	28.3%	40.0%	24.4%	28.1%	
3-4	11.1%	11.8%	9.1%	17.6%	10.8%	10.3%	0.0%	13.2%	7.8%	
5-10	0.0%	7.0%	3.8%	0.0%	8.5%	5.4%	0.0%	4.8%	2.1%	
11-20	3.7%	1.9%	1.0%	5.9%	2.3%	1.3%	0.0%	1.3%	0.6%	
21-50	0.0%	0.5%	0.2%	0.0%	0.7%	0.4%	0.0%	0.3%	0.1%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	1,522	1,659	17	899	851	10	623	808	
Mean	1.67	1.84	1.63	1.82	1.93	1.72	1.40	1.72	1.53	
Standard deviation	0.96	1.06	0.90	1.13	1.10	0.98	0.52	0.99	0.79	
Significance	-			-			-			
Effect size	-	-0.16	0.04	-	-0.10	0.10	-	-0.32	-0.16	
Other, such as patents or computer software products										
None	88.5%	83.5%	90.6%	87.5%	77.9%	88.4%	90.0%	91.6%	92.9%	
1-2	7.7%	8.6%	5.9%	12.5%	11.4%	7.4%	0.0%	4.7%	4.2%	
3-4	3.8%	4.0%	1.6%	0.0%	4.9%	1.5%	10.0%	2.6%	1.7%	
5-10	0.0%	2.0%	1.2%	0.0%	2.9%	1.8%	0.0%	0.6%	0.6%	
11-20	0.0%	0.9%	0.2%	0.0%	1.5%	0.1%	0.0%	0.2%	0.2%	
21-50	0.0%	0.7%	0.3%	0.0%	1.0%	0.6%	0.0%	0.3%	0.0%	
51+	0.0%	0.3%	0.2%	0.0%	0.4%	0.1%	0.0%	0.0%	0.2%	
Total(n)	26	1,516	1,651	16	895	846	10	621	805	
Mean	1.15	1.31	1.16	1.13	1.43	1.20	1.20	1.14	1.12	
Standard deviation	0.46	0.87	0.61	0.34	1.01	0.68	0.63	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.18	-0.02	-	-0.30	-0.10	-	0.11	0.15	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?										
None	81.5%	84.7%	82.5%	82.4%	85.2%	80.5%	80.0%	84.0%	84.5%	
1-2	3.7%	5.3%	6.0%	5.9%	5.2%	6.7%	0.0%	5.4%	5.3%	
3-4	0.0%	3.3%	4.2%	0.0%	2.9%	4.5%	0.0%	4.0%	3.8%	
5-10	14.8%	3.9%	3.9%	11.8%	3.9%	4.5%	20.0%	3.8%	3.3%	
11-20	0.0%	1.2%	1.8%	0.0%	1.2%	2.0%	0.0%	1.1%	1.6%	
21-50	0.0%	0.9%	1.1%	0.0%	1.0%	1.2%	0.0%	0.8%	1.1%	
51+	0.0%	0.7%	0.5%	0.0%	0.6%	0.7%	0.0%	0.8%	0.2%	
Total(n)	27	1,526	1,659	17	901	851	10	625	808	
Mean	1.48	1.37	1.42	1.41	1.36	1.47	1.60	1.38	1.37	
Standard deviation	1.09	1.03	1.07	1.00	1.02	1.14	1.26	1.04	1.00	
Significance	-			-			-			
Effect size	-	0.11	0.06	-	0.05	-0.05	-	0.21	0.23	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	25.9%	21.8%	31.1%	17.6%	17.7%	28.7%	40.0%	27.7%	33.6%	
1-2	37.0%	27.0%	37.8%	52.9%	26.3%	37.5%	10.0%	28.0%	38.1%	
3-4	29.6%	24.0%	20.6%	29.4%	24.9%	20.9%	30.0%	22.7%	20.4%	
5-10	7.4%	20.0%	9.0%	0.0%	22.2%	10.4%	20.0%	17.0%	7.4%	
11-20	0.0%	5.4%	1.4%	0.0%	6.4%	2.3%	0.0%	4.0%	0.5%	
21-50	0.0%	1.4%	0.1%	0.0%	2.0%	0.1%	0.0%	0.6%	0.0%	
51+	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	1,527	1,662	17	902	853	10	625	809	
Mean	2.19	2.66	2.12	2.12	2.81	2.21	2.30	2.44	2.03	
Standard deviation	0.92	1.27	1.00	0.70	1.29	1.05	1.25	1.21	0.94	
Significance	-			-	*		-			
Effect size	-	-0.37	0.07	-	-0.53	-0.09	-	-0.12	0.29	Scholarly Productivity

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a great extent	59.3%	47.7%	41.6%	64.7%	50.9%	45.8%	50.0%	43.2%	37.2%	
To some extent	40.7%	46.4%	52.4%	35.3%	44.6%	49.8%	50.0%	49.0%	55.1%	
Not at all	0.0%	5.9%	6.0%	0.0%	4.5%	4.3%	0.0%	7.8%	7.8%	
Total(n)	27	1,531	1,663	17	904	853	10	627	810	
Mean	2.59	2.42	2.36	2.65	2.46	2.42	2.50	2.35	2.29	
Standard deviation	0.50	0.60	0.59	0.49	0.58	0.57	0.53	0.62	0.60	
Significance	-		*	-			-			
Effect size	-	0.28	0.39	-	0.33	0.40	-	0.24	0.35	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	29.6%	33.6%	30.0%	29.4%	40.4%	35.7%	30.0%	23.9%	24.0%	
To some extent	55.6%	49.5%	50.1%	52.9%	46.3%	46.7%	60.0%	54.1%	53.8%	
Not at all	14.8%	16.9%	19.9%	17.6%	13.3%	17.7%	10.0%	22.0%	22.2%	
Total(n)	27	1,530	1,666	17	902	855	10	628	811	
Mean	2.15	2.17	2.10	2.12	2.27	2.18	2.20	2.02	2.02	
Standard deviation	0.66	0.69	0.70	0.70	0.68	0.71	0.63	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.03	0.07	-	-0.22	-0.08	-	0.26	0.26	
Experience close alignment between your work and your personal values										
To a great extent	70.4%	68.1%	65.7%	64.7%	69.1%	66.5%	80.0%	66.6%	64.7%	
To some extent	29.6%	29.2%	30.5%	35.3%	28.1%	28.8%	20.0%	30.7%	32.3%	
Not at all	0.0%	2.7%	3.8%	0.0%	2.8%	4.7%	0.0%	2.7%	3.0%	
Total(n)	27	1,532	1,666	17	904	855	10	628	811	
Mean	2.70	2.65	2.62	2.65	2.66	2.62	2.80	2.64	2.62	
Standard deviation	0.47	0.53	0.56	0.49	0.53	0.57	0.42	0.53	0.54	
Significance	-			-			-			
Effect size	-	0.09	0.14	-	-0.02	0.05	-	0.30	0.33	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar										
To a great extent	7.4%	26.2%	23.3%	5.9%	21.1%	17.7%	10.0%	33.7%	29.3%	
To some extent	40.7%	37.4%	35.2%	23.5%	37.1%	32.3%	70.0%	37.8%	38.2%	
Not at all	51.9%	36.4%	41.5%	70.6%	41.8%	50.1%	20.0%	28.5%	32.5%	
Total(n)	27	1,528	1,664	17	901	855	10	627	809	
Mean	1.56	1.90	1.82	1.35	1.79	1.68	1.90	2.05	1.97	
Standard deviation	0.64	0.79	0.78	0.61	0.77	0.76	0.57	0.79	0.79	
Significance	-	*		-	*		-			
Effect size	-	-0.43	-0.33	-	-0.57	-0.43	-	-0.19	-0.09	
Mentor new faculty										
To a great extent	33.3%	38.1%	37.3%	23.5%	34.8%	32.7%	50.0%	43.0%	42.2%	
To some extent	59.3%	49.8%	55.3%	70.6%	52.0%	59.9%	40.0%	46.5%	50.6%	
Not at all	7.4%	12.1%	7.3%	5.9%	13.2%	7.4%	10.0%	10.5%	7.3%	
Total(n)	27	1,531	1,666	17	903	855	10	628	811	
Mean	2.26	2.26	2.30	2.18	2.22	2.25	2.40	2.32	2.35	
Standard deviation	0.59	0.66	0.60	0.53	0.66	0.58	0.70	0.66	0.61	
Significance	-			-			-			
Effect size	-	0.00	-0.07	-	-0.06	-0.12	-	0.12	0.08	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	100.0%	89.2%	95.9%	100.0%	88.1%	95.7%	100.0%	90.7%	96.3%	
Occasionally	0.0%	4.9%	2.8%	0.0%	6.0%	3.6%	0.0%	3.3%	2.0%	
Not at all	0.0%	5.9%	1.2%	0.0%	5.9%	0.7%	0.0%	6.0%	1.7%	
Total(n)	26	1,450	1,652	16	867	851	10	583	801	
Mean	3.00	2.83	2.95	3.00	2.82	2.95	3.00	2.85	2.95	
Standard deviation	0.00	0.51	0.27	0.00	0.51	0.25	0.00	0.50	0.29	
Significance	-			-			-			
Effect size	-	0.33	0.19	-	0.35	0.20	-	0.30	0.17	
Support their opinions with a logical argument										
Frequently	96.2%	78.9%	86.2%	100.0%	75.8%	85.3%	90.0%	83.5%	87.1%	
Occasionally	3.8%	14.7%	11.9%	0.0%	17.7%	13.3%	10.0%	10.3%	10.4%	
Not at all	0.0%	6.4%	1.9%	0.0%	6.5%	1.4%	0.0%	6.2%	2.5%	
Total(n)	26	1,447	1,649	16	864	849	10	583	800	
Mean	2.96	2.73	2.84	3.00	2.69	2.84	2.90	2.77	2.85	
Standard deviation	0.20	0.57	0.41	0.00	0.59	0.40	0.32	0.55	0.42	
Significance	-	*		-	*		-			
Effect size	-	0.40	0.29	-	0.53	0.40	-	0.24	0.12	
Seek solutions to problems and explain them to others										
Frequently	76.9%	69.8%	73.6%	75.0%	67.3%	71.0%	80.0%	73.6%	76.3%	
Occasionally	23.1%	22.6%	23.8%	25.0%	25.2%	26.6%	20.0%	18.7%	20.9%	
Not at all	0.0%	7.6%	2.6%	0.0%	7.5%	2.5%	0.0%	7.7%	2.8%	
Total(n)	26	1,449	1,650	16	866	851	10	583	799	
Mean	2.77	2.62	2.71	2.75	2.60	2.69	2.80	2.66	2.74	
Standard deviation	0.43	0.62	0.51	0.45	0.63	0.52	0.42	0.62	0.50	
Significance	-			-			-			
Effect size	-	0.24	0.12	-	0.24	0.12	-	0.23	0.12	
Revise their papers to improve their writing										
Frequently	61.5%	53.3%	65.1%	56.3%	48.3%	61.0%	70.0%	60.8%	69.5%	
Occasionally	34.6%	32.6%	28.2%	37.5%	37.0%	32.0%	30.0%	26.1%	24.0%	
Not at all	3.8%	14.1%	6.7%	6.3%	14.8%	6.9%	0.0%	13.1%	6.5%	
Total(n)	26	1,448	1,648	16	866	849	10	582	799	
Mean	2.58	2.39	2.58	2.50	2.33	2.54	2.70	2.48	2.63	
Standard deviation	0.58	0.72	0.61	0.63	0.72	0.62	0.48	0.72	0.60	
Significance	-			-			-			
Effect size	-	0.26	0.00	-	0.24	-0.06	-	0.31	0.12	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Evaluate the quality or reliability of information they receive										
Frequently	80.8%	68.0%	72.2%	81.3%	63.7%	69.2%	80.0%	74.3%	75.5%	
Occasionally	19.2%	23.9%	24.8%	18.8%	27.7%	28.1%	20.0%	18.2%	21.3%	
Not at all	0.0%	8.2%	3.0%	0.0%	8.6%	2.7%	0.0%	7.5%	3.3%	
Total(n)	26	1,446	1,650	16	862	850	10	584	800	
Mean	2.81	2.60	2.69	2.81	2.55	2.66	2.80	2.67	2.72	
Standard deviation	0.40	0.64	0.52	0.40	0.65	0.53	0.42	0.61	0.52	
Significance	-			-			-			
Effect size	-	0.33	0.23	-	0.40	0.28	-	0.21	0.15	
Take risks for potential gains										
Frequently	57.7%	40.6%	46.5%	56.3%	37.8%	46.2%	60.0%	44.8%	46.9%	
Occasionally	38.5%	42.7%	43.2%	43.8%	44.9%	44.0%	30.0%	39.5%	42.2%	
Not at all	3.8%	16.6%	10.3%	0.0%	17.3%	9.8%	10.0%	15.7%	10.9%	
Total(n)	26	1,442	1,645	16	862	847	10	580	798	
Mean	2.54	2.24	2.36	2.56	2.21	2.36	2.50	2.29	2.36	
Standard deviation	0.58	0.72	0.66	0.51	0.71	0.65	0.71	0.72	0.67	
Significance	-	*		-			-			
Effect size	-	0.42	0.27	-	0.49	0.31	-	0.29	0.21	
Seek alternative solutions to a problem										
Frequently	61.5%	59.1%	64.9%	50.0%	57.1%	63.3%	80.0%	62.0%	66.6%	
Occasionally	38.5%	33.9%	32.0%	50.0%	35.8%	33.4%	20.0%	31.0%	30.5%	
Not at all	0.0%	7.1%	3.1%	0.0%	7.1%	3.3%	0.0%	7.1%	2.9%	
Total(n)	26	1,444	1,649	16	863	850	10	581	799	
Mean	2.62	2.52	2.62	2.50	2.50	2.60	2.80	2.55	2.64	
Standard deviation	0.50	0.63	0.55	0.52	0.63	0.55	0.42	0.62	0.54	
Significance	-			-			-			
Effect size	-	0.16	0.00	-	0.00	-0.18	-	0.40	0.30	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Look up scientific research articles and resources										
Frequently	44.4%	54.6%	51.4%	41.2%	52.2%	49.1%	50.0%	58.0%	53.8%	
Occasionally	40.7%	29.9%	32.3%	41.2%	32.9%	35.1%	40.0%	25.5%	29.3%	
Not at all	14.8%	15.5%	16.4%	17.6%	14.9%	15.7%	10.0%	16.4%	17.0%	
Total(n)	27	1,448	1,651	17	864	851	10	584	800	
Mean	2.30	2.39	2.35	2.24	2.37	2.33	2.40	2.42	2.37	
Standard deviation	0.72	0.74	0.74	0.75	0.73	0.73	0.70	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.12	-0.07	-	-0.18	-0.12	-	-0.03	0.04	
Explore topics on their own, even though it was not required for a class										
Frequently	74.1%	54.1%	54.9%	64.7%	51.3%	52.7%	90.0%	58.4%	57.3%	
Occasionally	25.9%	38.9%	41.2%	35.3%	42.0%	43.3%	10.0%	34.2%	39.0%	
Not at all	0.0%	7.0%	3.9%	0.0%	6.7%	4.0%	0.0%	7.4%	3.8%	
Total(n)	27	1,446	1,652	17	864	852	10	582	800	
Mean	2.74	2.47	2.51	2.65	2.45	2.49	2.90	2.51	2.54	
Standard deviation	0.45	0.62	0.57	0.49	0.62	0.57	0.32	0.63	0.57	
Significance	-	*	*	-			-		*	
Effect size	-	0.44	0.40	-	0.32	0.28	-	0.62	0.63	
Accept mistakes as part of the learning process										
Frequently	74.1%	71.1%	80.2%	70.6%	68.3%	79.1%	80.0%	75.3%	81.4%	
Occasionally	25.9%	22.7%	18.1%	29.4%	25.7%	19.4%	20.0%	18.4%	16.8%	
Not at all	0.0%	6.2%	1.7%	0.0%	6.0%	1.5%	0.0%	6.3%	1.9%	
Total(n)	27	1,447	1,652	17	864	852	10	583	800	
Mean	2.74	2.65	2.79	2.71	2.62	2.78	2.80	2.69	2.80	
Standard deviation	0.45	0.59	0.45	0.47	0.60	0.45	0.42	0.58	0.45	
Significance	-			-			-			
Effect size	-	0.15	-0.11	-	0.15	-0.16	-	0.19	0.00	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek feedback on their academic work										
Frequently	85.2%	72.0%	81.1%	88.2%	66.9%	78.2%	80.0%	79.6%	84.3%	
Occasionally	14.8%	21.4%	16.9%	11.8%	26.2%	20.0%	20.0%	14.4%	13.6%	
Not at all	0.0%	6.6%	2.0%	0.0%	6.9%	1.9%	0.0%	6.0%	2.1%	
Total(n)	27	1,448	1,652	17	864	852	10	584	800	
Mean	2.85	2.65	2.79	2.88	2.60	2.76	2.80	2.74	2.82	
Standard deviation	0.36	0.60	0.45	0.33	0.62	0.47	0.42	0.56	0.44	
Significance	-			-			-			
Effect size	-	0.33	0.13	-	0.45	0.26	-	0.11	-0.05	
Integrate skills and knowledge from different sources and experiences										
Frequently	85.2%	75.4%	80.1%	88.2%	72.2%	77.2%	80.0%	80.1%	83.1%	
Occasionally	14.8%	18.5%	18.0%	11.8%	21.1%	21.1%	20.0%	14.6%	14.8%	
Not at all	0.0%	6.2%	1.9%	0.0%	6.7%	1.6%	0.0%	5.3%	2.1%	
Total(n)	27	1,447	1,652	17	864	852	10	583	800	
Mean	2.85	2.69	2.78	2.88	2.66	2.76	2.80	2.75	2.81	
Standard deviation	0.36	0.58	0.46	0.33	0.60	0.47	0.42	0.54	0.44	
Significance	-			-			-			
Effect size	-	0.28	0.15	-	0.37	0.26	-	0.09	-0.02	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Multiple-choice exams										
All	3.8%	10.8%	6.6%	0.0%	11.0%	6.3%	10.0%	10.6%	6.9%	
Most	7.7%	11.8%	7.9%	6.3%	12.8%	8.6%	10.0%	10.5%	7.2%	
Some	19.2%	28.6%	26.1%	18.8%	29.7%	26.1%	20.0%	27.1%	26.0%	
None	69.2%	48.7%	59.4%	75.0%	46.6%	59.0%	60.0%	51.8%	59.9%	
Total(n)	26	1,513	1,661	16	893	853	10	620	808	
Mean	1.46	1.85	1.62	1.31	1.88	1.62	1.70	1.80	1.61	
Standard deviation	0.81	1.01	0.89	0.60	1.01	0.89	1.06	1.00	0.89	
Significance	-			-	*		-			
Effect size	-	-0.39	-0.18	-	-0.56	-0.35	-	-0.10	0.10	
Essay exams										
All	25.9%	23.1%	25.6%	23.5%	23.8%	25.9%	30.0%	22.1%	25.3%	
Most	33.3%	23.2%	24.0%	35.3%	23.3%	25.1%	30.0%	23.1%	22.8%	
Some	29.6%	28.7%	29.2%	35.3%	29.8%	30.7%	20.0%	27.1%	27.6%	
None	11.1%	25.0%	21.3%	5.9%	23.2%	18.4%	20.0%	27.6%	24.3%	
Total(n)	27	1,513	1,661	17	894	854	10	619	807	
Mean	2.74	2.44	2.54	2.76	2.48	2.58	2.70	2.40	2.49	
Standard deviation	0.98	1.10	1.09	0.90	1.09	1.06	1.16	1.11	1.11	
Significance	-			-			-			
Effect size	-	0.27	0.18	-	0.26	0.17	-	0.27	0.19	
Short-answer exams										
All	25.9%	16.7%	18.0%	35.3%	16.6%	19.5%	10.0%	16.9%	16.4%	
Most	29.6%	23.8%	23.6%	29.4%	26.1%	23.7%	30.0%	20.6%	23.5%	
Some	29.6%	33.1%	35.3%	29.4%	32.6%	35.6%	30.0%	33.9%	35.1%	
None	14.8%	26.3%	23.0%	5.9%	24.7%	21.2%	30.0%	28.7%	25.0%	
Total(n)	27	1,507	1,658	17	890	851	10	617	807	
Mean	2.67	2.31	2.37	2.94	2.35	2.42	2.20	2.26	2.31	
Standard deviation	1.04	1.04	1.03	0.97	1.03	1.03	1.03	1.05	1.02	
Significance	-			-	*	*	-			
Effect size	-	0.35	0.29	-	0.57	0.50	-	-0.06	-0.11	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Quizzes										
All	14.8%	15.0%	13.0%	17.6%	15.6%	13.1%	10.0%	14.1%	12.9%	
Most	33.3%	16.0%	16.5%	29.4%	17.5%	15.7%	40.0%	13.8%	17.3%	
Some	37.0%	32.7%	38.0%	41.2%	33.0%	38.2%	30.0%	32.4%	37.7%	
None	14.8%	36.4%	32.5%	11.8%	34.0%	32.9%	20.0%	39.8%	32.1%	
Total(n)	27	1,510	1,661	17	892	853	10	618	808	
Mean	2.48	2.10	2.10	2.53	2.15	2.09	2.40	2.02	2.11	
Standard deviation	0.94	1.06	1.00	0.94	1.06	1.00	0.97	1.05	1.00	
Significance	-			-			-			
Effect size	-	0.36	0.38	-	0.36	0.44	-	0.36	0.29	
Weekly essay assignments										
All	7.7%	8.1%	9.0%	6.3%	7.5%	7.3%	10.0%	8.9%	10.8%	
Most	15.4%	13.3%	14.6%	6.3%	12.2%	12.4%	30.0%	14.7%	17.0%	
Some	34.6%	32.1%	38.2%	37.5%	30.0%	38.6%	30.0%	35.1%	37.7%	
None	42.3%	46.6%	38.2%	50.0%	50.3%	41.7%	30.0%	41.3%	34.6%	
Total(n)	26	1,509	1,659	16	891	852	10	618	807	
Mean	1.88	1.83	1.94	1.69	1.77	1.85	2.20	1.91	2.04	
Standard deviation	0.95	0.94	0.94	0.87	0.93	0.90	1.03	0.95	0.97	
Significance	-			-			-			
Effect size	-	0.05	-0.06	-	-0.09	-0.18	-	0.31	0.16	
Student presentations										
All	11.5%	27.3%	27.8%	6.3%	21.0%	20.8%	20.0%	36.2%	35.2%	
Most	38.5%	26.1%	26.9%	31.3%	26.4%	25.5%	50.0%	25.8%	28.4%	
Some	38.5%	36.6%	39.6%	50.0%	40.5%	47.2%	20.0%	30.9%	31.6%	
None	11.5%	10.0%	5.7%	12.5%	12.1%	6.4%	10.0%	7.1%	4.8%	
Total(n)	26	1,515	1,661	16	894	854	10	621	807	
Mean	2.50	2.71	2.77	2.31	2.56	2.61	2.80	2.91	2.94	
Standard deviation	0.86	0.98	0.92	0.79	0.95	0.89	0.92	0.97	0.93	
Significance	-			-			-			
Effect size	-	-0.21	-0.29	-	-0.26	-0.34	-	-0.11	-0.15	Student-Centered Pedagogy

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Term/research papers										
All	18.5%	24.0%	21.8%	17.6%	24.0%	19.6%	20.0%	24.1%	24.2%	
Most	48.1%	26.4%	30.6%	47.1%	25.8%	31.3%	50.0%	27.3%	29.7%	
Some	29.6%	34.5%	37.7%	35.3%	35.6%	39.3%	20.0%	32.8%	35.9%	
None	3.7%	15.1%	9.9%	0.0%	14.6%	9.7%	10.0%	15.8%	10.2%	
Total(n)	27	1,515	1,659	17	896	852	10	619	807	
Mean	2.81	2.59	2.64	2.82	2.59	2.61	2.80	2.60	2.68	
Standard deviation	0.79	1.01	0.93	0.73	1.01	0.91	0.92	1.02	0.95	
Significance	-			-			-			
Effect size	-	0.22	0.18	-	0.23	0.23	-	0.20	0.13	
Student evaluations of each others' work										
All	11.5%	11.5%	11.7%	6.3%	8.4%	8.5%	20.0%	16.0%	15.0%	Student-Centered Pedagogy
Most	3.8%	13.0%	12.6%	6.3%	10.3%	9.4%	0.0%	17.0%	16.1%	
Some	53.8%	37.3%	48.2%	50.0%	37.6%	50.0%	60.0%	37.0%	46.3%	
None	30.8%	38.1%	27.5%	37.5%	43.7%	32.1%	20.0%	30.0%	22.6%	
Total(n)	26	1,513	1,662	16	894	854	10	619	808	
Mean	1.96	1.98	2.08	1.81	1.83	1.94	2.20	2.19	2.23	
Standard deviation	0.92	0.99	0.93	0.83	0.92	0.87	1.03	1.04	0.97	
Significance	-			-			-			
Effect size	-	-0.02	-0.13	-	-0.02	-0.15	-	0.01	-0.03	
Grading on a curve										
All	3.8%	8.9%	5.7%	6.3%	12.3%	7.3%	0.0%	4.0%	4.0%	
Most	7.7%	9.9%	7.3%	12.5%	12.2%	9.6%	0.0%	6.5%	4.8%	
Some	26.9%	19.5%	17.1%	12.5%	18.9%	18.4%	50.0%	20.4%	15.8%	
None	61.5%	61.7%	69.9%	68.8%	56.6%	64.6%	50.0%	69.1%	75.4%	
Total(n)	26	1,511	1,656	16	893	851	10	618	805	
Mean	1.54	1.66	1.49	1.56	1.80	1.60	1.50	1.45	1.37	
Standard deviation	0.81	0.98	0.86	0.96	1.07	0.93	0.53	0.79	0.76	
Significance	-			-			-			
Effect size	-	-0.12	0.06	-	-0.22	-0.04	-	0.06	0.17	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Competency-based grading										
All	24.0%	29.5%	29.8%	18.8%	28.7%	28.4%	33.3%	30.6%	31.3%	
Most	16.0%	22.5%	19.2%	12.5%	23.5%	18.5%	22.2%	21.1%	20.0%	
Some	12.0%	19.5%	19.6%	6.3%	17.6%	20.3%	22.2%	22.1%	19.0%	
None	48.0%	28.5%	31.3%	62.5%	30.2%	32.8%	22.2%	26.2%	29.7%	
Total(n)	25	1,500	1,639	16	885	844	9	615	795	
Mean	2.16	2.53	2.48	1.88	2.51	2.43	2.67	2.56	2.53	
Standard deviation	1.28	1.19	1.21	1.26	1.20	1.21	1.22	1.18	1.21	
Significance	-			-	*		-			
Effect size	-	-0.31	-0.26	-	-0.53	-0.45	-	0.09	0.12	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	77.8%	72.8%	73.7%	82.4%	68.3%	68.2%	70.0%	79.4%	79.6%	
Most	11.1%	14.7%	14.7%	5.9%	16.5%	16.8%	20.0%	12.1%	12.5%	
Some	11.1%	10.4%	10.0%	11.8%	12.6%	13.3%	10.0%	7.1%	6.6%	
None	0.0%	2.1%	1.5%	0.0%	2.6%	1.6%	0.0%	1.4%	1.4%	
Total(n)	27	1,516	1,664	17	895	855	10	621	809	Student-Centered Pedagogy
Mean	3.67	3.58	3.61	3.71	3.51	3.52	3.60	3.69	3.70	
Standard deviation	0.68	0.76	0.73	0.69	0.81	0.78	0.70	0.66	0.65	
Significance	-			-			-			
Effect size	-	0.12	0.08	-	0.25	0.24	-	-0.14	-0.15	
Cooperative learning (small groups)										
All	38.5%	39.1%	42.7%	37.5%	31.2%	33.4%	40.0%	50.4%	52.5%	
Most	30.8%	23.4%	21.9%	18.8%	24.0%	23.7%	50.0%	22.5%	20.0%	
Some	15.4%	25.4%	26.6%	18.8%	28.8%	30.7%	10.0%	20.6%	22.3%	
None	15.4%	12.1%	8.8%	25.0%	16.0%	12.2%	0.0%	6.5%	5.2%	
Total(n)	26	1,505	1,661	16	888	853	10	617	808	Student-Centered Pedagogy
Mean	2.92	2.89	2.98	2.69	2.70	2.78	3.30	3.17	3.20	
Standard deviation	1.09	1.06	1.02	1.25	1.07	1.04	0.67	0.97	0.96	
Significance	-			-			-			
Effect size	-	0.03	-0.06	-	-0.01	-0.09	-	0.13	0.10	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Experiential learning/Field studies										Student-Centered Pedagogy
All	3.8%	16.0%	15.1%	0.0%	11.9%	12.1%	10.0%	22.0%	18.3%	
Most	23.1%	16.3%	15.3%	31.3%	15.0%	15.8%	10.0%	18.1%	14.7%	
Some	30.8%	33.8%	35.8%	12.5%	34.3%	34.3%	60.0%	33.0%	37.3%	
None	42.3%	34.0%	33.8%	56.3%	38.8%	37.8%	20.0%	27.0%	29.7%	
Total(n)	26	1,513	1,661	16	894	852	10	619	809	
Mean	1.88	2.14	2.12	1.75	2.00	2.02	2.10	2.35	2.22	
Standard deviation	0.91	1.06	1.04	0.93	1.01	1.01	0.88	1.10	1.06	
Significance	-			-			-			
Effect size	-	-0.25	-0.23	-	-0.25	-0.27	-	-0.23	-0.11	
Teaching assistants										
All	3.8%	6.1%	1.7%	0.0%	7.3%	1.6%	10.0%	4.4%	1.9%	
Most	3.8%	9.4%	4.3%	6.3%	11.5%	5.9%	0.0%	6.5%	2.6%	
Some	15.4%	28.3%	23.5%	12.5%	29.7%	23.8%	20.0%	26.3%	23.1%	
None	76.9%	56.2%	70.5%	81.3%	51.5%	68.7%	70.0%	62.9%	72.4%	
Total(n)	26	1,506	1,662	16	889	854	10	617	808	
Mean	1.35	1.65	1.37	1.25	1.75	1.40	1.50	1.52	1.34	
Standard deviation	0.75	0.88	0.65	0.58	0.93	0.68	0.97	0.80	0.62	
Significance	-			-	*		-			
Effect size	-	-0.34	-0.03	-	-0.54	-0.22	-	-0.03	0.26	
Recitals/Demonstrations										
All	11.5%	10.5%	9.3%	6.3%	9.9%	9.4%	20.0%	11.3%	9.3%	
Most	11.5%	13.0%	10.1%	18.8%	13.0%	10.9%	0.0%	13.1%	9.2%	
Some	15.4%	25.4%	26.8%	12.5%	27.9%	27.0%	20.0%	21.8%	26.6%	
None	61.5%	51.1%	53.8%	62.5%	49.2%	52.7%	60.0%	53.7%	55.0%	
Total(n)	26	1,510	1,658	16	892	852	10	618	806	
Mean	1.73	1.83	1.75	1.69	1.84	1.77	1.80	1.82	1.73	
Standard deviation	1.08	1.02	0.97	1.01	1.00	0.98	1.23	1.04	0.97	
Significance	-			-			-			
Effect size	-	-0.10	-0.02	-	-0.15	-0.08	-	-0.02	0.07	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Group projects										Student-Centered Pedagogy
All	3.8%	16.5%	14.8%	0.0%	14.2%	12.4%	10.0%	19.8%	17.3%	
Most	19.2%	19.4%	19.9%	18.8%	19.1%	17.3%	20.0%	20.0%	22.6%	
Some	61.5%	41.8%	48.5%	56.3%	41.8%	51.6%	70.0%	41.8%	45.3%	
None	15.4%	22.2%	16.8%	25.0%	24.9%	18.7%	0.0%	18.4%	14.7%	
Total(n)	26	1,507	1,663	16	892	855	10	615	808	
Mean	2.12	2.30	2.33	1.94	2.23	2.23	2.40	2.41	2.43	
Standard deviation	0.71	0.99	0.92	0.68	0.98	0.90	0.70	1.00	0.94	
Significance	-			-			-			
Effect size	-	-0.18	-0.23	-	-0.30	-0.32	-	-0.01	-0.03	
Extensive lecturing										
All	7.7%	11.8%	9.2%	12.5%	14.8%	11.6%	0.0%	7.4%	6.7%	
Most	30.8%	26.1%	22.9%	43.8%	30.4%	28.1%	10.0%	19.9%	17.4%	
Some	50.0%	39.7%	41.7%	43.8%	37.0%	42.5%	60.0%	43.6%	40.9%	
None	11.5%	22.4%	26.1%	0.0%	17.8%	17.8%	30.0%	29.1%	35.0%	
Total(n)	26	1,511	1,660	16	892	854	10	619	806	
Mean	2.35	2.27	2.15	2.69	2.42	2.33	1.80	2.06	1.96	
Standard deviation	0.80	0.94	0.91	0.70	0.95	0.90	0.63	0.89	0.89	
Significance	-			-			-			
Effect size	-	0.09	0.22	-	0.28	0.40	-	-0.29	-0.18	
Multiple drafts of written work										
All	3.8%	11.1%	13.3%	6.3%	8.5%	9.5%	0.0%	14.8%	17.2%	
Most	26.9%	17.0%	20.0%	18.8%	15.9%	19.4%	40.0%	18.5%	20.6%	
Some	46.2%	44.8%	50.1%	50.0%	45.6%	53.5%	40.0%	43.7%	46.5%	
None	23.1%	27.1%	16.7%	25.0%	29.9%	17.6%	20.0%	23.1%	15.7%	
Total(n)	26	1,508	1,660	16	892	851	10	616	809	
Mean	2.12	2.12	2.30	2.06	2.03	2.21	2.20	2.25	2.39	
Standard deviation	0.82	0.93	0.90	0.85	0.89	0.84	0.79	0.97	0.95	
Significance	-			-			-			
Effect size	-	0.00	-0.20	-	0.03	-0.18	-	-0.05	-0.20	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Student-selected topics for course content										Student-Centered Pedagogy
All	3.8%	9.7%	7.9%	0.0%	7.9%	5.9%	10.0%	12.1%	10.0%	
Most	15.4%	12.7%	14.5%	18.8%	12.3%	15.4%	10.0%	13.3%	13.6%	
Some	57.7%	47.2%	52.1%	50.0%	46.9%	52.2%	70.0%	47.7%	52.0%	
None	23.1%	30.4%	25.5%	31.3%	32.9%	26.6%	10.0%	26.9%	24.4%	
Total(n)	26	1,512	1,662	16	894	853	10	618	809	
Mean	2.00	2.02	2.05	1.88	1.95	2.00	2.20	2.11	2.09	
Standard deviation	0.75	0.90	0.84	0.72	0.88	0.81	0.79	0.94	0.88	
Significance	-			-			-			
Effect size	-	-0.02	-0.06	-	-0.08	-0.15	-	0.10	0.13	
Reflective writing/journaling										Student-Centered Pedagogy
All	0.0%	9.5%	9.3%	0.0%	6.7%	5.7%	0.0%	13.4%	13.1%	
Most	11.1%	13.2%	12.6%	11.8%	11.4%	11.2%	10.0%	15.7%	14.1%	
Some	44.4%	32.7%	41.3%	35.3%	30.3%	39.4%	60.0%	36.1%	43.3%	
None	44.4%	44.7%	36.8%	52.9%	51.6%	43.6%	30.0%	34.8%	29.6%	
Total(n)	27	1,512	1,659	17	894	855	10	618	804	
Mean	1.67	1.87	1.94	1.59	1.73	1.79	1.80	2.08	2.11	
Standard deviation	0.68	0.97	0.93	0.71	0.91	0.86	0.63	1.02	0.97	
Significance	-			-			-			
Effect size	-	-0.21	-0.29	-	-0.15	-0.23	-	-0.27	-0.32	
Community service as part of coursework										Civic Minded Practice
All	0.0%	3.0%	1.9%	0.0%	2.1%	1.1%	0.0%	4.2%	2.7%	
Most	3.8%	5.0%	4.7%	6.3%	4.0%	3.9%	0.0%	6.5%	5.6%	
Some	19.2%	24.6%	24.4%	18.8%	21.9%	21.1%	20.0%	28.5%	28.0%	
None	76.9%	67.4%	69.0%	75.0%	71.9%	74.0%	80.0%	60.8%	63.7%	
Total(n)	26	1,512	1,661	16	894	854	10	618	807	
Mean	1.27	1.44	1.39	1.31	1.36	1.32	1.20	1.54	1.47	
Standard deviation	0.53	0.72	0.67	0.60	0.66	0.60	0.42	0.79	0.72	
Significance	-			-			-			
Effect size	-	-0.24	-0.18	-	-0.08	-0.02	-	-0.43	-0.38	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Electronic quizzes with immediate feedback in class										
All	0.0%	2.1%	1.2%	0.0%	2.2%	0.9%	0.0%	1.8%	1.5%	
Most	3.8%	3.6%	2.6%	6.3%	4.3%	2.5%	0.0%	2.8%	2.8%	
Some	7.7%	13.3%	10.7%	6.3%	13.2%	10.4%	10.0%	13.3%	10.9%	
None	88.5%	81.0%	85.5%	87.5%	80.3%	86.2%	90.0%	82.2%	84.8%	
Total(n)	26	1,509	1,661	16	892	853	10	617	808	
Mean	1.15	1.27	1.20	1.19	1.28	1.18	1.10	1.24	1.21	
Standard deviation	0.46	0.63	0.53	0.54	0.65	0.50	0.32	0.59	0.56	
Significance	-			-			-			
Effect size	-	-0.19	-0.09	-	-0.14	0.02	-	-0.24	-0.20	
Using real-life problems										
All	22.2%	34.8%	25.8%	23.5%	32.2%	23.6%	20.0%	38.6%	28.0%	
Most	25.9%	27.5%	27.6%	23.5%	29.9%	28.7%	30.0%	23.9%	26.6%	
Some	29.6%	25.9%	33.1%	29.4%	25.8%	32.7%	30.0%	26.0%	33.4%	
None	22.2%	11.8%	13.5%	23.5%	12.1%	15.0%	20.0%	11.5%	12.0%	
Total(n)	27	1,514	1,661	17	895	855	10	619	806	
Mean	2.48	2.85	2.66	2.47	2.82	2.61	2.50	2.90	2.71	
Standard deviation	1.09	1.03	1.01	1.12	1.02	1.01	1.08	1.05	1.01	
Significance	-			-			-			
Effect size	-	-0.36	-0.18	-	-0.34	-0.14	-	-0.38	-0.21	
Using student inquiry to drive learning										
All	18.5%	23.7%	21.5%	23.5%	21.2%	18.4%	10.0%	27.5%	24.9%	
Most	44.4%	26.9%	28.5%	35.3%	26.0%	28.3%	60.0%	28.3%	28.8%	
Some	33.3%	37.5%	40.7%	35.3%	39.5%	41.9%	30.0%	34.6%	39.4%	
None	3.7%	11.8%	9.2%	5.9%	13.3%	11.4%	0.0%	9.7%	7.0%	
Total(n)	27	1,512	1,657	17	893	854	10	619	803	
Mean	2.78	2.63	2.62	2.76	2.55	2.54	2.80	2.74	2.72	
Standard deviation	0.80	0.97	0.92	0.90	0.97	0.92	0.63	0.97	0.92	
Significance	-			-			-			
Effect size	-	0.15	0.17	-	0.22	0.24	-	0.06	0.09	Student-Centered Pedagogy

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Becoming an authority in my field										
Essential	14.8%	36.6%	22.5%	17.6%	39.5%	23.9%	10.0%	32.4%	21.1%	
Very important	40.7%	38.7%	37.1%	41.2%	36.5%	37.1%	40.0%	41.7%	37.2%	
Somewhat important	44.4%	19.3%	30.5%	41.2%	18.6%	30.2%	50.0%	20.3%	30.8%	
Not important	0.0%	5.4%	9.9%	0.0%	5.3%	8.9%	0.0%	5.6%	10.9%	
Total(n)	27	1,529	1,664	17	903	855	10	626	809	
Mean	2.70	3.06	2.72	2.76	3.10	2.76	2.60	3.01	2.69	
Standard deviation	0.72	0.88	0.92	0.75	0.89	0.92	0.70	0.87	0.93	
Significance	-	*		-			-			
Effect size	-	-0.41	-0.02	-	-0.38	0.00	-	-0.47	-0.10	
Influencing the political structure										
Essential	0.0%	6.8%	3.6%	0.0%	6.1%	3.6%	0.0%	7.8%	3.6%	
Very important	18.5%	17.4%	18.7%	17.6%	15.9%	17.1%	20.0%	19.5%	20.3%	
Somewhat important	55.6%	44.7%	43.9%	52.9%	43.3%	43.5%	60.0%	46.6%	44.4%	
Not important	25.9%	31.1%	33.8%	29.4%	34.7%	35.7%	20.0%	26.0%	31.7%	
Total(n)	27	1,529	1,659	17	903	852	10	626	807	
Mean	1.93	2.00	1.92	1.88	1.93	1.89	2.00	2.09	1.96	
Standard deviation	0.68	0.87	0.81	0.70	0.86	0.81	0.67	0.87	0.81	
Significance	-			-			-			
Effect size	-	-0.08	0.01	-	-0.06	-0.01	-	-0.10	0.05	
Influencing social values										
Essential	7.4%	18.0%	12.3%	5.9%	15.5%	9.8%	10.0%	21.6%	15.0%	
Very important	29.6%	36.6%	39.0%	41.2%	35.7%	36.3%	10.0%	38.0%	41.8%	Civic
Somewhat important	40.7%	35.2%	37.5%	29.4%	37.1%	40.2%	60.0%	32.4%	34.6%	Minded
Not important	22.2%	10.1%	11.2%	23.5%	11.6%	13.6%	20.0%	8.0%	8.7%	Values
Total(n)	27	1,528	1,662	17	902	853	10	626	809	
Mean	2.22	2.63	2.52	2.29	2.55	2.42	2.10	2.73	2.63	Social
Standard deviation	0.89	0.89	0.85	0.92	0.89	0.85	0.88	0.89	0.84	Agency
Significance	-	*		-			-	*	*	
Effect size	-	-0.46	-0.35	-	-0.29	-0.15	-	-0.71	-0.63	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Raising a family										
Essential	51.9%	56.7%	51.9%	58.8%	59.5%	55.8%	40.0%	52.6%	47.8%	
Very important	29.6%	20.8%	22.3%	17.6%	22.0%	23.2%	50.0%	19.1%	21.3%	
Somewhat important	0.0%	8.3%	7.2%	0.0%	6.9%	6.3%	0.0%	10.4%	8.2%	
Not important	18.5%	14.2%	18.6%	23.5%	11.6%	14.7%	10.0%	17.9%	22.7%	
Total(n)	27	1,526	1,662	17	902	855	10	624	807	
Mean	3.15	3.20	3.08	3.12	3.29	3.20	3.20	3.06	2.94	
Standard deviation	1.13	1.09	1.15	1.27	1.02	1.08	0.92	1.16	1.21	
Significance	-			-			-			
Effect size	-	-0.05	0.06	-	-0.17	-0.07	-	0.12	0.21	
Becoming very well off financially										
Essential	0.0%	5.2%	3.2%	0.0%	6.0%	3.7%	0.0%	4.0%	2.7%	
Very important	14.8%	26.0%	19.8%	17.6%	27.9%	21.4%	10.0%	23.2%	18.1%	
Somewhat important	66.7%	51.1%	57.1%	70.6%	51.2%	56.7%	60.0%	51.0%	57.5%	
Not important	18.5%	17.7%	19.8%	11.8%	14.9%	18.1%	30.0%	21.8%	21.7%	
Total(n)	27	1,527	1,663	17	902	855	10	625	808	
Mean	1.96	2.19	2.06	2.06	2.25	2.11	1.80	2.09	2.02	
Standard deviation	0.59	0.78	0.72	0.56	0.78	0.73	0.63	0.78	0.71	
Significance	-			-			-			
Effect size	-	-0.29	-0.14	-	-0.24	-0.07	-	-0.37	-0.31	
Helping others who are in difficulty										
Essential	7.4%	31.5%	23.9%	11.8%	27.4%	19.7%	0.0%	37.5%	28.5%	
Very important	55.6%	47.1%	50.7%	47.1%	47.7%	51.6%	70.0%	46.2%	49.8%	
Somewhat important	33.3%	20.6%	24.1%	35.3%	23.8%	27.2%	30.0%	16.0%	20.8%	
Not important	3.7%	0.8%	1.3%	5.9%	1.1%	1.5%	0.0%	0.3%	1.0%	
Total(n)	27	1,526	1,662	17	902	854	10	624	808	
Mean	2.67	3.09	2.97	2.65	3.01	2.89	2.70	3.21	3.06	
Standard deviation	0.68	0.74	0.73	0.79	0.75	0.72	0.48	0.71	0.73	
Significance	-	**	*	-			-	*		
Effect size	-	-0.57	-0.41	-	-0.48	-0.33	-	-0.72	-0.49	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Adopting 'green' practices to protect the environment										
Essential	14.8%	15.9%	17.8%	17.6%	12.2%	14.1%	10.0%	21.2%	21.8%	
Very important	40.7%	36.6%	39.6%	23.5%	35.1%	38.5%	70.0%	38.6%	40.8%	
Somewhat important	37.0%	41.5%	37.0%	47.1%	44.3%	39.7%	20.0%	37.5%	34.2%	
Not important	7.4%	6.0%	5.5%	11.8%	8.3%	7.7%	0.0%	2.7%	3.2%	
Total(n)	27	1,526	1,663	17	902	854	10	624	809	
Mean	2.63	2.62	2.70	2.47	2.51	2.59	2.90	2.78	2.81	
Standard deviation	0.84	0.82	0.82	0.94	0.81	0.82	0.57	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.01	-0.09	-	-0.05	-0.15	-	0.15	0.11	
Developing a meaningful philosophy of life										
Essential	44.4%	55.1%	52.5%	47.1%	54.1%	50.9%	40.0%	56.7%	54.1%	
Very important	40.7%	31.4%	31.4%	35.3%	31.4%	31.0%	50.0%	31.4%	31.8%	
Somewhat important	14.8%	10.5%	12.6%	17.6%	10.5%	13.5%	10.0%	10.4%	11.7%	
Not important	0.0%	3.0%	3.5%	0.0%	4.0%	4.6%	0.0%	1.4%	2.3%	
Total(n)	27	1,525	1,663	17	901	854	10	624	809	
Mean	3.30	3.39	3.33	3.29	3.36	3.28	3.30	3.43	3.38	
Standard deviation	0.72	0.79	0.83	0.77	0.82	0.86	0.67	0.74	0.78	
Significance	-			-			-			
Effect size	-	-0.11	-0.04	-	-0.09	0.01	-	-0.18	-0.10	
Helping to promote racial understanding										
Essential	22.2%	37.0%	38.9%	17.6%	30.7%	31.9%	30.0%	46.1%	46.3%	Social Agency
Very important	37.0%	39.3%	38.0%	35.3%	39.2%	38.4%	40.0%	39.4%	37.7%	
Somewhat important	37.0%	21.1%	20.1%	41.2%	26.4%	25.5%	30.0%	13.4%	14.4%	
Not important	3.7%	2.6%	2.9%	5.9%	3.7%	4.2%	0.0%	1.1%	1.6%	
Total(n)	27	1,526	1,662	17	901	852	10	625	810	
Mean	2.78	3.11	3.13	2.65	2.97	2.98	3.00	3.30	3.29	
Standard deviation	0.85	0.82	0.83	0.86	0.85	0.86	0.82	0.74	0.77	
Significance	-	*	*	-			-			
Effect size	-	-0.40	-0.42	-	-0.38	-0.38	-	-0.41	-0.38	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Integrating spirituality into my life										
Essential	22.2%	36.8%	25.9%	23.5%	37.0%	23.4%	20.0%	36.5%	28.6%	
Very important	14.8%	19.3%	19.2%	17.6%	18.0%	18.2%	10.0%	21.3%	20.1%	
Somewhat important	33.3%	23.3%	27.0%	29.4%	22.2%	26.1%	40.0%	24.8%	27.9%	
Not important	29.6%	20.6%	27.9%	29.4%	22.9%	32.2%	30.0%	17.3%	23.4%	
Total(n)	27	1,525	1,659	17	901	850	10	624	809	
Mean	2.30	2.72	2.43	2.35	2.69	2.33	2.20	2.77	2.54	
Standard deviation	1.14	1.16	1.15	1.17	1.19	1.16	1.14	1.12	1.14	
Significance	-			-			-			
Effect size	-	-0.36	-0.11	-	-0.29	0.02	-	-0.51	-0.30	
Making a theoretical contribution to science										
Essential	0.0%	12.9%	5.8%	0.0%	14.4%	6.9%	0.0%	10.9%	4.7%	
Very important	29.6%	25.6%	16.2%	35.3%	28.3%	17.7%	20.0%	21.6%	14.5%	
Somewhat important	22.2%	27.7%	29.2%	23.5%	27.4%	29.3%	20.0%	28.0%	29.2%	
Not important	48.1%	33.8%	48.8%	41.2%	30.0%	46.1%	60.0%	39.4%	51.6%	
Total(n)	27	1,522	1,659	17	898	853	10	624	806	
Mean	1.81	2.18	1.79	1.94	2.27	1.85	1.60	2.04	1.72	
Standard deviation	0.88	1.04	0.92	0.90	1.04	0.95	0.84	1.02	0.88	
Significance	-			-			-			
Effect size	-	-0.36	0.02	-	-0.32	0.09	-	-0.43	-0.14	
Participating in a community action program										
Essential	3.7%	9.3%	6.8%	5.9%	6.3%	5.3%	0.0%	13.5%	8.4%	
Very important	18.5%	23.0%	21.5%	17.6%	22.4%	19.2%	20.0%	23.9%	23.8%	
Somewhat important	48.1%	44.8%	47.4%	47.1%	45.1%	48.6%	50.0%	44.5%	46.2%	
Not important	29.6%	22.9%	24.3%	29.4%	26.3%	26.9%	30.0%	18.1%	21.6%	
Total(n)	27	1,522	1,659	17	899	852	10	623	807	
Mean	1.96	2.19	2.11	2.00	2.09	2.03	1.90	2.33	2.19	
Standard deviation	0.81	0.89	0.85	0.87	0.86	0.82	0.74	0.92	0.87	
Significance	-			-			-			
Effect size	-	-0.26	-0.18	-	-0.10	-0.04	-	-0.47	-0.33	Social Agency

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Keeping up to date with political affairs										Social Agency
Essential	18.5%	21.7%	23.2%	23.5%	20.3%	24.5%	10.0%	23.8%	21.8%	
Very important	37.0%	41.3%	38.0%	41.2%	42.9%	39.0%	30.0%	39.0%	37.0%	
Somewhat important	44.4%	32.1%	33.1%	35.3%	31.2%	30.4%	60.0%	33.4%	36.0%	
Not important	0.0%	4.8%	5.7%	0.0%	5.7%	6.1%	0.0%	3.7%	5.2%	
Total(n)	27	1,527	1,661	17	902	853	10	625	808	
Mean	2.74	2.80	2.79	2.88	2.78	2.82	2.50	2.83	2.75	
Standard deviation	0.76	0.83	0.86	0.78	0.83	0.87	0.71	0.83	0.85	
Significance	-			-			-			
Effect size	-	-0.07	-0.06	-	0.12	0.07	-	-0.40	-0.29	
Becoming a community leader										Social Agency
Essential	3.7%	6.0%	3.9%	5.9%	5.0%	3.8%	0.0%	7.5%	4.0%	
Very important	7.4%	16.4%	16.9%	0.0%	16.0%	17.1%	20.0%	17.0%	16.7%	
Somewhat important	51.9%	44.2%	42.9%	52.9%	44.3%	45.1%	50.0%	44.0%	40.6%	
Not important	37.0%	33.4%	36.3%	41.2%	34.7%	34.0%	30.0%	31.5%	38.7%	
Total(n)	27	1,526	1,659	17	901	852	10	625	807	
Mean	1.78	1.95	1.88	1.71	1.91	1.91	1.90	2.00	1.86	
Standard deviation	0.75	0.86	0.82	0.77	0.84	0.81	0.74	0.89	0.83	
Significance	-			-			-			
Effect size	-	-0.20	-0.12	-	-0.24	-0.25	-	-0.11	0.05	
Mentoring the next generation of scholars										
Essential	29.6%	44.0%	33.4%	17.6%	41.9%	28.5%	50.0%	47.0%	38.6%	
Very important	48.1%	38.9%	42.3%	47.1%	40.0%	43.8%	50.0%	37.3%	40.8%	
Somewhat important	14.8%	15.5%	22.0%	23.5%	16.7%	25.2%	0.0%	13.8%	18.7%	
Not important	7.4%	1.6%	2.3%	11.8%	1.3%	2.6%	0.0%	1.9%	2.0%	
Total(n)	27	1,527	1,663	17	902	854	10	625	809	
Mean	3.00	3.25	3.07	2.71	3.23	2.98	3.50	3.29	3.16	
Standard deviation	0.88	0.77	0.80	0.92	0.77	0.80	0.53	0.77	0.79	
Significance	-			-	**		-			
Effect size	-	-0.32	-0.09	-	-0.68	-0.34	-	0.27	0.43	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	96.3%	90.2%	93.6%	94.1%	88.0%	91.9%	100.0%	93.3%	95.4%	
Very important	3.7%	9.2%	6.0%	5.9%	11.2%	7.7%	0.0%	6.4%	4.2%	
Somewhat important	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.2%	0.2%	
Not important	0.0%	0.5%	0.1%	0.0%	0.7%	0.0%	0.0%	0.2%	0.1%	
Total(n)	27	1,485	1,658	17	877	853	10	608	805	
Mean	3.96	3.89	3.93	3.94	3.87	3.92	4.00	3.93	3.95	
Standard deviation	0.19	0.36	0.27	0.24	0.40	0.29	0.00	0.28	0.25	
Significance	-			-			-			
Effect size	-	0.19	0.11	-	0.18	0.07	-	0.25	0.20	
Prepare students for employment after college										
Essential	23.1%	38.4%	30.3%	25.0%	35.4%	27.4%	20.0%	42.6%	33.3%	
Very important	50.0%	43.1%	43.7%	56.3%	44.0%	44.8%	40.0%	41.9%	42.4%	
Somewhat important	26.9%	16.6%	23.8%	18.8%	18.3%	25.3%	40.0%	14.0%	22.1%	
Not important	0.0%	2.0%	2.3%	0.0%	2.3%	2.5%	0.0%	1.5%	2.1%	
Total(n)	26	1,486	1,654	16	878	850	10	608	804	
Mean	2.96	3.18	3.02	3.06	3.13	2.97	2.80	3.26	3.07	
Standard deviation	0.72	0.77	0.80	0.68	0.78	0.79	0.79	0.75	0.80	
Significance	-			-			-			
Effect size	-	-0.29	-0.08	-	-0.09	0.11	-	-0.61	-0.34	
Prepare students for graduate or advanced education										
Essential	14.8%	28.7%	23.6%	17.6%	25.3%	22.2%	10.0%	33.6%	25.1%	
Very important	51.9%	49.9%	53.6%	41.2%	52.2%	53.5%	70.0%	46.6%	53.6%	
Somewhat important	33.3%	20.4%	22.3%	41.2%	21.1%	23.7%	20.0%	19.3%	20.8%	
Not important	0.0%	1.0%	0.5%	0.0%	1.4%	0.6%	0.0%	0.5%	0.5%	
Total(n)	27	1,484	1,656	17	877	852	10	607	804	
Mean	2.81	3.06	3.00	2.76	3.01	2.97	2.90	3.13	3.03	
Standard deviation	0.68	0.73	0.69	0.75	0.72	0.69	0.57	0.73	0.69	
Significance	-			-			-			
Effect size	-	-0.34	-0.28	-	-0.35	-0.30	-	-0.32	-0.19	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										Undergrad Education Goal: Personal Development
Essential	18.5%	44.0%	31.2%	17.6%	40.6%	27.8%	20.0%	48.8%	34.9%	
Very important	48.1%	34.1%	39.8%	52.9%	35.8%	40.1%	40.0%	31.6%	39.4%	
Somewhat important	33.3%	18.7%	24.5%	29.4%	19.5%	27.5%	40.0%	17.4%	21.3%	
Not important	0.0%	3.3%	4.5%	0.0%	4.1%	4.6%	0.0%	2.1%	4.5%	
Total(n)	27	1,485	1,655	17	877	852	10	608	803	
Mean	2.85	3.19	2.98	2.88	3.13	2.91	2.80	3.27	3.05	
Standard deviation	0.72	0.85	0.86	0.70	0.87	0.85	0.79	0.82	0.86	
Significance	-	*		-			-			
Effect size	-	-0.40	-0.15	-	-0.29	-0.04	-	-0.57	-0.29	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	3.7%	24.6%	18.3%	5.9%	20.6%	15.0%	0.0%	30.3%	21.7%	
Very important	48.1%	36.5%	37.0%	52.9%	35.4%	35.9%	40.0%	38.1%	38.2%	
Somewhat important	44.4%	33.3%	36.7%	35.3%	37.0%	40.6%	60.0%	27.8%	32.5%	
Not important	3.7%	5.7%	8.0%	5.9%	6.9%	8.5%	0.0%	3.8%	7.6%	
Total(n)	27	1,485	1,654	17	878	852	10	607	802	
Mean	2.52	2.80	2.65	2.59	2.70	2.58	2.40	2.95	2.74	
Standard deviation	0.64	0.87	0.87	0.71	0.87	0.85	0.52	0.86	0.88	
Significance	-			-			-	*		
Effect size	-	-0.32	-0.15	-	-0.13	0.01	-	-0.64	-0.39	
Teach students the classic works of Western civilization										
Essential	7.4%	11.1%	9.7%	5.9%	11.2%	11.4%	10.0%	10.9%	8.0%	
Very important	25.9%	23.9%	21.4%	35.3%	23.8%	24.1%	10.0%	23.9%	18.6%	
Somewhat important	40.7%	41.6%	44.9%	23.5%	42.0%	41.5%	70.0%	41.1%	48.4%	
Not important	25.9%	23.4%	24.0%	35.3%	22.9%	23.0%	10.0%	24.1%	25.0%	
Total(n)	27	1,479	1,654	17	873	851	10	606	803	
Mean	2.15	2.23	2.17	2.12	2.23	2.24	2.20	2.22	2.09	
Standard deviation	0.91	0.93	0.90	0.99	0.93	0.93	0.79	0.93	0.86	
Significance	-			-			-			
Effect size	-	-0.09	-0.02	-	-0.12	-0.13	-	-0.02	0.13	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										Undergrad Education Goal: Personal Development
Essential	22.2%	36.7%	30.6%	23.5%	32.2%	28.4%	20.0%	43.4%	32.8%	
Very important	44.4%	40.0%	39.5%	41.2%	41.7%	39.4%	50.0%	37.5%	39.6%	
Somewhat important	29.6%	19.2%	25.7%	35.3%	21.2%	27.6%	20.0%	16.2%	23.6%	
Not important	3.7%	4.1%	4.3%	0.0%	4.9%	4.6%	10.0%	3.0%	4.0%	
Total(n)	27	1,483	1,656	17	877	851	10	606	805	
Mean	2.85	3.09	2.96	2.88	3.01	2.92	2.80	3.21	3.01	
Standard deviation	0.82	0.85	0.86	0.78	0.85	0.86	0.92	0.82	0.85	
Significance	-			-			-			
Effect size	-	-0.28	-0.13	-	-0.15	-0.05	-	-0.50	-0.25	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	29.6%	39.3%	38.5%	29.4%	34.1%	34.1%	30.0%	46.7%	43.2%	
Very important	37.0%	38.7%	39.6%	35.3%	40.3%	42.1%	40.0%	36.5%	36.9%	
Somewhat important	29.6%	18.8%	18.7%	35.3%	21.2%	20.7%	20.0%	15.3%	16.6%	
Not important	3.7%	3.2%	3.2%	0.0%	4.3%	3.2%	10.0%	1.5%	3.2%	
Total(n)	27	1,482	1,656	17	876	851	10	606	805	
Mean	2.93	3.14	3.13	2.94	3.04	3.07	2.90	3.28	3.20	
Standard deviation	0.87	0.83	0.83	0.83	0.85	0.82	0.99	0.77	0.83	
Significance	-			-			-			
Effect size	-	-0.25	-0.24	-	-0.12	-0.16	-	-0.49	-0.36	
Instill in students a commitment to community service										Civic Minded Values
Essential	7.4%	19.5%	15.8%	11.8%	15.4%	12.0%	0.0%	25.3%	19.9%	
Very important	29.6%	37.3%	33.5%	23.5%	37.9%	31.3%	40.0%	36.3%	35.8%	
Somewhat important	55.6%	34.4%	40.2%	52.9%	34.9%	43.3%	60.0%	33.7%	36.9%	
Not important	7.4%	8.8%	10.5%	11.8%	11.8%	13.4%	0.0%	4.6%	7.5%	
Total(n)	27	1,484	1,657	17	876	852	10	608	805	
Mean	2.37	2.67	2.55	2.35	2.57	2.42	2.40	2.82	2.68	
Standard deviation	0.74	0.89	0.88	0.86	0.89	0.87	0.52	0.86	0.87	
Significance	-			-			-			
Effect size	-	-0.34	-0.20	-	-0.25	-0.08	-	-0.49	-0.32	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	37.0%	39.2%	42.0%	29.4%	29.6%	32.2%	50.0%	53.0%	52.4%	
Very important	29.6%	38.0%	34.3%	29.4%	38.9%	36.4%	30.0%	36.7%	32.0%	
Somewhat important	29.6%	19.7%	20.7%	35.3%	26.9%	26.7%	20.0%	9.4%	14.3%	
Not important	3.7%	3.1%	3.1%	5.9%	4.7%	4.7%	0.0%	0.8%	1.4%	
Total(n)	27	1,482	1,655	17	875	851	10	607	804	
Mean	3.00	3.13	3.15	2.82	2.93	2.96	3.30	3.42	3.35	
Standard deviation	0.92	0.83	0.85	0.95	0.87	0.88	0.82	0.69	0.77	
Significance	-			-			-			
Effect size	-	-0.16	-0.18	-	-0.13	-0.16	-	-0.17	-0.06	
Help master knowledge in a discipline										
Essential	66.7%	58.8%	56.4%	82.4%	57.9%	54.6%	40.0%	60.1%	58.4%	
Very important	25.9%	35.9%	37.9%	11.8%	36.4%	39.7%	50.0%	35.1%	36.0%	
Somewhat important	7.4%	4.6%	5.4%	5.9%	4.8%	5.5%	10.0%	4.3%	5.2%	
Not important	0.0%	0.7%	0.3%	0.0%	0.9%	0.2%	0.0%	0.5%	0.4%	
Total(n)	27	1,484	1,657	17	878	852	10	606	805	
Mean	3.59	3.53	3.50	3.76	3.51	3.49	3.30	3.55	3.52	
Standard deviation	0.64	0.62	0.61	0.56	0.63	0.61	0.67	0.60	0.61	
Significance	-			-			-			
Effect size	-	0.10	0.15	-	0.40	0.44	-	-0.42	-0.36	
Develop creative capacities										
Essential	51.9%	41.1%	40.4%	47.1%	41.3%	39.7%	60.0%	40.8%	41.1%	
Very important	37.0%	43.4%	40.6%	35.3%	44.0%	41.4%	40.0%	42.4%	39.8%	
Somewhat important	11.1%	14.0%	17.6%	17.6%	13.0%	17.4%	0.0%	15.5%	17.8%	
Not important	0.0%	1.6%	1.4%	0.0%	1.7%	1.5%	0.0%	1.3%	1.4%	
Total(n)	27	1,483	1,656	17	877	851	10	606	805	
Mean	3.41	3.24	3.20	3.29	3.25	3.19	3.60	3.23	3.21	
Standard deviation	0.69	0.75	0.77	0.77	0.74	0.77	0.52	0.75	0.78	
Significance	-			-			-			
Effect size	-	0.23	0.27	-	0.05	0.13	-	0.49	0.50	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Instill a basic appreciation of the liberal arts										
Essential	55.6%	31.8%	43.9%	64.7%	27.7%	42.7%	40.0%	37.7%	45.2%	
Very important	33.3%	40.4%	37.7%	17.6%	40.5%	36.7%	60.0%	40.3%	38.9%	
Somewhat important	11.1%	23.4%	16.2%	17.6%	26.6%	18.1%	0.0%	18.8%	14.3%	
Not important	0.0%	4.3%	2.1%	0.0%	5.1%	2.6%	0.0%	3.1%	1.6%	
Total(n)	27	1,481	1,656	17	876	851	10	605	805	
Mean	3.44	3.00	3.23	3.47	2.91	3.19	3.40	3.13	3.28	
Standard deviation	0.70	0.85	0.79	0.80	0.86	0.82	0.52	0.82	0.76	
Significance	-	**		-	**		-			
Effect size	-	0.52	0.27	-	0.65	0.34	-	0.33	0.16	
Promote ability to write effectively										
Essential	74.1%	61.0%	70.7%	76.5%	55.5%	65.6%	70.0%	69.0%	76.0%	
Very important	18.5%	33.3%	25.4%	17.6%	37.5%	29.6%	20.0%	27.2%	21.0%	
Somewhat important	7.4%	4.8%	3.4%	5.9%	6.3%	4.5%	10.0%	2.8%	2.4%	
Not important	0.0%	0.9%	0.5%	0.0%	0.8%	0.4%	0.0%	1.0%	0.6%	
Total(n)	27	1,485	1,656	17	878	852	10	607	804	
Mean	3.67	3.54	3.66	3.71	3.48	3.60	3.60	3.64	3.72	
Standard deviation	0.62	0.63	0.57	0.59	0.65	0.59	0.70	0.59	0.53	
Significance	-			-			-			
Effect size	-	0.21	0.02	-	0.35	0.19	-	-0.07	-0.23	
Help students evaluate the quality and reliability of information										
Essential	74.1%	63.1%	68.1%	82.4%	56.7%	64.4%	60.0%	72.5%	72.0%	
Very important	25.9%	32.7%	28.5%	17.6%	38.1%	31.5%	40.0%	24.9%	25.5%	
Somewhat important	0.0%	3.5%	3.0%	0.0%	4.6%	3.8%	0.0%	2.0%	2.1%	
Not important	0.0%	0.7%	0.4%	0.0%	0.7%	0.4%	0.0%	0.7%	0.4%	
Total(n)	27	1,484	1,657	17	877	852	10	607	805	
Mean	3.74	3.58	3.64	3.82	3.51	3.60	3.60	3.69	3.69	
Standard deviation	0.45	0.59	0.56	0.39	0.62	0.58	0.52	0.54	0.53	
Significance	-			-	*		-			
Effect size	-	0.27	0.18	-	0.50	0.38	-	-0.17	-0.17	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Engage students in civil discourse around controversial issues										
Essential	40.7%	33.0%	39.3%	52.9%	26.8%	34.5%	20.0%	41.8%	44.3%	
Very important	37.0%	39.0%	37.1%	35.3%	39.2%	37.5%	40.0%	38.7%	36.8%	
Somewhat important	22.2%	22.4%	18.8%	11.8%	26.6%	22.4%	40.0%	16.3%	15.0%	
Not important	0.0%	5.7%	4.7%	0.0%	7.4%	5.5%	0.0%	3.1%	3.9%	
Total(n)	27	1,484	1,656	17	877	851	10	607	805	
Mean	3.19	2.99	3.11	3.41	2.85	3.01	2.80	3.19	3.22	
Standard deviation	0.79	0.88	0.87	0.71	0.90	0.89	0.79	0.82	0.84	
Significance	-			-	*		-			
Effect size	-	0.23	0.09	-	0.62	0.45	-	-0.48	-0.50	
Teach students tolerance and respect for different beliefs										
Essential	55.6%	52.7%	54.1%	52.9%	43.0%	44.9%	60.0%	66.7%	63.9%	
Very important	25.9%	33.1%	33.0%	29.4%	37.4%	38.0%	20.0%	27.0%	27.7%	
Somewhat important	18.5%	11.7%	10.9%	17.6%	16.1%	14.1%	20.0%	5.3%	7.5%	
Not important	0.0%	2.5%	2.1%	0.0%	3.5%	3.1%	0.0%	1.0%	1.0%	
Total(n)	27	1,482	1,656	17	875	851	10	607	805	
Mean	3.37	3.36	3.39	3.35	3.20	3.25	3.40	3.59	3.54	
Standard deviation	0.79	0.78	0.76	0.79	0.83	0.81	0.84	0.64	0.68	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	0.18	0.12	-	-0.30	-0.21	
Encourage students to become agents of social change										
Essential	22.2%	23.9%	25.0%	23.5%	16.5%	17.8%	20.0%	34.6%	32.6%	
Very important	22.2%	33.0%	35.9%	17.6%	29.4%	35.1%	30.0%	38.2%	36.8%	
Somewhat important	44.4%	32.7%	29.3%	41.2%	40.8%	33.8%	50.0%	21.1%	24.5%	
Not important	11.1%	10.4%	9.9%	17.6%	13.4%	13.4%	0.0%	6.1%	6.1%	
Total(n)	27	1,482	1,654	17	875	850	10	607	804	
Mean	2.56	2.70	2.76	2.47	2.49	2.57	2.70	3.01	2.96	
Standard deviation	0.97	0.95	0.94	1.07	0.92	0.93	0.82	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.15	-0.21	-	-0.02	-0.11	-	-0.34	-0.29	Civic Minded Values

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	0.0%	10.4%	6.0%	0.0%	10.3%	4.1%	0.0%	10.4%	8.1%	
1-4	3.7%	30.7%	14.5%	5.9%	31.0%	14.3%	0.0%	30.1%	14.7%	
5-8	66.7%	35.9%	38.9%	64.7%	35.7%	36.9%	70.0%	36.1%	41.0%	
9-12	22.2%	15.8%	28.1%	23.5%	15.7%	30.7%	20.0%	16.0%	25.4%	
13-16	7.4%	4.1%	8.6%	5.9%	3.9%	10.0%	10.0%	4.5%	7.2%	
17-20	0.0%	2.0%	2.6%	0.0%	2.2%	2.8%	0.0%	1.8%	2.5%	
21-34	0.0%	0.8%	0.9%	0.0%	0.7%	0.8%	0.0%	1.0%	1.0%	
35-44	0.0%	0.2%	0.2%	0.0%	0.2%	0.4%	0.0%	0.2%	0.0%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	
Total(n)	27	1,523	1,661	17	899	854	10	624	807	
Mean	3.33	2.84	3.32	3.29	2.84	3.42	3.40	2.84	3.21	
Standard deviation	0.68	1.19	1.18	0.69	1.21	1.16	0.70	1.18	1.18	
Significance	-	*		-			-			
Effect size	-	0.41	0.01	-	0.37	-0.11	-	0.47	0.16	
Preparing for teaching (including reading student papers and grading)										
None	0.0%	9.8%	5.5%	0.0%	9.8%	3.5%	0.0%	9.8%	7.7%	
1-4	0.0%	19.6%	11.3%	0.0%	21.8%	12.3%	0.0%	16.3%	10.3%	
5-8	3.8%	30.8%	22.4%	6.3%	32.4%	25.2%	0.0%	28.5%	19.5%	
9-12	30.8%	20.0%	23.0%	31.3%	19.6%	22.7%	30.0%	20.6%	23.4%	
13-16	30.8%	10.3%	15.1%	25.0%	8.6%	14.8%	40.0%	12.7%	15.5%	
17-20	19.2%	5.8%	12.8%	12.5%	5.3%	11.7%	30.0%	6.4%	14.0%	
21-34	11.5%	2.5%	7.1%	18.8%	1.7%	7.4%	0.0%	3.7%	6.8%	
35-44	3.8%	0.9%	2.0%	6.3%	0.6%	1.9%	0.0%	1.3%	2.1%	
45+	0.0%	0.4%	0.6%	0.0%	0.2%	0.6%	0.0%	0.6%	0.6%	
Total(n)	26	1,519	1,659	16	898	854	10	621	805	
Mean	5.15	3.35	4.11	5.25	3.22	4.10	5.00	3.55	4.12	
Standard deviation	1.22	1.53	1.71	1.44	1.44	1.67	0.82	1.64	1.76	
Significance	-	***	**	-	***	**	-	**		
Effect size	-	1.18	0.61	-	1.41	0.69	-	0.88	0.50	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	0.0%	3.7%	2.5%	0.0%	4.0%	2.6%	0.0%	3.4%	2.5%	
1-4	40.7%	51.5%	49.1%	41.2%	52.4%	51.1%	40.0%	50.2%	47.0%	
5-8	25.9%	27.5%	34.8%	29.4%	27.2%	34.3%	20.0%	28.0%	35.4%	
9-12	33.3%	10.4%	8.7%	29.4%	9.9%	8.5%	40.0%	11.2%	8.9%	
13-16	0.0%	3.9%	2.9%	0.0%	4.0%	2.3%	0.0%	3.7%	3.5%	
17-20	0.0%	1.6%	1.1%	0.0%	1.3%	0.7%	0.0%	1.9%	1.5%	
21-34	0.0%	1.0%	0.7%	0.0%	1.0%	0.5%	0.0%	1.0%	1.0%	
35-44	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	
45+	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	
Total(n)	27	1,525	1,663	17	901	855	10	624	808	
Mean	2.93	2.70	2.67	2.88	2.67	2.61	3.00	2.75	2.74	
Standard deviation	0.87	1.12	0.96	0.86	1.09	0.88	0.94	1.16	1.04	
Significance	-			-			-			
Effect size	-	0.21	0.27	-	0.19	0.31	-	0.22	0.25	
Committee work and meetings										
None	3.7%	1.8%	3.1%	5.9%	1.7%	3.0%	0.0%	2.1%	3.1%	
1-4	48.1%	38.8%	48.4%	52.9%	39.9%	51.8%	40.0%	37.2%	44.9%	
5-8	33.3%	31.3%	30.1%	17.6%	29.5%	29.2%	60.0%	33.9%	31.2%	
9-12	11.1%	15.1%	10.9%	17.6%	15.5%	10.5%	0.0%	14.4%	11.3%	
13-16	3.7%	6.7%	3.6%	5.9%	6.7%	2.2%	0.0%	6.7%	5.1%	
17-20	0.0%	3.9%	2.4%	0.0%	3.7%	2.0%	0.0%	4.2%	2.8%	
21-34	0.0%	2.0%	1.0%	0.0%	2.6%	0.9%	0.0%	1.1%	1.1%	
35-44	0.0%	0.2%	0.2%	0.0%	0.1%	0.2%	0.0%	0.3%	0.2%	
45+	0.0%	0.3%	0.2%	0.0%	0.4%	0.1%	0.0%	0.0%	0.2%	
Total(n)	27	1,521	1,662	17	898	854	10	623	808	
Mean	2.63	3.08	2.77	2.65	3.10	2.69	2.60	3.05	2.86	
Standard deviation	0.88	1.30	1.15	1.06	1.34	1.08	0.52	1.23	1.21	
Significance	-			-			-			
Effect size	-	-0.35	-0.12	-	-0.34	-0.04	-	-0.37	-0.21	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other administration										
None	7.7%	2.0%	3.2%	0.0%	2.2%	3.1%	20.0%	1.6%	3.3%	
1-4	34.6%	22.0%	34.2%	56.3%	22.1%	36.6%	0.0%	21.8%	31.7%	
5-8	34.6%	22.8%	26.4%	25.0%	22.8%	26.3%	50.0%	22.9%	26.6%	
9-12	19.2%	18.4%	14.9%	12.5%	17.2%	14.8%	30.0%	20.0%	15.0%	
13-16	3.8%	10.3%	8.0%	6.3%	10.3%	7.0%	0.0%	10.3%	8.9%	
17-20	0.0%	11.3%	5.7%	0.0%	11.3%	5.4%	0.0%	11.2%	6.1%	
21-34	0.0%	8.8%	4.1%	0.0%	9.2%	3.6%	0.0%	8.2%	4.6%	
35-44	0.0%	2.9%	2.0%	0.0%	3.0%	1.5%	0.0%	2.7%	2.5%	
45+	0.0%	1.6%	1.5%	0.0%	1.9%	1.6%	0.0%	1.3%	1.4%	
Total(n)	26	1,525	1,660	16	901	852	10	624	808	
Mean	2.77	4.06	3.43	2.69	4.08	3.34	2.90	4.03	3.51	
Standard deviation	0.99	1.87	1.72	0.95	1.91	1.69	1.10	1.81	1.76	
Significance	-	***		-	**		-	*		
Effect size	-	-0.69	-0.38	-	-0.73	-0.38	-	-0.62	-0.35	
Research and scholarly writing										
None	7.4%	11.4%	18.8%	5.9%	9.8%	16.2%	10.0%	13.8%	21.6%	
1-4	33.3%	35.3%	46.7%	35.3%	31.6%	45.6%	30.0%	40.7%	48.0%	
5-8	37.0%	22.2%	19.4%	47.1%	23.7%	21.3%	20.0%	20.0%	17.4%	
9-12	14.8%	13.9%	7.4%	5.9%	16.3%	8.7%	30.0%	10.5%	6.0%	
13-16	3.7%	6.6%	2.7%	0.0%	6.9%	2.5%	10.0%	6.1%	3.0%	
17-20	3.7%	5.0%	2.1%	5.9%	5.8%	2.8%	0.0%	3.9%	1.4%	
21-34	0.0%	3.1%	1.5%	0.0%	3.8%	1.9%	0.0%	2.1%	1.1%	
35-44	0.0%	1.4%	0.8%	0.0%	1.2%	0.6%	0.0%	1.8%	1.0%	
45+	0.0%	1.1%	0.6%	0.0%	1.0%	0.6%	0.0%	1.1%	0.6%	
Total(n)	27	1,521	1,659	17	900	854	10	621	805	
Mean	2.85	3.10	2.48	2.76	3.24	2.58	3.00	2.90	2.38	
Standard deviation	1.13	1.70	1.41	1.09	1.70	1.42	1.25	1.68	1.38	
Significance	-			-			-			
Effect size	-	-0.15	0.26	-	-0.28	0.13	-	0.06	0.45	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	60.0%	59.3%	63.0%	62.5%	58.1%	59.9%	55.6%	60.9%	66.2%	
1-4	24.0%	24.2%	23.9%	18.8%	23.4%	26.1%	33.3%	25.4%	21.6%	
5-8	12.0%	8.9%	6.7%	12.5%	9.9%	7.0%	11.1%	7.5%	6.4%	
9-12	4.0%	3.6%	2.7%	6.3%	3.7%	2.7%	0.0%	3.4%	2.7%	
13-16	0.0%	1.7%	1.2%	0.0%	2.5%	1.2%	0.0%	0.5%	1.2%	
17-20	0.0%	0.8%	1.2%	0.0%	1.0%	1.3%	0.0%	0.5%	1.1%	
21-34	0.0%	0.9%	0.6%	0.0%	0.9%	0.8%	0.0%	0.8%	0.4%	
35-44	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.2%	0.1%	
45+	0.0%	0.6%	0.5%	0.0%	0.4%	0.8%	0.0%	0.8%	0.2%	
Total(n)	25	1,510	1,650	16	893	848	9	617	802	
Mean	1.60	1.74	1.66	1.63	1.79	1.73	1.56	1.67	1.58	
Standard deviation	0.87	1.26	1.21	0.96	1.29	1.31	0.73	1.22	1.10	
Significance	-			-			-			
Effect size	-	-0.11	-0.05	-	-0.12	-0.08	-	-0.09	-0.02	
Consultation with clients/patients										
None	96.2%	78.4%	86.4%	94.1%	79.3%	87.7%	100.0%	77.2%	85.0%	
1-4	3.8%	13.8%	8.8%	5.9%	14.4%	8.7%	0.0%	13.0%	8.9%	
5-8	0.0%	4.2%	3.4%	0.0%	3.5%	2.5%	0.0%	5.3%	4.5%	
9-12	0.0%	1.7%	0.7%	0.0%	1.0%	0.6%	0.0%	2.7%	0.7%	
13-16	0.0%	0.7%	0.1%	0.0%	0.8%	0.2%	0.0%	0.6%	0.0%	
17-20	0.0%	0.5%	0.2%	0.0%	0.4%	0.2%	0.0%	0.6%	0.2%	
21-34	0.0%	0.3%	0.2%	0.0%	0.3%	0.1%	0.0%	0.3%	0.2%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	
Total(n)	26	1,521	1,660	17	898	854	9	623	806	
Mean	1.04	1.37	1.22	1.06	1.34	1.18	1.00	1.41	1.26	
Standard deviation	0.20	0.92	0.70	0.24	0.90	0.59	0.00	0.94	0.80	
Significance	-			-			-			
Effect size	-	-0.36	-0.26	-	-0.31	-0.20	-	-0.44	-0.33	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Community or public service										
None	50.0%	36.9%	45.7%	58.8%	39.5%	47.9%	33.3%	33.1%	43.4%	Civic Minded Practice
1-4	46.2%	46.6%	44.8%	35.3%	41.8%	41.3%	66.7%	53.5%	48.6%	
5-8	3.8%	10.9%	6.7%	5.9%	12.2%	7.8%	0.0%	9.0%	5.5%	
9-12	0.0%	3.2%	1.6%	0.0%	3.2%	1.4%	0.0%	3.2%	1.9%	
13-16	0.0%	1.3%	0.5%	0.0%	1.8%	0.7%	0.0%	0.6%	0.2%	
17-20	0.0%	0.8%	0.2%	0.0%	1.1%	0.4%	0.0%	0.3%	0.1%	
21-34	0.0%	0.3%	0.1%	0.0%	0.3%	0.1%	0.0%	0.2%	0.1%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%	
Total(n)	26	1,519	1,659	17	899	854	9	620	805	
Mean	1.54	1.89	1.69	1.47	1.91	1.69	1.67	1.86	1.69	
Standard deviation	0.58	0.95	0.86	0.62	1.03	0.92	0.50	0.83	0.81	
Significance	-			-			-			
Effect size	-	-0.37	-0.17	-	-0.43	-0.24	-	-0.23	-0.02	
Outside consulting/freelance work										
None	84.6%	65.5%	74.6%	94.1%	62.8%	73.9%	66.7%	69.2%	75.3%	
1-4	15.4%	25.3%	20.0%	5.9%	26.3%	20.4%	33.3%	23.9%	19.7%	
5-8	0.0%	6.8%	3.7%	0.0%	8.0%	3.7%	0.0%	5.0%	3.6%	
9-12	0.0%	1.6%	1.0%	0.0%	2.1%	0.9%	0.0%	1.0%	1.1%	
13-16	0.0%	0.5%	0.1%	0.0%	0.4%	0.1%	0.0%	0.6%	0.0%	
17-20	0.0%	0.1%	0.4%	0.0%	0.1%	0.7%	0.0%	0.2%	0.0%	
21-34	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	
Total(n)	26	1,523	1,658	17	899	855	9	624	803	
Mean	1.15	1.48	1.34	1.06	1.52	1.36	1.33	1.41	1.32	
Standard deviation	0.37	0.79	0.75	0.24	0.82	0.80	0.50	0.75	0.71	
Significance	-	*		-	*		-			
Effect size	-	-0.42	-0.25	-	-0.56	-0.38	-	-0.11	0.01	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Household/childcare duties										
None	3.8%	9.3%	7.1%	5.9%	12.0%	8.1%	0.0%	5.3%	6.0%	
1-4	11.5%	18.8%	16.0%	17.6%	18.7%	16.4%	0.0%	18.8%	15.6%	
5-8	30.8%	26.1%	24.7%	35.3%	28.8%	26.0%	22.2%	22.1%	23.3%	
9-12	7.7%	16.2%	16.8%	0.0%	15.1%	17.0%	22.2%	17.7%	16.6%	
13-16	7.7%	9.3%	9.3%	5.9%	9.8%	10.0%	11.1%	8.5%	8.6%	
17-20	15.4%	7.7%	9.9%	5.9%	6.9%	10.6%	33.3%	8.9%	9.3%	
21-34	7.7%	6.6%	7.2%	11.8%	5.5%	6.0%	0.0%	8.2%	8.4%	
35-44	11.5%	3.2%	4.2%	11.8%	1.6%	2.9%	11.1%	5.6%	5.5%	
45+	3.8%	2.9%	4.8%	5.9%	1.6%	3.0%	0.0%	4.8%	6.7%	
Total(n)	26	1,519	1,659	17	898	853	9	621	806	
Mean	4.62	3.80	4.14	4.41	3.52	3.93	5.00	4.22	4.35	
Standard deviation	2.26	2.01	2.12	2.55	1.84	1.98	1.66	2.17	2.25	
Significance	-	*		-			-			
Effect size	-	0.41	0.23	-	0.48	0.24	-	0.36	0.29	
Commuting to campus										
None	11.5%	5.1%	14.5%	0.0%	4.8%	13.7%	33.3%	5.6%	15.4%	
1-4	84.6%	49.7%	57.3%	94.1%	53.6%	60.1%	66.7%	44.1%	54.4%	
5-8	0.0%	28.2%	18.8%	0.0%	26.7%	16.6%	0.0%	30.4%	21.1%	
9-12	3.8%	13.8%	7.6%	5.9%	12.3%	7.7%	0.0%	15.9%	7.4%	
13-16	0.0%	2.0%	1.3%	0.0%	1.8%	1.5%	0.0%	2.3%	1.1%	
17-20	0.0%	0.7%	0.2%	0.0%	0.4%	0.2%	0.0%	1.1%	0.1%	
21-34	0.0%	0.2%	0.2%	0.0%	0.1%	0.1%	0.0%	0.3%	0.4%	
35-44	0.0%	0.3%	0.1%	0.0%	0.2%	0.0%	0.0%	0.3%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	1,521	1,661	17	899	854	9	622	807	
Mean	1.96	2.62	2.26	2.12	2.56	2.24	1.67	2.71	2.27	
Standard deviation	0.53	0.97	0.89	0.49	0.92	0.87	0.50	1.03	0.92	
Significance	-	***		-	*		-	**		
Effect size	-	-0.68	-0.34	-	-0.48	-0.14	-	-1.01	-0.65	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	92.3%	89.2%	92.0%	88.2%	89.5%	91.0%	100.0%	88.7%	93.2%	
1-4	3.8%	5.9%	4.8%	5.9%	5.9%	5.3%	0.0%	5.8%	4.4%	
5-8	0.0%	2.7%	1.6%	0.0%	2.8%	1.8%	0.0%	2.6%	1.5%	
9-12	0.0%	1.4%	0.7%	0.0%	0.8%	1.1%	0.0%	2.3%	0.4%	
13-16	0.0%	0.2%	0.4%	0.0%	0.1%	0.6%	0.0%	0.3%	0.1%	
17-20	3.8%	0.3%	0.2%	5.9%	0.3%	0.2%	0.0%	0.2%	0.2%	
21-34	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	
Total(n)	26	1,520	1,658	17	898	854	9	622	804	
Mean	1.23	1.20	1.14	1.35	1.20	1.16	1.00	1.21	1.12	
Standard deviation	0.99	0.73	0.62	1.22	0.75	0.65	0.00	0.70	0.59	
Significance	-			-			-			
Effect size	-	0.04	0.15	-	0.20	0.29	-	-0.30	-0.20	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	0.0%	8.8%	8.2%	0.0%	8.1%	7.6%	0.0%	9.7%	8.8%	
No	100.0%	91.2%	91.8%	100.0%	91.9%	92.4%	100.0%	90.3%	91.2%	
Total(n)	27	1,530	1,665	17	903	855	10	627	810	
Are you a U.S. citizen?										
Yes	100.0%	95.1%	95.4%	100.0%	95.7%	95.8%	100.0%	94.2%	95.1%	
No	0.0%	4.9%	4.6%	0.0%	4.3%	4.2%	0.0%	5.8%	4.9%	
Total(n)	27	1,529	1,664	17	904	855	10	625	809	
Do you plan to retire within the next three years?										
Yes	3.7%	9.6%	8.5%	5.9%	10.0%	8.4%	0.0%	9.1%	8.6%	
No	96.3%	90.4%	91.5%	94.1%	90.0%	91.6%	100.0%	90.9%	91.4%	
Total(n)	27	1,529	1,664	17	903	854	10	626	810	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	18.5%	40.2%	34.5%	17.6%	37.6%	33.2%	20.0%	44.1%	35.9%	
No	81.5%	59.8%	65.5%	82.4%	62.4%	66.8%	80.0%	55.9%	64.1%	
Total(n)	27	1,528	1,665	17	902	855	10	626	810	
Have you been sexually harassed at this institution?										
Yes	7.4%	5.2%	5.9%	0.0%	1.4%	2.7%	20.0%	10.5%	9.3%	
No	92.6%	94.8%	94.1%	100.0%	98.6%	97.3%	80.0%	89.5%	90.7%	
Total(n)	27	1,529	1,664	17	903	855	10	626	809	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	3.7%	9.0%	9.2%	0.0%	3.9%	4.3%	10.0%	16.5%	14.3%	
No	96.3%	91.0%	90.8%	100.0%	96.1%	95.7%	90.0%	83.5%	85.7%	
Total(n)	27	1,529	1,665	17	903	855	10	626	810	
Have you ever received an award for outstanding teaching?										
Yes	29.6%	50.0%	43.3%	35.3%	52.2%	46.5%	20.0%	46.9%	39.9%	
No	70.4%	50.0%	56.7%	64.7%	47.8%	53.5%	80.0%	53.1%	60.1%	
Total(n)	27	1,530	1,663	17	903	855	10	627	808	
Is (or was) your spouse/partner an academic?										
Yes	33.3%	30.4%	36.0%	41.2%	31.0%	37.0%	20.0%	29.4%	34.9%	
No	66.7%	69.6%	64.0%	58.8%	69.0%	63.0%	80.0%	70.6%	65.1%	
Total(n)	27	1,525	1,654	17	899	852	10	626	802	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered early retirement?										
Yes	18.5%	20.2%	21.9%	29.4%	18.9%	20.8%	0.0%	22.0%	23.0%	
No	81.5%	79.8%	78.1%	70.6%	81.1%	79.2%	100.0%	78.0%	77.0%	
Total(n)	27	1,528	1,665	17	901	855	10	627	810	
Considered leaving academe for another job?										
Yes	14.8%	28.5%	29.5%	23.5%	27.5%	28.0%	0.0%	30.0%	31.2%	
No	85.2%	71.5%	70.5%	76.5%	72.5%	72.0%	100.0%	70.0%	68.8%	
Total(n)	27	1,528	1,665	17	901	855	10	627	810	
Considered leaving this institution for another?										
Yes	29.6%	46.5%	45.7%	17.6%	45.6%	44.9%	50.0%	47.8%	46.5%	
No	70.4%	53.5%	54.3%	82.4%	54.4%	55.1%	50.0%	52.2%	53.5%	
Total(n)	27	1,528	1,665	17	901	855	10	627	810	
Changed academic institutions?										
Yes	0.0%	10.1%	6.8%	0.0%	9.6%	6.5%	0.0%	10.8%	7.1%	
No	100.0%	89.9%	93.2%	100.0%	90.4%	93.5%	100.0%	89.2%	92.9%	
Total(n)	27	1,530	1,663	17	902	855	10	628	808	
Engaged in paid consulting outside of your institution?										
Yes	33.3%	45.9%	35.3%	29.4%	50.0%	36.3%	40.0%	39.9%	34.3%	
No	66.7%	54.1%	64.7%	70.6%	50.0%	63.7%	60.0%	60.1%	65.7%	
Total(n)	27	1,528	1,663	17	902	855	10	626	808	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	48.1%	66.5%	56.8%	35.3%	66.1%	57.2%	70.0%	67.1%	56.4%	
No	51.9%	33.5%	43.2%	64.7%	33.9%	42.8%	30.0%	32.9%	43.6%	
Total(n)	27	1,528	1,663	17	902	855	10	626	808	
Received at least one firm job offer?										
Yes	14.8%	23.2%	16.5%	5.9%	23.4%	16.0%	30.0%	23.0%	17.1%	
No	85.2%	76.8%	83.5%	94.1%	76.6%	84.0%	70.0%	77.0%	82.9%	
Total(n)	27	1,528	1,663	17	901	855	10	627	808	
Requested/sought an early promotion?										
Yes	3.7%	7.5%	6.8%	5.9%	7.5%	6.5%	0.0%	7.5%	7.0%	
No	96.3%	92.5%	93.2%	94.1%	92.5%	93.5%	100.0%	92.5%	93.0%	
Total(n)	27	1,528	1,664	17	901	855	10	627	809	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	51.9%	45.7%	40.7%	58.8%	48.4%	43.3%	40.0%	41.6%	38.0%	
Probably yes	33.3%	31.5%	33.0%	35.3%	30.9%	31.9%	30.0%	32.2%	34.0%	
Not sure	14.8%	12.3%	17.2%	5.9%	10.8%	16.0%	30.0%	14.5%	18.4%	
Probably no	0.0%	8.0%	6.7%	0.0%	7.4%	6.6%	0.0%	8.8%	6.8%	
Definitely no	0.0%	2.6%	2.5%	0.0%	2.4%	2.2%	0.0%	2.9%	2.7%	
Total(n)	27	1,529	1,660	17	902	852	10	627	808	
Mean	4.37	4.10	4.03	4.53	4.16	4.08	4.10	4.01	3.98	
Standard deviation	0.74	1.06	1.03	0.62	1.04	1.03	0.88	1.08	1.04	
Significance	-			-			-			
Effect size	-	0.25	0.33	-	0.36	0.44	-	0.08	0.12	
Still want to be a college professor?										
Definitely yes	66.7%	66.5%	63.8%	64.7%	69.4%	65.9%	70.0%	62.4%	61.7%	
Probably yes	29.6%	24.4%	24.9%	29.4%	23.2%	24.7%	30.0%	26.2%	25.1%	
Not sure	3.7%	6.4%	8.3%	5.9%	5.2%	6.7%	0.0%	8.2%	9.9%	
Probably no	0.0%	2.3%	2.3%	0.0%	1.8%	1.6%	0.0%	3.0%	3.0%	
Definitely no	0.0%	0.3%	0.7%	0.0%	0.4%	1.1%	0.0%	0.2%	0.4%	
Total(n)	27	1,526	1,659	17	901	850	10	625	809	
Mean	4.63	4.55	4.49	4.59	4.59	4.53	4.70	4.48	4.45	
Standard deviation	0.56	0.74	0.80	0.62	0.71	0.78	0.48	0.78	0.82	
Significance	-			-			-			
Effect size	-	0.11	0.18	-	0.00	0.08	-	0.28	0.30	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
It is easy for students to see faculty outside of regular office hours										
Very descriptive	92.6%	57.3%	79.7%	88.2%	58.8%	79.9%	100.0%	55.1%	79.5%	
Somewhat descriptive	7.4%	37.5%	18.4%	11.8%	36.3%	17.8%	0.0%	39.4%	19.0%	
Not descriptive	0.0%	5.2%	1.9%	0.0%	5.0%	2.3%	0.0%	5.4%	1.5%	
Total(n)	27	1,526	1,664	17	902	855	10	624	809	
Mean	2.93	2.52	2.78	2.88	2.54	2.78	3.00	2.50	2.78	
Standard deviation	0.27	0.59	0.46	0.33	0.59	0.47	0.00	0.60	0.45	
Significance	-	***		-	*		-	**		
Effect size	-	0.69	0.33	-	0.58	0.21	-	0.83	0.49	
The faculty are typically at odds with campus administration										
Very descriptive	7.4%	13.9%	19.7%	0.0%	12.7%	17.9%	20.0%	15.7%	21.7%	
Somewhat descriptive	37.0%	45.9%	50.1%	47.1%	45.3%	48.8%	20.0%	46.8%	51.5%	
Not descriptive	55.6%	40.2%	30.1%	52.9%	42.0%	33.3%	60.0%	37.5%	26.9%	
Total(n)	27	1,523	1,662	17	899	854	10	624	808	
Mean	1.52	1.74	1.90	1.47	1.71	1.85	1.60	1.78	1.95	
Standard deviation	0.64	0.69	0.70	0.51	0.68	0.70	0.84	0.70	0.70	
Significance	-		**	-		*	-			
Effect size	-	-0.32	-0.54	-	-0.35	-0.54	-	-0.26	-0.50	
Faculty here respect each other										
Very descriptive	70.4%	54.3%	47.5%	58.8%	57.6%	48.3%	90.0%	49.6%	46.7%	
Somewhat descriptive	29.6%	40.8%	47.2%	41.2%	38.6%	46.8%	10.0%	44.0%	47.6%	
Not descriptive	0.0%	4.9%	5.3%	0.0%	3.9%	4.9%	0.0%	6.4%	5.7%	
Total(n)	27	1,525	1,664	17	900	855	10	625	809	
Mean	2.70	2.49	2.42	2.59	2.54	2.43	2.90	2.43	2.41	
Standard deviation	0.47	0.59	0.59	0.51	0.57	0.59	0.32	0.61	0.60	
Significance	-		*	-			-	*	*	
Effect size	-	0.36	0.47	-	0.09	0.27	-	0.77	0.82	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Most students are treated like "numbers in a book"										
Very descriptive	0.0%	2.8%	1.6%	0.0%	2.6%	1.8%	0.0%	3.0%	1.4%	
Somewhat descriptive	0.0%	15.6%	5.8%	0.0%	16.0%	6.5%	0.0%	14.9%	4.9%	
Not descriptive	100.0%	81.7%	92.7%	100.0%	81.4%	91.7%	100.0%	82.1%	93.7%	
Total(n)	27	1,523	1,664	17	898	855	10	625	809	
Mean	1.00	1.21	1.09	1.00	1.21	1.10	1.00	1.21	1.08	
Standard deviation	0.00	0.47	0.34	0.00	0.47	0.35	0.00	0.48	0.31	
Significance	-	*		-			-			
Effect size	-	-0.45	-0.26	-	-0.45	-0.29	-	-0.44	-0.26	
Faculty are rewarded for being good teachers										
Very descriptive	51.9%	18.7%	28.5%	64.7%	19.0%	29.8%	30.0%	18.4%	27.1%	
Somewhat descriptive	44.4%	60.0%	52.3%	29.4%	61.0%	50.9%	70.0%	58.4%	53.9%	
Not descriptive	3.7%	21.3%	19.2%	5.9%	20.0%	19.3%	0.0%	23.2%	19.0%	
Total(n)	27	1,526	1,664	17	901	855	10	625	809	
Mean	2.48	1.97	2.09	2.59	1.99	2.11	2.30	1.95	2.08	
Standard deviation	0.58	0.63	0.68	0.62	0.62	0.69	0.48	0.64	0.67	
Significance	-	***	**	-	***	**	-			
Effect size	-	0.81	0.57	-	0.97	0.70	-	0.55	0.33	
There is respect for the expression of diverse values and beliefs										
Very descriptive	37.0%	36.6%	40.0%	35.3%	35.6%	41.0%	40.0%	38.1%	39.0%	
Somewhat descriptive	63.0%	52.4%	53.0%	64.7%	53.6%	51.9%	60.0%	50.6%	54.2%	
Not descriptive	0.0%	11.0%	7.0%	0.0%	10.8%	7.1%	0.0%	11.4%	6.8%	
Total(n)	27	1,526	1,661	17	901	854	10	625	807	
Mean	2.37	2.26	2.33	2.35	2.25	2.34	2.40	2.27	2.32	
Standard deviation	0.49	0.64	0.60	0.49	0.63	0.61	0.52	0.65	0.60	
Significance	-			-			-			
Effect size	-	0.17	0.07	-	0.16	0.02	-	0.20	0.13	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Faculty are rewarded for their efforts to use instructional technology										
Very descriptive	3.7%	19.7%	15.6%	5.9%	17.6%	13.0%	0.0%	22.6%	18.3%	
Somewhat descriptive	63.0%	51.7%	48.9%	64.7%	53.8%	51.5%	60.0%	48.6%	46.1%	
Not descriptive	33.3%	28.6%	35.5%	29.4%	28.5%	35.5%	40.0%	28.7%	35.6%	
Total(n)	27	1,520	1,661	17	897	854	10	623	807	
Mean	1.70	1.91	1.80	1.76	1.89	1.78	1.60	1.94	1.83	
Standard deviation	0.54	0.69	0.69	0.56	0.67	0.66	0.52	0.71	0.71	
Significance	-			-			-			
Effect size	-	-0.30	-0.14	-	-0.19	-0.03	-	-0.48	-0.32	
Administrators consider faculty concerns when making policy										
Very descriptive	40.7%	19.2%	24.1%	52.9%	20.4%	26.7%	20.0%	17.4%	21.3%	
Somewhat descriptive	40.7%	55.5%	57.6%	29.4%	55.4%	56.3%	60.0%	55.6%	59.0%	
Not descriptive	18.5%	25.3%	18.3%	17.6%	24.1%	17.1%	20.0%	27.0%	19.7%	
Total(n)	27	1,526	1,663	17	900	855	10	626	808	
Mean	2.22	1.94	2.06	2.35	1.96	2.10	2.00	1.90	2.02	
Standard deviation	0.75	0.66	0.65	0.79	0.67	0.65	0.67	0.66	0.64	
Significance	-	*		-	*		-			
Effect size	-	0.42	0.25	-	0.58	0.38	-	0.15	-0.03	
The administration is open about its policies										
Very descriptive	33.3%	18.6%	21.5%	41.2%	19.4%	23.4%	20.0%	17.4%	19.4%	
Somewhat descriptive	33.3%	52.9%	54.8%	29.4%	53.0%	55.7%	40.0%	52.9%	54.0%	
Not descriptive	33.3%	28.4%	23.7%	29.4%	27.6%	20.9%	40.0%	29.7%	26.6%	
Total(n)	27	1,526	1,663	17	900	855	10	626	808	
Mean	2.00	1.90	1.98	2.12	1.92	2.02	1.80	1.88	1.93	
Standard deviation	0.83	0.68	0.67	0.86	0.68	0.67	0.79	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.15	0.03	-	0.29	0.15	-	-0.12	-0.19	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	25.9%	17.3%	22.0%	23.5%	12.6%	18.5%	30.0%	23.8%	25.7%	
Somewhat	66.7%	53.8%	57.2%	64.7%	55.2%	59.3%	70.0%	51.9%	55.1%	
Not at all	7.4%	28.9%	20.8%	11.8%	32.2%	22.2%	0.0%	24.3%	19.3%	
Total(n)	27	1,501	1,641	17	879	842	10	622	799	
Mean	2.19	1.88	2.01	2.12	1.80	1.96	2.30	2.00	2.06	
Standard deviation	0.56	0.67	0.65	0.60	0.64	0.64	0.48	0.69	0.67	
Significance	-	*		-	*		-			
Effect size	-	0.46	0.28	-	0.50	0.25	-	0.43	0.36	
Child care										
Extensive	25.0%	15.6%	20.2%	37.5%	11.3%	17.1%	12.5%	22.3%	23.9%	
Somewhat	50.0%	36.7%	39.0%	37.5%	36.5%	40.1%	62.5%	37.1%	37.6%	
Not at all	25.0%	47.7%	40.9%	25.0%	52.2%	42.8%	25.0%	40.7%	38.6%	
Total(n)	16	1,008	1,091	8	617	601	8	391	490	
Mean	2.00	1.68	1.79	2.13	1.59	1.74	1.88	1.82	1.85	
Standard deviation	0.73	0.73	0.75	0.83	0.69	0.73	0.64	0.77	0.78	
Significance	-			-	*		-			
Effect size	-	0.44	0.28	-	0.78	0.53	-	0.08	0.04	
Care of elderly parent										
Extensive	10.5%	15.0%	13.7%	10.0%	11.6%	10.9%	11.1%	20.2%	16.8%	
Somewhat	21.1%	38.9%	37.1%	10.0%	36.7%	35.5%	33.3%	42.3%	38.7%	
Not at all	68.4%	46.1%	49.2%	80.0%	51.7%	53.6%	55.6%	37.5%	44.5%	
Total(n)	19	1,106	1,179	10	671	606	9	435	573	
Mean	1.42	1.69	1.65	1.30	1.60	1.57	1.56	1.83	1.72	
Standard deviation	0.69	0.72	0.71	0.67	0.69	0.68	0.73	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.38	-0.32	-	-0.43	-0.40	-	-0.36	-0.22	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
My physical health										
Extensive	7.7%	7.1%	8.8%	6.3%	5.3%	7.7%	10.0%	9.8%	10.0%	
Somewhat	65.4%	46.2%	47.4%	56.3%	46.2%	45.2%	80.0%	46.3%	49.7%	
Not at all	26.9%	46.7%	43.8%	37.5%	48.6%	47.0%	10.0%	43.9%	40.3%	
Total(n)	26	1,472	1,606	16	871	827	10	601	779	
Mean	1.81	1.60	1.65	1.69	1.57	1.61	2.00	1.66	1.70	
Standard deviation	0.57	0.62	0.64	0.60	0.59	0.63	0.47	0.65	0.64	
Significance	-			-			-			
Effect size	-	0.34	0.25	-	0.20	0.13	-	0.52	0.47	
Health of spouse/partner										
Extensive	0.0%	7.3%	7.3%	0.0%	6.7%	7.0%	0.0%	8.3%	7.6%	
Somewhat	54.2%	36.1%	35.4%	57.1%	40.2%	36.2%	50.0%	29.4%	34.4%	
Not at all	45.8%	56.6%	57.3%	42.9%	53.1%	56.8%	50.0%	62.3%	58.0%	
Total(n)	24	1,323	1,430	14	819	768	10	504	662	
Mean	1.54	1.51	1.50	1.57	1.54	1.50	1.50	1.46	1.50	
Standard deviation	0.51	0.63	0.63	0.51	0.62	0.63	0.53	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.05	0.11	-	0.06	0.00	
Review/promotion process										
Extensive	13.0%	14.2%	13.9%	20.0%	10.5%	11.8%	0.0%	19.6%	16.2%	
Somewhat	39.1%	34.5%	33.8%	40.0%	32.1%	30.6%	37.5%	38.1%	37.4%	
Not at all	47.8%	51.3%	52.3%	40.0%	57.4%	57.6%	62.5%	42.3%	46.4%	
Total(n)	23	1,310	1,421	15	780	748	8	530	673	
Mean	1.65	1.63	1.62	1.80	1.53	1.54	1.38	1.77	1.70	
Standard deviation	0.71	0.72	0.72	0.77	0.68	0.70	0.52	0.75	0.73	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	0.40	0.37	-	-0.52	-0.44	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	10.5%	5.1%	5.9%	9.1%	2.6%	3.9%	12.5%	8.6%	8.0%	
Somewhat	21.1%	20.0%	21.1%	9.1%	12.6%	12.6%	37.5%	30.5%	29.8%	
Not at all	68.4%	74.9%	72.9%	81.8%	84.8%	83.5%	50.0%	60.8%	62.2%	
Total(n)	19	1,370	1,482	11	803	747	8	567	735	
Mean	1.42	1.30	1.33	1.27	1.18	1.20	1.63	1.48	1.46	
Standard deviation	0.69	0.56	0.58	0.65	0.45	0.49	0.74	0.65	0.64	
Significance	-			-			-			
Effect size	-	0.21	0.16	-	0.20	0.14	-	0.23	0.27	
Personal finances										
Extensive	11.5%	12.9%	16.2%	18.8%	11.3%	13.9%	0.0%	15.2%	18.6%	
Somewhat	65.4%	48.4%	49.1%	50.0%	49.1%	53.7%	90.0%	47.3%	44.3%	
Not at all	23.1%	38.7%	34.7%	31.3%	39.6%	32.4%	10.0%	37.5%	37.1%	
Total(n)	26	1,482	1,628	16	877	833	10	605	795	
Mean	1.88	1.74	1.82	1.88	1.72	1.82	1.90	1.78	1.82	
Standard deviation	0.59	0.67	0.69	0.72	0.66	0.66	0.32	0.69	0.72	
Significance	-			-			-			
Effect size	-	0.21	0.09	-	0.24	0.09	-	0.17	0.11	
Committee work										
Extensive	20.0%	15.6%	20.6%	29.4%	12.1%	18.1%	0.0%	20.7%	23.3%	
Somewhat	60.0%	55.4%	55.8%	47.1%	56.1%	56.2%	87.5%	54.3%	55.4%	
Not at all	20.0%	29.0%	23.6%	23.5%	31.7%	25.7%	12.5%	25.0%	21.3%	
Total(n)	25	1,502	1,631	17	889	844	8	613	787	
Mean	2.00	1.87	1.97	2.06	1.80	1.92	1.88	1.96	2.02	
Standard deviation	0.65	0.65	0.66	0.75	0.63	0.66	0.35	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.20	0.05	-	0.41	0.21	-	-0.12	-0.21	Career Related Stress

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	14.8%	9.9%	11.7%	17.6%	8.1%	9.5%	10.0%	12.6%	14.0%	
Somewhat	44.4%	46.3%	49.1%	41.2%	46.5%	48.6%	50.0%	45.9%	49.6%	
Not at all	40.7%	43.8%	39.2%	41.2%	45.4%	41.9%	40.0%	41.5%	36.4%	
Total(n)	27	1,511	1,652	17	894	850	10	617	802	
Mean	1.74	1.66	1.72	1.76	1.63	1.68	1.70	1.71	1.78	
Standard deviation	0.71	0.65	0.66	0.75	0.63	0.64	0.67	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.12	0.03	-	0.21	0.13	-	-0.01	-0.12	
Colleagues										
Extensive	25.9%	12.9%	19.4%	23.5%	10.4%	15.6%	30.0%	16.6%	23.3%	
Somewhat	55.6%	56.2%	56.9%	52.9%	55.8%	59.0%	60.0%	56.8%	54.8%	
Not at all	18.5%	30.9%	23.7%	23.5%	33.8%	25.4%	10.0%	26.7%	21.9%	
Total(n)	27	1,522	1,663	17	900	853	10	622	810	
Mean	2.07	1.82	1.96	2.00	1.77	1.90	2.20	1.90	2.01	
Standard deviation	0.68	0.64	0.65	0.71	0.62	0.63	0.63	0.65	0.67	
Significance	-	*		-			-			
Effect size	-	0.39	0.17	-	0.37	0.16	-	0.46	0.28	
Students										
Extensive	7.7%	3.4%	4.5%	11.8%	3.2%	3.3%	0.0%	3.5%	5.7%	
Somewhat	73.1%	51.1%	55.5%	64.7%	50.1%	53.6%	88.9%	52.7%	57.5%	
Not at all	19.2%	45.5%	40.0%	23.5%	46.7%	43.1%	11.1%	43.8%	36.8%	
Total(n)	26	1,518	1,657	17	897	850	9	621	807	
Mean	1.88	1.58	1.64	1.88	1.57	1.60	1.89	1.60	1.69	
Standard deviation	0.52	0.56	0.56	0.60	0.56	0.55	0.33	0.56	0.57	
Significance	-	**	*	-	*	*	-			
Effect size	-	0.54	0.43	-	0.55	0.51	-	0.52	0.35	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										
Extensive	7.7%	16.4%	11.2%	11.8%	14.4%	9.4%	0.0%	19.5%	13.1%	Career Related Stress
Somewhat	69.2%	53.3%	51.5%	58.8%	54.2%	49.5%	88.9%	51.9%	53.6%	
Not at all	23.1%	30.3%	37.3%	29.4%	31.5%	41.1%	11.1%	28.6%	33.2%	
Total(n)	26	1,457	1,602	17	877	832	9	580	770	
Mean	1.85	1.86	1.74	1.82	1.83	1.68	1.89	1.91	1.80	
Standard deviation	0.54	0.67	0.65	0.64	0.66	0.64	0.33	0.69	0.65	
Significance	-			-			-			
Effect size	-	-0.01	0.17	-	-0.02	0.22	-	-0.03	0.14	
Institutional procedures and "red tape"										
Extensive	7.4%	22.0%	18.0%	5.9%	22.3%	17.1%	10.0%	21.5%	18.9%	Career Related Stress
Somewhat	59.3%	53.4%	50.2%	58.8%	54.1%	51.3%	60.0%	52.3%	49.0%	
Not at all	33.3%	24.7%	31.8%	35.3%	23.6%	31.6%	30.0%	26.2%	32.1%	
Total(n)	27	1,512	1,658	17	898	852	10	614	806	
Mean	1.74	1.97	1.86	1.71	1.99	1.86	1.80	1.95	1.87	
Standard deviation	0.59	0.68	0.69	0.59	0.68	0.68	0.63	0.69	0.70	
Significance	-			-			-			
Effect size	-	-0.34	-0.17	-	-0.41	-0.22	-	-0.22	-0.10	
Teaching load										
Extensive	7.4%	10.3%	16.4%	11.8%	8.4%	15.7%	0.0%	13.0%	17.1%	Career Related Stress
Somewhat	48.1%	39.7%	42.0%	41.2%	38.6%	40.9%	60.0%	41.2%	43.1%	
Not at all	44.4%	50.1%	41.6%	47.1%	53.0%	43.3%	40.0%	45.8%	39.8%	
Total(n)	27	1,490	1,645	17	883	845	10	607	800	
Mean	1.63	1.60	1.75	1.65	1.55	1.72	1.60	1.67	1.77	
Standard deviation	0.63	0.67	0.72	0.70	0.64	0.72	0.52	0.69	0.72	
Significance	-			-			-			
Effect size	-	0.04	-0.17	-	0.16	-0.10	-	-0.10	-0.24	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Children's problems										
Extensive	5.0%	10.4%	10.2%	9.1%	8.9%	8.6%	0.0%	12.9%	12.2%	
Somewhat	45.0%	40.9%	40.0%	54.5%	40.8%	39.3%	33.3%	41.2%	40.8%	
Not at all	50.0%	48.6%	49.8%	36.4%	50.3%	52.1%	66.7%	45.9%	47.0%	
Total(n)	20	1,131	1,217	11	706	666	9	425	551	
Mean	1.55	1.62	1.60	1.73	1.59	1.56	1.33	1.67	1.65	
Standard deviation	0.60	0.67	0.67	0.65	0.65	0.65	0.50	0.69	0.69	
Significance	-			-			-			
Effect size	-	-0.10	-0.07	-	0.22	0.26	-	-0.49	-0.46	
Friction with spouse/partner										
Extensive	0.0%	5.7%	6.6%	0.0%	5.4%	6.6%	0.0%	6.3%	6.5%	
Somewhat	31.8%	24.1%	27.0%	30.8%	23.1%	27.5%	33.3%	25.9%	26.3%	
Not at all	68.2%	70.1%	66.5%	69.2%	71.6%	65.9%	66.7%	67.8%	67.1%	
Total(n)	22	1,309	1,428	13	819	771	9	490	657	
Mean	1.32	1.36	1.40	1.31	1.34	1.41	1.33	1.39	1.39	
Standard deviation	0.48	0.59	0.61	0.48	0.58	0.61	0.50	0.60	0.61	
Significance	-			-			-			
Effect size	-	-0.07	-0.13	-	-0.05	-0.16	-	-0.10	-0.10	
Lack of personal time										
Extensive	44.4%	31.3%	39.1%	35.3%	23.7%	31.7%	60.0%	42.3%	47.0%	
Somewhat	44.4%	52.5%	47.3%	47.1%	55.3%	50.5%	40.0%	48.6%	43.9%	
Not at all	11.1%	16.1%	13.6%	17.6%	21.0%	17.8%	0.0%	9.1%	9.1%	
Total(n)	27	1,525	1,662	17	899	853	10	626	809	
Mean	2.33	2.15	2.26	2.18	2.03	2.14	2.60	2.33	2.38	
Standard deviation	0.68	0.67	0.68	0.73	0.67	0.69	0.52	0.64	0.65	
Significance	-			-			-			
Effect size	-	0.27	0.10	-	0.22	0.06	-	0.42	0.34	Career Related Stress

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Keeping up with information technology										
Extensive	7.7%	7.0%	8.3%	0.0%	4.5%	6.6%	22.2%	10.6%	10.1%	
Somewhat	53.8%	49.9%	48.4%	47.1%	48.1%	44.4%	66.7%	52.5%	52.6%	
Not at all	38.5%	43.1%	43.3%	52.9%	47.4%	49.0%	11.1%	36.9%	37.3%	
Total(n)	26	1,517	1,650	17	894	849	9	623	801	
Mean	1.69	1.64	1.65	1.47	1.57	1.58	2.11	1.74	1.73	
Standard deviation	0.62	0.61	0.63	0.51	0.58	0.61	0.60	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	-0.17	-0.18	-	0.58	0.60	
Job security										
Extensive	0.0%	5.1%	4.9%	0.0%	4.5%	4.3%	0.0%	5.9%	5.5%	
Somewhat	7.7%	17.4%	17.8%	5.9%	14.1%	17.3%	11.1%	22.2%	18.3%	
Not at all	92.3%	77.5%	77.4%	94.1%	81.3%	78.4%	88.9%	71.8%	76.2%	
Total(n)	26	1,491	1,625	17	884	844	9	607	781	
Mean	1.08	1.28	1.28	1.06	1.23	1.26	1.11	1.34	1.29	
Standard deviation	0.27	0.55	0.54	0.24	0.52	0.53	0.33	0.59	0.56	
Significance	-			-			-			
Effect size	-	-0.36	-0.37	-	-0.33	-0.38	-	-0.39	-0.32	
Being part of a dual career couple										
Extensive	17.4%	8.3%	10.9%	15.4%	6.7%	9.2%	20.0%	10.8%	12.9%	
Somewhat	39.1%	36.0%	40.2%	38.5%	31.6%	38.9%	40.0%	42.6%	41.7%	
Not at all	43.5%	55.7%	48.9%	46.2%	61.6%	51.9%	40.0%	46.6%	45.4%	
Total(n)	23	1,234	1,392	13	743	742	10	491	650	
Mean	1.74	1.53	1.62	1.69	1.45	1.57	1.80	1.64	1.68	
Standard deviation	0.75	0.65	0.67	0.75	0.62	0.65	0.79	0.67	0.69	
Significance	-			-			-			
Effect size	-	0.32	0.18	-	0.39	0.18	-	0.24	0.17	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Working with underprepared students										
Extensive	3.8%	10.3%	12.6%	0.0%	10.0%	10.1%	11.1%	10.8%	15.3%	
Somewhat	50.0%	49.1%	53.1%	52.9%	47.7%	53.3%	44.4%	51.2%	52.9%	
Not at all	46.2%	40.6%	34.3%	47.1%	42.3%	36.6%	44.4%	38.1%	31.8%	
Total(n)	26	1,483	1,646	17	879	850	9	604	796	
Mean	1.58	1.70	1.78	1.53	1.68	1.74	1.67	1.73	1.84	
Standard deviation	0.58	0.65	0.65	0.51	0.65	0.63	0.71	0.64	0.67	
Significance	-			-			-			
Effect size	-	-0.18	-0.31	-	-0.23	-0.33	-	-0.09	-0.25	
Self-imposed high expectations										
Extensive	22.2%	26.4%	26.5%	29.4%	23.0%	24.6%	10.0%	31.4%	28.6%	
Somewhat	66.7%	58.1%	57.0%	58.8%	58.4%	55.3%	80.0%	57.7%	58.7%	
Not at all	11.1%	15.5%	16.5%	11.8%	18.6%	20.0%	10.0%	10.9%	12.7%	
Total(n)	27	1,520	1,655	17	896	853	10	624	802	
Mean	2.11	2.11	2.10	2.18	2.04	2.05	2.00	2.21	2.16	
Standard deviation	0.58	0.64	0.65	0.64	0.64	0.67	0.47	0.62	0.62	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	0.22	0.19	-	-0.34	-0.26	
Change in work responsibilities										
Extensive	11.5%	15.3%	17.9%	6.3%	11.9%	14.1%	20.0%	20.3%	22.0%	
Somewhat	26.9%	45.3%	41.8%	25.0%	42.1%	39.4%	30.0%	50.1%	44.4%	
Not at all	61.5%	39.3%	40.3%	68.8%	46.0%	46.5%	50.0%	29.6%	33.6%	
Total(n)	26	1,469	1,594	16	872	823	10	597	771	
Mean	1.50	1.76	1.78	1.38	1.66	1.68	1.70	1.91	1.88	
Standard deviation	0.71	0.70	0.73	0.62	0.68	0.71	0.82	0.70	0.74	
Significance	-			-			-			
Effect size	-	-0.37	-0.38	-	-0.41	-0.42	-	-0.30	-0.24	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional budget cuts										
Extensive	0.0%	12.1%	21.3%	0.0%	11.6%	19.0%	0.0%	12.9%	23.7%	
Somewhat	53.8%	44.0%	51.3%	50.0%	42.6%	48.0%	60.0%	46.0%	54.8%	
Not at all	46.2%	43.9%	27.4%	50.0%	45.9%	33.1%	40.0%	41.1%	21.5%	
Total(n)	26	1,487	1,645	16	881	844	10	606	801	
Mean	1.54	1.68	1.94	1.50	1.66	1.86	1.60	1.72	2.02	
Standard deviation	0.51	0.68	0.70	0.52	0.68	0.71	0.52	0.68	0.67	
Significance	-		**	-		*	-		*	
Effect size	-	-0.21	-0.57	-	-0.24	-0.51	-	-0.18	-0.63	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	3.7%	15.0%	12.7%	5.9%	16.9%	14.0%	0.0%	12.2%	11.3%	Job Satisfaction: Compensation
Satisfied	33.3%	46.9%	42.4%	35.3%	48.1%	42.9%	30.0%	45.0%	41.9%	
Marginally satisfied	29.6%	25.9%	26.2%	17.6%	23.6%	24.4%	50.0%	29.3%	28.1%	
Not satisfied	33.3%	12.3%	18.6%	41.2%	11.4%	18.6%	20.0%	13.5%	18.6%	
Total(n)	27	1,524	1,666	17	902	855	10	622	811	
Mean	2.07	2.65	2.49	2.06	2.70	2.52	2.10	2.56	2.46	
Standard deviation	0.92	0.88	0.94	1.03	0.88	0.95	0.74	0.87	0.92	
Significance	-	***	*	-	**	*	-			
Effect size	-	-0.66	-0.45	-	-0.73	-0.48	-	-0.53	-0.39	
Health benefits										
Very satisfied	7.4%	22.4%	14.6%	5.9%	22.3%	13.2%	10.0%	22.7%	16.1%	
Satisfied	33.3%	52.8%	48.6%	41.2%	51.6%	49.8%	20.0%	54.4%	47.3%	
Marginally satisfied	51.9%	19.0%	24.6%	41.2%	19.3%	24.4%	70.0%	18.4%	24.8%	
Not satisfied	7.4%	5.8%	12.2%	11.8%	6.7%	12.6%	0.0%	4.5%	11.8%	
Total(n)	27	1,488	1,601	17	889	827	10	599	774	
Mean	2.41	2.92	2.66	2.41	2.89	2.64	2.40	2.95	2.68	
Standard deviation	0.75	0.80	0.87	0.80	0.82	0.86	0.70	0.77	0.88	
Significance	-	**		-	*		-	*		
Effect size	-	-0.64	-0.29	-	-0.59	-0.27	-	-0.71	-0.32	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										Job Satisfaction: Compensation
Retirement benefits										
Very satisfied	3.8%	18.5%	12.2%	0.0%	18.5%	12.0%	11.1%	18.4%	12.4%	
Satisfied	50.0%	52.4%	45.8%	52.9%	52.5%	45.5%	44.4%	52.1%	46.0%	
Marginally satisfied	42.3%	21.3%	27.7%	41.2%	20.9%	27.6%	44.4%	21.9%	27.9%	
Not satisfied	3.8%	7.9%	14.3%	5.9%	8.1%	14.9%	0.0%	7.6%	13.8%	
Total(n)	26	1,499	1,626	17	891	841	9	608	785	
Mean	2.54	2.81	2.56	2.47	2.81	2.55	2.67	2.81	2.57	
Standard deviation	0.65	0.82	0.88	0.62	0.83	0.89	0.71	0.82	0.88	
Significance	-			-			-			
Effect size	-	-0.33	-0.02	-	-0.41	-0.09	-	-0.17	0.11	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	7.4%	18.9%	11.8%	11.8%	22.4%	14.0%	0.0%	13.9%	9.3%	
Satisfied	48.1%	46.8%	40.6%	47.1%	48.0%	42.7%	50.0%	45.1%	38.4%	
Marginally satisfied	37.0%	21.5%	28.5%	35.3%	19.9%	26.4%	40.0%	23.9%	30.7%	
Not satisfied	7.4%	12.7%	19.2%	5.9%	9.7%	16.9%	10.0%	17.0%	21.6%	
Total(n)	27	1,499	1,633	17	889	841	10	610	792	
Mean	2.56	2.72	2.45	2.65	2.83	2.54	2.40	2.56	2.35	
Standard deviation	0.75	0.91	0.93	0.79	0.88	0.93	0.70	0.93	0.92	
Significance	-			-			-			
Effect size	-	-0.18	0.12	-	-0.20	0.12	-	-0.17	0.05	
Teaching load										Job Satisfaction: Compensation
Very satisfied	3.7%	14.9%	11.1%	5.9%	16.9%	12.9%	0.0%	12.1%	9.2%	
Satisfied	66.7%	55.4%	47.5%	64.7%	56.6%	48.5%	70.0%	53.6%	46.3%	
Marginally satisfied	22.2%	18.1%	25.4%	17.6%	16.6%	24.0%	30.0%	20.2%	26.8%	
Not satisfied	7.4%	11.6%	16.1%	11.8%	9.9%	14.6%	0.0%	14.1%	17.6%	
Total(n)	27	1,482	1,641	17	878	847	10	604	794	
Mean	2.67	2.74	2.54	2.65	2.80	2.60	2.70	2.64	2.47	
Standard deviation	0.68	0.85	0.89	0.79	0.83	0.89	0.48	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.08	0.15	-	-0.18	0.06	-	0.07	0.26	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Quality of students										
Very satisfied	33.3%	20.6%	20.5%	35.3%	21.5%	19.6%	30.0%	19.4%	21.5%	
Satisfied	59.3%	51.4%	49.8%	58.8%	51.2%	51.1%	60.0%	51.6%	48.6%	
Marginally satisfied	7.4%	20.8%	21.8%	5.9%	19.8%	22.2%	10.0%	22.1%	21.3%	
Not satisfied	0.0%	7.2%	7.9%	0.0%	7.5%	7.1%	0.0%	6.9%	8.7%	
Total(n)	27	1,518	1,663	17	898	854	10	620	809	
Mean	3.26	2.85	2.83	3.29	2.87	2.83	3.20	2.83	2.83	
Standard deviation	0.59	0.83	0.84	0.59	0.83	0.82	0.63	0.82	0.86	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.49	0.51	-	0.51	0.56	-	0.45	0.43	
Office/lab space										
Very satisfied	40.7%	27.6%	33.5%	35.3%	28.7%	33.5%	50.0%	26.0%	33.5%	
Satisfied	44.4%	43.7%	42.6%	58.8%	44.7%	42.4%	20.0%	42.2%	42.8%	
Marginally satisfied	11.1%	16.2%	14.3%	5.9%	14.8%	14.2%	20.0%	18.2%	14.5%	
Not satisfied	3.7%	12.5%	9.6%	0.0%	11.8%	9.9%	10.0%	13.6%	9.2%	
Total(n)	27	1,501	1,647	17	885	845	10	616	802	
Mean	3.22	2.86	3.00	3.29	2.90	2.99	3.10	2.81	3.01	
Standard deviation	0.80	0.96	0.93	0.59	0.95	0.94	1.10	0.97	0.92	
Significance	-			-			-			
Effect size	-	0.38	0.24	-	0.41	0.32	-	0.30	0.10	
Autonomy and independence										
Very satisfied	57.7%	38.0%	47.0%	58.8%	40.7%	50.9%	55.6%	34.1%	42.8%	
Satisfied	38.5%	47.9%	41.7%	41.2%	46.2%	38.1%	33.3%	50.4%	45.6%	
Marginally satisfied	3.8%	10.7%	8.6%	0.0%	10.2%	8.1%	11.1%	11.3%	9.1%	
Not satisfied	0.0%	3.4%	2.7%	0.0%	2.9%	2.9%	0.0%	4.1%	2.5%	
Total(n)	26	1,528	1,666	17	901	856	9	627	810	
Mean	3.54	3.21	3.33	3.59	3.25	3.37	3.44	3.15	3.29	
Standard deviation	0.58	0.76	0.75	0.51	0.75	0.76	0.73	0.77	0.73	
Significance	-	*		-			-			
Effect size	-	0.43	0.28	-	0.45	0.29	-	0.38	0.21	Job Satisfaction: Workplace

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Professional relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	22.2%	32.3%	30.4%	17.6%	34.8%	30.8%	30.0%	28.6%	30.0%	
Satisfied	55.6%	50.5%	50.7%	64.7%	49.1%	51.2%	40.0%	52.4%	50.1%	
Marginally satisfied	22.2%	12.6%	14.2%	17.6%	11.8%	13.5%	30.0%	13.9%	14.9%	
Not satisfied	0.0%	4.6%	4.7%	0.0%	4.3%	4.6%	0.0%	5.1%	4.9%	
Total(n)	27	1,528	1,665	17	902	855	10	626	810	
Mean	3.00	3.10	3.07	3.00	3.14	3.08	3.00	3.04	3.05	
Standard deviation	0.68	0.79	0.79	0.61	0.79	0.79	0.82	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.13	-0.09	-	-0.18	-0.10	-	-0.05	-0.06	
Social relationships with other faculty										
Very satisfied	11.1%	20.6%	21.7%	5.9%	20.8%	18.7%	20.0%	20.2%	24.9%	
Satisfied	55.6%	51.4%	50.2%	58.8%	50.7%	50.6%	50.0%	52.3%	49.7%	
Marginally satisfied	29.6%	20.4%	22.2%	29.4%	21.3%	24.6%	30.0%	19.2%	19.6%	
Not satisfied	3.7%	7.6%	5.9%	5.9%	7.2%	6.1%	0.0%	8.3%	5.7%	
Total(n)	27	1,468	1,616	17	875	830	10	593	786	
Mean	2.74	2.85	2.88	2.65	2.85	2.82	2.90	2.84	2.94	
Standard deviation	0.71	0.83	0.81	0.70	0.83	0.80	0.74	0.84	0.82	
Significance	-			-			-			
Effect size	-	-0.13	-0.17	-	-0.24	-0.21	-	0.07	-0.05	
Competency of colleagues										
Very satisfied	22.2%	30.4%	29.6%	29.4%	31.0%	27.9%	10.0%	29.6%	31.4%	
Satisfied	77.8%	51.1%	54.2%	70.6%	52.0%	54.4%	90.0%	49.8%	54.0%	
Marginally satisfied	0.0%	15.0%	12.5%	0.0%	14.0%	13.9%	0.0%	16.5%	11.0%	
Not satisfied	0.0%	3.5%	3.7%	0.0%	3.0%	3.7%	0.0%	4.2%	3.6%	
Total(n)	27	1,526	1,664	17	900	856	10	626	808	
Mean	3.22	3.08	3.10	3.29	3.11	3.07	3.10	3.05	3.13	
Standard deviation	0.42	0.77	0.75	0.47	0.75	0.75	0.32	0.79	0.74	
Significance	-			-			-			
Effect size	-	0.18	0.16	-	0.24	0.29	-	0.06	-0.04	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Job security										Job Satisfaction: Compensation
Very satisfied	44.4%	43.1%	45.9%	52.9%	46.7%	49.6%	30.0%	38.0%	42.0%	
Satisfied	55.6%	44.0%	40.8%	47.1%	42.0%	38.3%	70.0%	47.0%	43.5%	
Marginally satisfied	0.0%	8.8%	9.8%	0.0%	8.4%	9.0%	0.0%	9.3%	10.7%	
Not satisfied	0.0%	4.1%	3.4%	0.0%	3.0%	3.0%	0.0%	5.6%	3.9%	
Total(n)	27	1,519	1,658	17	898	853	10	621	805	
Mean	3.44	3.26	3.29	3.53	3.32	3.34	3.30	3.17	3.24	
Standard deviation	0.51	0.78	0.78	0.51	0.75	0.77	0.48	0.82	0.79	
Significance	-			-			-			
Effect size	-	0.23	0.19	-	0.28	0.25	-	0.16	0.08	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	37.0%	35.2%	36.7%	35.3%	38.6%	39.7%	40.0%	30.3%	33.6%	
Satisfied	44.4%	39.2%	41.2%	41.2%	39.0%	42.0%	50.0%	39.4%	40.5%	
Marginally satisfied	7.4%	15.1%	12.9%	5.9%	13.4%	11.1%	10.0%	17.5%	14.9%	
Not satisfied	11.1%	10.5%	9.1%	17.6%	8.9%	7.3%	0.0%	12.7%	11.0%	
Total(n)	27	1,476	1,593	17	872	822	10	604	771	
Mean	3.07	2.99	3.06	2.94	3.07	3.14	3.30	2.87	2.97	
Standard deviation	0.96	0.96	0.93	1.09	0.93	0.88	0.67	0.99	0.96	
Significance	-			-			-			
Effect size	-	0.08	0.01	-	-0.14	-0.23	-	0.43	0.34	
Course assignments										Job Satisfaction: Workplace
Very satisfied	25.9%	33.1%	39.7%	35.3%	32.6%	42.0%	10.0%	33.8%	37.2%	
Satisfied	74.1%	55.3%	51.2%	64.7%	56.5%	50.2%	90.0%	53.7%	52.3%	
Marginally satisfied	0.0%	9.8%	7.3%	0.0%	9.4%	5.8%	0.0%	10.5%	8.9%	
Not satisfied	0.0%	1.7%	1.8%	0.0%	1.5%	1.9%	0.0%	2.0%	1.7%	
Total(n)	27	1,453	1,628	17	864	842	10	589	786	
Mean	3.26	3.20	3.29	3.35	3.20	3.32	3.10	3.19	3.25	
Standard deviation	0.45	0.68	0.68	0.49	0.66	0.67	0.32	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.09	-0.04	-	0.23	0.04	-	-0.13	-0.22	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Freedom to determine course content										
Very satisfied	70.4%	55.0%	66.1%	76.5%	54.8%	68.5%	60.0%	55.1%	63.5%	
Satisfied	29.6%	40.0%	29.9%	23.5%	40.9%	28.6%	40.0%	38.7%	31.4%	
Marginally satisfied	0.0%	4.0%	2.9%	0.0%	3.6%	2.0%	0.0%	4.5%	3.9%	
Not satisfied	0.0%	1.0%	1.1%	0.0%	0.6%	0.9%	0.0%	1.7%	1.3%	
Total(n)	27	1,481	1,647	17	877	847	10	604	800	
Mean	3.70	3.49	3.61	3.76	3.50	3.65	3.60	3.47	3.57	
Standard deviation	0.47	0.62	0.60	0.44	0.60	0.57	0.52	0.66	0.63	
Significance	-			-			-			
Effect size	-	0.34	0.15	-	0.43	0.19	-	0.20	0.05	
Availability of child care at this institution										
Very satisfied	33.3%	7.3%	11.6%	28.6%	7.6%	12.6%	50.0%	7.1%	10.6%	
Satisfied	33.3%	15.8%	20.3%	42.9%	19.2%	23.3%	0.0%	11.8%	17.1%	
Marginally satisfied	22.2%	13.3%	11.6%	14.3%	14.1%	13.0%	50.0%	12.4%	10.2%	
Not satisfied	11.1%	63.6%	56.4%	14.3%	59.1%	51.0%	0.0%	68.8%	62.0%	
Total(n)	9	368	498	7	198	253	2	170	245	
Mean	2.89	1.67	1.87	2.86	1.75	1.98	3.00	1.57	1.76	
Standard deviation	1.05	0.99	1.10	1.07	1.01	1.12	1.41	0.95	1.08	
Significance	-	***	**	-	**	*	-	*		
Effect size	-	1.23	0.93	-	1.10	0.79	-	1.51	1.15	
Prospects for career advancement										
Very satisfied	8.0%	14.5%	14.0%	12.5%	15.3%	15.7%	0.0%	13.5%	12.2%	
Satisfied	56.0%	48.0%	45.3%	50.0%	50.3%	46.9%	66.7%	44.7%	43.6%	
Marginally satisfied	28.0%	21.7%	25.2%	31.3%	19.4%	25.1%	22.2%	25.0%	25.3%	
Not satisfied	8.0%	15.8%	15.5%	6.3%	15.0%	12.2%	11.1%	16.8%	18.9%	
Total(n)	25	1,384	1,523	16	805	776	9	579	747	
Mean	2.64	2.61	2.58	2.69	2.66	2.66	2.56	2.55	2.49	
Standard deviation	0.76	0.92	0.91	0.79	0.91	0.89	0.73	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.03	0.07	-	0.03	0.03	-	0.01	0.08	
										Job Satisfaction: Compensation

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Clerical/administrative support										
Very satisfied	22.2%	18.4%	20.8%	23.5%	19.4%	22.9%	20.0%	16.9%	18.5%	
Satisfied	37.0%	41.6%	40.4%	47.1%	44.2%	42.5%	20.0%	37.8%	38.1%	
Marginally satisfied	11.1%	23.4%	22.2%	17.6%	23.1%	20.1%	0.0%	23.7%	24.3%	
Not satisfied	29.6%	16.6%	16.7%	11.8%	13.2%	14.5%	60.0%	21.6%	19.0%	
Total(n)	27	1,516	1,655	17	895	850	10	621	805	
Mean	2.52	2.62	2.65	2.82	2.70	2.74	2.00	2.50	2.56	
Standard deviation	1.16	0.97	0.99	0.95	0.93	0.97	1.33	1.01	1.00	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	0.13	0.08	-	-0.50	-0.56	
Overall job satisfaction										
Very satisfied	29.6%	28.5%	26.1%	35.3%	31.2%	29.8%	20.0%	24.6%	22.2%	
Satisfied	59.3%	52.4%	53.7%	47.1%	51.4%	51.6%	80.0%	53.8%	55.9%	
Marginally satisfied	11.1%	15.8%	16.2%	17.6%	14.6%	14.5%	0.0%	17.6%	17.9%	
Not satisfied	0.0%	3.3%	4.0%	0.0%	2.8%	4.1%	0.0%	4.0%	4.0%	
Total(n)	27	1,528	1,664	17	902	856	10	626	808	
Mean	3.19	3.06	3.02	3.18	3.11	3.07	3.20	2.99	2.96	
Standard deviation	0.62	0.76	0.76	0.73	0.75	0.78	0.42	0.76	0.75	
Significance	-			-			-			
Effect size	-	0.17	0.22	-	0.09	0.14	-	0.28	0.32	
Tuition remission for your children/dependents										
Very satisfied	40.0%	38.8%	46.9%	42.9%	36.6%	46.8%	37.5%	42.8%	47.1%	
Satisfied	26.7%	35.5%	32.1%	28.6%	37.3%	33.8%	25.0%	32.2%	30.0%	
Marginally satisfied	13.3%	13.7%	10.9%	14.3%	13.7%	9.2%	12.5%	13.9%	13.0%	
Not satisfied	20.0%	12.0%	10.1%	14.3%	12.5%	10.3%	25.0%	11.1%	9.8%	
Total(n)	15	925	991	7	593	554	8	332	437	
Mean	2.87	3.01	3.16	3.00	2.98	3.17	2.75	3.07	3.14	
Standard deviation	1.19	1.00	0.98	1.15	1.00	0.97	1.28	1.01	0.99	
Significance	-			-			-			
Effect size	-	-0.14	-0.30	-	0.02	-0.18	-	-0.32	-0.39	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are interested in students' personal problems										
Agree strongly	48.1%	28.6%	33.0%	58.8%	30.1%	31.8%	30.0%	26.5%	34.3%	
Agree somewhat	51.9%	59.6%	59.1%	41.2%	58.5%	59.9%	70.0%	61.2%	58.3%	
Disagree somewhat	0.0%	10.6%	6.9%	0.0%	10.5%	7.0%	0.0%	10.9%	6.7%	
Disagree strongly	0.0%	1.2%	1.0%	0.0%	1.0%	1.3%	0.0%	1.4%	0.7%	
Total(n)	27	1,524	1,661	17	898	853	10	626	808	
Mean	3.48	3.16	3.24	3.59	3.18	3.22	3.30	3.13	3.26	
Standard deviation	0.51	0.64	0.62	0.51	0.64	0.63	0.48	0.64	0.61	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.50	0.39	-	0.64	0.59	-	0.27	0.07	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	12.0%	16.0%	18.3%	18.8%	10.7%	13.3%	0.0%	23.7%	23.5%	
Agree somewhat	44.0%	41.9%	44.1%	31.3%	40.1%	41.1%	66.7%	44.4%	47.3%	
Disagree somewhat	40.0%	34.2%	31.2%	43.8%	39.0%	36.8%	33.3%	27.4%	25.3%	
Disagree strongly	4.0%	7.8%	6.4%	6.3%	10.2%	8.8%	0.0%	4.5%	3.8%	
Total(n)	25	1,516	1,658	16	895	851	9	621	807	
Mean	2.64	2.66	2.74	2.63	2.51	2.59	2.67	2.87	2.91	
Standard deviation	0.76	0.84	0.83	0.89	0.82	0.83	0.50	0.82	0.80	
Significance	-			-			-			
Effect size	-	-0.02	-0.12	-	0.15	0.05	-	-0.24	-0.30	
Faculty feel that most students are well-prepared academically										
Agree strongly	11.1%	13.7%	11.1%	11.8%	14.2%	11.0%	10.0%	13.1%	11.2%	
Agree somewhat	77.8%	47.9%	44.0%	82.4%	47.6%	45.4%	70.0%	48.2%	42.6%	
Disagree somewhat	11.1%	30.7%	36.4%	5.9%	31.0%	35.8%	20.0%	30.3%	37.1%	
Disagree strongly	0.0%	7.7%	8.4%	0.0%	7.2%	7.9%	0.0%	8.3%	9.0%	
Total(n)	27	1,521	1,662	17	897	853	10	624	809	
Mean	3.00	2.68	2.58	3.06	2.69	2.60	2.90	2.66	2.56	
Standard deviation	0.48	0.80	0.80	0.43	0.80	0.79	0.57	0.81	0.81	
Significance	-	*	**	-		*	-			
Effect size	-	0.40	0.53	-	0.46	0.58	-	0.30	0.42	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution should hire more faculty of color										
Agree strongly	24.0%	29.0%	33.7%	18.8%	21.7%	28.0%	33.3%	39.4%	39.8%	
Agree somewhat	48.0%	46.8%	47.0%	50.0%	48.9%	49.2%	44.4%	43.8%	44.7%	
Disagree somewhat	24.0%	19.6%	15.8%	25.0%	22.7%	17.7%	22.2%	15.2%	13.8%	
Disagree strongly	4.0%	4.6%	3.5%	6.3%	6.6%	5.1%	0.0%	1.6%	1.7%	
Total(n)	25	1,508	1,648	16	889	843	9	619	805	
Mean	2.92	3.00	3.11	2.81	2.86	3.00	3.11	3.21	3.22	
Standard deviation	0.81	0.82	0.79	0.83	0.83	0.81	0.78	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.10	-0.24	-	-0.06	-0.23	-	-0.13	-0.15	
This institution should hire more women faculty										
Agree strongly	11.5%	19.4%	14.3%	11.8%	15.5%	10.8%	11.1%	25.0%	18.0%	
Agree somewhat	46.2%	46.0%	41.1%	35.3%	46.6%	39.3%	66.7%	45.1%	42.9%	
Disagree somewhat	38.5%	29.4%	38.6%	47.1%	30.6%	41.9%	22.2%	27.6%	35.1%	
Disagree strongly	3.8%	5.2%	6.0%	5.9%	7.2%	8.0%	0.0%	2.4%	4.0%	
Total(n)	26	1,505	1,648	17	888	842	9	617	806	
Mean	2.65	2.80	2.64	2.53	2.70	2.53	2.89	2.93	2.75	
Standard deviation	0.75	0.81	0.80	0.80	0.81	0.79	0.60	0.79	0.79	
Significance	-			-			-			
Effect size	-	-0.19	0.01	-	-0.21	0.00	-	-0.05	0.18	
Student Affairs staff have the support and respect of faculty										
Agree strongly	18.5%	18.1%	16.8%	23.5%	16.5%	15.8%	10.0%	20.4%	17.9%	
Agree somewhat	40.7%	59.7%	54.4%	47.1%	61.1%	56.5%	30.0%	57.6%	52.2%	
Disagree somewhat	33.3%	19.3%	24.9%	17.6%	19.4%	23.8%	60.0%	19.2%	26.1%	
Disagree strongly	7.4%	2.9%	3.9%	11.8%	3.0%	3.9%	0.0%	2.8%	3.9%	
Total(n)	27	1,500	1,651	17	887	846	10	613	805	
Mean	2.70	2.93	2.84	2.82	2.91	2.84	2.50	2.96	2.84	
Standard deviation	0.87	0.70	0.74	0.95	0.69	0.73	0.71	0.71	0.75	
Significance	-			-			-	*		
Effect size	-	-0.33	-0.19	-	-0.13	-0.03	-	-0.65	-0.45	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are committed to the welfare of this institution										
Agree strongly	66.7%	46.7%	51.3%	64.7%	48.3%	50.2%	70.0%	44.2%	52.4%	
Agree somewhat	33.3%	46.0%	41.9%	35.3%	44.9%	42.3%	30.0%	47.6%	41.5%	
Disagree somewhat	0.0%	6.6%	6.1%	0.0%	6.1%	6.6%	0.0%	7.3%	5.7%	
Disagree strongly	0.0%	0.7%	0.7%	0.0%	0.7%	0.9%	0.0%	0.8%	0.4%	
Total(n)	27	1,524	1,661	17	898	852	10	626	809	
Mean	3.67	3.39	3.44	3.65	3.41	3.42	3.70	3.35	3.46	
Standard deviation	0.48	0.64	0.64	0.49	0.64	0.66	0.48	0.65	0.62	
Significance	-	*		-			-			
Effect size	-	0.44	0.36	-	0.38	0.35	-	0.54	0.39	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	77.8%	41.9%	61.5%	76.5%	43.2%	59.9%	80.0%	39.9%	63.3%	
Agree somewhat	22.2%	46.3%	33.0%	23.5%	46.6%	33.6%	20.0%	45.8%	32.3%	
Disagree somewhat	0.0%	10.5%	4.8%	0.0%	8.6%	5.6%	0.0%	13.1%	4.0%	
Disagree strongly	0.0%	1.4%	0.7%	0.0%	1.6%	0.9%	0.0%	1.1%	0.4%	
Total(n)	27	1,509	1,659	17	893	852	10	616	807	
Mean	3.78	3.29	3.55	3.76	3.31	3.52	3.80	3.25	3.59	
Standard deviation	0.42	0.71	0.62	0.44	0.69	0.65	0.42	0.72	0.59	
Significance	-	***		-	**		-	*		
Effect size	-	0.69	0.37	-	0.65	0.37	-	0.76	0.36	
There is a lot of campus racial conflict here										
Agree strongly	0.0%	0.9%	1.7%	0.0%	0.4%	0.5%	0.0%	1.4%	3.1%	
Agree somewhat	7.7%	6.2%	11.5%	5.9%	3.4%	8.2%	11.1%	10.3%	14.9%	
Disagree somewhat	38.5%	34.0%	42.2%	29.4%	30.1%	40.8%	55.6%	39.5%	43.6%	
Disagree strongly	53.8%	59.0%	44.6%	64.7%	66.1%	50.5%	33.3%	48.8%	38.4%	
Total(n)	26	1,516	1,658	17	893	853	9	623	805	
Mean	1.54	1.49	1.70	1.41	1.38	1.59	1.78	1.64	1.83	
Standard deviation	0.65	0.65	0.74	0.62	0.57	0.66	0.67	0.72	0.79	
Significance	-			-			-			
Effect size	-	0.08	-0.22	-	0.05	-0.27	-	0.19	-0.06	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My research is valued by faculty in my department										
Agree strongly	22.2%	27.5%	28.0%	17.6%	31.5%	29.8%	30.0%	21.7%	26.0%	
Agree somewhat	55.6%	52.4%	51.2%	64.7%	51.6%	52.8%	40.0%	53.6%	49.5%	
Disagree somewhat	18.5%	15.0%	16.0%	17.6%	13.5%	13.3%	20.0%	17.2%	18.9%	
Disagree strongly	3.7%	5.1%	4.8%	0.0%	3.5%	4.1%	10.0%	7.5%	5.6%	
Total(n)	27	1,507	1,651	17	890	851	10	617	800	
Mean	2.96	3.02	3.02	3.00	3.11	3.08	2.90	2.90	2.96	
Standard deviation	0.76	0.79	0.80	0.61	0.76	0.77	0.99	0.82	0.82	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.14	-0.10	-	0.00	-0.07	
My teaching is valued by faculty in my department										
Agree strongly	74.1%	49.4%	59.7%	82.4%	50.4%	61.2%	60.0%	48.1%	58.1%	
Agree somewhat	18.5%	42.4%	34.8%	17.6%	42.6%	33.0%	20.0%	42.1%	36.7%	
Disagree somewhat	7.4%	6.7%	4.0%	0.0%	6.2%	4.3%	20.0%	7.4%	3.6%	
Disagree strongly	0.0%	1.5%	1.5%	0.0%	0.9%	1.4%	0.0%	2.4%	1.6%	
Total(n)	27	1,515	1,660	17	893	854	10	622	806	
Mean	3.67	3.40	3.53	3.82	3.42	3.54	3.40	3.36	3.51	
Standard deviation	0.62	0.68	0.65	0.39	0.65	0.65	0.84	0.72	0.65	
Significance	-	*		-	*		-			
Effect size	-	0.40	0.22	-	0.62	0.43	-	0.06	-0.17	
Faculty of color are treated fairly here										
Agree strongly	50.0%	50.0%	47.8%	52.9%	55.0%	55.5%	44.4%	42.6%	39.5%	
Agree somewhat	42.3%	41.6%	42.2%	41.2%	40.5%	37.0%	44.4%	43.1%	47.6%	
Disagree somewhat	7.7%	7.5%	8.7%	5.9%	3.8%	6.4%	11.1%	12.7%	11.2%	
Disagree strongly	0.0%	1.0%	1.4%	0.0%	0.7%	1.1%	0.0%	1.5%	1.8%	
Total(n)	26	1,503	1,646	17	891	848	9	612	798	
Mean	3.42	3.41	3.36	3.47	3.50	3.47	3.33	3.27	3.25	
Standard deviation	0.64	0.67	0.70	0.62	0.61	0.66	0.71	0.74	0.72	
Significance	-			-			-			
Effect size	-	0.01	0.09	-	-0.05	0.00	-	0.08	0.11	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Women faculty are treated fairly here										
Agree strongly	48.1%	49.4%	52.5%	58.8%	58.1%	64.1%	30.0%	36.8%	40.3%	
Agree somewhat	40.7%	38.7%	37.7%	35.3%	36.3%	30.2%	50.0%	42.1%	45.7%	
Disagree somewhat	11.1%	9.8%	8.3%	5.9%	4.6%	5.2%	20.0%	17.2%	11.7%	
Disagree strongly	0.0%	2.2%	1.5%	0.0%	1.0%	0.6%	0.0%	3.9%	2.4%	
Total(n)	27	1,515	1,655	17	893	849	10	622	806	
Mean	3.37	3.35	3.41	3.53	3.52	3.58	3.10	3.12	3.24	
Standard deviation	0.69	0.74	0.70	0.62	0.63	0.62	0.74	0.83	0.75	
Significance	-			-			-			
Effect size	-	0.03	-0.06	-	0.02	-0.08	-	-0.02	-0.19	
Gay and lesbian faculty are treated fairly here										
Agree strongly	53.8%	40.6%	50.3%	52.9%	44.5%	59.8%	55.6%	35.0%	40.3%	
Agree somewhat	42.3%	36.0%	40.4%	41.2%	33.2%	32.1%	44.4%	40.1%	49.2%	
Disagree somewhat	3.8%	15.0%	6.2%	5.9%	13.2%	5.2%	0.0%	17.7%	7.2%	
Disagree strongly	0.0%	8.4%	3.1%	0.0%	9.1%	2.9%	0.0%	7.2%	3.4%	
Total(n)	26	1,459	1,636	17	865	841	9	594	795	
Mean	3.50	3.09	3.38	3.47	3.13	3.49	3.56	3.03	3.26	
Standard deviation	0.58	0.94	0.74	0.62	0.96	0.73	0.53	0.90	0.74	
Significance	-	*		-			-			
Effect size	-	0.44	0.16	-	0.35	-0.03	-	0.59	0.41	
Faculty are sufficiently involved in campus decision making										
Agree strongly	29.6%	13.6%	22.2%	35.3%	14.3%	24.6%	20.0%	12.6%	19.7%	
Agree somewhat	44.4%	41.5%	43.1%	35.3%	40.2%	42.3%	60.0%	43.3%	43.9%	
Disagree somewhat	11.1%	28.5%	23.1%	11.8%	29.7%	21.5%	10.0%	26.7%	24.8%	
Disagree strongly	14.8%	16.5%	11.6%	17.6%	15.8%	11.6%	10.0%	17.4%	11.6%	
Total(n)	27	1,517	1,660	17	896	853	10	621	807	
Mean	2.89	2.52	2.76	2.88	2.53	2.80	2.90	2.51	2.72	
Standard deviation	1.01	0.92	0.93	1.11	0.92	0.94	0.88	0.92	0.91	
Significance	-	*		-			-			
Effect size	-	0.40	0.14	-	0.38	0.09	-	0.42	0.20	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My values are congruent with the dominant institutional values										
Agree strongly	18.5%	34.2%	28.7%	23.5%	37.5%	29.9%	10.0%	29.6%	27.5%	
Agree somewhat	51.9%	46.6%	49.4%	58.8%	44.6%	48.9%	40.0%	49.5%	49.9%	
Disagree somewhat	29.6%	14.5%	17.1%	17.6%	14.0%	16.3%	50.0%	15.1%	17.9%	
Disagree strongly	0.0%	4.7%	4.8%	0.0%	3.9%	4.9%	0.0%	5.8%	4.7%	
Total(n)	27	1,513	1,661	17	891	853	10	622	808	
Mean	2.89	3.10	3.02	3.06	3.16	3.04	2.60	3.03	3.00	
Standard deviation	0.70	0.82	0.81	0.66	0.81	0.81	0.70	0.82	0.80	
Significance	-			-			-			
Effect size	-	-0.26	-0.16	-	-0.12	0.02	-	-0.52	-0.50	
This institution takes responsibility for educating underprepared students										
Agree strongly	11.1%	17.5%	17.3%	11.8%	17.2%	17.9%	10.0%	17.9%	16.7%	
Agree somewhat	37.0%	52.8%	48.0%	41.2%	53.3%	51.3%	30.0%	52.0%	44.6%	
Disagree somewhat	51.9%	24.7%	27.3%	47.1%	24.7%	25.4%	60.0%	24.8%	29.2%	
Disagree strongly	0.0%	5.0%	7.3%	0.0%	4.8%	5.3%	0.0%	5.4%	9.5%	
Total(n)	27	1,505	1,661	17	891	853	10	614	808	
Mean	2.59	2.83	2.75	2.65	2.83	2.82	2.50	2.82	2.68	
Standard deviation	0.69	0.77	0.82	0.70	0.76	0.78	0.71	0.78	0.86	
Significance	-			-			-			
Effect size	-	-0.31	-0.20	-	-0.24	-0.22	-	-0.41	-0.21	
The criteria for advancement and promotion decisions are clear										
Agree strongly	59.3%	30.5%	29.0%	52.9%	32.7%	31.9%	70.0%	27.3%	26.0%	
Agree somewhat	29.6%	43.7%	45.6%	29.4%	46.0%	46.1%	30.0%	40.3%	45.1%	
Disagree somewhat	7.4%	18.0%	18.2%	11.8%	14.5%	15.3%	0.0%	23.0%	21.3%	
Disagree strongly	3.7%	7.8%	7.1%	5.9%	6.7%	6.7%	0.0%	9.5%	7.6%	
Total(n)	27	1,518	1,661	17	895	854	10	623	807	
Mean	3.44	2.97	2.97	3.29	3.05	3.03	3.70	2.85	2.90	
Standard deviation	0.80	0.89	0.87	0.92	0.86	0.86	0.48	0.93	0.88	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.53	0.54	-	0.28	0.30	-	0.91	0.91	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Most of the students I teach lack the basic skills for college level work										
Agree strongly	0.0%	4.2%	4.3%	0.0%	3.9%	3.9%	0.0%	4.5%	4.7%	
Agree somewhat	3.7%	17.0%	16.8%	5.9%	15.5%	16.3%	0.0%	19.1%	17.3%	
Disagree somewhat	37.0%	40.0%	39.0%	29.4%	41.7%	39.4%	50.0%	37.5%	38.5%	
Disagree strongly	59.3%	38.8%	40.0%	64.7%	38.9%	40.4%	50.0%	38.8%	39.5%	
Total(n)	27	1,506	1,658	17	888	853	10	618	805	
Mean	1.44	1.87	1.85	1.41	1.85	1.84	1.50	1.89	1.87	
Standard deviation	0.58	0.84	0.85	0.62	0.82	0.83	0.53	0.87	0.86	
Significance	-	**	*	-	*	*	-			
Effect size	-	-0.51	-0.48	-	-0.54	-0.52	-	-0.45	-0.43	
There is adequate support for faculty development										
Agree strongly	3.7%	21.9%	18.6%	0.0%	22.0%	19.0%	10.0%	21.6%	18.2%	
Agree somewhat	63.0%	50.1%	47.0%	76.5%	52.6%	48.9%	40.0%	46.6%	45.0%	
Disagree somewhat	18.5%	21.3%	24.8%	11.8%	19.6%	23.9%	30.0%	23.9%	25.7%	
Disagree strongly	14.8%	6.7%	9.6%	11.8%	5.8%	8.2%	20.0%	7.9%	11.0%	
Total(n)	27	1,518	1,660	17	894	854	10	624	806	
Mean	2.56	2.87	2.75	2.65	2.91	2.79	2.40	2.82	2.70	
Standard deviation	0.80	0.83	0.87	0.70	0.80	0.84	0.97	0.86	0.89	
Significance	-			-			-			
Effect size	-	-0.37	-0.22	-	-0.33	-0.17	-	-0.49	-0.34	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote the intellectual development of students										
Highest priority	85.2%	44.3%	57.4%	82.4%	43.4%	58.1%	90.0%	45.6%	56.7%	
High priority	14.8%	42.1%	32.8%	17.6%	44.1%	32.2%	10.0%	39.4%	33.4%	
Medium priority	0.0%	11.8%	8.4%	0.0%	11.0%	8.4%	0.0%	13.0%	8.4%	
Low priority	0.0%	1.7%	1.4%	0.0%	1.5%	1.3%	0.0%	2.1%	1.5%	
Total(n)	27	1,521	1,662	17	896	854	10	625	808	
Mean	3.85	3.29	3.46	3.82	3.29	3.47	3.90	3.28	3.45	
Standard deviation	0.36	0.74	0.71	0.39	0.72	0.70	0.32	0.77	0.71	
Significance	-	***	**	-	**	*	-	*	*	
Effect size	-	0.76	0.55	-	0.74	0.50	-	0.81	0.63	
To develop a sense of community among students and faculty										
Highest priority	29.6%	16.4%	18.6%	23.5%	15.9%	16.1%	40.0%	17.1%	21.3%	
High priority	51.9%	45.7%	47.9%	52.9%	44.7%	49.5%	50.0%	47.0%	46.3%	
Medium priority	18.5%	31.3%	27.3%	23.5%	33.2%	27.8%	10.0%	28.5%	26.7%	
Low priority	0.0%	6.7%	6.2%	0.0%	6.2%	6.6%	0.0%	7.4%	5.7%	
Total(n)	27	1,518	1,657	17	894	849	10	624	808	
Mean	3.11	2.72	2.79	3.00	2.70	2.75	3.30	2.74	2.83	
Standard deviation	0.70	0.81	0.81	0.71	0.81	0.80	0.67	0.83	0.82	
Significance	-	*	*	-			-	*		
Effect size	-	0.48	0.40	-	0.37	0.31	-	0.67	0.57	
To facilitate student involvement in community service										
Highest priority	3.7%	19.7%	10.4%	5.9%	16.2%	8.5%	0.0%	24.8%	12.3%	Institutional Priority: Civic Engagement
High priority	11.1%	42.3%	39.3%	0.0%	42.3%	38.9%	30.0%	42.4%	39.8%	
Medium priority	70.4%	31.1%	40.0%	76.5%	33.7%	42.2%	60.0%	27.5%	37.8%	
Low priority	14.8%	6.8%	10.3%	17.6%	7.8%	10.4%	10.0%	5.3%	10.2%	
Total(n)	27	1,519	1,661	17	894	854	10	625	807	
Mean	2.04	2.75	2.50	1.94	2.67	2.46	2.20	2.87	2.54	
Standard deviation	0.65	0.85	0.81	0.66	0.84	0.79	0.63	0.85	0.84	
Significance	-	***	**	-	***	**	-	*		
Effect size	-	-0.84	-0.57	-	-0.87	-0.66	-	-0.79	-0.40	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To help students learn how to bring about change in society										
Highest priority	3.7%	14.0%	9.2%	5.9%	11.3%	7.3%	0.0%	17.8%	11.3%	
High priority	14.8%	35.6%	33.2%	5.9%	35.1%	32.7%	30.0%	36.4%	33.7%	
Medium priority	48.1%	37.7%	41.7%	52.9%	40.1%	44.1%	40.0%	34.3%	39.2%	
Low priority	33.3%	12.7%	15.9%	35.3%	13.5%	15.9%	30.0%	11.4%	15.9%	
Total(n)	27	1,516	1,660	17	893	853	10	623	807	
Mean	1.89	2.51	2.36	1.82	2.44	2.31	2.00	2.61	2.40	
Standard deviation	0.80	0.89	0.86	0.81	0.86	0.82	0.82	0.91	0.89	
Significance	-	***	**	-	**	*	-	*		
Effect size	-	-0.70	-0.55	-	-0.72	-0.60	-	-0.67	-0.45	
To increase or maintain institutional prestige										
Highest priority	14.8%	35.4%	24.9%	17.6%	33.1%	23.1%	10.0%	38.8%	26.9%	
High priority	59.3%	41.4%	44.3%	58.8%	43.3%	46.5%	60.0%	38.6%	41.9%	
Medium priority	18.5%	19.0%	24.4%	17.6%	19.0%	23.3%	20.0%	18.9%	25.5%	
Low priority	7.4%	4.2%	6.4%	5.9%	4.6%	7.0%	10.0%	3.7%	5.7%	
Total(n)	27	1,518	1,660	17	894	853	10	624	807	
Mean	2.81	3.08	2.88	2.88	3.05	2.86	2.70	3.13	2.90	
Standard deviation	0.79	0.84	0.86	0.78	0.84	0.85	0.82	0.84	0.86	
Significance	-			-			-			
Effect size	-	-0.32	-0.08	-	-0.20	0.02	-	-0.51	-0.23	
To hire faculty 'stars'										
Highest priority	0.0%	14.8%	4.0%	0.0%	13.3%	2.8%	0.0%	17.0%	5.3%	
High priority	3.7%	29.0%	11.3%	0.0%	28.5%	10.1%	10.0%	29.6%	12.5%	
Medium priority	29.6%	33.7%	33.6%	23.5%	33.8%	32.9%	40.0%	33.6%	34.3%	
Low priority	66.7%	22.5%	51.1%	76.5%	24.4%	54.2%	50.0%	19.8%	47.8%	
Total(n)	27	1,519	1,660	17	894	853	10	625	807	
Mean	1.37	2.36	1.68	1.24	2.31	1.62	1.60	2.44	1.75	
Standard deviation	0.56	0.99	0.83	0.44	0.98	0.78	0.70	0.99	0.87	
Significance	-	***		-	***	*	-	**		
Effect size	-	-1.00	-0.37	-	-1.09	-0.49	-	-0.85	-0.17	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To recruit more minority students										Institutional Priority: Commitment to Diversity
Highest priority	18.5%	11.7%	13.0%	17.6%	11.4%	12.0%	20.0%	12.2%	14.0%	
High priority	48.1%	35.0%	42.5%	41.2%	32.1%	43.6%	60.0%	39.3%	41.4%	
Medium priority	29.6%	38.9%	34.4%	35.3%	41.5%	35.1%	20.0%	35.3%	33.6%	
Low priority	3.7%	14.3%	10.1%	5.9%	15.0%	9.3%	0.0%	13.3%	11.0%	
Total(n)	27	1,516	1,658	17	892	851	10	624	807	
Mean	2.81	2.44	2.58	2.71	2.40	2.58	3.00	2.50	2.58	
Standard deviation	0.79	0.88	0.84	0.85	0.88	0.82	0.67	0.87	0.86	
Significance	-	*		-			-			
Effect size	-	0.42	0.27	-	0.35	0.16	-	0.57	0.49	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	11.5%	41.0%	29.4%	11.8%	40.4%	27.5%	11.1%	41.8%	31.4%	
High priority	57.7%	38.9%	43.0%	52.9%	40.0%	45.7%	66.7%	37.3%	40.2%	
Medium priority	30.8%	14.6%	21.9%	35.3%	14.0%	21.1%	22.2%	15.6%	22.7%	
Low priority	0.0%	5.5%	5.7%	0.0%	5.6%	5.6%	0.0%	5.3%	5.7%	
Total(n)	26	1,517	1,659	17	895	853	9	622	806	
Mean	2.81	3.15	2.96	2.76	3.15	2.95	2.89	3.16	2.97	
Standard deviation	0.63	0.87	0.86	0.66	0.86	0.84	0.60	0.87	0.88	
Significance	-	*		-			-			
Effect size	-	-0.39	-0.17	-	-0.45	-0.23	-	-0.31	-0.09	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	11.1%	14.5%	17.9%	5.9%	12.9%	16.2%	20.0%	16.9%	19.6%	
High priority	51.9%	37.5%	43.2%	58.8%	36.1%	44.8%	40.0%	39.5%	41.6%	
Medium priority	29.6%	35.1%	30.4%	29.4%	37.3%	32.2%	30.0%	31.9%	28.5%	
Low priority	7.4%	12.9%	8.5%	5.9%	13.8%	6.8%	10.0%	11.7%	10.3%	
Total(n)	27	1,516	1,658	17	893	851	10	623	807	
Mean	2.67	2.54	2.70	2.65	2.48	2.70	2.70	2.61	2.71	
Standard deviation	0.78	0.89	0.86	0.70	0.89	0.82	0.95	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.15	-0.03	-	0.19	-0.06	-	0.10	-0.01	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote gender equity among faculty										
Highest priority	7.4%	11.3%	12.9%	5.9%	12.1%	15.1%	10.0%	10.1%	10.6%	
High priority	51.9%	38.3%	41.1%	52.9%	44.7%	47.9%	50.0%	29.1%	34.0%	
Medium priority	33.3%	33.9%	30.3%	35.3%	32.1%	27.3%	30.0%	36.6%	33.4%	
Low priority	7.4%	16.5%	15.7%	5.9%	11.1%	9.8%	10.0%	24.2%	22.0%	
Total(n)	27	1,510	1,655	17	889	850	10	621	805	
Mean	2.59	2.44	2.51	2.59	2.58	2.68	2.60	2.25	2.33	
Standard deviation	0.75	0.90	0.91	0.71	0.84	0.85	0.84	0.94	0.93	
Significance	-			-			-			
Effect size	-	0.17	0.09	-	0.01	-0.11	-	0.37	0.29	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	0.0%	8.5%	5.6%	0.0%	6.7%	4.9%	0.0%	10.9%	6.3%	Institutional Priority: Civic Engage- ment
High priority	3.8%	26.6%	23.8%	5.9%	25.5%	24.0%	0.0%	28.3%	23.5%	
Medium priority	53.8%	43.7%	43.5%	47.1%	45.6%	46.2%	66.7%	41.0%	40.7%	
Low priority	42.3%	21.2%	27.1%	47.1%	22.2%	24.8%	33.3%	19.8%	29.5%	
Total(n)	26	1,513	1,654	17	891	850	9	622	804	
Mean	1.62	2.22	2.08	1.59	2.17	2.09	1.67	2.30	2.07	
Standard deviation	0.57	0.88	0.85	0.62	0.85	0.82	0.50	0.91	0.88	
Significance	-	***	**	-	**	*	-	*		
Effect size	-	-0.68	-0.54	-	-0.68	-0.61	-	-0.69	-0.45	
To create and sustain partnerships with surrounding communities										
Highest priority	7.7%	12.7%	7.1%	11.8%	10.7%	6.2%	0.0%	15.5%	8.1%	Institutional Priority: Civic Engage- ment
High priority	15.4%	34.2%	26.8%	11.8%	32.3%	24.7%	22.2%	37.0%	29.0%	
Medium priority	57.7%	38.6%	43.5%	52.9%	41.6%	45.3%	66.7%	34.4%	41.5%	
Low priority	19.2%	14.5%	22.6%	23.5%	15.4%	23.8%	11.1%	13.1%	21.4%	
Total(n)	26	1,514	1,657	17	889	853	9	625	804	
Mean	2.12	2.45	2.18	2.12	2.38	2.13	2.11	2.55	2.24	
Standard deviation	0.82	0.89	0.86	0.93	0.87	0.85	0.60	0.91	0.88	
Significance	-			-			-			
Effect size	-	-0.37	-0.07	-	-0.30	-0.01	-	-0.48	-0.15	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	0.0%	27.2%	10.1%	0.0%	27.1%	9.5%	0.0%	27.3%	10.8%	
High priority	57.7%	36.7%	32.9%	47.1%	36.3%	31.1%	77.8%	37.4%	34.8%	
Medium priority	34.6%	26.6%	39.7%	41.2%	26.9%	42.0%	22.2%	26.2%	37.2%	
Low priority	7.7%	9.5%	17.3%	11.8%	9.7%	17.4%	0.0%	9.1%	17.2%	
Total(n)	26	1,511	1,643	17	893	845	9	618	798	
Mean	2.50	2.82	2.36	2.35	2.81	2.33	2.78	2.83	2.39	
Standard deviation	0.65	0.94	0.88	0.70	0.95	0.87	0.44	0.93	0.89	
Significance	-			-	*		-			
Effect size	-	-0.34	0.16	-	-0.48	0.02	-	-0.05	0.44	
To increase the representation of minorities in the faculty and administration										
Highest priority	3.8%	9.6%	10.4%	5.9%	8.2%	10.0%	0.0%	11.5%	10.8%	Institutional Priority: Commitment to Diversity
High priority	50.0%	32.8%	35.3%	41.2%	34.2%	37.3%	66.7%	30.7%	33.3%	
Medium priority	38.5%	39.2%	38.5%	41.2%	39.5%	40.1%	33.3%	38.7%	36.8%	
Low priority	7.7%	18.5%	15.8%	11.8%	18.0%	12.7%	0.0%	19.1%	19.0%	
Total(n)	26	1,506	1,655	17	888	851	9	618	804	
Mean	2.50	2.33	2.40	2.41	2.33	2.45	2.67	2.35	2.36	
Standard deviation	0.71	0.89	0.87	0.80	0.86	0.84	0.50	0.92	0.91	
Significance	-			-			-			
Effect size	-	0.19	0.11	-	0.09	-0.05	-	0.35	0.34	
To strengthen links with the for-profit, corporate sector										
Highest priority	0.0%	12.0%	5.9%	0.0%	10.3%	5.2%	0.0%	14.4%	6.6%	
High priority	3.8%	32.6%	18.7%	0.0%	32.5%	17.9%	11.1%	32.7%	19.4%	
Medium priority	11.5%	35.6%	32.3%	5.9%	36.9%	30.6%	22.2%	33.8%	34.0%	
Low priority	84.6%	19.8%	43.2%	94.1%	20.2%	46.3%	66.7%	19.1%	39.9%	
Total(n)	26	1,501	1,646	17	889	849	9	612	797	
Mean	1.19	2.37	1.87	1.06	2.33	1.82	1.44	2.42	1.93	
Standard deviation	0.49	0.93	0.92	0.24	0.91	0.90	0.73	0.96	0.92	
Significance	-	***	***	-	***	***	-	**		
Effect size	-	-1.27	-0.74	-	-1.40	-0.84	-	-1.02	-0.53	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To develop leadership ability among students										
Highest priority	18.5%	16.9%	17.2%	11.8%	17.4%	13.4%	30.0%	16.2%	21.1%	
High priority	25.9%	48.1%	44.4%	23.5%	46.9%	44.7%	30.0%	49.8%	44.2%	
Medium priority	51.9%	29.4%	33.8%	58.8%	29.1%	37.0%	40.0%	29.7%	30.5%	
Low priority	3.7%	5.6%	4.6%	5.9%	6.6%	4.9%	0.0%	4.2%	4.2%	
Total(n)	27	1,514	1,655	17	892	851	10	622	804	
Mean	2.59	2.76	2.74	2.41	2.75	2.67	2.90	2.78	2.82	
Standard deviation	0.84	0.79	0.79	0.80	0.82	0.77	0.88	0.76	0.81	
Significance	-			-			-			
Effect size	-	-0.22	-0.19	-	-0.41	-0.34	-	0.16	0.10	
To increase the representation of women in the faculty and administration										
Highest priority	0.0%	8.3%	6.9%	0.0%	8.4%	7.4%	0.0%	8.2%	6.2%	Institutional Priority: Commit- ment to Diversity
High priority	34.6%	29.0%	25.2%	41.2%	33.3%	31.9%	22.2%	22.8%	18.1%	
Medium priority	50.0%	42.9%	44.0%	47.1%	42.9%	42.1%	55.6%	42.9%	45.9%	
Low priority	15.4%	19.7%	24.0%	11.8%	15.3%	18.5%	22.2%	26.0%	29.7%	
Total(n)	26	1,510	1,648	17	888	847	9	622	801	
Mean	2.19	2.26	2.15	2.29	2.35	2.28	2.00	2.13	2.01	
Standard deviation	0.69	0.87	0.86	0.69	0.84	0.85	0.71	0.89	0.85	
Significance	-			-			-			
Effect size	-	-0.08	0.05	-	-0.07	0.01	-	-0.15	-0.01	
To develop an appreciation for multiculturalism										
Highest priority	7.7%	15.6%	18.5%	5.9%	13.2%	16.7%	11.1%	19.1%	20.5%	Institutional Priority: Commit- ment to Diversity
High priority	50.0%	34.7%	42.3%	47.1%	34.8%	45.0%	55.6%	34.6%	39.4%	
Medium priority	26.9%	38.1%	30.6%	35.3%	41.0%	31.1%	11.1%	33.9%	30.1%	
Low priority	15.4%	11.6%	8.5%	11.8%	11.1%	7.2%	22.2%	12.4%	10.0%	
Total(n)	26	1,508	1,655	17	886	851	9	622	804	
Mean	2.50	2.54	2.71	2.47	2.50	2.71	2.56	2.60	2.71	
Standard deviation	0.86	0.89	0.87	0.80	0.86	0.83	1.01	0.93	0.90	
Significance	-			-			-			
Effect size	-	-0.04	-0.24	-	-0.03	-0.29	-	-0.04	-0.17	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Agree strongly	3.8%	9.1%	7.2%	0.0%	9.2%	6.9%	11.1%	9.0%	7.4%	
Agree somewhat	46.2%	46.9%	42.3%	35.3%	46.0%	41.5%	66.7%	48.2%	43.3%	
Disagree somewhat	15.4%	31.6%	33.1%	17.6%	31.5%	32.6%	11.1%	31.7%	33.6%	
Disagree strongly	34.6%	12.4%	17.4%	47.1%	13.3%	19.1%	11.1%	11.1%	15.6%	
Total(n)	26	1,519	1,660	17	895	854	9	624	806	
Mean	2.19	2.53	2.39	1.88	2.51	2.36	2.78	2.55	2.43	
Standard deviation	0.98	0.82	0.85	0.93	0.84	0.87	0.83	0.81	0.84	
Significance	-	*		-	**	*	-			
Effect size	-	-0.41	-0.24	-	-0.75	-0.55	-	0.28	0.42	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	0.0%	2.6%	3.1%	0.0%	3.5%	3.9%	0.0%	1.3%	2.2%	
Agree somewhat	22.2%	19.7%	16.1%	23.5%	22.8%	18.3%	20.0%	15.1%	13.8%	
Disagree somewhat	48.1%	45.1%	40.7%	47.1%	45.5%	42.2%	50.0%	44.6%	39.2%	
Disagree strongly	29.6%	32.7%	40.0%	29.4%	28.3%	35.6%	30.0%	39.0%	44.7%	
Total(n)	27	1,516	1,654	17	895	851	10	621	803	
Mean	1.93	1.92	1.82	1.94	2.01	1.90	1.90	1.79	1.74	
Standard deviation	0.73	0.79	0.81	0.75	0.81	0.83	0.74	0.74	0.78	
Significance	-			-			-			
Effect size	-	0.01	0.14	-	-0.09	0.05	-	0.15	0.21	
Colleges should be actively involved in solving social problems										
Agree strongly	7.7%	22.5%	19.4%	11.8%	19.4%	16.5%	0.0%	27.1%	22.5%	
Agree somewhat	53.8%	53.4%	55.0%	41.2%	53.2%	55.3%	77.8%	53.5%	54.6%	
Disagree somewhat	34.6%	20.1%	21.2%	41.2%	22.0%	22.6%	22.2%	17.3%	19.8%	
Disagree strongly	3.8%	4.0%	4.3%	5.9%	5.4%	5.5%	0.0%	2.1%	3.1%	
Total(n)	26	1,518	1,657	17	894	853	9	624	804	
Mean	2.65	2.94	2.89	2.59	2.87	2.83	2.78	3.06	2.97	
Standard deviation	0.69	0.76	0.75	0.80	0.78	0.76	0.44	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.38	-0.32	-	-0.36	-0.32	-	-0.39	-0.26	Civic Minded Values

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should encourage students to be involved in community service activities										
Agree strongly	11.1%	34.0%	29.7%	17.6%	29.6%	25.6%	0.0%	40.4%	34.0%	Civic Minded Values
Agree somewhat	77.8%	56.0%	58.8%	64.7%	57.8%	59.8%	100.0%	53.5%	57.7%	
Disagree somewhat	7.4%	8.4%	9.5%	11.8%	10.3%	12.0%	0.0%	5.8%	6.9%	
Disagree strongly	3.7%	1.5%	2.0%	5.9%	2.3%	2.6%	0.0%	0.3%	1.4%	
Total(n)	27	1,517	1,657	17	895	851	10	622	806	
Mean	2.96	3.23	3.16	2.94	3.15	3.08	3.00	3.34	3.24	
Standard deviation	0.59	0.66	0.67	0.75	0.69	0.69	0.00	0.60	0.64	
Significance	-	*		-			-			
Effect size	-	-0.41	-0.30	-	-0.30	-0.20	-	-0.57	-0.38	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	59.3%	56.7%	67.1%	47.1%	48.6%	59.7%	80.0%	68.3%	75.0%	
Agree somewhat	33.3%	38.9%	29.3%	41.2%	45.5%	35.3%	20.0%	29.4%	23.0%	
Disagree somewhat	7.4%	3.4%	2.4%	11.8%	4.2%	3.4%	0.0%	2.3%	1.4%	
Disagree strongly	0.0%	1.0%	1.1%	0.0%	1.7%	1.5%	0.0%	0.0%	0.6%	
Total(n)	27	1,517	1,656	17	895	852	10	622	804	
Mean	3.52	3.51	3.63	3.35	3.41	3.53	3.80	3.66	3.72	
Standard deviation	0.64	0.61	0.59	0.70	0.65	0.64	0.42	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.02	-0.19	-	-0.09	-0.28	-	0.27	0.16	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	0.0%	1.9%	1.8%	0.0%	2.1%	2.0%	0.0%	1.6%	1.6%	
Agree somewhat	11.1%	13.7%	13.6%	17.6%	16.9%	18.4%	0.0%	9.0%	8.5%	
Disagree somewhat	51.9%	42.1%	40.7%	41.2%	43.4%	42.7%	70.0%	40.2%	38.5%	
Disagree strongly	37.0%	42.3%	43.9%	41.2%	37.6%	36.9%	30.0%	49.2%	51.4%	
Total(n)	27	1,519	1,652	17	897	850	10	622	802	
Mean	1.74	1.75	1.73	1.76	1.84	1.85	1.70	1.63	1.60	
Standard deviation	0.66	0.76	0.76	0.75	0.78	0.78	0.48	0.71	0.71	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	-0.10	-0.12	-	0.10	0.14	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should be concerned with facilitating undergraduate students' spiritual development										
Agree strongly	0.0%	20.8%	6.9%	0.0%	23.6%	8.2%	0.0%	16.7%	5.5%	
Agree somewhat	38.5%	31.9%	28.3%	47.1%	32.2%	28.2%	22.2%	31.5%	28.4%	
Disagree somewhat	30.8%	25.4%	34.7%	29.4%	21.7%	32.7%	33.3%	30.9%	36.9%	
Disagree strongly	30.8%	21.9%	30.1%	23.5%	22.6%	30.9%	44.4%	20.9%	29.3%	
Total(n)	26	1,517	1,657	17	895	854	9	622	803	
Mean	2.08	2.52	2.12	2.24	2.57	2.14	1.78	2.44	2.10	
Standard deviation	0.84	1.05	0.92	0.83	1.08	0.95	0.83	1.00	0.89	
Significance	-	*		-			-	*		
Effect size	-	-0.42	-0.04	-	-0.31	0.11	-	-0.66	-0.36	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	15.4%	30.0%	27.3%	23.5%	25.9%	23.7%	0.0%	36.0%	31.0%	
Agree somewhat	80.8%	58.2%	58.9%	70.6%	60.8%	60.4%	100.0%	54.4%	57.4%	
Disagree somewhat	3.8%	9.7%	11.2%	5.9%	10.5%	12.2%	0.0%	8.7%	10.2%	
Disagree strongly	0.0%	2.0%	2.6%	0.0%	2.8%	3.7%	0.0%	1.0%	1.4%	
Total(n)	26	1,518	1,661	17	895	855	9	623	806	
Mean	3.12	3.16	3.11	3.18	3.10	3.04	3.00	3.25	3.18	
Standard deviation	0.43	0.67	0.69	0.53	0.68	0.71	0.00	0.65	0.66	
Significance	-			-			-			
Effect size	-	-0.06	0.01	-	0.12	0.20	-	-0.38	-0.27	Civic Minded Values
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	12.0%	10.9%	9.6%	18.8%	9.9%	9.3%	0.0%	12.4%	10.0%	
Agree somewhat	32.0%	42.3%	45.0%	25.0%	43.0%	45.9%	44.4%	41.3%	44.1%	
Disagree somewhat	56.0%	36.3%	35.6%	56.3%	36.5%	34.4%	55.6%	36.0%	36.9%	
Disagree strongly	0.0%	10.5%	9.7%	0.0%	10.7%	10.4%	0.0%	10.3%	9.0%	
Total(n)	25	1,511	1,634	16	891	843	9	620	791	
Mean	2.56	2.54	2.55	2.63	2.52	2.54	2.44	2.56	2.55	
Standard deviation	0.71	0.82	0.80	0.81	0.81	0.80	0.53	0.84	0.79	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	0.14	0.11	-	-0.14	-0.14	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should prohibit racist/sexist speech on campus										
Agree strongly	30.8%	34.9%	34.3%	29.4%	30.8%	27.3%	33.3%	41.0%	41.8%	
Agree somewhat	42.3%	32.0%	28.7%	29.4%	32.6%	27.2%	66.7%	31.1%	30.3%	
Disagree somewhat	19.2%	24.3%	26.8%	29.4%	26.2%	31.5%	0.0%	21.6%	21.8%	
Disagree strongly	7.7%	8.8%	10.2%	11.8%	10.5%	14.0%	0.0%	6.3%	6.1%	
Total(n)	26	1,511	1,649	17	894	850	9	617	799	
Mean	2.96	2.93	2.87	2.76	2.84	2.68	3.33	3.07	3.08	
Standard deviation	0.92	0.97	1.00	1.03	0.98	1.02	0.50	0.94	0.94	
Significance	-			-			-			
Effect size	-	0.03	0.09	-	-0.08	0.08	-	0.28	0.27	
This institution should not offer remedial/developmental education										
Agree strongly	3.7%	4.2%	5.6%	5.9%	5.4%	6.3%	0.0%	2.6%	4.8%	
Agree somewhat	33.3%	16.4%	16.9%	35.3%	20.2%	18.1%	30.0%	10.8%	15.8%	
Disagree somewhat	55.6%	49.2%	43.8%	52.9%	51.0%	46.1%	60.0%	46.7%	41.4%	
Disagree strongly	7.4%	30.2%	33.6%	5.9%	23.5%	29.5%	10.0%	39.9%	38.0%	
Total(n)	27	1,510	1,659	17	891	853	10	619	806	
Mean	2.33	1.95	1.95	2.41	2.08	2.01	2.20	1.76	1.87	
Standard deviation	0.68	0.80	0.85	0.71	0.80	0.85	0.63	0.74	0.85	
Significance	-	*	*	-			-			
Effect size	-	0.48	0.45	-	0.41	0.47	-	0.59	0.39	

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$20,000	0.0%	0.4%	0.0%	0.0%	0.2%	0.0%	0.0%	0.8%	0.0%	
\$20,000 - \$29,999	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.1%	0.5%	0.0%	0.2%	0.4%	0.0%	0.0%	0.7%	
\$40,000 - \$49,999	0.0%	2.0%	3.6%	0.0%	2.1%	3.4%	0.0%	1.9%	3.8%	
\$50,000 - \$59,999	17.6%	5.9%	12.7%	20.0%	3.5%	11.3%	14.3%	9.7%	14.3%	
\$60,000 - \$69,999	29.4%	12.2%	17.7%	30.0%	8.3%	16.6%	28.6%	18.5%	19.0%	
\$70,000 - \$79,999	29.4%	12.7%	21.2%	20.0%	9.7%	20.6%	42.9%	17.8%	21.9%	
\$80,000 - \$89,999	5.9%	13.0%	13.6%	10.0%	13.0%	11.7%	0.0%	13.1%	15.8%	
\$90,000 - \$99,999	0.0%	12.7%	8.9%	0.0%	13.0%	9.7%	0.0%	12.4%	8.0%	
\$100,000 - \$124,999	17.6%	22.1%	14.3%	20.0%	25.7%	17.2%	14.3%	16.2%	10.9%	
\$125,000 - \$149,999	0.0%	8.5%	5.5%	0.0%	11.1%	6.7%	0.0%	4.2%	4.0%	
\$150,000 or more	0.0%	10.1%	1.9%	0.0%	13.0%	2.2%	0.0%	5.4%	1.6%	
Total(n)	17	683	953	10	424	505	7	259	448	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	
\$20,000 - \$29,999	0.0%	0.3%	0.2%	0.0%	0.5%	0.0%	0.0%	0.0%	0.3%	
\$30,000 - \$39,999	0.0%	0.5%	1.2%	0.0%	0.3%	0.7%	0.0%	0.7%	1.6%	
\$40,000 - \$49,999	0.0%	2.0%	4.0%	0.0%	1.4%	3.1%	0.0%	2.8%	4.8%	
\$50,000 - \$59,999	0.0%	7.2%	10.2%	0.0%	4.6%	11.9%	0.0%	10.5%	8.7%	
\$60,000 - \$69,999	50.0%	11.3%	14.0%	50.0%	9.2%	11.2%	50.0%	13.9%	16.7%	
\$70,000 - \$79,999	25.0%	10.8%	14.7%	33.3%	9.2%	14.2%	0.0%	12.9%	15.1%	
\$80,000 - \$89,999	25.0%	13.1%	16.3%	16.7%	13.2%	14.6%	50.0%	12.9%	17.9%	
\$90,000 - \$99,999	0.0%	12.6%	9.7%	0.0%	11.4%	11.5%	0.0%	14.3%	8.0%	
\$100,000 - \$124,999	0.0%	17.5%	20.1%	0.0%	19.7%	24.1%	0.0%	14.6%	16.3%	
\$125,000 - \$149,999	0.0%	10.7%	6.1%	0.0%	12.7%	5.1%	0.0%	8.0%	7.1%	
\$150,000 or more	0.0%	14.0%	3.6%	0.0%	17.8%	3.7%	0.0%	9.1%	3.5%	
Total(n)	8	657	607	6	370	295	2	287	312	
Your base institutional salary reported above is based on:										
Less than 9 months	0.0%	7.9%	3.2%	0.0%	8.1%	3.0%	0.0%	7.7%	3.4%	
9/10 months	69.2%	47.0%	59.0%	64.7%	49.1%	61.1%	77.8%	44.0%	56.9%	
11/12 months	30.8%	45.0%	37.8%	35.3%	42.8%	35.9%	22.2%	48.3%	39.7%	
Total(n)	26	1,486	1,636	17	879	841	9	607	795	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What percentage of your current year's income comes from:										
Base salary from this institution										
100%	40.7%	34.1%	45.3%	47.1%	28.6%	42.4%	30.0%	42.0%	48.3%	
75% to 99%	55.6%	53.2%	46.9%	47.1%	55.8%	47.6%	70.0%	49.5%	46.0%	
74% to 50%	3.7%	10.8%	6.0%	5.9%	13.7%	7.7%	0.0%	6.7%	4.3%	
25% to 49%	0.0%	1.5%	1.6%	0.0%	1.8%	2.0%	0.0%	1.1%	1.1%	
1% to 24%	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.0%	0.5%	0.1%	
0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	
Total(n)	27	1,496	1,639	17	884	842	10	612	797	
Other income from this institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.4%	0.1%	0.0%	0.2%	0.1%	0.0%	0.7%	0.1%	
25% to 49%	0.0%	6.0%	2.5%	0.0%	7.7%	2.9%	0.0%	3.6%	2.1%	
1% to 24%	40.0%	41.1%	34.8%	25.0%	43.7%	36.7%	66.7%	37.2%	32.9%	
0%	60.0%	52.4%	62.5%	75.0%	48.2%	60.3%	33.3%	58.5%	64.9%	
Total(n)	25	1,447	1,593	16	859	818	9	588	775	
Income from another academic institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	
25% to 49%	4.0%	0.8%	0.6%	6.3%	0.8%	0.6%	0.0%	0.7%	0.5%	
1% to 24%	4.0%	7.9%	6.9%	0.0%	7.7%	7.5%	11.1%	8.3%	6.3%	
0%	92.0%	91.2%	92.5%	93.8%	91.3%	91.9%	88.9%	91.0%	93.2%	
Total(n)	25	1,426	1,575	16	848	810	9	578	765	
Non-academic income										
100%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.0%	
75% to 99%	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.7%	0.3%	
74% to 50%	0.0%	1.2%	1.7%	0.0%	1.5%	2.1%	0.0%	0.7%	1.3%	
25% to 49%	0.0%	5.0%	4.2%	0.0%	6.6%	5.3%	0.0%	2.6%	3.1%	
1% to 24%	36.0%	31.5%	24.5%	37.5%	34.8%	26.0%	33.3%	26.7%	23.0%	
0%	64.0%	61.9%	69.4%	62.5%	56.9%	66.5%	66.7%	69.2%	72.4%	
Total(n)	25	1,446	1,587	16	861	816	9	585	771	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1981 or later	0.0%	0.4%	0.1%	0.0%	0.2%	0.0%	0.0%	0.7%	0.1%	
1986 - 1980	0.0%	2.7%	2.0%	0.0%	2.3%	1.8%	0.0%	3.4%	2.3%	
1971 - 1975	7.7%	5.6%	6.9%	11.8%	5.0%	6.7%	0.0%	6.4%	7.2%	
1966 - 1970	19.2%	11.9%	15.9%	17.6%	11.1%	15.2%	22.2%	13.1%	16.6%	
1961 - 1965	26.9%	14.5%	17.1%	17.6%	14.1%	16.9%	44.4%	15.1%	17.4%	
1956 - 1960	15.4%	16.5%	17.2%	17.6%	15.9%	16.6%	11.1%	17.4%	17.8%	
1951 - 1955	15.4%	20.3%	19.1%	11.8%	19.9%	20.0%	22.2%	20.9%	18.1%	
1946 - 1950	15.4%	17.3%	14.2%	23.5%	18.4%	14.4%	0.0%	15.8%	14.1%	
1941 - 1945	0.0%	8.2%	5.9%	0.0%	9.8%	6.3%	0.0%	5.9%	5.5%	
1940 or earlier	0.0%	2.5%	1.6%	0.0%	3.4%	2.3%	0.0%	1.3%	0.9%	
Total(n)	26	1,495	1,630	17	886	842	9	609	788	
Year of highest degree now held										
1973 or earlier	0.0%	7.1%	4.4%	0.0%	9.8%	5.6%	0.0%	3.1%	3.0%	
1974 - 1978	3.8%	9.6%	7.8%	5.9%	12.3%	9.5%	0.0%	5.6%	6.1%	
1979 - 1983	11.5%	11.8%	10.5%	5.9%	13.8%	11.7%	22.2%	8.9%	9.3%	
1984 - 1988	19.2%	14.0%	14.0%	23.5%	13.9%	14.3%	11.1%	14.2%	13.6%	
1989 - 1993	19.2%	17.0%	17.8%	17.6%	15.7%	17.5%	22.2%	19.0%	18.2%	
1994 - 1998	23.1%	17.2%	18.7%	23.5%	16.3%	17.4%	22.2%	18.5%	20.1%	
1999 - 2003	19.2%	13.4%	17.8%	17.6%	11.4%	16.7%	22.2%	16.2%	19.1%	
2004 - 2008	3.8%	8.5%	7.4%	5.9%	5.6%	6.3%	0.0%	12.7%	8.5%	
2009 or later	0.0%	1.4%	1.6%	0.0%	1.0%	1.1%	0.0%	1.8%	2.1%	
Total(n)	26	1,481	1,632	17	875	840	9	606	792	
Year of appointment at present institution										
1973 or earlier	0.0%	3.6%	2.0%	0.0%	4.6%	2.0%	0.0%	2.1%	1.9%	
1974 - 1978	0.0%	4.9%	4.7%	0.0%	6.8%	5.8%	0.0%	2.3%	3.6%	
1979 - 1983	7.7%	6.8%	7.4%	11.8%	7.8%	8.5%	0.0%	5.3%	6.3%	
1984 - 1988	15.4%	10.6%	10.4%	11.8%	11.1%	11.2%	22.2%	9.7%	9.6%	
1989 - 1993	19.2%	13.8%	14.5%	23.5%	14.2%	13.7%	11.1%	13.2%	15.4%	
1994 - 1998	15.4%	15.1%	17.0%	17.6%	14.8%	17.2%	11.1%	15.5%	16.9%	
1999 - 2003	30.8%	20.6%	25.6%	23.5%	20.1%	24.4%	44.4%	21.4%	26.9%	
2004 - 2008	7.7%	18.9%	15.7%	11.8%	15.2%	15.4%	0.0%	24.2%	16.1%	
2009 or later	3.8%	5.8%	2.5%	0.0%	5.4%	1.8%	11.1%	6.3%	3.3%	
Total(n)	26	1,478	1,613	17	871	832	9	607	781	

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If tenured, year tenure was awarded										
1973 or earlier	0.0%	1.8%	0.6%	0.0%	2.6%	0.8%	0.0%	0.3%	0.3%	
1974 - 1978	0.0%	3.2%	1.2%	0.0%	3.7%	1.1%	0.0%	2.3%	1.4%	
1979 - 1983	0.0%	4.9%	4.1%	0.0%	6.0%	4.9%	0.0%	2.9%	3.3%	
1984 - 1988	8.7%	9.7%	8.5%	13.3%	11.1%	10.2%	0.0%	7.3%	6.7%	
1989 - 1993	8.7%	12.7%	10.6%	6.7%	14.0%	12.2%	12.5%	10.4%	8.9%	
1994 - 1998	26.1%	17.5%	17.3%	26.7%	16.1%	16.0%	25.0%	20.0%	18.8%	
1999 - 2003	13.0%	19.5%	17.2%	13.3%	19.3%	17.4%	12.5%	20.0%	17.0%	
2004 - 2008	43.5%	22.5%	31.3%	40.0%	21.2%	28.8%	50.0%	24.9%	34.2%	
2009 or later	0.0%	8.1%	9.1%	0.0%	6.0%	8.8%	0.0%	11.9%	9.4%	
Total(n)	23	1,080	1,241	15	695	657	8	385	584	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.6%	0.1%	0.0%	0.8%	0.2%	0.0%	0.3%	0.0%	
Biological Sciences (General Area 5)	19.2%	6.1%	7.2%	11.8%	7.1%	7.2%	33.3%	4.6%	7.2%	
Business (General Area 6)	0.0%	4.7%	3.7%	0.0%	5.3%	4.5%	0.0%	3.8%	2.8%	
Education (General Area 10 and Specific Discipline 2102)	3.8%	10.5%	8.3%	5.9%	7.3%	4.8%	0.0%	15.0%	12.0%	
Engineering (General Area 11)	0.0%	4.5%	1.3%	0.0%	6.6%	1.9%	0.0%	1.4%	0.7%	
English (General Area 12)	7.7%	5.9%	7.9%	5.9%	4.9%	7.3%	11.1%	7.3%	8.7%	
Health-related (General Area 15)	0.0%	6.7%	2.8%	0.0%	4.2%	1.4%	0.0%	10.4%	4.2%	
History or Political Science (Specific Discipline 3007,3009)	7.7%	5.6%	7.9%	11.8%	6.1%	9.6%	0.0%	4.8%	6.2%	
Humanities (General Area 14,24)	11.5%	9.6%	14.0%	17.6%	9.1%	14.2%	0.0%	10.2%	13.7%	
Fine Arts (General Area 2,4,22)	19.2%	8.4%	10.5%	17.6%	8.1%	10.8%	22.2%	8.8%	10.3%	
Mathematics or Statistics (General Area 18)	3.8%	2.0%	3.0%	0.0%	2.8%	3.4%	11.1%	0.8%	2.6%	
Physical Sciences (General Area 25)	7.7%	4.7%	7.5%	11.8%	6.6%	9.7%	0.0%	1.9%	5.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.4%	14.8%	15.5%	11.8%	15.0%	15.1%	22.2%	14.5%	15.9%	
Other Technical (General Area 8,19,28)	0.0%	2.0%	2.1%	0.0%	2.9%	2.7%	0.0%	0.6%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	3.8%	14.1%	8.2%	5.9%	13.1%	7.3%	0.0%	15.5%	9.1%	
Total(n)	26	1,526	1,662	17	899	853	9	627	809	

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Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.3%	0.2%	0.0%	0.4%	0.4%	0.0%	0.2%	0.0%	
Biological Sciences (General Area 5)	18.5%	5.3%	6.1%	11.8%	6.3%	6.3%	30.0%	3.9%	5.8%	
Business (General Area 6)	0.0%	5.8%	4.6%	0.0%	6.1%	5.4%	0.0%	5.3%	3.8%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	7.8%	6.5%	0.0%	5.2%	3.2%	0.0%	11.4%	10.0%	
Engineering (General Area 11)	0.0%	4.8%	1.0%	0.0%	7.0%	1.5%	0.0%	1.6%	0.5%	
English (General Area 12)	0.0%	6.0%	7.5%	0.0%	4.8%	6.7%	0.0%	7.7%	8.4%	
Health-related (General Area 15)	0.0%	8.6%	4.0%	0.0%	5.0%	1.9%	0.0%	13.8%	6.3%	
History or Political Science (Specific Discipline 3007,3009)	7.4%	4.8%	8.0%	11.8%	4.8%	9.8%	0.0%	4.8%	6.1%	
Humanities (General Area 14,24)	18.5%	9.5%	13.5%	29.4%	9.2%	14.4%	0.0%	10.0%	12.5%	
Fine Arts (General Area 2,4,22)	22.2%	8.6%	11.2%	17.6%	8.6%	10.8%	30.0%	8.7%	11.6%	
Mathematics or Statistics (General Area 18)	3.7%	1.9%	3.0%	0.0%	2.2%	3.6%	10.0%	1.4%	2.3%	
Physical Sciences (General Area 25)	7.4%	4.3%	7.5%	11.8%	6.1%	9.5%	0.0%	1.6%	5.3%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	18.5%	11.8%	14.4%	17.6%	12.7%	14.4%	20.0%	10.6%	14.3%	
Other Technical (General Area 8,19,28)	0.0%	2.8%	2.8%	0.0%	3.9%	3.8%	0.0%	1.1%	1.9%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	3.7%	17.7%	9.7%	0.0%	17.6%	8.3%	10.0%	18.0%	11.1%	
Total(n)	27	1,522	1,662	17	899	853	10	623	809	

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many children do you have in the following age ranges?										
Under 18 years old										
0	50.0%	61.2%	58.2%	58.8%	58.7%	55.6%	33.3%	64.7%	60.9%	
1	11.5%	17.5%	18.3%	5.9%	16.5%	17.3%	22.2%	18.9%	19.4%	
2	30.8%	14.3%	18.6%	23.5%	15.7%	20.9%	44.4%	12.4%	16.3%	
3	7.7%	4.0%	3.8%	11.8%	4.6%	4.6%	0.0%	3.1%	2.9%	
4+	0.0%	3.1%	1.2%	0.0%	4.5%	1.7%	0.0%	1.0%	0.6%	
Total(n)	26	1,507	1,644	17	887	844	9	620	800	
18 years or older										
0	66.7%	48.1%	56.2%	70.6%	42.2%	52.6%	60.0%	56.4%	60.1%	
1	14.8%	14.1%	14.9%	17.6%	14.4%	13.3%	10.0%	13.5%	16.6%	
2	14.8%	21.8%	19.8%	5.9%	23.4%	22.7%	30.0%	19.5%	16.6%	
3	3.7%	8.3%	5.8%	5.9%	9.7%	7.1%	0.0%	6.1%	4.5%	
4+	0.0%	7.9%	3.3%	0.0%	10.2%	4.4%	0.0%	4.5%	2.1%	
Total(n)	27	1,515	1,650	17	893	850	10	622	800	
How would you characterize your political views?										
Far left	15.4%	7.6%	14.2%	11.8%	5.6%	13.4%	22.2%	10.3%	14.9%	
Liberal	46.2%	48.8%	55.1%	52.9%	46.1%	49.3%	33.3%	52.8%	61.2%	
Middle of the road	26.9%	28.5%	21.3%	17.6%	29.8%	24.6%	44.4%	26.7%	17.8%	
Conservative	11.5%	14.9%	9.3%	17.6%	18.3%	12.5%	0.0%	10.0%	5.9%	
Far right	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	
Total(n)	26	1,509	1,638	17	890	841	9	619	797	
Are you currently: (Mark one)										
Single	11.1%	9.2%	9.1%	17.6%	6.5%	6.4%	0.0%	13.1%	11.9%	
Married	77.8%	79.4%	77.4%	70.6%	86.0%	85.3%	90.0%	69.9%	69.0%	
Unmarried, living with partner	7.4%	3.7%	5.6%	11.8%	2.6%	3.9%	0.0%	5.3%	7.4%	
Divorced	3.7%	5.3%	5.8%	0.0%	3.0%	3.4%	10.0%	8.6%	8.4%	
Widowed	0.0%	1.1%	1.4%	0.0%	0.8%	0.5%	0.0%	1.6%	2.5%	
Separated	0.0%	1.3%	0.7%	0.0%	1.1%	0.6%	0.0%	1.6%	0.9%	
Total(n)	27	1,528	1,665	17	901	855	10	627	810	

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Institutional Profile Report
 Full-time Academic Administrators

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Is English your native language?										
Yes	96.3%	90.2%	91.0%	94.1%	91.0%	91.3%	100.0%	89.0%	90.6%	
No	3.7%	9.8%	9.0%	5.9%	9.0%	8.7%	0.0%	11.0%	9.4%	
Total(n)	27	1,530	1,665	17	902	855	10	628	810	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	0.0%	0.9%	1.6%	0.0%	0.4%	1.3%	0.0%	1.6%	1.9%	
Asian American/Asian	3.8%	4.1%	3.5%	5.9%	4.9%	2.8%	0.0%	2.9%	4.1%	
Native Hawaiian/Pacific Islander	0.0%	0.2%	0.3%	0.0%	0.1%	0.2%	0.0%	0.3%	0.4%	
African American/Black	7.7%	2.9%	3.7%	5.9%	2.5%	3.0%	11.1%	3.5%	4.5%	
Mexican American/Chicano	0.0%	0.7%	1.1%	0.0%	0.7%	0.7%	0.0%	0.6%	1.5%	
Puerto Rican	0.0%	0.4%	0.8%	0.0%	0.3%	0.8%	0.0%	0.5%	0.9%	
Other Latino	0.0%	2.0%	2.0%	0.0%	1.6%	2.5%	0.0%	2.6%	1.5%	
White/Caucasian	88.5%	89.5%	89.2%	88.2%	89.3%	90.3%	88.9%	89.9%	88.1%	
Other	3.8%	3.0%	3.0%	5.9%	3.1%	3.8%	0.0%	2.7%	2.2%	
Total(n)	26	1,519	1,648	17	894	843	9	625	805	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.1%	
Asian	3.8%	3.7%	3.2%	5.9%	4.6%	2.3%	0.0%	2.4%	4.1%	
Black	7.7%	2.6%	3.2%	5.9%	2.3%	2.5%	11.1%	3.0%	3.9%	
Hispanic	0.0%	1.9%	2.3%	0.0%	1.9%	2.1%	0.0%	1.9%	2.5%	
White	84.6%	86.4%	85.6%	82.4%	86.4%	86.6%	88.9%	86.6%	84.5%	
Other	0.0%	1.9%	1.8%	0.0%	1.9%	2.4%	0.0%	1.9%	1.2%	
Two or more races/ethnicities	3.8%	3.4%	3.9%	5.9%	2.9%	4.0%	0.0%	4.0%	3.7%	
Total (n)	26	1,519	1,648	17	894	843	9	625	805	

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 Full-time Academic Administrators

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 1										
A	50.0%	0.0%	0.0%	41.2%	0.0%	0.0%	66.7%	0.0%	0.0%	
B	50.0%	0.0%	0.0%	58.8%	0.0%	0.0%	33.3%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	0	0	17	0	0	9	0	0	
Optional Question 2										
A	24.0%	0.0%	0.0%	17.6%	0.0%	0.0%	37.5%	0.0%	0.0%	
B	76.0%	0.0%	0.0%	82.4%	0.0%	0.0%	62.5%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	0	0	17	0	0	8	0	0	
Optional Question 3										
A	8.0%	0.0%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	92.0%	0.0%	0.0%	88.2%	0.0%	0.0%	100.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	0	0	17	0	0	8	0	0	
Optional Question 4										
A	33.3%	0.0%	0.0%	23.5%	0.0%	0.0%	50.0%	0.0%	0.0%	
B	66.7%	0.0%	0.0%	76.5%	0.0%	0.0%	50.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	0	0	17	0	0	10	0	0	
Optional Question 5										
A	79.2%	0.0%	0.0%	81.3%	0.0%	0.0%	75.0%	0.0%	0.0%	
B	20.8%	0.0%	0.0%	18.8%	0.0%	0.0%	25.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	24	0	0	16	0	0	8	0	0	

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 6										
A	58.3%	0.0%	0.0%	56.3%	0.0%	0.0%	62.5%	0.0%	0.0%	
B	41.7%	0.0%	0.0%	43.8%	0.0%	0.0%	37.5%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	24	0	0	16	0	0	8	0	0	
Optional Question 7										
A	37.0%	0.0%	0.0%	35.3%	0.0%	0.0%	40.0%	0.0%	0.0%	
B	63.0%	0.0%	0.0%	64.7%	0.0%	0.0%	60.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	0	0	17	0	0	10	0	0	
Optional Question 8										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 9										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 10										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 11										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 12										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 13										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 14										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 15										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

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

Kenyon College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 16										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 17										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 18										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 19										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Optional Question 20										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	108	3,052	4,267	59	1,812	2,189	49	1,240	2,078
What is your principal activity in your current position at this institution?									
Administration	0.0%	4.7%	4.7%	0.0%	5.1%	4.5%	0.0%	4.1%	5.0%
Teaching	100.0%	62.2%	91.8%	100.0%	58.5%	91.5%	100.0%	68.5%	92.2%
Research	0.0%	32.2%	1.9%	0.0%	35.4%	2.8%	0.0%	26.7%	0.9%
Services to clients and patients	0.0%	0.6%	0.3%	0.0%	0.7%	0.2%	0.0%	0.3%	0.3%
Other	0.0%	0.3%	1.2%	0.0%	0.3%	1.0%	0.0%	0.4%	1.5%
Are you considered a full-time employee of your institution for at least nine months of the current academic year?									
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
What is your present academic rank?									
Professor	39.8%	42.3%	29.8%	47.5%	50.6%	35.1%	30.6%	28.0%	23.4%
Associate professor	26.9%	22.5%	28.8%	25.4%	20.8%	28.7%	28.6%	25.4%	29.0%
Assistant professor	30.6%	24.1%	28.9%	25.4%	20.0%	25.0%	36.7%	31.1%	33.6%
Lecturer	0.9%	7.6%	4.0%	1.7%	6.2%	4.8%	0.0%	10.0%	3.0%
Instructor	1.9%	3.5%	8.4%	0.0%	2.4%	6.4%	4.1%	5.4%	10.9%
What is your tenure status at this institution?									
Tenured	66.7%	57.6%	48.9%	72.9%	65.4%	53.2%	59.2%	44.1%	43.6%
On tenure track, but not tenured	21.3%	21.5%	22.1%	18.6%	17.9%	20.2%	24.5%	27.5%	24.4%
Not on tenure track, but institution has tenure system	12.0%	19.6%	15.8%	8.5%	15.7%	14.2%	16.3%	26.4%	17.7%
Institution has no tenure system	0.0%	1.4%	13.2%	0.0%	1.0%	12.4%	0.0%	1.9%	14.2%
Are you currently serving in an administrative position as:									
Department chair	17.6%	8.0%	15.4%	18.6%	9.7%	15.9%	16.3%	5.2%	14.9%
Dean (associate or assistant)	0.0%	1.2%	1.6%	0.0%	1.4%	1.8%	0.0%	0.7%	1.3%
President	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Vice-president	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%
Provost	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Other	8.3%	16.6%	14.5%	10.2%	16.1%	14.3%	6.1%	17.6%	14.8%
Not applicable	63.0%	60.7%	60.6%	55.9%	58.4%	58.3%	71.4%	64.6%	63.5%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.0%	0.7%	1.3%	0.0%	0.8%	1.4%	0.0%	0.5%	1.3%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	12.0%	9.7%	17.6%	13.6%	7.0%	16.5%	10.2%	14.4%	18.8%
LL.B., J.D.	0.0%	0.9%	0.5%	0.0%	0.6%	0.6%	0.0%	1.4%	0.5%
M.D., D.D.S. (or equivalent)	0.0%	0.7%	0.5%	0.0%	0.9%	0.2%	0.0%	0.3%	0.8%
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.2%	0.5%	0.0%	0.2%	0.7%	0.0%	0.3%	0.4%
Ed.D.	0.0%	2.3%	2.2%	0.0%	1.6%	1.2%	0.0%	3.5%	3.5%
Ph.D.	88.0%	84.3%	76.3%	86.4%	87.8%	78.2%	89.8%	78.4%	73.9%
Other degree	0.0%	1.1%	1.0%	0.0%	1.1%	1.3%	0.0%	1.1%	0.7%
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.5%	0.6%	0.0%	0.5%	0.5%	0.0%	0.5%	0.6%
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Ed.D.	0.0%	0.5%	0.4%	0.0%	0.3%	0.3%	0.0%	0.9%	0.5%
Ph.D.	2.2%	1.4%	5.3%	2.0%	0.8%	4.4%	2.4%	2.4%	6.6%
Other degree	0.0%	1.6%	0.5%	0.0%	1.3%	0.6%	0.0%	2.2%	0.4%
None	97.8%	95.9%	93.1%	98.0%	97.1%	94.1%	97.6%	93.9%	91.8%
Noted as being personally "essential" or "very important":									
Research	84.3%	88.6%	74.4%	83.1%	90.8%	74.3%	85.7%	84.7%	74.6%
Teaching	99.1%	95.0%	97.7%	98.3%	95.7%	97.2%	100.0%	94.0%	98.4%
Service	50.9%	56.7%	64.4%	50.8%	57.3%	60.3%	51.0%	55.5%	69.3%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
During the past two years, have you engaged in any of the following activities?									
Taught an honors course	34.9%	24.5%	21.7%	33.3%	23.5%	22.7%	36.7%	26.3%	20.6%
Taught an interdisciplinary course	63.0%	57.4%	54.0%	64.4%	59.9%	55.6%	61.2%	53.2%	52.1%
Taught an ethnic studies course	14.2%	12.1%	15.9%	10.5%	10.0%	15.9%	18.4%	15.8%	16.0%
Taught a women's studies course	18.9%	6.4%	11.8%	3.5%	1.6%	4.9%	36.7%	14.9%	20.0%
Taught a service learning course	7.5%	15.4%	19.9%	1.8%	13.7%	17.7%	14.3%	18.4%	22.5%
Taught an exclusively web-based course at this	0.9%	6.5%	8.7%	0.0%	5.3%	8.8%	2.0%	8.4%	8.6%
Participated in a teaching enhancement workshop	67.9%	45.9%	69.5%	54.4%	39.0%	65.4%	83.7%	57.9%	74.3%
Advised student groups involved in service/volunteer work	35.8%	39.9%	43.7%	36.8%	39.1%	42.6%	34.7%	41.1%	44.9%
Collaborated with the local community in research/teaching	34.0%	36.8%	40.6%	29.8%	35.6%	35.5%	38.8%	39.0%	46.8%
Conducted research or writing focused on international/global issues	36.8%	38.3%	32.8%	36.8%	36.9%	34.9%	36.7%	40.7%	30.3%
Conducted research or writing focused on racial or ethnic minorities	18.9%	27.1%	25.9%	14.0%	22.8%	23.9%	24.5%	34.5%	28.2%
Conducted research or writing focused on women and gender issues	29.2%	21.8%	25.3%	12.3%	15.9%	18.0%	49.0%	31.9%	34.1%
Engaged undergraduates on <u>your</u> research project	45.8%	60.1%	50.5%	48.3%	65.5%	53.6%	42.9%	50.7%	46.8%
Worked with undergraduates on a research project	76.6%	73.0%	70.4%	72.4%	75.9%	72.5%	81.6%	67.8%	67.9%
Engaged in academic research that spans multiple disciplines	73.1%	75.3%	63.5%	72.9%	77.2%	65.1%	73.5%	72.1%	61.7%
Taught a seminar for first-year students	28.7%	30.1%	36.8%	23.7%	29.9%	37.1%	34.7%	30.5%	36.4%
Taught a capstone course	35.5%	31.8%	41.4%	32.8%	31.7%	42.6%	38.8%	31.9%	39.9%
Taught in a learning community (e.g., FIG, linked courses)	0.0%	4.3%	8.3%	0.0%	3.7%	7.5%	0.0%	5.3%	9.2%
Supervised an undergraduate thesis	75.7%	44.9%	48.8%	72.4%	43.8%	49.3%	79.6%	46.7%	48.2%
Published op-ed pieces or editorials	13.1%	17.3%	12.9%	13.8%	19.2%	15.7%	12.2%	14.0%	9.4%
Received funding for your work from foundations	19.6%	29.6%	19.0%	19.0%	32.4%	20.4%	20.4%	24.6%	17.2%
Received funding for your work from state or federal government	19.6%	34.3%	15.9%	19.0%	39.3%	16.8%	20.4%	25.7%	14.8%
Received funding for your work from business or industry	3.7%	12.1%	5.9%	6.9%	14.9%	7.2%	0.0%	7.2%	4.4%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How many courses are you teaching this term?									
Mean	2.19	1.99	2.67	2.14	1.91	2.69	2.24	2.13	2.65
Median	2	2	3	2	2	3	2	2	3
Mode	2	2	3	2	2	3	2	2	3
Teach at least one course this term at another institution	1.9%	3.3%	4.7%	0.0%	3.2%	3.9%	4.1%	3.3%	5.6%
Type of course taught this term "at this institution"									
General education course									
Teach at least one course	30.6%	17.9%	33.0%	35.6%	19.1%	34.2%	24.5%	16.0%	31.7%
Mean student enrollment	24.9	54.8	23.9	26.7	62.1	24.7	21.5	39.7	22.9
Have teaching/lab assistant or reader/grader assigned	16.7%	51.1%	12.5%	21.4%	52.5%	11.9%	8.3%	48.3%	13.2%
Course required for an undergraduate major									
Teach at least one course	58.3%	52.4%	71.9%	49.2%	49.0%	71.7%	69.4%	58.3%	72.0%
Mean student enrollment	19.0	40.0	21.0	21.2	37.3	21.2	17.1	43.8	20.8
Have teaching/lab assistant or reader/grader assigned	17.7%	49.5%	14.4%	26.4%	51.5%	14.7%	10.3%	46.6%	13.9%
Other undergraduate course									
Teach at least one course	50.9%	36.7%	36.1%	54.2%	37.5%	37.5%	46.9%	35.4%	34.4%
Mean student enrollment	15.9	24.3	16.7	16.0	25.0	16.5	15.7	23.1	16.9
Have teaching/lab assistant or reader/grader assigned	0.6%	31.5%	8.3%	1.0%	34.9%	9.3%	0.0%	25.4%	7.0%
Developmental/remedial course (not for credit)									
Teach at least one course	0.0%	0.5%	0.7%	0.0%	0.5%	1.0%	0.0%	0.7%	0.3%
Mean student enrollment	.	13.2	16.7	.	7.5	17.7	.	19.8	12.4
Have teaching/lab assistant or reader/grader assigned	.	32.4%	18.7%	.	18.6%	23.2%	.	48.5%	0.0%
Non-credit course (other than above)									
Teach at least one course	0.9%	1.1%	0.9%	0.0%	1.4%	1.0%	2.0%	0.5%	0.7%
Mean student enrollment	15.0	18.0	15.1	.	15.2	14.4	15.0	31.6	16.3
Have teaching/lab assistant or reader/grader assigned	0.0%	1.6%	13.0%	.	2.0%	13.2%	0.0%	0.0%	12.7%
Graduate course									
Teach at least one course	0.0%	33.7%	9.7%	0.0%	34.4%	7.6%	0.0%	32.5%	12.3%
Mean student enrollment	.	12.2	14.8	.	12.2	14.6	.	12.0	14.8
Have teaching/lab assistant or reader/grader assigned	.	11.1%	3.4%	.	14.9%	5.8%	.	4.2%	1.7%
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)									
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Do you teach remedial/developmental skills in any of the following areas?									
Reading	11.1%	5.0%	7.4%	10.2%	3.7%	6.8%	12.2%	7.2%	8.2%
Writing	18.5%	10.9%	19.4%	16.9%	8.0%	18.4%	20.4%	15.8%	20.6%
Mathematics	6.5%	3.5%	5.3%	5.1%	4.4%	6.5%	8.2%	2.0%	3.8%
ESL	0.0%	0.5%	1.1%	0.0%	0.4%	1.1%	0.0%	0.8%	1.1%
General academic skills	16.7%	7.7%	12.3%	15.3%	7.5%	11.2%	18.4%	8.0%	13.6%
Other subject areas	9.3%	4.4%	7.0%	5.1%	3.9%	5.7%	14.3%	5.2%	8.5%
Have you engaged in any of the following professional development opportunities at your institution?									
Paid workshops outside the institution focused on teaching									
Yes	29.9%	14.3%	29.6%	32.8%	13.0%	28.5%	26.5%	16.6%	31.0%
No	65.4%	79.5%	61.9%	67.2%	83.2%	65.5%	63.3%	73.1%	57.4%
Not eligible	1.9%	1.0%	1.6%	0.0%	0.8%	1.4%	4.1%	1.3%	1.9%
Not available	2.8%	5.1%	6.9%	0.0%	2.9%	4.6%	6.1%	8.9%	9.7%
Paid sabbatical leave									
Yes	74.1%	49.2%	42.7%	79.7%	53.3%	45.3%	67.3%	42.2%	39.6%
No	16.7%	35.0%	38.4%	15.3%	34.2%	38.3%	18.4%	36.6%	38.4%
Not eligible	9.3%	14.0%	13.9%	5.1%	11.8%	11.8%	14.3%	17.8%	16.5%
Not available	0.0%	1.7%	5.0%	0.0%	0.8%	4.6%	0.0%	3.4%	5.6%
Travel funds paid by the institution									
Yes	87.0%	71.1%	81.2%	86.4%	67.7%	80.4%	87.8%	77.0%	82.3%
No	13.0%	24.3%	15.9%	13.6%	28.7%	16.8%	12.2%	16.7%	14.7%
Not eligible	0.0%	2.3%	1.3%	0.0%	1.9%	1.2%	0.0%	3.0%	1.4%
Not available	0.0%	2.2%	1.6%	0.0%	1.6%	1.6%	0.0%	3.3%	1.6%
Internal grants for research									
Yes	73.1%	52.0%	48.4%	74.6%	53.7%	48.8%	71.4%	49.0%	47.9%
No	25.0%	43.0%	44.4%	25.4%	43.4%	45.0%	24.5%	42.2%	43.6%
Not eligible	1.9%	3.3%	3.0%	0.0%	2.1%	1.4%	4.1%	5.4%	4.9%
Not available	0.0%	1.7%	4.2%	0.0%	0.8%	4.8%	0.0%	3.3%	3.6%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Have you engaged in any of the following professional development opportunities at your institution?									
Training for administrative leadership									
Yes	21.5%	10.8%	12.7%	25.9%	12.6%	13.6%	16.3%	7.7%	11.6%
No	63.6%	80.4%	71.4%	65.5%	81.6%	74.4%	61.2%	78.2%	67.8%
Not eligible	5.6%	3.6%	3.8%	5.2%	2.3%	2.4%	6.1%	6.0%	5.5%
Not available	9.3%	5.2%	12.1%	3.4%	3.5%	9.5%	16.3%	8.1%	15.1%
Received incentives to develop new courses									
Yes	26.2%	19.8%	30.2%	25.9%	20.4%	28.8%	26.5%	18.6%	32.0%
No	66.4%	74.0%	58.7%	72.4%	75.2%	61.7%	59.2%	71.8%	55.1%
Not eligible	1.9%	1.5%	2.4%	0.0%	0.6%	1.9%	4.1%	3.0%	2.9%
Not available	5.6%	4.8%	8.7%	1.7%	3.7%	7.6%	10.2%	6.6%	10.1%
Received incentives to integrate new technology into your classroom									
Yes	28.0%	17.2%	17.7%	34.5%	17.7%	17.6%	20.4%	16.3%	17.8%
No	67.3%	77.5%	71.1%	63.8%	78.5%	73.0%	71.4%	75.7%	68.8%
Not eligible	0.0%	1.3%	1.3%	0.0%	0.3%	0.9%	0.0%	3.0%	1.8%
Not available	4.7%	4.0%	9.9%	1.7%	3.4%	8.5%	8.2%	5.0%	11.6%
How many of the following have you published?									
Articles in academic or professional journals									
None	16.8%	10.0%	23.8%	11.9%	6.9%	21.6%	22.9%	15.3%	26.5%
1-2	18.7%	11.0%	21.2%	16.9%	10.2%	20.0%	20.8%	12.5%	22.6%
3-4	21.5%	11.8%	15.8%	16.9%	9.8%	14.5%	27.1%	15.5%	17.5%
5-10	16.8%	16.8%	20.3%	18.6%	13.7%	21.1%	14.6%	22.2%	19.4%
11-20	20.6%	15.9%	10.2%	28.8%	15.5%	11.2%	10.4%	16.7%	9.0%
21-50	5.6%	16.3%	7.2%	6.8%	18.6%	9.4%	4.2%	12.3%	4.6%
51+	0.0%	18.1%	1.4%	0.0%	25.3%	2.2%	0.0%	5.7%	0.5%
Chapters in edited volumes									
None	38.3%	29.9%	54.6%	37.3%	27.5%	55.4%	39.6%	34.0%	53.8%
1-2	33.6%	22.8%	25.8%	33.9%	20.2%	22.7%	33.3%	27.2%	29.6%
3-4	17.8%	13.8%	11.6%	18.6%	13.4%	12.5%	16.7%	14.5%	10.5%
5-10	6.5%	19.7%	5.8%	5.1%	22.8%	6.6%	8.3%	14.2%	4.8%
11-20	1.9%	8.5%	1.6%	1.7%	9.5%	2.2%	2.1%	6.6%	1.0%
21-50	1.9%	4.4%	0.5%	3.4%	5.2%	0.7%	0.0%	2.9%	0.3%
51+	0.0%	1.1%	0.0%	0.0%	1.4%	0.0%	0.0%	0.6%	0.0%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How many of the following have you published?									
Books, manuals, or monographs									
None	62.6%	49.6%	67.0%	59.3%	45.6%	62.3%	66.7%	56.6%	72.7%
1-2	24.3%	25.8%	23.9%	25.4%	26.2%	26.4%	22.9%	25.1%	20.9%
3-4	6.5%	12.1%	5.4%	6.8%	12.4%	6.5%	6.3%	11.7%	4.1%
5-10	4.7%	9.6%	2.9%	6.8%	11.5%	3.7%	2.1%	6.3%	1.9%
11-20	1.9%	2.8%	0.6%	1.7%	4.2%	0.9%	2.1%	0.2%	0.3%
21-50	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other, such as patents or computer software products									
None	89.5%	81.5%	91.5%	87.7%	77.2%	90.1%	91.7%	89.0%	93.1%
1-2	8.6%	8.7%	5.5%	10.5%	11.3%	5.8%	6.3%	4.1%	5.1%
3-4	1.0%	3.8%	1.1%	0.0%	4.4%	1.2%	2.1%	2.6%	0.9%
5-10	1.0%	2.4%	1.3%	1.8%	3.1%	1.9%	0.0%	1.2%	0.5%
11-20	0.0%	1.7%	0.2%	0.0%	2.6%	0.3%	0.0%	0.2%	0.2%
21-50	0.0%	1.5%	0.2%	0.0%	0.8%	0.4%	0.0%	2.6%	0.0%
51+	0.0%	0.4%	0.2%	0.0%	0.5%	0.2%	0.0%	0.2%	0.1%
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?									
None	78.3%	86.6%	80.1%	77.6%	88.3%	77.1%	79.2%	83.8%	83.8%
1-2	6.6%	5.2%	7.6%	10.3%	4.2%	7.7%	2.1%	7.1%	7.5%
3-4	3.8%	2.7%	5.1%	3.4%	2.5%	6.2%	4.2%	3.2%	3.7%
5-10	8.5%	3.9%	3.4%	3.4%	3.6%	3.8%	14.6%	4.4%	2.9%
11-20	1.9%	0.9%	2.0%	3.4%	1.1%	2.7%	0.0%	0.7%	1.1%
21-50	0.9%	0.2%	1.0%	1.7%	0.2%	1.4%	0.0%	0.1%	0.6%
51+	0.0%	0.4%	0.7%	0.0%	0.2%	1.1%	0.0%	0.8%	0.3%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How many of your professional writings have been published or accepted for publication in the last two years?									
None	23.4%	16.9%	35.0%	18.6%	14.4%	34.0%	29.2%	21.2%	36.1%
1-2	39.3%	23.2%	37.4%	47.5%	23.6%	34.4%	29.2%	22.7%	41.0%
3-4	22.4%	26.4%	17.5%	22.0%	25.2%	18.1%	22.9%	28.5%	16.7%
5-10	13.1%	24.5%	8.9%	11.9%	25.5%	11.7%	14.6%	22.9%	5.4%
11-20	1.9%	5.5%	1.1%	0.0%	6.6%	1.6%	4.2%	3.7%	0.6%
21-50	0.0%	3.0%	0.1%	0.0%	4.1%	0.1%	0.0%	1.0%	0.1%
51+	0.0%	0.5%	0.1%	0.0%	0.7%	0.1%	0.0%	0.1%	0.1%
Do you, "to a great extent":									
Feel that the training you received in graduate school prepared you well for your role as a faculty member	50.9%	52.3%	43.2%	59.3%	53.0%	46.3%	40.8%	51.2%	39.4%
Achieve a healthy balance between your personal life and your professional life	30.6%	32.3%	31.8%	35.6%	33.7%	36.3%	24.5%	29.7%	26.5%
Experience close alignment between your work and your personal values	67.6%	64.4%	60.8%	71.2%	67.2%	60.6%	63.3%	59.7%	61.0%
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar	11.1%	25.7%	23.4%	6.8%	20.6%	19.0%	16.3%	34.4%	28.7%
Mentor new faculty	28.7%	21.4%	21.9%	25.4%	20.9%	18.9%	32.7%	22.4%	25.6%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
In your interactions with undergraduates, how "frequently" do you encourage them to:									
Ask questions in class	98.1%	94.6%	97.3%	98.3%	92.9%	95.7%	98.0%	97.5%	99.2%
Support their opinions with a logical argument	93.5%	81.7%	85.5%	96.6%	77.9%	82.9%	89.8%	88.3%	88.6%
Seek solutions to problems and explain them to others	73.8%	72.1%	74.1%	74.1%	68.7%	72.7%	73.5%	78.0%	75.8%
Revise their papers to improve their writing	59.8%	53.4%	62.2%	53.4%	47.5%	57.8%	67.3%	63.5%	67.5%
Evaluate the quality or reliability of information they receive	78.5%	66.9%	71.7%	75.9%	61.5%	66.8%	81.6%	76.2%	77.6%
Take risks for potential gains	45.8%	36.0%	43.7%	50.0%	33.1%	45.5%	40.8%	41.2%	41.4%
Seek alternative solutions to a problem	57.0%	59.2%	61.8%	58.6%	57.2%	60.2%	55.1%	62.6%	63.7%
Look up scientific research articles and resources	49.1%	58.9%	50.5%	49.2%	59.1%	46.9%	49.0%	58.6%	54.7%
Explore topics on their own, even though it was not required for a class	63.9%	56.5%	50.9%	64.4%	55.1%	49.9%	63.3%	58.9%	52.1%
Accept mistakes as part of the learning process	75.9%	72.9%	76.6%	79.7%	70.4%	74.5%	71.4%	77.1%	79.0%
Seek feedback on their academic work	81.5%	71.8%	78.1%	83.1%	68.2%	72.5%	79.6%	77.9%	85.0%
Integrate skills and knowledge from different sources and experiences	75.9%	72.9%	76.5%	76.3%	71.4%	72.4%	75.5%	75.4%	81.5%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Methods you use in "all" or "most" of the courses you teach:									
Multiple-choice exams	8.4%	20.0%	21.4%	6.9%	18.9%	21.2%	10.2%	22.1%	21.5%
Essay exams	53.7%	42.1%	44.1%	50.8%	41.1%	44.3%	57.1%	43.9%	43.8%
Short-answer exams	50.0%	40.6%	43.6%	54.2%	42.1%	45.3%	44.9%	37.9%	41.5%
Quizzes	38.9%	28.6%	35.9%	40.7%	27.7%	36.2%	36.7%	30.0%	35.4%
Weekly essay assignments	17.8%	21.6%	22.5%	10.3%	17.8%	20.1%	26.5%	28.0%	25.3%
Student presentations	46.7%	43.8%	51.7%	36.2%	37.8%	44.1%	59.2%	54.1%	60.8%
Term/research papers	43.5%	51.1%	47.9%	42.4%	50.0%	45.1%	44.9%	53.0%	51.3%
Student evaluations of each others' work	18.7%	15.9%	25.4%	13.8%	10.7%	20.8%	24.5%	24.8%	31.0%
Grading on a curve	18.7%	21.8%	11.2%	19.0%	24.7%	13.3%	18.4%	16.7%	8.5%
Competency-based grading	43.3%	47.9%	51.0%	41.4%	45.7%	49.6%	45.7%	51.7%	52.7%
Class discussions	90.7%	82.5%	85.1%	88.1%	77.6%	81.7%	93.9%	90.9%	89.2%
Cooperative learning (small groups)	60.7%	50.4%	65.9%	53.4%	44.5%	58.8%	69.4%	60.5%	74.4%
Experiential learning/Field studies	20.6%	23.1%	27.2%	20.7%	20.7%	25.4%	20.4%	27.2%	29.4%
Teaching assistants	4.7%	24.2%	6.4%	3.4%	25.4%	7.5%	6.1%	22.1%	5.0%
Recitals/Demonstrations	23.4%	18.3%	20.0%	24.1%	19.4%	20.3%	22.4%	16.5%	19.6%
Group projects	24.5%	25.5%	36.5%	20.7%	23.2%	32.4%	29.2%	29.5%	41.5%
Extensive lecturing	28.0%	46.6%	37.7%	34.5%	52.8%	46.4%	20.4%	35.8%	27.1%
Multiple drafts of written work	25.2%	22.3%	31.4%	19.0%	18.9%	28.2%	32.7%	28.2%	35.3%
Student-selected topics for course content	18.7%	20.4%	22.0%	15.5%	19.7%	20.2%	22.4%	21.5%	24.1%
Reflective writing/journaling	14.8%	13.2%	21.3%	8.5%	10.5%	18.3%	22.4%	17.9%	24.9%
Community service as part of coursework	1.9%	3.5%	6.2%	3.4%	2.0%	6.0%	0.0%	6.2%	6.5%
Electronic quizzes with immediate feedback in class	2.8%	5.4%	4.9%	3.4%	4.7%	3.8%	2.0%	6.6%	6.1%
Using real-life problems	37.0%	46.8%	55.4%	35.6%	45.2%	55.1%	38.8%	49.7%	55.8%
Using student inquiry to drive learning	46.7%	45.4%	48.8%	42.4%	40.5%	45.4%	52.1%	53.8%	52.9%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Personal goals noted as "essential" or "very important":									
Becoming an authority in my field	52.8%	79.6%	60.7%	57.6%	81.9%	60.5%	46.9%	75.4%	61.0%
Influencing the political structure	14.8%	22.8%	21.4%	10.2%	20.8%	20.3%	20.4%	26.4%	22.7%
Influencing social values	38.9%	45.5%	50.2%	40.7%	40.0%	45.5%	36.7%	55.1%	55.9%
Raising a family	74.1%	76.4%	71.0%	78.0%	80.8%	74.2%	69.4%	68.8%	67.2%
Becoming very well off financially	14.8%	27.0%	23.9%	16.9%	29.6%	26.4%	12.2%	22.7%	20.9%
Helping others who are in difficulty	66.4%	67.9%	73.7%	65.5%	64.3%	69.3%	67.3%	74.3%	79.0%
Adopting 'green' practices to protect the environment	55.6%	48.0%	58.7%	49.2%	44.3%	53.9%	63.3%	54.5%	64.5%
Developing a meaningful philosophy of life	78.7%	77.1%	83.7%	76.3%	73.3%	81.2%	81.6%	83.7%	86.7%
Helping to promote racial understanding	63.9%	67.5%	74.2%	59.3%	61.7%	66.9%	69.4%	77.7%	83.0%
Integrating spirituality into my life	36.4%	42.4%	46.2%	36.2%	38.1%	44.4%	36.7%	49.7%	48.4%
Making a theoretical contribution to science	24.1%	49.4%	26.5%	25.4%	54.5%	27.2%	22.4%	40.3%	25.5%
Participating in a community action program	24.1%	24.1%	28.6%	20.3%	20.1%	25.4%	28.6%	31.2%	32.5%
Keeping up to date with political affairs	48.1%	61.0%	60.5%	50.8%	60.2%	62.8%	44.9%	62.4%	57.7%
Becoming a community leader	15.0%	13.4%	20.0%	11.9%	11.7%	20.7%	18.8%	16.1%	19.2%
Mentoring the next generation of scholars	66.7%	85.0%	73.8%	62.7%	84.6%	69.5%	71.4%	85.8%	79.0%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Goals for undergraduates noted as "essential" or "very important"									
Develop ability to think critically	100.0%	99.6%	98.8%	100.0%	99.5%	98.0%	100.0%	99.9%	99.8%
Prepare students for employment after college	66.4%	71.7%	77.3%	70.7%	70.2%	73.3%	61.2%	74.1%	82.1%
Prepare students for graduate or advanced education	65.7%	77.2%	77.3%	69.5%	77.1%	75.2%	61.2%	77.3%	79.8%
Develop moral character	67.6%	64.2%	72.5%	67.8%	60.7%	69.7%	67.3%	70.1%	75.8%
Provide for students' emotional development	46.3%	45.6%	54.8%	52.5%	41.3%	49.4%	38.8%	53.1%	61.3%
Teach students the classic works of Western civilization	35.2%	29.9%	30.4%	44.1%	31.2%	33.8%	24.5%	27.5%	26.2%
Help students develop personal values	66.7%	62.4%	69.5%	69.5%	58.0%	65.1%	63.3%	70.1%	74.8%
Enhance students' self-understanding	66.7%	66.1%	77.2%	69.5%	62.5%	75.1%	63.3%	72.4%	79.7%
Instill in students a commitment to community service	37.0%	37.8%	46.8%	37.3%	34.4%	40.4%	36.7%	43.6%	54.6%
Enhance students' knowledge of and appreciation for other racial/ethnic groups	68.5%	64.8%	75.4%	55.9%	57.4%	67.5%	83.7%	77.7%	85.0%
Help master knowledge in a discipline	93.5%	94.2%	92.2%	91.5%	94.1%	91.0%	95.9%	94.3%	93.7%
Develop creative capacities	81.3%	82.3%	79.5%	77.6%	83.6%	78.6%	85.7%	79.9%	80.6%
Instill a basic appreciation of the liberal arts	90.7%	64.5%	78.5%	86.4%	61.8%	77.5%	95.9%	69.2%	79.8%
Promote ability to write effectively	97.2%	90.3%	94.7%	98.3%	88.9%	92.8%	95.9%	92.7%	97.0%
Help students evaluate the quality and reliability of information	100.0%	95.8%	95.5%	100.0%	95.2%	93.7%	100.0%	96.7%	97.7%
Engage students in civil discourse around controversial issues	79.6%	64.7%	73.2%	74.6%	58.0%	68.9%	85.7%	76.4%	78.4%
Teach students tolerance and respect for different beliefs	82.4%	72.8%	84.6%	78.0%	66.8%	79.0%	87.8%	83.2%	91.3%
Encourage students to become agents of social change	46.3%	47.2%	57.8%	39.0%	38.1%	49.3%	55.1%	63.1%	68.1%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
During the present term, how many hours per week on average do you actually spend on:									
Scheduled teaching (give actual, not credit hours)									
None	9.3%	8.4%	5.8%	6.8%	7.9%	6.0%	12.2%	9.3%	5.7%
1-4	5.6%	23.5%	9.9%	3.4%	26.1%	10.8%	8.2%	19.0%	8.9%
5-8	50.0%	44.0%	30.2%	49.2%	45.5%	29.9%	51.0%	41.3%	30.5%
9-12	27.8%	16.5%	36.2%	33.9%	14.0%	35.2%	20.4%	20.8%	37.5%
13-16	4.6%	4.6%	12.1%	5.1%	3.6%	12.0%	4.1%	6.3%	12.1%
17-20	1.9%	2.0%	3.4%	1.7%	1.6%	3.3%	2.0%	2.6%	3.5%
21-34	0.9%	0.9%	2.1%	0.0%	1.0%	2.6%	2.0%	0.6%	1.6%
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.0%
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Preparing for teaching (including reading student papers and grading)									
None	8.4%	7.2%	5.2%	6.9%	7.3%	5.4%	10.2%	7.2%	5.0%
1-4	2.8%	13.5%	8.2%	1.7%	13.4%	9.4%	4.1%	13.5%	6.6%
5-8	7.5%	30.5%	20.3%	8.6%	33.6%	20.9%	6.1%	25.1%	19.5%
9-12	21.5%	20.4%	19.7%	25.9%	21.6%	22.3%	16.3%	18.4%	16.6%
13-16	20.6%	12.8%	16.1%	20.7%	12.5%	16.9%	20.4%	13.5%	15.1%
17-20	20.6%	8.3%	15.5%	15.5%	7.1%	12.3%	26.5%	10.3%	19.2%
21-34	13.1%	5.5%	10.8%	15.5%	4.2%	9.5%	10.2%	7.8%	12.4%
35-44	5.6%	1.7%	3.1%	5.2%	0.3%	2.3%	6.1%	3.9%	4.1%
45+	0.0%	0.1%	1.2%	0.0%	0.1%	0.9%	0.0%	0.2%	1.5%
Advising and counseling of students									
None	4.6%	2.8%	5.0%	5.1%	2.5%	6.3%	4.1%	3.3%	3.5%
1-4	50.9%	58.2%	54.4%	45.8%	57.0%	56.8%	57.1%	60.3%	51.5%
5-8	26.9%	26.0%	30.6%	32.2%	27.8%	28.5%	20.4%	22.8%	33.1%
9-12	14.8%	8.8%	6.6%	15.3%	7.9%	6.0%	14.3%	10.5%	7.4%
13-16	2.8%	3.2%	1.6%	1.7%	4.2%	0.7%	4.1%	1.3%	2.7%
17-20	0.0%	0.8%	0.7%	0.0%	0.5%	0.5%	0.0%	1.4%	0.9%
21-34	0.0%	0.2%	1.0%	0.0%	0.2%	1.1%	0.0%	0.2%	0.8%
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
During the present term, how many hours per week on average do you actually spend on:									
Committee work and meetings									
None	9.3%	7.9%	8.1%	10.2%	8.1%	9.5%	8.2%	7.7%	6.4%
1-4	63.0%	60.6%	59.9%	66.1%	62.5%	60.9%	59.2%	57.4%	58.7%
5-8	20.4%	23.1%	22.1%	15.3%	22.3%	20.3%	26.5%	24.4%	24.1%
9-12	4.6%	5.7%	6.3%	6.8%	5.1%	6.4%	2.0%	6.6%	6.1%
13-16	2.8%	1.5%	2.0%	1.7%	0.8%	1.3%	4.1%	2.6%	2.9%
17-20	0.0%	0.8%	1.1%	0.0%	0.9%	0.9%	0.0%	0.7%	1.4%
21-34	0.0%	0.4%	0.4%	0.0%	0.3%	0.6%	0.0%	0.5%	0.3%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Other administration									
None	32.1%	28.4%	29.3%	22.8%	31.2%	30.6%	42.9%	23.5%	27.7%
1-4	47.2%	43.0%	43.0%	59.6%	39.5%	42.8%	32.7%	49.1%	43.2%
5-8	14.2%	14.2%	13.9%	12.3%	15.5%	13.0%	16.3%	11.9%	14.9%
9-12	4.7%	6.2%	6.4%	3.5%	4.5%	5.9%	6.1%	9.1%	7.0%
13-16	1.9%	3.7%	3.2%	1.8%	4.5%	2.8%	2.0%	2.3%	3.6%
17-20	0.0%	2.3%	2.3%	0.0%	2.4%	2.6%	0.0%	2.2%	1.9%
21-34	0.0%	1.6%	1.1%	0.0%	1.7%	1.2%	0.0%	1.5%	0.9%
35-44	0.0%	0.3%	0.5%	0.0%	0.4%	0.4%	0.0%	0.3%	0.6%
45+	0.0%	0.2%	0.4%	0.0%	0.2%	0.6%	0.0%	0.1%	0.2%
Research and scholarly writing									
None	5.6%	7.3%	16.0%	6.8%	4.7%	14.2%	4.1%	11.7%	18.2%
1-4	37.0%	16.3%	40.6%	33.9%	14.2%	37.1%	40.8%	20.1%	44.8%
5-8	29.6%	16.2%	21.2%	37.3%	17.0%	23.4%	20.4%	14.7%	18.6%
9-12	13.9%	17.3%	9.3%	11.9%	19.1%	10.5%	16.3%	14.3%	7.8%
13-16	1.9%	10.3%	3.7%	0.0%	8.2%	3.7%	4.1%	13.9%	3.6%
17-20	4.6%	9.8%	3.7%	3.4%	9.8%	4.9%	6.1%	9.8%	2.3%
21-34	2.8%	12.5%	2.4%	3.4%	15.3%	2.7%	2.0%	7.7%	2.1%
35-44	2.8%	6.5%	1.9%	1.7%	7.7%	2.3%	4.1%	4.3%	1.4%
45+	1.9%	3.9%	1.2%	1.7%	4.1%	1.2%	2.0%	3.5%	1.2%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
During the present term, how many hours per week on average do you actually spend on:									
Other creative products/performances									
None	51.4%	62.9%	58.6%	50.9%	63.9%	55.3%	52.1%	61.2%	62.5%
1-4	32.4%	22.9%	27.1%	31.6%	22.4%	28.2%	33.3%	23.7%	25.8%
5-8	12.4%	7.5%	7.3%	10.5%	7.2%	8.2%	14.6%	7.9%	6.3%
9-12	1.9%	3.6%	2.7%	3.5%	3.5%	3.1%	0.0%	3.6%	2.3%
13-16	0.0%	1.5%	1.1%	0.0%	1.3%	1.4%	0.0%	2.0%	0.7%
17-20	1.9%	0.6%	2.0%	3.5%	0.6%	2.2%	0.0%	0.7%	1.6%
21-34	0.0%	0.3%	0.5%	0.0%	0.4%	0.6%	0.0%	0.2%	0.3%
35-44	0.0%	0.2%	0.2%	0.0%	0.1%	0.4%	0.0%	0.5%	0.0%
45+	0.0%	0.5%	0.5%	0.0%	0.6%	0.5%	0.0%	0.1%	0.5%
Consultation with clients/patients									
None	94.4%	86.4%	85.4%	93.2%	85.8%	84.8%	95.8%	87.4%	86.1%
1-4	2.8%	9.5%	9.5%	5.1%	9.8%	10.1%	0.0%	8.9%	8.7%
5-8	1.9%	1.9%	3.4%	1.7%	2.2%	3.5%	2.1%	1.3%	3.2%
9-12	0.9%	1.1%	1.2%	0.0%	1.1%	1.2%	2.1%	1.2%	1.1%
13-16	0.0%	0.4%	0.2%	0.0%	0.3%	0.1%	0.0%	0.5%	0.4%
17-20	0.0%	0.5%	0.1%	0.0%	0.4%	0.0%	0.0%	0.5%	0.3%
21-34	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%
35-44	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Community or public service									
None	52.3%	55.1%	47.9%	47.5%	56.2%	51.6%	58.3%	53.1%	43.5%
1-4	45.8%	37.8%	43.2%	49.2%	36.0%	37.7%	41.7%	40.9%	49.9%
5-8	1.9%	4.7%	6.8%	3.4%	5.1%	8.4%	0.0%	4.1%	4.8%
9-12	0.0%	1.6%	1.3%	0.0%	1.6%	1.2%	0.0%	1.4%	1.5%
13-16	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.3%	0.2%
17-20	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.2%	0.1%
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
During the present term, how many hours per week on average do you actually spend on:									
Outside consulting/freelance work									
None	79.4%	69.2%	76.5%	79.7%	67.0%	75.4%	79.2%	73.0%	78.0%
1-4	16.8%	22.7%	18.1%	18.6%	24.7%	18.0%	14.6%	19.2%	18.3%
5-8	1.9%	5.4%	3.4%	0.0%	5.9%	4.4%	4.2%	4.6%	2.2%
9-12	0.9%	1.5%	1.1%	0.0%	0.8%	1.4%	2.1%	2.7%	0.9%
13-16	0.0%	0.7%	0.3%	0.0%	0.9%	0.2%	0.0%	0.3%	0.4%
17-20	0.9%	0.2%	0.2%	1.7%	0.3%	0.3%	0.0%	0.0%	0.1%
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%
Household/childcare duties									
None	5.6%	10.6%	7.3%	8.5%	13.6%	8.4%	2.1%	5.4%	5.9%
1-4	15.9%	16.5%	18.2%	13.6%	15.0%	19.2%	18.8%	19.2%	17.1%
5-8	26.2%	23.2%	25.1%	28.8%	25.4%	23.6%	22.9%	19.4%	26.8%
9-12	18.7%	15.3%	16.3%	18.6%	15.6%	17.5%	18.8%	14.9%	15.0%
13-16	7.5%	10.0%	8.7%	10.2%	8.7%	9.7%	4.2%	12.3%	7.5%
17-20	11.2%	9.0%	8.8%	3.4%	8.4%	10.0%	20.8%	10.0%	7.4%
21-34	5.6%	6.3%	6.9%	6.8%	6.0%	6.1%	4.2%	6.7%	7.8%
35-44	4.7%	5.2%	3.4%	5.1%	4.4%	2.4%	4.2%	6.6%	4.6%
45+	4.7%	3.8%	5.3%	5.1%	2.8%	3.2%	4.2%	5.4%	7.9%
Commuting to campus									
None	22.4%	5.4%	14.1%	18.6%	5.5%	13.8%	27.1%	5.1%	14.5%
1-4	67.3%	51.5%	51.1%	67.8%	54.0%	56.7%	66.7%	47.1%	44.5%
5-8	2.8%	29.4%	25.5%	5.1%	28.2%	21.6%	0.0%	31.4%	30.1%
9-12	7.5%	11.4%	7.2%	8.5%	10.1%	6.2%	6.3%	13.7%	8.4%
13-16	0.0%	1.8%	1.6%	0.0%	1.9%	1.3%	0.0%	1.4%	2.0%
17-20	0.0%	0.5%	0.3%	0.0%	0.2%	0.4%	0.0%	1.0%	0.2%
21-34	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
During the present term, how many hours per week on average do you actually spend on:									
Other employment, outside of academia									
None	94.4%	91.7%	89.1%	91.5%	92.8%	89.1%	97.9%	89.8%	89.0%
1-4	3.7%	3.9%	6.0%	5.1%	3.4%	6.4%	2.1%	4.9%	5.6%
5-8	0.0%	2.2%	1.7%	0.0%	2.5%	1.6%	0.0%	1.5%	1.8%
9-12	0.0%	1.1%	0.8%	0.0%	0.6%	0.9%	0.0%	1.9%	0.7%
13-16	0.9%	0.2%	1.1%	1.7%	0.0%	1.1%	0.0%	0.6%	1.0%
17-20	0.9%	0.3%	0.3%	1.7%	0.1%	0.4%	0.0%	0.8%	0.2%
21-34	0.0%	0.3%	0.4%	0.0%	0.4%	0.1%	0.0%	0.0%	0.8%
35-44	0.0%	0.2%	0.4%	0.0%	0.0%	0.2%	0.0%	0.5%	0.7%
45+	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%
General activities									
Are you a member of a faculty union?	1.9%	3.8%	12.4%	0.0%	2.9%	12.3%	4.1%	5.2%	12.5%
Are you a U.S. citizen?	91.7%	91.1%	92.5%	91.5%	90.6%	92.0%	91.8%	92.0%	93.0%
Do you plan to retire within the next three years?	4.6%	7.9%	8.9%	6.8%	7.9%	9.0%	2.0%	7.9%	8.6%
Do you use your scholarship to address local community needs?	21.3%	29.0%	32.4%	25.4%	26.0%	29.6%	16.3%	34.1%	35.8%
Have you been sexually harassed at this institution?	4.6%	4.1%	5.3%	1.7%	1.5%	2.7%	8.2%	8.5%	8.4%
Have you ever interrupted your professional career for more than one year for family reasons?	4.6%	8.1%	11.4%	1.7%	5.5%	6.0%	8.2%	12.6%	17.8%
Have you ever received an award for outstanding teaching?	44.4%	40.1%	38.2%	44.1%	42.3%	39.2%	44.9%	36.2%	37.1%
Is (or was) your spouse/partner an academic?	36.1%	33.8%	34.1%	37.3%	31.4%	34.9%	34.7%	37.8%	33.0%
During the past two years, have you:									
Considered early retirement?	16.7%	17.1%	19.0%	18.6%	17.3%	19.9%	14.3%	16.8%	18.0%
Considered leaving academe for another job?	28.7%	27.3%	33.4%	23.7%	24.0%	29.6%	34.7%	33.1%	38.0%
Considered leaving this institution for another?	41.7%	47.4%	45.0%	30.5%	45.5%	44.0%	55.1%	50.7%	46.3%
Changed academic institutions?	14.8%	16.4%	15.8%	13.6%	15.4%	15.2%	16.3%	18.1%	16.6%
Engaged in paid consulting outside of your institution?	27.8%	43.1%	29.5%	22.0%	46.7%	28.7%	34.7%	36.8%	30.4%
Engaged in public service/professional consulting without pay?	44.4%	55.4%	50.9%	40.7%	59.1%	50.2%	49.0%	49.0%	51.7%
Received at least one firm job offer?	25.0%	26.1%	23.5%	27.1%	27.1%	21.3%	22.4%	24.5%	26.2%
Requested/sought an early promotion?	1.9%	8.0%	6.3%	3.4%	9.7%	6.6%	0.0%	5.2%	5.9%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
If you were to begin your career again, would you:									
Still want to come to this institution?									
Definitely yes	44.4%	46.5%	38.6%	54.2%	49.1%	39.1%	32.7%	42.0%	38.0%
Probably yes	38.0%	30.6%	32.3%	32.2%	30.8%	30.9%	44.9%	30.3%	34.1%
Not sure	13.0%	12.3%	16.6%	8.5%	11.0%	16.8%	18.4%	14.6%	16.3%
Probably no	3.7%	6.4%	6.9%	3.4%	5.9%	6.8%	4.1%	7.3%	7.1%
Definitely no	0.9%	4.1%	5.6%	1.7%	3.2%	6.5%	0.0%	5.8%	4.5%
Still want to be a college professor?									
Definitely yes	60.2%	61.8%	61.7%	71.2%	64.5%	63.5%	46.9%	57.1%	59.4%
Probably yes	29.6%	26.4%	26.9%	18.6%	24.2%	26.0%	42.9%	30.3%	28.0%
Not sure	8.3%	8.7%	7.7%	10.2%	7.9%	6.7%	6.1%	9.9%	8.8%
Probably no	1.9%	2.2%	3.3%	0.0%	2.3%	3.5%	4.1%	1.9%	3.0%
Definitely no	0.0%	0.9%	0.5%	0.0%	1.1%	0.3%	0.0%	0.7%	0.8%
Attributes noted as being "very descriptive" of your institution									
It is easy for students to see faculty outside of regular office hours	92.6%	48.5%	74.0%	88.1%	47.1%	73.0%	98.0%	50.8%	75.2%
The faculty are typically at odds with campus administration	1.9%	15.3%	20.2%	0.0%	12.9%	19.3%	4.2%	19.4%	21.2%
Faculty here respect each other	71.3%	54.1%	50.7%	71.2%	55.2%	51.2%	71.4%	52.4%	50.1%
Most students are treated like "numbers in a book"	0.0%	4.0%	3.4%	0.0%	3.5%	4.6%	0.0%	4.8%	2.0%
Faculty are rewarded for being good teachers	55.6%	13.8%	25.7%	64.4%	14.3%	26.7%	44.9%	13.0%	24.6%
There is respect for the expression of diverse values and beliefs	50.0%	43.1%	41.3%	52.5%	44.5%	44.4%	46.9%	40.6%	37.6%
Faculty are rewarded for their efforts to use instructional technology	13.9%	14.3%	13.8%	16.9%	11.7%	13.6%	10.2%	19.0%	14.0%
Administrators consider faculty concerns when making policy	36.1%	15.6%	20.1%	45.8%	15.9%	22.6%	24.5%	15.2%	17.1%
The administration is open about its policies	31.5%	13.7%	18.3%	35.6%	13.8%	19.8%	26.5%	13.6%	16.6%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Factors noted as a source of stress for you during the last two years									
Managing household responsibilities	85.2%	72.7%	78.4%	84.7%	71.1%	75.8%	85.7%	75.6%	81.3%
Child care	61.5%	58.7%	62.6%	55.6%	55.1%	60.0%	69.0%	66.7%	66.2%
Care of elderly parent	41.7%	52.8%	47.7%	38.5%	48.7%	43.2%	45.5%	61.2%	54.0%
My physical health	55.8%	54.5%	55.1%	48.2%	50.9%	52.5%	64.6%	60.8%	58.3%
Health of spouse/partner	42.4%	40.9%	41.0%	46.0%	42.5%	41.6%	38.1%	37.6%	40.1%
Review/promotion process	63.0%	54.3%	56.3%	61.5%	46.3%	50.0%	65.0%	68.4%	64.3%
Subtle discrimination (e.g., prejudice, racism, sexism)	26.1%	27.3%	29.3%	12.2%	15.6%	20.9%	41.9%	46.2%	39.6%
Personal finances	66.4%	58.5%	68.4%	56.9%	55.6%	68.5%	77.6%	63.6%	68.4%
Committee work	60.8%	56.0%	65.6%	61.4%	51.5%	62.9%	60.0%	63.9%	68.8%
Faculty meetings	38.7%	50.8%	54.1%	42.1%	49.3%	51.1%	34.7%	53.3%	57.7%
Colleagues	74.1%	58.1%	64.1%	74.6%	54.3%	59.7%	73.5%	64.5%	69.4%
Students	75.5%	53.1%	66.0%	74.6%	47.0%	65.1%	76.6%	63.7%	67.1%
Research or publishing demands	69.2%	77.7%	66.3%	62.7%	76.2%	63.5%	77.1%	80.5%	69.8%
Institutional procedures and "red tape"	50.9%	66.8%	62.1%	47.5%	67.1%	62.7%	55.1%	66.2%	61.3%
Teaching load	50.9%	50.5%	64.8%	47.5%	48.5%	61.9%	55.1%	53.9%	68.3%
Children's problems	52.7%	48.8%	49.8%	57.1%	45.1%	48.1%	46.9%	56.8%	52.3%
Friction with spouse/partner	37.1%	33.0%	34.5%	40.8%	32.8%	32.2%	32.5%	33.3%	37.5%
Lack of personal time	88.9%	83.1%	83.5%	84.7%	79.8%	78.3%	93.9%	88.9%	89.7%
Keeping up with information technology	50.0%	47.6%	50.3%	49.2%	47.0%	47.6%	51.1%	48.6%	53.6%
Job security	27.9%	30.0%	41.6%	24.6%	24.9%	40.7%	31.9%	38.8%	42.6%
Being part of a dual career couple	62.4%	49.8%	51.4%	55.6%	43.4%	47.0%	70.0%	62.0%	57.1%
Working with underprepared students	49.5%	58.1%	74.1%	61.0%	55.2%	70.8%	35.4%	63.2%	78.2%
Self-imposed high expectations	92.6%	86.1%	84.4%	89.8%	82.2%	80.9%	95.9%	92.9%	88.5%
Change in work responsibilities	35.6%	43.6%	50.9%	30.4%	36.3%	45.4%	42.2%	56.3%	57.9%
Institutional budget cuts	44.6%	47.2%	67.5%	44.6%	43.2%	64.3%	44.4%	54.1%	71.4%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Aspects of your job with which you are "very satisfied" or "satisfied":									
Salary	57.4%	58.4%	49.9%	54.2%	62.3%	52.7%	61.2%	51.7%	46.6%
Health benefits	58.9%	75.7%	62.4%	55.9%	74.5%	62.1%	62.5%	77.8%	62.8%
Retirement benefits	62.5%	76.2%	61.8%	59.6%	77.2%	62.7%	66.0%	74.4%	60.8%
Opportunity for scholarly pursuits	66.7%	75.7%	52.2%	71.2%	80.6%	57.5%	61.2%	67.1%	45.9%
Teaching load	75.9%	73.2%	58.3%	79.7%	76.0%	60.0%	71.4%	68.5%	56.2%
Quality of students	96.3%	73.8%	60.4%	96.6%	73.3%	60.7%	95.9%	74.8%	60.0%
Office/lab space	85.2%	72.2%	70.5%	89.8%	73.1%	68.2%	79.6%	70.8%	73.2%
Autonomy and independence	97.2%	87.7%	85.8%	98.3%	88.2%	85.0%	95.8%	86.8%	86.9%
Professional relationships with other faculty	88.0%	75.3%	79.6%	88.1%	75.4%	78.4%	87.8%	75.2%	81.0%
Social relationships with other faculty	72.2%	60.4%	71.0%	69.5%	58.5%	68.0%	75.5%	63.8%	74.6%
Competency of colleagues	95.4%	83.6%	80.4%	96.6%	84.1%	78.5%	93.9%	82.6%	82.8%
Job security	86.9%	79.7%	75.1%	89.8%	82.5%	75.9%	83.3%	74.8%	74.1%
Departmental leadership	75.9%	68.1%	71.0%	72.9%	69.9%	74.1%	79.6%	64.9%	67.3%
Course assignments	94.4%	84.9%	84.2%	94.9%	87.2%	84.4%	93.9%	81.1%	83.9%
Freedom to determine course content	98.1%	92.4%	91.2%	98.3%	93.3%	91.7%	98.0%	90.7%	90.6%
Availability of child care at this institution	77.5%	26.8%	22.9%	71.4%	30.5%	25.8%	84.2%	20.2%	20.0%
Prospects for career advancement	71.7%	61.6%	55.3%	68.5%	63.9%	58.1%	75.6%	57.6%	52.1%
Clerical/administrative support	64.5%	56.2%	59.1%	72.4%	57.6%	59.8%	55.1%	53.6%	58.3%
Overall job satisfaction	90.7%	77.2%	75.9%	89.8%	78.8%	75.7%	91.8%	74.5%	76.1%
Tuition remission for your children/dependents	85.9%	80.8%	76.0%	90.6%	81.2%	76.6%	81.3%	79.9%	75.2%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Do you agree "strongly" or "somewhat"?									
Faculty are interested in students' personal problems	99.1%	73.7%	90.5%	98.3%	71.4%	90.0%	100.0%	77.7%	91.2%
Racial and ethnic diversity should be more strongly reflected in the curriculum	58.5%	50.2%	60.3%	50.0%	43.5%	53.6%	68.8%	61.7%	68.5%
Faculty feel that most students are well-prepared academically	88.9%	66.7%	46.0%	89.8%	65.0%	47.5%	87.8%	69.6%	44.3%
This institution should hire more faculty of color	69.8%	74.5%	74.5%	67.2%	68.9%	68.7%	72.9%	84.1%	81.6%
This institution should hire more women faculty	57.0%	69.9%	53.3%	50.8%	65.1%	48.3%	64.6%	78.0%	59.2%
Student Affairs staff have the support and respect of faculty	70.4%	81.0%	73.3%	72.9%	78.4%	73.3%	67.3%	85.5%	73.4%
Faculty are committed to the welfare of this institution	100.0%	92.8%	92.6%	100.0%	93.2%	91.3%	100.0%	92.1%	94.2%
Faculty here are strongly interested in the academic problems of undergraduates	100.0%	81.8%	93.7%	100.0%	83.9%	93.2%	100.0%	78.0%	94.3%
There is a lot of campus racial conflict here	11.2%	6.2%	11.0%	8.5%	3.9%	7.7%	14.6%	10.2%	15.1%
My research is valued by faculty in my department	85.0%	79.0%	78.2%	86.2%	81.3%	80.3%	83.7%	75.0%	75.6%
My teaching is valued by faculty in my department	92.6%	86.3%	92.1%	94.9%	87.5%	91.3%	89.8%	84.2%	93.1%
Faculty of color are treated fairly here	92.5%	91.5%	90.6%	96.6%	93.8%	93.0%	87.5%	87.4%	87.6%
Women faculty are treated fairly here	91.7%	87.0%	90.2%	96.6%	93.8%	94.3%	85.7%	75.3%	85.3%
Gay and lesbian faculty are treated fairly here	95.3%	86.7%	89.8%	96.6%	88.7%	90.7%	93.6%	83.1%	88.9%
Faculty are sufficiently involved in campus decision making	80.6%	52.5%	61.4%	81.4%	54.3%	61.6%	79.6%	49.5%	61.1%
My values are congruent with the dominant institutional values	84.3%	76.1%	76.0%	86.4%	79.3%	75.0%	81.6%	70.5%	77.0%
This institution takes responsibility for educating underprepared students	60.2%	57.5%	66.9%	62.7%	58.7%	67.7%	57.1%	55.5%	66.0%
The criteria for advancement and promotion decisions are clear	90.7%	68.0%	70.9%	89.8%	72.7%	72.0%	91.8%	59.9%	69.5%
Most of the students I teach lack the basic skills for college level work	2.8%	17.3%	34.6%	3.4%	16.4%	33.6%	2.0%	18.9%	35.7%
There is adequate support for faculty development	80.6%	68.5%	64.1%	84.7%	71.8%	66.9%	75.5%	62.8%	60.7%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Issues you believe to be of "highest" or "high" priority at your institution:									
To promote the intellectual development of students	100.0%	85.4%	84.8%	100.0%	88.0%	83.5%	100.0%	81.0%	86.3%
To develop a sense of community among students and faculty	81.5%	47.9%	66.6%	78.0%	49.7%	64.2%	85.7%	44.7%	69.5%
To facilitate student involvement in community service	23.1%	44.1%	46.9%	20.3%	42.5%	43.9%	26.5%	46.9%	50.6%
To help students learn how to bring about change in society	24.1%	38.4%	42.7%	20.3%	36.8%	41.1%	28.6%	41.2%	44.7%
To increase or maintain institutional prestige	78.7%	86.5%	65.5%	74.6%	87.3%	65.9%	83.7%	85.3%	65.1%
To hire faculty 'stars'	11.1%	65.7%	15.8%	8.5%	65.0%	14.7%	14.3%	67.1%	17.1%
To recruit more minority students	67.6%	46.6%	48.8%	66.1%	48.9%	49.0%	69.4%	42.8%	48.6%
To enhance the institution's national image	77.6%	89.6%	68.2%	76.3%	89.9%	67.8%	79.2%	89.1%	68.5%
To create a diverse multi-cultural campus environment	62.0%	48.4%	57.3%	62.7%	52.5%	58.1%	61.2%	41.4%	56.4%
To promote gender equity among faculty	64.8%	47.9%	49.2%	67.8%	58.0%	56.2%	61.2%	30.4%	40.8%
To provide resources for faculty to engage in community-based teaching or research	18.7%	25.2%	29.2%	23.7%	24.1%	27.7%	12.5%	27.2%	31.0%
To create and sustain partnerships with surrounding communities	28.0%	43.5%	35.5%	27.1%	44.1%	32.4%	29.2%	42.4%	39.3%
To pursue extramural funding	48.1%	76.3%	43.3%	40.7%	78.6%	40.2%	57.4%	72.3%	46.9%
To increase the representation of minorities in the faculty and administration	62.6%	41.3%	40.9%	59.3%	44.2%	41.6%	66.7%	36.2%	40.0%
To strengthen links with the for-profit, corporate sector	5.6%	51.3%	29.5%	3.4%	52.2%	28.4%	8.3%	49.9%	30.7%
To develop leadership ability among students	54.6%	58.1%	59.1%	52.5%	60.0%	55.0%	57.1%	54.8%	63.9%
To increase the representation of women in the faculty and administration	34.9%	40.4%	33.1%	37.3%	48.0%	39.0%	31.9%	27.0%	26.0%
To develop an appreciation for multiculturalism	59.8%	43.4%	59.6%	54.2%	48.2%	61.2%	66.7%	35.1%	57.8%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Do you agree "strongly" or "somewhat"?									
The chief benefit of a college education is that it increases one's earning power	39.3%	48.2%	51.2%	32.2%	45.6%	50.3%	47.9%	52.8%	52.3%
Promoting diversity leads to the admission of too many underprepared students	18.5%	22.5%	21.0%	25.4%	25.5%	24.4%	10.2%	17.3%	16.8%
Colleges should be actively involved in solving social problems	59.8%	75.4%	74.3%	50.8%	74.8%	71.4%	70.8%	76.3%	77.9%
Colleges should encourage students to be involved in community service activities	87.0%	86.3%	88.3%	83.1%	83.5%	83.9%	91.8%	91.3%	93.7%
A racially/ethnically diverse student body enhances the educational experience of all students	91.7%	95.5%	95.4%	89.8%	94.0%	93.0%	93.9%	98.2%	98.3%
Realistically, an individual can do little to bring about changes in society	13.0%	21.1%	17.2%	16.9%	24.0%	22.8%	8.2%	16.0%	10.5%
Colleges should be concerned with facilitating undergraduate students' spiritual development	32.7%	34.7%	37.5%	39.0%	34.0%	39.6%	25.0%	35.9%	34.9%
Colleges have a responsibility to work with their surrounding communities to address local issues	89.7%	88.1%	86.7%	84.7%	87.1%	84.7%	95.8%	89.6%	89.1%
Private funding sources often prevent researchers from being completely objective in the conduct of their work	49.1%	53.9%	54.4%	41.4%	51.6%	54.3%	58.3%	58.0%	54.6%
Colleges should prohibit racist/sexist speech on campus	72.6%	64.7%	62.7%	59.3%	59.1%	56.5%	89.4%	74.3%	70.3%
This institution should not offer remedial/developmental education	36.1%	27.7%	20.9%	47.5%	31.0%	24.9%	22.4%	22.1%	16.1%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Your base institutional salary									
9/10 month contract									
Less than \$20,000	0.0%	0.3%	0.1%	0.0%	0.1%	0.0%	0.0%	0.6%	0.2%
\$20,000 - \$29,999	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.0%
\$30,000 - \$39,999	0.0%	0.1%	1.1%	0.0%	0.0%	0.7%	0.0%	0.2%	1.5%
\$40,000 - \$49,999	0.0%	4.5%	12.7%	0.0%	4.1%	12.4%	0.0%	5.4%	13.0%
\$50,000 - \$59,999	24.5%	6.2%	18.3%	24.0%	4.7%	16.0%	25.0%	9.5%	21.1%
\$60,000 - \$69,999	26.5%	11.9%	24.8%	28.0%	6.5%	24.0%	25.0%	23.4%	25.7%
\$70,000 - \$79,999	26.5%	11.4%	14.2%	16.0%	10.0%	13.2%	37.5%	14.5%	15.4%
\$80,000 - \$89,999	10.2%	12.5%	10.8%	12.0%	13.6%	11.5%	8.3%	10.3%	10.0%
\$90,000 - \$99,999	2.0%	11.4%	5.8%	4.0%	11.8%	6.9%	0.0%	10.6%	4.4%
\$100,000 - \$124,999	10.2%	16.7%	9.2%	16.0%	17.7%	11.1%	4.2%	14.4%	6.9%
\$125,000 - \$149,999	0.0%	9.3%	2.0%	0.0%	11.2%	2.4%	0.0%	5.2%	1.4%
\$150,000 or more	0.0%	15.4%	1.0%	0.0%	19.9%	1.6%	0.0%	5.9%	0.4%
11/12 month contract									
Less than \$20,000	0.0%	0.7%	0.1%	0.0%	0.0%	0.1%	0.0%	1.6%	0.1%
\$20,000 - \$29,999	0.0%	0.2%	0.3%	0.0%	0.3%	0.2%	0.0%	0.1%	0.4%
\$30,000 - \$39,999	0.0%	0.2%	1.0%	0.0%	0.2%	0.7%	0.0%	0.3%	1.3%
\$40,000 - \$49,999	2.0%	3.6%	13.0%	0.0%	2.9%	12.6%	4.5%	4.5%	13.5%
\$50,000 - \$59,999	28.0%	7.6%	20.4%	25.0%	6.2%	18.2%	31.8%	9.4%	22.9%
\$60,000 - \$69,999	34.0%	18.1%	21.4%	32.1%	14.6%	18.5%	36.4%	22.6%	24.9%
\$70,000 - \$79,999	16.0%	10.5%	13.0%	21.4%	6.9%	13.3%	9.1%	15.1%	12.6%
\$80,000 - \$89,999	6.0%	10.8%	10.4%	3.6%	12.2%	11.7%	9.1%	9.1%	8.9%
\$90,000 - \$99,999	6.0%	10.5%	4.9%	7.1%	13.8%	5.6%	4.5%	6.4%	4.1%
\$100,000 - \$124,999	6.0%	17.3%	11.5%	7.1%	13.9%	14.1%	4.5%	21.6%	8.4%
\$125,000 - \$149,999	2.0%	10.4%	2.5%	3.6%	12.8%	2.8%	0.0%	7.3%	2.2%
\$150,000 or more	0.0%	9.9%	1.5%	0.0%	16.1%	2.2%	0.0%	2.1%	0.7%
Your base institutional salary reported above is based on:									
Less than 9 months	3.8%	5.5%	4.4%	5.2%	5.4%	3.9%	2.1%	5.6%	5.0%
9/10 months	48.6%	61.0%	60.5%	46.6%	65.0%	61.0%	51.1%	54.1%	59.8%
11/12 months	47.6%	33.5%	35.1%	48.3%	29.7%	35.1%	46.8%	40.3%	35.2%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
What percentage of your current year's income comes from:									
Base salary from this institution									
100%	60.7%	39.3%	45.8%	58.6%	34.5%	44.3%	63.3%	47.9%	47.6%
75% to 99%	36.4%	45.6%	45.7%	36.2%	49.6%	47.7%	36.7%	38.7%	43.4%
74% to 50%	1.9%	12.6%	6.5%	3.4%	13.7%	6.7%	0.0%	10.7%	6.2%
25% to 49%	0.0%	1.4%	1.6%	0.0%	1.4%	1.1%	0.0%	1.3%	2.1%
1% to 24%	0.9%	0.9%	0.3%	1.7%	0.7%	0.3%	0.0%	1.2%	0.5%
0%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.2%
Other income from this institution									
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
75% to 99%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
74% to 50%	0.0%	0.3%	0.1%	0.0%	0.4%	0.1%	0.0%	0.1%	0.1%
25% to 49%	0.0%	4.9%	2.0%	0.0%	6.0%	2.3%	0.0%	3.0%	1.7%
1% to 24%	21.2%	29.0%	30.6%	16.4%	33.9%	31.4%	27.3%	20.3%	29.6%
0%	78.8%	65.7%	67.3%	83.6%	59.5%	66.2%	72.7%	76.6%	68.7%
Income from another academic institution									
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%
74% to 50%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%	0.4%	0.4%
25% to 49%	1.0%	0.8%	0.8%	1.8%	0.8%	0.7%	0.0%	0.8%	0.8%
1% to 24%	5.1%	6.5%	5.9%	3.6%	6.1%	5.0%	6.8%	7.1%	6.8%
0%	93.9%	92.4%	93.1%	94.5%	93.0%	94.1%	93.2%	91.4%	91.9%
Non-academic income									
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
75% to 99%	1.0%	0.9%	0.2%	1.8%	0.7%	0.2%	0.0%	1.2%	0.1%
74% to 50%	0.0%	3.3%	2.4%	0.0%	2.6%	1.5%	0.0%	4.7%	3.5%
25% to 49%	1.0%	6.3%	4.7%	1.8%	6.7%	5.6%	0.0%	5.6%	3.5%
1% to 24%	25.0%	31.3%	25.7%	30.4%	34.2%	28.1%	18.2%	26.0%	22.8%
0%	73.0%	58.2%	67.1%	66.1%	55.9%	64.5%	81.8%	62.4%	70.1%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please enter the four-digit year that each of the following occurred.									
Year of birth									
1981 or later	3.9%	1.8%	2.4%	1.8%	1.1%	0.9%	6.5%	3.2%	4.3%
1986 - 1980	12.6%	8.5%	9.9%	8.8%	9.4%	8.9%	17.4%	6.7%	11.1%
1971 - 1975	9.7%	11.3%	13.1%	14.0%	9.1%	13.3%	4.3%	15.1%	12.8%
1966 - 1970	16.5%	13.7%	16.3%	15.8%	12.2%	16.4%	17.4%	16.4%	16.1%
1961 - 1965	17.5%	12.4%	12.6%	14.0%	11.1%	11.4%	21.7%	14.8%	14.0%
1956 - 1960	13.6%	12.6%	13.8%	14.0%	11.3%	14.2%	13.0%	14.9%	13.3%
1951 - 1955	10.7%	16.8%	14.4%	8.8%	19.9%	14.6%	13.0%	11.3%	14.1%
1946 - 1950	12.6%	11.7%	10.9%	17.5%	12.9%	12.3%	6.5%	9.6%	9.2%
1941 - 1945	1.9%	7.0%	5.1%	3.5%	8.0%	6.1%	0.0%	5.2%	3.9%
1940 or earlier	1.0%	4.2%	1.6%	1.8%	5.0%	1.9%	0.0%	2.7%	1.1%
Year of highest degree now held									
1973 or earlier	1.9%	7.8%	3.6%	3.5%	10.1%	5.0%	0.0%	3.9%	1.8%
1974 - 1978	4.8%	9.3%	5.3%	8.8%	11.1%	7.3%	0.0%	6.2%	2.9%
1979 - 1983	6.7%	11.2%	7.1%	5.3%	13.1%	8.6%	8.5%	7.9%	5.3%
1984 - 1988	17.3%	11.8%	11.2%	19.3%	11.4%	12.0%	14.9%	12.7%	10.2%
1989 - 1993	11.5%	13.1%	11.8%	10.5%	15.4%	10.8%	12.8%	9.1%	13.1%
1994 - 1998	15.4%	11.9%	16.1%	15.8%	10.8%	15.8%	14.9%	13.7%	16.5%
1999 - 2003	17.3%	12.7%	17.4%	15.8%	10.1%	16.2%	19.1%	17.3%	18.8%
2004 - 2008	18.3%	15.8%	18.4%	15.8%	12.1%	17.3%	21.3%	22.4%	19.7%
2009 or later	6.7%	6.2%	9.1%	5.3%	5.9%	7.0%	8.5%	6.8%	11.6%
Year of appointment at present institution									
1973 or earlier	1.0%	2.6%	1.6%	1.8%	3.5%	2.0%	0.0%	1.0%	1.2%
1974 - 1978	2.0%	4.0%	2.5%	3.5%	5.7%	3.5%	0.0%	0.9%	1.3%
1979 - 1983	6.9%	7.6%	5.0%	10.5%	9.9%	6.5%	2.2%	3.8%	3.1%
1984 - 1988	12.7%	10.4%	7.7%	12.3%	12.0%	9.4%	13.3%	7.6%	5.7%
1989 - 1993	15.7%	11.7%	9.3%	14.0%	12.4%	10.1%	17.8%	10.3%	8.4%
1994 - 1998	10.8%	12.2%	11.9%	14.0%	11.7%	11.2%	6.7%	13.1%	12.9%
1999 - 2003	18.6%	12.9%	15.9%	15.8%	11.7%	15.1%	22.2%	15.0%	16.7%
2004 - 2008	14.7%	20.9%	24.0%	14.0%	18.1%	22.0%	15.6%	25.7%	26.4%
2009 or later	17.6%	17.8%	22.1%	14.0%	15.1%	20.4%	22.2%	22.7%	24.2%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
If tenured, year tenure was awarded									
1973 or earlier	1.4%	3.6%	0.7%	2.4%	4.9%	0.8%	0.0%	0.4%	0.4%
1974 - 1978	0.0%	4.7%	1.6%	0.0%	4.2%	1.6%	0.0%	5.9%	1.4%
1979 - 1983	1.4%	7.6%	4.0%	2.4%	8.9%	4.7%	0.0%	4.3%	3.2%
1984 - 1988	7.2%	11.0%	8.1%	12.2%	11.7%	9.9%	0.0%	9.4%	5.5%
1989 - 1993	15.9%	13.5%	12.0%	17.1%	14.4%	13.6%	14.3%	11.1%	9.7%
1994 - 1998	26.1%	22.4%	16.6%	24.4%	22.6%	17.6%	28.6%	21.7%	15.1%
1999 - 2003	11.6%	14.1%	17.5%	14.6%	14.6%	15.9%	7.1%	12.7%	19.9%
2004 - 2008	31.9%	13.8%	23.4%	24.4%	10.9%	20.6%	42.9%	21.5%	27.6%
2009 or later	4.3%	9.4%	16.0%	2.4%	8.0%	15.3%	7.1%	13.1%	17.1%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Aggregated Major									
Agriculture or Forestry (General Area 1)	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	0.0%	0.0%	0.2%
Biological Sciences (General Area 5)	9.3%	6.2%	5.9%	10.2%	5.4%	5.1%	8.3%	7.5%	6.8%
Business (General Area 6)	0.0%	3.5%	3.8%	0.0%	3.8%	3.6%	0.0%	3.1%	4.1%
Education (General Area 10 and Specific Discipline 2102)	1.9%	3.7%	7.4%	1.7%	2.8%	5.4%	2.1%	5.3%	9.8%
Engineering (General Area 11)	0.0%	8.0%	1.8%	0.0%	10.6%	2.4%	0.0%	3.4%	1.0%
English (General Area 12)	12.1%	6.3%	9.7%	8.5%	5.3%	8.3%	16.7%	8.1%	11.4%
Health-related (General Area 15)	0.0%	3.9%	4.6%	0.0%	1.8%	2.7%	0.0%	7.5%	6.9%
History or Political Science (Specific Discipline 3007,3009)	8.4%	11.8%	8.9%	10.2%	11.4%	10.2%	6.3%	12.5%	7.3%
Humanities (General Area 14,24)	13.1%	11.3%	11.5%	18.6%	11.0%	12.0%	6.3%	11.7%	10.9%
Fine Arts (General Area 2,4,22)	17.8%	6.5%	9.0%	18.6%	5.8%	9.2%	16.7%	7.8%	8.8%
Mathematics or Statistics (General Area 18)	6.5%	4.4%	4.8%	5.1%	5.7%	6.4%	8.3%	2.3%	2.9%
Physical Sciences (General Area 25)	7.5%	8.5%	7.0%	8.5%	10.9%	9.0%	6.3%	4.3%	4.6%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	18.7%	15.6%	15.0%	13.6%	15.3%	14.6%	25.0%	16.3%	15.4%
Other Technical (General Area 8,19,28)	0.9%	2.8%	2.1%	1.7%	3.4%	2.7%	0.0%	1.8%	1.4%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	3.7%	7.1%	8.2%	3.4%	6.4%	8.0%	4.2%	8.3%	8.5%
Aggregated Department									
Agriculture or Forestry (General Area 1)	0.0%	0.1%	0.3%	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%
Biological Sciences (General Area 5)	9.3%	6.0%	5.6%	10.2%	5.4%	4.6%	8.2%	7.2%	6.9%
Business (General Area 6)	0.0%	4.3%	5.0%	0.0%	4.6%	4.4%	0.0%	3.8%	5.6%
Education (General Area 10 and Specific Discipline 2102)	0.0%	2.2%	3.9%	0.0%	1.2%	2.2%	0.0%	3.8%	6.0%
Engineering (General Area 11)	0.0%	8.7%	2.1%	0.0%	11.7%	3.0%	0.0%	3.4%	0.9%
English (General Area 12)	10.2%	6.5%	9.6%	6.8%	5.7%	8.4%	14.3%	7.9%	11.0%
Health-related (General Area 15)	0.0%	5.1%	5.2%	0.0%	3.0%	2.9%	0.0%	8.8%	8.0%
History or Political Science (Specific Discipline 3007,3009)	8.3%	10.5%	9.2%	8.5%	9.4%	11.0%	8.2%	12.3%	7.1%
Humanities (General Area 14,24)	16.7%	12.0%	11.5%	22.0%	11.3%	12.2%	10.2%	13.4%	10.7%
Fine Arts (General Area 2,4,22)	18.5%	7.0%	8.9%	18.6%	6.1%	9.3%	18.4%	8.7%	8.5%
Mathematics or Statistics (General Area 18)	6.5%	4.0%	5.2%	5.1%	5.1%	6.7%	8.2%	2.2%	3.3%
Physical Sciences (General Area 25)	8.3%	7.4%	7.7%	10.2%	9.3%	10.2%	6.1%	4.0%	4.7%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	18.5%	13.4%	14.8%	15.3%	13.1%	14.1%	22.4%	14.0%	15.8%
Other Technical (General Area 8,19,28)	0.9%	2.9%	2.1%	1.7%	3.9%	2.6%	0.0%	1.3%	1.4%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	2.8%	9.7%	8.8%	1.7%	9.9%	8.0%	4.1%	9.2%	9.8%

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How many children do you have in the following age ranges?									
Under 18 years old									
0	58.9%	58.8%	62.5%	59.3%	56.7%	60.9%	58.3%	62.3%	64.5%
1	15.9%	20.2%	17.0%	10.2%	19.5%	17.8%	22.9%	21.3%	15.9%
2	21.5%	15.8%	16.4%	27.1%	16.8%	16.9%	14.6%	14.2%	15.6%
3	2.8%	3.1%	3.6%	3.4%	4.0%	3.6%	2.1%	1.5%	3.7%
4+	0.9%	2.1%	0.5%	0.0%	3.0%	0.7%	2.1%	0.7%	0.3%
18 years or older									
0	67.3%	58.5%	67.8%	67.2%	54.6%	65.6%	67.3%	65.1%	70.5%
1	12.1%	13.9%	11.2%	10.3%	12.4%	10.4%	14.3%	16.5%	12.2%
2	15.0%	15.4%	13.7%	13.8%	18.0%	15.3%	16.3%	10.9%	11.7%
3	4.7%	6.3%	5.0%	6.9%	6.9%	5.8%	2.0%	5.2%	4.0%
4+	0.9%	5.9%	2.3%	1.7%	8.0%	2.9%	0.0%	2.4%	1.6%
How would you characterize your political views?									
Far left	14.0%	16.2%	14.0%	8.5%	16.2%	13.8%	20.8%	16.3%	14.2%
Liberal	52.3%	51.5%	54.6%	52.5%	49.6%	51.0%	52.1%	54.8%	58.9%
Middle of the road	24.3%	22.3%	22.6%	22.0%	22.9%	25.1%	27.1%	21.4%	19.5%
Conservative	8.4%	9.8%	8.6%	15.3%	11.1%	9.8%	0.0%	7.5%	7.3%
Far right	0.9%	0.1%	0.3%	1.7%	0.2%	0.4%	0.0%	0.1%	0.1%
Are you currently: (Mark one)									
Single	15.7%	11.2%	13.6%	16.9%	8.2%	11.7%	14.3%	16.3%	16.0%
Married	75.0%	76.8%	70.5%	76.3%	85.3%	77.4%	73.5%	62.0%	62.2%
Unmarried, living with partner	6.5%	6.5%	8.2%	5.1%	4.0%	6.3%	8.2%	10.9%	10.6%
Divorced	2.8%	3.5%	5.4%	1.7%	1.5%	3.1%	4.1%	6.9%	8.1%
Widowed	0.0%	0.9%	1.1%	0.0%	0.4%	0.5%	0.0%	1.8%	1.7%
Separated	0.0%	1.2%	1.2%	0.0%	0.6%	1.0%	0.0%	2.2%	1.4%
Is English your native language?									
Yes	90.7%	85.7%	88.7%	89.8%	86.5%	89.3%	91.8%	84.4%	87.9%
No	9.3%	14.3%	11.3%	10.2%	13.5%	10.7%	8.2%	15.6%	12.1%

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

Kenyon College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian/Alaska Native	2.8%	0.9%	1.4%	0.0%	0.7%	1.1%	6.3%	1.3%	1.7%
Asian American/Asian	2.8%	5.7%	5.2%	3.4%	6.8%	5.1%	2.1%	3.8%	5.2%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%
African American/Black	5.6%	4.7%	4.6%	6.8%	3.5%	3.3%	4.2%	6.8%	6.2%
Mexican American/Chicano	0.0%	1.6%	0.9%	0.0%	2.4%	0.6%	0.0%	0.4%	1.2%
Puerto Rican	1.9%	1.1%	0.7%	0.0%	0.2%	0.6%	4.2%	2.7%	0.8%
Other Latino	0.9%	1.8%	2.1%	0.0%	1.2%	1.7%	2.1%	2.9%	2.7%
White/Caucasian	86.0%	84.5%	87.1%	86.4%	84.0%	89.3%	85.4%	85.3%	84.4%
Other	4.7%	3.4%	2.7%	5.1%	3.6%	2.1%	4.2%	3.1%	3.5%

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

Public Universities

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

Private Universities

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

* Participating Institution in National Norms

** Supplemental Sample in National Norms

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

Public 4yr Colleges

168	California State University-Fresno*	CA
211	California State University-Fullerton*	CA
6332	Christopher Newport University*	VA
1077	Coppin State University*	MD
2026	Dickinson State University*	ND
959	Eastern Kentucky University*	KY
895	Fort Hays State University*	KS
518	Georgia College & State University*	GA
5330	Grand Valley State University*	MI
6077	Indiana University-Purdue University-Fort Wayne*	IN
6079	Indiana University-Southeast*	IN
2447	Lander University*	SC
2027	Mayville State University*	ND
4841	Metropolitan State University*	MN
2028	Minot State University	ND
1491	Missouri Western State University*	MO
1662	Montclair State University	NJ
620	Northeastern Illinois University	IL
6213	Pennsylvania State University-Penn State Erie-Behrend College*	PA
7241	Ramapo College of New Jersey*	NJ
2410	Rhode Island College*	RI
236	San Francisco State University	CA
238	San Jose State University	CA
1499	Southeast Missouri State University*	MO
700	Southern Illinois University Edwardsville	IL
2211	Southern Oregon University*	OR
2734	Southern Utah University*	UT
1873	SUNY at Geneseo*	NY
6532	SUNY College at Old Westbury*	NY
7307	SUNY Empire State College*	NY
1456	University of Central Missouri*	MO
1929	University of North Carolina at Asheville*	NC
6138	University of South Carolina-Aiken*	SC
6157	University of Wisconsin-Green Bay*	WI
2993	University of Wisconsin-Stevens Point*	WI
6677	Utah Valley University*	UT
2029	Valley City State University*	ND
2735	Weber State University*	UT
2696	West Texas A & M University*	TX
2866	Western Washington University*	WA

Public 4yr Colleges

2319	Bloomsburg University of Pennsylvania**	PA
7056	California State University-Bakersfield**	CA
194	California State University-Los Angeles**	CA
230	California State University-Northridge**	CA
2321	California University of Pennsylvania**	PA
2841	Central Washington University**	WA
2323	Clarion University of Pennsylvania**	PA
6617	Clayton State University**	GA
2439	College of Charleston**	SC
333	Colorado State University-Pueblo**	CO
2324	East Stroudsburg University of Pennsylvania**	PA
385	Eastern Connecticut State University**	CT
1281	Eastern Michigan University**	MI
1705	Eastern New Mexico University-Main Campus**	NM
4867	Florida Gulf Coast University**	FL
325	Fort Lewis College**	CO
1089	Frostburg State University**	MD
178	Humboldt State University**	CA
6076	Indiana University-Kokomo**	IN
2327	Kutztown University of Pennsylvania**	PA
2279	Lincoln University of Pennsylvania**	PA
2328	Lock Haven University**	PA
2796	Longwood University**	VA
2329	Mansfield University of Pennsylvania**	PA
2331	Millersville University of Pennsylvania**	PA
1362	Minnesota State University-Moorhead**	MN
471	New College of Florida**	FL
6679	Norfolk State University**	VA
2157	Northeastern State University**	OK
7275	Northern Kentucky University**	KY
776	Purdue University-North Central Campus**	IN
2825	Radford University**	VA
5850	Saginaw Valley State University**	MI
1363	Saint Cloud State University**	MN
2332	Shippensburg University of Pennsylvania**	PA
2333	Slippery Rock University of Pennsylvania**	PA
170	Sonoma State University**	CA
371	Southern Connecticut State University**	CT
7028	SUNY at Purchase College**	NY
2659	Texas State University-San Marcos**	TX

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 ** Supplemental Sample in National Norms

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

Public 4yr Colleges

7026	The Richard Stockton College of New Jersey**	NJ
2563	The University of Tennessee at Chattanooga**	TN
1486	Truman State University**	MO
2147	University of Central Oklahoma**	OK
6067	University of Colorado at Colorado Springs**	CO
5773	University of Massachusetts-Dartmouth**	MA
1298	University of Michigan-Dearborn**	MI
6400	University of Michigan-Flint**	MI
5365	University of Minnesota-Morris**	MN
1586	University of Nebraska at Kearney**	NE
1991	University of North Carolina-Wilmington**	NC
6232	University of Pittsburgh-Bradford**	PA
6139	University of South Carolina-Upstate**	SC
7051	University of Southern Indiana**	IN
546	University of West Georgia**	GA
2978	University of Wisconsin-Stout**	WI
929	Washburn University**	KS
706	Western Illinois University**	IL
1201	Worcester State College**	MA

Private Nonsectarian 4yr Colleges

46	Alaska Pacific University*	AK
599	Aurora University*	IL
2236	Bryn Mawr College*	PA
2237	Bucknell University*	PA
1327	Carleton College*	MN
1745	Cazenovia College*	NY
2241	Cedar Crest College*	PA
319	Colorado College*	CO
2247	Dickinson College*	PA
5414	Franklin Pierce University*	NH
1082	Goucher College*	MD
2792	Hampden-Sydney College	VA
9107	Harrisburg University of Science and Technology*	PA
1777	Hartwick College*	NY
2267	Haverford College*	PA
6378	Hawaii Pacific University*	HI
1084	Hood College*	MD
646	Illinois Wesleyan University*	IL
91	John Brown University*	AR
2272	Juniata College*	PA
2075	Kenyon College*	OH
1111	McDaniel College*	MD
1808	Medaille College*	NY
199	Mills College*	CA
1809	Nazareth College*	NY
207	Occidental College*	CA
1488	Park University*	MO
2306	Philadelphia University	PA
683	Principia College*	IL
685	Rockford College*	IL
1189	Smith College*	MA
1846	St Lawrence University*	NY
2336	Swarthmore College*	PA
2063	The College of Wooster*	OH
476	The University of Tampa*	FL
7256	Touro College	NY
379	Trinity College*	CT
2844	University of Puget Sound*	WA
2302	University of the Sciences in Philadelphia*	PA
2344	Ursinus College	PA

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List of Participating and Sampled Institutions

Private Nonsectarian 4yr Colleges

1891 Vassar College*	NY
274 Westmont College*	CA
1211 Wheaton College-Norton*	MA
2867 Whitman College*	WA
2215 Willamette University*	OR
1213 Williams College*	MA
1731 Alfred University**	NY
944 Asbury University**	KY
1735 Bard College**	NY
1042 Bates College**	ME
2931 Beloit College**	WI
5277 Bentley University**	MA
948 Berea College**	KY
503 Berry College**	GA
1749 Colgate University**	NY
2065 Denison University**	OH
825 Drake University**	IA
1465 Drury University**	MO
2446 Furman University**	SC
834 Grinnell College**	IA
1776 Hamilton College**	NY
2072 Hiram College**	OH
1272 Kalamazoo College**	MI
2947 Lawrence University**	WI
2194 Lewis & Clark College**	OR
6345 Long Island University-Brooklyn Campus**	NY
6098 Long Island University-C W Post Campus**	NY
1804 Marymount Manhattan College**	NY
5297 Massachusetts College of Pharmacy and Health Sciences**	MA
7408 Metropolitan College of New York**	NY
1360 Minneapolis College of Art and Design**	MN
2084 Oberlin College**	OH
2201 Pacific Northwest College of Art**	OR
1185 Pine Manor College**	MA
219 Pomona College**	CA
1667 Rider University**	NJ
2969 Ripon College**	WI
468 Rollins College**	FL
686 Roosevelt University**	IL
1848 Sarah Lawrence College**	NY

Private Nonsectarian 4yr Colleges

246 Scripps College**	CA
473 Stetson University**	FL
1204 Suffolk University**	MA
27 Tuskegee University**	AL
1884 Union College-Schenectady**	NY
2829 Washington and Lee University**	VA
1109 Washington College**	MD
1497 Webster University**	MO
5035 Western New England College**	MA
1212 Wheelock College**	MA
1513 William Jewell College**	MO

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

Catholic 4yr Colleges

5589 Cabrini College*	PA
1744 Canisius College*	NY
1152 College of the Holy Cross*	MA
362 Fairfield University*	CT
2274 King's College*	PA
655 Lewis University*	IL
1086 Loyola College in Maryland*	MD
7560 Loyola Marymount University	CA
1274 Madonna University*	MI
2285 Marywood University*	PA
1096 Mount St Mary's University*	MD
1818 Niagara University*	NY
1622 Saint Anselm College*	NH
781 Saint Mary's College*	IN
227 Saint Marys College of California*	CA
2974 Saint Norbert College*	WI
1675 Saint Peters College*	NJ
5814 Saint Thomas University*	FL
267 Santa Clara University	CA
2648 St Marys University	TX
1276 University of Detroit Mercy	MI
5536 University of Mary*	ND
2343 University of Scranton	PA
2347 Villanova University*	PA
5562 Walsh University*	OH
5585 <i>Alvernia College**</i>	PA
1933 <i>Belmont Abbey College**</i>	NC
7072 <i>Benedictine College**</i>	KS
2523 <i>Christian Brothers University**</i>	TN
1328 <i>College of Saint Benedict**</i>	MN
1573 <i>Creighton University**</i>	NE
5834 <i>Divine Word College**</i>	IA
1495 <i>Fontbonne University**</i>	MO
1648 <i>Georgian Court University**</i>	NJ
2265 <i>Gwynedd Mercy College**</i>	PA
1013 <i>Loyola University New Orleans**</i>	LA
2799 <i>Marymount University**</i>	VA
2291 <i>Mount Aloysius College**</i>	PA
5888 <i>Neumann University**</i>	PA
1078 <i>Notre Dame of Maryland University**</i>	MD

Catholic 4yr Colleges

2061 <i>Ohio Dominican University**</i>	OH
1187 <i>Regis College**</i>	MA
2314 <i>Saint Joseph's University**</i>	PA
5121 <i>Saint Leo University**</i>	FL
779 <i>Saint Mary-of-the-Woods College**</i>	IN
2315 <i>Saint Vincent College**</i>	PA
689 <i>Saint Xavier College**</i>	IL
19 <i>Spring Hill College**</i>	AL
1331 <i>The College of Saint Scholastica**</i>	MN
2213 <i>University of Portland**</i>	OR
624 <i>University of St Francis**</i>	IL
2106 <i>Ursuline College**</i>	OH
2983 <i>Viterbo University**</i>	WI

Other Religious 4yr Colleges

2591 Abilene Christian University*	TX
494 Agnes Scott College*	GA
2232 Albright College*	PA
1245 Alma College*	MI
597 Augustana College*	IL
2594 Austin College*	TX
5569 Azusa Pacific University*	CA
1325 Bethel University*	MN
2784 Bridgewater College*	VA
562 Brigham Young University-Hawaii*	HI
5795 Calvin College*	MI
2934 Carroll University*	WI
815 Central College*	IA
141 Chapman University*	CA
821 Coe College*	IA
5700 Concordia University-Wisconsin*	WI
752 DePauw University	IN
5212 Dordt College*	IA
753 Earlham College*	IN
464 Eckerd College*	FL
1947 Elon University*	NC
461 Florida Memorial University*	FL
2193 George Fox University*	OR
2263 Gettysburg College*	PA

* Participating Institution in National Norms

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

Other Religious 4yr Colleges

833 Grand View University*	IA
1952 Greensboro College*	NC
1338 Gustavus Adolphus College*	MN
1339 Hamline University*	MN
89 Hendrix College*	AR
1269 Hope College*	MI
642 Illinois College*	IL
837 Iowa Wesleyan College*	IA
5167 Judson University*	IL
2945 Lakeland College*	WI
2277 Lebanon Valley College*	PA
2195 Linfield College*	OR
841 Luther College*	IA
2283 Lycoming College*	PA
1344 Macalester College*	MN
2080 Malone University*	OH
5353 Martin Luther College*	MN
6542 Mount Vernon Nazarene University	OH
1589 Nebraska Wesleyan University*	NE
1820 Nyack College*	NY
2163 Oklahoma City University	OK
218 Point Loma Nazarene University*	CA
5759 Roberts Wesleyan College*	NY
2857 Seattle Pacific University*	WA
2564 Sewanee: The University of the South*	TN
853 Simpson College*	IA
5052 Simpson University*	CA
2144 Southern Nazarene University*	OK
1355 St Olaf College*	MN
2335 Susquehanna University*	PA
783 Taylor University*	IN
2685 Trinity University*	TX
2562 Union University	TN
763 University of Indianapolis*	IN
2631 University of Mary Hardin-Baylor*	TX
787 Valparaiso University	IN
5053 Vanguard University of Southern California*	CA
2868 Whitworth University*	WA
2113 Wittenberg University*	OH
1244 Albion College**	MI

Other Religious 4yr Colleges

2233 Allegheny College**	PA
2432 Anderson University**	SC
1322 Augsburg College**	MN
2483 Augustana College**	SD
1931 Barton College**	NC
2433 Benedict College**	SC
5194 Bethel College**	IN
455 Bethune-Cookman University**	FL
6 Birmingham Southern College**	AL
5649 Bryan College**	TN
812 Buena Vista University**	IA
131 California Baptist University**	CA
956 Centre College**	KY
1335 Concordia University-Saint Paul**	MN
2485 Dakota Wesleyan University**	SD
2064 Defiance College**	OH
2608 East Texas Baptist University**	TX
2786 Eastern Mennonite University**	VA
634 Elmhurst College**	IL
462 Florida Southern College**	FL
2262 Geneva College**	PA
758 Goshen College**	IN
641 Greenville College**	IL
762 Huntington University**	IN
4831 La Sierra University**	CA
2537 Lee University**	TN
965 Lindsey Wilson College**	KY
79 Lyon College**	AR
769 Manchester College**	IN
2543 Maryville College**	TN
913 McPherson College**	KS
525 Mercer University-Macon**	GA
6575 MidAmerica Nazarene University**	KS
2289 Moravian College and Moravian Theological Seminary**	PA
844 Morningside College**	IA
2454 North Greenville University**	SC
675 North Park University**	IL
5689 Northwest University**	WA
5361 Northwestern College**	MN
2087 Ohio Northern University**	OH

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