



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

2010-11 HERI Faculty Survey

Institutional Profile Reports

University of Idaho

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

Table of Contents

Institutional Profile Reports

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

Nationally Normed Comparison Group Data

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

b. All Respondents [1B](#)

Additional Comparison Group Data

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

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

c. Graduate Only Faculty [2C](#)

d. Other Respondents [2D](#)

Institutional Profile Report - condensed version

Full-time Undergraduate Faculty [3](#)

Appendix

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

2010-11 HERI Faculty Survey Instrument

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

How to Read the Institutional Profile Report

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

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

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

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

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

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

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

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

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

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

University of Idaho	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	212	3,501	12,040	137	2,023	6,678	75	1,478	5,362	
What is your principal activity in your current position at this institution?										
Administration	8.1%	8.4%	7.0%	10.3%	8.4%	7.2%	4.0%	8.3%	6.7%	
Teaching	70.1%	70.1%	73.4%	66.2%	67.6%	70.7%	77.3%	74.1%	77.6%	
Research	17.5%	20.1%	18.3%	19.1%	22.8%	21.1%	14.7%	15.7%	14.0%	
Services to clients and patients	2.4%	0.6%	0.6%	2.2%	0.6%	0.5%	2.7%	0.6%	0.6%	
Other	1.9%	0.8%	0.7%	2.2%	0.6%	0.5%	1.3%	1.3%	1.1%	
Total(n)	211	3,498	12,034	136	2,021	6,675	75	1,477	5,359	
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)	212	3,501	12,038	137	2,023	6,678	75	1,478	5,360	
What is your present academic rank?										
Professor	33.5%	31.9%	33.4%	40.1%	38.6%	40.5%	21.3%	21.0%	22.6%	
Associate professor	28.3%	24.5%	24.6%	30.7%	23.7%	23.6%	24.0%	25.8%	26.0%	
Assistant professor	25.5%	24.9%	25.9%	21.9%	22.4%	22.9%	32.0%	28.9%	30.5%	
Lecturer	5.2%	10.2%	9.1%	2.9%	9.1%	7.9%	9.3%	12.0%	10.9%	
Instructor	7.5%	8.5%	7.0%	4.4%	6.2%	5.1%	13.3%	12.3%	10.0%	
Total(n)	212	3,023	11,410	137	1,752	6,332	75	1,271	5,078	
What is your tenure status at this institution?										
Tenured	62.3%	56.2%	56.2%	70.1%	62.2%	62.4%	48.0%	46.5%	46.8%	
On tenure track, but not tenured	24.5%	20.6%	22.2%	21.2%	18.8%	19.9%	30.7%	23.6%	25.6%	
Not on tenure track, but institution has tenure system	13.2%	23.0%	21.0%	8.8%	18.9%	17.3%	21.3%	29.7%	26.7%	
Institution has no tenure system	0.0%	0.2%	0.6%	0.0%	0.1%	0.4%	0.0%	0.3%	0.9%	
Total(n)	212	3,029	11,422	137	1,755	6,341	75	1,274	5,081	
Are you currently serving in an administrative position as:										
Department chair	9.9%	7.5%	8.3%	13.1%	8.7%	9.8%	4.0%	5.5%	6.1%	
Dean (associate or assistant)	1.9%	2.6%	2.0%	0.7%	2.4%	2.0%	4.0%	3.0%	2.1%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Provost	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Other	9.9%	14.7%	14.7%	10.2%	14.4%	14.3%	9.3%	15.2%	15.4%	
Not applicable	75.0%	67.0%	66.3%	72.3%	64.7%	63.9%	80.0%	70.7%	70.1%	

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

University of Idaho	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.)	0.9%	1.3%	1.0%	0.7%	1.6%	1.2%	1.3%	0.9%	0.8%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	17.9%	16.6%	16.3%	13.9%	12.6%	12.5%	25.3%	23.1%	22.1%	
LL.B., J.D.	0.0%	0.5%	0.8%	0.0%	0.5%	0.8%	0.0%	0.6%	0.8%	
M.D., D.D.S. (or equivalent)	0.0%	0.6%	0.5%	0.0%	0.7%	0.6%	0.0%	0.4%	0.4%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.5%	0.6%	0.5%	0.7%	0.7%	0.6%	0.0%	0.3%	0.3%	
Ed.D.	1.4%	1.4%	2.3%	0.7%	1.0%	1.3%	2.7%	2.0%	3.7%	
Ph.D.	78.3%	77.8%	77.2%	83.2%	81.7%	81.6%	69.3%	71.4%	70.5%	
Other degree	0.9%	1.2%	1.3%	0.7%	1.2%	1.3%	1.3%	1.2%	1.3%	
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Total(n)	212	3,498	12,034	137	2,022	6,677	75	1,476	5,357	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	1.6%	1.2%	1.2%	1.6%	1.2%	1.3%	1.5%	1.2%	1.0%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%	
Ed.D.	0.0%	0.6%	0.6%	0.0%	0.2%	0.3%	0.0%	1.2%	1.1%	
Ph.D.	3.7%	3.2%	3.3%	0.8%	2.3%	2.4%	9.1%	4.8%	4.6%	
Other degree	1.1%	0.3%	0.8%	0.8%	0.2%	0.5%	1.5%	0.5%	1.2%	
None	93.7%	94.3%	93.8%	96.7%	95.6%	95.1%	87.9%	92.0%	91.8%	
Total(n)	189	3,163	10,802	123	1,849	6,098	66	1,314	4,704	

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

University of Idaho	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	55.2%	52.6%	50.9%	56.9%	56.2%	54.6%	52.0%	46.8%	45.1%	
Very important	33.5%	29.7%	29.6%	35.8%	28.3%	28.3%	29.3%	31.9%	31.7%	
Somewhat important	9.4%	14.6%	16.6%	5.8%	12.5%	14.2%	16.0%	18.1%	20.2%	
Not important	1.9%	3.1%	2.9%	1.5%	3.0%	2.9%	2.7%	3.2%	3.0%	
Total(n)	212	3,499	12,033	137	2,021	6,673	75	1,478	5,360	
Teaching										
Essential	71.2%	67.8%	69.5%	75.2%	67.8%	69.5%	64.0%	67.7%	69.5%	
Very important	26.4%	28.8%	27.1%	22.6%	28.2%	26.9%	33.3%	29.8%	27.5%	
Somewhat important	2.4%	3.4%	3.2%	2.2%	3.9%	3.5%	2.7%	2.4%	2.8%	
Not important	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	
Total(n)	212	3,500	12,037	137	2,023	6,677	75	1,477	5,360	
Service										
Essential	25.5%	18.4%	17.8%	24.8%	18.5%	17.2%	26.7%	18.3%	18.7%	
Very important	40.6%	42.9%	43.5%	39.4%	41.6%	42.8%	42.7%	44.9%	44.6%	
Somewhat important	32.1%	34.9%	35.2%	33.6%	36.1%	36.2%	29.3%	32.9%	33.7%	
Not important	1.9%	3.8%	3.4%	2.2%	3.8%	3.8%	1.3%	4.0%	2.9%	
Total(n)	212	3,498	12,030	137	2,021	6,672	75	1,477	5,358	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	12.8%	23.0%	21.8%	15.3%	24.9%	23.0%	8.1%	19.9%	19.9%	
Taught an interdisciplinary course	56.1%	45.4%	46.3%	56.9%	47.0%	47.9%	54.7%	42.7%	43.9%	
Taught an ethnic studies course	6.6%	9.8%	10.6%	3.6%	7.9%	8.7%	12.0%	12.9%	13.6%	
Taught a women's studies course	4.2%	5.8%	6.4%	1.5%	1.9%	2.0%	9.3%	12.2%	13.1%	
Taught a service learning course	28.8%	15.9%	17.2%	26.3%	13.2%	14.6%	33.3%	20.2%	21.1%	
Taught an exclusively web-based course at this institution	24.2%	14.0%	14.6%	19.0%	12.0%	12.4%	33.8%	17.2%	18.0%	
Participated in a teaching enhancement workshop	44.8%	53.4%	55.6%	43.1%	48.4%	49.7%	48.0%	61.6%	64.7%	
Advised student groups involved in service/volunteer work	43.9%	41.0%	42.6%	40.9%	38.6%	40.7%	49.3%	44.9%	45.6%	Civic Minded Practice
Collaborated with the local community in research/teaching	54.2%	41.4%	42.4%	46.7%	38.2%	39.4%	68.0%	46.5%	47.0%	
Conducted research or writing focused on international/global issues	35.8%	32.0%	32.3%	36.5%	34.4%	33.9%	34.7%	28.1%	29.9%	
Conducted research or writing focused on racial or ethnic minorities	17.0%	23.4%	23.2%	11.7%	19.9%	20.0%	26.7%	29.2%	28.3%	
Conducted research or writing focused on women and gender issues	15.1%	20.2%	20.3%	9.5%	12.9%	13.6%	25.3%	32.2%	30.6%	
Engaged undergraduates on <u>your</u> research project	63.7%	52.5%	52.6%	69.3%	56.5%	57.2%	53.3%	46.1%	45.4%	
Worked with undergraduates on a research project	72.2%	64.6%	66.2%	76.6%	68.0%	69.8%	64.0%	59.1%	60.7%	
Engaged in academic research that spans multiple disciplines	75.9%	68.6%	67.0%	76.6%	72.6%	70.8%	74.7%	62.1%	61.1%	
Taught a seminar for first-year students	23.6%	23.8%	24.7%	22.6%	23.7%	24.7%	25.3%	24.0%	24.8%	
Taught a capstone course	30.2%	34.0%	34.7%	31.4%	35.3%	35.2%	28.0%	31.9%	33.9%	
Taught in a learning community (e.g., FIG, linked courses)	4.7%	9.0%	8.2%	3.6%	8.3%	7.6%	6.7%	10.0%	9.3%	
Supervised an undergraduate thesis	24.1%	37.0%	36.9%	27.7%	39.2%	38.4%	17.3%	33.5%	34.7%	
Published op-ed pieces or editorials	16.0%	14.8%	15.6%	14.6%	18.2%	18.5%	18.7%	9.3%	11.2%	
Received funding for your work from foundations	24.5%	20.7%	22.3%	25.5%	22.4%	24.3%	22.7%	18.0%	19.4%	
Received funding for your work from state or federal government	56.6%	37.3%	33.7%	64.2%	42.3%	38.2%	42.7%	29.4%	26.7%	
Received funding for your work from business or industry	25.0%	13.5%	12.0%	33.6%	17.4%	15.3%	9.3%	7.2%	6.9%	
Total(n)	212	3,480	11,965	137	2,010	6,639	75	1,470	5,326	

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

University of Idaho	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	2.40	2.24	2.42	2.36	2.23	2.37	2.47	2.24	2.49	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	212	3,501	12,040	137	2,023	6,678	75	1,478	5,362	
Teach at least one course this term at another institution	3.8%	2.2%	2.8%	5.1%	1.6%	2.4%	1.3%	3.1%	3.4%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	11.8%	19.1%	23.3%	10.9%	18.2%	23.1%	13.3%	20.6%	23.6%	
Mean student enrollment	48.5	64.9	56.0	56.6	70.9	61.8	36.3	56.3	47.3	
Have teaching/lab assistant or reader/grader assigned	46.7%	35.1%	28.7%	36.7%	38.0%	30.8%	61.7%	31.0%	25.5%	
Course required for an undergraduate major										
Teach at least one course	78.8%	69.5%	68.3%	80.3%	71.1%	68.1%	76.0%	66.9%	68.7%	
Mean student enrollment	37.0	45.1	39.5	33.5	45.3	39.6	43.6	44.7	39.5	
Have teaching/lab assistant or reader/grader assigned	33.2%	29.1%	27.3%	32.0%	32.3%	30.1%	35.5%	23.7%	23.0%	
Other undergraduate course										
Teach at least one course	26.9%	29.2%	30.6%	28.5%	29.8%	31.7%	24.0%	28.2%	29.1%	
Mean student enrollment	23.9	32.0	27.9	25.1	31.4	28.0	21.5	32.9	27.8	
Have teaching/lab assistant or reader/grader assigned	23.4%	18.6%	19.5%	16.2%	18.7%	20.8%	38.9%	18.5%	17.1%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.5%	0.4%	0.6%	0.7%	0.2%	0.5%	0.0%	0.6%	0.9%	
Mean student enrollment	80.0	43.3	30.8	80.0	26.8	26.6	.	53.8	34.1	
Have teaching/lab assistant or reader/grader assigned	0.0%	7.4%	19.2%	0.0%	12.2%	22.0%	.	4.4%	17.1%	
Non-credit course (other than above)										
Teach at least one course	2.8%	1.1%	1.0%	0.0%	1.1%	1.0%	8.0%	1.2%	1.0%	
Mean student enrollment	23.1	31.9	27.2	.	39.0	29.8	23.1	22.0	23.2	
Have teaching/lab assistant or reader/grader assigned	18.8%	5.8%	5.8%	.	5.2%	5.0%	18.8%	6.6%	7.1%	
Graduate course										
Teach at least one course	28.8%	25.7%	25.5%	33.6%	26.5%	25.9%	20.0%	24.5%	24.7%	
Mean student enrollment	13.9	14.9	14.2	14.9	14.6	13.9	10.6	15.5	14.5	
Have teaching/lab assistant or reader/grader assigned	7.7%	7.4%	8.1%	8.0%	8.0%	9.9%	6.7%	6.3%	5.2%	

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

University of Idaho	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)	12	251	642	7	129	326	5	122	316	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	5.7%	6.3%	5.9%	2.9%	7.0%	5.8%	10.7%	5.3%	6.2%	
Writing	11.3%	14.2%	13.4%	6.6%	13.1%	12.1%	20.0%	16.0%	15.4%	
Mathematics	5.2%	4.9%	5.1%	5.8%	4.8%	5.4%	4.0%	5.0%	4.8%	
ESL	0.5%	1.3%	1.1%	0.0%	0.5%	0.5%	1.3%	2.7%	2.0%	
General academic skills	10.8%	12.9%	11.6%	9.5%	10.7%	10.1%	13.3%	16.3%	13.8%	
Other subject areas	13.7%	7.5%	6.8%	11.7%	7.3%	6.5%	17.3%	7.8%	7.3%	
Total(n)	212	3,501	12,040	137	2,023	6,678	75	1,478	5,362	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	19.8%	19.0%	20.6%	22.6%	16.9%	18.0%	14.7%	22.3%	24.7%	
No	69.3%	72.6%	71.7%	68.6%	76.0%	75.8%	70.7%	67.0%	65.4%	
Not eligible	2.8%	2.3%	1.9%	2.2%	2.4%	1.9%	4.0%	2.1%	1.8%	
Not available	8.0%	6.2%	5.8%	6.6%	4.7%	4.4%	10.7%	8.6%	8.1%	
Total(n)	212	3,499	12,015	137	2,022	6,665	75	1,477	5,350	
Paid sabbatical leave										
Yes	23.1%	31.1%	33.6%	24.1%	35.0%	37.6%	21.3%	24.6%	27.6%	
No	57.1%	48.5%	46.6%	61.3%	49.3%	46.8%	49.3%	47.3%	46.4%	
Not eligible	17.9%	17.3%	16.9%	13.1%	13.1%	13.3%	26.7%	24.0%	22.3%	
Not available	1.9%	3.1%	2.9%	1.5%	2.5%	2.3%	2.7%	4.2%	3.7%	
Total(n)	212	3,498	12,021	137	2,022	6,668	75	1,476	5,353	
Travel funds paid by the institution										
Yes	63.2%	73.8%	74.5%	63.5%	73.6%	73.3%	62.7%	74.2%	76.2%	
No	32.5%	21.2%	20.9%	33.6%	21.9%	22.8%	30.7%	20.0%	18.2%	
Not eligible	1.9%	3.3%	2.8%	2.2%	2.6%	2.3%	1.3%	4.3%	3.7%	
Not available	2.4%	1.7%	1.8%	0.7%	1.8%	1.6%	5.3%	1.6%	1.9%	
Total(n)	212	3,500	12,032	137	2,022	6,674	75	1,478	5,358	

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

University of Idaho	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	50.9%	50.2%	49.5%	55.5%	52.8%	52.1%	42.7%	46.0%	45.6%	
No	44.3%	44.3%	45.2%	41.6%	42.3%	43.7%	49.3%	47.5%	47.6%	
Not eligible	1.9%	4.2%	3.9%	1.5%	3.7%	3.2%	2.7%	5.1%	4.9%	
Not available	2.8%	1.3%	1.4%	1.5%	1.2%	1.1%	5.3%	1.4%	1.8%	
Total(n)	212	3,495	12,013	137	2,018	6,659	75	1,477	5,354	
Training for administrative leadership										
Yes	17.5%	12.3%	12.7%	18.2%	11.5%	12.8%	16.0%	13.7%	12.6%	
No	70.3%	77.0%	76.7%	72.3%	80.0%	78.9%	66.7%	72.1%	73.4%	
Not eligible	7.1%	6.3%	5.3%	5.8%	5.1%	4.3%	9.3%	8.1%	6.9%	
Not available	5.2%	4.4%	5.3%	3.6%	3.4%	4.0%	8.0%	6.1%	7.2%	
Total(n)	212	3,494	12,008	137	2,019	6,662	75	1,475	5,346	
Received incentives to develop new courses										
Yes	22.2%	20.4%	21.4%	21.9%	20.9%	21.5%	22.7%	19.5%	21.2%	
No	71.2%	71.2%	70.7%	73.7%	71.8%	72.0%	66.7%	70.2%	68.8%	
Not eligible	0.9%	2.8%	2.3%	0.0%	3.3%	2.4%	2.7%	2.0%	2.2%	
Not available	5.7%	5.6%	5.6%	4.4%	4.0%	4.1%	8.0%	8.2%	7.8%	
Total(n)	212	3,498	12,021	137	2,021	6,667	75	1,477	5,354	
Received incentives to integrate new technology into your classroom										
Yes	16.5%	16.7%	18.0%	15.3%	16.3%	17.7%	18.7%	17.3%	18.4%	
No	75.0%	76.7%	75.4%	78.1%	77.8%	76.8%	69.3%	75.0%	73.2%	
Not eligible	1.4%	2.1%	1.9%	0.7%	2.5%	1.9%	2.7%	1.5%	1.9%	
Not available	7.1%	4.4%	4.8%	5.8%	3.3%	3.7%	9.3%	6.2%	6.6%	
Total(n)	212	3,499	12,021	137	2,021	6,667	75	1,478	5,354	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Articles in academic or professional journals										Scholarly Productivity
None	15.6%	15.9%	16.2%	13.1%	13.1%	12.9%	20.0%	20.2%	21.2%	
1-2	12.7%	16.0%	16.5%	9.5%	12.8%	14.0%	18.7%	21.2%	20.4%	
3-4	11.8%	10.6%	12.2%	10.2%	9.4%	10.8%	14.7%	12.7%	14.5%	
5-10	15.6%	16.5%	17.2%	13.1%	16.1%	16.4%	20.0%	17.1%	18.5%	
11-20	14.2%	15.1%	14.3%	14.6%	15.1%	14.9%	13.3%	15.2%	13.4%	
21-50	17.9%	15.7%	13.5%	21.9%	19.1%	16.6%	10.7%	10.3%	8.8%	
51+	12.3%	10.1%	9.9%	17.5%	14.3%	14.4%	2.7%	3.4%	3.0%	
Total(n)	212	3,499	12,027	137	2,021	6,670	75	1,478	5,357	
Mean	4.03	3.87	3.77	4.42	4.22	4.14	3.31	3.30	3.21	
Standard deviation	2.00	1.96	1.94	2.03	1.99	1.98	1.75	1.78	1.74	
Significance	-			-			-			
Effect size	-	0.08	0.13	-	0.10	0.14	-	0.01	0.06	
Chapters in edited volumes										Scholarly Productivity
None	44.5%	41.2%	42.8%	40.1%	37.9%	39.5%	52.7%	46.5%	47.9%	
1-2	29.4%	25.1%	24.9%	29.9%	24.3%	23.8%	28.4%	26.3%	26.6%	
3-4	10.9%	15.0%	13.1%	13.1%	16.6%	14.1%	6.8%	12.6%	11.6%	
5-10	12.8%	11.6%	11.8%	13.9%	13.4%	13.9%	10.8%	8.8%	8.6%	
11-20	2.4%	4.7%	4.7%	2.9%	5.0%	5.3%	1.4%	4.2%	3.7%	
21-50	0.0%	1.9%	2.2%	0.0%	2.2%	2.7%	0.0%	1.4%	1.4%	
51+	0.0%	0.5%	0.5%	0.0%	0.7%	0.7%	0.0%	0.1%	0.2%	
Total(n)	211	3,482	11,952	137	2,013	6,619	74	1,469	5,333	
Mean	1.99	2.21	2.19	2.09	2.33	2.33	1.80	2.03	1.99	
Standard deviation	1.13	1.35	1.37	1.16	1.39	1.44	1.06	1.26	1.24	
Significance	-	*	*	-	*		-			
Effect size	-	-0.16	-0.15	-	-0.17	-0.17	-	-0.18	-0.15	

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

University of Idaho	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	70.1%	60.3%	60.4%	67.2%	57.6%	57.0%	75.7%	64.7%	65.6%	
1-2	20.9%	24.9%	24.3%	22.6%	25.7%	25.2%	17.6%	23.6%	22.9%	
3-4	5.2%	8.7%	8.4%	6.6%	9.6%	9.2%	2.7%	7.2%	7.2%	
5-10	3.3%	4.6%	5.2%	3.6%	5.3%	6.3%	2.7%	3.5%	3.6%	
11-20	0.5%	1.1%	1.3%	0.0%	1.2%	1.8%	1.4%	0.8%	0.5%	
21-50	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.1%	0.1%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	211	3,490	11,986	137	2,017	6,646	74	1,473	5,340	
Mean	1.43	1.63	1.64	1.47	1.69	1.72	1.36	1.53	1.51	
Standard deviation	0.78	0.95	0.97	0.78	1.00	1.04	0.79	0.86	0.84	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.21	-0.22	-	-0.22	-0.24	-	-0.20	-0.18	
Other, such as patents or computer software products										
None	77.8%	85.3%	85.8%	71.5%	80.6%	81.6%	89.3%	92.8%	92.2%	
1-2	11.8%	8.6%	7.8%	16.1%	10.9%	9.9%	4.0%	4.9%	4.6%	
3-4	7.5%	2.9%	2.8%	8.0%	4.0%	3.7%	6.7%	1.2%	1.4%	
5-10	2.4%	2.0%	1.9%	3.6%	2.9%	2.7%	0.0%	0.6%	0.8%	
11-20	0.5%	0.7%	0.9%	0.7%	0.8%	1.3%	0.0%	0.4%	0.3%	
21-50	0.0%	0.1%	0.5%	0.0%	0.2%	0.4%	0.0%	0.1%	0.6%	
51+	0.0%	0.4%	0.3%	0.0%	0.6%	0.5%	0.0%	0.0%	0.1%	
Total(n)	212	3,480	11,954	137	2,010	6,627	75	1,470	5,327	
Mean	1.36	1.26	1.27	1.46	1.35	1.35	1.17	1.11	1.15	
Standard deviation	0.76	0.77	0.82	0.85	0.89	0.91	0.53	0.49	0.62	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.12	0.12	-	0.12	0.03	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?										
None	84.9%	85.8%	85.1%	86.1%	86.2%	85.6%	82.7%	85.1%	84.3%	
1-2	3.8%	4.9%	5.2%	2.9%	4.1%	4.5%	5.3%	6.2%	6.3%	
3-4	1.4%	2.3%	2.9%	2.2%	2.0%	2.7%	0.0%	2.7%	3.4%	
5-10	4.2%	3.6%	3.8%	2.9%	3.4%	3.7%	6.7%	4.1%	4.1%	
11-20	1.9%	1.4%	1.4%	1.5%	1.7%	1.6%	2.7%	0.8%	0.9%	
21-50	1.4%	1.1%	0.9%	1.5%	1.3%	1.1%	1.3%	0.9%	0.7%	
51+	2.4%	0.9%	0.7%	2.9%	1.3%	0.9%	1.3%	0.2%	0.4%	
Total(n)	212	3,494	12,016	137	2,019	6,665	75	1,475	5,351	
Mean	1.48	1.37	1.37	1.47	1.39	1.38	1.51	1.33	1.35	
Standard deviation	1.33	1.07	1.04	1.35	1.16	1.09	1.29	0.92	0.95	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.07	0.08	-	0.20	0.17	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	22.6%	23.9%	25.5%	17.5%	19.7%	21.7%	32.0%	30.8%	31.4%	
1-2	25.0%	28.1%	29.1%	24.8%	26.7%	27.8%	25.3%	30.4%	31.1%	
3-4	25.9%	24.7%	23.4%	24.1%	25.9%	24.4%	29.3%	22.9%	22.0%	
5-10	22.2%	17.2%	16.4%	28.5%	19.6%	18.5%	10.7%	13.3%	13.1%	
11-20	2.8%	4.8%	4.1%	2.9%	6.4%	5.5%	2.7%	2.2%	2.1%	
21-50	0.9%	1.0%	1.2%	1.5%	1.3%	1.7%	0.0%	0.4%	0.5%	
51+	0.5%	0.2%	0.2%	0.7%	0.4%	0.4%	0.0%	0.0%	0.0%	
Total(n)	212	3,497	12,022	137	2,022	6,671	75	1,475	5,351	
Mean	2.62	2.55	2.49	2.82	2.72	2.65	2.27	2.27	2.25	
Standard deviation	1.23	1.23	1.24	1.26	1.27	1.28	1.11	1.12	1.12	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.08	0.13	-	0.00	0.02	Scholarly Productivity

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

University of Idaho	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	48.1%	50.3%	50.0%	51.1%	52.4%	51.9%	42.7%	46.8%	46.9%	
To some extent	47.6%	44.0%	44.0%	45.3%	43.2%	43.0%	52.0%	45.3%	45.4%	
Not at all	4.2%	5.7%	6.1%	3.6%	4.4%	5.0%	5.3%	7.9%	7.7%	
Total(n)	212	3,498	12,028	137	2,021	6,670	75	1,477	5,358	
Mean	2.44	2.45	2.44	2.47	2.48	2.47	2.37	2.39	2.39	
Standard deviation	0.58	0.60	0.61	0.57	0.58	0.59	0.59	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.02	0.00	-	-0.03	-0.03	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	20.8%	31.3%	32.0%	24.8%	37.0%	36.8%	13.3%	21.9%	24.7%	
To some extent	54.2%	51.8%	50.6%	59.1%	48.5%	48.5%	45.3%	57.3%	53.7%	
Not at all	25.0%	16.9%	17.4%	16.1%	14.5%	14.7%	41.3%	20.8%	21.6%	
Total(n)	212	3,497	12,032	137	2,022	6,675	75	1,475	5,357	
Mean	1.96	2.14	2.15	2.09	2.23	2.22	1.72	2.01	2.03	
Standard deviation	0.68	0.68	0.69	0.64	0.68	0.68	0.69	0.65	0.68	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	-0.26	-0.28	-	-0.21	-0.19	-	-0.45	-0.46	
Experience close alignment between your work and your personal values										
To a great extent	56.1%	61.5%	62.2%	62.0%	63.6%	64.2%	45.3%	58.2%	59.1%	
To some extent	40.1%	34.6%	33.8%	35.0%	32.0%	31.3%	49.3%	38.7%	37.5%	
Not at all	3.8%	3.9%	4.0%	2.9%	4.4%	4.4%	5.3%	3.1%	3.4%	
Total(n)	212	3,498	12,033	137	2,021	6,674	75	1,477	5,359	
Mean	2.52	2.58	2.58	2.59	2.59	2.60	2.40	2.55	2.56	
Standard deviation	0.57	0.57	0.57	0.55	0.57	0.57	0.59	0.56	0.56	
Significance	-			-			-	*	*	
Effect size	-	-0.11	-0.11	-	0.00	-0.02	-	-0.27	-0.29	

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

University of Idaho	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	34.0%	30.3%	29.0%	24.8%	26.6%	25.3%	50.7%	36.5%	34.6%	
To some extent	39.2%	36.2%	35.6%	40.9%	33.8%	33.3%	36.0%	40.1%	39.1%	
Not at all	26.9%	33.5%	35.5%	34.3%	39.7%	41.5%	13.3%	23.5%	26.3%	
Total(n)	212	3,495	12,014	137	2,021	6,664	75	1,474	5,350	
Mean	2.07	1.97	1.93	1.91	1.87	1.84	2.37	2.13	2.08	
Standard deviation	0.78	0.80	0.80	0.77	0.80	0.80	0.71	0.76	0.78	
Significance	-		*	-			-	**	**	
Effect size	-	0.13	0.18	-	0.05	0.09	-	0.32	0.37	
Mentor new faculty										
To a great extent	18.9%	19.9%	20.7%	19.0%	20.0%	20.3%	18.7%	19.7%	21.3%	
To some extent	53.3%	49.0%	49.9%	56.2%	51.4%	51.9%	48.0%	45.0%	47.0%	
Not at all	27.8%	31.2%	29.4%	24.8%	28.6%	27.8%	33.3%	35.3%	31.7%	
Total(n)	212	3,496	12,026	137	2,022	6,671	75	1,474	5,355	
Mean	1.91	1.89	1.91	1.94	1.91	1.92	1.85	1.84	1.90	
Standard deviation	0.68	0.71	0.70	0.66	0.69	0.69	0.71	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.04	0.03	-	0.01	-0.07	

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

University of Idaho	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	92.9%	94.7%	94.9%	92.7%	93.7%	93.6%	93.3%	96.3%	96.8%	
Occasionally	6.1%	5.0%	4.9%	6.6%	6.1%	6.2%	5.3%	3.2%	2.9%	
Not at all	0.9%	0.3%	0.2%	0.7%	0.1%	0.1%	1.3%	0.5%	0.3%	
Total(n)	212	3,500	12,034	137	2,023	6,677	75	1,477	5,357	
Mean	2.92	2.94	2.95	2.92	2.94	2.94	2.92	2.96	2.97	
Standard deviation	0.31	0.24	0.23	0.30	0.25	0.25	0.32	0.22	0.20	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.13	-	-0.08	-0.08	-	-0.18	-0.25	
Support their opinions with a logical argument										
Frequently	74.5%	81.5%	82.1%	70.1%	79.9%	79.8%	82.7%	84.2%	85.6%	
Occasionally	23.1%	17.6%	17.0%	27.0%	19.2%	19.0%	16.0%	14.9%	13.8%	
Not at all	2.4%	0.9%	0.9%	2.9%	0.9%	1.1%	1.3%	0.9%	0.6%	
Total(n)	212	3,496	12,020	137	2,020	6,666	75	1,476	5,354	
Mean	2.72	2.81	2.81	2.67	2.79	2.79	2.81	2.83	2.85	
Standard deviation	0.50	0.42	0.41	0.53	0.43	0.44	0.43	0.40	0.37	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.21	-0.22	-	-0.28	-0.27	-	-0.05	-0.11	
Seek solutions to problems and explain them to others										
Frequently	71.7%	69.8%	71.3%	67.9%	67.7%	68.9%	78.7%	73.1%	75.1%	
Occasionally	25.0%	27.7%	26.2%	28.5%	29.3%	28.3%	18.7%	25.1%	23.1%	
Not at all	3.3%	2.6%	2.4%	3.6%	3.0%	2.9%	2.7%	1.9%	1.7%	
Total(n)	212	3,498	12,025	137	2,022	6,671	75	1,476	5,354	
Mean	2.68	2.67	2.69	2.64	2.65	2.66	2.76	2.71	2.73	
Standard deviation	0.53	0.52	0.51	0.55	0.54	0.53	0.49	0.49	0.48	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	-0.02	-0.04	-	0.10	0.06	
Revise their papers to improve their writing										
Frequently	50.5%	52.3%	53.8%	48.2%	47.5%	48.3%	54.7%	60.0%	62.1%	
Occasionally	41.0%	37.3%	36.0%	43.8%	40.3%	39.8%	36.0%	32.4%	30.3%	
Not at all	8.5%	10.4%	10.2%	8.0%	12.2%	11.9%	9.3%	7.6%	7.6%	
Total(n)	212	3,493	12,019	137	2,017	6,665	75	1,476	5,354	
Mean	2.42	2.42	2.44	2.40	2.35	2.36	2.45	2.52	2.54	
Standard deviation	0.64	0.67	0.67	0.64	0.69	0.68	0.66	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.07	0.06	-	-0.11	-0.14	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Evaluate the quality or reliability of information they receive										
Frequently	69.3%	67.3%	68.1%	67.9%	63.6%	63.6%	72.0%	73.3%	75.0%	
Occasionally	26.4%	29.6%	28.8%	28.5%	32.4%	32.5%	22.7%	25.1%	23.2%	
Not at all	4.2%	3.1%	3.1%	3.6%	4.0%	3.9%	5.3%	1.7%	1.8%	
Total(n)	212	3,496	12,021	137	2,020	6,665	75	1,476	5,356	
Mean	2.65	2.64	2.65	2.64	2.60	2.60	2.67	2.72	2.73	
Standard deviation	0.56	0.54	0.54	0.55	0.57	0.56	0.58	0.49	0.48	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.07	0.07	-	-0.10	-0.13	
Take risks for potential gains										
Frequently	38.4%	35.6%	36.2%	37.2%	33.7%	34.2%	40.5%	38.8%	39.4%	
Occasionally	46.9%	48.1%	47.9%	45.3%	48.3%	48.2%	50.0%	47.7%	47.5%	
Not at all	14.7%	16.3%	15.8%	17.5%	18.1%	17.6%	9.5%	13.4%	13.1%	
Total(n)	211	3,490	11,989	137	2,019	6,650	74	1,471	5,339	
Mean	2.24	2.19	2.20	2.20	2.16	2.17	2.31	2.25	2.26	
Standard deviation	0.69	0.69	0.69	0.72	0.70	0.70	0.64	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.06	0.04	-	0.09	0.07	
Seek alternative solutions to a problem										
Frequently	63.7%	57.5%	59.3%	60.6%	54.8%	56.7%	69.3%	62.0%	63.4%	
Occasionally	35.4%	38.5%	37.2%	38.7%	41.1%	39.8%	29.3%	34.4%	33.2%	
Not at all	0.9%	3.9%	3.5%	0.7%	4.1%	3.6%	1.3%	3.7%	3.5%	
Total(n)	212	3,496	12,015	137	2,020	6,663	75	1,476	5,352	
Mean	2.63	2.54	2.56	2.60	2.51	2.53	2.68	2.58	2.60	
Standard deviation	0.50	0.57	0.56	0.51	0.58	0.57	0.50	0.56	0.56	
Significance	-	*		-			-			
Effect size	-	0.16	0.13	-	0.16	0.12	-	0.18	0.14	

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

University of Idaho	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	50.5%	53.3%	54.9%	49.6%	51.0%	52.6%	52.0%	57.0%	58.3%	
Occasionally	41.5%	35.8%	34.2%	40.9%	38.7%	37.1%	42.7%	31.0%	29.7%	
Not at all	8.0%	11.0%	10.9%	9.5%	10.3%	10.3%	5.3%	12.1%	11.9%	
Total(n)	212	3,497	12,029	137	2,021	6,673	75	1,476	5,356	
Mean	2.42	2.42	2.44	2.40	2.41	2.42	2.47	2.45	2.46	
Standard deviation	0.64	0.68	0.68	0.66	0.67	0.67	0.60	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.01	-0.03	-	0.03	0.01	
Explore topics on their own, even though it was not required for a class										
Frequently	54.7%	51.5%	53.1%	51.1%	49.7%	51.3%	61.3%	54.5%	55.9%	
Occasionally	41.0%	45.5%	43.8%	44.5%	47.0%	45.5%	34.7%	42.9%	41.1%	
Not at all	4.2%	3.0%	3.1%	4.4%	3.2%	3.2%	4.0%	2.6%	2.9%	
Total(n)	212	3,498	12,030	137	2,022	6,675	75	1,476	5,355	
Mean	2.50	2.49	2.50	2.47	2.46	2.48	2.57	2.52	2.53	
Standard deviation	0.58	0.56	0.56	0.58	0.56	0.56	0.57	0.55	0.55	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.02	-0.02	-	0.09	0.07	
Accept mistakes as part of the learning process										
Frequently	71.2%	71.5%	73.2%	68.6%	69.0%	70.6%	76.0%	75.6%	77.0%	
Occasionally	27.4%	26.7%	25.3%	30.7%	28.8%	27.4%	21.3%	23.2%	22.0%	
Not at all	1.4%	1.8%	1.6%	0.7%	2.2%	1.9%	2.7%	1.2%	1.0%	
Total(n)	212	3,499	12,027	137	2,022	6,669	75	1,477	5,358	
Mean	2.70	2.70	2.72	2.68	2.67	2.69	2.73	2.74	2.76	
Standard deviation	0.49	0.50	0.48	0.48	0.51	0.50	0.50	0.46	0.45	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	0.02	-0.02	-	-0.02	-0.07	

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

University of Idaho	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	66.0%	71.3%	72.5%	65.0%	66.6%	67.9%	68.0%	78.9%	79.5%	
Occasionally	32.1%	26.4%	25.4%	33.6%	31.0%	29.8%	29.3%	19.1%	18.8%	
Not at all	1.9%	2.3%	2.1%	1.5%	2.4%	2.3%	2.7%	2.1%	1.7%	
Total(n)	212	3,499	12,030	137	2,023	6,674	75	1,476	5,356	
Mean	2.64	2.69	2.70	2.64	2.64	2.66	2.65	2.77	2.78	
Standard deviation	0.52	0.51	0.50	0.51	0.53	0.52	0.53	0.47	0.45	
Significance	-			-			-	*	*	
Effect size	-	-0.10	-0.12	-	0.00	-0.04	-	-0.26	-0.29	
Integrate skills and knowledge from different sources and experiences										
Frequently	74.1%	75.0%	75.6%	70.8%	71.9%	72.4%	80.0%	79.9%	80.4%	
Occasionally	24.1%	23.2%	22.7%	27.0%	25.5%	25.2%	18.7%	19.6%	18.9%	
Not at all	1.9%	1.8%	1.7%	2.2%	2.6%	2.4%	1.3%	0.6%	0.7%	
Total(n)	212	3,497	12,030	137	2,022	6,673	75	1,475	5,357	
Mean	2.72	2.73	2.74	2.69	2.69	2.70	2.79	2.79	2.80	
Standard deviation	0.49	0.48	0.48	0.51	0.51	0.51	0.44	0.42	0.42	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.00	-0.02	-	0.00	-0.02	

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

University of Idaho	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	11.8%	13.4%	14.3%	11.7%	12.9%	13.3%	12.0%	14.3%	16.0%	
Most	12.7%	15.1%	14.9%	10.2%	14.3%	14.9%	17.3%	16.2%	14.9%	
Some	36.8%	31.9%	30.3%	36.5%	32.1%	29.8%	37.3%	31.5%	31.1%	
None	38.7%	39.6%	40.5%	41.6%	40.7%	42.1%	33.3%	37.9%	38.0%	
Total(n)	212	3,494	12,018	137	2,018	6,671	75	1,476	5,347	
Mean	1.98	2.02	2.03	1.92	1.99	1.99	2.08	2.07	2.09	
Standard deviation	0.99	1.04	1.06	0.99	1.03	1.05	1.00	1.05	1.08	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.07	-0.07	-	0.01	-0.01	
Essay exams										
All	17.5%	20.0%	20.1%	18.2%	20.6%	20.4%	16.2%	19.1%	19.6%	
Most	21.3%	20.0%	20.2%	19.7%	18.7%	19.5%	24.3%	22.3%	21.2%	
Some	34.6%	31.9%	31.5%	37.2%	32.6%	31.3%	29.7%	30.8%	31.8%	
None	26.5%	28.0%	28.2%	24.8%	28.2%	28.8%	29.7%	27.8%	27.4%	
Total(n)	211	3,491	12,014	137	2,016	6,664	74	1,475	5,350	
Mean	2.30	2.32	2.32	2.31	2.32	2.31	2.27	2.33	2.33	
Standard deviation	1.05	1.09	1.09	1.04	1.09	1.10	1.06	1.08	1.08	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.01	0.00	-	-0.06	-0.06	
Short-answer exams										
All	18.9%	19.0%	19.1%	17.5%	19.3%	19.2%	21.3%	18.4%	18.9%	
Most	30.7%	25.4%	25.0%	29.9%	24.1%	24.8%	32.0%	27.5%	25.3%	
Some	34.9%	36.1%	34.9%	35.8%	37.3%	35.2%	33.3%	34.0%	34.4%	
None	15.6%	19.6%	21.0%	16.8%	19.2%	20.7%	13.3%	20.2%	21.4%	
Total(n)	212	3,488	12,003	137	2,013	6,656	75	1,475	5,347	
Mean	2.53	2.44	2.42	2.48	2.44	2.43	2.61	2.44	2.42	
Standard deviation	0.97	1.01	1.02	0.97	1.01	1.02	0.97	1.01	1.02	
Significance	-			-			-			
Effect size	-	0.09	0.11	-	0.04	0.05	-	0.17	0.19	

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

University of Idaho	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	14.2%	19.8%	19.1%	13.9%	20.5%	19.4%	14.7%	18.8%	18.8%	
Most	20.3%	19.8%	19.4%	19.0%	19.0%	19.1%	22.7%	21.1%	20.0%	
Some	35.8%	35.0%	34.1%	39.4%	34.5%	33.0%	29.3%	35.6%	35.8%	
None	29.7%	25.4%	27.3%	27.7%	26.0%	28.5%	33.3%	24.5%	25.5%	
Total(n)	212	3,490	11,999	137	2,015	6,656	75	1,475	5,343	
Mean	2.19	2.34	2.30	2.19	2.34	2.29	2.19	2.34	2.32	
Standard deviation	1.02	1.06	1.07	1.00	1.07	1.08	1.06	1.04	1.05	
Significance	-	*		-			-			
Effect size	-	-0.14	-0.10	-	-0.14	-0.09	-	-0.14	-0.12	
Weekly essay assignments										
All	9.0%	8.6%	8.5%	7.4%	6.6%	6.8%	12.0%	12.0%	11.1%	
Most	9.5%	10.2%	11.2%	6.6%	8.5%	9.3%	14.7%	12.8%	14.1%	
Some	29.9%	30.7%	30.0%	30.1%	29.8%	29.2%	29.3%	32.0%	31.4%	
None	51.7%	50.5%	50.3%	55.9%	55.1%	54.7%	44.0%	43.1%	43.5%	
Total(n)	211	3,485	11,982	136	2,011	6,640	75	1,474	5,342	
Mean	1.76	1.77	1.78	1.65	1.67	1.68	1.95	1.94	1.93	
Standard deviation	0.96	0.95	0.95	0.90	0.89	0.90	1.04	1.02	1.01	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	-0.02	-0.03	-	0.01	0.02	
Student presentations										
All	20.8%	18.8%	20.0%	16.8%	15.1%	16.4%	28.0%	25.0%	25.4%	
Most	24.5%	20.5%	21.9%	24.8%	16.8%	18.9%	24.0%	26.4%	26.4%	
Some	43.4%	46.2%	44.1%	46.0%	50.0%	47.3%	38.7%	40.1%	39.1%	
None	11.3%	14.5%	14.1%	12.4%	18.1%	17.5%	9.3%	8.5%	9.0%	
Total(n)	212	3,496	12,019	137	2,019	6,666	75	1,477	5,353	
Mean	2.55	2.44	2.48	2.46	2.29	2.34	2.71	2.68	2.68	
Standard deviation	0.95	0.96	0.96	0.92	0.93	0.95	0.98	0.94	0.95	
Significance	-			-	*		-			
Effect size	-	0.11	0.07	-	0.18	0.13	-	0.03	0.03	Student-Centered Pedagogy

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

University of Idaho	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	17.9%	15.6%	18.1%	15.3%	13.9%	16.9%	22.7%	18.2%	19.9%	
Most	22.6%	24.2%	24.5%	21.9%	23.5%	23.6%	24.0%	25.5%	26.0%	
Some	39.2%	41.1%	39.7%	44.5%	42.3%	40.9%	29.3%	39.2%	38.0%	
None	20.3%	19.1%	17.7%	18.2%	20.3%	18.6%	24.0%	17.1%	16.2%	
Total(n)	212	3,491	12,007	137	2,014	6,658	75	1,477	5,349	
Mean	2.38	2.36	2.43	2.34	2.31	2.39	2.45	2.45	2.50	
Standard deviation	1.00	0.96	0.98	0.95	0.95	0.97	1.09	0.98	0.99	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	0.03	-0.05	-	0.00	-0.05	
Student evaluations of each others' work										
All	7.5%	9.6%	9.7%	5.1%	7.3%	7.2%	12.0%	13.2%	13.5%	Student-Centered Pedagogy
Most	10.8%	10.3%	10.4%	11.7%	9.3%	8.9%	9.3%	12.0%	12.8%	
Some	42.0%	37.6%	37.6%	38.7%	36.2%	36.0%	48.0%	39.9%	40.1%	
None	39.6%	42.5%	42.3%	44.5%	47.2%	47.9%	30.7%	34.8%	33.7%	
Total(n)	212	3,490	12,005	137	2,015	6,655	75	1,475	5,350	
Mean	1.86	1.87	1.87	1.77	1.77	1.75	2.03	2.04	2.06	
Standard deviation	0.89	0.95	0.95	0.85	0.90	0.89	0.94	1.00	1.00	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	0.00	0.02	-	-0.01	-0.03	
Grading on a curve										
All	10.0%	8.9%	8.4%	13.9%	10.1%	9.9%	2.7%	7.1%	6.0%	
Most	11.4%	10.9%	10.3%	12.4%	13.7%	12.7%	9.5%	6.4%	6.6%	
Some	21.3%	19.9%	20.5%	24.1%	22.0%	21.9%	16.2%	16.6%	18.5%	
None	57.3%	60.2%	60.8%	49.6%	54.3%	55.5%	71.6%	69.9%	69.0%	
Total(n)	211	3,485	11,988	137	2,016	6,657	74	1,469	5,331	
Mean	1.74	1.69	1.66	1.91	1.80	1.77	1.43	1.51	1.50	
Standard deviation	1.01	0.99	0.97	1.08	1.02	1.01	0.78	0.90	0.86	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.11	0.14	-	-0.09	-0.08	

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

University of Idaho	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	23.2%	26.5%	27.2%	23.4%	24.6%	25.0%	23.0%	29.6%	30.6%	
Most	24.2%	18.6%	19.9%	24.8%	18.6%	20.1%	23.0%	18.6%	19.5%	
Some	21.8%	19.1%	19.2%	21.9%	18.6%	18.8%	21.6%	19.7%	19.8%	
None	30.8%	35.8%	33.7%	29.9%	38.1%	36.0%	32.4%	32.1%	30.1%	
Total(n)	211	3,450	11,904	137	1,999	6,612	74	1,451	5,292	
Mean	2.40	2.36	2.41	2.42	2.30	2.34	2.36	2.46	2.51	
Standard deviation	1.15	1.22	1.21	1.15	1.21	1.20	1.17	1.22	1.21	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	0.10	0.07	-	-0.08	-0.12	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	55.7%	60.5%	62.0%	53.3%	53.8%	56.2%	60.0%	71.4%	70.9%	Student-Centered Pedagogy
Most	23.1%	20.2%	19.4%	21.9%	23.1%	21.2%	25.3%	15.5%	16.7%	
Some	18.4%	16.2%	15.7%	21.9%	19.0%	18.7%	12.0%	11.6%	11.1%	
None	2.8%	3.2%	2.9%	2.9%	4.1%	3.8%	2.7%	1.5%	1.4%	
Total(n)	212	3,496	12,029	137	2,019	6,672	75	1,477	5,357	
Mean	3.32	3.38	3.41	3.26	3.26	3.30	3.43	3.57	3.57	
Standard deviation	0.87	0.86	0.85	0.90	0.91	0.90	0.81	0.75	0.74	
Significance	-			-			-			
Effect size	-	-0.07	-0.11	-	0.00	-0.04	-	-0.19	-0.19	
Cooperative learning (small groups)										
All	30.3%	34.8%	34.6%	22.1%	25.4%	26.3%	45.3%	49.9%	47.3%	Student-Centered Pedagogy
Most	24.2%	18.9%	20.1%	22.1%	19.1%	20.3%	28.0%	18.6%	19.7%	
Some	31.3%	32.3%	31.6%	35.3%	37.5%	35.4%	24.0%	23.9%	25.8%	
None	14.2%	14.0%	13.8%	20.6%	18.0%	18.1%	2.7%	7.5%	7.2%	
Total(n)	211	3,476	11,971	136	2,006	6,636	75	1,470	5,335	
Mean	2.71	2.75	2.76	2.46	2.52	2.55	3.16	3.11	3.07	
Standard deviation	1.05	1.08	1.07	1.05	1.06	1.07	0.89	1.01	1.01	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.06	-0.08	-	0.05	0.09	

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

University of Idaho	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	19.3%	11.5%	11.9%	14.6%	8.9%	9.0%	28.0%	15.6%	16.4%	
Most	16.5%	11.9%	13.0%	17.5%	11.2%	12.3%	14.7%	13.0%	14.1%	
Some	30.7%	31.0%	32.5%	32.8%	31.7%	33.0%	26.7%	29.8%	31.6%	
None	33.5%	45.6%	42.6%	35.0%	48.1%	45.7%	30.7%	41.6%	37.8%	
Total(n)	212	3,489	11,992	137	2,014	6,646	75	1,475	5,346	
Mean	2.22	1.89	1.94	2.12	1.81	1.85	2.40	2.03	2.09	
Standard deviation	1.11	1.01	1.01	1.05	0.96	0.96	1.20	1.08	1.08	
Significance	-	***	***	-	***	**	-	**	*	
Effect size	-	0.33	0.28	-	0.32	0.28	-	0.34	0.29	
Teaching assistants										
All	7.6%	5.7%	6.1%	5.1%	5.7%	6.6%	12.0%	5.6%	5.3%	
Most	11.8%	8.8%	8.3%	12.5%	10.4%	9.2%	10.7%	6.4%	6.9%	
Some	39.8%	34.3%	31.7%	41.2%	36.4%	34.0%	37.3%	30.9%	28.4%	
None	40.8%	51.2%	53.9%	41.2%	47.5%	50.3%	40.0%	57.1%	59.5%	
Total(n)	211	3,486	11,997	136	2,011	6,651	75	1,475	5,346	
Mean	1.86	1.69	1.66	1.82	1.74	1.72	1.95	1.61	1.58	
Standard deviation	0.90	0.85	0.87	0.85	0.86	0.88	1.00	0.84	0.83	
Significance	-	**	***	-			-	***	***	
Effect size	-	0.20	0.23	-	0.09	0.11	-	0.40	0.45	
Recitals/Demonstrations										
All	7.1%	8.5%	8.9%	6.6%	7.0%	7.7%	8.0%	10.8%	10.8%	
Most	8.5%	9.8%	10.0%	8.8%	9.9%	10.4%	8.0%	9.6%	9.3%	
Some	34.0%	26.4%	27.3%	37.2%	26.1%	28.1%	28.0%	26.9%	26.0%	
None	50.5%	55.4%	53.8%	47.4%	57.0%	53.8%	56.0%	52.7%	53.9%	
Total(n)	212	3,489	12,007	137	2,015	6,659	75	1,474	5,348	
Mean	1.72	1.71	1.74	1.74	1.67	1.72	1.68	1.79	1.77	
Standard deviation	0.89	0.95	0.96	0.87	0.92	0.93	0.93	1.00	1.01	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	0.08	0.02	-	-0.11	-0.09	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Group projects										Student-Centered Pedagogy
All	15.1%	14.3%	13.9%	12.4%	11.3%	11.2%	20.0%	19.1%	18.0%	
Most	22.6%	16.1%	16.8%	21.2%	15.6%	16.1%	25.3%	17.1%	17.8%	
Some	40.1%	43.4%	43.7%	41.6%	42.9%	43.3%	37.3%	44.3%	44.4%	
None	22.2%	26.2%	25.6%	24.8%	30.3%	29.4%	17.3%	19.5%	19.9%	
Total(n)	212	3,484	11,994	137	2,009	6,647	75	1,475	5,347	
Mean	2.31	2.19	2.19	2.21	2.08	2.09	2.48	2.36	2.34	
Standard deviation	0.98	0.98	0.97	0.96	0.95	0.95	1.00	1.00	0.99	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	0.14	0.13	-	0.12	0.14	
Extensive lecturing										
All	17.1%	18.5%	18.0%	19.7%	23.0%	22.7%	12.2%	11.1%	10.9%	
Most	35.5%	28.9%	28.4%	40.9%	31.1%	31.2%	25.7%	25.3%	24.1%	
Some	31.3%	36.3%	37.1%	26.3%	34.7%	34.3%	40.5%	38.9%	41.3%	
None	16.1%	16.4%	16.6%	13.1%	11.2%	11.9%	21.6%	24.7%	23.7%	
Total(n)	211	3,489	12,007	137	2,013	6,659	74	1,476	5,348	
Mean	2.54	2.49	2.48	2.67	2.66	2.65	2.28	2.23	2.22	
Standard deviation	0.96	0.97	0.97	0.94	0.95	0.96	0.94	0.95	0.93	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.01	0.02	-	0.05	0.06	
Multiple drafts of written work										
All	5.7%	9.3%	9.3%	3.6%	6.3%	6.8%	9.3%	14.0%	13.1%	
Most	16.5%	12.5%	13.5%	14.6%	12.0%	12.5%	20.0%	13.2%	15.0%	
Some	46.2%	46.6%	46.1%	46.0%	46.5%	46.7%	46.7%	46.7%	45.0%	
None	31.6%	31.7%	31.1%	35.8%	35.2%	33.9%	24.0%	26.1%	26.8%	
Total(n)	212	3,487	11,998	137	2,013	6,656	75	1,474	5,342	
Mean	1.96	1.99	2.01	1.86	1.90	1.92	2.15	2.15	2.14	
Standard deviation	0.84	0.90	0.91	0.80	0.84	0.86	0.90	0.96	0.96	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	-0.05	-0.07	-	0.00	0.01	

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

University of Idaho	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	5.2%	6.9%	7.5%	2.2%	5.3%	6.2%	10.7%	9.5%	9.4%	
Most	14.6%	11.1%	11.8%	10.2%	9.5%	10.6%	22.7%	13.7%	13.7%	
Some	50.9%	46.7%	46.4%	54.7%	46.8%	46.1%	44.0%	46.6%	46.9%	
None	29.2%	35.2%	34.2%	32.8%	38.4%	37.0%	22.7%	30.2%	30.0%	
Total(n)	212	3,490	12,008	137	2,016	6,661	75	1,474	5,347	
Mean	1.96	1.90	1.93	1.82	1.82	1.86	2.21	2.03	2.03	
Standard deviation	0.80	0.85	0.87	0.70	0.81	0.84	0.92	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.07	0.03	-	0.00	-0.05	-	0.20	0.20	
Reflective writing/journaling										Student-Centered Pedagogy
All	9.4%	6.3%	6.8%	5.1%	3.3%	4.0%	17.3%	11.2%	11.1%	
Most	10.8%	9.5%	9.6%	9.5%	7.6%	7.6%	13.3%	12.6%	12.6%	
Some	25.9%	28.5%	29.5%	24.8%	26.3%	27.0%	28.0%	32.0%	33.3%	
None	53.8%	55.7%	54.1%	60.6%	62.8%	61.4%	41.3%	44.3%	43.0%	
Total(n)	212	3,486	12,000	137	2,014	6,656	75	1,472	5,344	
Mean	1.76	1.66	1.69	1.59	1.51	1.54	2.07	1.91	1.92	
Standard deviation	0.99	0.89	0.90	0.86	0.77	0.80	1.12	1.00	1.00	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	0.10	0.06	-	0.16	0.15	
Community service as part of coursework										Civic Minded Practice
All	5.2%	1.6%	1.6%	2.9%	1.1%	1.0%	9.3%	2.3%	2.5%	
Most	7.5%	3.8%	3.8%	4.4%	2.3%	2.4%	13.3%	6.2%	5.9%	
Some	22.6%	17.1%	19.0%	20.4%	14.4%	16.2%	26.7%	21.5%	23.4%	
None	64.6%	77.6%	75.6%	72.3%	82.3%	80.3%	50.7%	70.0%	68.3%	
Total(n)	212	3,488	12,003	137	2,014	6,660	75	1,474	5,343	
Mean	1.53	1.29	1.31	1.38	1.22	1.24	1.81	1.41	1.42	
Standard deviation	0.85	0.61	0.62	0.71	0.53	0.54	1.00	0.71	0.71	
Significance	-	***	***	-	***	**	-	***	***	
Effect size	-	0.39	0.35	-	0.30	0.26	-	0.56	0.55	

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

University of Idaho	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%	2.4%	2.7%	0.0%	1.4%	2.1%	2.7%	4.1%	3.8%	
Most	1.9%	4.9%	4.9%	2.9%	4.3%	4.3%	0.0%	6.0%	5.8%	
Some	14.2%	13.0%	13.7%	13.9%	12.8%	12.6%	14.7%	13.3%	15.3%	
None	83.0%	79.6%	78.7%	83.2%	81.5%	81.0%	82.7%	76.6%	75.2%	
Total(n)	212	3,487	11,997	137	2,016	6,661	75	1,471	5,336	
Mean	1.21	1.30	1.32	1.20	1.26	1.27	1.23	1.38	1.38	
Standard deviation	0.51	0.67	0.69	0.47	0.60	0.64	0.58	0.78	0.76	
Significance	-		*	-			-			
Effect size	-	-0.13	-0.16	-	-0.10	-0.11	-	-0.19	-0.20	
Using real-life problems										
All	33.5%	28.5%	28.7%	29.2%	25.3%	25.3%	41.3%	33.6%	33.9%	
Most	28.3%	26.0%	26.1%	31.4%	26.8%	27.0%	22.7%	24.8%	24.7%	
Some	31.6%	31.7%	31.1%	34.3%	32.9%	31.7%	26.7%	29.8%	30.1%	
None	6.6%	13.8%	14.1%	5.1%	15.0%	16.0%	9.3%	11.8%	11.2%	
Total(n)	212	3,488	12,010	137	2,014	6,660	75	1,474	5,350	
Mean	2.89	2.69	2.69	2.85	2.62	2.62	2.96	2.80	2.81	
Standard deviation	0.95	1.03	1.03	0.91	1.02	1.03	1.03	1.03	1.03	
Significance	-	**	**	-	*	**	-			
Effect size	-	0.19	0.19	-	0.23	0.22	-	0.16	0.15	
Using student inquiry to drive learning										
All	21.7%	18.8%	19.5%	19.0%	16.7%	16.9%	26.7%	22.3%	23.5%	
Most	22.6%	24.9%	25.7%	20.4%	23.6%	24.6%	26.7%	27.1%	27.3%	
Some	47.2%	43.1%	41.4%	49.6%	44.8%	42.8%	42.7%	40.5%	39.1%	
None	8.5%	13.1%	13.5%	10.9%	14.9%	15.7%	4.0%	10.2%	10.0%	
Total(n)	212	3,488	12,006	137	2,016	6,664	75	1,472	5,342	
Mean	2.58	2.49	2.51	2.47	2.42	2.43	2.76	2.61	2.64	
Standard deviation	0.92	0.94	0.95	0.92	0.94	0.95	0.90	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.10	0.07	-	0.05	0.04	-	0.16	0.13	Student-Centered Pedagogy

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

University of Idaho	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	39.6%	34.7%	35.5%	42.3%	39.2%	40.0%	34.7%	27.3%	28.6%	
Very important	38.2%	36.1%	35.2%	37.2%	34.8%	34.2%	40.0%	38.2%	36.9%	
Somewhat important	18.9%	23.4%	22.8%	18.2%	21.6%	20.4%	20.0%	26.3%	26.4%	
Not important	3.3%	5.8%	6.5%	2.2%	4.4%	5.4%	5.3%	8.1%	8.2%	
Total(n)	212	3,500	12,031	137	2,022	6,675	75	1,478	5,356	
Mean	3.14	3.00	3.00	3.20	3.09	3.09	3.04	2.85	2.86	
Standard deviation	0.84	0.90	0.92	0.81	0.88	0.90	0.88	0.92	0.93	
Significance	-	*	*	-			-			
Effect size	-	0.16	0.15	-	0.13	0.12	-	0.21	0.19	
Influencing the political structure										
Essential	7.1%	4.0%	4.7%	5.1%	3.6%	4.2%	10.7%	4.5%	5.4%	
Very important	19.9%	18.2%	18.5%	16.9%	16.3%	17.0%	25.3%	21.3%	20.7%	
Somewhat important	37.9%	42.9%	42.1%	37.5%	42.9%	41.7%	38.7%	43.0%	42.7%	
Not important	35.1%	34.9%	34.8%	40.4%	37.2%	37.1%	25.3%	31.2%	31.2%	
Total(n)	211	3,496	12,012	136	2,021	6,666	75	1,475	5,346	
Mean	1.99	1.91	1.93	1.87	1.86	1.88	2.21	1.99	2.00	
Standard deviation	0.92	0.83	0.85	0.88	0.81	0.83	0.95	0.84	0.86	
Significance	-			-			-	*	*	
Effect size	-	0.10	0.07	-	0.01	-0.01	-	0.26	0.24	
Influencing social values										
Essential	10.8%	13.4%	14.4%	8.0%	10.9%	11.7%	16.0%	17.3%	18.5%	Civic Minded Values
Very important	37.3%	32.4%	32.6%	31.4%	29.2%	29.6%	48.0%	37.7%	37.2%	
Somewhat important	38.7%	40.3%	38.2%	44.5%	43.3%	40.8%	28.0%	35.4%	34.4%	
Not important	13.2%	13.9%	14.8%	16.1%	16.6%	18.0%	8.0%	9.6%	10.0%	
Total(n)	212	3,496	12,018	137	2,022	6,671	75	1,474	5,347	Social Agency
Mean	2.46	2.45	2.47	2.31	2.34	2.35	2.72	2.63	2.64	
Standard deviation	0.86	0.89	0.91	0.84	0.88	0.91	0.83	0.88	0.89	
Significance	-			-			-			
Effect size	-	0.01	-0.01	-	-0.03	-0.04	-	0.10	0.09	

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

University of Idaho	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	46.7%	46.5%	48.4%	46.7%	46.7%	49.7%	46.7%	46.3%	46.3%	
Very important	27.8%	25.3%	24.5%	33.6%	26.7%	26.0%	17.3%	23.1%	22.2%	
Somewhat important	9.4%	11.3%	11.0%	7.3%	11.7%	10.8%	13.3%	10.7%	11.3%	
Not important	16.0%	16.9%	16.1%	12.4%	15.0%	13.5%	22.7%	20.0%	20.2%	
Total(n)	212	3,490	12,000	137	2,016	6,666	75	1,474	5,334	
Mean	3.05	3.01	3.05	3.15	3.05	3.12	2.88	2.96	2.95	
Standard deviation	1.10	1.12	1.11	1.01	1.09	1.06	1.23	1.17	1.18	
Significance	-			-			-			
Effect size	-	0.04	0.00	-	0.09	0.03	-	-0.07	-0.06	
Becoming very well off financially										
Essential	5.7%	4.3%	4.5%	5.8%	5.3%	5.2%	5.3%	2.8%	3.5%	
Very important	20.8%	21.4%	21.7%	21.9%	23.0%	23.7%	18.7%	18.8%	18.6%	
Somewhat important	56.6%	54.8%	54.8%	57.7%	55.2%	55.2%	54.7%	54.3%	54.3%	
Not important	17.0%	19.4%	18.9%	14.6%	16.6%	15.9%	21.3%	24.1%	23.5%	
Total(n)	212	3,495	12,021	137	2,021	6,673	75	1,474	5,348	
Mean	2.15	2.11	2.12	2.19	2.17	2.18	2.08	2.00	2.02	
Standard deviation	0.76	0.76	0.76	0.75	0.76	0.76	0.78	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.03	0.01	-	0.11	0.08	
Helping others who are in difficulty										
Essential	21.2%	24.7%	24.5%	18.2%	22.9%	22.0%	26.7%	27.7%	28.3%	
Very important	52.8%	46.0%	46.8%	56.2%	43.6%	45.4%	46.7%	49.9%	48.9%	
Somewhat important	25.0%	28.2%	27.2%	24.1%	32.2%	30.9%	26.7%	21.7%	21.6%	
Not important	0.9%	1.0%	1.5%	1.5%	1.3%	1.7%	0.0%	0.6%	1.1%	
Total(n)	212	3,495	12,020	137	2,019	6,671	75	1,476	5,349	
Mean	2.94	2.94	2.94	2.91	2.88	2.88	3.00	3.05	3.04	
Standard deviation	0.71	0.75	0.76	0.69	0.77	0.76	0.74	0.72	0.74	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.04	0.04	-	-0.07	-0.05	

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

University of Idaho	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	17.9%	19.8%	18.4%	15.3%	18.1%	16.4%	22.7%	22.5%	21.5%	
Very important	44.8%	38.7%	38.1%	44.5%	36.4%	35.9%	45.3%	42.5%	41.4%	
Somewhat important	30.7%	36.2%	37.4%	31.4%	38.7%	40.0%	29.3%	32.2%	33.5%	
Not important	6.6%	5.3%	6.1%	8.8%	6.8%	7.7%	2.7%	2.9%	3.6%	
Total(n)	212	3,495	12,019	137	2,021	6,672	75	1,474	5,347	
Mean	2.74	2.73	2.69	2.66	2.66	2.61	2.88	2.84	2.81	
Standard deviation	0.83	0.84	0.84	0.84	0.85	0.85	0.79	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.01	0.06	-	0.00	0.06	-	0.05	0.09	
Developing a meaningful philosophy of life										
Essential	51.9%	47.6%	48.2%	46.7%	45.4%	45.1%	61.3%	51.3%	53.0%	
Very important	32.5%	34.0%	33.0%	37.2%	34.6%	33.6%	24.0%	33.1%	32.1%	
Somewhat important	11.8%	14.3%	15.0%	12.4%	15.1%	16.7%	10.7%	12.9%	12.4%	
Not important	3.8%	4.0%	3.7%	3.6%	4.9%	4.5%	4.0%	2.6%	2.5%	
Total(n)	212	3,496	12,015	137	2,020	6,666	75	1,476	5,349	
Mean	3.33	3.25	3.26	3.27	3.20	3.19	3.43	3.33	3.36	
Standard deviation	0.83	0.85	0.85	0.82	0.87	0.87	0.84	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.08	0.09	-	0.13	0.09	
Helping to promote racial understanding										
Essential	34.0%	33.5%	33.5%	27.0%	27.5%	27.4%	46.7%	43.3%	43.0%	
Very important	36.3%	38.9%	37.9%	40.1%	39.2%	38.3%	29.3%	38.5%	37.3%	
Somewhat important	24.1%	22.7%	23.6%	26.3%	27.0%	27.7%	20.0%	15.8%	17.3%	
Not important	5.7%	4.9%	5.0%	6.6%	6.4%	6.6%	4.0%	2.4%	2.4%	
Total(n)	212	3,492	12,017	137	2,017	6,666	75	1,475	5,351	Social Agency
Mean	2.99	3.01	3.00	2.88	2.88	2.86	3.19	3.23	3.21	
Standard deviation	0.90	0.87	0.88	0.89	0.89	0.89	0.90	0.80	0.81	
Significance	-			-			-			
Effect size	-	-0.02	-0.01	-	0.00	0.02	-	-0.05	-0.02	

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

University of Idaho	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	19.3%	21.4%	24.3%	19.7%	18.4%	21.3%	18.7%	26.1%	29.0%	
Very important	23.1%	18.5%	19.2%	22.6%	18.5%	18.6%	24.0%	18.4%	20.1%	
Somewhat important	24.1%	25.9%	25.4%	20.4%	25.7%	25.5%	30.7%	26.2%	25.4%	
Not important	33.5%	34.3%	31.1%	37.2%	37.4%	34.7%	26.7%	29.3%	25.5%	
Total(n)	212	3,485	11,996	137	2,013	6,654	75	1,472	5,342	
Mean	2.28	2.27	2.37	2.25	2.18	2.26	2.35	2.41	2.53	
Standard deviation	1.12	1.14	1.16	1.16	1.12	1.15	1.07	1.16	1.16	
Significance	-			-			-			
Effect size	-	0.01	-0.08	-	0.06	-0.01	-	-0.05	-0.16	
Making a theoretical contribution to science										
Essential	18.4%	15.7%	15.0%	19.0%	18.8%	18.0%	17.3%	10.9%	10.4%	
Very important	27.8%	25.6%	25.8%	30.7%	27.9%	27.9%	22.7%	22.0%	22.7%	
Somewhat important	30.2%	26.3%	27.1%	28.5%	25.5%	26.2%	33.3%	27.4%	28.5%	
Not important	23.6%	32.3%	32.0%	21.9%	27.8%	27.9%	26.7%	39.7%	38.4%	
Total(n)	212	3,490	12,005	137	2,015	6,663	75	1,475	5,342	
Mean	2.41	2.25	2.24	2.47	2.38	2.36	2.31	2.04	2.05	
Standard deviation	1.04	1.07	1.06	1.04	1.08	1.07	1.05	1.02	1.01	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.15	0.16	-	0.08	0.10	-	0.26	0.26	
Participating in a community action program										
Essential	9.4%	6.3%	6.8%	6.6%	4.4%	5.1%	14.7%	9.3%	9.2%	
Very important	20.3%	19.4%	20.5%	16.1%	18.2%	18.6%	28.0%	21.3%	23.3%	
Somewhat important	45.8%	46.5%	45.4%	48.2%	45.9%	45.3%	41.3%	47.3%	45.4%	
Not important	24.5%	27.9%	27.4%	29.2%	31.5%	30.9%	16.0%	22.1%	22.1%	
Total(n)	212	3,489	11,997	137	2,016	6,657	75	1,473	5,340	
Mean	2.15	2.04	2.07	2.00	1.96	1.98	2.41	2.18	2.20	
Standard deviation	0.90	0.85	0.86	0.85	0.82	0.84	0.93	0.88	0.89	
Significance	-			-			-	*	*	
Effect size	-	0.13	0.09	-	0.05	0.02	-	0.26	0.24	Social Agency

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

University of Idaho	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	16.5%	21.4%	21.3%	14.6%	22.0%	21.6%	20.0%	20.4%	20.9%	
Very important	36.3%	37.7%	38.5%	39.4%	37.1%	38.2%	30.7%	38.7%	38.9%	
Somewhat important	35.4%	34.2%	33.4%	31.4%	34.9%	33.8%	42.7%	33.1%	32.9%	
Not important	11.8%	6.7%	6.7%	14.6%	5.9%	6.4%	6.7%	7.8%	7.3%	
Total(n)	212	3,495	12,019	137	2,019	6,669	75	1,476	5,350	
Mean	2.58	2.74	2.74	2.54	2.75	2.75	2.64	2.72	2.73	
Standard deviation	0.90	0.87	0.87	0.92	0.86	0.86	0.88	0.88	0.87	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.18	-0.18	-	-0.24	-0.24	-	-0.09	-0.10	
Becoming a community leader										Social Agency
Essential	6.6%	4.5%	4.8%	4.4%	3.9%	4.5%	10.8%	5.3%	5.2%	
Very important	14.2%	12.7%	13.1%	11.7%	12.1%	12.1%	18.9%	13.6%	14.6%	
Somewhat important	39.8%	41.3%	40.6%	40.9%	41.2%	40.6%	37.8%	41.4%	40.5%	
Not important	39.3%	41.6%	41.5%	43.1%	42.7%	42.8%	32.4%	39.7%	39.6%	
Total(n)	211	3,491	12,012	137	2,018	6,668	74	1,473	5,344	
Mean	1.88	1.80	1.81	1.77	1.77	1.78	2.08	1.85	1.86	
Standard deviation	0.89	0.83	0.84	0.82	0.81	0.83	0.98	0.85	0.85	
Significance	-			-			-	*	*	
Effect size	-	0.10	0.08	-	0.00	-0.01	-	0.27	0.26	
Mentoring the next generation of scholars										
Essential	39.6%	37.6%	38.5%	35.8%	35.7%	36.0%	46.7%	40.6%	42.2%	
Very important	42.9%	39.9%	39.9%	44.5%	39.6%	40.3%	40.0%	40.6%	39.3%	
Somewhat important	15.6%	19.8%	19.1%	16.8%	21.5%	20.6%	13.3%	17.0%	16.8%	
Not important	1.9%	2.7%	2.5%	2.9%	3.3%	3.0%	0.0%	1.8%	1.7%	
Total(n)	212	3,497	12,023	137	2,020	6,671	75	1,477	5,352	
Mean	3.20	3.12	3.14	3.13	3.08	3.09	3.33	3.20	3.22	
Standard deviation	0.77	0.82	0.81	0.79	0.83	0.82	0.70	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.10	0.07	-	0.06	0.05	-	0.17	0.14	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	84.9%	88.6%	89.4%	81.8%	86.5%	87.5%	90.7%	92.0%	92.3%	
Very important	14.6%	10.9%	10.1%	17.5%	12.8%	11.8%	9.3%	7.8%	7.5%	
Somewhat important	0.5%	0.4%	0.4%	0.7%	0.6%	0.6%	0.0%	0.1%	0.2%	
Not important	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Total(n)	212	3,499	12,030	137	2,022	6,673	75	1,477	5,357	
Mean	3.84	3.88	3.89	3.81	3.86	3.87	3.91	3.92	3.92	
Standard deviation	0.38	0.35	0.33	0.41	0.38	0.36	0.29	0.29	0.29	
Significance	-		*	-			-			
Effect size	-	-0.11	-0.15	-	-0.13	-0.17	-	-0.03	-0.03	
Prepare students for employment after college										
Essential	42.7%	37.1%	37.2%	43.4%	36.0%	35.2%	41.3%	38.9%	40.3%	
Very important	43.6%	39.2%	40.5%	41.9%	38.4%	40.3%	46.7%	40.6%	40.7%	
Somewhat important	13.7%	21.6%	19.9%	14.7%	23.3%	21.6%	12.0%	18.9%	17.4%	
Not important	0.0%	2.0%	2.4%	0.0%	2.3%	2.9%	0.0%	1.5%	1.6%	
Total(n)	211	3,497	12,022	136	2,020	6,668	75	1,477	5,354	
Mean	3.29	3.11	3.12	3.29	3.08	3.08	3.29	3.17	3.20	
Standard deviation	0.69	0.81	0.81	0.71	0.82	0.82	0.67	0.78	0.78	
Significance	-	**	**	-	**	**	-			
Effect size	-	0.22	0.21	-	0.26	0.26	-	0.15	0.12	
Prepare students for graduate or advanced education										
Essential	22.6%	23.3%	24.8%	22.6%	22.4%	23.1%	22.7%	24.8%	27.5%	
Very important	47.2%	48.9%	49.6%	48.2%	48.4%	49.9%	45.3%	49.9%	49.2%	
Somewhat important	28.8%	26.9%	24.7%	28.5%	28.6%	26.2%	29.3%	24.2%	22.5%	
Not important	1.4%	0.8%	0.8%	0.7%	0.7%	0.8%	2.7%	1.1%	0.9%	
Total(n)	212	3,499	12,027	137	2,022	6,672	75	1,477	5,355	
Mean	2.91	2.95	2.98	2.93	2.92	2.95	2.88	2.98	3.03	
Standard deviation	0.75	0.73	0.73	0.73	0.73	0.72	0.79	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.05	-0.10	-	0.01	-0.03	-	-0.14	-0.21	

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

University of Idaho	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	36.0%	27.9%	29.7%	32.1%	24.5%	25.8%	43.2%	33.4%	35.7%	
Very important	34.6%	36.9%	36.7%	37.2%	37.3%	37.3%	29.7%	36.3%	35.7%	
Somewhat important	25.6%	28.6%	27.7%	25.5%	31.2%	30.2%	25.7%	24.4%	24.0%	
Not important	3.8%	6.6%	5.9%	5.1%	7.0%	6.7%	1.4%	5.9%	4.6%	
Total(n)	211	3,494	12,012	137	2,021	6,669	74	1,473	5,343	
Mean	3.03	2.86	2.90	2.96	2.79	2.82	3.15	2.97	3.02	
Standard deviation	0.88	0.90	0.89	0.89	0.89	0.89	0.86	0.90	0.88	
Significance	-	**	*	-	*		-			
Effect size	-	0.19	0.15	-	0.19	0.16	-	0.20	0.15	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	17.5%	15.1%	16.0%	14.6%	12.7%	13.1%	23.0%	19.0%	20.6%	
Very important	32.2%	31.6%	31.9%	32.1%	27.8%	29.2%	32.4%	37.7%	36.0%	
Somewhat important	44.1%	41.9%	41.3%	46.0%	46.0%	45.0%	40.5%	35.2%	35.6%	
Not important	6.2%	11.5%	10.8%	7.3%	13.6%	12.7%	4.1%	8.1%	7.7%	
Total(n)	211	3,493	12,015	137	2,020	6,669	74	1,473	5,346	
Mean	2.61	2.50	2.53	2.54	2.40	2.43	2.74	2.68	2.69	
Standard deviation	0.85	0.88	0.89	0.83	0.87	0.87	0.86	0.87	0.88	
Significance	-			-			-			
Effect size	-	0.13	0.09	-	0.16	0.13	-	0.07	0.06	
Teach students the classic works of Western civilization										
Essential	9.0%	7.8%	8.8%	8.0%	8.8%	9.7%	10.7%	6.2%	7.5%	
Very important	17.9%	16.9%	17.8%	16.8%	18.1%	19.0%	20.0%	15.1%	15.8%	
Somewhat important	41.5%	40.8%	40.5%	41.6%	39.5%	38.9%	41.3%	42.9%	42.9%	
Not important	31.6%	34.4%	33.0%	33.6%	33.6%	32.4%	28.0%	35.9%	33.8%	
Total(n)	212	3,490	12,002	137	2,018	6,660	75	1,472	5,342	
Mean	2.04	1.98	2.02	1.99	2.02	2.06	2.13	1.92	1.97	
Standard deviation	0.93	0.91	0.93	0.91	0.93	0.95	0.95	0.87	0.89	
Significance	-			-			-	*		
Effect size	-	0.07	0.02	-	-0.03	-0.07	-	0.24	0.18	

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

University of Idaho	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	23.2%	23.1%	25.1%	19.0%	20.2%	22.1%	31.1%	27.8%	29.7%	
Very important	39.8%	34.8%	36.2%	42.3%	33.5%	34.9%	35.1%	37.0%	38.1%	
Somewhat important	33.2%	35.3%	32.1%	33.6%	38.8%	35.6%	32.4%	29.6%	26.8%	
Not important	3.8%	6.8%	6.6%	5.1%	7.5%	7.4%	1.4%	5.7%	5.4%	
Total(n)	211	3,495	12,016	137	2,019	6,668	74	1,476	5,348	
Mean	2.82	2.74	2.80	2.75	2.66	2.72	2.96	2.87	2.92	
Standard deviation	0.83	0.89	0.89	0.82	0.88	0.89	0.83	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.09	0.02	-	0.10	0.03	-	0.10	0.05	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	27.4%	29.2%	30.7%	21.2%	25.3%	26.7%	38.7%	35.6%	36.9%	
Very important	39.6%	38.2%	38.1%	39.4%	37.4%	37.9%	40.0%	39.4%	38.5%	
Somewhat important	28.3%	27.0%	25.9%	34.3%	31.0%	29.4%	17.3%	20.5%	20.4%	
Not important	4.7%	5.6%	5.3%	5.1%	6.3%	6.0%	4.0%	4.5%	4.2%	
Total(n)	212	3,493	12,013	137	2,018	6,662	75	1,475	5,351	
Mean	2.90	2.91	2.94	2.77	2.82	2.85	3.13	3.06	3.08	
Standard deviation	0.86	0.88	0.88	0.84	0.88	0.88	0.84	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.01	-0.05	-	-0.06	-0.09	-	0.08	0.06	
Instill in students a commitment to community service										Civic Minded Values
Essential	13.7%	12.8%	13.1%	5.8%	10.8%	10.4%	28.0%	16.0%	17.1%	
Very important	35.4%	26.6%	29.0%	35.0%	23.0%	25.8%	36.0%	32.5%	33.8%	
Somewhat important	38.7%	43.9%	42.4%	43.8%	46.2%	44.8%	29.3%	40.1%	38.7%	
Not important	12.3%	16.7%	15.6%	15.3%	20.0%	18.9%	6.7%	11.4%	10.4%	
Total(n)	212	3,492	12,011	137	2,018	6,664	75	1,474	5,347	
Mean	2.50	2.36	2.40	2.31	2.25	2.28	2.85	2.53	2.58	
Standard deviation	0.88	0.90	0.90	0.80	0.89	0.89	0.91	0.89	0.89	
Significance	-	*		-			-	**	**	
Effect size	-	0.16	0.11	-	0.07	0.03	-	0.36	0.30	

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

University of Idaho	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	34.0%	34.2%	34.7%	21.2%	24.9%	25.6%	57.3%	49.4%	48.6%	
Very important	33.0%	33.5%	33.8%	38.7%	33.7%	34.2%	22.7%	33.1%	33.2%	
Somewhat important	27.4%	25.9%	25.5%	33.6%	32.2%	31.6%	16.0%	15.6%	16.3%	
Not important	5.7%	6.5%	6.0%	6.6%	9.2%	8.6%	4.0%	1.9%	1.9%	
Total(n)	212	3,494	12,012	137	2,019	6,664	75	1,475	5,348	
Mean	2.95	2.95	2.97	2.74	2.74	2.77	3.33	3.30	3.29	
Standard deviation	0.92	0.93	0.92	0.87	0.93	0.93	0.89	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	0.00	-0.03	-	0.04	0.05	
Help master knowledge in a discipline										
Essential	52.8%	58.7%	58.7%	51.8%	58.0%	57.9%	54.7%	59.8%	60.0%	
Very important	40.1%	35.3%	35.4%	39.4%	35.3%	35.7%	41.3%	35.5%	35.0%	
Somewhat important	7.1%	5.6%	5.6%	8.8%	6.2%	6.1%	4.0%	4.6%	4.9%	
Not important	0.0%	0.3%	0.3%	0.0%	0.5%	0.3%	0.0%	0.1%	0.1%	
Total(n)	212	3,494	12,018	137	2,019	6,667	75	1,475	5,351	
Mean	3.46	3.52	3.53	3.43	3.51	3.51	3.51	3.55	3.55	
Standard deviation	0.63	0.62	0.61	0.65	0.63	0.63	0.58	0.59	0.60	
Significance	-			-			-			
Effect size	-	-0.10	-0.11	-	-0.13	-0.13	-	-0.07	-0.07	
Develop creative capacities										
Essential	41.0%	36.4%	37.5%	40.1%	36.6%	38.1%	42.7%	36.0%	36.7%	
Very important	39.6%	41.9%	41.7%	42.3%	41.4%	41.4%	34.7%	42.7%	42.2%	
Somewhat important	17.9%	19.7%	18.6%	15.3%	20.5%	18.7%	22.7%	18.4%	18.5%	
Not important	1.4%	2.1%	2.1%	2.2%	1.6%	1.8%	0.0%	2.9%	2.6%	
Total(n)	212	3,490	12,007	137	2,015	6,661	75	1,475	5,346	
Mean	3.20	3.12	3.15	3.20	3.13	3.16	3.20	3.12	3.13	
Standard deviation	0.78	0.79	0.79	0.78	0.79	0.78	0.79	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.10	0.06	-	0.09	0.05	-	0.10	0.09	

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

University of Idaho	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	20.8%	26.5%	28.3%	16.1%	24.8%	26.5%	29.3%	29.4%	31.1%	
Very important	33.5%	35.1%	35.5%	38.0%	34.1%	34.5%	25.3%	36.7%	37.1%	
Somewhat important	34.0%	30.1%	28.8%	32.8%	31.6%	30.8%	36.0%	27.6%	25.7%	
Not important	11.8%	8.3%	7.4%	13.1%	9.6%	8.2%	9.3%	6.2%	6.2%	
Total(n)	212	3,493	12,008	137	2,020	6,665	75	1,473	5,343	
Mean	2.63	2.80	2.85	2.57	2.74	2.79	2.75	2.89	2.93	
Standard deviation	0.94	0.93	0.92	0.91	0.94	0.93	0.99	0.90	0.90	
Significance	-	**	***	-	*	**	-			
Effect size	-	-0.18	-0.24	-	-0.18	-0.24	-	-0.16	-0.20	
Promote ability to write effectively										
Essential	53.3%	55.3%	56.3%	43.1%	50.8%	51.0%	72.0%	62.7%	64.5%	
Very important	38.2%	34.3%	34.2%	47.4%	36.2%	37.1%	21.3%	31.3%	29.6%	
Somewhat important	7.5%	9.0%	8.5%	8.8%	11.2%	10.5%	5.3%	5.4%	5.5%	
Not important	0.9%	1.4%	1.0%	0.7%	1.8%	1.4%	1.3%	0.6%	0.5%	
Total(n)	212	3,494	12,018	137	2,018	6,666	75	1,476	5,352	
Mean	3.44	3.44	3.46	3.33	3.36	3.38	3.64	3.56	3.58	
Standard deviation	0.68	0.71	0.69	0.67	0.75	0.73	0.65	0.63	0.62	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.04	-0.07	-	0.13	0.10	
Help students evaluate the quality and reliability of information										
Essential	60.4%	61.2%	61.8%	51.8%	55.7%	56.1%	76.0%	70.2%	70.5%	
Very important	35.8%	34.4%	33.9%	43.1%	39.0%	38.6%	22.7%	26.9%	26.7%	
Somewhat important	3.8%	4.1%	4.0%	5.1%	5.0%	4.8%	1.3%	2.8%	2.7%	
Not important	0.0%	0.3%	0.3%	0.0%	0.3%	0.4%	0.0%	0.1%	0.1%	
Total(n)	212	3,495	12,018	137	2,019	6,668	75	1,476	5,350	
Mean	3.57	3.57	3.57	3.47	3.50	3.50	3.75	3.67	3.68	
Standard deviation	0.57	0.59	0.59	0.59	0.61	0.61	0.47	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.05	-0.05	-	0.15	0.13	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Engage students in civil discourse around controversial issues										
Essential	28.0%	29.0%	29.6%	19.0%	24.5%	25.2%	44.6%	36.2%	36.4%	
Very important	32.2%	35.2%	35.4%	33.6%	33.8%	34.0%	29.7%	37.6%	37.6%	
Somewhat important	29.4%	26.7%	26.1%	33.6%	31.0%	30.1%	21.6%	19.7%	20.0%	
Not important	10.4%	9.1%	8.8%	13.9%	10.7%	10.7%	4.1%	6.5%	6.0%	
Total(n)	211	3,492	12,012	137	2,020	6,666	74	1,472	5,346	
Mean	2.78	2.84	2.86	2.58	2.72	2.74	3.15	3.04	3.05	
Standard deviation	0.97	0.95	0.94	0.95	0.95	0.95	0.90	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.06	-0.09	-	-0.15	-0.17	-	0.12	0.11	
Teach students tolerance and respect for different beliefs										
Essential	44.3%	44.5%	45.2%	31.4%	34.1%	35.5%	68.0%	61.3%	60.1%	
Very important	33.5%	32.6%	32.2%	36.5%	36.1%	35.3%	28.0%	26.9%	27.3%	
Somewhat important	17.5%	18.8%	18.6%	26.3%	24.1%	23.6%	1.3%	10.2%	10.9%	
Not important	4.7%	4.1%	4.1%	5.8%	5.7%	5.6%	2.7%	1.6%	1.8%	
Total(n)	212	3,492	12,011	137	2,017	6,662	75	1,475	5,349	
Mean	3.17	3.17	3.18	2.93	2.99	3.01	3.61	3.48	3.46	
Standard deviation	0.88	0.88	0.88	0.90	0.90	0.90	0.66	0.74	0.76	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.07	-0.09	-	0.18	0.20	
Encourage students to become agents of social change										
Essential	19.3%	19.1%	20.5%	8.0%	13.8%	14.7%	40.0%	27.9%	29.2%	
Very important	27.4%	29.2%	29.5%	27.0%	25.7%	25.8%	28.0%	35.0%	35.1%	
Somewhat important	37.3%	34.1%	33.4%	43.1%	37.9%	38.1%	26.7%	28.0%	26.3%	
Not important	16.0%	17.5%	16.6%	21.9%	22.6%	21.4%	5.3%	9.1%	9.3%	
Total(n)	212	3,492	12,006	137	2,019	6,662	75	1,473	5,344	
Mean	2.50	2.50	2.54	2.21	2.31	2.34	3.03	2.82	2.84	
Standard deviation	0.98	0.99	1.00	0.88	0.97	0.97	0.94	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	-0.10	-0.13	-	0.22	0.20	

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

University of Idaho	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	4.2%	6.7%	6.2%	3.6%	6.1%	5.7%	5.3%	7.8%	6.8%	
1-4	22.6%	19.6%	17.5%	20.4%	20.0%	18.6%	26.7%	18.9%	15.8%	
5-8	44.3%	40.6%	36.6%	43.8%	41.0%	37.6%	45.3%	40.0%	35.1%	
9-12	18.4%	22.1%	26.2%	21.2%	22.7%	26.1%	13.3%	21.1%	26.5%	
13-16	7.5%	5.7%	8.0%	7.3%	5.1%	6.9%	8.0%	6.6%	9.7%	
17-20	2.4%	3.4%	3.5%	3.6%	3.4%	3.3%	0.0%	3.6%	3.7%	
21-34	0.5%	1.5%	1.7%	0.0%	1.5%	1.6%	1.3%	1.6%	1.8%	
35-44	0.0%	0.2%	0.2%	0.0%	0.1%	0.1%	0.0%	0.2%	0.4%	
45+	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	0.0%	0.2%	0.3%	
Total(n)	212	3,489	12,012	137	2,014	6,660	75	1,475	5,352	
Mean	3.11	3.18	3.32	3.19	3.18	3.28	2.97	3.19	3.38	
Standard deviation	1.08	1.23	1.27	1.07	1.20	1.23	1.08	1.28	1.32	
Significance	-		*	-			-		**	
Effect size	-	-0.06	-0.17	-	0.01	-0.07	-	-0.17	-0.31	
Preparing for teaching (including reading student papers and grading)										
None	3.8%	5.6%	5.2%	2.9%	5.1%	5.0%	5.3%	6.5%	5.5%	
1-4	13.7%	13.9%	12.3%	15.3%	16.1%	13.9%	10.7%	10.5%	9.9%	
5-8	23.6%	25.1%	25.3%	24.8%	26.7%	27.7%	21.3%	22.5%	21.6%	
9-12	20.8%	22.6%	22.6%	20.4%	23.5%	23.6%	21.3%	21.3%	21.1%	
13-16	11.3%	12.2%	13.3%	12.4%	11.0%	12.2%	9.3%	14.2%	14.8%	
17-20	14.6%	11.5%	11.5%	10.2%	9.7%	9.8%	22.7%	14.3%	14.1%	
21-34	9.0%	6.9%	7.6%	11.7%	6.4%	6.5%	4.0%	7.8%	9.2%	
35-44	3.3%	1.2%	1.5%	2.2%	0.7%	0.9%	5.3%	1.9%	2.5%	
45+	0.0%	0.9%	0.8%	0.0%	0.8%	0.6%	0.0%	1.1%	1.1%	
Total(n)	212	3,485	11,989	137	2,012	6,645	75	1,473	5,344	
Mean	4.18	3.95	4.04	4.12	3.83	3.87	4.29	4.17	4.29	
Standard deviation	1.77	1.71	1.71	1.75	1.65	1.63	1.81	1.79	1.81	
Significance	-			-	*		-			
Effect size	-	0.13	0.08	-	0.18	0.15	-	0.07	0.00	

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

University of Idaho	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	5.2%	5.1%	4.4%	2.2%	4.9%	4.2%	10.7%	5.5%	4.6%	
1-4	54.7%	59.0%	57.3%	61.3%	59.2%	58.0%	42.7%	58.6%	56.2%	
5-8	26.9%	25.3%	26.5%	27.7%	25.7%	26.5%	25.3%	24.7%	26.4%	
9-12	7.5%	6.9%	7.8%	5.1%	6.9%	7.5%	12.0%	6.8%	8.3%	
13-16	3.8%	1.8%	2.3%	2.9%	1.7%	2.4%	5.3%	1.9%	2.1%	
17-20	1.4%	1.2%	1.2%	0.7%	1.3%	1.1%	2.7%	1.2%	1.4%	
21-34	0.0%	0.6%	0.5%	0.0%	0.3%	0.3%	0.0%	1.2%	0.9%	
35-44	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
Total(n)	212	3,491	12,012	137	2,016	6,661	75	1,475	5,351	
Mean	2.57	2.48	2.53	2.47	2.47	2.51	2.73	2.50	2.55	
Standard deviation	1.02	0.95	0.95	0.81	0.90	0.91	1.31	1.01	1.01	
Significance	-			-			-			
Effect size	-	0.09	0.04	-	0.00	-0.04	-	0.23	0.18	
Committee work and meetings										
None	5.2%	8.7%	7.7%	4.4%	8.7%	8.0%	6.7%	8.7%	7.2%	
1-4	56.1%	56.1%	57.2%	60.6%	56.8%	58.2%	48.0%	54.8%	55.7%	
5-8	28.8%	23.7%	24.1%	26.3%	24.0%	23.9%	33.3%	23.1%	24.3%	
9-12	5.7%	7.2%	7.0%	5.8%	6.6%	6.5%	5.3%	8.2%	7.8%	
13-16	0.9%	2.4%	2.3%	0.7%	2.2%	1.9%	1.3%	2.8%	2.8%	
17-20	2.4%	1.5%	1.3%	1.5%	1.2%	1.1%	4.0%	1.9%	1.7%	
21-34	0.9%	0.3%	0.3%	0.7%	0.3%	0.3%	1.3%	0.3%	0.4%	
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	212	3,487	11,998	137	2,013	6,651	75	1,474	5,347	
Mean	2.52	2.45	2.45	2.45	2.42	2.41	2.64	2.49	2.50	
Standard deviation	1.00	0.99	0.97	0.91	0.96	0.93	1.15	1.04	1.01	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.03	0.04	-	0.14	0.14	

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

University of Idaho	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	36.2%	32.5%	31.3%	35.3%	31.6%	31.5%	37.8%	34.0%	31.0%	
1-4	37.1%	36.4%	39.1%	37.5%	38.9%	39.5%	36.5%	32.4%	38.5%	
5-8	11.4%	14.0%	13.6%	11.0%	14.4%	14.2%	12.2%	13.3%	12.7%	
9-12	5.2%	6.9%	6.6%	4.4%	5.9%	5.8%	6.8%	8.6%	8.0%	
13-16	2.9%	3.4%	3.4%	2.9%	2.8%	3.2%	2.7%	4.4%	3.6%	
17-20	3.8%	2.8%	2.7%	5.1%	2.7%	2.6%	1.4%	3.0%	2.8%	
21-34	1.4%	3.0%	2.4%	1.5%	3.0%	2.5%	1.4%	3.0%	2.4%	
35-44	1.4%	0.7%	0.6%	1.5%	0.5%	0.6%	1.4%	1.1%	0.8%	
45+	0.5%	0.2%	0.2%	0.7%	0.2%	0.2%	0.0%	0.3%	0.2%	
Total(n)	210	3,481	11,984	136	2,011	6,649	74	1,470	5,335	
Mean	2.29	2.37	2.34	2.35	2.33	2.32	2.16	2.45	2.38	
Standard deviation	1.61	1.57	1.51	1.70	1.51	1.49	1.43	1.66	1.54	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	0.01	0.02	-	-0.17	-0.14	
Research and scholarly writing										
None	9.0%	12.2%	11.8%	6.6%	9.2%	9.0%	13.3%	17.1%	16.2%	
1-4	27.4%	25.4%	27.4%	25.5%	23.6%	24.9%	30.7%	28.4%	31.2%	
5-8	18.9%	19.7%	19.1%	17.5%	18.6%	19.0%	21.3%	21.4%	19.2%	
9-12	12.7%	13.6%	13.9%	10.2%	14.5%	15.1%	17.3%	12.3%	11.9%	
13-16	11.3%	7.9%	7.7%	15.3%	8.9%	7.9%	4.0%	6.3%	7.4%	
17-20	7.1%	7.2%	6.7%	8.8%	8.2%	7.5%	4.0%	5.6%	5.5%	
21-34	7.5%	7.5%	7.3%	8.0%	8.9%	9.0%	6.7%	5.3%	4.8%	
35-44	3.8%	4.1%	3.9%	5.1%	5.0%	4.8%	1.3%	2.7%	2.5%	
45+	2.4%	2.3%	2.2%	2.9%	3.1%	2.8%	1.3%	1.0%	1.4%	
Total(n)	212	3,484	11,992	137	2,014	6,657	75	1,470	5,335	
Mean	3.75	3.66	3.60	4.04	3.94	3.87	3.21	3.20	3.19	
Standard deviation	2.08	2.12	2.09	2.14	2.18	2.15	1.85	1.92	1.93	
Significance	-			-			-			
Effect size	-	0.04	0.07	-	0.05	0.08	-	0.01	0.01	

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

University of Idaho	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	50.5%	59.8%	59.3%	48.9%	57.7%	57.9%	53.3%	63.2%	61.4%	
1-4	32.5%	23.3%	24.5%	29.2%	24.4%	24.9%	38.7%	21.5%	23.9%	
5-8	9.4%	9.2%	8.7%	12.4%	9.8%	9.3%	4.0%	8.2%	7.9%	
9-12	5.2%	4.1%	3.9%	6.6%	4.8%	4.5%	2.7%	2.9%	3.1%	
13-16	1.4%	1.5%	1.4%	2.2%	1.1%	1.2%	0.0%	2.1%	1.7%	
17-20	0.0%	1.2%	1.1%	0.0%	1.3%	1.2%	0.0%	1.2%	1.1%	
21-34	0.9%	0.5%	0.5%	0.7%	0.7%	0.6%	1.3%	0.4%	0.3%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	
45+	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	0.0%	0.4%	0.3%	
Total(n)	212	3,474	11,958	137	2,005	6,633	75	1,469	5,325	
Mean	1.78	1.72	1.72	1.87	1.75	1.75	1.63	1.67	1.67	
Standard deviation	1.06	1.19	1.18	1.12	1.18	1.20	0.94	1.19	1.15	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.10	0.10	-	-0.03	-0.03	
Consultation with clients/patients										
None	73.6%	84.7%	84.2%	70.8%	85.0%	84.4%	78.7%	84.2%	83.9%	
1-4	16.5%	10.1%	10.7%	19.7%	9.9%	10.6%	10.7%	10.6%	10.7%	
5-8	7.1%	2.8%	2.7%	8.0%	3.1%	2.8%	5.3%	2.5%	2.6%	
9-12	1.9%	1.3%	1.3%	0.7%	0.9%	1.0%	4.0%	2.0%	1.7%	
13-16	0.9%	0.4%	0.4%	0.7%	0.4%	0.4%	1.3%	0.4%	0.5%	
17-20	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.2%	0.4%	
21-34	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.1%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Total(n)	212	3,483	11,996	137	2,012	6,651	75	1,471	5,345	
Mean	1.40	1.25	1.26	1.41	1.25	1.25	1.39	1.25	1.26	
Standard deviation	0.78	0.74	0.76	0.73	0.76	0.76	0.87	0.72	0.76	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.20	0.18	-	0.21	0.21	-	0.19	0.17	

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

University of Idaho	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	46.7%	49.9%	47.8%	51.8%	52.1%	50.2%	37.3%	46.2%	44.0%	Civic Minded Practice
1-4	36.8%	41.0%	42.7%	29.9%	39.0%	40.2%	49.3%	44.2%	46.7%	
5-8	12.3%	6.7%	6.9%	13.9%	6.8%	7.1%	9.3%	6.7%	6.6%	
9-12	3.3%	1.5%	1.6%	3.6%	1.4%	1.6%	2.7%	1.7%	1.6%	
13-16	0.9%	0.5%	0.5%	0.7%	0.3%	0.5%	1.3%	0.7%	0.6%	
17-20	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.4%	
21-34	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	
35-44	0.0%	0.1%	0.0%	0.0%	0.1%	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%	0.0%	
Total(n)	212	3,488	11,998	137	2,012	6,650	75	1,476	5,348	
Mean	1.75	1.63	1.66	1.72	1.60	1.64	1.81	1.68	1.70	
Standard deviation	0.86	0.79	0.80	0.89	0.77	0.81	0.82	0.82	0.80	
Significance	-	*		-			-			
Effect size	-	0.15	0.11	-	0.16	0.10	-	0.16	0.14	
Outside consulting/freelance work										
None	73.1%	73.3%	71.8%	70.8%	70.5%	69.2%	77.3%	77.8%	75.9%	
1-4	21.7%	21.1%	21.7%	23.4%	23.4%	23.8%	18.7%	17.5%	18.4%	
5-8	5.2%	4.1%	4.6%	5.8%	4.4%	5.1%	4.0%	3.5%	3.8%	
9-12	0.0%	0.9%	1.1%	0.0%	1.1%	1.2%	0.0%	0.6%	1.1%	
13-16	0.0%	0.3%	0.4%	0.0%	0.2%	0.4%	0.0%	0.4%	0.4%	
17-20	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.2%	0.2%	
21-34	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
Total(n)	212	3,485	11,988	137	2,012	6,648	75	1,473	5,340	
Mean	1.32	1.35	1.38	1.35	1.38	1.41	1.27	1.29	1.33	
Standard deviation	0.57	0.69	0.74	0.59	0.70	0.76	0.53	0.67	0.72	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	-0.04	-0.08	-	-0.03	-0.08	

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

University of Idaho	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	9.9%	9.3%	9.4%	13.1%	11.7%	11.9%	4.0%	5.4%	5.7%	
1-4	20.3%	18.0%	17.9%	21.9%	20.2%	18.9%	17.3%	14.3%	16.2%	
5-8	23.6%	25.6%	25.2%	19.0%	26.4%	26.0%	32.0%	24.4%	24.1%	
9-12	17.5%	16.5%	16.1%	19.0%	18.1%	17.4%	14.7%	13.9%	14.1%	
13-16	9.4%	8.5%	8.7%	8.8%	8.1%	8.2%	10.7%	9.0%	9.3%	
17-20	9.9%	8.6%	8.7%	10.2%	7.5%	7.9%	9.3%	10.5%	10.0%	
21-34	5.7%	5.5%	5.8%	5.1%	4.2%	4.8%	6.7%	7.5%	7.3%	
35-44	1.9%	4.0%	4.2%	1.5%	2.0%	2.8%	2.7%	7.1%	6.4%	
45+	1.9%	4.1%	3.9%	1.5%	1.7%	2.0%	2.7%	7.8%	6.8%	
Total(n)	212	3,484	11,980	137	2,012	6,644	75	1,472	5,336	
Mean	3.69	3.89	3.91	3.55	3.51	3.60	3.95	4.51	4.37	
Standard deviation	1.91	2.09	2.10	1.91	1.85	1.93	1.90	2.31	2.27	
Significance	-			-			-	*		
Effect size	-	-0.10	-0.10	-	0.02	-0.03	-	-0.24	-0.19	
Communting to campus										
None	10.9%	7.4%	6.6%	8.8%	8.0%	7.1%	14.9%	6.5%	5.9%	
1-4	73.5%	62.7%	59.6%	78.8%	66.0%	62.4%	63.5%	57.4%	55.4%	
5-8	13.3%	22.3%	24.1%	11.7%	19.3%	21.9%	16.2%	27.3%	27.5%	
9-12	2.4%	6.0%	7.8%	0.7%	5.7%	7.2%	5.4%	6.6%	8.7%	
13-16	0.0%	1.2%	1.4%	0.0%	0.8%	1.2%	0.0%	1.9%	1.8%	
17-20	0.0%	0.2%	0.3%	0.0%	0.1%	0.1%	0.0%	0.2%	0.5%	
21-34	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
Total(n)	211	3,485	11,990	137	2,012	6,647	74	1,473	5,343	
Mean	2.07	2.32	2.39	2.04	2.26	2.34	2.12	2.41	2.48	
Standard deviation	0.58	0.78	0.83	0.48	0.74	0.79	0.72	0.83	0.89	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.32	-0.39	-	-0.30	-0.38	-	-0.35	-0.40	

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

University of Idaho	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	89.6%	90.7%	90.0%	86.9%	90.1%	90.1%	94.7%	91.8%	89.9%	
1-4	7.1%	5.3%	5.4%	8.8%	6.1%	5.7%	4.0%	4.1%	5.0%	
5-8	2.8%	2.0%	2.2%	4.4%	1.7%	2.0%	0.0%	2.5%	2.5%	
9-12	0.5%	0.8%	1.1%	0.0%	0.6%	0.9%	1.3%	1.1%	1.4%	
13-16	0.0%	0.3%	0.4%	0.0%	0.5%	0.4%	0.0%	0.1%	0.3%	
17-20	0.0%	0.4%	0.4%	0.0%	0.5%	0.4%	0.0%	0.2%	0.4%	
21-34	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.1%	0.1%	
35-44	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.3%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Total(n)	212	3,486	11,982	137	2,015	6,650	75	1,471	5,332	
Mean	1.14	1.18	1.20	1.18	1.19	1.20	1.08	1.15	1.21	
Standard deviation	0.46	0.72	0.79	0.48	0.78	0.78	0.39	0.61	0.80	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.01	-0.03	-	-0.11	-0.16	

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

University of Idaho	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	12.3%	36.2%	30.3%	10.9%	34.3%	28.5%	14.9%	39.3%	33.1%	
No	87.7%	63.8%	69.7%	89.1%	65.7%	71.5%	85.1%	60.7%	66.9%	
Total(n)	211	3,499	12,030	137	2,022	6,672	74	1,477	5,358	
Are you a U.S. citizen?										
Yes	89.6%	91.2%	91.7%	88.3%	90.9%	91.4%	92.0%	91.6%	92.2%	
No	10.4%	8.8%	8.3%	11.7%	9.1%	8.6%	8.0%	8.4%	7.8%	
Total(n)	212	3,501	12,029	137	2,023	6,671	75	1,478	5,358	
Do you plan to retire within the next three years?										
Yes	9.9%	9.8%	10.0%	8.8%	10.5%	10.4%	12.0%	8.7%	9.3%	
No	90.1%	90.2%	90.0%	91.2%	89.5%	89.6%	88.0%	91.3%	90.7%	
Total(n)	212	3,495	12,019	137	2,019	6,662	75	1,476	5,357	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	51.9%	37.2%	37.5%	51.1%	34.2%	34.5%	53.3%	42.2%	42.1%	
No	48.1%	62.8%	62.5%	48.9%	65.8%	65.5%	46.7%	57.8%	57.9%	
Total(n)	212	3,498	12,021	137	2,022	6,667	75	1,476	5,354	
Have you been sexually harassed at this institution?										
Yes	7.1%	4.7%	4.7%	2.9%	1.9%	1.9%	14.7%	9.1%	9.0%	
No	92.9%	95.3%	95.3%	97.1%	98.1%	98.1%	85.3%	90.9%	91.0%	
Total(n)	212	3,497	12,019	137	2,022	6,667	75	1,475	5,352	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	11.3%	10.8%	10.7%	6.6%	5.1%	5.7%	20.0%	19.9%	18.3%	
No	88.7%	89.2%	89.3%	93.4%	94.9%	94.3%	80.0%	80.1%	81.7%	
Total(n)	212	3,500	12,028	137	2,022	6,671	75	1,478	5,357	
Have you ever received an award for outstanding teaching?										
Yes	50.9%	44.8%	43.5%	56.9%	47.0%	45.7%	40.0%	41.3%	40.2%	
No	49.1%	55.2%	56.5%	43.1%	53.0%	54.3%	60.0%	58.7%	59.8%	
Total(n)	212	3,500	12,030	137	2,023	6,672	75	1,477	5,358	
Is (or was) your spouse/partner an academic?										
Yes	35.8%	35.1%	33.9%	37.2%	33.4%	32.8%	33.3%	37.8%	35.5%	
No	64.2%	64.9%	66.1%	62.8%	66.6%	67.2%	66.7%	62.2%	64.5%	
Total(n)	212	3,492	11,980	137	2,021	6,657	75	1,471	5,323	

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

University of Idaho	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	25.9%	20.6%	20.3%	25.5%	22.1%	21.2%	26.7%	18.2%	18.9%	
No	74.1%	79.4%	79.7%	74.5%	77.9%	78.8%	73.3%	81.8%	81.1%	
Total(n)	212	3,499	12,032	137	2,021	6,673	75	1,478	5,359	
Considered leaving academe for another job?										
Yes	44.3%	31.7%	31.4%	43.1%	30.0%	29.0%	46.7%	34.6%	35.1%	
No	55.7%	68.3%	68.6%	56.9%	70.0%	71.0%	53.3%	65.4%	64.9%	
Total(n)	212	3,500	12,031	137	2,022	6,673	75	1,478	5,358	
Considered leaving this institution for another?										
Yes	62.7%	49.5%	48.3%	62.0%	51.2%	49.0%	64.0%	46.7%	47.3%	
No	37.3%	50.5%	51.7%	38.0%	48.8%	51.0%	36.0%	53.3%	52.7%	
Total(n)	212	3,499	12,030	137	2,022	6,674	75	1,477	5,356	
Changed academic institutions?										
Yes	9.4%	16.9%	16.7%	9.5%	15.0%	15.2%	9.3%	20.1%	19.0%	
No	90.6%	83.1%	83.3%	90.5%	85.0%	84.8%	90.7%	79.9%	81.0%	
Total(n)	212	3,498	12,030	137	2,020	6,672	75	1,478	5,358	
Engaged in paid consulting outside of your institution?										
Yes	36.8%	37.4%	38.0%	38.0%	40.5%	41.1%	34.7%	32.2%	33.3%	
No	63.2%	62.6%	62.0%	62.0%	59.5%	58.9%	65.3%	67.8%	66.7%	
Total(n)	212	3,498	12,025	137	2,021	6,671	75	1,477	5,354	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	67.0%	57.7%	58.1%	67.2%	58.8%	59.6%	66.7%	56.0%	55.7%	
No	33.0%	42.3%	41.9%	32.8%	41.2%	40.4%	33.3%	44.0%	44.3%	
Total(n)	212	3,497	12,028	137	2,021	6,672	75	1,476	5,356	
Received at least one firm job offer?										
Yes	27.8%	24.7%	25.5%	32.8%	23.1%	24.8%	18.7%	27.1%	26.5%	
No	72.2%	75.3%	74.5%	67.2%	76.9%	75.2%	81.3%	72.9%	73.5%	
Total(n)	212	3,498	12,028	137	2,022	6,671	75	1,476	5,357	
Requested/sought an early promotion?										
Yes	7.1%	8.2%	8.2%	8.0%	8.9%	9.0%	5.3%	7.1%	7.0%	
No	92.9%	91.8%	91.8%	92.0%	91.1%	91.0%	94.7%	92.9%	93.0%	
Total(n)	212	3,497	12,026	137	2,020	6,670	75	1,477	5,356	

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

University of Idaho	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	18.9%	31.5%	35.5%	19.7%	31.6%	36.0%	17.3%	31.3%	34.7%	
Probably yes	36.3%	35.9%	33.8%	38.7%	35.1%	33.7%	32.0%	37.2%	34.0%	
Not sure	23.6%	18.5%	17.1%	19.0%	18.2%	16.4%	32.0%	19.0%	18.0%	
Probably no	14.6%	8.2%	8.2%	14.6%	8.4%	8.3%	14.7%	7.9%	8.1%	
Definitely no	6.6%	5.9%	5.4%	8.0%	6.8%	5.5%	4.0%	4.6%	5.2%	
Total(n)	212	3,489	12,011	137	2,015	6,660	75	1,474	5,351	
Mean	3.46	3.79	3.86	3.47	3.76	3.86	3.44	3.83	3.85	
Standard deviation	1.15	1.15	1.15	1.19	1.18	1.16	1.07	1.10	1.14	
Significance	-	***	***	-	**	***	-	**	**	
Effect size	-	-0.29	-0.35	-	-0.25	-0.34	-	-0.35	-0.36	
Still want to be a college professor?										
Definitely yes	49.5%	59.6%	61.1%	59.1%	64.2%	64.4%	32.0%	52.1%	56.1%	
Probably yes	31.6%	27.2%	26.4%	24.8%	23.8%	24.1%	44.0%	32.7%	29.9%	
Not sure	14.2%	10.0%	9.3%	10.9%	9.3%	8.5%	20.0%	11.1%	10.5%	
Probably no	4.2%	2.7%	2.6%	5.1%	2.1%	2.3%	2.7%	3.6%	3.0%	
Definitely no	0.5%	0.6%	0.7%	0.0%	0.7%	0.8%	1.3%	0.4%	0.6%	
Total(n)	212	3,494	12,015	137	2,019	6,662	75	1,475	5,353	
Mean	4.25	4.43	4.45	4.38	4.49	4.49	4.03	4.33	4.38	
Standard deviation	0.89	0.82	0.82	0.88	0.80	0.81	0.87	0.84	0.83	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.22	-0.24	-	-0.14	-0.14	-	-0.36	-0.42	

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

University of Idaho	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	59.4%	43.5%	48.5%	63.5%	45.6%	49.1%	52.0%	40.1%	47.6%	
Somewhat descriptive	36.8%	49.5%	44.9%	33.6%	48.3%	44.8%	42.7%	51.5%	45.1%	
Not descriptive	3.8%	7.0%	6.6%	2.9%	6.1%	6.1%	5.3%	8.4%	7.4%	
Total(n)	212	3,493	12,024	137	2,018	6,670	75	1,475	5,354	
Mean	2.56	2.37	2.42	2.61	2.40	2.43	2.47	2.32	2.40	
Standard deviation	0.57	0.61	0.61	0.55	0.60	0.61	0.60	0.62	0.62	
Significance	-	***	***	-	***	***	-	*		
Effect size	-	0.31	0.23	-	0.35	0.30	-	0.24	0.11	
The faculty are typically at odds with campus administration										
Very descriptive	31.1%	21.4%	20.1%	33.6%	22.2%	20.0%	26.7%	20.1%	20.1%	
Somewhat descriptive	54.2%	49.7%	47.6%	51.1%	50.0%	47.5%	60.0%	49.4%	47.8%	
Not descriptive	14.6%	28.8%	32.3%	15.3%	27.8%	32.4%	13.3%	30.5%	32.1%	
Total(n)	212	3,491	12,006	137	2,019	6,663	75	1,472	5,343	
Mean	2.17	1.93	1.88	2.18	1.94	1.88	2.13	1.90	1.88	
Standard deviation	0.66	0.71	0.71	0.68	0.71	0.71	0.62	0.70	0.71	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.34	0.41	-	0.34	0.42	-	0.33	0.35	
Faculty here respect each other										
Very descriptive	41.0%	44.9%	47.0%	44.5%	44.1%	47.0%	34.7%	46.4%	46.8%	
Somewhat descriptive	50.0%	46.8%	45.5%	47.4%	47.9%	45.9%	54.7%	45.1%	45.0%	
Not descriptive	9.0%	8.2%	7.5%	8.0%	8.0%	7.1%	10.7%	8.5%	8.1%	
Total(n)	212	3,495	12,023	137	2,020	6,670	75	1,475	5,353	
Mean	2.32	2.37	2.39	2.36	2.36	2.40	2.24	2.38	2.39	
Standard deviation	0.63	0.63	0.62	0.63	0.63	0.62	0.63	0.64	0.63	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.11	-	0.00	-0.06	-	-0.22	-0.24	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Most students are treated like "numbers in a book"										
Very descriptive	4.7%	6.6%	5.4%	3.6%	7.2%	5.7%	6.7%	5.7%	5.1%	
Somewhat descriptive	18.9%	30.7%	24.4%	19.7%	31.8%	25.4%	17.3%	29.0%	22.8%	
Not descriptive	76.4%	62.7%	70.2%	76.6%	61.0%	69.0%	76.0%	65.3%	72.1%	
Total(n)	212	3,492	12,019	137	2,018	6,668	75	1,474	5,351	
Mean	1.28	1.44	1.35	1.27	1.46	1.37	1.31	1.40	1.33	
Standard deviation	0.55	0.62	0.58	0.52	0.63	0.59	0.59	0.60	0.57	
Significance	-	***		-	***	*	-			
Effect size	-	-0.26	-0.12	-	-0.30	-0.17	-	-0.15	-0.04	
Faculty are rewarded for being good teachers										
Very descriptive	8.5%	13.8%	14.9%	11.7%	13.6%	14.9%	2.7%	14.2%	14.8%	
Somewhat descriptive	49.1%	55.4%	55.4%	48.2%	54.8%	55.7%	50.7%	56.4%	55.0%	
Not descriptive	42.5%	30.8%	29.7%	40.1%	31.6%	29.4%	46.7%	29.5%	30.2%	
Total(n)	212	3,490	12,012	137	2,018	6,667	75	1,472	5,345	
Mean	1.66	1.83	1.85	1.72	1.82	1.85	1.56	1.85	1.85	
Standard deviation	0.63	0.65	0.65	0.66	0.65	0.65	0.55	0.64	0.65	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.26	-0.29	-	-0.15	-0.20	-	-0.45	-0.45	
There is respect for the expression of diverse values and beliefs										
Very descriptive	21.2%	33.8%	35.4%	24.8%	31.1%	34.4%	14.7%	38.0%	37.0%	
Somewhat descriptive	63.7%	55.7%	54.5%	62.8%	58.4%	55.9%	65.3%	51.4%	52.3%	
Not descriptive	15.1%	10.5%	10.1%	12.4%	10.5%	9.7%	20.0%	10.5%	10.7%	
Total(n)	212	3,493	12,010	137	2,019	6,662	75	1,474	5,348	
Mean	2.06	2.23	2.25	2.12	2.21	2.25	1.95	2.27	2.26	
Standard deviation	0.60	0.62	0.63	0.60	0.61	0.62	0.59	0.64	0.64	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.27	-0.30	-	-0.15	-0.21	-	-0.50	-0.48	

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

University of Idaho	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	6.6%	13.2%	14.9%	5.8%	12.3%	13.2%	8.0%	14.9%	17.6%	
Somewhat descriptive	44.3%	53.3%	52.6%	46.0%	54.8%	54.1%	41.3%	50.7%	50.2%	
Not descriptive	49.1%	33.5%	32.5%	48.2%	32.9%	32.7%	50.7%	34.4%	32.3%	
Total(n)	212	3,486	11,986	137	2,017	6,651	75	1,469	5,335	
Mean	1.58	1.80	1.82	1.58	1.79	1.81	1.57	1.80	1.85	
Standard deviation	0.61	0.65	0.67	0.60	0.64	0.65	0.64	0.67	0.69	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.34	-0.36	-	-0.33	-0.35	-	-0.34	-0.41	
Administrators consider faculty concerns when making policy										
Very descriptive	5.7%	11.5%	13.4%	6.6%	12.6%	14.2%	4.1%	9.7%	12.3%	
Somewhat descriptive	50.7%	58.6%	57.2%	54.7%	56.4%	57.1%	43.2%	62.3%	57.2%	
Not descriptive	43.6%	29.9%	29.4%	38.7%	31.0%	28.7%	52.7%	28.1%	30.5%	
Total(n)	211	3,484	11,992	137	2,018	6,659	74	1,466	5,333	
Mean	1.62	1.82	1.84	1.68	1.82	1.85	1.51	1.82	1.82	
Standard deviation	0.59	0.62	0.63	0.59	0.63	0.64	0.58	0.59	0.63	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	-0.32	-0.35	-	-0.22	-0.27	-	-0.53	-0.49	
The administration is open about its policies										
Very descriptive	5.2%	14.4%	15.7%	5.8%	14.2%	15.6%	4.1%	14.8%	16.0%	
Somewhat descriptive	53.6%	54.9%	53.3%	53.3%	53.0%	52.7%	54.1%	58.0%	54.1%	
Not descriptive	41.2%	30.7%	31.0%	40.9%	32.8%	31.7%	41.9%	27.3%	29.9%	
Total(n)	211	3,485	11,998	137	2,018	6,662	74	1,467	5,336	
Mean	1.64	1.84	1.85	1.65	1.81	1.84	1.62	1.88	1.86	
Standard deviation	0.58	0.65	0.67	0.59	0.66	0.67	0.57	0.64	0.66	
Significance	-	***	***	-	**	***	-	***	**	
Effect size	-	-0.31	-0.31	-	-0.24	-0.28	-	-0.41	-0.36	

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

University of Idaho	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	22.3%	18.0%	18.2%	15.9%	13.7%	14.1%	33.8%	24.9%	24.4%	
Somewhat	54.9%	56.4%	56.0%	59.8%	56.0%	56.5%	45.9%	57.0%	55.2%	
Not at all	22.8%	25.6%	25.8%	24.2%	30.3%	29.4%	20.3%	18.2%	20.4%	
Total(n)	206	3,425	11,802	132	1,966	6,529	74	1,459	5,273	
Mean	2.00	1.92	1.92	1.92	1.83	1.85	2.14	2.07	2.04	
Standard deviation	0.67	0.66	0.66	0.63	0.64	0.64	0.73	0.65	0.67	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	0.14	0.11	-	0.11	0.15	
Child care										
Extensive	12.3%	18.8%	18.2%	7.2%	12.5%	12.8%	25.8%	29.4%	27.6%	
Somewhat	44.7%	36.2%	37.0%	41.0%	36.9%	37.6%	54.8%	35.1%	35.9%	
Not at all	43.0%	45.0%	44.8%	51.8%	50.6%	49.6%	19.4%	35.5%	36.5%	
Total(n)	114	2,126	7,429	83	1,284	4,449	31	842	2,980	
Mean	1.69	1.74	1.73	1.55	1.62	1.63	2.06	1.94	1.91	
Standard deviation	0.68	0.75	0.75	0.63	0.70	0.70	0.68	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.07	-0.05	-	-0.10	-0.11	-	0.15	0.19	
Care of elderly parent										
Extensive	10.5%	12.2%	13.1%	8.4%	7.9%	9.5%	14.6%	19.6%	19.0%	
Somewhat	34.3%	37.4%	37.1%	35.8%	38.2%	36.8%	31.3%	36.0%	37.5%	
Not at all	55.2%	50.4%	49.9%	55.8%	53.9%	53.7%	54.2%	44.3%	43.6%	
Total(n)	143	2,357	8,052	95	1,390	4,591	48	967	3,461	
Mean	1.55	1.62	1.63	1.53	1.54	1.56	1.60	1.75	1.75	
Standard deviation	0.68	0.69	0.70	0.65	0.64	0.66	0.74	0.76	0.75	
Significance	-			-			-			
Effect size	-	-0.10	-0.11	-	-0.02	-0.05	-	-0.20	-0.20	

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

University of Idaho	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	8.4%	8.3%	8.1%	6.9%	5.3%	6.2%	11.3%	13.3%	10.9%	
Somewhat	49.5%	45.7%	46.1%	49.6%	45.0%	44.8%	49.3%	46.9%	48.0%	
Not at all	42.1%	46.0%	45.9%	43.5%	49.7%	48.9%	39.4%	39.9%	41.2%	
Total(n)	202	3,336	11,519	131	1,930	6,429	71	1,406	5,090	
Mean	1.66	1.62	1.62	1.63	1.56	1.57	1.72	1.73	1.70	
Standard deviation	0.63	0.63	0.63	0.61	0.59	0.61	0.66	0.68	0.65	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.12	0.10	-	-0.01	0.03	
Health of spouse/partner										
Extensive	11.2%	6.5%	7.0%	10.3%	5.4%	6.3%	13.1%	8.3%	8.3%	
Somewhat	38.5%	39.8%	37.8%	41.3%	43.0%	40.8%	32.8%	33.8%	32.4%	
Not at all	50.3%	53.8%	55.2%	48.4%	51.5%	52.9%	54.1%	57.8%	59.2%	
Total(n)	187	2,963	10,127	126	1,802	5,986	61	1,161	4,141	
Mean	1.61	1.53	1.52	1.62	1.54	1.53	1.59	1.51	1.49	
Standard deviation	0.68	0.62	0.62	0.67	0.60	0.61	0.72	0.65	0.65	
Significance	-		*	-			-			
Effect size	-	0.13	0.15	-	0.13	0.15	-	0.12	0.15	
Review/promotion process										
Extensive	28.8%	20.5%	20.7%	26.1%	17.5%	17.5%	33.9%	25.6%	25.8%	
Somewhat	35.6%	39.3%	37.7%	35.7%	39.2%	36.1%	35.5%	39.4%	40.3%	
Not at all	35.6%	40.2%	41.6%	38.3%	43.3%	46.4%	30.6%	35.0%	34.0%	
Total(n)	177	3,042	10,494	115	1,745	5,867	62	1,297	4,627	
Mean	1.93	1.80	1.79	1.88	1.74	1.71	2.03	1.91	1.92	
Standard deviation	0.80	0.75	0.76	0.80	0.74	0.75	0.81	0.77	0.77	
Significance	-	*	*	-		*	-			
Effect size	-	0.17	0.18	-	0.19	0.23	-	0.16	0.14	

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

University of Idaho	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	9.0%	7.4%	6.9%	5.0%	5.8%	4.6%	16.2%	10.0%	10.5%	
Somewhat	21.8%	21.4%	21.6%	13.3%	16.1%	15.8%	36.8%	29.9%	30.4%	
Not at all	69.1%	71.2%	71.5%	81.7%	78.1%	79.6%	47.1%	60.1%	59.1%	
Total(n)	188	3,142	10,747	120	1,800	5,951	68	1,342	4,796	
Mean	1.40	1.36	1.35	1.23	1.28	1.25	1.69	1.50	1.51	
Standard deviation	0.65	0.62	0.61	0.53	0.56	0.53	0.74	0.67	0.68	
Significance	-			-			-	*	*	
Effect size	-	0.06	0.08	-	-0.09	-0.04	-	0.28	0.26	
Personal finances										
Extensive	21.0%	18.7%	18.7%	19.1%	15.8%	16.3%	24.3%	23.4%	22.3%	
Somewhat	49.0%	46.7%	46.4%	50.0%	48.0%	47.0%	47.3%	44.7%	45.4%	
Not at all	30.0%	34.5%	35.0%	30.9%	36.2%	36.7%	28.4%	31.9%	32.3%	
Total(n)	210	3,421	11,746	136	1,980	6,537	74	1,441	5,209	
Mean	1.91	1.84	1.84	1.88	1.80	1.80	1.96	1.92	1.90	
Standard deviation	0.71	0.71	0.71	0.70	0.69	0.70	0.73	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.12	0.11	-	0.05	0.08	
Committee work										
Extensive	11.4%	10.3%	10.8%	10.4%	9.3%	9.3%	13.2%	12.1%	13.1%	
Somewhat	55.0%	50.6%	50.6%	54.5%	49.2%	49.1%	55.9%	52.9%	53.0%	
Not at all	33.7%	39.1%	38.6%	35.1%	41.6%	41.7%	30.9%	35.0%	33.9%	
Total(n)	202	3,377	11,623	134	1,966	6,469	68	1,411	5,154	
Mean	1.78	1.71	1.72	1.75	1.68	1.68	1.82	1.77	1.79	
Standard deviation	0.63	0.64	0.65	0.63	0.64	0.64	0.65	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	0.11	0.11	-	0.08	0.05	

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

University of Idaho	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	15.3%	9.4%	9.7%	14.1%	8.9%	8.6%	17.6%	10.3%	11.5%	
Somewhat	46.4%	43.8%	43.9%	50.4%	42.1%	42.7%	39.2%	46.7%	45.8%	
Not at all	38.3%	46.7%	46.3%	35.6%	49.0%	48.7%	43.2%	43.0%	42.7%	
Total(n)	209	3,449	11,870	135	2,001	6,597	74	1,448	5,273	
Mean	1.77	1.63	1.63	1.79	1.60	1.60	1.74	1.67	1.69	
Standard deviation	0.70	0.65	0.65	0.67	0.65	0.64	0.74	0.65	0.67	
Significance	-	**	**	-	**	***	-			
Effect size	-	0.22	0.22	-	0.29	0.30	-	0.11	0.07	
Colleagues										
Extensive	12.7%	13.1%	13.5%	12.4%	12.1%	11.6%	13.3%	14.8%	16.5%	
Somewhat	52.4%	49.2%	48.0%	52.6%	48.6%	47.7%	52.0%	50.1%	48.4%	
Not at all	34.9%	37.8%	38.5%	35.0%	39.3%	40.7%	34.7%	35.2%	35.1%	
Total(n)	212	3,480	11,965	137	2,012	6,635	75	1,468	5,330	
Mean	1.78	1.75	1.75	1.77	1.73	1.71	1.79	1.80	1.81	
Standard deviation	0.66	0.67	0.68	0.65	0.66	0.66	0.66	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.06	0.09	-	-0.01	-0.03	
Students										
Extensive	7.1%	5.9%	6.4%	5.9%	4.9%	5.0%	9.3%	7.4%	8.5%	
Somewhat	52.1%	54.4%	53.3%	52.2%	51.9%	50.5%	52.0%	58.4%	57.5%	
Not at all	40.8%	39.7%	40.4%	41.9%	43.1%	44.5%	38.7%	34.2%	34.0%	
Total(n)	211	3,480	11,962	136	2,011	6,634	75	1,469	5,328	
Mean	1.66	1.66	1.66	1.64	1.62	1.61	1.71	1.73	1.75	
Standard deviation	0.61	0.58	0.59	0.59	0.58	0.58	0.63	0.59	0.60	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.03	0.05	-	-0.03	-0.07	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										Career Related Stress
Extensive	27.8%	25.2%	23.9%	25.4%	21.8%	21.1%	32.4%	31.0%	28.5%	
Somewhat	48.8%	49.3%	48.9%	52.2%	51.4%	50.1%	42.3%	45.7%	46.8%	
Not at all	23.4%	25.5%	27.2%	22.4%	26.8%	28.8%	25.4%	23.3%	24.7%	
Total(n)	205	3,340	11,455	134	1,961	6,458	71	1,379	4,997	
Mean	2.04	2.00	1.97	2.03	1.95	1.92	2.07	2.08	2.04	
Standard deviation	0.72	0.71	0.71	0.69	0.70	0.70	0.76	0.73	0.73	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.11	0.16	-	-0.01	0.04	
Institutional procedures and "red tape"										Career Related Stress
Extensive	41.0%	23.1%	21.1%	40.1%	23.4%	21.0%	42.5%	22.7%	21.3%	
Somewhat	46.7%	52.4%	52.0%	46.7%	51.9%	51.9%	46.6%	53.2%	52.0%	
Not at all	12.4%	24.5%	26.9%	13.1%	24.7%	27.1%	11.0%	24.1%	26.7%	
Total(n)	210	3,442	11,836	137	1,998	6,592	73	1,444	5,244	
Mean	2.29	1.99	1.94	2.27	1.99	1.94	2.32	1.99	1.95	
Standard deviation	0.67	0.69	0.69	0.68	0.69	0.69	0.66	0.68	0.69	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.43	0.51	-	0.41	0.48	-	0.49	0.54	
Teaching load										Career Related Stress
Extensive	24.3%	16.7%	17.6%	23.4%	13.9%	14.4%	26.0%	21.3%	22.6%	
Somewhat	43.8%	45.2%	43.9%	45.3%	47.7%	45.7%	41.1%	41.1%	41.2%	
Not at all	31.9%	38.1%	38.4%	31.4%	38.4%	39.9%	32.9%	37.6%	36.2%	
Total(n)	210	3,468	11,921	137	2,008	6,618	73	1,460	5,303	
Mean	1.92	1.79	1.79	1.92	1.76	1.74	1.93	1.84	1.86	
Standard deviation	0.75	0.71	0.72	0.74	0.68	0.69	0.77	0.75	0.75	
Significance	-	*	**	-	**	**	-			
Effect size	-	0.18	0.18	-	0.24	0.26	-	0.12	0.09	

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

University of Idaho	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	10.3%	8.9%	9.1%	8.5%	7.0%	7.4%	14.3%	12.0%	12.0%	
Somewhat	41.9%	40.2%	38.9%	42.6%	37.2%	36.2%	40.5%	45.4%	43.5%	
Not at all	47.8%	50.9%	52.0%	48.9%	55.8%	56.3%	45.2%	42.5%	44.5%	
Total(n)	136	2,376	8,294	94	1,440	4,945	42	936	3,349	
Mean	1.63	1.58	1.57	1.60	1.51	1.51	1.69	1.69	1.68	
Standard deviation	0.67	0.65	0.65	0.64	0.63	0.63	0.72	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.08	0.09	-	0.14	0.14	-	0.00	0.01	
Friction with spouse/partner										
Extensive	11.0%	5.3%	5.9%	9.0%	5.5%	5.4%	15.0%	4.8%	6.7%	
Somewhat	26.4%	27.6%	27.4%	29.5%	26.9%	27.8%	20.0%	28.7%	26.7%	
Not at all	62.6%	67.2%	66.8%	61.5%	67.6%	66.9%	65.0%	66.5%	66.6%	
Total(n)	182	2,980	10,105	122	1,799	5,970	60	1,181	4,135	
Mean	1.48	1.38	1.39	1.48	1.38	1.39	1.50	1.38	1.40	
Standard deviation	0.69	0.58	0.60	0.66	0.59	0.59	0.75	0.58	0.61	
Significance	-	*	*	-			-			
Effect size	-	0.17	0.15	-	0.17	0.15	-	0.21	0.16	
Lack of personal time										
Extensive	37.3%	30.5%	31.8%	29.9%	24.8%	26.3%	50.7%	39.7%	40.1%	Career Related Stress
Somewhat	50.0%	51.0%	50.3%	53.3%	52.5%	52.0%	44.0%	48.6%	47.8%	
Not at all	12.7%	18.5%	17.9%	16.8%	22.7%	21.7%	5.3%	11.7%	12.1%	
Total(n)	212	3,485	11,981	137	2,013	6,640	75	1,472	5,341	
Mean	2.25	2.12	2.14	2.13	2.02	2.05	2.45	2.28	2.28	
Standard deviation	0.66	0.69	0.69	0.67	0.69	0.69	0.60	0.66	0.67	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.19	0.16	-	0.16	0.12	-	0.26	0.25	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Keeping up with information technology										
Extensive	9.9%	7.7%	7.2%	7.3%	7.1%	6.4%	14.7%	8.7%	8.4%	
Somewhat	48.6%	43.4%	44.6%	48.9%	41.1%	42.8%	48.0%	47.3%	47.4%	
Not at all	41.5%	48.9%	48.1%	43.8%	51.8%	50.7%	37.3%	44.1%	44.2%	
Total(n)	212	3,476	11,943	137	2,009	6,619	75	1,467	5,324	
Mean	1.68	1.59	1.59	1.64	1.55	1.56	1.77	1.65	1.64	
Standard deviation	0.65	0.63	0.62	0.62	0.62	0.61	0.69	0.63	0.63	
Significance	-	*	*	-			-			
Effect size	-	0.14	0.15	-	0.15	0.13	-	0.19	0.21	
Job security										
Extensive	15.3%	13.3%	12.6%	13.3%	11.4%	10.8%	18.9%	16.5%	15.3%	
Somewhat	35.4%	27.8%	26.6%	31.9%	24.6%	23.8%	41.9%	33.0%	31.0%	
Not at all	49.3%	58.9%	60.8%	54.8%	64.0%	65.4%	39.2%	50.5%	53.7%	
Total(n)	209	3,448	11,833	135	1,996	6,580	74	1,452	5,253	
Mean	1.66	1.54	1.52	1.59	1.47	1.45	1.80	1.66	1.62	
Standard deviation	0.73	0.72	0.71	0.72	0.69	0.68	0.74	0.74	0.74	
Significance	-	*	**	-		*	-		*	
Effect size	-	0.17	0.20	-	0.17	0.21	-	0.19	0.24	
Being part of a dual career couple										
Extensive	13.8%	14.1%	12.9%	9.0%	10.0%	9.0%	23.2%	21.1%	19.2%	
Somewhat	41.3%	36.4%	36.6%	41.4%	34.9%	34.7%	41.1%	39.0%	39.8%	
Not at all	44.9%	49.5%	50.5%	49.5%	55.1%	56.3%	35.7%	40.0%	41.0%	
Total(n)	167	2,826	9,558	111	1,677	5,451	56	1,149	4,107	
Mean	1.69	1.65	1.62	1.59	1.55	1.53	1.88	1.81	1.78	
Standard deviation	0.70	0.71	0.70	0.65	0.67	0.66	0.76	0.76	0.74	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.06	0.09	-	0.09	0.14	

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

University of Idaho	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	20.3%	19.6%	19.6%	19.0%	18.7%	18.3%	22.7%	21.0%	21.6%	
Somewhat	57.1%	58.5%	55.3%	59.9%	58.4%	54.6%	52.0%	58.7%	56.3%	
Not at all	22.6%	21.9%	25.1%	21.2%	23.0%	27.1%	25.3%	20.3%	22.0%	
Total(n)	212	3,463	11,922	137	1,999	6,610	75	1,464	5,312	
Mean	1.98	1.98	1.95	1.98	1.96	1.91	1.97	2.01	2.00	
Standard deviation	0.66	0.64	0.67	0.64	0.64	0.67	0.70	0.64	0.66	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	0.03	0.10	-	-0.06	-0.05	
Self-imposed high expectations										
Extensive	30.8%	32.1%	31.8%	27.9%	28.0%	28.1%	36.0%	38.7%	37.6%	
Somewhat	54.5%	53.1%	53.1%	53.7%	54.9%	54.1%	56.0%	50.1%	51.6%	
Not at all	14.7%	14.9%	15.0%	18.4%	17.1%	17.8%	8.0%	11.1%	10.8%	
Total(n)	211	3,476	11,944	136	2,009	6,622	75	1,467	5,322	
Mean	2.16	2.17	2.17	2.10	2.11	2.10	2.28	2.28	2.27	
Standard deviation	0.66	0.66	0.66	0.68	0.66	0.67	0.61	0.65	0.64	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.02	0.00	-	0.00	0.02	
Change in work responsibilities										
Extensive	16.2%	13.6%	11.9%	13.1%	10.3%	8.7%	21.6%	18.9%	16.9%	
Somewhat	36.3%	37.3%	37.4%	31.5%	35.6%	34.8%	44.6%	40.0%	41.3%	
Not at all	47.5%	49.2%	50.7%	55.4%	54.1%	56.4%	33.8%	41.0%	41.8%	
Total(n)	204	3,316	11,373	130	1,919	6,343	74	1,397	5,030	
Mean	1.69	1.64	1.61	1.58	1.56	1.52	1.88	1.78	1.75	
Standard deviation	0.74	0.71	0.69	0.71	0.67	0.65	0.74	0.74	0.72	
Significance	-			-			-			
Effect size	-	0.07	0.12	-	0.03	0.09	-	0.14	0.18	

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

University of Idaho	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	56.6%	34.3%	29.3%	59.1%	33.2%	28.0%	52.0%	36.0%	31.4%	
Somewhat	39.2%	51.8%	47.5%	37.2%	51.4%	46.7%	42.7%	52.5%	48.9%	
Not at all	4.2%	13.9%	23.1%	3.6%	15.4%	25.3%	5.3%	11.5%	19.7%	
Total(n)	212	3,469	11,828	137	2,004	6,574	75	1,465	5,254	
Mean	2.52	2.20	2.06	2.55	2.18	2.03	2.47	2.25	2.12	
Standard deviation	0.58	0.66	0.72	0.57	0.67	0.73	0.60	0.64	0.71	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.48	0.64	-	0.55	0.71	-	0.34	0.49	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	5.2%	9.6%	10.1%	5.1%	10.1%	11.0%	5.3%	8.9%	8.7%	Job Satisfaction: Compensation
Satisfied	23.1%	37.4%	38.7%	26.3%	37.4%	39.3%	17.3%	37.3%	38.0%	
Marginally satisfied	34.9%	32.5%	30.8%	35.0%	32.4%	30.1%	34.7%	32.6%	31.9%	
Not satisfied	36.8%	20.5%	20.4%	33.6%	20.1%	19.6%	42.7%	21.2%	21.5%	
Total(n)	212	3,496	12,018	137	2,020	6,672	75	1,476	5,346	
Mean	1.97	2.36	2.39	2.03	2.38	2.42	1.85	2.34	2.34	
Standard deviation	0.90	0.91	0.92	0.90	0.92	0.93	0.90	0.91	0.91	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.43	-0.46	-	-0.38	-0.42	-	-0.54	-0.54	
Health benefits										
Very satisfied	2.9%	21.1%	22.3%	2.9%	20.3%	21.6%	2.7%	22.5%	23.4%	
Satisfied	30.5%	51.2%	51.0%	27.9%	50.4%	50.1%	35.1%	52.4%	52.3%	
Marginally satisfied	40.5%	21.4%	20.8%	41.9%	22.0%	21.8%	37.8%	20.5%	19.2%	
Not satisfied	26.2%	6.3%	5.9%	27.2%	7.3%	6.4%	24.3%	4.6%	5.1%	
Total(n)	210	3,466	11,842	136	2,008	6,604	74	1,458	5,238	
Mean	2.10	2.87	2.90	2.07	2.84	2.87	2.16	2.93	2.94	
Standard deviation	0.82	0.81	0.81	0.82	0.83	0.82	0.83	0.78	0.79	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.95	-0.99	-	-0.93	-0.98	-	-0.99	-0.99	

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

University of Idaho	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	3.8%	14.2%	16.9%	3.7%	15.2%	17.3%	4.1%	12.6%	16.4%	
Satisfied	37.5%	52.9%	52.9%	39.6%	52.4%	53.0%	33.8%	53.8%	52.8%	
Marginally satisfied	38.9%	25.7%	23.3%	35.8%	25.0%	23.0%	44.6%	26.9%	23.9%	
Not satisfied	19.7%	7.2%	6.8%	20.9%	7.4%	6.8%	17.6%	6.7%	7.0%	
Total(n)	208	3,416	11,764	134	1,985	6,569	74	1,431	5,195	
Mean	2.25	2.74	2.80	2.26	2.75	2.81	2.24	2.72	2.79	
Standard deviation	0.82	0.79	0.80	0.83	0.80	0.80	0.79	0.77	0.80	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.62	-0.69	-	-0.61	-0.69	-	-0.62	-0.69	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	8.8%	14.8%	16.2%	9.7%	16.7%	18.2%	7.1%	11.8%	13.1%	
Satisfied	33.3%	45.2%	44.6%	36.6%	46.5%	46.7%	27.1%	43.1%	41.2%	
Marginally satisfied	36.8%	26.9%	25.2%	35.1%	26.0%	23.7%	40.0%	28.4%	27.6%	
Not satisfied	21.1%	13.0%	14.0%	18.7%	10.8%	11.4%	25.7%	16.7%	18.1%	
Total(n)	204	3,412	11,769	134	1,983	6,554	70	1,429	5,215	
Mean	2.30	2.62	2.63	2.37	2.69	2.72	2.16	2.50	2.49	
Standard deviation	0.90	0.89	0.92	0.90	0.87	0.89	0.90	0.90	0.93	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.36	-0.36	-	-0.37	-0.39	-	-0.38	-0.35	
Teaching load										Job Satisfaction: Compensation
Very satisfied	4.3%	11.9%	12.8%	3.6%	12.0%	13.2%	5.5%	11.8%	12.3%	
Satisfied	47.6%	47.2%	46.5%	48.9%	47.0%	47.7%	45.2%	47.5%	44.7%	
Marginally satisfied	29.5%	26.4%	24.7%	29.2%	27.9%	24.8%	30.1%	24.0%	24.5%	
Not satisfied	18.6%	14.5%	16.0%	18.2%	13.1%	14.3%	19.2%	16.7%	18.4%	
Total(n)	210	3,481	11,984	137	2,011	6,654	73	1,470	5,330	
Mean	2.38	2.57	2.56	2.38	2.58	2.60	2.37	2.54	2.51	
Standard deviation	0.83	0.88	0.91	0.82	0.86	0.89	0.86	0.90	0.93	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.22	-0.20	-	-0.23	-0.25	-	-0.19	-0.15	

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

University of Idaho	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	4.2%	6.9%	10.7%	4.4%	6.4%	10.3%	4.0%	7.7%	11.2%	
Satisfied	46.2%	41.8%	42.3%	43.8%	37.4%	39.8%	50.7%	48.8%	46.1%	
Marginally satisfied	37.3%	36.8%	32.8%	38.0%	40.1%	34.7%	36.0%	31.4%	30.1%	
Not satisfied	12.3%	14.6%	14.2%	13.9%	16.1%	15.2%	9.3%	12.1%	12.7%	
Total(n)	212	3,496	12,020	137	2,019	6,667	75	1,477	5,353	
Mean	2.42	2.41	2.49	2.39	2.34	2.45	2.49	2.52	2.56	
Standard deviation	0.76	0.82	0.86	0.78	0.82	0.87	0.72	0.80	0.85	
Significance	-			-			-			
Effect size	-	0.01	-0.08	-	0.06	-0.07	-	-0.04	-0.08	
Office/lab space										
Very satisfied	22.3%	22.7%	23.4%	22.1%	20.4%	21.7%	22.7%	26.6%	25.9%	
Satisfied	50.2%	47.0%	46.7%	55.9%	48.3%	48.1%	40.0%	45.0%	44.6%	
Marginally satisfied	19.4%	19.5%	18.6%	16.2%	20.2%	19.2%	25.3%	18.3%	17.7%	
Not satisfied	8.1%	10.7%	11.4%	5.9%	11.1%	11.1%	12.0%	10.1%	11.8%	
Total(n)	211	3,463	11,890	136	2,004	6,600	75	1,459	5,290	
Mean	2.87	2.82	2.82	2.94	2.78	2.80	2.73	2.88	2.85	
Standard deviation	0.85	0.90	0.92	0.79	0.90	0.90	0.95	0.92	0.94	
Significance	-			-	*		-			
Effect size	-	0.06	0.05	-	0.18	0.16	-	-0.16	-0.13	
Autonomy and independence										
Very satisfied	31.8%	42.4%	41.3%	28.5%	41.3%	41.7%	37.8%	44.2%	40.7%	
Satisfied	52.1%	43.6%	44.3%	55.5%	44.8%	44.3%	45.9%	41.7%	44.4%	
Marginally satisfied	11.8%	10.6%	11.1%	12.4%	11.1%	11.1%	10.8%	9.7%	11.2%	
Not satisfied	4.3%	3.5%	3.3%	3.6%	2.9%	2.9%	5.4%	4.4%	3.8%	
Total(n)	211	3,490	12,005	137	2,016	6,656	74	1,474	5,349	Job Satisfaction: Workplace
Mean	3.11	3.25	3.24	3.09	3.24	3.25	3.16	3.26	3.22	
Standard deviation	0.77	0.78	0.77	0.74	0.76	0.76	0.83	0.81	0.79	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.18	-0.17	-	-0.20	-0.21	-	-0.12	-0.08	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Professional relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	20.8%	27.8%	28.0%	21.2%	25.0%	26.9%	20.0%	32.2%	29.7%	
Satisfied	54.2%	48.2%	47.8%	54.7%	49.5%	48.1%	53.3%	46.2%	47.2%	
Marginally satisfied	17.9%	15.6%	16.6%	16.1%	16.2%	16.7%	21.3%	14.6%	16.3%	
Not satisfied	7.1%	8.4%	7.7%	8.0%	9.3%	8.3%	5.3%	7.0%	6.8%	
Total(n)	212	3,493	12,014	137	2,019	6,666	75	1,474	5,348	
Mean	2.89	2.95	2.96	2.89	2.90	2.94	2.88	3.04	3.00	
Standard deviation	0.81	0.88	0.87	0.83	0.88	0.87	0.79	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.01	-0.06	-	-0.19	-0.14	
Social relationships with other faculty										
Very satisfied	17.4%	16.5%	17.3%	17.2%	13.6%	15.2%	17.8%	21.3%	20.5%	
Satisfied	49.3%	47.4%	46.8%	44.0%	47.8%	46.9%	58.9%	46.6%	46.6%	
Marginally satisfied	25.1%	24.9%	25.4%	28.4%	26.0%	26.7%	19.2%	23.0%	23.3%	
Not satisfied	8.2%	11.3%	10.5%	10.4%	12.6%	11.1%	4.1%	9.1%	9.6%	
Total(n)	207	3,366	11,544	134	1,960	6,433	73	1,406	5,111	
Mean	2.76	2.69	2.71	2.68	2.62	2.66	2.90	2.80	2.78	
Standard deviation	0.84	0.88	0.87	0.88	0.87	0.87	0.73	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.07	0.02	-	0.11	0.14	
Competency of colleagues										
Very satisfied	17.1%	26.3%	27.6%	14.0%	24.1%	26.3%	22.7%	29.9%	29.6%	Job Satisfaction: Workplace
Satisfied	56.9%	50.7%	50.6%	57.4%	51.7%	51.4%	56.0%	49.1%	49.3%	
Marginally satisfied	20.9%	17.1%	16.3%	21.3%	17.9%	16.6%	20.0%	15.8%	15.8%	
Not satisfied	5.2%	5.9%	5.5%	7.4%	6.4%	5.6%	1.3%	5.3%	5.4%	
Total(n)	211	3,486	11,998	136	2,015	6,651	75	1,471	5,347	
Mean	2.86	2.97	3.00	2.78	2.94	2.98	3.00	3.04	3.03	
Standard deviation	0.76	0.82	0.81	0.78	0.82	0.81	0.70	0.82	0.82	
Significance	-		*	-	*	**	-			
Effect size	-	-0.13	-0.17	-	-0.20	-0.25	-	-0.05	-0.04	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Job security										Job Satisfaction: Compensation
Very satisfied	18.5%	28.7%	31.0%	19.7%	30.9%	33.5%	16.2%	25.1%	27.2%	
Satisfied	42.2%	42.5%	41.9%	43.1%	44.5%	43.0%	40.5%	39.2%	40.2%	
Marginally satisfied	26.5%	17.1%	15.9%	26.3%	14.2%	13.5%	27.0%	21.7%	19.7%	
Not satisfied	12.8%	11.8%	11.2%	10.9%	10.4%	10.1%	16.2%	14.0%	12.9%	
Total(n)	211	3,485	11,953	137	2,014	6,631	74	1,471	5,322	
Mean	2.66	2.88	2.93	2.72	2.96	3.00	2.57	2.75	2.82	
Standard deviation	0.92	0.96	0.95	0.91	0.93	0.93	0.95	0.98	0.98	
Significance	-	**	***	-	**	***	-		*	
Effect size	-	-0.23	-0.28	-	-0.26	-0.30	-	-0.18	-0.26	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	25.6%	29.6%	30.1%	28.7%	30.1%	30.8%	20.0%	29.0%	28.9%	
Satisfied	37.0%	37.0%	37.6%	39.7%	36.3%	37.7%	32.0%	38.2%	37.3%	
Marginally satisfied	22.7%	16.6%	16.5%	18.4%	16.1%	15.9%	30.7%	17.4%	17.4%	
Not satisfied	14.7%	16.8%	15.9%	13.2%	17.6%	15.5%	17.3%	15.5%	16.4%	
Total(n)	211	3,444	11,855	136	1,980	6,547	75	1,464	5,308	
Mean	2.73	2.79	2.82	2.84	2.79	2.84	2.55	2.81	2.79	
Standard deviation	1.00	1.04	1.03	0.99	1.06	1.03	1.00	1.02	1.04	
Significance	-			-			-	*	*	
Effect size	-	-0.06	-0.09	-	0.05	0.00	-	-0.25	-0.23	
Course assignments										Job Satisfaction: Workplace
Very satisfied	17.8%	25.1%	27.1%	18.4%	23.3%	26.0%	16.7%	28.0%	28.8%	
Satisfied	56.7%	56.1%	54.9%	59.6%	57.2%	56.3%	51.4%	54.2%	52.8%	
Marginally satisfied	20.7%	14.6%	14.0%	18.4%	15.7%	14.2%	25.0%	12.8%	13.6%	
Not satisfied	4.8%	4.2%	4.0%	3.7%	3.7%	3.5%	6.9%	5.0%	4.9%	
Total(n)	208	3,461	11,929	136	2,004	6,624	72	1,457	5,305	
Mean	2.88	3.02	3.05	2.93	3.00	3.05	2.78	3.05	3.06	
Standard deviation	0.75	0.75	0.75	0.72	0.73	0.73	0.81	0.78	0.78	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.19	-0.23	-	-0.10	-0.16	-	-0.35	-0.36	

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

University of Idaho	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	52.6%	52.4%	52.7%	51.5%	52.8%	53.4%	54.8%	51.8%	51.6%	
Satisfied	41.1%	39.6%	39.1%	43.4%	39.5%	39.1%	37.0%	39.8%	39.0%	
Marginally satisfied	4.3%	5.5%	6.1%	3.7%	5.5%	5.6%	5.5%	5.6%	6.8%	
Not satisfied	1.9%	2.5%	2.1%	1.5%	2.2%	1.8%	2.7%	2.8%	2.6%	
Total(n)	209	3,455	11,918	136	2,002	6,625	73	1,453	5,293	
Mean	3.44	3.42	3.42	3.45	3.43	3.44	3.44	3.41	3.40	
Standard deviation	0.67	0.71	0.70	0.64	0.70	0.69	0.73	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.03	0.01	-	0.04	0.05	
Availability of child care at this institution										
Very satisfied	10.3%	5.9%	7.6%	9.1%	6.1%	8.4%	11.8%	5.7%	6.5%	
Satisfied	17.9%	19.1%	20.1%	27.3%	24.7%	23.5%	5.9%	12.1%	15.8%	
Marginally satisfied	23.1%	17.3%	17.3%	40.9%	21.2%	18.5%	0.0%	12.2%	15.8%	
Not satisfied	48.7%	57.7%	55.0%	22.7%	48.0%	49.6%	82.4%	69.9%	61.9%	
Total(n)	39	769	2,755	22	409	1,426	17	360	1,329	
Mean	1.90	1.73	1.80	2.23	1.89	1.91	1.47	1.54	1.67	
Standard deviation	1.05	0.97	1.01	0.92	0.98	1.03	1.07	0.91	0.96	
Significance	-			-			-			
Effect size	-	0.18	0.10	-	0.35	0.31	-	-0.08	-0.21	
Prospects for career advancement										
Very satisfied	3.1%	9.2%	10.5%	4.8%	9.0%	10.7%	0.0%	9.3%	10.2%	
Satisfied	34.4%	43.1%	43.3%	38.9%	44.6%	44.7%	26.1%	40.6%	41.1%	
Marginally satisfied	37.4%	27.0%	26.3%	33.3%	26.1%	25.1%	44.9%	28.5%	28.1%	
Not satisfied	25.1%	20.8%	19.9%	23.0%	20.3%	19.5%	29.0%	21.5%	20.6%	
Total(n)	195	3,187	10,938	126	1,813	6,025	69	1,374	4,913	
Mean	2.15	2.41	2.44	2.25	2.42	2.47	1.97	2.38	2.41	
Standard deviation	0.84	0.92	0.93	0.87	0.91	0.92	0.75	0.92	0.93	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	-0.28	-0.31	-	-0.19	-0.24	-	-0.45	-0.47	
										Job Satisfaction: Compensation

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

University of Idaho	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	12.7%	17.1%	17.8%	13.9%	17.0%	17.8%	10.7%	17.1%	17.7%	
Satisfied	31.1%	38.1%	39.4%	32.8%	37.6%	40.0%	28.0%	38.9%	38.6%	
Marginally satisfied	33.0%	25.7%	24.8%	29.9%	26.8%	25.5%	38.7%	23.8%	23.7%	
Not satisfied	23.1%	19.2%	18.1%	23.4%	18.5%	16.8%	22.7%	20.3%	20.1%	
Total(n)	212	3,463	11,918	137	2,004	6,617	75	1,459	5,301	
Mean	2.33	2.53	2.57	2.37	2.53	2.59	2.27	2.53	2.54	
Standard deviation	0.97	0.99	0.98	0.99	0.98	0.97	0.93	1.00	1.00	
Significance	-	**	***	-		**	-	*	*	
Effect size	-	-0.20	-0.24	-	-0.16	-0.23	-	-0.26	-0.27	
Overall job satisfaction										
Very satisfied	7.5%	17.3%	19.8%	8.8%	17.6%	21.1%	5.3%	16.8%	17.8%	
Satisfied	51.4%	55.9%	54.3%	51.1%	54.7%	53.3%	52.0%	57.7%	55.9%	
Marginally satisfied	32.1%	21.0%	20.0%	30.7%	21.3%	19.2%	34.7%	20.5%	21.2%	
Not satisfied	9.0%	5.9%	5.9%	9.5%	6.4%	6.4%	8.0%	4.9%	5.1%	
Total(n)	212	3,495	12,015	137	2,020	6,664	75	1,475	5,351	
Mean	2.58	2.85	2.88	2.59	2.83	2.89	2.55	2.86	2.86	
Standard deviation	0.76	0.77	0.79	0.78	0.79	0.80	0.72	0.74	0.76	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.35	-0.38	-	-0.30	-0.38	-	-0.42	-0.41	
Tuition remission for your children/dependents										
Very satisfied	1.0%	24.1%	30.8%	0.0%	23.8%	31.6%	3.6%	24.6%	29.4%	
Satisfied	16.2%	32.0%	32.2%	15.6%	30.9%	31.0%	17.9%	33.7%	34.1%	
Marginally satisfied	1.0%	12.3%	12.4%	1.3%	13.0%	12.9%	0.0%	11.1%	11.5%	
Not satisfied	81.9%	31.7%	24.7%	83.1%	32.4%	24.4%	78.6%	30.5%	25.1%	
Total(n)	105	1,591	5,824	77	978	3,534	28	613	2,290	
Mean	1.36	2.48	2.69	1.32	2.46	2.70	1.46	2.52	2.68	
Standard deviation	0.79	1.17	1.15	0.73	1.17	1.15	0.92	1.16	1.14	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.96	-1.16	-	-0.97	-1.20	-	-0.91	-1.07	

University of Idaho	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	15.1%	12.5%	15.6%	13.9%	9.6%	13.5%	17.3%	17.3%	18.8%	
Agree somewhat	68.4%	64.1%	62.8%	70.1%	66.3%	63.4%	65.3%	60.5%	61.9%	
Disagree somewhat	13.2%	20.5%	18.4%	12.4%	20.9%	19.7%	14.7%	19.9%	16.5%	
Disagree strongly	3.3%	2.9%	3.1%	3.6%	3.2%	3.3%	2.7%	2.4%	2.8%	
Total(n)	212	3,486	11,995	137	2,016	6,654	75	1,470	5,341	
Mean	2.95	2.86	2.91	2.94	2.82	2.87	2.97	2.93	2.97	
Standard deviation	0.64	0.65	0.68	0.64	0.63	0.67	0.66	0.68	0.68	
Significance	-			-	*		-			
Effect size	-	0.14	0.06	-	0.19	0.10	-	0.06	0.00	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	17.1%	14.3%	14.5%	10.9%	11.3%	10.9%	28.4%	19.2%	20.0%	
Agree somewhat	37.9%	35.1%	36.7%	36.5%	32.3%	33.8%	40.5%	39.6%	41.1%	
Disagree somewhat	36.0%	41.8%	40.0%	40.1%	45.0%	43.7%	28.4%	36.6%	34.3%	
Disagree strongly	9.0%	8.8%	8.8%	12.4%	11.4%	11.5%	2.7%	4.6%	4.7%	
Total(n)	211	3,474	11,957	137	2,011	6,636	74	1,463	5,321	
Mean	2.63	2.55	2.57	2.46	2.44	2.44	2.95	2.73	2.76	
Standard deviation	0.87	0.84	0.84	0.85	0.84	0.83	0.83	0.82	0.82	
Significance	-			-			-	*	*	
Effect size	-	0.10	0.07	-	0.02	0.02	-	0.27	0.23	
Faculty feel that most students are well-prepared academically										
Agree strongly	2.8%	3.1%	6.0%	2.9%	2.5%	5.6%	2.7%	4.0%	6.7%	
Agree somewhat	32.1%	28.3%	32.6%	31.4%	28.7%	32.4%	33.3%	27.7%	32.8%	
Disagree somewhat	49.5%	50.9%	45.2%	48.2%	50.1%	45.5%	52.0%	52.1%	44.7%	
Disagree strongly	15.6%	17.8%	16.3%	17.5%	18.8%	16.6%	12.0%	16.1%	15.8%	
Total(n)	212	3,479	11,992	137	2,012	6,653	75	1,467	5,339	
Mean	2.22	2.17	2.28	2.20	2.15	2.27	2.27	2.20	2.30	
Standard deviation	0.74	0.75	0.81	0.76	0.74	0.80	0.70	0.75	0.81	
Significance	-			-			-			
Effect size	-	0.07	-0.07	-	0.07	-0.09	-	0.09	-0.04	

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

University of Idaho	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	26.7%	26.0%	24.3%	19.0%	21.4%	19.5%	41.1%	33.5%	31.6%	
Agree somewhat	45.7%	46.0%	46.9%	48.2%	47.7%	48.2%	41.1%	43.4%	44.8%	
Disagree somewhat	24.8%	22.6%	23.0%	29.2%	23.7%	24.5%	16.4%	20.6%	20.8%	
Disagree strongly	2.9%	5.4%	5.8%	3.6%	7.2%	7.9%	1.4%	2.4%	2.8%	
Total(n)	210	3,450	11,885	137	1,995	6,590	73	1,455	5,295	
Mean	2.96	2.93	2.90	2.82	2.83	2.79	3.22	3.08	3.05	
Standard deviation	0.79	0.83	0.83	0.78	0.84	0.84	0.77	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.04	0.07	-	-0.01	0.04	-	0.18	0.22	
This institution should hire more women faculty										
Agree strongly	23.8%	19.0%	18.5%	14.6%	15.6%	14.8%	41.1%	24.6%	24.1%	
Agree somewhat	41.4%	44.2%	43.8%	44.5%	43.4%	43.3%	35.6%	45.3%	44.5%	
Disagree somewhat	32.9%	30.5%	30.9%	38.7%	33.0%	33.2%	21.9%	26.3%	27.4%	
Disagree strongly	1.9%	6.3%	6.8%	2.2%	7.9%	8.7%	1.4%	3.8%	3.9%	
Total(n)	210	3,444	11,867	137	1,992	6,579	73	1,452	5,288	
Mean	2.87	2.76	2.74	2.72	2.67	2.64	3.16	2.91	2.89	
Standard deviation	0.79	0.83	0.84	0.74	0.83	0.84	0.82	0.81	0.81	
Significance	-		*	-			-	*	**	
Effect size	-	0.13	0.15	-	0.06	0.10	-	0.31	0.33	
Student Affairs staff have the support and respect of faculty										
Agree strongly	10.1%	13.4%	13.7%	10.4%	11.5%	11.3%	9.6%	16.4%	17.3%	
Agree somewhat	70.2%	60.8%	62.5%	69.6%	60.6%	62.9%	71.2%	61.2%	62.0%	
Disagree somewhat	15.4%	22.2%	20.3%	14.8%	23.6%	21.8%	16.4%	19.9%	18.0%	
Disagree strongly	4.3%	3.7%	3.4%	5.2%	4.4%	3.9%	2.7%	2.5%	2.7%	
Total(n)	208	3,409	11,783	135	1,979	6,552	73	1,430	5,231	
Mean	2.86	2.84	2.86	2.85	2.79	2.82	2.88	2.92	2.94	
Standard deviation	0.64	0.69	0.68	0.66	0.69	0.67	0.60	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.09	0.04	-	-0.06	-0.09	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are committed to the welfare of this institution										
Agree strongly	33.5%	31.7%	35.8%	38.0%	30.8%	35.0%	25.3%	33.2%	37.0%	
Agree somewhat	57.1%	56.3%	53.5%	54.7%	56.6%	54.0%	61.3%	55.8%	52.8%	
Disagree somewhat	7.1%	10.4%	9.2%	4.4%	10.7%	9.2%	12.0%	9.9%	9.1%	
Disagree strongly	2.4%	1.6%	1.5%	2.9%	1.9%	1.7%	1.3%	1.1%	1.1%	
Total(n)	212	3,480	11,981	137	2,013	6,647	75	1,467	5,334	
Mean	3.22	3.18	3.24	3.28	3.16	3.22	3.11	3.21	3.26	
Standard deviation	0.67	0.67	0.67	0.68	0.68	0.68	0.65	0.66	0.66	
Significance	-			-	*		-			
Effect size	-	0.06	-0.03	-	0.18	0.09	-	-0.15	-0.23	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	26.9%	28.0%	32.5%	27.0%	26.5%	31.0%	26.7%	30.3%	34.7%	
Agree somewhat	59.4%	53.8%	51.5%	62.0%	55.1%	53.4%	54.7%	51.6%	48.5%	
Disagree somewhat	11.3%	16.2%	14.0%	8.8%	16.5%	13.7%	16.0%	15.7%	14.6%	
Disagree strongly	2.4%	2.0%	2.1%	2.2%	1.8%	1.9%	2.7%	2.4%	2.2%	
Total(n)	212	3,478	11,979	137	2,011	6,647	75	1,467	5,332	
Mean	3.11	3.08	3.14	3.14	3.06	3.13	3.05	3.10	3.16	
Standard deviation	0.68	0.72	0.73	0.66	0.71	0.71	0.73	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.04	-0.04	-	0.11	0.01	-	-0.07	-0.15	
There is a lot of campus racial conflict here										
Agree strongly	2.8%	1.8%	1.4%	2.9%	1.1%	0.9%	2.7%	2.8%	2.1%	
Agree somewhat	5.2%	8.3%	7.4%	2.9%	6.8%	6.0%	9.3%	10.6%	9.6%	
Disagree somewhat	41.5%	38.3%	37.4%	35.0%	36.1%	34.8%	53.3%	41.9%	41.5%	
Disagree strongly	50.5%	51.7%	53.8%	59.1%	55.9%	58.3%	34.7%	44.7%	46.8%	
Total(n)	212	3,469	11,948	137	2,010	6,631	75	1,459	5,317	
Mean	1.60	1.60	1.56	1.50	1.53	1.50	1.80	1.72	1.67	
Standard deviation	0.72	0.72	0.69	0.70	0.67	0.65	0.72	0.76	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.06	-	-0.04	0.00	-	0.11	0.18	

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

University of Idaho	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	20.0%	23.9%	24.6%	21.3%	22.8%	25.1%	17.6%	25.7%	23.8%	
Agree somewhat	52.9%	50.0%	50.0%	58.1%	53.1%	51.8%	43.2%	44.9%	47.1%	
Disagree somewhat	19.0%	18.3%	17.4%	12.5%	16.7%	15.7%	31.1%	21.0%	20.1%	
Disagree strongly	8.1%	7.7%	8.1%	8.1%	7.3%	7.4%	8.1%	8.5%	9.1%	
Total(n)	210	3,457	11,890	136	2,004	6,610	74	1,453	5,280	
Mean	2.85	2.90	2.91	2.93	2.91	2.95	2.70	2.88	2.86	
Standard deviation	0.83	0.85	0.86	0.81	0.83	0.84	0.86	0.89	0.88	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	0.02	-0.02	-	-0.20	-0.18	
My teaching is valued by faculty in my department										
Agree strongly	42.5%	40.1%	42.5%	45.3%	39.1%	41.9%	37.3%	41.7%	43.4%	
Agree somewhat	44.3%	46.5%	44.7%	43.1%	46.8%	45.3%	46.7%	45.9%	43.8%	
Disagree somewhat	9.4%	9.8%	9.6%	7.3%	10.2%	9.9%	13.3%	9.1%	9.1%	
Disagree strongly	3.8%	3.7%	3.2%	4.4%	4.0%	2.9%	2.7%	3.3%	3.7%	
Total(n)	212	3,484	11,988	137	2,015	6,653	75	1,469	5,335	
Mean	3.25	3.23	3.27	3.29	3.21	3.26	3.19	3.26	3.27	
Standard deviation	0.78	0.77	0.76	0.79	0.78	0.75	0.77	0.76	0.77	
Significance	-			-			-			
Effect size	-	0.03	-0.03	-	0.10	0.04	-	-0.09	-0.10	
Faculty of color are treated fairly here										
Agree strongly	39.0%	41.1%	44.1%	46.3%	45.0%	48.3%	25.7%	34.6%	37.6%	
Agree somewhat	42.4%	48.2%	46.0%	41.9%	45.9%	43.6%	43.2%	51.8%	49.8%	
Disagree somewhat	16.2%	8.6%	8.0%	9.6%	7.2%	6.6%	28.4%	10.9%	10.2%	
Disagree strongly	2.4%	2.2%	1.9%	2.2%	1.8%	1.4%	2.7%	2.7%	2.5%	
Total(n)	210	3,435	11,868	136	1,992	6,605	74	1,443	5,263	
Mean	3.18	3.28	3.32	3.32	3.34	3.39	2.92	3.18	3.22	
Standard deviation	0.79	0.71	0.70	0.74	0.69	0.68	0.81	0.73	0.73	
Significance	-	*	**	-			-	**	***	
Effect size	-	-0.14	-0.20	-	-0.03	-0.10	-	-0.36	-0.41	

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

University of Idaho	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	38.6%	43.6%	44.6%	48.5%	49.9%	51.9%	20.3%	33.4%	33.3%	
Agree somewhat	42.4%	44.2%	43.2%	42.6%	41.9%	40.6%	41.9%	48.1%	47.1%	
Disagree somewhat	16.2%	9.3%	9.4%	7.4%	6.8%	6.2%	32.4%	13.4%	14.3%	
Disagree strongly	2.9%	2.9%	2.9%	1.5%	1.5%	1.3%	5.4%	5.1%	5.3%	
Total(n)	210	3,457	11,932	136	2,001	6,623	74	1,456	5,309	
Mean	3.17	3.29	3.29	3.38	3.40	3.43	2.77	3.10	3.08	
Standard deviation	0.80	0.75	0.75	0.69	0.68	0.67	0.84	0.81	0.83	
Significance	-	*	*	-			-	***	**	
Effect size	-	-0.16	-0.16	-	-0.03	-0.07	-	-0.41	-0.37	
Gay and lesbian faculty are treated fairly here										
Agree strongly	31.6%	39.0%	40.8%	41.0%	43.3%	45.6%	13.9%	32.1%	33.6%	
Agree somewhat	46.6%	49.0%	47.2%	45.5%	46.4%	44.1%	48.6%	53.3%	51.9%	
Disagree somewhat	17.0%	9.0%	8.7%	9.7%	7.8%	7.6%	30.6%	11.0%	10.6%	
Disagree strongly	4.9%	3.0%	3.2%	3.7%	2.5%	2.7%	6.9%	3.7%	4.0%	
Total(n)	206	3,390	11,652	134	1,966	6,462	72	1,424	5,190	
Mean	3.05	3.24	3.26	3.24	3.30	3.33	2.69	3.14	3.15	
Standard deviation	0.82	0.74	0.75	0.78	0.72	0.73	0.80	0.75	0.76	
Significance	-	***	***	-			-	***	***	
Effect size	-	-0.26	-0.28	-	-0.08	-0.12	-	-0.60	-0.61	
Faculty are sufficiently involved in campus decision making										
Agree strongly	4.2%	8.9%	10.6%	4.4%	9.4%	10.5%	4.0%	8.0%	10.7%	
Agree somewhat	33.5%	44.4%	44.2%	33.6%	43.2%	44.3%	33.3%	46.3%	44.0%	
Disagree somewhat	39.2%	30.2%	29.0%	37.2%	29.6%	28.3%	42.7%	31.2%	30.1%	
Disagree strongly	23.1%	16.5%	16.2%	24.8%	17.8%	16.9%	20.0%	14.5%	15.1%	
Total(n)	212	3,468	11,950	137	2,010	6,637	75	1,458	5,313	
Mean	2.19	2.46	2.49	2.18	2.44	2.48	2.21	2.48	2.50	
Standard deviation	0.84	0.87	0.89	0.86	0.89	0.89	0.81	0.84	0.88	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.31	-0.34	-	-0.29	-0.34	-	-0.32	-0.33	

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

University of Idaho	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	8.1%	13.1%	16.9%	8.0%	11.4%	16.0%	8.1%	15.8%	18.4%	
Agree somewhat	48.3%	53.0%	53.2%	47.4%	53.8%	54.2%	50.0%	51.6%	51.6%	
Disagree somewhat	34.1%	24.9%	22.0%	35.0%	26.9%	22.9%	32.4%	21.6%	20.5%	
Disagree strongly	9.5%	9.1%	7.8%	9.5%	7.9%	6.8%	9.5%	11.0%	9.4%	
Total(n)	211	3,465	11,945	137	2,006	6,634	74	1,459	5,311	
Mean	2.55	2.70	2.79	2.54	2.69	2.79	2.57	2.72	2.79	
Standard deviation	0.78	0.81	0.81	0.78	0.78	0.79	0.78	0.86	0.85	
Significance	-	**	***	-	*	***	-		*	
Effect size	-	-0.19	-0.30	-	-0.19	-0.32	-	-0.17	-0.26	
This institution takes responsibility for educating underprepared students										
Agree strongly	8.6%	11.0%	12.6%	10.9%	11.4%	12.5%	4.1%	10.4%	12.8%	
Agree somewhat	56.7%	50.0%	50.0%	61.3%	50.4%	50.7%	47.9%	49.5%	48.9%	
Disagree somewhat	27.6%	30.0%	28.6%	21.2%	29.9%	28.8%	39.7%	30.2%	28.2%	
Disagree strongly	7.1%	8.9%	8.8%	6.6%	8.3%	7.9%	8.2%	9.9%	10.2%	
Total(n)	210	3,455	11,937	137	2,005	6,631	73	1,450	5,306	
Mean	2.67	2.63	2.66	2.77	2.65	2.68	2.48	2.60	2.64	
Standard deviation	0.73	0.80	0.81	0.73	0.79	0.79	0.71	0.80	0.83	
Significance	-			-			-			
Effect size	-	0.05	0.01	-	0.15	0.11	-	-0.15	-0.19	
The criteria for advancement and promotion decisions are clear										
Agree strongly	15.6%	24.7%	24.8%	17.5%	25.1%	25.8%	12.0%	23.9%	23.2%	
Agree somewhat	45.8%	46.4%	46.0%	49.6%	46.9%	47.1%	38.7%	45.7%	44.4%	
Disagree somewhat	25.9%	20.7%	20.3%	22.6%	19.2%	18.8%	32.0%	23.2%	22.7%	
Disagree strongly	12.7%	8.1%	8.8%	10.2%	8.8%	8.3%	17.3%	7.2%	9.7%	
Total(n)	212	3,479	11,969	137	2,011	6,643	75	1,468	5,326	
Mean	2.64	2.88	2.87	2.74	2.88	2.90	2.45	2.86	2.81	
Standard deviation	0.89	0.87	0.89	0.87	0.88	0.88	0.92	0.86	0.90	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.28	-0.26	-	-0.16	-0.18	-	-0.48	-0.40	

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

University of Idaho	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	4.7%	8.7%	9.2%	2.9%	8.2%	8.6%	8.0%	9.7%	10.1%	
Agree somewhat	28.8%	29.7%	27.7%	26.3%	29.5%	27.0%	33.3%	30.2%	28.9%	
Disagree somewhat	51.4%	43.8%	40.1%	51.1%	43.6%	40.1%	52.0%	44.1%	40.2%	
Disagree strongly	15.1%	17.7%	22.9%	19.7%	18.7%	24.3%	6.7%	16.0%	20.8%	
Total(n)	212	3,478	11,982	137	2,010	6,647	75	1,468	5,335	
Mean	2.23	2.30	2.23	2.12	2.27	2.20	2.43	2.34	2.28	
Standard deviation	0.76	0.86	0.91	0.75	0.86	0.90	0.74	0.86	0.91	
Significance	-			-	*		-			
Effect size	-	-0.08	0.00	-	-0.17	-0.09	-	0.10	0.16	
There is adequate support for faculty development										
Agree strongly	3.8%	11.7%	13.1%	3.6%	11.6%	13.1%	4.0%	12.0%	13.3%	
Agree somewhat	33.5%	48.6%	49.6%	34.3%	49.1%	50.9%	32.0%	47.8%	47.5%	
Disagree somewhat	39.6%	28.5%	26.9%	39.4%	27.9%	26.0%	40.0%	29.3%	28.3%	
Disagree strongly	23.1%	11.2%	10.3%	22.6%	11.4%	10.0%	24.0%	10.9%	10.9%	
Total(n)	212	3,476	11,970	137	2,012	6,647	75	1,464	5,323	
Mean	2.18	2.61	2.66	2.19	2.61	2.67	2.16	2.61	2.63	
Standard deviation	0.83	0.83	0.83	0.83	0.83	0.83	0.84	0.83	0.85	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.52	-0.58	-	-0.51	-0.58	-	-0.54	-0.55	

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

University of Idaho	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	27.8%	30.0%	34.8%	32.8%	29.2%	34.9%	18.7%	31.2%	34.5%	
High priority	48.1%	45.4%	43.4%	48.9%	46.2%	43.8%	46.7%	44.2%	42.8%	
Medium priority	20.8%	20.3%	18.1%	16.1%	20.5%	17.6%	29.3%	20.1%	18.7%	
Low priority	3.3%	4.3%	3.7%	2.2%	4.2%	3.6%	5.3%	4.5%	4.0%	
Total(n)	212	3,480	11,979	137	2,013	6,645	75	1,467	5,334	
Mean	3.00	3.01	3.09	3.12	3.00	3.10	2.79	3.02	3.08	
Standard deviation	0.79	0.82	0.82	0.75	0.81	0.81	0.81	0.83	0.83	
Significance	-			-			-	*	**	
Effect size	-	-0.01	-0.11	-	0.15	0.02	-	-0.28	-0.35	
To develop a sense of community among students and faculty										
Highest priority	7.5%	9.0%	9.6%	5.8%	8.8%	9.3%	10.7%	9.4%	10.1%	
High priority	45.3%	37.4%	39.1%	51.1%	38.2%	39.5%	34.7%	36.0%	38.6%	
Medium priority	36.3%	39.9%	38.2%	33.6%	39.7%	38.8%	41.3%	40.3%	37.3%	
Low priority	10.8%	13.7%	13.0%	9.5%	13.3%	12.4%	13.3%	14.3%	14.0%	
Total(n)	212	3,474	11,967	137	2,010	6,640	75	1,464	5,327	
Mean	2.50	2.42	2.45	2.53	2.42	2.46	2.43	2.41	2.45	
Standard deviation	0.79	0.84	0.84	0.75	0.83	0.83	0.86	0.85	0.85	
Significance	-			-			-			
Effect size	-	0.10	0.06	-	0.13	0.08	-	0.02	-0.02	
To facilitate student involvement in community service										
Highest priority	9.4%	5.4%	7.2%	8.0%	4.5%	6.2%	12.0%	6.8%	8.9%	Institutional Priority: Civic Engage- ment
High priority	34.0%	28.0%	31.5%	32.8%	27.3%	30.3%	36.0%	29.0%	33.4%	
Medium priority	48.1%	47.8%	44.5%	49.6%	48.1%	45.5%	45.3%	47.4%	43.0%	
Low priority	8.5%	18.9%	16.7%	9.5%	20.1%	18.0%	6.7%	16.8%	14.8%	
Total(n)	212	3,469	11,956	137	2,008	6,634	75	1,461	5,322	
Mean	2.44	2.20	2.29	2.39	2.16	2.25	2.53	2.26	2.36	
Standard deviation	0.78	0.80	0.83	0.77	0.79	0.82	0.79	0.81	0.84	
Significance	-	***	**	-	***	*	-	**		
Effect size	-	0.30	0.18	-	0.29	0.17	-	0.33	0.20	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To help students learn how to bring about change in society										
Highest priority	6.1%	4.9%	6.0%	5.1%	4.4%	5.0%	8.0%	5.8%	7.4%	
High priority	27.8%	21.8%	24.7%	30.7%	21.8%	24.2%	22.7%	21.8%	25.5%	
Medium priority	44.8%	46.2%	44.1%	44.5%	46.3%	44.5%	45.3%	46.0%	43.6%	
Low priority	21.2%	27.1%	25.2%	19.7%	27.5%	26.3%	24.0%	26.4%	23.4%	
Total(n)	212	3,465	11,941	137	2,005	6,625	75	1,460	5,316	
Mean	2.19	2.05	2.11	2.21	2.03	2.08	2.15	2.07	2.17	
Standard deviation	0.84	0.83	0.85	0.82	0.82	0.84	0.88	0.84	0.87	
Significance	-	*		-	*		-			
Effect size	-	0.17	0.09	-	0.22	0.15	-	0.10	-0.02	
To increase or maintain institutional prestige										
Highest priority	23.1%	35.8%	34.6%	20.4%	34.4%	33.9%	28.0%	38.2%	35.7%	Institutional Priority: Increase Prestige
High priority	46.2%	39.0%	38.5%	48.9%	39.7%	39.3%	41.3%	37.9%	37.4%	
Medium priority	23.1%	20.2%	21.2%	20.4%	20.2%	20.9%	28.0%	20.4%	21.6%	
Low priority	7.5%	4.9%	5.6%	10.2%	5.8%	5.9%	2.7%	3.5%	5.3%	
Total(n)	212	3,478	11,964	137	2,012	6,640	75	1,466	5,324	
Mean	2.85	3.06	3.02	2.80	3.03	3.01	2.95	3.11	3.04	
Standard deviation	0.86	0.87	0.88	0.88	0.88	0.88	0.82	0.85	0.89	
Significance	-	***	**	-	**	**	-			
Effect size	-	-0.24	-0.19	-	-0.26	-0.24	-	-0.19	-0.10	
To hire faculty 'stars'										
Highest priority	9.9%	14.7%	16.8%	9.5%	14.1%	16.8%	10.7%	15.8%	16.9%	Institutional Priority: Increase Prestige
High priority	19.8%	28.7%	25.0%	21.2%	28.8%	25.1%	17.3%	28.4%	24.9%	
Medium priority	39.6%	35.0%	31.8%	36.5%	35.5%	31.6%	45.3%	34.2%	32.0%	
Low priority	30.7%	21.6%	26.4%	32.8%	21.7%	26.5%	26.7%	21.5%	26.2%	
Total(n)	212	3,468	11,945	137	2,007	6,632	75	1,461	5,313	
Mean	2.09	2.37	2.32	2.07	2.35	2.32	2.12	2.38	2.32	
Standard deviation	0.95	0.98	1.04	0.96	0.97	1.04	0.93	0.99	1.04	
Significance	-	***	**	-	**	**	-	*		
Effect size	-	-0.29	-0.22	-	-0.29	-0.24	-	-0.26	-0.19	

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

University of Idaho	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: Commit- ment to Diversity
Highest priority	6.1%	7.9%	8.2%	6.6%	7.4%	7.5%	5.3%	8.8%	9.4%	
High priority	31.1%	37.2%	37.6%	34.3%	37.7%	38.9%	25.3%	36.3%	35.5%	
Medium priority	48.1%	42.3%	41.7%	47.4%	42.9%	41.8%	49.3%	41.4%	41.6%	
Low priority	14.6%	12.5%	12.5%	11.7%	12.0%	11.8%	20.0%	13.5%	13.5%	
Total(n)	212	3,464	11,938	137	2,007	6,627	75	1,457	5,311	
Mean	2.29	2.41	2.42	2.36	2.40	2.42	2.16	2.41	2.41	
Standard deviation	0.79	0.81	0.81	0.77	0.79	0.79	0.81	0.83	0.84	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.15	-0.16	-	-0.05	-0.08	-	-0.30	-0.30	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	26.9%	43.0%	39.8%	27.0%	41.6%	39.3%	26.7%	45.2%	40.5%	
High priority	45.3%	39.1%	37.5%	46.0%	39.2%	37.7%	44.0%	38.9%	37.3%	
Medium priority	20.3%	14.7%	16.6%	18.2%	15.9%	16.9%	24.0%	12.7%	16.1%	
Low priority	7.5%	3.2%	6.1%	8.8%	3.2%	6.1%	5.3%	3.2%	6.1%	
Total(n)	212	3,474	11,960	137	2,011	6,639	75	1,463	5,321	
Mean	2.92	3.22	3.11	2.91	3.19	3.10	2.92	3.26	3.12	
Standard deviation	0.88	0.81	0.89	0.90	0.82	0.89	0.85	0.80	0.89	
Significance	-	***	**	-	***	*	-	***		
Effect size	-	-0.37	-0.21	-	-0.34	-0.21	-	-0.43	-0.22	
To create a diverse multi-cultural campus environment										Institutional Priority: Commit- ment to Diversity
Highest priority	6.6%	13.3%	12.4%	7.3%	11.8%	11.1%	5.3%	15.7%	14.3%	
High priority	28.8%	35.2%	36.4%	32.8%	35.7%	38.0%	21.3%	34.2%	33.9%	
Medium priority	48.1%	39.2%	38.6%	46.7%	40.5%	39.4%	50.7%	37.2%	37.4%	
Low priority	16.5%	12.3%	12.6%	13.1%	11.9%	11.5%	22.7%	13.0%	14.4%	
Total(n)	212	3,466	11,948	137	2,005	6,628	75	1,461	5,320	
Mean	2.25	2.49	2.48	2.34	2.47	2.49	2.09	2.53	2.48	
Standard deviation	0.81	0.87	0.87	0.80	0.85	0.84	0.81	0.91	0.91	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.28	-0.26	-	-0.15	-0.18	-	-0.48	-0.43	

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

University of Idaho	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	8.1%	10.1%	9.6%	10.3%	10.0%	10.3%	4.0%	10.2%	8.4%	
High priority	33.6%	35.8%	36.7%	41.2%	42.3%	43.4%	20.0%	25.2%	26.3%	
Medium priority	35.5%	38.3%	37.8%	34.6%	36.9%	35.9%	37.3%	40.8%	40.6%	
Low priority	22.7%	15.8%	16.0%	14.0%	10.8%	10.3%	38.7%	23.9%	24.7%	
Total(n)	211	3,455	11,902	136	2,003	6,606	75	1,452	5,296	
Mean	2.27	2.40	2.40	2.48	2.52	2.54	1.89	2.22	2.18	
Standard deviation	0.90	0.87	0.87	0.86	0.82	0.81	0.86	0.92	0.90	
Significance	-	*	*	-			-	**	**	
Effect size	-	-0.15	-0.15	-	-0.05	-0.07	-	-0.36	-0.32	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	5.2%	5.0%	5.4%	5.9%	4.5%	4.5%	4.0%	6.0%	6.7%	
High priority	23.8%	21.8%	23.1%	25.9%	21.0%	22.2%	20.0%	23.2%	24.5%	
Medium priority	39.0%	45.2%	44.3%	39.3%	45.9%	45.5%	38.7%	44.0%	42.4%	
Low priority	31.9%	28.0%	27.2%	28.9%	28.6%	27.8%	37.3%	26.8%	26.4%	
Total(n)	210	3,452	11,905	135	2,000	6,609	75	1,452	5,296	
Mean	2.02	2.04	2.07	2.09	2.01	2.03	1.91	2.08	2.12	
Standard deviation	0.88	0.84	0.84	0.88	0.82	0.82	0.86	0.86	0.87	
Significance	-			-			-		*	
Effect size	-	-0.02	-0.06	-	0.10	0.07	-	-0.20	-0.24	
To create and sustain partnerships with surrounding communities										
Highest priority	8.1%	8.2%	9.2%	7.4%	6.1%	7.5%	9.3%	11.7%	11.9%	
High priority	38.4%	29.4%	32.8%	39.7%	28.3%	32.2%	36.0%	31.1%	33.8%	
Medium priority	35.1%	41.6%	40.2%	33.1%	43.0%	41.9%	38.7%	39.2%	37.7%	
Low priority	18.5%	20.9%	17.7%	19.9%	22.6%	18.5%	16.0%	18.0%	16.6%	
Total(n)	211	3,461	11,916	136	2,004	6,611	75	1,457	5,305	
Mean	2.36	2.25	2.33	2.35	2.18	2.29	2.39	2.37	2.41	
Standard deviation	0.87	0.88	0.87	0.88	0.85	0.85	0.87	0.91	0.90	
Significance	-			-	*		-			
Effect size	-	0.13	0.03	-	0.20	0.07	-	0.02	-0.02	

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

University of Idaho	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	48.3%	42.4%	35.8%	50.0%	40.8%	35.9%	45.3%	45.1%	35.5%	
High priority	37.9%	37.8%	35.8%	38.2%	38.2%	36.3%	37.3%	37.2%	34.9%	
Medium priority	11.4%	14.9%	21.0%	10.3%	15.9%	20.8%	13.3%	13.1%	21.2%	
Low priority	2.4%	4.9%	7.5%	1.5%	5.1%	7.0%	4.0%	4.5%	8.4%	
Total(n)	211	3,460	11,887	136	2,006	6,606	75	1,454	5,281	
Mean	3.32	3.18	3.00	3.37	3.15	3.01	3.24	3.23	2.98	
Standard deviation	0.77	0.86	0.93	0.73	0.87	0.92	0.84	0.84	0.95	
Significance	-	*	***	-	**	***	-		*	
Effect size	-	0.16	0.34	-	0.25	0.39	-	0.01	0.27	
To increase the representation of minorities in the faculty and administration										Institutional Priority: Commit- ment to Diversity
Highest priority	5.7%	7.4%	7.3%	6.6%	6.0%	6.2%	4.1%	9.8%	9.0%	
High priority	21.4%	31.9%	32.0%	24.3%	33.2%	33.8%	16.2%	29.9%	29.2%	
Medium priority	49.0%	45.0%	44.5%	50.0%	46.7%	45.6%	47.3%	42.3%	42.6%	
Low priority	23.8%	15.6%	16.3%	19.1%	14.2%	14.4%	32.4%	18.0%	19.2%	
Total(n)	210	3,451	11,880	136	2,001	6,597	74	1,450	5,283	
Mean	2.09	2.31	2.30	2.18	2.31	2.32	1.92	2.31	2.28	
Standard deviation	0.82	0.82	0.83	0.82	0.79	0.79	0.81	0.88	0.87	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.27	-0.25	-	-0.16	-0.18	-	-0.44	-0.41	
To strengthen links with the for-profit, corporate sector										
Highest priority	20.2%	22.1%	18.4%	17.0%	19.9%	17.0%	26.0%	25.8%	20.7%	
High priority	36.5%	35.5%	34.5%	40.7%	37.0%	36.0%	28.8%	32.9%	32.2%	
Medium priority	29.8%	31.2%	33.1%	30.4%	32.2%	33.6%	28.8%	29.4%	32.3%	
Low priority	13.5%	11.3%	14.0%	11.9%	10.9%	13.4%	16.4%	11.9%	14.8%	
Total(n)	208	3,448	11,864	135	2,004	6,602	73	1,444	5,262	
Mean	2.63	2.68	2.57	2.63	2.66	2.57	2.64	2.73	2.59	
Standard deviation	0.95	0.94	0.94	0.90	0.92	0.92	1.05	0.98	0.98	
Significance	-			-			-			
Effect size	-	-0.05	0.06	-	-0.03	0.07	-	-0.09	0.05	

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

University of Idaho	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	8.5%	9.5%	10.6%	8.8%	8.0%	9.1%	8.0%	12.1%	12.9%	
High priority	41.2%	34.2%	37.8%	46.3%	34.3%	38.6%	32.0%	34.0%	36.5%	
Medium priority	37.9%	42.4%	39.7%	33.8%	43.4%	39.8%	45.3%	40.8%	39.5%	
Low priority	12.3%	13.9%	12.0%	11.0%	14.3%	12.6%	14.7%	13.2%	11.2%	
Total(n)	211	3,459	11,914	136	2,003	6,612	75	1,456	5,302	
Mean	2.46	2.39	2.47	2.53	2.36	2.44	2.33	2.45	2.51	
Standard deviation	0.82	0.84	0.84	0.81	0.82	0.82	0.83	0.87	0.85	
Significance	-			-	*		-			
Effect size	-	0.08	-0.01	-	0.21	0.11	-	-0.14	-0.21	
To increase the representation of women in the faculty and administration										
Highest priority	5.7%	7.0%	6.6%	6.7%	6.7%	6.7%	4.1%	7.3%	6.5%	Institutional Priority: Commit- ment to Diversity
High priority	27.3%	28.8%	29.1%	33.3%	33.9%	34.6%	16.2%	20.5%	20.5%	
Medium priority	43.5%	47.0%	46.4%	46.7%	46.7%	45.9%	37.8%	47.6%	47.1%	
Low priority	23.4%	17.2%	17.9%	13.3%	12.7%	12.8%	41.9%	24.6%	25.9%	
Total(n)	209	3,437	11,859	135	1,990	6,584	74	1,447	5,275	
Mean	2.15	2.26	2.24	2.33	2.35	2.35	1.82	2.11	2.08	
Standard deviation	0.85	0.82	0.82	0.79	0.78	0.79	0.85	0.86	0.85	
Significance	-			-			-	**	**	
Effect size	-	-0.13	-0.11	-	-0.03	-0.03	-	-0.34	-0.31	
To develop an appreciation for multiculturalism										
Highest priority	7.1%	10.8%	10.9%	7.4%	9.2%	9.4%	6.7%	13.3%	13.1%	Institutional Priority: Commit- ment to Diversity
High priority	29.9%	38.2%	37.2%	35.3%	39.8%	39.6%	20.0%	35.7%	33.6%	
Medium priority	48.3%	39.0%	39.3%	47.8%	39.5%	39.3%	49.3%	38.1%	39.4%	
Low priority	14.7%	12.0%	12.6%	9.6%	11.5%	11.8%	24.0%	12.9%	13.9%	
Total(n)	211	3,455	11,900	136	2,000	6,600	75	1,455	5,300	
Mean	2.29	2.48	2.46	2.40	2.47	2.47	2.09	2.49	2.46	
Standard deviation	0.80	0.84	0.85	0.76	0.81	0.82	0.84	0.88	0.89	
Significance	-	**	**	-			-	***	***	
Effect size	-	-0.23	-0.20	-	-0.09	-0.09	-	-0.45	-0.42	

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

University of Idaho	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	15.6%	10.2%	10.4%	15.3%	9.7%	9.8%	16.0%	10.9%	11.5%	
Agree somewhat	50.9%	46.5%	45.5%	53.3%	45.0%	44.2%	46.7%	48.9%	47.5%	
Disagree somewhat	25.0%	29.8%	30.8%	21.2%	30.6%	31.5%	32.0%	28.5%	29.6%	
Disagree strongly	8.5%	13.5%	13.3%	10.2%	14.6%	14.6%	5.3%	11.6%	11.4%	
Total(n)	212	3,481	11,978	137	2,016	6,644	75	1,465	5,334	
Mean	2.74	2.53	2.53	2.74	2.50	2.49	2.73	2.59	2.59	
Standard deviation	0.82	0.85	0.85	0.84	0.86	0.86	0.79	0.83	0.84	
Significance	-	***	***	-	**	***	-			
Effect size	-	0.25	0.25	-	0.28	0.29	-	0.17	0.17	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	3.3%	3.8%	4.1%	5.1%	4.9%	5.2%	0.0%	1.9%	2.3%	
Agree somewhat	17.5%	20.5%	20.6%	19.0%	22.9%	22.9%	14.9%	16.7%	17.1%	
Disagree somewhat	42.7%	41.3%	42.1%	43.8%	43.2%	44.0%	40.5%	38.1%	39.0%	
Disagree strongly	36.5%	34.4%	33.3%	32.1%	29.0%	27.9%	44.6%	43.4%	41.5%	
Total(n)	211	3,473	11,944	137	2,013	6,625	74	1,460	5,319	
Mean	1.88	1.94	1.95	1.97	2.04	2.05	1.70	1.77	1.80	
Standard deviation	0.81	0.83	0.84	0.85	0.84	0.84	0.72	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.08	-0.10	-	-0.09	-0.13	
Colleges should be actively involved in solving social problems										
Agree strongly	22.2%	20.9%	20.4%	15.3%	18.4%	18.0%	34.7%	25.2%	24.1%	
Agree somewhat	52.8%	53.5%	54.1%	56.2%	53.3%	54.2%	46.7%	53.8%	54.0%	
Disagree somewhat	20.8%	20.5%	20.5%	22.6%	21.4%	21.2%	17.3%	18.8%	19.4%	
Disagree strongly	4.2%	5.1%	5.0%	5.8%	6.9%	6.6%	1.3%	2.2%	2.5%	
Total(n)	212	3,471	11,947	137	2,009	6,623	75	1,462	5,324	
Mean	2.93	2.90	2.90	2.81	2.83	2.84	3.15	3.02	3.00	
Standard deviation	0.77	0.78	0.77	0.76	0.80	0.79	0.75	0.73	0.73	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.03	-0.04	-	0.18	0.21	Civic Minded Values

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

University of Idaho	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	25.9%	24.9%	27.1%	18.2%	18.9%	22.2%	40.0%	34.8%	34.8%	
Agree somewhat	61.3%	59.4%	58.9%	65.0%	62.3%	60.8%	54.7%	54.5%	56.0%	
Disagree somewhat	10.4%	12.9%	11.5%	13.1%	15.3%	13.8%	5.3%	8.8%	7.9%	
Disagree strongly	2.4%	2.9%	2.5%	3.6%	3.5%	3.2%	0.0%	1.9%	1.3%	
Total(n)	212	3,470	11,956	137	2,009	6,628	75	1,461	5,328	
Mean	3.11	3.06	3.11	2.98	2.97	3.02	3.35	3.22	3.24	
Standard deviation	0.67	0.70	0.69	0.68	0.69	0.70	0.58	0.68	0.65	
Significance	-			-			-			
Effect size	-	0.07	0.00	-	0.01	-0.06	-	0.19	0.17	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	53.6%	58.1%	56.6%	50.4%	50.6%	49.8%	59.5%	70.4%	67.1%	
Agree somewhat	41.2%	36.7%	38.2%	43.8%	42.5%	43.3%	36.5%	27.1%	30.4%	
Disagree somewhat	4.3%	4.2%	4.0%	4.4%	5.3%	5.2%	4.1%	2.2%	2.3%	
Disagree strongly	0.9%	1.1%	1.2%	1.5%	1.6%	1.8%	0.0%	0.2%	0.2%	
Total(n)	211	3,471	11,955	137	2,010	6,628	74	1,461	5,327	
Mean	3.47	3.52	3.50	3.43	3.42	3.41	3.55	3.68	3.64	
Standard deviation	0.63	0.63	0.63	0.65	0.67	0.67	0.58	0.53	0.54	
Significance	-			-			-	*		
Effect size	-	-0.08	-0.05	-	0.01	0.03	-	-0.25	-0.17	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	1.4%	3.5%	2.9%	2.2%	4.7%	3.9%	0.0%	1.6%	1.4%	
Agree somewhat	14.6%	17.5%	17.2%	19.0%	21.1%	20.4%	6.7%	11.5%	12.3%	
Disagree somewhat	48.6%	42.7%	42.3%	48.2%	43.2%	43.0%	49.3%	42.0%	41.1%	
Disagree strongly	35.4%	36.3%	37.6%	30.7%	31.0%	32.7%	44.0%	44.9%	45.3%	
Total(n)	212	3,476	11,956	137	2,014	6,633	75	1,462	5,323	
Mean	1.82	1.88	1.85	1.93	2.00	1.95	1.63	1.70	1.70	
Standard deviation	0.73	0.81	0.80	0.76	0.84	0.83	0.61	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.07	-0.04	-	-0.08	-0.02	-	-0.10	-0.10	

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

University of Idaho	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	2.9%	3.4%	5.0%	4.4%	3.5%	5.4%	0.0%	3.0%	4.5%	
Agree somewhat	15.7%	17.9%	21.0%	17.8%	18.2%	20.9%	12.0%	17.5%	21.2%	
Disagree somewhat	36.7%	34.6%	33.6%	31.9%	33.5%	32.9%	45.3%	36.4%	34.8%	
Disagree strongly	44.8%	44.1%	40.3%	45.9%	44.8%	40.8%	42.7%	43.0%	39.5%	
Total(n)	210	3,470	11,948	135	2,010	6,621	75	1,460	5,327	
Mean	1.77	1.81	1.91	1.81	1.81	1.91	1.69	1.81	1.91	
Standard deviation	0.82	0.85	0.90	0.89	0.86	0.91	0.68	0.83	0.88	
Significance	-		*	-			-		*	
Effect size	-	-0.05	-0.16	-	0.00	-0.11	-	-0.14	-0.25	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	25.6%	24.3%	26.1%	21.3%	20.3%	21.8%	33.3%	30.9%	32.8%	
Agree somewhat	61.6%	62.0%	61.2%	64.7%	63.4%	63.7%	56.0%	59.6%	57.4%	
Disagree somewhat	11.8%	10.8%	10.2%	12.5%	12.4%	11.3%	10.7%	8.1%	8.7%	
Disagree strongly	0.9%	2.9%	2.4%	1.5%	3.9%	3.3%	0.0%	1.4%	1.2%	
Total(n)	211	3,476	11,960	136	2,012	6,631	75	1,464	5,329	
Mean	3.12	3.08	3.11	3.06	3.00	3.04	3.23	3.20	3.22	
Standard deviation	0.63	0.68	0.67	0.63	0.69	0.68	0.63	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	0.09	0.03	-	0.05	0.02	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	12.8%	15.6%	14.3%	11.8%	15.4%	13.8%	14.7%	15.9%	14.9%	
Agree somewhat	45.5%	44.9%	44.5%	41.9%	44.4%	44.1%	52.0%	45.6%	45.1%	
Disagree somewhat	31.8%	30.1%	31.4%	33.1%	30.4%	31.7%	29.3%	29.5%	30.9%	
Disagree strongly	10.0%	9.4%	9.9%	13.2%	9.7%	10.4%	4.0%	9.0%	9.1%	
Total(n)	211	3,446	11,856	136	1,998	6,584	75	1,448	5,272	
Mean	2.61	2.67	2.63	2.52	2.66	2.61	2.77	2.68	2.66	
Standard deviation	0.83	0.85	0.85	0.87	0.85	0.85	0.75	0.85	0.84	
Significance	-			-			-			
Effect size	-	-0.07	-0.02	-	-0.16	-0.11	-	0.11	0.13	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should prohibit racist/sexist speech on campus										
Agree strongly	37.8%	32.3%	32.8%	28.1%	27.3%	27.8%	55.4%	40.5%	40.7%	
Agree somewhat	30.1%	28.7%	29.2%	33.3%	30.0%	29.5%	24.3%	26.5%	28.7%	
Disagree somewhat	23.0%	26.4%	25.5%	27.4%	28.4%	28.0%	14.9%	23.0%	21.6%	
Disagree strongly	9.1%	12.7%	12.5%	11.1%	14.3%	14.7%	5.4%	10.0%	9.0%	
Total(n)	209	3,449	11,886	135	1,999	6,603	74	1,450	5,283	
Mean	2.97	2.81	2.82	2.79	2.70	2.70	3.30	2.97	3.01	
Standard deviation	0.99	1.03	1.03	0.98	1.02	1.03	0.92	1.02	0.99	
Significance	-	*	*	-			-	**	*	
Effect size	-	0.16	0.15	-	0.09	0.09	-	0.32	0.29	
This institution should not offer remedial/developmental education										
Agree strongly	3.8%	4.3%	5.6%	4.4%	5.2%	6.5%	2.7%	2.8%	4.3%	
Agree somewhat	18.0%	15.5%	16.7%	22.1%	18.1%	19.1%	10.7%	11.3%	12.8%	
Disagree somewhat	48.3%	45.9%	44.8%	47.1%	46.8%	45.9%	50.7%	44.3%	43.1%	
Disagree strongly	29.9%	34.3%	32.9%	26.5%	29.9%	28.5%	36.0%	41.6%	39.8%	
Total(n)	211	3,463	11,917	136	2,005	6,613	75	1,458	5,304	
Mean	1.96	1.90	1.95	2.04	1.99	2.04	1.80	1.75	1.82	
Standard deviation	0.79	0.81	0.85	0.82	0.83	0.86	0.74	0.76	0.81	
Significance	-			-			-			
Effect size	-	0.07	0.01	-	0.06	0.00	-	0.07	-0.02	

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

University of Idaho	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%	0.5%	0.4%	0.0%	0.5%	0.3%	0.0%	0.4%	0.4%	
\$20,000 - \$29,999	1.2%	0.7%	0.5%	0.0%	0.6%	0.4%	3.3%	0.9%	0.6%	
\$30,000 - \$39,999	3.6%	4.3%	3.7%	1.9%	2.7%	2.3%	6.7%	6.8%	5.8%	
\$40,000 - \$49,999	11.4%	9.9%	9.9%	6.6%	7.5%	7.6%	20.0%	13.7%	13.5%	
\$50,000 - \$59,999	25.9%	18.6%	17.6%	21.7%	15.8%	14.9%	33.3%	23.1%	21.8%	
\$60,000 - \$69,999	14.5%	15.7%	16.3%	13.2%	15.2%	14.6%	16.7%	16.4%	19.0%	
\$70,000 - \$79,999	15.7%	14.7%	14.2%	19.8%	14.8%	14.2%	8.3%	14.4%	14.0%	
\$80,000 - \$89,999	13.9%	10.1%	10.3%	18.9%	11.9%	12.1%	5.0%	7.2%	7.4%	
\$90,000 - \$99,999	10.2%	7.7%	7.9%	14.2%	8.2%	8.7%	3.3%	7.0%	6.8%	
\$100,000 - \$124,999	3.6%	10.9%	10.7%	3.8%	13.4%	13.0%	3.3%	6.9%	7.1%	
\$125,000 - \$149,999	0.0%	4.2%	4.2%	0.0%	5.6%	5.5%	0.0%	2.0%	2.0%	
\$150,000 or more	0.0%	2.9%	4.5%	0.0%	3.8%	6.3%	0.0%	1.3%	1.7%	
Total(n)	166	2,662	8,448	106	1,536	4,750	60	1,126	3,698	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.5%	0.6%	0.0%	0.7%	0.4%	0.0%	0.1%	0.9%	
\$20,000 - \$29,999	0.0%	1.4%	0.8%	0.0%	0.0%	0.1%	0.0%	3.8%	1.8%	
\$30,000 - \$39,999	7.9%	3.9%	2.9%	8.3%	2.7%	2.2%	7.1%	5.9%	3.9%	
\$40,000 - \$49,999	10.5%	10.2%	8.8%	8.3%	9.1%	8.3%	14.3%	12.1%	9.4%	
\$50,000 - \$59,999	7.9%	17.7%	14.3%	4.2%	18.1%	13.9%	14.3%	16.8%	15.1%	
\$60,000 - \$69,999	23.7%	14.5%	17.1%	12.5%	12.6%	14.7%	42.9%	17.8%	20.7%	
\$70,000 - \$79,999	15.8%	8.7%	10.4%	20.8%	9.0%	8.7%	7.1%	8.3%	12.9%	
\$80,000 - \$89,999	13.2%	8.1%	8.8%	16.7%	7.2%	8.9%	7.1%	9.6%	8.6%	
\$90,000 - \$99,999	2.6%	8.8%	9.3%	4.2%	10.7%	11.5%	0.0%	5.6%	6.1%	
\$100,000 - \$124,999	5.3%	12.0%	13.0%	8.3%	11.4%	12.2%	0.0%	13.1%	14.2%	
\$125,000 - \$149,999	7.9%	7.3%	7.4%	12.5%	8.7%	9.2%	0.0%	4.9%	4.7%	
\$150,000 or more	5.3%	6.9%	6.6%	4.2%	9.8%	10.0%	7.1%	1.8%	1.7%	
Total(n)	38	660	2,631	24	374	1,399	14	286	1,232	
Your base institutional salary reported above is based on:										
Less than 9 months	3.3%	2.9%	4.2%	4.4%	3.3%	4.1%	1.3%	2.2%	4.3%	
9/10 months	78.8%	76.8%	72.9%	78.1%	76.1%	73.6%	80.0%	78.1%	71.9%	
11/12 months	17.9%	20.3%	22.9%	17.5%	20.7%	22.3%	18.7%	19.7%	23.7%	
Total(n)	212	3,470	11,872	137	2,009	6,592	75	1,461	5,280	

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

University of Idaho	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%	49.1%	48.8%	45.4%	46.0%	44.1%	40.8%	54.7%	56.7%	52.7%	
75% to 99%	40.6%	41.8%	43.9%	44.5%	44.2%	46.6%	33.3%	37.9%	39.7%	
74% to 50%	8.0%	7.2%	8.5%	6.6%	9.1%	10.3%	10.7%	4.0%	5.8%	
25% to 49%	2.4%	1.7%	1.6%	2.9%	2.0%	1.7%	1.3%	1.2%	1.3%	
1% to 24%	0.0%	0.3%	0.5%	0.0%	0.4%	0.5%	0.0%	0.2%	0.5%	
0%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
Total(n)	212	3,467	11,884	137	2,008	6,596	75	1,459	5,288	
Other income from this institution										
100%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
74% to 50%	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.1%	
25% to 49%	5.3%	5.4%	4.7%	5.2%	6.1%	5.4%	5.6%	4.2%	3.5%	
1% to 24%	23.3%	26.3%	28.9%	26.1%	29.1%	32.1%	18.1%	21.6%	24.0%	
0%	71.4%	67.8%	65.9%	68.7%	64.0%	61.8%	76.4%	74.1%	72.3%	
Total(n)	206	3,374	11,558	134	1,957	6,436	72	1,417	5,122	
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%	0.1%	0.1%	0.0%	0.0%	0.1%	
74% to 50%	1.0%	0.2%	0.2%	0.8%	0.3%	0.2%	1.4%	0.1%	0.2%	
25% to 49%	0.0%	0.7%	0.8%	0.0%	0.6%	0.7%	0.0%	0.9%	0.8%	
1% to 24%	3.9%	4.7%	5.3%	2.3%	5.2%	5.6%	6.9%	4.0%	4.8%	
0%	95.1%	94.3%	93.7%	97.0%	93.8%	93.4%	91.7%	95.1%	94.1%	
Total(n)	204	3,341	11,446	132	1,938	6,368	72	1,403	5,078	
Non-academic income										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
75% to 99%	0.0%	0.5%	0.5%	0.0%	0.5%	0.5%	0.0%	0.5%	0.6%	
74% to 50%	2.4%	1.4%	1.9%	2.3%	1.3%	1.6%	2.8%	1.6%	2.2%	
25% to 49%	4.9%	4.1%	4.9%	3.8%	4.9%	5.6%	6.9%	2.7%	3.7%	
1% to 24%	24.9%	23.9%	25.7%	29.3%	26.6%	28.6%	16.7%	19.4%	21.4%	
0%	67.8%	70.2%	67.0%	64.7%	66.7%	63.7%	73.6%	75.9%	72.0%	
Total(n)	205	3,375	11,539	133	1,963	6,426	72	1,412	5,113	

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

University of Idaho	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	0.5%	2.6%	2.5%	0.0%	1.8%	1.7%	1.4%	3.9%	3.7%	
1986 - 1980	10.5%	10.2%	9.6%	7.4%	10.9%	10.1%	16.4%	9.1%	8.9%	
1971 - 1975	10.0%	10.7%	10.6%	8.8%	9.8%	9.5%	12.3%	12.1%	12.4%	
1966 - 1970	13.4%	14.7%	13.7%	14.7%	11.9%	11.9%	11.0%	19.3%	16.6%	
1961 - 1965	13.9%	11.9%	12.3%	13.2%	11.3%	11.5%	15.1%	12.7%	13.4%	
1956 - 1960	13.4%	13.7%	14.0%	15.4%	13.9%	13.4%	9.6%	13.5%	14.9%	
1951 - 1955	20.6%	16.3%	16.5%	20.6%	17.7%	18.4%	20.5%	13.8%	13.5%	
1946 - 1950	13.4%	13.1%	13.0%	14.7%	14.1%	14.0%	11.0%	11.5%	11.5%	
1941 - 1945	4.3%	5.4%	5.6%	5.1%	6.6%	6.7%	2.7%	3.4%	3.9%	
1940 or earlier	0.0%	1.5%	2.2%	0.0%	1.9%	2.8%	0.0%	0.7%	1.2%	
Total(n)	209	3,430	11,749	136	1,989	6,541	73	1,441	5,208	
Year of highest degree now held										
1973 or earlier	2.9%	4.8%	5.1%	3.8%	6.3%	6.8%	1.4%	2.4%	2.5%	
1974 - 1978	4.9%	7.8%	7.6%	6.8%	10.3%	9.7%	1.4%	3.9%	4.2%	
1979 - 1983	11.7%	10.4%	10.2%	11.3%	12.4%	12.3%	12.5%	7.1%	6.9%	
1984 - 1988	13.2%	10.6%	11.0%	16.5%	13.0%	12.6%	6.9%	6.7%	8.5%	
1989 - 1993	14.1%	12.6%	12.7%	15.8%	11.2%	12.3%	11.1%	14.9%	13.4%	
1994 - 1998	13.7%	13.3%	13.5%	11.3%	10.8%	11.7%	18.1%	17.3%	16.3%	
1999 - 2003	15.1%	15.2%	14.6%	16.5%	13.6%	12.7%	12.5%	17.8%	17.7%	
2004 - 2008	19.0%	16.9%	17.1%	15.8%	15.8%	15.1%	25.0%	18.7%	20.2%	
2009 or later	5.4%	8.4%	8.3%	2.3%	6.6%	7.0%	11.1%	11.3%	10.4%	
Total(n)	205	3,420	11,703	133	1,982	6,502	72	1,438	5,201	
Year of appointment at present institution										
1973 or earlier	0.5%	1.6%	1.8%	0.8%	1.9%	2.2%	0.0%	1.2%	1.1%	
1974 - 1978	3.0%	2.5%	2.7%	3.8%	3.4%	3.7%	1.4%	1.0%	1.0%	
1979 - 1983	3.9%	5.9%	6.2%	3.8%	7.9%	8.2%	4.2%	2.5%	3.0%	
1984 - 1988	10.8%	9.0%	9.3%	13.0%	11.1%	11.3%	6.9%	5.5%	6.1%	
1989 - 1993	13.3%	10.3%	10.7%	14.5%	11.3%	11.7%	11.1%	8.8%	9.2%	
1994 - 1998	10.8%	11.4%	11.5%	11.5%	11.1%	11.1%	9.7%	11.8%	12.0%	
1999 - 2003	19.2%	14.3%	14.0%	18.3%	12.8%	12.5%	20.8%	16.6%	16.2%	
2004 - 2008	30.5%	23.1%	22.7%	27.5%	20.6%	20.1%	36.1%	27.2%	26.7%	
2009 or later	7.9%	21.9%	21.4%	6.9%	19.7%	19.2%	9.7%	25.3%	24.8%	
Total(n)	203	3,383	11,620	131	1,961	6,461	72	1,422	5,159	

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

University of Idaho	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%	1.0%	1.6%	0.0%	1.2%	2.1%	0.0%	0.5%	0.5%	
1974 - 1978	0.8%	2.2%	2.5%	1.1%	2.7%	2.8%	0.0%	1.2%	1.9%	
1979 - 1983	3.1%	5.4%	5.4%	4.2%	6.4%	6.5%	0.0%	3.2%	3.0%	
1984 - 1988	6.9%	10.6%	10.0%	5.3%	12.8%	11.8%	11.4%	5.9%	6.3%	
1989 - 1993	14.6%	15.2%	14.4%	16.8%	17.4%	16.0%	8.6%	10.5%	11.0%	
1994 - 1998	18.5%	17.0%	18.5%	20.0%	16.5%	18.8%	14.3%	18.0%	17.8%	
1999 - 2003	23.8%	16.7%	16.0%	20.0%	14.8%	14.9%	34.3%	21.1%	18.3%	
2004 - 2008	25.4%	20.4%	19.6%	26.3%	18.0%	16.7%	22.9%	25.9%	25.6%	
2009 or later	6.9%	11.4%	12.1%	6.3%	10.3%	10.4%	8.6%	13.8%	15.7%	
Total(n)	130	2,262	7,452	95	1,439	4,534	35	823	2,918	
Aggregated Major										
Agriculture or Forestry (General Area 1)	15.7%	3.3%	2.2%	16.1%	3.8%	2.6%	15.1%	2.4%	1.6%	
Biological Sciences (General Area 5)	8.1%	7.4%	6.9%	8.8%	7.2%	6.9%	6.8%	7.8%	7.0%	
Business (General Area 6)	5.7%	3.8%	4.4%	5.8%	4.0%	4.9%	5.5%	3.5%	3.7%	
Education (General Area 10 and Specific Discipline 2102)	8.1%	6.1%	7.0%	5.1%	4.2%	4.5%	13.7%	9.3%	10.8%	
Engineering (General Area 11)	9.0%	6.0%	5.6%	13.1%	8.2%	7.7%	1.4%	2.4%	2.3%	
English (General Area 12)	3.8%	6.1%	6.5%	4.4%	4.1%	5.0%	2.7%	9.3%	8.8%	
Health-related (General Area 15)	1.4%	4.1%	4.4%	0.0%	2.1%	1.9%	4.1%	7.4%	8.3%	
History or Political Science (Specific Discipline 3007,3009)	4.8%	7.1%	7.6%	4.4%	7.8%	8.1%	5.5%	6.1%	6.8%	
Humanities (General Area 14,24)	2.9%	10.8%	9.5%	2.2%	11.3%	9.9%	4.1%	10.1%	8.9%	
Fine Arts (General Area 2,4,22)	10.5%	7.6%	7.3%	10.2%	7.7%	7.4%	11.0%	7.3%	7.1%	
Mathematics or Statistics (General Area 18)	2.9%	4.8%	4.8%	2.9%	5.9%	6.0%	2.7%	3.1%	2.9%	
Physical Sciences (General Area 25)	8.6%	6.9%	7.4%	9.5%	9.7%	9.8%	6.8%	2.5%	3.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	7.1%	15.0%	15.0%	8.0%	13.5%	14.1%	5.5%	17.3%	16.4%	
Other Technical (General Area 8,19,28)	1.4%	2.5%	2.5%	2.2%	3.0%	3.2%	0.0%	1.7%	1.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	10.0%	8.5%	8.9%	7.3%	7.6%	8.1%	15.1%	9.8%	10.1%	
Total(n)	210	3,483	11,974	137	2,014	6,649	73	1,469	5,325	

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

University of Idaho	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)	19.0%	3.4%	2.1%	18.2%	3.9%	2.5%	20.5%	2.5%	1.5%	
Biological Sciences (General Area 5)	5.2%	6.5%	6.3%	5.8%	6.9%	6.5%	4.1%	5.8%	6.0%	
Business (General Area 6)	6.2%	4.2%	5.1%	6.6%	4.8%	6.0%	5.5%	3.1%	3.9%	
Education (General Area 10 and Specific Discipline 2102)	5.2%	4.4%	4.6%	2.2%	3.2%	2.9%	11.0%	6.4%	7.3%	
Engineering (General Area 11)	8.1%	6.6%	6.0%	11.7%	8.9%	8.4%	1.4%	2.8%	2.4%	
English (General Area 12)	4.8%	6.1%	6.7%	5.1%	4.2%	5.4%	4.1%	9.1%	8.7%	
Health-related (General Area 15)	0.5%	4.3%	5.2%	0.7%	2.0%	2.3%	0.0%	8.2%	9.8%	
History or Political Science (Specific Discipline 3007,3009)	4.8%	7.2%	7.3%	5.1%	7.9%	7.6%	4.1%	6.1%	6.7%	
Humanities (General Area 14,24)	2.4%	10.5%	9.4%	1.5%	10.7%	9.5%	4.1%	10.2%	9.3%	
Fine Arts (General Area 2,4,22)	11.0%	7.9%	7.6%	10.9%	8.1%	7.6%	11.0%	7.6%	7.6%	
Mathematics or Statistics (General Area 18)	2.9%	4.4%	4.6%	2.2%	5.5%	5.7%	4.1%	2.6%	2.9%	
Physical Sciences (General Area 25)	7.6%	5.9%	6.6%	8.8%	8.3%	8.7%	5.5%	2.1%	3.5%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	5.7%	14.0%	13.5%	5.1%	12.3%	12.5%	6.8%	16.6%	15.1%	
Other Technical (General Area 8,19,28)	1.9%	2.7%	2.9%	2.9%	3.2%	3.7%	0.0%	1.9%	1.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.8%	11.9%	11.9%	13.1%	10.0%	10.8%	17.8%	15.0%	13.6%	
Total(n)	210	3,475	11,959	137	2,010	6,641	73	1,465	5,318	

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

University of Idaho	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	60.8%	62.5%	61.9%	58.8%	63.5%	61.4%	64.4%	60.8%	62.8%	
1	14.8%	18.9%	18.7%	14.7%	18.4%	18.4%	15.1%	19.7%	19.1%	
2	16.3%	14.5%	14.7%	18.4%	13.2%	14.2%	12.3%	16.7%	15.4%	
3	6.2%	3.1%	3.3%	5.1%	3.6%	4.1%	8.2%	2.1%	1.9%	
4+	1.9%	1.1%	1.4%	2.9%	1.3%	1.9%	0.0%	0.7%	0.8%	
Total(n)	209	3,470	11,903	136	2,011	6,608	73	1,459	5,295	
18 years or older										
0	59.0%	62.3%	60.5%	52.6%	58.5%	56.8%	70.7%	68.5%	66.1%	
1	13.2%	11.7%	12.4%	14.6%	12.1%	12.5%	10.7%	11.0%	12.2%	
2	19.3%	16.8%	16.7%	21.9%	19.2%	18.8%	14.7%	13.0%	13.4%	
3	6.6%	6.3%	6.5%	8.8%	7.0%	7.1%	2.7%	5.2%	5.5%	
4+	1.9%	2.8%	3.9%	2.2%	3.2%	4.8%	1.3%	2.3%	2.7%	
Total(n)	212	3,471	11,914	137	2,009	6,609	75	1,462	5,305	
How would you characterize your political views?										
Far left	6.2%	13.3%	12.9%	5.1%	12.8%	12.7%	8.0%	14.1%	13.1%	
Liberal	50.7%	52.4%	51.0%	47.8%	49.5%	47.9%	56.0%	57.2%	55.6%	
Middle of the road	28.4%	24.7%	25.1%	28.7%	26.6%	26.8%	28.0%	21.7%	22.6%	
Conservative	14.2%	9.2%	10.7%	17.6%	10.7%	12.1%	8.0%	6.9%	8.4%	
Far right	0.5%	0.3%	0.4%	0.7%	0.5%	0.5%	0.0%	0.1%	0.2%	
Total(n)	211	3,462	11,882	136	2,002	6,596	75	1,460	5,286	
Are you currently: (Mark one)										
Single	10.8%	10.4%	11.0%	8.8%	8.8%	8.7%	14.7%	13.0%	14.5%	
Married	78.8%	76.7%	75.9%	86.9%	81.0%	81.8%	64.0%	69.7%	66.9%	
Unmarried, living with partner	3.3%	5.9%	5.8%	1.5%	5.2%	4.7%	6.7%	7.0%	7.5%	
Divorced	5.2%	5.3%	5.1%	2.2%	4.0%	3.5%	10.7%	7.2%	7.6%	
Widowed	1.9%	1.1%	1.2%	0.7%	0.3%	0.5%	4.0%	2.4%	2.3%	
Separated	0.0%	0.6%	1.0%	0.0%	0.6%	0.8%	0.0%	0.6%	1.2%	
Total(n)	212	3,497	12,017	137	2,020	6,670	75	1,477	5,347	

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

University of Idaho	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	89.2%	85.5%	86.6%	87.6%	85.0%	86.3%	92.0%	86.3%	87.1%	
No	10.8%	14.5%	13.4%	12.4%	15.0%	13.7%	8.0%	13.7%	12.9%	
Total(n)	212	3,499	12,026	137	2,022	6,672	75	1,477	5,354	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	3.8%	2.3%	1.9%	2.2%	2.1%	1.8%	6.8%	2.6%	2.2%	
Asian American/Asian	5.7%	5.4%	5.5%	5.9%	6.4%	6.4%	5.4%	3.7%	4.1%	
Native Hawaiian/Pacific Islander	0.0%	0.4%	0.2%	0.0%	0.4%	0.3%	0.0%	0.2%	0.2%	
African American/Black	0.5%	3.5%	3.7%	0.7%	4.0%	3.7%	0.0%	2.7%	3.8%	
Mexican American/Chicano	1.9%	1.3%	1.3%	1.5%	1.1%	1.4%	2.7%	1.6%	1.1%	
Puerto Rican	0.0%	0.5%	0.6%	0.0%	0.3%	0.3%	0.0%	0.9%	1.1%	
Other Latino	1.0%	3.2%	2.4%	1.5%	3.3%	2.4%	0.0%	3.0%	2.6%	
White/Caucasian	91.0%	86.0%	86.2%	90.4%	84.5%	85.1%	91.9%	88.6%	87.9%	
Other	2.9%	4.3%	3.7%	2.9%	4.3%	3.8%	2.7%	4.2%	3.5%	
Total(n)	210	3,477	11,918	136	2,005	6,600	74	1,472	5,318	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.5%	0.7%	0.5%	0.0%	0.7%	0.5%	1.4%	0.9%	0.5%	
Asian	4.8%	4.9%	5.0%	5.1%	6.0%	5.9%	4.1%	3.1%	3.6%	
Black	0.5%	2.5%	3.0%	0.7%	2.8%	2.8%	0.0%	2.1%	3.2%	
Hispanic	1.0%	3.0%	2.7%	0.7%	2.8%	2.7%	1.4%	3.2%	2.7%	
White	85.7%	81.2%	81.9%	86.8%	80.1%	81.3%	83.8%	83.0%	82.8%	
Other	1.9%	2.3%	2.2%	2.2%	2.6%	2.6%	1.4%	1.8%	1.6%	
Two or more races/ethnicities	5.7%	5.4%	4.7%	4.4%	5.0%	4.2%	8.1%	6.0%	5.5%	
Total (n)	210	3,477	11,918	136	2,005	6,600	74	1,472	5,318	

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

University of Idaho	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	14.6%	0.0%	0.0%	19.0%	0.0%	0.0%	6.7%	0.0%	0.0%	
B	49.5%	0.0%	0.0%	52.6%	0.0%	0.0%	44.0%	0.0%	0.0%	
C	15.1%	0.0%	0.0%	13.1%	0.0%	0.0%	18.7%	0.0%	0.0%	
D	14.2%	0.0%	0.0%	13.1%	0.0%	0.0%	16.0%	0.0%	0.0%	
E	6.6%	0.0%	0.0%	2.2%	0.0%	0.0%	14.7%	0.0%	0.0%	
Total(n)	212	0	0	137	0	0	75	0	0	
Optional Question 2										
A	6.6%	0.0%	0.0%	7.3%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	33.0%	0.0%	0.0%	34.3%	0.0%	0.0%	30.7%	0.0%	0.0%	
C	32.5%	0.0%	0.0%	31.4%	0.0%	0.0%	34.7%	0.0%	0.0%	
D	23.6%	0.0%	0.0%	24.8%	0.0%	0.0%	21.3%	0.0%	0.0%	
E	4.2%	0.0%	0.0%	2.2%	0.0%	0.0%	8.0%	0.0%	0.0%	
Total(n)	212	0	0	137	0	0	75	0	0	
Optional Question 3										
A	9.5%	0.0%	0.0%	12.4%	0.0%	0.0%	4.1%	0.0%	0.0%	
B	46.0%	0.0%	0.0%	52.6%	0.0%	0.0%	33.8%	0.0%	0.0%	
C	26.5%	0.0%	0.0%	21.2%	0.0%	0.0%	36.5%	0.0%	0.0%	
D	14.7%	0.0%	0.0%	11.7%	0.0%	0.0%	20.3%	0.0%	0.0%	
E	3.3%	0.0%	0.0%	2.2%	0.0%	0.0%	5.4%	0.0%	0.0%	
Total(n)	211	0	0	137	0	0	74	0	0	
Optional Question 4										
A	13.7%	0.0%	0.0%	18.2%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	40.1%	0.0%	0.0%	40.9%	0.0%	0.0%	38.7%	0.0%	0.0%	
C	29.2%	0.0%	0.0%	27.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
D	17.0%	0.0%	0.0%	13.9%	0.0%	0.0%	22.7%	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)	212	0	0	137	0	0	75	0	0	
Optional Question 5										
A	7.1%	0.0%	0.0%	7.3%	0.0%	0.0%	6.8%	0.0%	0.0%	
B	31.8%	0.0%	0.0%	35.8%	0.0%	0.0%	24.3%	0.0%	0.0%	
C	37.4%	0.0%	0.0%	37.2%	0.0%	0.0%	37.8%	0.0%	0.0%	
D	23.7%	0.0%	0.0%	19.7%	0.0%	0.0%	31.1%	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)	211	0	0	137	0	0	74	0	0	

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

University of Idaho	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	6.1%	0.0%	0.0%	7.3%	0.0%	0.0%	4.0%	0.0%	0.0%	
B	31.6%	0.0%	0.0%	32.1%	0.0%	0.0%	30.7%	0.0%	0.0%	
C	32.1%	0.0%	0.0%	30.7%	0.0%	0.0%	34.7%	0.0%	0.0%	
D	30.2%	0.0%	0.0%	29.9%	0.0%	0.0%	30.7%	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)	212	0	0	137	0	0	75	0	0	
Optional Question 7										
A	4.2%	0.0%	0.0%	2.9%	0.0%	0.0%	6.7%	0.0%	0.0%	
B	17.9%	0.0%	0.0%	20.4%	0.0%	0.0%	13.3%	0.0%	0.0%	
C	33.0%	0.0%	0.0%	32.8%	0.0%	0.0%	33.3%	0.0%	0.0%	
D	44.8%	0.0%	0.0%	43.8%	0.0%	0.0%	46.7%	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)	212	0	0	137	0	0	75	0	0	
Optional Question 8										
A	40.1%	0.0%	0.0%	46.0%	0.0%	0.0%	29.3%	0.0%	0.0%	
B	49.1%	0.0%	0.0%	44.5%	0.0%	0.0%	57.3%	0.0%	0.0%	
C	7.1%	0.0%	0.0%	5.8%	0.0%	0.0%	9.3%	0.0%	0.0%	
D	2.4%	0.0%	0.0%	2.2%	0.0%	0.0%	2.7%	0.0%	0.0%	
E	1.4%	0.0%	0.0%	1.5%	0.0%	0.0%	1.3%	0.0%	0.0%	
Total(n)	212	0	0	137	0	0	75	0	0	
Optional Question 9										
A	18.9%	0.0%	0.0%	15.3%	0.0%	0.0%	25.3%	0.0%	0.0%	
B	57.1%	0.0%	0.0%	58.4%	0.0%	0.0%	54.7%	0.0%	0.0%	
C	18.9%	0.0%	0.0%	21.2%	0.0%	0.0%	14.7%	0.0%	0.0%	
D	4.2%	0.0%	0.0%	4.4%	0.0%	0.0%	4.0%	0.0%	0.0%	
E	0.9%	0.0%	0.0%	0.7%	0.0%	0.0%	1.3%	0.0%	0.0%	
Total(n)	212	0	0	137	0	0	75	0	0	
Optional Question 10										
A	22.2%	0.0%	0.0%	20.4%	0.0%	0.0%	25.3%	0.0%	0.0%	
B	51.4%	0.0%	0.0%	54.7%	0.0%	0.0%	45.3%	0.0%	0.0%	
C	18.9%	0.0%	0.0%	19.0%	0.0%	0.0%	18.7%	0.0%	0.0%	
D	7.5%	0.0%	0.0%	5.8%	0.0%	0.0%	10.7%	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)	212	0	0	137	0	0	75	0	0	

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

University of Idaho	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	8.0%	0.0%	0.0%	9.5%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	32.1%	0.0%	0.0%	35.8%	0.0%	0.0%	25.3%	0.0%	0.0%	
C	20.8%	0.0%	0.0%	19.7%	0.0%	0.0%	22.7%	0.0%	0.0%	
D	8.5%	0.0%	0.0%	8.8%	0.0%	0.0%	8.0%	0.0%	0.0%	
E	30.7%	0.0%	0.0%	26.3%	0.0%	0.0%	38.7%	0.0%	0.0%	
Total(n)	212	0	0	137	0	0	75	0	0	
Optional Question 12										
A	1.9%	0.0%	0.0%	1.5%	0.0%	0.0%	2.7%	0.0%	0.0%	
B	15.1%	0.0%	0.0%	15.3%	0.0%	0.0%	14.7%	0.0%	0.0%	
C	35.4%	0.0%	0.0%	38.0%	0.0%	0.0%	30.7%	0.0%	0.0%	
D	45.8%	0.0%	0.0%	44.5%	0.0%	0.0%	48.0%	0.0%	0.0%	
E	1.9%	0.0%	0.0%	0.7%	0.0%	0.0%	4.0%	0.0%	0.0%	
Total(n)	212	0	0	137	0	0	75	0	0	
Optional Question 13										
A	3.3%	0.0%	0.0%	4.4%	0.0%	0.0%	1.4%	0.0%	0.0%	
B	38.4%	0.0%	0.0%	38.0%	0.0%	0.0%	39.2%	0.0%	0.0%	
C	28.0%	0.0%	0.0%	32.1%	0.0%	0.0%	20.3%	0.0%	0.0%	
D	19.4%	0.0%	0.0%	16.1%	0.0%	0.0%	25.7%	0.0%	0.0%	
E	10.9%	0.0%	0.0%	9.5%	0.0%	0.0%	13.5%	0.0%	0.0%	
Total(n)	211	0	0	137	0	0	74	0	0	
Optional Question 14										
A	3.3%	0.0%	0.0%	4.4%	0.0%	0.0%	1.4%	0.0%	0.0%	
B	27.0%	0.0%	0.0%	29.9%	0.0%	0.0%	21.6%	0.0%	0.0%	
C	41.2%	0.0%	0.0%	41.6%	0.0%	0.0%	40.5%	0.0%	0.0%	
D	26.5%	0.0%	0.0%	24.1%	0.0%	0.0%	31.1%	0.0%	0.0%	
E	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	5.4%	0.0%	0.0%	
Total(n)	211	0	0	137	0	0	74	0	0	
Optional Question 15										
A	1.4%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	30.3%	0.0%	0.0%	32.1%	0.0%	0.0%	27.0%	0.0%	0.0%	
C	37.4%	0.0%	0.0%	38.7%	0.0%	0.0%	35.1%	0.0%	0.0%	
D	21.8%	0.0%	0.0%	21.2%	0.0%	0.0%	23.0%	0.0%	0.0%	
E	9.0%	0.0%	0.0%	5.8%	0.0%	0.0%	14.9%	0.0%	0.0%	
Total(n)	211	0	0	137	0	0	74	0	0	

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

University of Idaho	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	1.9%	0.0%	0.0%	0.7%	0.0%	0.0%	4.1%	0.0%	0.0%	
B	32.2%	0.0%	0.0%	36.5%	0.0%	0.0%	24.3%	0.0%	0.0%	
C	37.0%	0.0%	0.0%	35.0%	0.0%	0.0%	40.5%	0.0%	0.0%	
D	25.6%	0.0%	0.0%	26.3%	0.0%	0.0%	24.3%	0.0%	0.0%	
E	3.3%	0.0%	0.0%	1.5%	0.0%	0.0%	6.8%	0.0%	0.0%	
Total(n)	211	0	0	137	0	0	74	0	0	
Optional Question 17										
A	20.9%	0.0%	0.0%	16.8%	0.0%	0.0%	28.4%	0.0%	0.0%	
B	52.1%	0.0%	0.0%	54.7%	0.0%	0.0%	47.3%	0.0%	0.0%	
C	20.9%	0.0%	0.0%	21.2%	0.0%	0.0%	20.3%	0.0%	0.0%	
D	4.3%	0.0%	0.0%	5.8%	0.0%	0.0%	1.4%	0.0%	0.0%	
E	1.9%	0.0%	0.0%	1.5%	0.0%	0.0%	2.7%	0.0%	0.0%	
Total(n)	211	0	0	137	0	0	74	0	0	
Optional Question 18										
A	20.8%	0.0%	0.0%	24.1%	0.0%	0.0%	14.7%	0.0%	0.0%	
B	52.8%	0.0%	0.0%	52.6%	0.0%	0.0%	53.3%	0.0%	0.0%	
C	14.2%	0.0%	0.0%	13.9%	0.0%	0.0%	14.7%	0.0%	0.0%	
D	10.4%	0.0%	0.0%	7.3%	0.0%	0.0%	16.0%	0.0%	0.0%	
E	1.9%	0.0%	0.0%	2.2%	0.0%	0.0%	1.3%	0.0%	0.0%	
Total(n)	212	0	0	137	0	0	75	0	0	
Optional Question 19										
A	27.4%	0.0%	0.0%	29.2%	0.0%	0.0%	24.0%	0.0%	0.0%	
B	44.8%	0.0%	0.0%	45.3%	0.0%	0.0%	44.0%	0.0%	0.0%	
C	16.5%	0.0%	0.0%	16.1%	0.0%	0.0%	17.3%	0.0%	0.0%	
D	8.5%	0.0%	0.0%	5.8%	0.0%	0.0%	13.3%	0.0%	0.0%	
E	2.8%	0.0%	0.0%	3.6%	0.0%	0.0%	1.3%	0.0%	0.0%	
Total(n)	212	0	0	137	0	0	75	0	0	
Optional Question 20										
A	4.4%	0.0%	0.0%	3.7%	0.0%	0.0%	5.6%	0.0%	0.0%	
B	10.2%	0.0%	0.0%	8.9%	0.0%	0.0%	12.7%	0.0%	0.0%	
C	24.8%	0.0%	0.0%	24.4%	0.0%	0.0%	25.4%	0.0%	0.0%	
D	33.5%	0.0%	0.0%	34.1%	0.0%	0.0%	32.4%	0.0%	0.0%	
E	27.2%	0.0%	0.0%	28.9%	0.0%	0.0%	23.9%	0.0%	0.0%	
Total(n)	206	0	0	135	0	0	71	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
All Respondents	348	3,501	12,040	224	2,023	6,678	124	1,478	5,362	
What is your principal activity in your current position at this institution?										
Administration	14.7%	8.4%	7.0%	16.6%	8.4%	7.2%	11.3%	8.3%	6.7%	
Teaching	55.0%	70.1%	73.4%	50.2%	67.6%	70.7%	63.7%	74.1%	77.6%	
Research	18.7%	20.1%	18.3%	22.0%	22.8%	21.1%	12.9%	15.7%	14.0%	
Services to clients and patients	6.1%	0.6%	0.6%	5.8%	0.6%	0.5%	6.5%	0.6%	0.6%	
Other	5.5%	0.8%	0.7%	5.4%	0.6%	0.5%	5.6%	1.3%	1.1%	
Total(n)	347	3,498	12,034	223	2,021	6,675	124	1,477	5,359	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	93.1%	100.0%	100.0%	93.8%	100.0%	100.0%	91.9%	100.0%	100.0%	
No	6.9%	0.0%	0.0%	6.3%	0.0%	0.0%	8.1%	0.0%	0.0%	
Total(n)	348	3,501	12,038	224	2,023	6,678	124	1,478	5,360	
What is your present academic rank?										
Professor	36.5%	31.9%	33.4%	42.4%	38.6%	40.5%	25.8%	21.0%	22.6%	
Associate professor	25.6%	24.5%	24.6%	26.3%	23.7%	23.6%	24.2%	25.8%	26.0%	
Assistant professor	23.3%	24.9%	25.9%	21.0%	22.4%	22.9%	27.4%	28.9%	30.5%	
Lecturer	6.3%	10.2%	9.1%	4.5%	9.1%	7.9%	9.7%	12.0%	10.9%	
Instructor	8.3%	8.5%	7.0%	5.8%	6.2%	5.1%	12.9%	12.3%	10.0%	
Total(n)	348	3,023	11,410	224	1,752	6,332	124	1,271	5,078	
What is your tenure status at this institution?										
Tenured	58.6%	56.2%	56.2%	64.3%	62.2%	62.4%	48.4%	46.5%	46.8%	
On tenure track, but not tenured	23.0%	20.6%	22.2%	21.0%	18.8%	19.9%	26.6%	23.6%	25.6%	
Not on tenure track, but institution has tenure system	17.8%	23.0%	21.0%	14.3%	18.9%	17.3%	24.2%	29.7%	26.7%	
Institution has no tenure system	0.6%	0.2%	0.6%	0.4%	0.1%	0.4%	0.8%	0.3%	0.9%	
Total(n)	348	3,029	11,422	224	1,755	6,341	124	1,274	5,081	
Are you currently serving in an administrative position as:										
Department chair	9.8%	7.5%	8.3%	11.2%	8.7%	9.8%	7.3%	5.5%	6.1%	
Dean (associate or assistant)	5.5%	2.6%	2.0%	4.5%	2.4%	2.0%	7.3%	3.0%	2.1%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.6%	0.1%	0.1%	0.9%	0.1%	0.1%	0.0%	0.0%	0.0%	
Provost	0.3%	0.1%	0.1%	0.4%	0.1%	0.1%	0.0%	0.0%	0.0%	
Other	15.2%	14.7%	14.7%	16.1%	14.4%	14.3%	13.7%	15.2%	15.4%	
Not applicable	66.4%	67.0%	66.3%	64.3%	64.7%	63.9%	70.2%	70.7%	70.1%	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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.)	1.4%	1.3%	1.0%	0.9%	1.6%	1.2%	2.4%	0.9%	0.8%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	19.8%	16.6%	16.3%	15.6%	12.6%	12.5%	27.4%	23.1%	22.1%	
LL.B., J.D.	3.2%	0.5%	0.8%	2.7%	0.5%	0.8%	4.0%	0.6%	0.8%	
M.D., D.D.S. (or equivalent)	0.0%	0.6%	0.5%	0.0%	0.7%	0.6%	0.0%	0.4%	0.4%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.9%	0.6%	0.5%	0.9%	0.7%	0.6%	0.8%	0.3%	0.3%	
Ed.D.	2.0%	1.4%	2.3%	1.8%	1.0%	1.3%	2.4%	2.0%	3.7%	
Ph.D.	71.3%	77.8%	77.2%	77.2%	81.7%	81.6%	60.5%	71.4%	70.5%	
Other degree	1.4%	1.2%	1.3%	0.9%	1.2%	1.3%	2.4%	1.2%	1.3%	
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Total(n)	348	3,498	12,034	224	2,022	6,677	124	1,476	5,357	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	1.6%	1.2%	1.2%	1.5%	1.2%	1.3%	1.8%	1.2%	1.0%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%	
Ed.D.	0.3%	0.6%	0.6%	0.0%	0.2%	0.3%	0.9%	1.2%	1.1%	
Ph.D.	4.5%	3.2%	3.3%	2.0%	2.3%	2.4%	9.1%	4.8%	4.6%	
Other degree	1.0%	0.3%	0.8%	1.0%	0.2%	0.5%	0.9%	0.5%	1.2%	
None	92.6%	94.3%	93.8%	95.5%	95.6%	95.1%	87.3%	92.0%	91.8%	
Total(n)	311	3,163	10,802	201	1,849	6,098	110	1,314	4,704	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	56.9%	52.6%	50.9%	61.2%	56.2%	54.6%	49.2%	46.8%	45.1%	
Very important	29.6%	29.7%	29.6%	28.1%	28.3%	28.3%	32.3%	31.9%	31.7%	
Somewhat important	11.2%	14.6%	16.6%	8.9%	12.5%	14.2%	15.3%	18.1%	20.2%	
Not important	2.3%	3.1%	2.9%	1.8%	3.0%	2.9%	3.2%	3.2%	3.0%	
Total(n)	348	3,499	12,033	224	2,021	6,673	124	1,478	5,360	
Teaching										
Essential	64.9%	67.8%	69.5%	67.4%	67.8%	69.5%	60.5%	67.7%	69.5%	
Very important	27.6%	28.8%	27.1%	23.2%	28.2%	26.9%	35.5%	29.8%	27.5%	
Somewhat important	6.9%	3.4%	3.2%	8.5%	3.9%	3.5%	4.0%	2.4%	2.8%	
Not important	0.6%	0.0%	0.1%	0.9%	0.0%	0.0%	0.0%	0.1%	0.2%	
Total(n)	348	3,500	12,037	224	2,023	6,677	124	1,477	5,360	
Service										
Essential	33.0%	18.4%	17.8%	33.0%	18.5%	17.2%	33.1%	18.3%	18.7%	
Very important	37.4%	42.9%	43.5%	34.8%	41.6%	42.8%	41.9%	44.9%	44.6%	
Somewhat important	27.0%	34.9%	35.2%	29.0%	36.1%	36.2%	23.4%	32.9%	33.7%	
Not important	2.6%	3.8%	3.4%	3.1%	3.8%	3.8%	1.6%	4.0%	2.9%	
Total(n)	348	3,498	12,030	224	2,021	6,672	124	1,477	5,358	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	8.6%	23.0%	21.8%	10.3%	24.9%	23.0%	5.7%	19.9%	19.9%	
Taught an interdisciplinary course	46.6%	45.4%	46.3%	47.8%	47.0%	47.9%	44.4%	42.7%	43.9%	
Taught an ethnic studies course	5.2%	9.8%	10.6%	3.6%	7.9%	8.7%	8.1%	12.9%	13.6%	
Taught a women's studies course	3.4%	5.8%	6.4%	1.8%	1.9%	2.0%	6.5%	12.2%	13.1%	
Taught a service learning course	24.4%	15.9%	17.2%	22.8%	13.2%	14.6%	27.4%	20.2%	21.1%	
Taught an exclusively web-based course at this institution	18.7%	14.0%	14.6%	16.1%	12.0%	12.4%	23.6%	17.2%	18.0%	
Participated in a teaching enhancement workshop	38.2%	53.4%	55.6%	35.7%	48.4%	49.7%	42.7%	61.6%	64.7%	
Advised student groups involved in service/volunteer work	40.8%	41.0%	42.6%	37.5%	38.6%	40.7%	46.8%	44.9%	45.6%	Civic Minded Practice
Collaborated with the local community in research/teaching	54.6%	41.4%	42.4%	49.6%	38.2%	39.4%	63.7%	46.5%	47.0%	
Conducted research or writing focused on international/global issues	32.5%	32.0%	32.3%	33.5%	34.4%	33.9%	30.6%	28.1%	29.9%	
Conducted research or writing focused on racial or ethnic minorities	14.1%	23.4%	23.2%	9.8%	19.9%	20.0%	21.8%	29.2%	28.3%	
Conducted research or writing focused on women and gender issues	12.7%	20.2%	20.3%	7.6%	12.9%	13.6%	22.0%	32.2%	30.6%	
Engaged undergraduates on <u>your</u> research project	51.4%	52.5%	52.6%	57.1%	56.5%	57.2%	41.1%	46.1%	45.4%	
Worked with undergraduates on a research project	62.0%	64.6%	66.2%	65.6%	68.0%	69.8%	55.3%	59.1%	60.7%	
Engaged in academic research that spans multiple disciplines	74.1%	68.6%	67.0%	75.9%	72.6%	70.8%	71.0%	62.1%	61.1%	
Taught a seminar for first-year students	22.4%	23.8%	24.7%	21.4%	23.7%	24.7%	24.2%	24.0%	24.8%	
Taught a capstone course	23.9%	34.0%	34.7%	23.7%	35.3%	35.2%	24.2%	31.9%	33.9%	
Taught in a learning community (e.g., FIG, linked courses)	4.6%	9.0%	8.2%	3.6%	8.3%	7.6%	6.5%	10.0%	9.3%	
Supervised an undergraduate thesis	18.4%	37.0%	36.9%	21.0%	39.2%	38.4%	13.7%	33.5%	34.7%	
Published op-ed pieces or editorials	17.0%	14.8%	15.6%	16.1%	18.2%	18.5%	18.5%	9.3%	11.2%	
Received funding for your work from foundations	24.4%	20.7%	22.3%	23.2%	22.4%	24.3%	26.6%	18.0%	19.4%	
Received funding for your work from state or federal government	57.3%	37.3%	33.7%	63.8%	42.3%	38.2%	45.5%	29.4%	26.7%	
Received funding for your work from business or industry	29.4%	13.5%	12.0%	37.5%	17.4%	15.3%	14.6%	7.2%	6.9%	
Total(n)	347	3,480	11,965	224	2,010	6,639	123	1,470	5,326	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	1.83	2.24	2.42	1.78	2.23	2.37	1.93	2.24	2.49	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	346	3,501	12,040	224	2,023	6,678	122	1,478	5,362	
Teach at least one course this term at another institution	5.2%	2.2%	2.8%	5.8%	1.6%	2.4%	4.0%	3.1%	3.4%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	8.6%	19.1%	23.3%	8.5%	18.2%	23.1%	8.9%	20.6%	23.6%	
Mean student enrollment	49.1	64.9	56.0	57.0	70.9	61.8	35.5	56.3	47.3	
Have teaching/lab assistant or reader/grader assigned	38.9%	35.1%	28.7%	28.9%	38.0%	30.8%	56.1%	31.0%	25.5%	
Course required for an undergraduate major										
Teach at least one course	51.4%	69.5%	68.3%	50.9%	71.1%	68.1%	52.4%	66.9%	68.7%	
Mean student enrollment	37.8	45.1	39.5	34.8	45.3	39.6	43.0	44.7	39.5	
Have teaching/lab assistant or reader/grader assigned	31.8%	29.1%	27.3%	31.4%	32.3%	30.1%	32.7%	23.7%	23.0%	
Other undergraduate course										
Teach at least one course	18.1%	29.2%	30.6%	19.6%	29.8%	31.7%	15.3%	28.2%	29.1%	
Mean student enrollment	23.5	32.0	27.9	24.7	31.4	28.0	20.8	32.9	27.8	
Have teaching/lab assistant or reader/grader assigned	21.2%	18.6%	19.5%	14.4%	18.7%	20.8%	36.8%	18.5%	17.1%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.3%	0.4%	0.6%	0.4%	0.2%	0.5%	0.0%	0.6%	0.9%	
Mean student enrollment	80.0	43.3	30.8	80.0	26.8	26.6	.	53.8	34.1	
Have teaching/lab assistant or reader/grader assigned	0.0%	7.4%	19.2%	0.0%	12.2%	22.0%	.	4.4%	17.1%	
Non-credit course (other than above)										
Teach at least one course	1.7%	1.1%	1.0%	0.0%	1.1%	1.0%	4.8%	1.2%	1.0%	
Mean student enrollment	23.1	31.9	27.2	.	39.0	29.8	23.1	22.0	23.2	
Have teaching/lab assistant or reader/grader assigned	18.8%	5.8%	5.8%	.	5.2%	5.0%	18.8%	6.6%	7.1%	
Graduate course										
Teach at least one course	30.7%	25.7%	25.5%	33.5%	26.5%	25.9%	25.8%	24.5%	24.7%	
Mean student enrollment	16.1	14.9	14.2	15.5	14.6	13.9	17.4	15.5	14.5	
Have teaching/lab assistant or reader/grader assigned	8.1%	7.4%	8.1%	8.2%	8.0%	9.9%	7.8%	6.3%	5.2%	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	14.8%	100.0%	100.0%	13.5%	100.0%	100.0%	17.2%	100.0%	100.0%	
Graduate courses	17.3%	0.0%	0.0%	23.1%	0.0%	0.0%	6.9%	0.0%	0.0%	
Non-credit courses	22.2%	0.0%	0.0%	19.2%	0.0%	0.0%	27.6%	0.0%	0.0%	
I do not teach	45.7%	0.0%	0.0%	44.2%	0.0%	0.0%	48.3%	0.0%	0.0%	
Total(n)	81	251	642	52	129	326	29	122	316	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	4.3%	6.3%	5.9%	2.7%	7.0%	5.8%	7.3%	5.3%	6.2%	
Writing	10.6%	14.2%	13.4%	7.1%	13.1%	12.1%	16.9%	16.0%	15.4%	
Mathematics	4.0%	4.9%	5.1%	4.9%	4.8%	5.4%	2.4%	5.0%	4.8%	
ESL	0.3%	1.3%	1.1%	0.0%	0.5%	0.5%	0.8%	2.7%	2.0%	
General academic skills	10.6%	12.9%	11.6%	10.3%	10.7%	10.1%	11.3%	16.3%	13.8%	
Other subject areas	13.5%	7.5%	6.8%	11.6%	7.3%	6.5%	16.9%	7.8%	7.3%	
Total(n)	348	3,501	12,040	224	2,023	6,678	124	1,478	5,362	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	19.0%	19.0%	20.6%	19.6%	16.9%	18.0%	17.7%	22.3%	24.7%	
No	69.0%	72.6%	71.7%	69.6%	76.0%	75.8%	67.7%	67.0%	65.4%	
Not eligible	4.9%	2.3%	1.9%	4.5%	2.4%	1.9%	5.6%	2.1%	1.8%	
Not available	7.2%	6.2%	5.8%	6.3%	4.7%	4.4%	8.9%	8.6%	8.1%	
Total(n)	348	3,499	12,015	224	2,022	6,665	124	1,477	5,350	
Paid sabbatical leave										
Yes	19.0%	31.1%	33.6%	19.2%	35.0%	37.6%	18.5%	24.6%	27.6%	
No	58.0%	48.5%	46.6%	61.6%	49.3%	46.8%	51.6%	47.3%	46.4%	
Not eligible	19.5%	17.3%	16.9%	16.1%	13.1%	13.3%	25.8%	24.0%	22.3%	
Not available	3.4%	3.1%	2.9%	3.1%	2.5%	2.3%	4.0%	4.2%	3.7%	
Total(n)	348	3,498	12,021	224	2,022	6,668	124	1,476	5,353	
Travel funds paid by the institution										
Yes	59.5%	73.8%	74.5%	57.1%	73.6%	73.3%	63.7%	74.2%	76.2%	
No	32.8%	21.2%	20.9%	35.7%	21.9%	22.8%	27.4%	20.0%	18.2%	
Not eligible	5.2%	3.3%	2.8%	5.8%	2.6%	2.3%	4.0%	4.3%	3.7%	
Not available	2.6%	1.7%	1.8%	1.3%	1.8%	1.6%	4.8%	1.6%	1.9%	
Total(n)	348	3,500	12,032	224	2,022	6,674	124	1,478	5,358	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	46.0%	50.2%	49.5%	49.6%	52.8%	52.1%	39.5%	46.0%	45.6%	
No	47.1%	44.3%	45.2%	44.2%	42.3%	43.7%	52.4%	47.5%	47.6%	
Not eligible	4.6%	4.2%	3.9%	4.9%	3.7%	3.2%	4.0%	5.1%	4.9%	
Not available	2.3%	1.3%	1.4%	1.3%	1.2%	1.1%	4.0%	1.4%	1.8%	
Total(n)	348	3,495	12,013	224	2,018	6,659	124	1,477	5,354	
Training for administrative leadership										
Yes	21.3%	12.3%	12.7%	21.0%	11.5%	12.8%	21.8%	13.7%	12.6%	
No	66.1%	77.0%	76.7%	68.3%	80.0%	78.9%	62.1%	72.1%	73.4%	
Not eligible	7.8%	6.3%	5.3%	6.7%	5.1%	4.3%	9.7%	8.1%	6.9%	
Not available	4.9%	4.4%	5.3%	4.0%	3.4%	4.0%	6.5%	6.1%	7.2%	
Total(n)	348	3,494	12,008	224	2,019	6,662	124	1,475	5,346	
Received incentives to develop new courses										
Yes	16.4%	20.4%	21.4%	15.6%	20.9%	21.5%	17.7%	19.5%	21.2%	
No	75.0%	71.2%	70.7%	79.9%	71.8%	72.0%	66.1%	70.2%	68.8%	
Not eligible	3.2%	2.8%	2.3%	1.8%	3.3%	2.4%	5.6%	2.0%	2.2%	
Not available	5.5%	5.6%	5.6%	2.7%	4.0%	4.1%	10.5%	8.2%	7.8%	
Total(n)	348	3,498	12,021	224	2,021	6,667	124	1,477	5,354	
Received incentives to integrate new technology into your classroom										
Yes	13.5%	16.7%	18.0%	12.9%	16.3%	17.7%	14.5%	17.3%	18.4%	
No	77.0%	76.7%	75.4%	80.4%	77.8%	76.8%	71.0%	75.0%	73.2%	
Not eligible	3.2%	2.1%	1.9%	2.7%	2.5%	1.9%	4.0%	1.5%	1.9%	
Not available	6.3%	4.4%	4.8%	4.0%	3.3%	3.7%	10.5%	6.2%	6.6%	
Total(n)	348	3,499	12,021	224	2,021	6,667	124	1,478	5,354	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	14.1%	15.9%	16.2%	11.6%	13.1%	12.9%	18.7%	20.2%	21.2%	
1-2	15.3%	16.0%	16.5%	12.1%	12.8%	14.0%	21.1%	21.2%	20.4%	
3-4	12.1%	10.6%	12.2%	11.6%	9.4%	10.8%	13.0%	12.7%	14.5%	
5-10	17.3%	16.5%	17.2%	14.7%	16.1%	16.4%	22.0%	17.1%	18.5%	
11-20	12.4%	15.1%	14.3%	12.9%	15.1%	14.9%	11.4%	15.2%	13.4%	
21-50	15.9%	15.7%	13.5%	19.2%	19.1%	16.6%	9.8%	10.3%	8.8%	
51+	13.0%	10.1%	9.9%	17.9%	14.3%	14.4%	4.1%	3.4%	3.0%	
Total(n)	347	3,499	12,027	224	2,021	6,670	123	1,478	5,357	
Mean	3.98	3.87	3.77	4.34	4.22	4.14	3.32	3.30	3.21	
Standard deviation	1.98	1.96	1.94	2.01	1.99	1.98	1.76	1.78	1.74	
Significance	-		*	-			-			
Effect size	-	0.06	0.11	-	0.06	0.10	-	0.01	0.06	
Chapters in edited volumes										Scholarly Productivity
None	43.8%	41.2%	42.8%	38.8%	37.9%	39.5%	52.9%	46.5%	47.9%	
1-2	29.9%	25.1%	24.9%	30.4%	24.3%	23.8%	28.9%	26.3%	26.6%	
3-4	10.1%	15.0%	13.1%	12.5%	16.6%	14.1%	5.8%	12.6%	11.6%	
5-10	13.0%	11.6%	11.8%	14.7%	13.4%	13.9%	9.9%	8.8%	8.6%	
11-20	2.9%	4.7%	4.7%	3.1%	5.0%	5.3%	2.5%	4.2%	3.7%	
21-50	0.3%	1.9%	2.2%	0.4%	2.2%	2.7%	0.0%	1.4%	1.4%	
51+	0.0%	0.5%	0.5%	0.0%	0.7%	0.7%	0.0%	0.1%	0.2%	
Total(n)	345	3,482	11,952	224	2,013	6,619	121	1,469	5,333	
Mean	2.02	2.21	2.19	2.14	2.33	2.33	1.80	2.03	1.99	
Standard deviation	1.17	1.35	1.37	1.20	1.39	1.44	1.08	1.26	1.24	
Significance	-	*	*	-	*		-			
Effect size	-	-0.14	-0.12	-	-0.14	-0.13	-	-0.18	-0.15	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Books, manuals, or monographs										
None	67.6%	60.3%	60.4%	65.2%	57.6%	57.0%	72.1%	64.7%	65.6%	
1-2	23.7%	24.9%	24.3%	24.6%	25.7%	25.2%	22.1%	23.6%	22.9%	
3-4	5.2%	8.7%	8.4%	6.3%	9.6%	9.2%	3.3%	7.2%	7.2%	
5-10	3.2%	4.6%	5.2%	4.0%	5.3%	6.3%	1.6%	3.5%	3.6%	
11-20	0.3%	1.1%	1.3%	0.0%	1.2%	1.8%	0.8%	0.8%	0.5%	
21-50	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.1%	0.1%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	346	3,490	11,986	224	2,017	6,646	122	1,473	5,340	
Mean	1.45	1.63	1.64	1.49	1.69	1.72	1.37	1.53	1.51	
Standard deviation	0.76	0.95	0.97	0.79	1.00	1.04	0.71	0.86	0.84	
Significance	-	***	***	-	**	**	-	*		
Effect size	-	-0.19	-0.20	-	-0.20	-0.22	-	-0.19	-0.17	
Other, such as patents or computer software products										
None	79.8%	85.3%	85.8%	74.1%	80.6%	81.6%	90.2%	92.8%	92.2%	
1-2	10.4%	8.6%	7.8%	12.9%	10.9%	9.9%	5.7%	4.9%	4.6%	
3-4	6.1%	2.9%	2.8%	7.1%	4.0%	3.7%	4.1%	1.2%	1.4%	
5-10	2.3%	2.0%	1.9%	3.6%	2.9%	2.7%	0.0%	0.6%	0.8%	
11-20	1.2%	0.7%	0.9%	1.8%	0.8%	1.3%	0.0%	0.4%	0.3%	
21-50	0.0%	0.1%	0.5%	0.0%	0.2%	0.4%	0.0%	0.1%	0.6%	
51+	0.3%	0.4%	0.3%	0.4%	0.6%	0.5%	0.0%	0.0%	0.1%	
Total(n)	347	3,480	11,954	224	2,010	6,627	123	1,470	5,327	
Mean	1.36	1.26	1.27	1.48	1.35	1.35	1.14	1.11	1.15	
Standard deviation	0.85	0.77	0.82	0.98	0.89	0.91	0.45	0.49	0.62	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.13	0.11	-	0.15	0.14	-	0.06	-0.02	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?										
None	85.3%	85.8%	85.1%	86.2%	86.2%	85.6%	83.9%	85.1%	84.3%	
1-2	4.3%	4.9%	5.2%	3.6%	4.1%	4.5%	5.6%	6.2%	6.3%	
3-4	2.0%	2.3%	2.9%	2.7%	2.0%	2.7%	0.8%	2.7%	3.4%	
5-10	3.2%	3.6%	3.8%	2.2%	3.4%	3.7%	4.8%	4.1%	4.1%	
11-20	2.0%	1.4%	1.4%	1.8%	1.7%	1.6%	2.4%	0.8%	0.9%	
21-50	1.7%	1.1%	0.9%	1.8%	1.3%	1.1%	1.6%	0.9%	0.7%	
51+	1.4%	0.9%	0.7%	1.8%	1.3%	0.9%	0.8%	0.2%	0.4%	
Total(n)	348	3,494	12,016	224	2,019	6,665	124	1,475	5,351	
Mean	1.43	1.37	1.37	1.42	1.39	1.38	1.44	1.33	1.35	
Standard deviation	1.22	1.07	1.04	1.24	1.16	1.09	1.19	0.92	0.95	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.03	0.04	-	0.12	0.09	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	23.6%	23.9%	25.5%	19.2%	19.7%	21.7%	31.5%	30.8%	31.4%	
1-2	27.9%	28.1%	29.1%	27.7%	26.7%	27.8%	28.2%	30.4%	31.1%	
3-4	25.6%	24.7%	23.4%	24.6%	25.9%	24.4%	27.4%	22.9%	22.0%	
5-10	19.0%	17.2%	16.4%	23.7%	19.6%	18.5%	10.5%	13.3%	13.1%	
11-20	2.9%	4.8%	4.1%	3.6%	6.4%	5.5%	1.6%	2.2%	2.1%	
21-50	0.9%	1.0%	1.2%	0.9%	1.3%	1.7%	0.8%	0.4%	0.5%	
51+	0.3%	0.2%	0.2%	0.4%	0.4%	0.4%	0.0%	0.0%	0.0%	
Total(n)	348	3,497	12,022	224	2,022	6,671	124	1,475	5,351	
Mean	2.53	2.55	2.49	2.69	2.72	2.65	2.25	2.27	2.25	
Standard deviation	1.20	1.23	1.24	1.22	1.27	1.28	1.11	1.12	1.12	
Significance	-			-			-			
Effect size	-	-0.02	0.03	-	-0.02	0.03	-	-0.02	0.00	

Scholarly Productivity

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	47.4%	50.3%	50.0%	50.9%	52.4%	51.9%	41.0%	46.8%	46.9%	
To some extent	48.3%	44.0%	44.0%	45.5%	43.2%	43.0%	53.3%	45.3%	45.4%	
Not at all	4.3%	5.7%	6.1%	3.6%	4.4%	5.0%	5.7%	7.9%	7.7%	
Total(n)	346	3,498	12,028	224	2,021	6,670	122	1,477	5,358	
Mean	2.43	2.45	2.44	2.47	2.48	2.47	2.35	2.39	2.39	
Standard deviation	0.58	0.60	0.61	0.57	0.58	0.59	0.59	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	-0.02	0.00	-	-0.06	-0.06	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	22.1%	31.3%	32.0%	25.0%	37.0%	36.8%	16.9%	21.9%	24.7%	
To some extent	52.6%	51.8%	50.6%	54.9%	48.5%	48.5%	48.4%	57.3%	53.7%	
Not at all	25.3%	16.9%	17.4%	20.1%	14.5%	14.7%	34.7%	20.8%	21.6%	
Total(n)	348	3,497	12,032	224	2,022	6,675	124	1,475	5,357	
Mean	1.97	2.14	2.15	2.05	2.23	2.22	1.82	2.01	2.03	
Standard deviation	0.69	0.68	0.69	0.67	0.68	0.68	0.70	0.65	0.68	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.25	-0.26	-	-0.26	-0.25	-	-0.29	-0.31	
Experience close alignment between your work and your personal values										
To a great extent	58.0%	61.5%	62.2%	60.3%	63.6%	64.2%	54.0%	58.2%	59.1%	
To some extent	36.8%	34.6%	33.8%	33.5%	32.0%	31.3%	42.7%	38.7%	37.5%	
Not at all	5.2%	3.9%	4.0%	6.3%	4.4%	4.4%	3.2%	3.1%	3.4%	
Total(n)	348	3,498	12,033	224	2,021	6,674	124	1,477	5,359	
Mean	2.53	2.58	2.58	2.54	2.59	2.60	2.51	2.55	2.56	
Standard deviation	0.59	0.57	0.57	0.61	0.57	0.57	0.56	0.56	0.56	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.09	-0.11	-	-0.07	-0.09	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	33.6%	30.3%	29.0%	27.7%	26.6%	25.3%	44.4%	36.5%	34.6%	
To some extent	37.4%	36.2%	35.6%	37.9%	33.8%	33.3%	36.3%	40.1%	39.1%	
Not at all	29.0%	33.5%	35.5%	34.4%	39.7%	41.5%	19.4%	23.5%	26.3%	
Total(n)	348	3,495	12,014	224	2,021	6,664	124	1,474	5,350	
Mean	2.05	1.97	1.93	1.93	1.87	1.84	2.25	2.13	2.08	
Standard deviation	0.79	0.80	0.80	0.79	0.80	0.80	0.76	0.76	0.78	
Significance	-		**	-			-		*	
Effect size	-	0.10	0.15	-	0.07	0.11	-	0.16	0.22	
Mentor new faculty										
To a great extent	20.4%	19.9%	20.7%	19.2%	20.0%	20.3%	22.6%	19.7%	21.3%	
To some extent	51.4%	49.0%	49.9%	54.0%	51.4%	51.9%	46.8%	45.0%	47.0%	
Not at all	28.2%	31.2%	29.4%	26.8%	28.6%	27.8%	30.6%	35.3%	31.7%	
Total(n)	348	3,496	12,026	224	2,022	6,671	124	1,474	5,355	
Mean	1.92	1.89	1.91	1.92	1.91	1.92	1.92	1.84	1.90	
Standard deviation	0.69	0.71	0.70	0.68	0.69	0.69	0.73	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.04	0.01	-	0.01	0.00	-	0.11	0.03	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	84.5%	94.7%	94.9%	84.0%	93.7%	93.6%	85.5%	96.3%	96.8%	
Occasionally	7.0%	5.0%	4.9%	7.5%	6.1%	6.2%	6.0%	3.2%	2.9%	
Not at all	8.5%	0.3%	0.2%	8.5%	0.1%	0.1%	8.5%	0.5%	0.3%	
Total(n)	330	3,500	12,034	213	2,023	6,677	117	1,477	5,357	
Mean	2.76	2.94	2.95	2.76	2.94	2.94	2.77	2.96	2.97	
Standard deviation	0.59	0.24	0.23	0.60	0.25	0.25	0.59	0.22	0.20	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.75	-0.83	-	-0.72	-0.72	-	-0.86	-1.00	
Support their opinions with a logical argument										
Frequently	69.5%	81.5%	82.1%	66.5%	79.9%	79.8%	75.0%	84.2%	85.6%	
Occasionally	21.0%	17.6%	17.0%	23.1%	19.2%	19.0%	17.2%	14.9%	13.8%	
Not at all	9.5%	0.9%	0.9%	10.4%	0.9%	1.1%	7.8%	0.9%	0.6%	
Total(n)	328	3,496	12,020	212	2,020	6,666	116	1,476	5,354	
Mean	2.60	2.81	2.81	2.56	2.79	2.79	2.67	2.83	2.85	
Standard deviation	0.66	0.42	0.41	0.68	0.43	0.44	0.62	0.40	0.37	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.50	-0.51	-	-0.53	-0.52	-	-0.40	-0.49	
Seek solutions to problems and explain them to others										
Frequently	65.5%	69.8%	71.3%	62.0%	67.7%	68.9%	72.2%	73.1%	75.1%	
Occasionally	24.4%	27.7%	26.2%	27.2%	29.3%	28.3%	19.1%	25.1%	23.1%	
Not at all	10.1%	2.6%	2.4%	10.8%	3.0%	2.9%	8.7%	1.9%	1.7%	
Total(n)	328	3,498	12,025	213	2,022	6,671	115	1,476	5,354	
Mean	2.55	2.67	2.69	2.51	2.65	2.66	2.63	2.71	2.73	
Standard deviation	0.67	0.52	0.51	0.68	0.54	0.53	0.64	0.49	0.48	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	-0.23	-0.27	-	-0.26	-0.28	-	-0.16	-0.21	
Revise their papers to improve their writing										
Frequently	44.8%	52.3%	53.8%	42.9%	47.5%	48.3%	48.3%	60.0%	62.1%	
Occasionally	36.6%	37.3%	36.0%	38.2%	40.3%	39.8%	33.6%	32.4%	30.3%	
Not at all	18.6%	10.4%	10.2%	18.9%	12.2%	11.9%	18.1%	7.6%	7.6%	
Total(n)	328	3,493	12,019	212	2,017	6,665	116	1,476	5,354	
Mean	2.26	2.42	2.44	2.24	2.35	2.36	2.30	2.52	2.54	
Standard deviation	0.75	0.67	0.67	0.75	0.69	0.68	0.76	0.63	0.63	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	-0.24	-0.27	-	-0.16	-0.18	-	-0.35	-0.38	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	64.7%	67.3%	68.1%	63.4%	63.6%	63.6%	67.2%	73.3%	75.0%	
Occasionally	24.3%	29.6%	28.8%	25.8%	32.4%	32.5%	21.6%	25.1%	23.2%	
Not at all	10.9%	3.1%	3.1%	10.8%	4.0%	3.9%	11.2%	1.7%	1.8%	
Total(n)	329	3,496	12,021	213	2,020	6,665	116	1,476	5,356	
Mean	2.54	2.64	2.65	2.53	2.60	2.60	2.56	2.72	2.73	
Standard deviation	0.68	0.54	0.54	0.68	0.57	0.56	0.69	0.49	0.48	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.19	-0.20	-	-0.12	-0.13	-	-0.33	-0.35	
Take risks for potential gains										
Frequently	34.6%	35.6%	36.2%	33.3%	33.7%	34.2%	36.8%	38.8%	39.4%	
Occasionally	45.9%	48.1%	47.9%	45.5%	48.3%	48.2%	46.5%	47.7%	47.5%	
Not at all	19.6%	16.3%	15.8%	21.1%	18.1%	17.6%	16.7%	13.4%	13.1%	
Total(n)	327	3,490	11,989	213	2,019	6,650	114	1,471	5,339	
Mean	2.15	2.19	2.20	2.12	2.16	2.17	2.20	2.25	2.26	
Standard deviation	0.72	0.69	0.69	0.73	0.70	0.70	0.71	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	-0.06	-0.07	-	-0.07	-0.09	
Seek alternative solutions to a problem										
Frequently	59.0%	57.5%	59.3%	55.4%	54.8%	56.7%	65.5%	62.0%	63.4%	
Occasionally	32.8%	38.5%	37.2%	36.2%	41.1%	39.8%	26.7%	34.4%	33.2%	
Not at all	8.2%	3.9%	3.5%	8.5%	4.1%	3.6%	7.8%	3.7%	3.5%	
Total(n)	329	3,496	12,015	213	2,020	6,663	116	1,476	5,352	
Mean	2.51	2.54	2.56	2.47	2.51	2.53	2.58	2.58	2.60	
Standard deviation	0.64	0.57	0.56	0.65	0.58	0.57	0.63	0.56	0.56	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	-0.07	-0.11	-	0.00	-0.04	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	51.8%	53.3%	54.9%	50.7%	51.0%	52.6%	53.8%	57.0%	58.3%	
Occasionally	33.3%	35.8%	34.2%	33.8%	38.7%	37.1%	32.5%	31.0%	29.7%	
Not at all	14.8%	11.0%	10.9%	15.5%	10.3%	10.3%	13.7%	12.1%	11.9%	
Total(n)	330	3,497	12,029	213	2,021	6,673	117	1,476	5,356	
Mean	2.37	2.42	2.44	2.35	2.41	2.42	2.40	2.45	2.46	
Standard deviation	0.73	0.68	0.68	0.74	0.67	0.67	0.72	0.70	0.70	
Significance	-			-			-			
Effect size	-	-0.07	-0.10	-	-0.09	-0.10	-	-0.07	-0.09	
Explore topics on their own, even though it was not required for a class										
Frequently	53.9%	51.5%	53.1%	52.1%	49.7%	51.3%	57.3%	54.5%	55.9%	
Occasionally	35.2%	45.5%	43.8%	37.1%	47.0%	45.5%	31.6%	42.9%	41.1%	
Not at all	10.9%	3.0%	3.1%	10.8%	3.2%	3.2%	11.1%	2.6%	2.9%	
Total(n)	330	3,498	12,030	213	2,022	6,675	117	1,476	5,355	
Mean	2.43	2.49	2.50	2.41	2.46	2.48	2.46	2.52	2.53	
Standard deviation	0.68	0.56	0.56	0.68	0.56	0.56	0.69	0.55	0.55	
Significance	-		*	-			-			
Effect size	-	-0.11	-0.13	-	-0.09	-0.13	-	-0.11	-0.13	
Accept mistakes as part of the learning process										
Frequently	68.5%	71.5%	73.2%	65.7%	69.0%	70.6%	73.5%	75.6%	77.0%	
Occasionally	22.7%	26.7%	25.3%	25.8%	28.8%	27.4%	17.1%	23.2%	22.0%	
Not at all	8.8%	1.8%	1.6%	8.5%	2.2%	1.9%	9.4%	1.2%	1.0%	
Total(n)	330	3,499	12,027	213	2,022	6,669	117	1,477	5,358	
Mean	2.60	2.70	2.72	2.57	2.67	2.69	2.64	2.74	2.76	
Standard deviation	0.65	0.50	0.48	0.64	0.51	0.50	0.65	0.46	0.45	
Significance	-	***	***	-	**	***	-	*	**	
Effect size	-	-0.20	-0.25	-	-0.20	-0.24	-	-0.22	-0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	62.3%	71.3%	72.5%	60.6%	66.6%	67.9%	65.5%	78.9%	79.5%	
Occasionally	28.3%	26.4%	25.4%	30.0%	31.0%	29.8%	25.0%	19.1%	18.8%	
Not at all	9.4%	2.3%	2.1%	9.4%	2.4%	2.3%	9.5%	2.1%	1.7%	
Total(n)	329	3,499	12,030	213	2,023	6,674	116	1,476	5,356	
Mean	2.53	2.69	2.70	2.51	2.64	2.66	2.56	2.77	2.78	
Standard deviation	0.66	0.51	0.50	0.66	0.53	0.52	0.66	0.47	0.45	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.31	-0.34	-	-0.25	-0.29	-	-0.45	-0.49	
Integrate skills and knowledge from different sources and experiences										
Frequently	71.5%	75.0%	75.6%	68.1%	71.9%	72.4%	77.8%	79.9%	80.4%	
Occasionally	20.0%	23.2%	22.7%	23.5%	25.5%	25.2%	13.7%	19.6%	18.9%	
Not at all	8.5%	1.8%	1.7%	8.5%	2.6%	2.4%	8.5%	0.6%	0.7%	
Total(n)	330	3,497	12,030	213	2,022	6,673	117	1,475	5,357	
Mean	2.63	2.73	2.74	2.60	2.69	2.70	2.69	2.79	2.80	
Standard deviation	0.64	0.48	0.48	0.64	0.51	0.51	0.62	0.42	0.42	
Significance	-	***	***	-	*	**	-	*	**	
Effect size	-	-0.21	-0.23	-	-0.18	-0.20	-	-0.24	-0.26	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	10.8%	13.4%	14.3%	11.1%	12.9%	13.3%	10.3%	14.3%	16.0%	
Most	13.3%	15.1%	14.9%	13.0%	14.3%	14.9%	13.8%	16.2%	14.9%	
Some	31.9%	31.9%	30.3%	31.5%	32.1%	29.8%	32.8%	31.5%	31.1%	
None	44.0%	39.6%	40.5%	44.4%	40.7%	42.1%	43.1%	37.9%	38.0%	
Total(n)	332	3,494	12,018	216	2,018	6,671	116	1,476	5,347	
Mean	1.91	2.02	2.03	1.91	1.99	1.99	1.91	2.07	2.09	
Standard deviation	1.00	1.04	1.06	1.01	1.03	1.05	0.99	1.05	1.08	
Significance	-		*	-			-			
Effect size	-	-0.11	-0.11	-	-0.08	-0.08	-	-0.15	-0.17	
Essay exams										
All	17.2%	20.0%	20.1%	18.1%	20.6%	20.4%	15.7%	19.1%	19.6%	
Most	18.7%	20.0%	20.2%	17.1%	18.7%	19.5%	21.7%	22.3%	21.2%	
Some	31.4%	31.9%	31.5%	34.3%	32.6%	31.3%	26.1%	30.8%	31.8%	
None	32.6%	28.0%	28.2%	30.6%	28.2%	28.8%	36.5%	27.8%	27.4%	
Total(n)	331	3,491	12,014	216	2,016	6,664	115	1,475	5,350	
Mean	2.21	2.32	2.32	2.23	2.32	2.31	2.17	2.33	2.33	
Standard deviation	1.08	1.09	1.09	1.07	1.09	1.10	1.09	1.08	1.08	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.08	-0.07	-	-0.15	-0.15	
Short-answer exams										
All	17.5%	19.0%	19.1%	17.2%	19.3%	19.2%	18.1%	18.4%	18.9%	
Most	25.7%	25.4%	25.0%	26.0%	24.1%	24.8%	25.0%	27.5%	25.3%	
Some	32.0%	36.1%	34.9%	32.1%	37.3%	35.2%	31.9%	34.0%	34.4%	
None	24.8%	19.6%	21.0%	24.7%	19.2%	20.7%	25.0%	20.2%	21.4%	
Total(n)	331	3,488	12,003	215	2,013	6,656	116	1,475	5,347	
Mean	2.36	2.44	2.42	2.36	2.44	2.43	2.36	2.44	2.42	
Standard deviation	1.04	1.01	1.02	1.04	1.01	1.02	1.05	1.01	1.02	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.08	-0.07	-	-0.08	-0.06	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	13.3%	19.8%	19.1%	13.9%	20.5%	19.4%	12.1%	18.8%	18.8%	
Most	16.3%	19.8%	19.4%	14.8%	19.0%	19.1%	19.0%	21.1%	20.0%	
Some	34.3%	35.0%	34.1%	37.0%	34.5%	33.0%	29.3%	35.6%	35.8%	
None	36.1%	25.4%	27.3%	34.3%	26.0%	28.5%	39.7%	24.5%	25.5%	
Total(n)	332	3,490	11,999	216	2,015	6,656	116	1,475	5,343	
Mean	2.07	2.34	2.30	2.08	2.34	2.29	2.03	2.34	2.32	
Standard deviation	1.03	1.06	1.07	1.02	1.07	1.08	1.04	1.04	1.05	
Significance	-	***	***	-	***	**	-	**	**	
Effect size	-	-0.25	-0.21	-	-0.24	-0.19	-	-0.30	-0.28	
Weekly essay assignments										
All	8.5%	8.6%	8.5%	7.4%	6.6%	6.8%	10.3%	12.0%	11.1%	
Most	10.3%	10.2%	11.2%	7.4%	8.5%	9.3%	15.5%	12.8%	14.1%	
Some	26.3%	30.7%	30.0%	27.0%	29.8%	29.2%	25.0%	32.0%	31.4%	
None	55.0%	50.5%	50.3%	58.1%	55.1%	54.7%	49.1%	43.1%	43.5%	
Total(n)	331	3,485	11,982	215	2,011	6,640	116	1,474	5,342	
Mean	1.72	1.77	1.78	1.64	1.67	1.68	1.87	1.94	1.93	
Standard deviation	0.96	0.95	0.95	0.91	0.89	0.90	1.03	1.02	1.01	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	-0.03	-0.04	-	-0.07	-0.06	
Student presentations										
All	21.7%	18.8%	20.0%	18.5%	15.1%	16.4%	27.6%	25.0%	25.4%	
Most	23.5%	20.5%	21.9%	23.1%	16.8%	18.9%	24.1%	26.4%	26.4%	
Some	37.7%	46.2%	44.1%	39.8%	50.0%	47.3%	33.6%	40.1%	39.1%	
None	17.2%	14.5%	14.1%	18.5%	18.1%	17.5%	14.7%	8.5%	9.0%	
Total(n)	332	3,496	12,019	216	2,019	6,666	116	1,477	5,353	
Mean	2.50	2.44	2.48	2.42	2.29	2.34	2.65	2.68	2.68	
Standard deviation	1.01	0.96	0.96	0.99	0.93	0.95	1.04	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	0.14	0.08	-	-0.03	-0.03	Student-Centered Pedagogy

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	19.9%	15.6%	18.1%	19.0%	13.9%	16.9%	21.6%	18.2%	19.9%	
Most	19.3%	24.2%	24.5%	18.5%	23.5%	23.6%	20.7%	25.5%	26.0%	
Some	34.6%	41.1%	39.7%	37.0%	42.3%	40.9%	30.2%	39.2%	38.0%	
None	26.2%	19.1%	17.7%	25.5%	20.3%	18.6%	27.6%	17.1%	16.2%	
Total(n)	332	3,491	12,007	216	2,014	6,658	116	1,477	5,349	
Mean	2.33	2.36	2.43	2.31	2.31	2.39	2.36	2.45	2.50	
Standard deviation	1.07	0.96	0.98	1.05	0.95	0.97	1.11	0.98	0.99	
Significance	-			-			-			
Effect size	-	-0.03	-0.10	-	0.00	-0.08	-	-0.09	-0.14	
Student evaluations of each others' work										
All	8.4%	9.6%	9.7%	5.1%	7.3%	7.2%	14.7%	13.2%	13.5%	Student-Centered Pedagogy
Most	11.4%	10.3%	10.4%	12.5%	9.3%	8.9%	9.5%	12.0%	12.8%	
Some	36.1%	37.6%	37.6%	33.3%	36.2%	36.0%	41.4%	39.9%	40.1%	
None	44.0%	42.5%	42.3%	49.1%	47.2%	47.9%	34.5%	34.8%	33.7%	
Total(n)	332	3,490	12,005	216	2,015	6,655	116	1,475	5,350	
Mean	1.84	1.87	1.87	1.74	1.77	1.75	2.04	2.04	2.06	
Standard deviation	0.93	0.95	0.95	0.87	0.90	0.89	1.02	1.00	1.00	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.03	-0.01	-	0.00	-0.02	
Grading on a curve										
All	9.4%	8.9%	8.4%	11.1%	10.1%	9.9%	6.1%	7.1%	6.0%	
Most	10.6%	10.9%	10.3%	12.0%	13.7%	12.7%	7.8%	6.4%	6.6%	
Some	19.9%	19.9%	20.5%	21.3%	22.0%	21.9%	17.4%	16.6%	18.5%	
None	60.1%	60.2%	60.8%	55.6%	54.3%	55.5%	68.7%	69.9%	69.0%	
Total(n)	331	3,485	11,988	216	2,016	6,657	115	1,469	5,331	
Mean	1.69	1.69	1.66	1.79	1.80	1.77	1.51	1.51	1.50	
Standard deviation	0.99	0.99	0.97	1.04	1.02	1.01	0.88	0.90	0.86	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	-0.01	0.02	-	0.00	0.01	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	24.5%	26.5%	27.2%	24.7%	24.6%	25.0%	24.3%	29.6%	30.6%	
Most	21.2%	18.6%	19.9%	21.4%	18.6%	20.1%	20.9%	18.6%	19.5%	
Some	19.4%	19.1%	19.2%	19.5%	18.6%	18.8%	19.1%	19.7%	19.8%	
None	34.8%	35.8%	33.7%	34.4%	38.1%	36.0%	35.7%	32.1%	30.1%	
Total(n)	330	3,450	11,904	215	1,999	6,612	115	1,451	5,292	
Mean	2.35	2.36	2.41	2.36	2.30	2.34	2.34	2.46	2.51	
Standard deviation	1.19	1.22	1.21	1.19	1.21	1.20	1.20	1.22	1.21	
Significance	-			-			-			
Effect size	-	-0.01	-0.05	-	0.05	0.02	-	-0.10	-0.14	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	57.7%	60.5%	62.0%	56.5%	53.8%	56.2%	59.8%	71.4%	70.9%	Student-Centered Pedagogy
Most	21.0%	20.2%	19.4%	19.9%	23.1%	21.2%	23.1%	15.5%	16.7%	
Some	15.0%	16.2%	15.7%	17.1%	19.0%	18.7%	11.1%	11.6%	11.1%	
None	6.3%	3.2%	2.9%	6.5%	4.1%	3.8%	6.0%	1.5%	1.4%	
Total(n)	333	3,496	12,029	216	2,019	6,672	117	1,477	5,357	
Mean	3.30	3.38	3.41	3.26	3.26	3.30	3.37	3.57	3.57	
Standard deviation	0.94	0.86	0.85	0.96	0.91	0.90	0.91	0.75	0.74	
Significance	-		*	-			-	**	**	
Effect size	-	-0.09	-0.13	-	0.00	-0.04	-	-0.27	-0.27	
Cooperative learning (small groups)										
All	31.0%	34.8%	34.6%	25.1%	25.4%	26.3%	41.9%	49.9%	47.3%	Student-Centered Pedagogy
Most	22.0%	18.9%	20.1%	20.5%	19.1%	20.3%	24.8%	18.6%	19.7%	
Some	29.2%	32.3%	31.6%	31.2%	37.5%	35.4%	25.6%	23.9%	25.8%	
None	17.8%	14.0%	13.8%	23.3%	18.0%	18.1%	7.7%	7.5%	7.2%	
Total(n)	332	3,476	11,971	215	2,006	6,636	117	1,470	5,335	
Mean	2.66	2.75	2.76	2.47	2.52	2.55	3.01	3.11	3.07	
Standard deviation	1.10	1.08	1.07	1.11	1.06	1.07	1.00	1.01	1.01	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.05	-0.07	-	-0.10	-0.06	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	19.9%	11.5%	11.9%	18.5%	8.9%	9.0%	22.4%	15.6%	16.4%	
Most	16.3%	11.9%	13.0%	17.6%	11.2%	12.3%	13.8%	13.0%	14.1%	
Some	30.1%	31.0%	32.5%	30.6%	31.7%	33.0%	29.3%	29.8%	31.6%	
None	33.7%	45.6%	42.6%	33.3%	48.1%	45.7%	34.5%	41.6%	37.8%	
Total(n)	332	3,489	11,992	216	2,014	6,646	116	1,475	5,346	
Mean	2.22	1.89	1.94	2.21	1.81	1.85	2.24	2.03	2.09	
Standard deviation	1.12	1.01	1.01	1.10	0.96	0.96	1.15	1.08	1.08	
Significance	-	***	***	-	***	***	-	*		
Effect size	-	0.33	0.28	-	0.42	0.38	-	0.19	0.14	
Teaching assistants										
All	5.8%	5.7%	6.1%	4.2%	5.7%	6.6%	8.6%	5.6%	5.3%	
Most	9.1%	8.8%	8.3%	9.3%	10.4%	9.2%	8.6%	6.4%	6.9%	
Some	32.1%	34.3%	31.7%	34.1%	36.4%	34.0%	28.4%	30.9%	28.4%	
None	53.0%	51.2%	53.9%	52.3%	47.5%	50.3%	54.3%	57.1%	59.5%	
Total(n)	330	3,486	11,997	214	2,011	6,651	116	1,475	5,346	
Mean	1.68	1.69	1.66	1.65	1.74	1.72	1.72	1.61	1.58	
Standard deviation	0.87	0.85	0.87	0.82	0.86	0.88	0.95	0.84	0.83	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	-0.10	-0.08	-	0.13	0.17	
Recitals/Demonstrations										
All	7.8%	8.5%	8.9%	6.9%	7.0%	7.7%	9.5%	10.8%	10.8%	
Most	8.4%	9.8%	10.0%	8.8%	9.9%	10.4%	7.8%	9.6%	9.3%	
Some	31.6%	26.4%	27.3%	33.8%	26.1%	28.1%	27.6%	26.9%	26.0%	
None	52.1%	55.4%	53.8%	50.5%	57.0%	53.8%	55.2%	52.7%	53.9%	
Total(n)	332	3,489	12,007	216	2,015	6,659	116	1,474	5,348	
Mean	1.72	1.71	1.74	1.72	1.67	1.72	1.72	1.79	1.77	
Standard deviation	0.92	0.95	0.96	0.89	0.92	0.93	0.97	1.00	1.01	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	0.05	0.00	-	-0.07	-0.05	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	14.2%	14.3%	13.9%	11.1%	11.3%	11.2%	19.8%	19.1%	18.0%	
Most	20.2%	16.1%	16.8%	19.9%	15.6%	16.1%	20.7%	17.1%	17.8%	
Some	38.6%	43.4%	43.7%	39.4%	42.9%	43.3%	37.1%	44.3%	44.4%	
None	27.1%	26.2%	25.6%	29.6%	30.3%	29.4%	22.4%	19.5%	19.9%	
Total(n)	332	3,484	11,994	216	2,009	6,647	116	1,475	5,347	
Mean	2.21	2.19	2.19	2.13	2.08	2.09	2.38	2.36	2.34	
Standard deviation	1.00	0.98	0.97	0.96	0.95	0.95	1.04	1.00	0.99	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.05	0.04	-	0.02	0.04	
Extensive lecturing										
All	16.9%	18.5%	18.0%	19.0%	23.0%	22.7%	13.0%	11.1%	10.9%	
Most	28.7%	28.9%	28.4%	32.9%	31.1%	31.2%	20.9%	25.3%	24.1%	
Some	33.5%	36.3%	37.1%	29.2%	34.7%	34.3%	41.7%	38.9%	41.3%	
None	20.8%	16.4%	16.6%	19.0%	11.2%	11.9%	24.3%	24.7%	23.7%	
Total(n)	331	3,489	12,007	216	2,013	6,659	115	1,476	5,348	
Mean	2.42	2.49	2.48	2.52	2.66	2.65	2.23	2.23	2.22	
Standard deviation	1.00	0.97	0.97	1.01	0.95	0.96	0.96	0.95	0.93	
Significance	-			-	*		-			
Effect size	-	-0.07	-0.06	-	-0.15	-0.14	-	0.00	0.01	
Multiple drafts of written work										
All	7.8%	9.3%	9.3%	5.6%	6.3%	6.8%	12.1%	14.0%	13.1%	
Most	16.9%	12.5%	13.5%	15.3%	12.0%	12.5%	19.8%	13.2%	15.0%	
Some	41.0%	46.6%	46.1%	41.2%	46.5%	46.7%	40.5%	46.7%	45.0%	
None	34.3%	31.7%	31.1%	38.0%	35.2%	33.9%	27.6%	26.1%	26.8%	
Total(n)	332	3,487	11,998	216	2,013	6,656	116	1,474	5,342	
Mean	1.98	1.99	2.01	1.88	1.90	1.92	2.16	2.15	2.14	
Standard deviation	0.91	0.90	0.91	0.86	0.84	0.86	0.97	0.96	0.96	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	-0.02	-0.05	-	0.01	0.02	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Student-selected topics for course content										Student-Centered Pedagogy
All	7.2%	6.9%	7.5%	6.0%	5.3%	6.2%	9.5%	9.5%	9.4%	
Most	13.9%	11.1%	11.8%	12.0%	9.5%	10.6%	17.2%	13.7%	13.7%	
Some	45.8%	46.7%	46.4%	48.1%	46.8%	46.1%	41.4%	46.6%	46.9%	
None	33.1%	35.2%	34.2%	33.8%	38.4%	37.0%	31.9%	30.2%	30.0%	
Total(n)	332	3,490	12,008	216	2,016	6,661	116	1,474	5,347	
Mean	1.95	1.90	1.93	1.90	1.82	1.86	2.04	2.03	2.03	
Standard deviation	0.87	0.85	0.87	0.83	0.81	0.84	0.94	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	0.10	0.05	-	0.01	0.01	
Reflective writing/journaling										Student-Centered Pedagogy
All	8.4%	6.3%	6.8%	6.0%	3.3%	4.0%	12.9%	11.2%	11.1%	
Most	9.0%	9.5%	9.6%	7.9%	7.6%	7.6%	11.2%	12.6%	12.6%	
Some	24.4%	28.5%	29.5%	22.7%	26.3%	27.0%	27.6%	32.0%	33.3%	
None	58.1%	55.7%	54.1%	63.4%	62.8%	61.4%	48.3%	44.3%	43.0%	
Total(n)	332	3,486	12,000	216	2,014	6,656	116	1,472	5,344	
Mean	1.68	1.66	1.69	1.56	1.51	1.54	1.89	1.91	1.92	
Standard deviation	0.95	0.89	0.90	0.88	0.77	0.80	1.05	1.00	1.00	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	0.06	0.03	-	-0.02	-0.03	
Community service as part of coursework										Civic Minded Practice
All	5.1%	1.6%	1.6%	4.2%	1.1%	1.0%	6.9%	2.3%	2.5%	
Most	6.6%	3.8%	3.8%	4.2%	2.3%	2.4%	11.2%	6.2%	5.9%	
Some	22.0%	17.1%	19.0%	19.4%	14.4%	16.2%	26.7%	21.5%	23.4%	
None	66.3%	77.6%	75.6%	72.2%	82.3%	80.3%	55.2%	70.0%	68.3%	
Total(n)	332	3,488	12,003	216	2,014	6,660	116	1,474	5,343	
Mean	1.51	1.29	1.31	1.40	1.22	1.24	1.70	1.41	1.42	
Standard deviation	0.83	0.61	0.62	0.76	0.53	0.54	0.93	0.71	0.71	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.36	0.32	-	0.34	0.30	-	0.41	0.39	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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%	2.4%	2.7%	0.5%	1.4%	2.1%	1.7%	4.1%	3.8%	
Most	1.8%	4.9%	4.9%	2.3%	4.3%	4.3%	0.9%	6.0%	5.8%	
Some	13.0%	13.0%	13.7%	13.4%	12.8%	12.6%	12.1%	13.3%	15.3%	
None	84.3%	79.6%	78.7%	83.8%	81.5%	81.0%	85.3%	76.6%	75.2%	
Total(n)	332	3,487	11,997	216	2,016	6,661	116	1,471	5,336	
Mean	1.19	1.30	1.32	1.19	1.26	1.27	1.19	1.38	1.38	
Standard deviation	0.50	0.67	0.69	0.48	0.60	0.64	0.53	0.78	0.76	
Significance	-	**	***	-			-	*	**	
Effect size	-	-0.16	-0.19	-	-0.12	-0.13	-	-0.24	-0.25	
Using real-life problems										
All	34.0%	28.5%	28.7%	28.7%	25.3%	25.3%	44.0%	33.6%	33.9%	
Most	28.3%	26.0%	26.1%	32.4%	26.8%	27.0%	20.7%	24.8%	24.7%	
Some	27.7%	31.7%	31.1%	29.6%	32.9%	31.7%	24.1%	29.8%	30.1%	
None	9.9%	13.8%	14.1%	9.3%	15.0%	16.0%	11.2%	11.8%	11.2%	
Total(n)	332	3,488	12,010	216	2,014	6,660	116	1,474	5,350	
Mean	2.86	2.69	2.69	2.81	2.62	2.62	2.97	2.80	2.81	
Standard deviation	1.00	1.03	1.03	0.96	1.02	1.03	1.07	1.03	1.03	
Significance	-	**	**	-	**	**	-			
Effect size	-	0.17	0.17	-	0.19	0.18	-	0.17	0.16	
Using student inquiry to drive learning										
All	21.9%	18.8%	19.5%	20.8%	16.7%	16.9%	23.9%	22.3%	23.5%	
Most	24.9%	24.9%	25.7%	22.7%	23.6%	24.6%	29.1%	27.1%	27.3%	
Some	39.3%	43.1%	41.4%	41.2%	44.8%	42.8%	35.9%	40.5%	39.1%	
None	13.8%	13.1%	13.5%	15.3%	14.9%	15.7%	11.1%	10.2%	10.0%	
Total(n)	333	3,488	12,006	216	2,016	6,664	117	1,472	5,342	
Mean	2.55	2.49	2.51	2.49	2.42	2.43	2.66	2.61	2.64	
Standard deviation	0.98	0.94	0.95	0.99	0.94	0.95	0.97	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.07	0.06	-	0.05	0.02	Student-Centered Pedagogy

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Becoming an authority in my field										
Essential	38.8%	34.7%	35.5%	41.1%	39.2%	40.0%	34.7%	27.3%	28.6%	
Very important	37.4%	36.1%	35.2%	35.7%	34.8%	34.2%	40.3%	38.2%	36.9%	
Somewhat important	20.1%	23.4%	22.8%	20.1%	21.6%	20.4%	20.2%	26.3%	26.4%	
Not important	3.7%	5.8%	6.5%	3.1%	4.4%	5.4%	4.8%	8.1%	8.2%	
Total(n)	348	3,500	12,031	224	2,022	6,675	124	1,478	5,356	
Mean	3.11	3.00	3.00	3.15	3.09	3.09	3.05	2.85	2.86	
Standard deviation	0.85	0.90	0.92	0.85	0.88	0.90	0.86	0.92	0.93	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.12	0.12	-	0.07	0.07	-	0.22	0.20	
Influencing the political structure										
Essential	6.3%	4.0%	4.7%	5.4%	3.6%	4.2%	8.1%	4.5%	5.4%	
Very important	22.8%	18.2%	18.5%	21.5%	16.3%	17.0%	25.0%	21.3%	20.7%	
Somewhat important	39.2%	42.9%	42.1%	38.1%	42.9%	41.7%	41.1%	43.0%	42.7%	
Not important	31.7%	34.9%	34.8%	35.0%	37.2%	37.1%	25.8%	31.2%	31.2%	
Total(n)	347	3,496	12,012	223	2,021	6,666	124	1,475	5,346	
Mean	2.04	1.91	1.93	1.97	1.86	1.88	2.15	1.99	2.00	
Standard deviation	0.89	0.83	0.85	0.88	0.81	0.83	0.90	0.84	0.86	
Significance	-	**	*	-			-	*		
Effect size	-	0.16	0.13	-	0.14	0.11	-	0.19	0.17	
Influencing social values										
Essential	11.8%	13.4%	14.4%	9.4%	10.9%	11.7%	16.1%	17.3%	18.5%	Civic Minded Values
Very important	39.4%	32.4%	32.6%	33.9%	29.2%	29.6%	49.2%	37.7%	37.2%	
Somewhat important	36.2%	40.3%	38.2%	42.4%	43.3%	40.8%	25.0%	35.4%	34.4%	
Not important	12.6%	13.9%	14.8%	14.3%	16.6%	18.0%	9.7%	9.6%	10.0%	
Total(n)	348	3,496	12,018	224	2,022	6,671	124	1,474	5,347	Social Agency
Mean	2.50	2.45	2.47	2.38	2.34	2.35	2.72	2.63	2.64	
Standard deviation	0.86	0.89	0.91	0.84	0.88	0.91	0.85	0.88	0.89	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.05	0.03	-	0.10	0.09	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	49.4%	46.5%	48.4%	51.8%	46.7%	49.7%	45.2%	46.3%	46.3%	
Very important	27.0%	25.3%	24.5%	31.3%	26.7%	26.0%	19.4%	23.1%	22.2%	
Somewhat important	9.2%	11.3%	11.0%	6.7%	11.7%	10.8%	13.7%	10.7%	11.3%	
Not important	14.4%	16.9%	16.1%	10.3%	15.0%	13.5%	21.8%	20.0%	20.2%	
Total(n)	348	3,490	12,000	224	2,016	6,666	124	1,474	5,334	
Mean	3.11	3.01	3.05	3.25	3.05	3.12	2.88	2.96	2.95	
Standard deviation	1.07	1.12	1.11	0.97	1.09	1.06	1.21	1.17	1.18	
Significance	-			-	**		-			
Effect size	-	0.09	0.05	-	0.18	0.12	-	-0.07	-0.06	
Becoming very well off financially										
Essential	6.0%	4.3%	4.5%	7.6%	5.3%	5.2%	3.2%	2.8%	3.5%	
Very important	21.3%	21.4%	21.7%	21.9%	23.0%	23.7%	20.2%	18.8%	18.6%	
Somewhat important	56.6%	54.8%	54.8%	55.4%	55.2%	55.2%	58.9%	54.3%	54.3%	
Not important	16.1%	19.4%	18.9%	15.2%	16.6%	15.9%	17.7%	24.1%	23.5%	
Total(n)	348	3,495	12,021	224	2,021	6,673	124	1,474	5,348	
Mean	2.17	2.11	2.12	2.22	2.17	2.18	2.09	2.00	2.02	
Standard deviation	0.77	0.76	0.76	0.79	0.76	0.76	0.71	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.07	0.05	-	0.12	0.09	
Helping others who are in difficulty										
Essential	21.8%	24.7%	24.5%	18.3%	22.9%	22.0%	28.2%	27.7%	28.3%	
Very important	54.6%	46.0%	46.8%	58.5%	43.6%	45.4%	47.6%	49.9%	48.9%	
Somewhat important	22.7%	28.2%	27.2%	21.9%	32.2%	30.9%	24.2%	21.7%	21.6%	
Not important	0.9%	1.0%	1.5%	1.3%	1.3%	1.7%	0.0%	0.6%	1.1%	
Total(n)	348	3,495	12,020	224	2,019	6,671	124	1,476	5,349	
Mean	2.97	2.94	2.94	2.94	2.88	2.88	3.04	3.05	3.04	
Standard deviation	0.69	0.75	0.76	0.67	0.77	0.76	0.73	0.72	0.74	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.08	0.08	-	-0.01	0.00	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	19.0%	19.8%	18.4%	17.4%	18.1%	16.4%	21.8%	22.5%	21.5%	
Very important	40.5%	38.7%	38.1%	40.2%	36.4%	35.9%	41.1%	42.5%	41.4%	
Somewhat important	32.8%	36.2%	37.4%	33.0%	38.7%	40.0%	32.3%	32.2%	33.5%	
Not important	7.8%	5.3%	6.1%	9.4%	6.8%	7.7%	4.8%	2.9%	3.6%	
Total(n)	348	3,495	12,019	224	2,021	6,672	124	1,474	5,347	
Mean	2.71	2.73	2.69	2.66	2.66	2.61	2.80	2.84	2.81	
Standard deviation	0.86	0.84	0.84	0.87	0.85	0.85	0.84	0.80	0.81	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	0.00	0.06	-	-0.05	-0.01	
Developing a meaningful philosophy of life										
Essential	51.7%	47.6%	48.2%	49.6%	45.4%	45.1%	55.6%	51.3%	53.0%	
Very important	32.5%	34.0%	33.0%	34.4%	34.6%	33.6%	29.0%	33.1%	32.1%	
Somewhat important	11.8%	14.3%	15.0%	11.2%	15.1%	16.7%	12.9%	12.9%	12.4%	
Not important	4.0%	4.0%	3.7%	4.9%	4.9%	4.5%	2.4%	2.6%	2.5%	
Total(n)	348	3,496	12,015	224	2,020	6,666	124	1,476	5,349	
Mean	3.32	3.25	3.26	3.29	3.20	3.19	3.38	3.33	3.36	
Standard deviation	0.83	0.85	0.85	0.85	0.87	0.87	0.80	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.10	0.11	-	0.06	0.03	
Helping to promote racial understanding										
Essential	31.0%	33.5%	33.5%	26.8%	27.5%	27.4%	38.7%	43.3%	43.0%	
Very important	39.4%	38.9%	37.9%	42.4%	39.2%	38.3%	33.9%	38.5%	37.3%	
Somewhat important	24.1%	22.7%	23.6%	24.1%	27.0%	27.7%	24.2%	15.8%	17.3%	
Not important	5.5%	4.9%	5.0%	6.7%	6.4%	6.6%	3.2%	2.4%	2.4%	
Total(n)	348	3,492	12,017	224	2,017	6,666	124	1,475	5,351	Social Agency
Mean	2.96	3.01	3.00	2.89	2.88	2.86	3.08	3.23	3.21	
Standard deviation	0.88	0.87	0.88	0.88	0.89	0.89	0.87	0.80	0.81	
Significance	-			-			-	*		
Effect size	-	-0.06	-0.05	-	0.01	0.03	-	-0.19	-0.16	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	21.0%	21.4%	24.3%	20.5%	18.4%	21.3%	21.8%	26.1%	29.0%	
Very important	21.3%	18.5%	19.2%	20.5%	18.5%	18.6%	22.6%	18.4%	20.1%	
Somewhat important	27.3%	25.9%	25.4%	23.2%	25.7%	25.5%	34.7%	26.2%	25.4%	
Not important	30.5%	34.3%	31.1%	35.7%	37.4%	34.7%	21.0%	29.3%	25.5%	
Total(n)	348	3,485	11,996	224	2,013	6,654	124	1,472	5,342	
Mean	2.33	2.27	2.37	2.26	2.18	2.26	2.45	2.41	2.53	
Standard deviation	1.12	1.14	1.16	1.15	1.12	1.15	1.05	1.16	1.16	
Significance	-			-			-			
Effect size	-	0.05	-0.03	-	0.07	0.00	-	0.03	-0.07	
Making a theoretical contribution to science										
Essential	14.9%	15.7%	15.0%	15.2%	18.8%	18.0%	14.5%	10.9%	10.4%	
Very important	26.4%	25.6%	25.8%	30.8%	27.9%	27.9%	18.5%	22.0%	22.7%	
Somewhat important	32.5%	26.3%	27.1%	30.8%	25.5%	26.2%	35.5%	27.4%	28.5%	
Not important	26.1%	32.3%	32.0%	23.2%	27.8%	27.9%	31.5%	39.7%	38.4%	
Total(n)	348	3,490	12,005	224	2,015	6,663	124	1,475	5,342	
Mean	2.30	2.25	2.24	2.38	2.38	2.36	2.16	2.04	2.05	
Standard deviation	1.02	1.07	1.06	1.00	1.08	1.07	1.03	1.02	1.01	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.00	0.02	-	0.12	0.11	
Participating in a community action program										
Essential	8.6%	6.3%	6.8%	6.7%	4.4%	5.1%	12.1%	9.3%	9.2%	
Very important	22.7%	19.4%	20.5%	18.3%	18.2%	18.6%	30.6%	21.3%	23.3%	
Somewhat important	45.4%	46.5%	45.4%	48.2%	45.9%	45.3%	40.3%	47.3%	45.4%	
Not important	23.3%	27.9%	27.4%	26.8%	31.5%	30.9%	16.9%	22.1%	22.1%	
Total(n)	348	3,489	11,997	224	2,016	6,657	124	1,473	5,340	Social Agency
Mean	2.17	2.04	2.07	2.05	1.96	1.98	2.38	2.18	2.20	
Standard deviation	0.88	0.85	0.86	0.85	0.82	0.84	0.91	0.88	0.89	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.15	0.12	-	0.11	0.08	-	0.23	0.20	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Keeping up to date with political affairs										Social Agency
Essential	17.9%	21.4%	21.3%	17.9%	22.0%	21.6%	17.9%	20.4%	20.9%	
Very important	34.9%	37.7%	38.5%	35.7%	37.1%	38.2%	33.3%	38.7%	38.9%	
Somewhat important	37.5%	34.2%	33.4%	34.8%	34.9%	33.8%	42.3%	33.1%	32.9%	
Not important	9.8%	6.7%	6.7%	11.6%	5.9%	6.4%	6.5%	7.8%	7.3%	
Total(n)	347	3,495	12,019	224	2,019	6,669	123	1,476	5,350	
Mean	2.61	2.74	2.74	2.60	2.75	2.75	2.63	2.72	2.73	
Standard deviation	0.89	0.87	0.87	0.91	0.86	0.86	0.85	0.88	0.87	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.15	-0.15	-	-0.17	-0.17	-	-0.10	-0.11	
Becoming a community leader										Social Agency
Essential	6.9%	4.5%	4.8%	5.4%	3.9%	4.5%	9.8%	5.3%	5.2%	
Very important	18.4%	12.7%	13.1%	17.9%	12.1%	12.1%	19.5%	13.6%	14.6%	
Somewhat important	38.0%	41.3%	40.6%	37.5%	41.2%	40.6%	39.0%	41.4%	40.5%	
Not important	36.6%	41.6%	41.5%	39.3%	42.7%	42.8%	31.7%	39.7%	39.6%	
Total(n)	347	3,491	12,012	224	2,018	6,668	123	1,473	5,344	
Mean	1.96	1.80	1.81	1.89	1.77	1.78	2.07	1.85	1.86	
Standard deviation	0.91	0.83	0.84	0.88	0.81	0.83	0.95	0.85	0.85	
Significance	-	***	**	-	*		-	**	**	
Effect size	-	0.19	0.18	-	0.15	0.13	-	0.26	0.25	
Mentoring the next generation of scholars										
Essential	42.0%	37.6%	38.5%	40.6%	35.7%	36.0%	44.4%	40.6%	42.2%	
Very important	39.4%	39.9%	39.9%	38.4%	39.6%	40.3%	41.1%	40.6%	39.3%	
Somewhat important	16.7%	19.8%	19.1%	17.9%	21.5%	20.6%	14.5%	17.0%	16.8%	
Not important	2.0%	2.7%	2.5%	3.1%	3.3%	3.0%	0.0%	1.8%	1.7%	
Total(n)	348	3,497	12,023	224	2,020	6,671	124	1,477	5,352	
Mean	3.21	3.12	3.14	3.17	3.08	3.09	3.30	3.20	3.22	
Standard deviation	0.79	0.82	0.81	0.83	0.83	0.82	0.71	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	0.11	0.10	-	0.13	0.10	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	86.3%	88.6%	89.4%	84.5%	86.5%	87.5%	89.4%	92.0%	92.3%	
Very important	12.5%	10.9%	10.1%	14.5%	12.8%	11.8%	8.9%	7.8%	7.5%	
Somewhat important	0.3%	0.4%	0.4%	0.5%	0.6%	0.6%	0.0%	0.1%	0.2%	
Not important	0.9%	0.1%	0.1%	0.5%	0.1%	0.1%	1.6%	0.1%	0.1%	
Total(n)	343	3,499	12,030	220	2,022	6,673	123	1,477	5,357	
Mean	3.84	3.88	3.89	3.83	3.86	3.87	3.86	3.92	3.92	
Standard deviation	0.44	0.35	0.33	0.42	0.38	0.36	0.47	0.29	0.29	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.11	-0.15	-	-0.08	-0.11	-	-0.21	-0.21	
Prepare students for employment after college										
Essential	40.8%	37.1%	37.2%	41.1%	36.0%	35.2%	40.2%	38.9%	40.3%	
Very important	43.7%	39.2%	40.5%	42.9%	38.4%	40.3%	45.1%	40.6%	40.7%	
Somewhat important	14.1%	21.6%	19.9%	15.1%	23.3%	21.6%	12.3%	18.9%	17.4%	
Not important	1.5%	2.0%	2.4%	0.9%	2.3%	2.9%	2.5%	1.5%	1.6%	
Total(n)	341	3,497	12,022	219	2,020	6,668	122	1,477	5,354	
Mean	3.24	3.11	3.12	3.24	3.08	3.08	3.23	3.17	3.20	
Standard deviation	0.74	0.81	0.81	0.74	0.82	0.82	0.76	0.78	0.78	
Significance	-	**	**	-	**	**	-			
Effect size	-	0.16	0.15	-	0.20	0.20	-	0.08	0.04	
Prepare students for graduate or advanced education										
Essential	24.6%	23.3%	24.8%	25.5%	22.4%	23.1%	23.0%	24.8%	27.5%	
Very important	45.6%	48.9%	49.6%	45.5%	48.4%	49.9%	45.9%	49.9%	49.2%	
Somewhat important	28.1%	26.9%	24.7%	28.2%	28.6%	26.2%	27.9%	24.2%	22.5%	
Not important	1.8%	0.8%	0.8%	0.9%	0.7%	0.8%	3.3%	1.1%	0.9%	
Total(n)	342	3,499	12,027	220	2,022	6,672	122	1,477	5,355	
Mean	2.93	2.95	2.98	2.95	2.92	2.95	2.89	2.98	3.03	
Standard deviation	0.77	0.73	0.73	0.76	0.73	0.72	0.79	0.73	0.73	
Significance	-			-			-		*	
Effect size	-	-0.03	-0.07	-	0.04	0.00	-	-0.12	-0.19	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										Undergrad Education Goal: Personal Development
Essential	34.5%	27.9%	29.7%	31.4%	24.5%	25.8%	40.2%	33.4%	35.7%	
Very important	38.0%	36.9%	36.7%	39.1%	37.3%	37.3%	36.1%	36.3%	35.7%	
Somewhat important	22.5%	28.6%	27.7%	23.6%	31.2%	30.2%	20.5%	24.4%	24.0%	
Not important	5.0%	6.6%	5.9%	5.9%	7.0%	6.7%	3.3%	5.9%	4.6%	
Total(n)	342	3,494	12,012	220	2,021	6,669	122	1,473	5,343	
Mean	3.02	2.86	2.90	2.96	2.79	2.82	3.13	2.97	3.02	
Standard deviation	0.88	0.90	0.89	0.89	0.89	0.89	0.85	0.90	0.88	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.18	0.13	-	0.19	0.16	-	0.18	0.13	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	18.7%	15.1%	16.0%	15.5%	12.7%	13.1%	24.6%	19.0%	20.6%	
Very important	32.5%	31.6%	31.9%	31.8%	27.8%	29.2%	33.6%	37.7%	36.0%	
Somewhat important	40.6%	41.9%	41.3%	43.6%	46.0%	45.0%	35.2%	35.2%	35.6%	
Not important	8.2%	11.5%	10.8%	9.1%	13.6%	12.7%	6.6%	8.1%	7.7%	
Total(n)	342	3,493	12,015	220	2,020	6,669	122	1,473	5,346	
Mean	2.62	2.50	2.53	2.54	2.40	2.43	2.76	2.68	2.69	
Standard deviation	0.88	0.88	0.89	0.86	0.87	0.87	0.90	0.87	0.88	
Significance	-	*		-	*		-			
Effect size	-	0.14	0.10	-	0.16	0.13	-	0.09	0.08	
Teach students the classic works of Western civilization										
Essential	9.1%	7.8%	8.8%	9.5%	8.8%	9.7%	8.2%	6.2%	7.5%	
Very important	18.7%	16.9%	17.8%	17.3%	18.1%	19.0%	21.3%	15.1%	15.8%	
Somewhat important	42.1%	40.8%	40.5%	42.3%	39.5%	38.9%	41.8%	42.9%	42.9%	
Not important	30.1%	34.4%	33.0%	30.9%	33.6%	32.4%	28.7%	35.9%	33.8%	
Total(n)	342	3,490	12,002	220	2,018	6,660	122	1,472	5,342	
Mean	2.07	1.98	2.02	2.05	2.02	2.06	2.09	1.92	1.97	
Standard deviation	0.92	0.91	0.93	0.93	0.93	0.95	0.91	0.87	0.89	
Significance	-			-			-	*		
Effect size	-	0.10	0.05	-	0.03	-0.01	-	0.20	0.13	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	23.7%	23.1%	25.1%	20.5%	20.2%	22.1%	29.5%	27.8%	29.7%	
Very important	42.1%	34.8%	36.2%	43.6%	33.5%	34.9%	39.3%	37.0%	38.1%	
Somewhat important	28.7%	35.3%	32.1%	29.1%	38.8%	35.6%	27.9%	29.6%	26.8%	
Not important	5.6%	6.8%	6.6%	6.8%	7.5%	7.4%	3.3%	5.7%	5.4%	
Total(n)	342	3,495	12,016	220	2,019	6,668	122	1,476	5,348	
Mean	2.84	2.74	2.80	2.78	2.66	2.72	2.95	2.87	2.92	
Standard deviation	0.85	0.89	0.89	0.85	0.88	0.89	0.84	0.88	0.88	
Significance	-	*		-			-			
Effect size	-	0.11	0.04	-	0.14	0.07	-	0.09	0.03	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	30.0%	29.2%	30.7%	26.4%	25.3%	26.7%	36.6%	35.6%	36.9%	
Very important	37.9%	38.2%	38.1%	36.4%	37.4%	37.9%	40.7%	39.4%	38.5%	
Somewhat important	25.4%	27.0%	25.9%	29.5%	31.0%	29.4%	17.9%	20.5%	20.4%	
Not important	6.7%	5.6%	5.3%	7.7%	6.3%	6.0%	4.9%	4.5%	4.2%	
Total(n)	343	3,493	12,013	220	2,018	6,662	123	1,475	5,351	
Mean	2.91	2.91	2.94	2.81	2.82	2.85	3.09	3.06	3.08	
Standard deviation	0.90	0.88	0.88	0.92	0.88	0.88	0.86	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.01	-0.05	-	0.03	0.01	
Instill in students a commitment to community service										Civic Minded Values
Essential	15.7%	12.8%	13.1%	9.5%	10.8%	10.4%	26.8%	16.0%	17.1%	
Very important	36.7%	26.6%	29.0%	35.9%	23.0%	25.8%	38.2%	32.5%	33.8%	
Somewhat important	35.9%	43.9%	42.4%	40.0%	46.2%	44.8%	28.5%	40.1%	38.7%	
Not important	11.7%	16.7%	15.6%	14.5%	20.0%	18.9%	6.5%	11.4%	10.4%	
Total(n)	343	3,492	12,011	220	2,018	6,664	123	1,474	5,347	
Mean	2.57	2.36	2.40	2.40	2.25	2.28	2.85	2.53	2.58	
Standard deviation	0.89	0.90	0.90	0.85	0.89	0.89	0.89	0.89	0.89	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	0.23	0.19	-	0.17	0.13	-	0.36	0.30	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	35.6%	34.2%	34.7%	26.8%	24.9%	25.6%	51.2%	49.4%	48.6%	
Very important	31.8%	33.5%	33.8%	35.0%	33.7%	34.2%	26.0%	33.1%	33.2%	
Somewhat important	26.5%	25.9%	25.5%	31.4%	32.2%	31.6%	17.9%	15.6%	16.3%	
Not important	6.1%	6.5%	6.0%	6.8%	9.2%	8.6%	4.9%	1.9%	1.9%	
Total(n)	343	3,494	12,012	220	2,019	6,664	123	1,475	5,348	
Mean	2.97	2.95	2.97	2.82	2.74	2.77	3.24	3.30	3.29	
Standard deviation	0.93	0.93	0.92	0.91	0.93	0.93	0.92	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.09	0.05	-	-0.07	-0.06	
Help master knowledge in a discipline										
Essential	51.0%	58.7%	58.7%	50.9%	58.0%	57.9%	51.2%	59.8%	60.0%	
Very important	39.1%	35.3%	35.4%	37.3%	35.3%	35.7%	42.3%	35.5%	35.0%	
Somewhat important	9.0%	5.6%	5.6%	11.4%	6.2%	6.1%	4.9%	4.6%	4.9%	
Not important	0.9%	0.3%	0.3%	0.5%	0.5%	0.3%	1.6%	0.1%	0.1%	
Total(n)	343	3,494	12,018	220	2,019	6,667	123	1,475	5,351	
Mean	3.40	3.52	3.53	3.39	3.51	3.51	3.43	3.55	3.55	
Standard deviation	0.69	0.62	0.61	0.70	0.63	0.63	0.67	0.59	0.60	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.19	-0.21	-	-0.19	-0.19	-	-0.20	-0.20	
Develop creative capacities										
Essential	40.2%	36.4%	37.5%	39.5%	36.6%	38.1%	41.5%	36.0%	36.7%	
Very important	43.1%	41.9%	41.7%	44.5%	41.4%	41.4%	40.7%	42.7%	42.2%	
Somewhat important	14.6%	19.7%	18.6%	13.6%	20.5%	18.7%	16.3%	18.4%	18.5%	
Not important	2.0%	2.1%	2.1%	2.3%	1.6%	1.8%	1.6%	2.9%	2.6%	
Total(n)	343	3,490	12,007	220	2,015	6,661	123	1,475	5,346	
Mean	3.22	3.12	3.15	3.21	3.13	3.16	3.22	3.12	3.13	
Standard deviation	0.76	0.79	0.79	0.76	0.79	0.78	0.77	0.80	0.80	
Significance	-	*		-			-			
Effect size	-	0.13	0.09	-	0.10	0.06	-	0.13	0.11	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Instill a basic appreciation of the liberal arts										
Essential	21.6%	26.5%	28.3%	18.6%	24.8%	26.5%	27.0%	29.4%	31.1%	
Very important	33.3%	35.1%	35.5%	35.0%	34.1%	34.5%	30.3%	36.7%	37.1%	
Somewhat important	33.0%	30.1%	28.8%	32.7%	31.6%	30.8%	33.6%	27.6%	25.7%	
Not important	12.0%	8.3%	7.4%	13.6%	9.6%	8.2%	9.0%	6.2%	6.2%	
Total(n)	342	3,493	12,008	220	2,020	6,665	122	1,473	5,343	
Mean	2.65	2.80	2.85	2.59	2.74	2.79	2.75	2.89	2.93	
Standard deviation	0.95	0.93	0.92	0.94	0.94	0.93	0.96	0.90	0.90	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	-0.16	-0.22	-	-0.16	-0.22	-	-0.16	-0.20	
Promote ability to write effectively										
Essential	56.4%	55.3%	56.3%	47.7%	50.8%	51.0%	72.1%	62.7%	64.5%	
Very important	36.8%	34.3%	34.2%	45.9%	36.2%	37.1%	20.5%	31.3%	29.6%	
Somewhat important	5.0%	9.0%	8.5%	5.5%	11.2%	10.5%	4.1%	5.4%	5.5%	
Not important	1.8%	1.4%	1.0%	0.9%	1.8%	1.4%	3.3%	0.6%	0.5%	
Total(n)	342	3,494	12,018	220	2,018	6,666	122	1,476	5,352	
Mean	3.48	3.44	3.46	3.40	3.36	3.38	3.61	3.56	3.58	
Standard deviation	0.67	0.71	0.69	0.64	0.75	0.73	0.72	0.63	0.62	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.05	0.03	-	0.08	0.05	
Help students evaluate the quality and reliability of information										
Essential	65.6%	61.2%	61.8%	59.5%	55.7%	56.1%	76.4%	70.2%	70.5%	
Very important	30.6%	34.4%	33.9%	35.9%	39.0%	38.6%	21.1%	26.9%	26.7%	
Somewhat important	2.9%	4.1%	4.0%	4.1%	5.0%	4.8%	0.8%	2.8%	2.7%	
Not important	0.9%	0.3%	0.3%	0.5%	0.3%	0.4%	1.6%	0.1%	0.1%	
Total(n)	343	3,495	12,018	220	2,019	6,668	123	1,476	5,350	
Mean	3.61	3.57	3.57	3.55	3.50	3.50	3.72	3.67	3.68	
Standard deviation	0.59	0.59	0.59	0.60	0.61	0.61	0.56	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.08	0.08	-	0.09	0.08	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	29.6%	29.0%	29.6%	23.2%	24.5%	25.2%	41.3%	36.2%	36.4%	
Very important	32.3%	35.2%	35.4%	35.0%	33.8%	34.0%	27.3%	37.6%	37.6%	
Somewhat important	28.7%	26.7%	26.1%	30.5%	31.0%	30.1%	25.6%	19.7%	20.0%	
Not important	9.4%	9.1%	8.8%	11.4%	10.7%	10.7%	5.8%	6.5%	6.0%	
Total(n)	341	3,492	12,012	220	2,020	6,666	121	1,472	5,346	
Mean	2.82	2.84	2.86	2.70	2.72	2.74	3.04	3.04	3.05	
Standard deviation	0.96	0.95	0.94	0.95	0.95	0.95	0.95	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	-0.02	-0.04	-	0.00	-0.01	
Teach students tolerance and respect for different beliefs										
Essential	44.3%	44.5%	45.2%	34.5%	34.1%	35.5%	61.8%	61.3%	60.1%	
Very important	33.8%	32.6%	32.2%	35.5%	36.1%	35.3%	30.9%	26.9%	27.3%	
Somewhat important	16.0%	18.8%	18.6%	23.6%	24.1%	23.6%	2.4%	10.2%	10.9%	
Not important	5.8%	4.1%	4.1%	6.4%	5.7%	5.6%	4.9%	1.6%	1.8%	
Total(n)	343	3,492	12,011	220	2,017	6,662	123	1,475	5,349	
Mean	3.17	3.17	3.18	2.98	2.99	3.01	3.50	3.48	3.46	
Standard deviation	0.90	0.88	0.88	0.92	0.90	0.90	0.77	0.74	0.76	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.01	-0.03	-	0.03	0.05	
Encourage students to become agents of social change										
Essential	18.7%	19.1%	20.5%	10.5%	13.8%	14.7%	33.3%	27.9%	29.2%	
Very important	29.2%	29.2%	29.5%	29.1%	25.7%	25.8%	29.3%	35.0%	35.1%	
Somewhat important	36.2%	34.1%	33.4%	40.0%	37.9%	38.1%	29.3%	28.0%	26.3%	
Not important	16.0%	17.5%	16.6%	20.5%	22.6%	21.4%	8.1%	9.1%	9.3%	
Total(n)	343	3,492	12,006	220	2,019	6,662	123	1,473	5,344	
Mean	2.50	2.50	2.54	2.30	2.31	2.34	2.88	2.82	2.84	
Standard deviation	0.97	0.99	1.00	0.91	0.97	0.97	0.97	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	-0.01	-0.04	-	0.06	0.04	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	17.6%	6.7%	6.2%	18.9%	6.1%	5.7%	15.3%	7.8%	6.8%	
1-4	26.3%	19.6%	17.5%	24.8%	20.0%	18.6%	29.0%	18.9%	15.8%	
5-8	34.4%	40.6%	36.6%	33.3%	41.0%	37.6%	36.3%	40.0%	35.1%	
9-12	12.7%	22.1%	26.2%	14.0%	22.7%	26.1%	10.5%	21.1%	26.5%	
13-16	5.8%	5.7%	8.0%	5.4%	5.1%	6.9%	6.5%	6.6%	9.7%	
17-20	2.3%	3.4%	3.5%	3.2%	3.4%	3.3%	0.8%	3.6%	3.7%	
21-34	0.9%	1.5%	1.7%	0.5%	1.5%	1.6%	1.6%	1.6%	1.8%	
35-44	0.0%	0.2%	0.2%	0.0%	0.1%	0.1%	0.0%	0.2%	0.4%	
45+	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	0.0%	0.2%	0.3%	
Total(n)	346	3,489	12,012	222	2,014	6,660	124	1,475	5,352	
Mean	2.73	3.18	3.32	2.73	3.18	3.28	2.73	3.19	3.38	
Standard deviation	1.27	1.23	1.27	1.29	1.20	1.23	1.24	1.28	1.32	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.37	-0.46	-	-0.38	-0.45	-	-0.36	-0.49	
Preparing for teaching (including reading student papers and grading)										
None	16.2%	5.6%	5.2%	16.7%	5.1%	5.0%	15.3%	6.5%	5.5%	
1-4	16.5%	13.9%	12.3%	18.9%	16.1%	13.9%	12.1%	10.5%	9.9%	
5-8	19.7%	25.1%	25.3%	19.8%	26.7%	27.7%	19.4%	22.5%	21.6%	
9-12	18.5%	22.6%	22.6%	17.6%	23.5%	23.6%	20.2%	21.3%	21.1%	
13-16	8.1%	12.2%	13.3%	8.1%	11.0%	12.2%	8.1%	14.2%	14.8%	
17-20	10.4%	11.5%	11.5%	7.2%	9.7%	9.8%	16.1%	14.3%	14.1%	
21-34	7.8%	6.9%	7.6%	9.9%	6.4%	6.5%	4.0%	7.8%	9.2%	
35-44	2.3%	1.2%	1.5%	1.4%	0.7%	0.9%	4.0%	1.9%	2.5%	
45+	0.6%	0.9%	0.8%	0.5%	0.8%	0.6%	0.8%	1.1%	1.1%	
Total(n)	346	3,485	11,989	222	2,012	6,645	124	1,473	5,344	
Mean	3.63	3.95	4.04	3.52	3.83	3.87	3.83	4.17	4.29	
Standard deviation	1.98	1.71	1.71	1.96	1.65	1.63	2.00	1.79	1.81	
Significance	-	**	***	-	**	**	-	*	**	
Effect size	-	-0.19	-0.24	-	-0.19	-0.21	-	-0.19	-0.25	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	14.8%	5.1%	4.4%	14.0%	4.9%	4.2%	16.3%	5.5%	4.6%	
1-4	50.3%	59.0%	57.3%	55.7%	59.2%	58.0%	40.7%	58.6%	56.2%	
5-8	22.1%	25.3%	26.5%	21.7%	25.7%	26.5%	22.8%	24.7%	26.4%	
9-12	7.8%	6.9%	7.8%	5.4%	6.9%	7.5%	12.2%	6.8%	8.3%	
13-16	3.2%	1.8%	2.3%	2.3%	1.7%	2.4%	4.9%	1.9%	2.1%	
17-20	1.5%	1.2%	1.2%	0.9%	1.3%	1.1%	2.4%	1.2%	1.4%	
21-34	0.0%	0.6%	0.5%	0.0%	0.3%	0.3%	0.0%	1.2%	0.9%	
35-44	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
Total(n)	344	3,491	12,012	221	2,016	6,661	123	1,475	5,351	
Mean	2.40	2.48	2.53	2.29	2.47	2.51	2.60	2.50	2.55	
Standard deviation	1.07	0.95	0.95	0.92	0.90	0.91	1.29	1.01	1.01	
Significance	-		*	-	**	***	-			
Effect size	-	-0.08	-0.14	-	-0.20	-0.24	-	0.10	0.05	
Committee work and meetings										
None	8.4%	8.7%	7.7%	9.0%	8.7%	8.0%	7.3%	8.7%	7.2%	
1-4	50.7%	56.1%	57.2%	53.8%	56.8%	58.2%	45.2%	54.8%	55.7%	
5-8	24.3%	23.7%	24.1%	20.8%	24.0%	23.9%	30.6%	23.1%	24.3%	
9-12	9.3%	7.2%	7.0%	10.0%	6.6%	6.5%	8.1%	8.2%	7.8%	
13-16	2.6%	2.4%	2.3%	1.8%	2.2%	1.9%	4.0%	2.8%	2.8%	
17-20	3.8%	1.5%	1.3%	4.1%	1.2%	1.1%	3.2%	1.9%	1.7%	
21-34	0.9%	0.3%	0.3%	0.5%	0.3%	0.3%	1.6%	0.3%	0.4%	
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	345	3,487	11,998	221	2,013	6,651	124	1,474	5,347	
Mean	2.62	2.45	2.45	2.56	2.42	2.41	2.73	2.49	2.50	
Standard deviation	1.17	0.99	0.97	1.15	0.96	0.93	1.21	1.04	1.01	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	0.17	0.18	-	0.15	0.16	-	0.23	0.23	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	32.7%	32.5%	31.3%	33.2%	31.6%	31.5%	32.0%	34.0%	31.0%	
1-4	32.2%	36.4%	39.1%	31.8%	38.9%	39.5%	32.8%	32.4%	38.5%	
5-8	10.2%	14.0%	13.6%	10.5%	14.4%	14.2%	9.8%	13.3%	12.7%	
9-12	6.7%	6.9%	6.6%	5.0%	5.9%	5.8%	9.8%	8.6%	8.0%	
13-16	3.5%	3.4%	3.4%	3.2%	2.8%	3.2%	4.1%	4.4%	3.6%	
17-20	6.4%	2.8%	2.7%	8.2%	2.7%	2.6%	3.3%	3.0%	2.8%	
21-34	5.0%	3.0%	2.4%	4.5%	3.0%	2.5%	5.7%	3.0%	2.4%	
35-44	2.0%	0.7%	0.6%	1.8%	0.5%	0.6%	2.5%	1.1%	0.8%	
45+	1.2%	0.2%	0.2%	1.8%	0.2%	0.2%	0.0%	0.3%	0.2%	
Total(n)	342	3,481	11,984	220	2,011	6,649	122	1,470	5,335	
Mean	2.73	2.37	2.34	2.76	2.33	2.32	2.66	2.45	2.38	
Standard deviation	2.02	1.57	1.51	2.09	1.51	1.49	1.90	1.66	1.54	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	0.23	0.26	-	0.28	0.30	-	0.13	0.18	
Research and scholarly writing										
None	11.0%	12.2%	11.8%	9.0%	9.2%	9.0%	14.6%	17.1%	16.2%	
1-4	30.2%	25.4%	27.4%	27.6%	23.6%	24.9%	35.0%	28.4%	31.2%	
5-8	18.6%	19.7%	19.1%	18.1%	18.6%	19.0%	19.5%	21.4%	19.2%	
9-12	12.5%	13.6%	13.9%	10.9%	14.5%	15.1%	15.4%	12.3%	11.9%	
13-16	9.9%	7.9%	7.7%	13.6%	8.9%	7.9%	3.3%	6.3%	7.4%	
17-20	5.8%	7.2%	6.7%	6.8%	8.2%	7.5%	4.1%	5.6%	5.5%	
21-34	6.1%	7.5%	7.3%	6.8%	8.9%	9.0%	4.9%	5.3%	4.8%	
35-44	3.5%	4.1%	3.9%	5.0%	5.0%	4.8%	0.8%	2.7%	2.5%	
45+	2.3%	2.3%	2.2%	2.3%	3.1%	2.8%	2.4%	1.0%	1.4%	
Total(n)	344	3,484	11,992	221	2,014	6,657	123	1,470	5,335	
Mean	3.53	3.66	3.60	3.78	3.94	3.87	3.08	3.20	3.19	
Standard deviation	2.05	2.12	2.09	2.11	2.18	2.15	1.86	1.92	1.93	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.07	-0.04	-	-0.06	-0.06	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	49.6%	59.8%	59.3%	49.3%	57.7%	57.9%	50.0%	63.2%	61.4%	
1-4	31.9%	23.3%	24.5%	29.9%	24.4%	24.9%	35.5%	21.5%	23.9%	
5-8	9.6%	9.2%	8.7%	11.3%	9.8%	9.3%	6.5%	8.2%	7.9%	
9-12	4.9%	4.1%	3.9%	5.4%	4.8%	4.5%	4.0%	2.9%	3.1%	
13-16	1.7%	1.5%	1.4%	2.7%	1.1%	1.2%	0.0%	2.1%	1.7%	
17-20	0.9%	1.2%	1.1%	0.5%	1.3%	1.2%	1.6%	1.2%	1.1%	
21-34	0.9%	0.5%	0.5%	0.5%	0.7%	0.6%	1.6%	0.4%	0.3%	
35-44	0.6%	0.1%	0.1%	0.5%	0.1%	0.1%	0.8%	0.1%	0.2%	
45+	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	0.0%	0.4%	0.3%	
Total(n)	345	3,474	11,958	221	2,005	6,633	124	1,469	5,325	
Mean	1.86	1.72	1.72	1.88	1.75	1.75	1.84	1.67	1.67	
Standard deviation	1.22	1.19	1.18	1.19	1.18	1.20	1.29	1.19	1.15	
Significance	-	*	*	-			-			
Effect size	-	0.12	0.12	-	0.11	0.11	-	0.14	0.15	
Consultation with clients/patients										
None	66.1%	84.7%	84.2%	64.3%	85.0%	84.4%	69.4%	84.2%	83.9%	
1-4	18.3%	10.1%	10.7%	20.8%	9.9%	10.6%	13.7%	10.6%	10.7%	
5-8	9.6%	2.8%	2.7%	10.0%	3.1%	2.8%	8.9%	2.5%	2.6%	
9-12	2.6%	1.3%	1.3%	1.8%	0.9%	1.0%	4.0%	2.0%	1.7%	
13-16	2.0%	0.4%	0.4%	1.8%	0.4%	0.4%	2.4%	0.4%	0.5%	
17-20	0.9%	0.3%	0.4%	0.9%	0.4%	0.4%	0.8%	0.2%	0.4%	
21-34	0.6%	0.1%	0.1%	0.5%	0.2%	0.1%	0.8%	0.1%	0.1%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Total(n)	345	3,483	11,996	221	2,012	6,651	124	1,471	5,345	
Mean	1.61	1.25	1.26	1.61	1.25	1.25	1.62	1.25	1.26	
Standard deviation	1.09	0.74	0.76	1.04	0.76	0.76	1.17	0.72	0.76	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.49	0.46	-	0.47	0.47	-	0.51	0.47	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	41.2%	49.9%	47.8%	45.7%	52.1%	50.2%	33.1%	46.2%	44.0%	Civic Minded Practice
1-4	40.9%	41.0%	42.7%	37.6%	39.0%	40.2%	46.8%	44.2%	46.7%	
5-8	12.5%	6.7%	6.9%	11.8%	6.8%	7.1%	13.7%	6.7%	6.6%	
9-12	3.2%	1.5%	1.6%	3.2%	1.4%	1.6%	3.2%	1.7%	1.6%	
13-16	0.9%	0.5%	0.5%	0.9%	0.3%	0.5%	0.8%	0.7%	0.6%	
17-20	0.9%	0.3%	0.3%	0.5%	0.2%	0.2%	1.6%	0.4%	0.4%	
21-34	0.3%	0.0%	0.1%	0.5%	0.0%	0.1%	0.0%	0.1%	0.1%	
35-44	0.3%	0.1%	0.0%	0.0%	0.1%	0.1%	0.8%	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)	345	3,488	11,998	221	2,012	6,650	124	1,476	5,348	
Mean	1.87	1.63	1.66	1.79	1.60	1.64	2.01	1.68	1.70	
Standard deviation	1.02	0.79	0.80	0.96	0.77	0.81	1.11	0.82	0.80	
Significance	-	***	***	-	***	**	-	***	***	
Effect size	-	0.30	0.26	-	0.25	0.19	-	0.40	0.39	
Outside consulting/freelance work										
None	75.1%	73.3%	71.8%	73.3%	70.5%	69.2%	78.2%	77.8%	75.9%	
1-4	19.7%	21.1%	21.7%	20.8%	23.4%	23.8%	17.7%	17.5%	18.4%	
5-8	4.1%	4.1%	4.6%	4.5%	4.4%	5.1%	3.2%	3.5%	3.8%	
9-12	0.6%	0.9%	1.1%	0.5%	1.1%	1.2%	0.8%	0.6%	1.1%	
13-16	0.0%	0.3%	0.4%	0.0%	0.2%	0.4%	0.0%	0.4%	0.4%	
17-20	0.3%	0.2%	0.2%	0.5%	0.2%	0.3%	0.0%	0.2%	0.2%	
21-34	0.3%	0.0%	0.1%	0.5%	0.0%	0.1%	0.0%	0.0%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
Total(n)	345	3,485	11,988	221	2,012	6,648	124	1,473	5,340	
Mean	1.33	1.35	1.38	1.36	1.38	1.41	1.27	1.29	1.33	
Standard deviation	0.69	0.69	0.74	0.76	0.70	0.76	0.56	0.67	0.72	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	-0.03	-0.07	-	-0.03	-0.08	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Household/childcare duties										
None	11.3%	9.3%	9.4%	15.8%	11.7%	11.9%	3.3%	5.4%	5.7%	
1-4	19.2%	18.0%	17.9%	20.4%	20.2%	18.9%	17.1%	14.3%	16.2%	
5-8	24.7%	25.6%	25.2%	21.3%	26.4%	26.0%	30.9%	24.4%	24.1%	
9-12	16.6%	16.5%	16.1%	16.7%	18.1%	17.4%	16.3%	13.9%	14.1%	
13-16	9.6%	8.5%	8.7%	9.0%	8.1%	8.2%	10.6%	9.0%	9.3%	
17-20	9.9%	8.6%	8.7%	10.4%	7.5%	7.9%	8.9%	10.5%	10.0%	
21-34	4.1%	5.5%	5.8%	3.6%	4.2%	4.8%	4.9%	7.5%	7.3%	
35-44	1.7%	4.0%	4.2%	1.4%	2.0%	2.8%	2.4%	7.1%	6.4%	
45+	2.9%	4.1%	3.9%	1.4%	1.7%	2.0%	5.7%	7.8%	6.8%	
Total(n)	344	3,484	11,980	221	2,012	6,644	123	1,472	5,336	
Mean	3.66	3.89	3.91	3.43	3.51	3.60	4.07	4.51	4.37	
Standard deviation	1.95	2.09	2.10	1.88	1.85	1.93	2.01	2.31	2.27	
Significance	-		*	-			-	*		
Effect size	-	-0.11	-0.12	-	-0.04	-0.09	-	-0.19	-0.13	
Commuting to campus										
None	12.5%	7.4%	6.6%	10.9%	8.0%	7.1%	15.6%	6.5%	5.9%	
1-4	71.7%	62.7%	59.6%	76.0%	66.0%	62.4%	63.9%	57.4%	55.4%	
5-8	12.0%	22.3%	24.1%	11.3%	19.3%	21.9%	13.1%	27.3%	27.5%	
9-12	2.6%	6.0%	7.8%	0.5%	5.7%	7.2%	6.6%	6.6%	8.7%	
13-16	0.6%	1.2%	1.4%	0.5%	0.8%	1.2%	0.8%	1.9%	1.8%	
17-20	0.3%	0.2%	0.3%	0.5%	0.1%	0.1%	0.0%	0.2%	0.5%	
21-34	0.3%	0.0%	0.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
Total(n)	343	3,485	11,990	221	2,012	6,647	122	1,473	5,343	
Mean	2.09	2.32	2.39	2.07	2.26	2.34	2.13	2.41	2.48	
Standard deviation	0.72	0.78	0.83	0.68	0.74	0.79	0.78	0.83	0.89	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.29	-0.36	-	-0.26	-0.34	-	-0.34	-0.39	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	86.3%	90.7%	90.0%	85.1%	90.1%	90.1%	88.6%	91.8%	89.9%	
1-4	7.0%	5.3%	5.4%	8.6%	6.1%	5.7%	4.1%	4.1%	5.0%	
5-8	4.7%	2.0%	2.2%	4.5%	1.7%	2.0%	4.9%	2.5%	2.5%	
9-12	0.6%	0.8%	1.1%	0.0%	0.6%	0.9%	1.6%	1.1%	1.4%	
13-16	0.0%	0.3%	0.4%	0.0%	0.5%	0.4%	0.0%	0.1%	0.3%	
17-20	0.6%	0.4%	0.4%	0.9%	0.5%	0.4%	0.0%	0.2%	0.4%	
21-34	0.6%	0.2%	0.2%	0.5%	0.2%	0.3%	0.8%	0.1%	0.1%	
35-44	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.3%	
45+	0.3%	0.1%	0.1%	0.5%	0.1%	0.1%	0.0%	0.1%	0.1%	
Total(n)	344	3,486	11,982	221	2,015	6,650	123	1,471	5,332	
Mean	1.27	1.18	1.20	1.29	1.19	1.20	1.24	1.15	1.21	
Standard deviation	0.88	0.72	0.79	0.93	0.78	0.78	0.79	0.61	0.80	
Significance	-	*		-			-			
Effect size	-	0.13	0.09	-	0.13	0.12	-	0.15	0.04	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	10.4%	36.2%	30.3%	10.3%	34.3%	28.5%	10.6%	39.3%	33.1%	
No	89.6%	63.8%	69.7%	89.7%	65.7%	71.5%	89.4%	60.7%	66.9%	
Total(n)	347	3,499	12,030	224	2,022	6,672	123	1,477	5,358	
Are you a U.S. citizen?										
Yes	91.4%	91.2%	91.7%	89.7%	90.9%	91.4%	94.4%	91.6%	92.2%	
No	8.6%	8.8%	8.3%	10.3%	9.1%	8.6%	5.6%	8.4%	7.8%	
Total(n)	348	3,501	12,029	224	2,023	6,671	124	1,478	5,358	
Do you plan to retire within the next three years?										
Yes	11.8%	9.8%	10.0%	12.1%	10.5%	10.4%	11.3%	8.7%	9.3%	
No	88.2%	90.2%	90.0%	87.9%	89.5%	89.6%	88.7%	91.3%	90.7%	
Total(n)	348	3,495	12,019	224	2,019	6,662	124	1,476	5,357	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	54.3%	37.2%	37.5%	54.5%	34.2%	34.5%	54.0%	42.2%	42.1%	
No	45.7%	62.8%	62.5%	45.5%	65.8%	65.5%	46.0%	57.8%	57.9%	
Total(n)	348	3,498	12,021	224	2,022	6,667	124	1,476	5,354	
Have you been sexually harassed at this institution?										
Yes	4.9%	4.7%	4.7%	1.8%	1.9%	1.9%	10.5%	9.1%	9.0%	
No	95.1%	95.3%	95.3%	98.2%	98.1%	98.1%	89.5%	90.9%	91.0%	
Total(n)	348	3,497	12,019	224	2,022	6,667	124	1,475	5,352	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	11.2%	10.8%	10.7%	7.6%	5.1%	5.7%	17.7%	19.9%	18.3%	
No	88.8%	89.2%	89.3%	92.4%	94.9%	94.3%	82.3%	80.1%	81.7%	
Total(n)	348	3,500	12,028	224	2,022	6,671	124	1,478	5,357	
Have you ever received an award for outstanding teaching?										
Yes	48.6%	44.8%	43.5%	54.0%	47.0%	45.7%	38.7%	41.3%	40.2%	
No	51.4%	55.2%	56.5%	46.0%	53.0%	54.3%	61.3%	58.7%	59.8%	
Total(n)	348	3,500	12,030	224	2,023	6,672	124	1,477	5,358	
Is (or was) your spouse/partner an academic?										
Yes	34.8%	35.1%	33.9%	35.7%	33.4%	32.8%	33.1%	37.8%	35.5%	
No	65.2%	64.9%	66.1%	64.3%	66.6%	67.2%	66.9%	62.2%	64.5%	
Total(n)	348	3,492	11,980	224	2,021	6,657	124	1,471	5,323	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered early retirement?										
Yes	26.1%	20.6%	20.3%	27.2%	22.1%	21.2%	24.2%	18.2%	18.9%	
No	73.9%	79.4%	79.7%	72.8%	77.9%	78.8%	75.8%	81.8%	81.1%	
Total(n)	348	3,499	12,032	224	2,021	6,673	124	1,478	5,359	
Considered leaving academe for another job?										
Yes	45.4%	31.7%	31.4%	45.1%	30.0%	29.0%	46.0%	34.6%	35.1%	
No	54.6%	68.3%	68.6%	54.9%	70.0%	71.0%	54.0%	65.4%	64.9%	
Total(n)	348	3,500	12,031	224	2,022	6,673	124	1,478	5,358	
Considered leaving this institution for another?										
Yes	61.2%	49.5%	48.3%	62.1%	51.2%	49.0%	59.7%	46.7%	47.3%	
No	38.8%	50.5%	51.7%	37.9%	48.8%	51.0%	40.3%	53.3%	52.7%	
Total(n)	348	3,499	12,030	224	2,022	6,674	124	1,477	5,356	
Changed academic institutions?										
Yes	10.9%	16.9%	16.7%	10.7%	15.0%	15.2%	11.3%	20.1%	19.0%	
No	89.1%	83.1%	83.3%	89.3%	85.0%	84.8%	88.7%	79.9%	81.0%	
Total(n)	348	3,498	12,030	224	2,020	6,672	124	1,478	5,358	
Engaged in paid consulting outside of your institution?										
Yes	36.5%	37.4%	38.0%	39.7%	40.5%	41.1%	30.6%	32.2%	33.3%	
No	63.5%	62.6%	62.0%	60.3%	59.5%	58.9%	69.4%	67.8%	66.7%	
Total(n)	348	3,498	12,025	224	2,021	6,671	124	1,477	5,354	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	64.7%	57.7%	58.1%	65.2%	58.8%	59.6%	63.7%	56.0%	55.7%	
No	35.3%	42.3%	41.9%	34.8%	41.2%	40.4%	36.3%	44.0%	44.3%	
Total(n)	348	3,497	12,028	224	2,021	6,672	124	1,476	5,356	
Received at least one firm job offer?										
Yes	28.2%	24.7%	25.5%	32.6%	23.1%	24.8%	20.2%	27.1%	26.5%	
No	71.8%	75.3%	74.5%	67.4%	76.9%	75.2%	79.8%	72.9%	73.5%	
Total(n)	348	3,498	12,028	224	2,022	6,671	124	1,476	5,357	
Requested/sought an early promotion?										
Yes	6.6%	8.2%	8.2%	7.6%	8.9%	9.0%	4.8%	7.1%	7.0%	
No	93.4%	91.8%	91.8%	92.4%	91.1%	91.0%	95.2%	92.9%	93.0%	
Total(n)	348	3,497	12,026	224	2,020	6,670	124	1,477	5,356	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	21.6%	31.5%	35.5%	21.5%	31.6%	36.0%	21.8%	31.3%	34.7%	
Probably yes	34.3%	35.9%	33.8%	35.4%	35.1%	33.7%	32.3%	37.2%	34.0%	
Not sure	24.8%	18.5%	17.1%	22.4%	18.2%	16.4%	29.0%	19.0%	18.0%	
Probably no	13.8%	8.2%	8.2%	13.9%	8.4%	8.3%	13.7%	7.9%	8.1%	
Definitely no	5.5%	5.9%	5.4%	6.7%	6.8%	5.5%	3.2%	4.6%	5.2%	
Total(n)	347	3,489	12,011	223	2,015	6,660	124	1,474	5,351	
Mean	3.53	3.79	3.86	3.51	3.76	3.86	3.56	3.83	3.85	
Standard deviation	1.14	1.15	1.15	1.17	1.18	1.16	1.08	1.10	1.14	
Significance	-	***	***	-	**	***	-	**	**	
Effect size	-	-0.23	-0.29	-	-0.21	-0.30	-	-0.25	-0.25	
Still want to be a college professor?										
Definitely yes	48.9%	59.6%	61.1%	53.6%	64.2%	64.4%	40.3%	52.1%	56.1%	
Probably yes	31.6%	27.2%	26.4%	29.0%	23.8%	24.1%	36.3%	32.7%	29.9%	
Not sure	14.4%	10.0%	9.3%	11.2%	9.3%	8.5%	20.2%	11.1%	10.5%	
Probably no	4.9%	2.7%	2.6%	6.3%	2.1%	2.3%	2.4%	3.6%	3.0%	
Definitely no	0.3%	0.6%	0.7%	0.0%	0.7%	0.8%	0.8%	0.4%	0.6%	
Total(n)	348	3,494	12,015	224	2,019	6,662	124	1,475	5,353	
Mean	4.24	4.43	4.45	4.30	4.49	4.49	4.13	4.33	4.38	
Standard deviation	0.89	0.82	0.82	0.90	0.80	0.81	0.87	0.84	0.83	
Significance	-	***	***	-	***	***	-	*	***	
Effect size	-	-0.23	-0.26	-	-0.24	-0.23	-	-0.24	-0.30	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	54.6%	43.5%	48.5%	56.5%	45.6%	49.1%	51.2%	40.1%	47.6%	
Somewhat descriptive	40.2%	49.5%	44.9%	39.0%	48.3%	44.8%	42.3%	51.5%	45.1%	
Not descriptive	5.2%	7.0%	6.6%	4.5%	6.1%	6.1%	6.5%	8.4%	7.4%	
Total(n)	346	3,493	12,024	223	2,018	6,670	123	1,475	5,354	
Mean	2.49	2.37	2.42	2.52	2.40	2.43	2.45	2.32	2.40	
Standard deviation	0.60	0.61	0.61	0.58	0.60	0.61	0.62	0.62	0.62	
Significance	-	***	*	-	**	*	-	*		
Effect size	-	0.20	0.11	-	0.20	0.15	-	0.21	0.08	
The faculty are typically at odds with campus administration										
Very descriptive	29.6%	21.4%	20.1%	32.0%	22.2%	20.0%	25.2%	20.1%	20.1%	
Somewhat descriptive	53.3%	49.7%	47.6%	50.9%	50.0%	47.5%	57.7%	49.4%	47.8%	
Not descriptive	17.1%	28.8%	32.3%	17.1%	27.8%	32.4%	17.1%	30.5%	32.1%	
Total(n)	345	3,491	12,006	222	2,019	6,663	123	1,472	5,343	
Mean	2.12	1.93	1.88	2.15	1.94	1.88	2.08	1.90	1.88	
Standard deviation	0.67	0.71	0.71	0.69	0.71	0.71	0.65	0.70	0.71	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.27	0.34	-	0.30	0.38	-	0.26	0.28	
Faculty here respect each other										
Very descriptive	41.6%	44.9%	47.0%	43.0%	44.1%	47.0%	39.0%	46.4%	46.8%	
Somewhat descriptive	50.6%	46.8%	45.5%	49.8%	47.9%	45.9%	52.0%	45.1%	45.0%	
Not descriptive	7.8%	8.2%	7.5%	7.2%	8.0%	7.1%	8.9%	8.5%	8.1%	
Total(n)	346	3,495	12,023	223	2,020	6,670	123	1,475	5,353	
Mean	2.34	2.37	2.39	2.36	2.36	2.40	2.30	2.38	2.39	
Standard deviation	0.62	0.63	0.62	0.61	0.63	0.62	0.63	0.64	0.63	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	0.00	-0.06	-	-0.13	-0.14	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Most students are treated like "numbers in a book"										
Very descriptive	4.1%	6.6%	5.4%	4.1%	7.2%	5.7%	4.1%	5.7%	5.1%	
Somewhat descriptive	20.0%	30.7%	24.4%	20.7%	31.8%	25.4%	18.7%	29.0%	22.8%	
Not descriptive	75.9%	62.7%	70.2%	75.2%	61.0%	69.0%	77.2%	65.3%	72.1%	
Total(n)	345	3,492	12,019	222	2,018	6,668	123	1,474	5,351	
Mean	1.28	1.44	1.35	1.29	1.46	1.37	1.27	1.40	1.33	
Standard deviation	0.53	0.62	0.58	0.54	0.63	0.59	0.53	0.60	0.57	
Significance	-	***	*	-	***	*	-	*		
Effect size	-	-0.26	-0.12	-	-0.27	-0.14	-	-0.22	-0.11	
Faculty are rewarded for being good teachers										
Very descriptive	8.7%	13.8%	14.9%	10.9%	13.6%	14.9%	4.9%	14.2%	14.8%	
Somewhat descriptive	52.6%	55.4%	55.4%	52.9%	54.8%	55.7%	52.0%	56.4%	55.0%	
Not descriptive	38.7%	30.8%	29.7%	36.2%	31.6%	29.4%	43.1%	29.5%	30.2%	
Total(n)	344	3,490	12,012	221	2,018	6,667	123	1,472	5,345	
Mean	1.70	1.83	1.85	1.75	1.82	1.85	1.62	1.85	1.85	
Standard deviation	0.62	0.65	0.65	0.64	0.65	0.65	0.58	0.64	0.65	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.20	-0.23	-	-0.11	-0.15	-	-0.36	-0.35	
There is respect for the expression of diverse values and beliefs										
Very descriptive	22.5%	33.8%	35.4%	25.6%	31.1%	34.4%	17.1%	38.0%	37.0%	
Somewhat descriptive	62.7%	55.7%	54.5%	62.3%	58.4%	55.9%	63.4%	51.4%	52.3%	
Not descriptive	14.7%	10.5%	10.1%	12.1%	10.5%	9.7%	19.5%	10.5%	10.7%	
Total(n)	346	3,493	12,010	223	2,019	6,662	123	1,474	5,348	
Mean	2.08	2.23	2.25	2.13	2.21	2.25	1.98	2.27	2.26	
Standard deviation	0.61	0.62	0.63	0.60	0.61	0.62	0.61	0.64	0.64	
Significance	-	***	***	-		**	-	***	***	
Effect size	-	-0.24	-0.27	-	-0.13	-0.19	-	-0.45	-0.44	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	6.4%	13.2%	14.9%	5.9%	12.3%	13.2%	7.3%	14.9%	17.6%	
Somewhat descriptive	45.5%	53.3%	52.6%	46.4%	54.8%	54.1%	43.9%	50.7%	50.2%	
Not descriptive	48.1%	33.5%	32.5%	47.7%	32.9%	32.7%	48.8%	34.4%	32.3%	
Total(n)	345	3,486	11,986	222	2,017	6,651	123	1,469	5,335	
Mean	1.58	1.80	1.82	1.58	1.79	1.81	1.59	1.80	1.85	
Standard deviation	0.61	0.65	0.67	0.60	0.64	0.65	0.63	0.67	0.69	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.34	-0.36	-	-0.33	-0.35	-	-0.31	-0.38	
Administrators consider faculty concerns when making policy										
Very descriptive	8.1%	11.5%	13.4%	9.9%	12.6%	14.2%	4.9%	9.7%	12.3%	
Somewhat descriptive	50.7%	58.6%	57.2%	52.9%	56.4%	57.1%	46.7%	62.3%	57.2%	
Not descriptive	41.2%	29.9%	29.4%	37.2%	31.0%	28.7%	48.4%	28.1%	30.5%	
Total(n)	345	3,484	11,992	223	2,018	6,659	122	1,466	5,333	
Mean	1.67	1.82	1.84	1.73	1.82	1.85	1.57	1.82	1.82	
Standard deviation	0.62	0.62	0.63	0.63	0.63	0.64	0.59	0.59	0.63	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	-0.24	-0.27	-	-0.14	-0.19	-	-0.42	-0.40	
The administration is open about its policies										
Very descriptive	9.9%	14.4%	15.7%	11.3%	14.2%	15.6%	7.4%	14.8%	16.0%	
Somewhat descriptive	50.6%	54.9%	53.3%	49.1%	53.0%	52.7%	53.3%	58.0%	54.1%	
Not descriptive	39.5%	30.7%	31.0%	39.6%	32.8%	31.7%	39.3%	27.3%	29.9%	
Total(n)	344	3,485	11,998	222	2,018	6,662	122	1,467	5,336	
Mean	1.70	1.84	1.85	1.72	1.81	1.84	1.68	1.88	1.86	
Standard deviation	0.64	0.65	0.67	0.66	0.66	0.67	0.61	0.64	0.66	
Significance	-	***	***	-		**	-	***	**	
Effect size	-	-0.22	-0.22	-	-0.14	-0.18	-	-0.31	-0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	19.8%	18.0%	18.2%	14.7%	13.7%	14.1%	29.2%	24.9%	24.4%	
Somewhat	53.8%	56.4%	56.0%	57.8%	56.0%	56.5%	46.7%	57.0%	55.2%	
Not at all	26.3%	25.6%	25.8%	27.5%	30.3%	29.4%	24.2%	18.2%	20.4%	
Total(n)	338	3,425	11,802	218	1,966	6,529	120	1,459	5,273	
Mean	1.93	1.92	1.92	1.87	1.83	1.85	2.05	2.07	2.04	
Standard deviation	0.68	0.66	0.66	0.64	0.64	0.64	0.73	0.65	0.67	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.06	0.03	-	-0.03	0.01	
Child care										
Extensive	11.4%	18.8%	18.2%	5.9%	12.5%	12.8%	24.6%	29.4%	27.6%	
Somewhat	39.9%	36.2%	37.0%	36.8%	36.9%	37.6%	47.4%	35.1%	35.9%	
Not at all	48.7%	45.0%	44.8%	57.4%	50.6%	49.6%	28.1%	35.5%	36.5%	
Total(n)	193	2,126	7,429	136	1,284	4,449	57	842	2,980	
Mean	1.63	1.74	1.73	1.49	1.62	1.63	1.96	1.94	1.91	
Standard deviation	0.68	0.75	0.75	0.61	0.70	0.70	0.73	0.80	0.80	
Significance	-	*		-	*	*	-			
Effect size	-	-0.15	-0.13	-	-0.19	-0.20	-	0.03	0.06	
Care of elderly parent										
Extensive	10.2%	12.2%	13.1%	7.1%	7.9%	9.5%	16.0%	19.6%	19.0%	
Somewhat	41.1%	37.4%	37.1%	42.6%	38.2%	36.8%	38.3%	36.0%	37.5%	
Not at all	48.7%	50.4%	49.9%	50.3%	53.9%	53.7%	45.7%	44.3%	43.6%	
Total(n)	236	2,357	8,052	155	1,390	4,591	81	967	3,461	
Mean	1.61	1.62	1.63	1.57	1.54	1.56	1.70	1.75	1.75	
Standard deviation	0.66	0.69	0.70	0.62	0.64	0.66	0.73	0.76	0.75	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	0.05	0.02	-	-0.07	-0.07	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	10.3%	8.3%	8.1%	7.4%	5.3%	6.2%	15.9%	13.3%	10.9%	
Somewhat	46.8%	45.7%	46.1%	49.1%	45.0%	44.8%	42.5%	46.9%	48.0%	
Not at all	42.9%	46.0%	45.9%	43.5%	49.7%	48.9%	41.6%	39.9%	41.2%	
Total(n)	329	3,336	11,519	216	1,930	6,429	113	1,406	5,090	
Mean	1.67	1.62	1.62	1.64	1.56	1.57	1.74	1.73	1.70	
Standard deviation	0.65	0.63	0.63	0.62	0.59	0.61	0.72	0.68	0.65	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.14	0.11	-	0.01	0.06	
Health of spouse/partner										
Extensive	11.6%	6.5%	7.0%	11.7%	5.4%	6.3%	11.3%	8.3%	8.3%	
Somewhat	34.4%	39.8%	37.8%	38.0%	43.0%	40.8%	26.8%	33.8%	32.4%	
Not at all	54.0%	53.8%	55.2%	50.2%	51.5%	52.9%	61.9%	57.8%	59.2%	
Total(n)	302	2,963	10,127	205	1,802	5,986	97	1,161	4,141	
Mean	1.58	1.53	1.52	1.61	1.54	1.53	1.49	1.51	1.49	
Standard deviation	0.69	0.62	0.62	0.69	0.60	0.61	0.69	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	0.12	0.13	-	-0.03	0.00	
Review/promotion process										
Extensive	26.1%	20.5%	20.7%	24.6%	17.5%	17.5%	29.0%	25.6%	25.8%	
Somewhat	35.9%	39.3%	37.7%	33.8%	39.2%	36.1%	40.0%	39.4%	40.3%	
Not at all	38.0%	40.2%	41.6%	41.5%	43.3%	46.4%	31.0%	35.0%	34.0%	
Total(n)	295	3,042	10,494	195	1,745	5,867	100	1,297	4,627	
Mean	1.88	1.80	1.79	1.83	1.74	1.71	1.98	1.91	1.92	
Standard deviation	0.79	0.75	0.76	0.80	0.74	0.75	0.78	0.77	0.77	
Significance	-		*	-		*	-			
Effect size	-	0.11	0.12	-	0.12	0.16	-	0.09	0.08	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	7.4%	7.4%	6.9%	4.6%	5.8%	4.6%	12.4%	10.0%	10.5%	
Somewhat	17.8%	21.4%	21.6%	10.2%	16.1%	15.8%	31.0%	29.9%	30.4%	
Not at all	74.8%	71.2%	71.5%	85.2%	78.1%	79.6%	56.6%	60.1%	59.1%	
Total(n)	309	3,142	10,747	196	1,800	5,951	113	1,342	4,796	
Mean	1.33	1.36	1.35	1.19	1.28	1.25	1.56	1.50	1.51	
Standard deviation	0.61	0.62	0.61	0.50	0.56	0.53	0.71	0.67	0.68	
Significance	-			-	*		-			
Effect size	-	-0.05	-0.03	-	-0.16	-0.11	-	0.09	0.07	
Personal finances										
Extensive	20.2%	18.7%	18.7%	17.6%	15.8%	16.3%	25.0%	23.4%	22.3%	
Somewhat	48.8%	46.7%	46.4%	48.6%	48.0%	47.0%	49.2%	44.7%	45.4%	
Not at all	31.0%	34.5%	35.0%	33.8%	36.2%	36.7%	25.8%	31.9%	32.3%	
Total(n)	342	3,421	11,746	222	1,980	6,537	120	1,441	5,209	
Mean	1.89	1.84	1.84	1.84	1.80	1.80	1.99	1.92	1.90	
Standard deviation	0.71	0.71	0.71	0.70	0.69	0.70	0.72	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.06	0.06	-	0.09	0.12	
Committee work										
Extensive	10.2%	10.3%	10.8%	9.0%	9.3%	9.3%	12.5%	12.1%	13.1%	
Somewhat	53.4%	50.6%	50.6%	52.4%	49.2%	49.1%	55.4%	52.9%	53.0%	
Not at all	36.4%	39.1%	38.6%	38.7%	41.6%	41.7%	32.1%	35.0%	33.9%	
Total(n)	324	3,377	11,623	212	1,966	6,469	112	1,411	5,154	
Mean	1.74	1.71	1.72	1.70	1.68	1.68	1.80	1.77	1.79	
Standard deviation	0.63	0.64	0.65	0.62	0.64	0.64	0.64	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.03	0.03	-	0.05	0.02	Career Related Stress

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	11.9%	9.4%	9.7%	11.5%	8.9%	8.6%	12.5%	10.3%	11.5%	
Somewhat	45.1%	43.8%	43.9%	46.5%	42.1%	42.7%	42.5%	46.7%	45.8%	
Not at all	43.0%	46.7%	46.3%	41.9%	49.0%	48.7%	45.0%	43.0%	42.7%	
Total(n)	337	3,449	11,870	217	2,001	6,597	120	1,448	5,273	
Mean	1.69	1.63	1.63	1.70	1.60	1.60	1.68	1.67	1.69	
Standard deviation	0.67	0.65	0.65	0.67	0.65	0.64	0.69	0.65	0.67	
Significance	-			-	*	*	-			
Effect size	-	0.09	0.09	-	0.15	0.16	-	0.02	-0.01	
Colleagues										
Extensive	11.8%	13.1%	13.5%	12.1%	12.1%	11.6%	11.4%	14.8%	16.5%	
Somewhat	49.7%	49.2%	48.0%	49.3%	48.6%	47.7%	50.4%	50.1%	48.4%	
Not at all	38.4%	37.8%	38.5%	38.6%	39.3%	40.7%	38.2%	35.2%	35.1%	
Total(n)	346	3,480	11,965	223	2,012	6,635	123	1,468	5,330	
Mean	1.73	1.75	1.75	1.74	1.73	1.71	1.73	1.80	1.81	
Standard deviation	0.66	0.67	0.68	0.66	0.66	0.66	0.65	0.68	0.69	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	0.02	0.05	-	-0.10	-0.12	Career Related Stress
Students										
Extensive	5.9%	5.9%	6.4%	3.7%	4.9%	5.0%	10.0%	7.4%	8.5%	
Somewhat	45.1%	54.4%	53.3%	44.7%	51.9%	50.5%	45.8%	58.4%	57.5%	
Not at all	49.0%	39.7%	40.4%	51.6%	43.1%	44.5%	44.2%	34.2%	34.0%	
Total(n)	337	3,480	11,962	217	2,011	6,634	120	1,469	5,328	
Mean	1.57	1.66	1.66	1.52	1.62	1.61	1.66	1.73	1.75	
Standard deviation	0.60	0.58	0.59	0.57	0.58	0.58	0.65	0.59	0.60	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.16	-0.15	-	-0.17	-0.16	-	-0.12	-0.15	Career Related Stress

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										Career Related Stress
Extensive	24.8%	25.2%	23.9%	21.3%	21.8%	21.1%	31.6%	31.0%	28.5%	
Somewhat	49.7%	49.3%	48.9%	52.3%	51.4%	50.1%	44.7%	45.7%	46.8%	
Not at all	25.5%	25.5%	27.2%	26.4%	26.8%	28.8%	23.7%	23.3%	24.7%	
Total(n)	330	3,340	11,455	216	1,961	6,458	114	1,379	4,997	
Mean	1.99	2.00	1.97	1.95	1.95	1.92	2.08	2.08	2.04	
Standard deviation	0.71	0.71	0.71	0.69	0.70	0.70	0.74	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.01	0.03	-	0.00	0.04	-	0.00	0.05	
Institutional procedures and "red tape"										Career Related Stress
Extensive	39.9%	23.1%	21.1%	39.5%	23.4%	21.0%	40.5%	22.7%	21.3%	
Somewhat	47.8%	52.4%	52.0%	48.6%	51.9%	51.9%	46.3%	53.2%	52.0%	
Not at all	12.3%	24.5%	26.9%	11.8%	24.7%	27.1%	13.2%	24.1%	26.7%	
Total(n)	341	3,442	11,836	220	1,998	6,592	121	1,444	5,244	
Mean	2.28	1.99	1.94	2.28	1.99	1.94	2.27	1.99	1.95	
Standard deviation	0.67	0.69	0.69	0.66	0.69	0.69	0.68	0.68	0.69	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.42	0.49	-	0.42	0.49	-	0.41	0.46	
Teaching load										Career Related Stress
Extensive	18.4%	16.7%	17.6%	17.0%	13.9%	14.4%	21.1%	21.3%	22.6%	
Somewhat	39.9%	45.2%	43.9%	40.1%	47.7%	45.7%	39.4%	41.1%	41.2%	
Not at all	41.7%	38.1%	38.4%	42.9%	38.4%	39.9%	39.4%	37.6%	36.2%	
Total(n)	321	3,468	11,921	212	2,008	6,618	109	1,460	5,303	
Mean	1.77	1.79	1.79	1.74	1.76	1.74	1.82	1.84	1.86	
Standard deviation	0.74	0.71	0.72	0.73	0.68	0.69	0.76	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.03	0.00	-	-0.03	-0.05	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	9.0%	8.9%	9.1%	6.2%	7.0%	7.4%	15.1%	12.0%	12.0%	
Somewhat	36.8%	40.2%	38.9%	36.6%	37.2%	36.2%	37.0%	45.4%	43.5%	
Not at all	54.3%	50.9%	52.0%	57.1%	55.8%	56.3%	47.9%	42.5%	44.5%	
Total(n)	234	2,376	8,294	161	1,440	4,945	73	936	3,349	
Mean	1.55	1.58	1.57	1.49	1.51	1.51	1.67	1.69	1.68	
Standard deviation	0.66	0.65	0.65	0.61	0.63	0.63	0.73	0.67	0.68	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	-0.03	-0.03	-	-0.03	-0.01	
Friction with spouse/partner										
Extensive	10.7%	5.3%	5.9%	9.0%	5.5%	5.4%	14.3%	4.8%	6.7%	
Somewhat	23.4%	27.6%	27.4%	25.4%	26.9%	27.8%	19.4%	28.7%	26.7%	
Not at all	65.9%	67.2%	66.8%	65.7%	67.6%	66.9%	66.3%	66.5%	66.6%	
Total(n)	299	2,980	10,105	201	1,799	5,970	98	1,181	4,135	
Mean	1.45	1.38	1.39	1.43	1.38	1.39	1.48	1.38	1.40	
Standard deviation	0.68	0.58	0.60	0.65	0.59	0.59	0.74	0.58	0.61	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	0.08	0.07	-	0.17	0.13	
Lack of personal time										
Extensive	38.3%	30.5%	31.8%	33.9%	24.8%	26.3%	46.3%	39.7%	40.1%	Career Related Stress
Somewhat	47.0%	51.0%	50.3%	46.9%	52.5%	52.0%	47.2%	48.6%	47.8%	
Not at all	14.7%	18.5%	17.9%	19.2%	22.7%	21.7%	6.5%	11.7%	12.1%	
Total(n)	347	3,485	11,981	224	2,013	6,640	123	1,472	5,341	
Mean	2.24	2.12	2.14	2.15	2.02	2.05	2.40	2.28	2.28	
Standard deviation	0.69	0.69	0.69	0.72	0.69	0.69	0.61	0.66	0.67	
Significance	-	**	**	-	**	*	-		*	
Effect size	-	0.17	0.14	-	0.19	0.14	-	0.18	0.18	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Keeping up with information technology										
Extensive	9.2%	7.7%	7.2%	6.7%	7.1%	6.4%	13.8%	8.7%	8.4%	
Somewhat	49.4%	43.4%	44.6%	49.3%	41.1%	42.8%	49.6%	47.3%	47.4%	
Not at all	41.3%	48.9%	48.1%	43.9%	51.8%	50.7%	36.6%	44.1%	44.2%	
Total(n)	346	3,476	11,943	223	2,009	6,619	123	1,467	5,324	
Mean	1.68	1.59	1.59	1.63	1.55	1.56	1.77	1.65	1.64	
Standard deviation	0.64	0.63	0.62	0.61	0.62	0.61	0.68	0.63	0.63	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.14	0.15	-	0.13	0.11	-	0.19	0.21	
Job security										
Extensive	16.0%	13.3%	12.6%	15.3%	11.4%	10.8%	17.2%	16.5%	15.3%	
Somewhat	32.8%	27.8%	26.6%	29.7%	24.6%	23.8%	38.5%	33.0%	31.0%	
Not at all	51.2%	58.9%	60.8%	55.0%	64.0%	65.4%	44.3%	50.5%	53.7%	
Total(n)	344	3,448	11,833	222	1,996	6,580	122	1,452	5,253	
Mean	1.65	1.54	1.52	1.60	1.47	1.45	1.73	1.66	1.62	
Standard deviation	0.74	0.72	0.71	0.74	0.69	0.68	0.74	0.74	0.74	
Significance	-	**	***	-	**	**	-			
Effect size	-	0.15	0.18	-	0.19	0.22	-	0.09	0.15	
Being part of a dual career couple										
Extensive	14.6%	14.1%	12.9%	11.7%	10.0%	9.0%	20.5%	21.1%	19.2%	
Somewhat	41.4%	36.4%	36.6%	41.1%	34.9%	34.7%	42.0%	39.0%	39.8%	
Not at all	44.0%	49.5%	50.5%	47.2%	55.1%	56.3%	37.5%	40.0%	41.0%	
Total(n)	268	2,826	9,558	180	1,677	5,451	88	1,149	4,107	
Mean	1.71	1.65	1.62	1.64	1.55	1.53	1.83	1.81	1.78	
Standard deviation	0.71	0.71	0.70	0.68	0.67	0.66	0.75	0.76	0.74	
Significance	-		*	-		*	-			
Effect size	-	0.08	0.13	-	0.13	0.17	-	0.03	0.07	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	18.0%	19.6%	19.6%	16.9%	18.7%	18.3%	20.2%	21.0%	21.6%	
Somewhat	53.5%	58.5%	55.3%	52.6%	58.4%	54.6%	55.3%	58.7%	56.3%	
Not at all	28.4%	21.9%	25.1%	30.5%	23.0%	27.1%	24.6%	20.3%	22.0%	
Total(n)	327	3,463	11,922	213	1,999	6,610	114	1,464	5,312	
Mean	1.90	1.98	1.95	1.86	1.96	1.91	1.96	2.01	2.00	
Standard deviation	0.67	0.64	0.67	0.68	0.64	0.67	0.67	0.64	0.66	
Significance	-	*		-	*		-			
Effect size	-	-0.13	-0.07	-	-0.16	-0.07	-	-0.08	-0.06	
Self-imposed high expectations										
Extensive	29.0%	32.1%	31.8%	26.1%	28.0%	28.1%	34.1%	38.7%	37.6%	
Somewhat	55.1%	53.1%	53.1%	54.5%	54.9%	54.1%	56.1%	50.1%	51.6%	
Not at all	15.9%	14.9%	15.0%	19.4%	17.1%	17.8%	9.8%	11.1%	10.8%	
Total(n)	345	3,476	11,944	222	2,009	6,622	123	1,467	5,322	
Mean	2.13	2.17	2.17	2.07	2.11	2.10	2.24	2.28	2.27	
Standard deviation	0.66	0.66	0.66	0.67	0.66	0.67	0.62	0.65	0.64	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.06	-0.04	-	-0.06	-0.05	
Change in work responsibilities										
Extensive	15.8%	13.6%	11.9%	13.3%	10.3%	8.7%	20.0%	18.9%	16.9%	
Somewhat	40.6%	37.3%	37.4%	38.1%	35.6%	34.8%	45.0%	40.0%	41.3%	
Not at all	43.6%	49.2%	50.7%	48.6%	54.1%	56.4%	35.0%	41.0%	41.8%	
Total(n)	330	3,316	11,373	210	1,919	6,343	120	1,397	5,030	
Mean	1.72	1.64	1.61	1.65	1.56	1.52	1.85	1.78	1.75	
Standard deviation	0.72	0.71	0.69	0.71	0.67	0.65	0.73	0.74	0.72	
Significance	-		**	-		**	-			
Effect size	-	0.11	0.16	-	0.13	0.20	-	0.09	0.14	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional budget cuts										
Extensive	59.1%	34.3%	29.3%	61.8%	33.2%	28.0%	54.1%	36.0%	31.4%	
Somewhat	37.4%	51.8%	47.5%	35.0%	51.4%	46.7%	41.8%	52.5%	48.9%	
Not at all	3.5%	13.9%	23.1%	3.2%	15.4%	25.3%	4.1%	11.5%	19.7%	
Total(n)	342	3,469	11,828	220	2,004	6,574	122	1,465	5,254	
Mean	2.56	2.20	2.06	2.59	2.18	2.03	2.50	2.25	2.12	
Standard deviation	0.56	0.66	0.72	0.55	0.67	0.73	0.58	0.64	0.71	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.55	0.69	-	0.61	0.77	-	0.39	0.54	
How satisfied are you with the following aspects of your job?										
Salary										Job Satisfaction: Compensation
Very satisfied	5.2%	9.6%	10.1%	5.8%	10.1%	11.0%	4.0%	8.9%	8.7%	
Satisfied	25.9%	37.4%	38.7%	29.0%	37.4%	39.3%	20.2%	37.3%	38.0%	
Marginally satisfied	37.4%	32.5%	30.8%	36.6%	32.4%	30.1%	38.7%	32.6%	31.9%	
Not satisfied	31.6%	20.5%	20.4%	28.6%	20.1%	19.6%	37.1%	21.2%	21.5%	
Total(n)	348	3,496	12,018	224	2,020	6,672	124	1,476	5,346	
Mean	2.05	2.36	2.39	2.12	2.38	2.42	1.91	2.34	2.34	
Standard deviation	0.88	0.91	0.92	0.89	0.92	0.93	0.86	0.91	0.91	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.34	-0.37	-	-0.28	-0.32	-	-0.47	-0.47	
Health benefits										
Very satisfied	3.2%	21.1%	22.3%	3.2%	20.3%	21.6%	3.3%	22.5%	23.4%	
Satisfied	31.9%	51.2%	51.0%	30.9%	50.4%	50.1%	33.6%	52.4%	52.3%	
Marginally satisfied	37.7%	21.4%	20.8%	38.6%	22.0%	21.8%	36.1%	20.5%	19.2%	
Not satisfied	27.2%	6.3%	5.9%	27.3%	7.3%	6.4%	27.0%	4.6%	5.1%	
Total(n)	342	3,466	11,842	220	2,008	6,604	122	1,458	5,238	
Mean	2.11	2.87	2.90	2.10	2.84	2.87	2.13	2.93	2.94	
Standard deviation	0.84	0.81	0.81	0.84	0.83	0.82	0.85	0.78	0.79	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.94	-0.98	-	-0.89	-0.94	-	-1.03	-1.03	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	3.6%	14.2%	16.9%	2.8%	15.2%	17.3%	4.9%	12.6%	16.4%	
Satisfied	38.5%	52.9%	52.9%	40.7%	52.4%	53.0%	34.4%	53.8%	52.8%	
Marginally satisfied	37.0%	25.7%	23.3%	34.3%	25.0%	23.0%	41.8%	26.9%	23.9%	
Not satisfied	21.0%	7.2%	6.8%	22.2%	7.4%	6.8%	18.9%	6.7%	7.0%	
Total(n)	338	3,416	11,764	216	1,985	6,569	122	1,431	5,195	
Mean	2.25	2.74	2.80	2.24	2.75	2.81	2.25	2.72	2.79	
Standard deviation	0.82	0.79	0.80	0.83	0.80	0.80	0.82	0.77	0.80	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.62	-0.69	-	-0.64	-0.71	-	-0.61	-0.68	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	11.1%	14.8%	16.2%	12.4%	16.7%	18.2%	8.6%	11.8%	13.1%	
Satisfied	38.6%	45.2%	44.6%	39.9%	46.5%	46.7%	36.2%	43.1%	41.2%	
Marginally satisfied	30.5%	26.9%	25.2%	28.9%	26.0%	23.7%	33.6%	28.4%	27.6%	
Not satisfied	19.8%	13.0%	14.0%	18.8%	10.8%	11.4%	21.6%	16.7%	18.1%	
Total(n)	334	3,412	11,769	218	1,983	6,554	116	1,429	5,215	
Mean	2.41	2.62	2.63	2.46	2.69	2.72	2.32	2.50	2.49	
Standard deviation	0.93	0.89	0.92	0.94	0.87	0.89	0.91	0.90	0.93	
Significance	-	***	***	-	***	***	-	*		
Effect size	-	-0.24	-0.24	-	-0.26	-0.29	-	-0.20	-0.18	
Teaching load										Job Satisfaction: Compensation
Very satisfied	5.0%	11.9%	12.8%	5.1%	12.0%	13.2%	4.8%	11.8%	12.3%	
Satisfied	51.5%	47.2%	46.5%	52.5%	47.0%	47.7%	49.5%	47.5%	44.7%	
Marginally satisfied	27.4%	26.4%	24.7%	26.8%	27.9%	24.8%	28.6%	24.0%	24.5%	
Not satisfied	16.2%	14.5%	16.0%	15.7%	13.1%	14.3%	17.1%	16.7%	18.4%	
Total(n)	303	3,481	11,984	198	2,011	6,654	105	1,470	5,330	
Mean	2.45	2.57	2.56	2.47	2.58	2.60	2.42	2.54	2.51	
Standard deviation	0.82	0.88	0.91	0.82	0.86	0.89	0.83	0.90	0.93	
Significance	-	*	*	-		*	-			
Effect size	-	-0.14	-0.12	-	-0.13	-0.15	-	-0.13	-0.10	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Quality of students										
Very satisfied	5.2%	6.9%	10.7%	5.2%	6.4%	10.3%	5.2%	7.7%	11.2%	
Satisfied	47.2%	41.8%	42.3%	45.0%	37.4%	39.8%	51.3%	48.8%	46.1%	
Marginally satisfied	35.6%	36.8%	32.8%	36.5%	40.1%	34.7%	33.9%	31.4%	30.1%	
Not satisfied	12.0%	14.6%	14.2%	13.3%	16.1%	15.2%	9.6%	12.1%	12.7%	
Total(n)	326	3,496	12,020	211	2,019	6,667	115	1,477	5,353	
Mean	2.46	2.41	2.49	2.42	2.34	2.45	2.52	2.52	2.56	
Standard deviation	0.77	0.82	0.86	0.79	0.82	0.87	0.74	0.80	0.85	
Significance	-			-			-			
Effect size	-	0.06	-0.03	-	0.10	-0.03	-	0.00	-0.05	
Office/lab space										
Very satisfied	21.5%	22.7%	23.4%	19.8%	20.4%	21.7%	24.4%	26.6%	25.9%	
Satisfied	47.1%	47.0%	46.7%	50.2%	48.3%	48.1%	41.5%	45.0%	44.6%	
Marginally satisfied	19.4%	19.5%	18.6%	18.0%	20.2%	19.2%	22.0%	18.3%	17.7%	
Not satisfied	12.1%	10.7%	11.4%	12.0%	11.1%	11.1%	12.2%	10.1%	11.8%	
Total(n)	340	3,463	11,890	217	2,004	6,600	123	1,459	5,290	
Mean	2.78	2.82	2.82	2.78	2.78	2.80	2.78	2.88	2.85	
Standard deviation	0.92	0.90	0.92	0.90	0.90	0.90	0.95	0.92	0.94	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	0.00	-0.02	-	-0.11	-0.07	
Autonomy and independence										
Very satisfied	33.0%	42.4%	41.3%	28.7%	41.3%	41.7%	41.0%	44.2%	40.7%	
Satisfied	52.2%	43.6%	44.3%	55.2%	44.8%	44.3%	46.7%	41.7%	44.4%	
Marginally satisfied	11.6%	10.6%	11.1%	13.0%	11.1%	11.1%	9.0%	9.7%	11.2%	
Not satisfied	3.2%	3.5%	3.3%	3.1%	2.9%	2.9%	3.3%	4.4%	3.8%	
Total(n)	345	3,490	12,005	223	2,016	6,656	122	1,474	5,349	Job Satisfaction: Workplace
Mean	3.15	3.25	3.24	3.09	3.24	3.25	3.25	3.26	3.22	
Standard deviation	0.74	0.78	0.77	0.73	0.76	0.76	0.76	0.81	0.79	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.13	-0.12	-	-0.20	-0.21	-	-0.01	0.04	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Professional relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	24.1%	27.8%	28.0%	22.3%	25.0%	26.9%	27.4%	32.2%	29.7%	
Satisfied	54.0%	48.2%	47.8%	57.6%	49.5%	48.1%	47.6%	46.2%	47.2%	
Marginally satisfied	16.1%	15.6%	16.6%	13.8%	16.2%	16.7%	20.2%	14.6%	16.3%	
Not satisfied	5.7%	8.4%	7.7%	6.3%	9.3%	8.3%	4.8%	7.0%	6.8%	
Total(n)	348	3,493	12,014	224	2,019	6,666	124	1,474	5,348	
Mean	2.97	2.95	2.96	2.96	2.90	2.94	2.98	3.04	3.00	
Standard deviation	0.80	0.88	0.87	0.78	0.88	0.87	0.82	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	0.07	0.02	-	-0.07	-0.02	
Social relationships with other faculty										
Very satisfied	19.5%	16.5%	17.3%	17.8%	13.6%	15.2%	22.5%	21.3%	20.5%	
Satisfied	48.5%	47.4%	46.8%	45.3%	47.8%	46.9%	54.2%	46.6%	46.6%	
Marginally satisfied	25.1%	24.9%	25.4%	29.4%	26.0%	26.7%	17.5%	23.0%	23.3%	
Not satisfied	6.9%	11.3%	10.5%	7.5%	12.6%	11.1%	5.8%	9.1%	9.6%	
Total(n)	334	3,366	11,544	214	1,960	6,433	120	1,406	5,111	
Mean	2.81	2.69	2.71	2.73	2.62	2.66	2.93	2.80	2.78	
Standard deviation	0.83	0.88	0.87	0.84	0.87	0.87	0.80	0.88	0.88	
Significance	-	*	*	-			-			
Effect size	-	0.14	0.11	-	0.13	0.08	-	0.15	0.17	
Competency of colleagues										
Very satisfied	19.4%	26.3%	27.6%	16.6%	24.1%	26.3%	24.4%	29.9%	29.6%	Job Satisfaction: Workplace
Satisfied	57.2%	50.7%	50.6%	59.2%	51.7%	51.4%	53.7%	49.1%	49.3%	
Marginally satisfied	17.9%	17.1%	16.3%	17.5%	17.9%	16.6%	18.7%	15.8%	15.8%	
Not satisfied	5.5%	5.9%	5.5%	6.7%	6.4%	5.6%	3.3%	5.3%	5.4%	
Total(n)	346	3,486	11,998	223	2,015	6,651	123	1,471	5,347	
Mean	2.90	2.97	3.00	2.86	2.94	2.98	2.99	3.04	3.03	
Standard deviation	0.76	0.82	0.81	0.77	0.82	0.81	0.75	0.82	0.82	
Significance	-		*	-		*	-			
Effect size	-	-0.09	-0.12	-	-0.10	-0.15	-	-0.06	-0.05	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Job security										Job Satisfaction: Compensation
Very satisfied	14.7%	28.7%	31.0%	15.2%	30.9%	33.5%	13.9%	25.1%	27.2%	
Satisfied	47.1%	42.5%	41.9%	47.3%	44.5%	43.0%	46.7%	39.2%	40.2%	
Marginally satisfied	23.1%	17.1%	15.9%	23.2%	14.2%	13.5%	23.0%	21.7%	19.7%	
Not satisfied	15.0%	11.8%	11.2%	14.3%	10.4%	10.1%	16.4%	14.0%	12.9%	
Total(n)	346	3,485	11,953	224	2,014	6,631	122	1,471	5,322	
Mean	2.62	2.88	2.93	2.63	2.96	3.00	2.58	2.75	2.82	
Standard deviation	0.91	0.96	0.95	0.91	0.93	0.93	0.93	0.98	0.98	
Significance	-	***	***	-	***	***	-		**	
Effect size	-	-0.27	-0.33	-	-0.35	-0.40	-	-0.17	-0.24	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	22.4%	29.6%	30.1%	25.3%	30.1%	30.8%	16.9%	29.0%	28.9%	
Satisfied	40.4%	37.0%	37.6%	42.1%	36.3%	37.7%	37.3%	38.2%	37.3%	
Marginally satisfied	23.6%	16.6%	16.5%	20.8%	16.1%	15.9%	28.8%	17.4%	17.4%	
Not satisfied	13.6%	16.8%	15.9%	11.8%	17.6%	15.5%	16.9%	15.5%	16.4%	
Total(n)	339	3,444	11,855	221	1,980	6,547	118	1,464	5,308	
Mean	2.72	2.79	2.82	2.81	2.79	2.84	2.54	2.81	2.79	
Standard deviation	0.96	1.04	1.03	0.95	1.06	1.03	0.97	1.02	1.04	
Significance	-			-			-	**	**	
Effect size	-	-0.07	-0.10	-	0.02	-0.03	-	-0.26	-0.24	
Course assignments										Job Satisfaction: Workplace
Very satisfied	17.6%	25.1%	27.1%	16.5%	23.3%	26.0%	19.8%	28.0%	28.8%	
Satisfied	58.8%	56.1%	54.9%	62.2%	57.2%	56.3%	52.5%	54.2%	52.8%	
Marginally satisfied	18.7%	14.6%	14.0%	17.0%	15.7%	14.2%	21.8%	12.8%	13.6%	
Not satisfied	4.8%	4.2%	4.0%	4.3%	3.7%	3.5%	5.9%	5.0%	4.9%	
Total(n)	289	3,461	11,929	188	2,004	6,624	101	1,457	5,305	
Mean	2.89	3.02	3.05	2.91	3.00	3.05	2.86	3.05	3.06	
Standard deviation	0.74	0.75	0.75	0.71	0.73	0.73	0.80	0.78	0.78	
Significance	-	**	***	-		**	-	*	*	
Effect size	-	-0.17	-0.21	-	-0.12	-0.19	-	-0.24	-0.26	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	50.5%	52.4%	52.7%	48.0%	52.8%	53.4%	55.2%	51.8%	51.6%	
Satisfied	41.3%	39.6%	39.1%	44.9%	39.5%	39.1%	34.3%	39.8%	39.0%	
Marginally satisfied	5.9%	5.5%	6.1%	5.1%	5.5%	5.6%	7.6%	5.6%	6.8%	
Not satisfied	2.3%	2.5%	2.1%	2.0%	2.2%	1.8%	2.9%	2.8%	2.6%	
Total(n)	303	3,455	11,918	198	2,002	6,625	105	1,453	5,293	
Mean	3.40	3.42	3.42	3.39	3.43	3.44	3.42	3.41	3.40	
Standard deviation	0.71	0.71	0.70	0.68	0.70	0.69	0.76	0.72	0.73	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.06	-0.07	-	0.01	0.03	
Availability of child care at this institution										
Very satisfied	7.9%	5.9%	7.6%	7.9%	6.1%	8.4%	8.0%	5.7%	6.5%	
Satisfied	19.0%	19.1%	20.1%	21.1%	24.7%	23.5%	16.0%	12.1%	15.8%	
Marginally satisfied	19.0%	17.3%	17.3%	28.9%	21.2%	18.5%	4.0%	12.2%	15.8%	
Not satisfied	54.0%	57.7%	55.0%	42.1%	48.0%	49.6%	72.0%	69.9%	61.9%	
Total(n)	63	769	2,755	38	409	1,426	25	360	1,329	
Mean	1.81	1.73	1.80	1.95	1.89	1.91	1.60	1.54	1.67	
Standard deviation	1.01	0.97	1.01	0.98	0.98	1.03	1.04	0.91	0.96	
Significance	-			-			-			
Effect size	-	0.08	0.01	-	0.06	0.04	-	0.07	-0.07	
Prospects for career advancement										
Very satisfied	3.4%	9.2%	10.5%	3.4%	9.0%	10.7%	3.5%	9.3%	10.2%	
Satisfied	37.2%	43.1%	43.3%	39.0%	44.6%	44.7%	33.9%	40.6%	41.1%	
Marginally satisfied	33.8%	27.0%	26.3%	31.7%	26.1%	25.1%	37.4%	28.5%	28.1%	
Not satisfied	25.6%	20.8%	19.9%	25.9%	20.3%	19.5%	25.2%	21.5%	20.6%	
Total(n)	320	3,187	10,938	205	1,813	6,025	115	1,374	4,913	
Mean	2.18	2.41	2.44	2.20	2.42	2.47	2.16	2.38	2.41	
Standard deviation	0.86	0.92	0.93	0.87	0.91	0.92	0.84	0.92	0.93	
Significance	-	***	***	-	**	***	-	*	**	
Effect size	-	-0.25	-0.28	-	-0.24	-0.29	-	-0.24	-0.27	
										Job Satisfaction: Compensation

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	11.4%	17.1%	17.8%	11.2%	17.0%	17.8%	11.7%	17.1%	17.7%	
Satisfied	33.5%	38.1%	39.4%	36.3%	37.6%	40.0%	28.3%	38.9%	38.6%	
Marginally satisfied	31.2%	25.7%	24.8%	29.6%	26.8%	25.5%	34.2%	23.8%	23.7%	
Not satisfied	23.9%	19.2%	18.1%	22.9%	18.5%	16.8%	25.8%	20.3%	20.1%	
Total(n)	343	3,463	11,918	223	2,004	6,617	120	1,459	5,301	
Mean	2.32	2.53	2.57	2.36	2.53	2.59	2.26	2.53	2.54	
Standard deviation	0.96	0.99	0.98	0.96	0.98	0.97	0.97	1.00	1.00	
Significance	-	***	***	-	*	***	-	**	**	
Effect size	-	-0.21	-0.26	-	-0.17	-0.24	-	-0.27	-0.28	
Overall job satisfaction										
Very satisfied	7.2%	17.3%	19.8%	7.1%	17.6%	21.1%	7.3%	16.8%	17.8%	
Satisfied	53.9%	55.9%	54.3%	53.6%	54.7%	53.3%	54.5%	57.7%	55.9%	
Marginally satisfied	30.8%	21.0%	20.0%	29.9%	21.3%	19.2%	32.5%	20.5%	21.2%	
Not satisfied	8.1%	5.9%	5.9%	9.4%	6.4%	6.4%	5.7%	4.9%	5.1%	
Total(n)	347	3,495	12,015	224	2,020	6,664	123	1,475	5,351	
Mean	2.60	2.85	2.88	2.58	2.83	2.89	2.63	2.86	2.86	
Standard deviation	0.74	0.77	0.79	0.76	0.79	0.80	0.70	0.74	0.76	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.32	-0.35	-	-0.32	-0.39	-	-0.31	-0.30	
Tuition remission for your children/dependents										
Very satisfied	3.9%	24.1%	30.8%	4.5%	23.8%	31.6%	2.3%	24.6%	29.4%	
Satisfied	12.3%	32.0%	32.2%	12.6%	30.9%	31.0%	11.6%	33.7%	34.1%	
Marginally satisfied	3.2%	12.3%	12.4%	2.7%	13.0%	12.9%	4.7%	11.1%	11.5%	
Not satisfied	80.5%	31.7%	24.7%	80.2%	32.4%	24.4%	81.4%	30.5%	25.1%	
Total(n)	154	1,591	5,824	111	978	3,534	43	613	2,290	
Mean	1.40	2.48	2.69	1.41	2.46	2.70	1.35	2.52	2.68	
Standard deviation	0.85	1.17	1.15	0.88	1.17	1.15	0.78	1.16	1.14	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.92	-1.12	-	-0.90	-1.12	-	-1.01	-1.17	

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are interested in students' personal problems										
Agree strongly	16.3%	12.5%	15.6%	14.3%	9.6%	13.5%	20.0%	17.3%	18.8%	
Agree somewhat	67.1%	64.1%	62.8%	68.2%	66.3%	63.4%	65.0%	60.5%	61.9%	
Disagree somewhat	14.3%	20.5%	18.4%	14.8%	20.9%	19.7%	13.3%	19.9%	16.5%	
Disagree strongly	2.3%	2.9%	3.1%	2.7%	3.2%	3.3%	1.7%	2.4%	2.8%	
Total(n)	343	3,486	11,995	223	2,016	6,654	120	1,470	5,341	
Mean	2.97	2.86	2.91	2.94	2.82	2.87	3.03	2.93	2.97	
Standard deviation	0.63	0.65	0.68	0.63	0.63	0.67	0.63	0.68	0.68	
Significance	-	**		-	**		-			
Effect size	-	0.17	0.09	-	0.19	0.10	-	0.15	0.09	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	19.0%	14.3%	14.5%	12.2%	11.3%	10.9%	31.7%	19.2%	20.0%	
Agree somewhat	38.0%	35.1%	36.7%	39.6%	32.3%	33.8%	35.0%	39.6%	41.1%	
Disagree somewhat	33.3%	41.8%	40.0%	35.6%	45.0%	43.7%	29.2%	36.6%	34.3%	
Disagree strongly	9.6%	8.8%	8.8%	12.6%	11.4%	11.5%	4.2%	4.6%	4.7%	
Total(n)	342	3,474	11,957	222	2,011	6,636	120	1,463	5,321	
Mean	2.66	2.55	2.57	2.51	2.44	2.44	2.94	2.73	2.76	
Standard deviation	0.89	0.84	0.84	0.87	0.84	0.83	0.88	0.82	0.82	
Significance	-	*		-			-	**	*	
Effect size	-	0.13	0.11	-	0.08	0.08	-	0.26	0.22	
Faculty feel that most students are well-prepared academically										
Agree strongly	3.5%	3.1%	6.0%	3.6%	2.5%	5.6%	3.3%	4.0%	6.7%	
Agree somewhat	36.7%	28.3%	32.6%	37.8%	28.7%	32.4%	34.7%	27.7%	32.8%	
Disagree somewhat	46.4%	50.9%	45.2%	44.6%	50.1%	45.5%	49.6%	52.1%	44.7%	
Disagree strongly	13.4%	17.8%	16.3%	14.0%	18.8%	16.6%	12.4%	16.1%	15.8%	
Total(n)	343	3,479	11,992	222	2,012	6,653	121	1,467	5,339	
Mean	2.30	2.17	2.28	2.31	2.15	2.27	2.29	2.20	2.30	
Standard deviation	0.74	0.75	0.81	0.75	0.74	0.80	0.72	0.75	0.81	
Significance	-	**		-	**		-			
Effect size	-	0.17	0.02	-	0.22	0.05	-	0.12	-0.01	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	27.5%	26.0%	24.3%	20.5%	21.4%	19.5%	40.7%	33.5%	31.6%	
Agree somewhat	43.2%	46.0%	46.9%	45.9%	47.7%	48.2%	38.1%	43.4%	44.8%	
Disagree somewhat	23.4%	22.6%	23.0%	26.8%	23.7%	24.5%	16.9%	20.6%	20.8%	
Disagree strongly	5.9%	5.4%	5.8%	6.8%	7.2%	7.9%	4.2%	2.4%	2.8%	
Total(n)	338	3,450	11,885	220	1,995	6,590	118	1,455	5,295	
Mean	2.92	2.93	2.90	2.80	2.83	2.79	3.15	3.08	3.05	
Standard deviation	0.86	0.83	0.83	0.84	0.84	0.84	0.85	0.80	0.79	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	-0.04	0.01	-	0.09	0.13	
This institution should hire more women faculty										
Agree strongly	24.6%	19.0%	18.5%	16.8%	15.6%	14.8%	39.0%	24.6%	24.1%	
Agree somewhat	40.8%	44.2%	43.8%	42.7%	43.4%	43.3%	37.3%	45.3%	44.5%	
Disagree somewhat	30.8%	30.5%	30.9%	35.9%	33.0%	33.2%	21.2%	26.3%	27.4%	
Disagree strongly	3.8%	6.3%	6.8%	4.5%	7.9%	8.7%	2.5%	3.8%	3.9%	
Total(n)	338	3,444	11,867	220	1,992	6,579	118	1,452	5,288	
Mean	2.86	2.76	2.74	2.72	2.67	2.64	3.13	2.91	2.89	
Standard deviation	0.83	0.83	0.84	0.80	0.83	0.84	0.83	0.81	0.81	
Significance	-	*	**	-			-	**	**	
Effect size	-	0.12	0.14	-	0.06	0.10	-	0.27	0.30	
Student Affairs staff have the support and respect of faculty										
Agree strongly	12.8%	13.4%	13.7%	11.9%	11.5%	11.3%	14.5%	16.4%	17.3%	
Agree somewhat	67.9%	60.8%	62.5%	67.1%	60.6%	62.9%	69.2%	61.2%	62.0%	
Disagree somewhat	15.5%	22.2%	20.3%	16.0%	23.6%	21.8%	14.5%	19.9%	18.0%	
Disagree strongly	3.9%	3.7%	3.4%	5.0%	4.4%	3.9%	1.7%	2.5%	2.7%	
Total(n)	336	3,409	11,783	219	1,979	6,552	117	1,430	5,231	
Mean	2.90	2.84	2.86	2.86	2.79	2.82	2.97	2.92	2.94	
Standard deviation	0.65	0.69	0.68	0.68	0.69	0.67	0.60	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	0.10	0.06	-	0.07	0.04	

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are committed to the welfare of this institution										
Agree strongly	28.9%	31.7%	35.8%	32.0%	30.8%	35.0%	23.3%	33.2%	37.0%	
Agree somewhat	61.1%	56.3%	53.5%	57.7%	56.6%	54.0%	67.5%	55.8%	52.8%	
Disagree somewhat	8.5%	10.4%	9.2%	8.6%	10.7%	9.2%	8.3%	9.9%	9.1%	
Disagree strongly	1.5%	1.6%	1.5%	1.8%	1.9%	1.7%	0.8%	1.1%	1.1%	
Total(n)	342	3,480	11,981	222	2,013	6,647	120	1,467	5,334	
Mean	3.18	3.18	3.24	3.20	3.16	3.22	3.13	3.21	3.26	
Standard deviation	0.63	0.67	0.67	0.66	0.68	0.68	0.58	0.66	0.66	
Significance	-			-			-		*	
Effect size	-	0.00	-0.09	-	0.06	-0.03	-	-0.12	-0.20	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	24.4%	28.0%	32.5%	22.7%	26.5%	31.0%	27.5%	30.3%	34.7%	
Agree somewhat	63.2%	53.8%	51.5%	66.8%	55.1%	53.4%	56.7%	51.6%	48.5%	
Disagree somewhat	10.6%	16.2%	14.0%	8.6%	16.5%	13.7%	14.2%	15.7%	14.6%	
Disagree strongly	1.8%	2.0%	2.1%	1.8%	1.8%	1.9%	1.7%	2.4%	2.2%	
Total(n)	340	3,478	11,979	220	2,011	6,647	120	1,467	5,332	
Mean	3.10	3.08	3.14	3.10	3.06	3.13	3.10	3.10	3.16	
Standard deviation	0.64	0.72	0.73	0.61	0.71	0.71	0.69	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.03	-0.05	-	0.06	-0.04	-	0.00	-0.08	
There is a lot of campus racial conflict here										
Agree strongly	2.1%	1.8%	1.4%	1.8%	1.1%	0.9%	2.5%	2.8%	2.1%	
Agree somewhat	6.2%	8.3%	7.4%	4.5%	6.8%	6.0%	9.2%	10.6%	9.6%	
Disagree somewhat	41.9%	38.3%	37.4%	35.7%	36.1%	34.8%	53.3%	41.9%	41.5%	
Disagree strongly	49.9%	51.7%	53.8%	57.9%	55.9%	58.3%	35.0%	44.7%	46.8%	
Total(n)	341	3,469	11,948	221	2,010	6,631	120	1,459	5,317	
Mean	1.60	1.60	1.56	1.50	1.53	1.50	1.79	1.72	1.67	
Standard deviation	0.70	0.72	0.69	0.67	0.67	0.65	0.71	0.76	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.06	-	-0.04	0.00	-	0.09	0.16	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	20.8%	23.9%	24.6%	20.8%	22.8%	25.1%	20.8%	25.7%	23.8%	
Agree somewhat	54.3%	50.0%	50.0%	57.9%	53.1%	51.8%	47.5%	44.9%	47.1%	
Disagree somewhat	17.9%	18.3%	17.4%	14.0%	16.7%	15.7%	25.0%	21.0%	20.1%	
Disagree strongly	7.0%	7.7%	8.1%	7.2%	7.3%	7.4%	6.7%	8.5%	9.1%	
Total(n)	341	3,457	11,890	221	2,004	6,610	120	1,453	5,280	
Mean	2.89	2.90	2.91	2.92	2.91	2.95	2.83	2.88	2.86	
Standard deviation	0.81	0.85	0.86	0.80	0.83	0.84	0.84	0.89	0.88	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	0.01	-0.04	-	-0.06	-0.03	
My teaching is valued by faculty in my department										
Agree strongly	38.7%	40.1%	42.5%	39.4%	39.1%	41.9%	37.3%	41.7%	43.4%	
Agree somewhat	48.2%	46.5%	44.7%	47.7%	46.8%	45.3%	49.2%	45.9%	43.8%	
Disagree somewhat	9.8%	9.8%	9.6%	9.6%	10.2%	9.9%	10.2%	9.1%	9.1%	
Disagree strongly	3.3%	3.7%	3.2%	3.2%	4.0%	2.9%	3.4%	3.3%	3.7%	
Total(n)	336	3,484	11,988	218	2,015	6,653	118	1,469	5,335	
Mean	3.22	3.23	3.27	3.23	3.21	3.26	3.20	3.26	3.27	
Standard deviation	0.75	0.77	0.76	0.75	0.78	0.75	0.76	0.76	0.77	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	0.03	-0.04	-	-0.08	-0.09	
Faculty of color are treated fairly here										
Agree strongly	40.1%	41.1%	44.1%	45.9%	45.0%	48.3%	29.4%	34.6%	37.6%	
Agree somewhat	45.4%	48.2%	46.0%	44.1%	45.9%	43.6%	47.9%	51.8%	49.8%	
Disagree somewhat	12.4%	8.6%	8.0%	8.2%	7.2%	6.6%	20.2%	10.9%	10.2%	
Disagree strongly	2.1%	2.2%	1.9%	1.8%	1.8%	1.4%	2.5%	2.7%	2.5%	
Total(n)	339	3,435	11,868	220	1,992	6,605	119	1,443	5,263	
Mean	3.24	3.28	3.32	3.34	3.34	3.39	3.04	3.18	3.22	
Standard deviation	0.74	0.71	0.70	0.71	0.69	0.68	0.77	0.73	0.73	
Significance	-		*	-			-	*	**	
Effect size	-	-0.06	-0.11	-	0.00	-0.07	-	-0.19	-0.25	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	40.2%	43.6%	44.6%	47.7%	49.9%	51.9%	26.4%	33.4%	33.3%	
Agree somewhat	43.1%	44.2%	43.2%	43.7%	41.9%	40.6%	42.1%	48.1%	47.1%	
Disagree somewhat	13.7%	9.3%	9.4%	6.8%	6.8%	6.2%	26.4%	13.4%	14.3%	
Disagree strongly	2.9%	2.9%	2.9%	1.8%	1.5%	1.3%	5.0%	5.1%	5.3%	
Total(n)	343	3,457	11,932	222	2,001	6,623	121	1,456	5,309	
Mean	3.21	3.29	3.29	3.37	3.40	3.43	2.90	3.10	3.08	
Standard deviation	0.78	0.75	0.75	0.69	0.68	0.67	0.85	0.81	0.83	
Significance	-			-			-	**	*	
Effect size	-	-0.11	-0.11	-	-0.04	-0.09	-	-0.25	-0.22	
Gay and lesbian faculty are treated fairly here										
Agree strongly	31.9%	39.0%	40.8%	37.6%	43.3%	45.6%	21.4%	32.1%	33.6%	
Agree somewhat	49.0%	49.0%	47.2%	50.5%	46.4%	44.1%	46.2%	53.3%	51.9%	
Disagree somewhat	14.3%	9.0%	8.7%	9.2%	7.8%	7.6%	23.9%	11.0%	10.6%	
Disagree strongly	4.8%	3.0%	3.2%	2.8%	2.5%	2.7%	8.5%	3.7%	4.0%	
Total(n)	335	3,390	11,652	218	1,966	6,462	117	1,424	5,190	
Mean	3.08	3.24	3.26	3.23	3.30	3.33	2.80	3.14	3.15	
Standard deviation	0.81	0.74	0.75	0.73	0.72	0.73	0.87	0.75	0.76	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.22	-0.24	-	-0.10	-0.14	-	-0.45	-0.46	
Faculty are sufficiently involved in campus decision making										
Agree strongly	6.7%	8.9%	10.6%	7.2%	9.4%	10.5%	5.7%	8.0%	10.7%	
Agree somewhat	36.8%	44.4%	44.2%	36.8%	43.2%	44.3%	36.9%	46.3%	44.0%	
Disagree somewhat	34.8%	30.2%	29.0%	33.2%	29.6%	28.3%	37.7%	31.2%	30.1%	
Disagree strongly	21.7%	16.5%	16.2%	22.9%	17.8%	16.9%	19.7%	14.5%	15.1%	
Total(n)	345	3,468	11,950	223	2,010	6,637	122	1,458	5,313	
Mean	2.28	2.46	2.49	2.28	2.44	2.48	2.29	2.48	2.50	
Standard deviation	0.88	0.87	0.89	0.90	0.89	0.89	0.85	0.84	0.88	
Significance	-	***	***	-	*	***	-	*	**	
Effect size	-	-0.21	-0.24	-	-0.18	-0.22	-	-0.23	-0.24	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	8.5%	13.1%	16.9%	9.0%	11.4%	16.0%	7.5%	15.8%	18.4%	
Agree somewhat	53.8%	53.0%	53.2%	53.2%	53.8%	54.2%	55.0%	51.6%	51.6%	
Disagree somewhat	30.1%	24.9%	22.0%	29.7%	26.9%	22.9%	30.8%	21.6%	20.5%	
Disagree strongly	7.6%	9.1%	7.8%	8.1%	7.9%	6.8%	6.7%	11.0%	9.4%	
Total(n)	342	3,465	11,945	222	2,006	6,634	120	1,459	5,311	
Mean	2.63	2.70	2.79	2.63	2.69	2.79	2.63	2.72	2.79	
Standard deviation	0.75	0.81	0.81	0.76	0.78	0.79	0.72	0.86	0.85	
Significance	-		***	-		**	-		*	
Effect size	-	-0.09	-0.20	-	-0.08	-0.20	-	-0.10	-0.19	
This institution takes responsibility for educating underprepared students										
Agree strongly	8.3%	11.0%	12.6%	9.5%	11.4%	12.5%	5.9%	10.4%	12.8%	
Agree somewhat	59.3%	50.0%	50.0%	61.5%	50.4%	50.7%	55.1%	49.5%	48.9%	
Disagree somewhat	25.7%	30.0%	28.6%	22.6%	29.9%	28.8%	31.4%	30.2%	28.2%	
Disagree strongly	6.8%	8.9%	8.8%	6.3%	8.3%	7.9%	7.6%	9.9%	10.2%	
Total(n)	339	3,455	11,937	221	2,005	6,631	118	1,450	5,306	
Mean	2.69	2.63	2.66	2.74	2.65	2.68	2.59	2.60	2.64	
Standard deviation	0.72	0.80	0.81	0.71	0.79	0.79	0.72	0.80	0.83	
Significance	-			-			-			
Effect size	-	0.08	0.04	-	0.11	0.08	-	-0.01	-0.06	
The criteria for advancement and promotion decisions are clear										
Agree strongly	16.5%	24.7%	24.8%	18.4%	25.1%	25.8%	13.1%	23.9%	23.2%	
Agree somewhat	46.7%	46.4%	46.0%	49.3%	46.9%	47.1%	41.8%	45.7%	44.4%	
Disagree somewhat	24.6%	20.7%	20.3%	20.6%	19.2%	18.8%	32.0%	23.2%	22.7%	
Disagree strongly	12.2%	8.1%	8.8%	11.7%	8.8%	8.3%	13.1%	7.2%	9.7%	
Total(n)	345	3,479	11,969	223	2,011	6,643	122	1,468	5,326	
Mean	2.68	2.88	2.87	2.74	2.88	2.90	2.55	2.86	2.81	
Standard deviation	0.89	0.87	0.89	0.89	0.88	0.88	0.88	0.86	0.90	
Significance	-	***	***	-	*	**	-	***	**	
Effect size	-	-0.23	-0.21	-	-0.16	-0.18	-	-0.36	-0.29	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	5.7%	8.7%	9.2%	3.2%	8.2%	8.6%	10.1%	9.7%	10.1%	
Agree somewhat	29.0%	29.7%	27.7%	29.2%	29.5%	27.0%	28.6%	30.2%	28.9%	
Disagree somewhat	51.0%	43.8%	40.1%	49.5%	43.6%	40.1%	53.8%	44.1%	40.2%	
Disagree strongly	14.3%	17.7%	22.9%	18.1%	18.7%	24.3%	7.6%	16.0%	20.8%	
Total(n)	335	3,478	11,982	216	2,010	6,647	119	1,468	5,335	
Mean	2.26	2.30	2.23	2.18	2.27	2.20	2.41	2.34	2.28	
Standard deviation	0.77	0.86	0.91	0.76	0.86	0.90	0.77	0.86	0.91	
Significance	-			-			-			
Effect size	-	-0.05	0.03	-	-0.10	-0.02	-	0.08	0.14	
There is adequate support for faculty development										
Agree strongly	3.2%	11.7%	13.1%	3.2%	11.6%	13.1%	3.3%	12.0%	13.3%	
Agree somewhat	35.0%	48.6%	49.6%	35.7%	49.1%	50.9%	33.6%	47.8%	47.5%	
Disagree somewhat	40.8%	28.5%	26.9%	41.2%	27.9%	26.0%	40.2%	29.3%	28.3%	
Disagree strongly	21.0%	11.2%	10.3%	19.9%	11.4%	10.0%	23.0%	10.9%	10.9%	
Total(n)	343	3,476	11,970	221	2,012	6,647	122	1,464	5,323	
Mean	2.20	2.61	2.66	2.22	2.61	2.67	2.17	2.61	2.63	
Standard deviation	0.81	0.83	0.83	0.80	0.83	0.83	0.82	0.83	0.85	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.49	-0.55	-	-0.47	-0.54	-	-0.53	-0.54	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	29.2%	30.0%	34.8%	32.4%	29.2%	34.9%	23.3%	31.2%	34.5%	
High priority	48.5%	45.4%	43.4%	49.1%	46.2%	43.8%	47.5%	44.2%	42.8%	
Medium priority	19.3%	20.3%	18.1%	15.8%	20.5%	17.6%	25.8%	20.1%	18.7%	
Low priority	2.9%	4.3%	3.7%	2.7%	4.2%	3.6%	3.3%	4.5%	4.0%	
Total(n)	342	3,480	11,979	222	2,013	6,645	120	1,467	5,334	
Mean	3.04	3.01	3.09	3.11	3.00	3.10	2.91	3.02	3.08	
Standard deviation	0.78	0.82	0.82	0.76	0.81	0.81	0.79	0.83	0.83	
Significance	-			-			-		*	
Effect size	-	0.04	-0.06	-	0.14	0.01	-	-0.13	-0.20	
To develop a sense of community among students and faculty										
Highest priority	7.9%	9.0%	9.6%	7.7%	8.8%	9.3%	8.3%	9.4%	10.1%	
High priority	46.8%	37.4%	39.1%	47.7%	38.2%	39.5%	45.0%	36.0%	38.6%	
Medium priority	36.0%	39.9%	38.2%	35.6%	39.7%	38.8%	36.7%	40.3%	37.3%	
Low priority	9.4%	13.7%	13.0%	9.0%	13.3%	12.4%	10.0%	14.3%	14.0%	
Total(n)	342	3,474	11,967	222	2,010	6,640	120	1,464	5,327	
Mean	2.53	2.42	2.45	2.54	2.42	2.46	2.52	2.41	2.45	
Standard deviation	0.77	0.84	0.84	0.76	0.83	0.83	0.79	0.85	0.85	
Significance	-	*		-	*		-			
Effect size	-	0.13	0.10	-	0.14	0.10	-	0.13	0.08	
To facilitate student involvement in community service										
Highest priority	9.9%	5.4%	7.2%	9.5%	4.5%	6.2%	10.8%	6.8%	8.9%	Institutional Priority: Civic Engagement
High priority	38.0%	28.0%	31.5%	35.6%	27.3%	30.3%	42.5%	29.0%	33.4%	
Medium priority	43.0%	47.8%	44.5%	45.0%	48.1%	45.5%	39.2%	47.4%	43.0%	
Low priority	9.1%	18.9%	16.7%	9.9%	20.1%	18.0%	7.5%	16.8%	14.8%	
Total(n)	342	3,469	11,956	222	2,008	6,634	120	1,461	5,322	
Mean	2.49	2.20	2.29	2.45	2.16	2.25	2.57	2.26	2.36	
Standard deviation	0.79	0.80	0.83	0.80	0.79	0.82	0.79	0.81	0.84	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	0.36	0.24	-	0.37	0.24	-	0.38	0.25	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To help students learn how to bring about change in society										
Highest priority	6.7%	4.9%	6.0%	6.8%	4.4%	5.0%	6.6%	5.8%	7.4%	
High priority	27.7%	21.8%	24.7%	29.3%	21.8%	24.2%	24.8%	21.8%	25.5%	
Medium priority	44.3%	46.2%	44.1%	43.2%	46.3%	44.5%	46.3%	46.0%	43.6%	
Low priority	21.3%	27.1%	25.2%	20.7%	27.5%	26.3%	22.3%	26.4%	23.4%	
Total(n)	343	3,465	11,941	222	2,005	6,625	121	1,460	5,316	
Mean	2.20	2.05	2.11	2.22	2.03	2.08	2.16	2.07	2.17	
Standard deviation	0.85	0.83	0.85	0.85	0.82	0.84	0.85	0.84	0.87	
Significance	-	**		-	**	*	-			
Effect size	-	0.18	0.11	-	0.23	0.17	-	0.11	-0.01	
To increase or maintain institutional prestige										
Highest priority	21.9%	35.8%	34.6%	21.2%	34.4%	33.9%	23.3%	38.2%	35.7%	Institutional Priority: Increase Prestige
High priority	48.0%	39.0%	38.5%	49.5%	39.7%	39.3%	45.0%	37.9%	37.4%	
Medium priority	21.9%	20.2%	21.2%	19.8%	20.2%	20.9%	25.8%	20.4%	21.6%	
Low priority	8.2%	4.9%	5.6%	9.5%	5.8%	5.9%	5.8%	3.5%	5.3%	
Total(n)	342	3,478	11,964	222	2,012	6,640	120	1,466	5,324	
Mean	2.84	3.06	3.02	2.82	3.03	3.01	2.86	3.11	3.04	
Standard deviation	0.86	0.87	0.88	0.87	0.88	0.88	0.84	0.85	0.89	
Significance	-	***	***	-	***	**	-	**	*	
Effect size	-	-0.25	-0.20	-	-0.24	-0.22	-	-0.29	-0.20	
To hire faculty 'stars'										
Highest priority	8.2%	14.7%	16.8%	8.1%	14.1%	16.8%	8.3%	15.8%	16.9%	Institutional Priority: Increase Prestige
High priority	20.2%	28.7%	25.0%	20.3%	28.8%	25.1%	20.0%	28.4%	24.9%	
Medium priority	37.1%	35.0%	31.8%	36.0%	35.5%	31.6%	39.2%	34.2%	32.0%	
Low priority	34.5%	21.6%	26.4%	35.6%	21.7%	26.5%	32.5%	21.5%	26.2%	
Total(n)	342	3,468	11,945	222	2,007	6,632	120	1,461	5,313	
Mean	2.02	2.37	2.32	2.01	2.35	2.32	2.04	2.38	2.32	
Standard deviation	0.94	0.98	1.04	0.94	0.97	1.04	0.93	0.99	1.04	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	-0.36	-0.29	-	-0.35	-0.30	-	-0.34	-0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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: Commit- ment to Diversity
Highest priority	7.6%	7.9%	8.2%	6.8%	7.4%	7.5%	9.2%	8.8%	9.4%	
High priority	29.8%	37.2%	37.6%	32.9%	37.7%	38.9%	24.2%	36.3%	35.5%	
Medium priority	47.1%	42.3%	41.7%	46.8%	42.9%	41.8%	47.5%	41.4%	41.6%	
Low priority	15.5%	12.5%	12.5%	13.5%	12.0%	11.8%	19.2%	13.5%	13.5%	
Total(n)	342	3,464	11,938	222	2,007	6,627	120	1,457	5,311	
Mean	2.30	2.41	2.42	2.33	2.40	2.42	2.23	2.41	2.41	
Standard deviation	0.82	0.81	0.81	0.79	0.79	0.79	0.87	0.83	0.84	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.14	-0.15	-	-0.09	-0.11	-	-0.22	-0.21	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	24.3%	43.0%	39.8%	24.8%	41.6%	39.3%	23.3%	45.2%	40.5%	
High priority	45.6%	39.1%	37.5%	49.5%	39.2%	37.7%	38.3%	38.9%	37.3%	
Medium priority	21.3%	14.7%	16.6%	16.2%	15.9%	16.9%	30.8%	12.7%	16.1%	
Low priority	8.8%	3.2%	6.1%	9.5%	3.2%	6.1%	7.5%	3.2%	6.1%	
Total(n)	342	3,474	11,960	222	2,011	6,639	120	1,463	5,321	
Mean	2.85	3.22	3.11	2.90	3.19	3.10	2.78	3.26	3.12	
Standard deviation	0.89	0.81	0.89	0.88	0.82	0.89	0.89	0.80	0.89	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.46	-0.29	-	-0.35	-0.22	-	-0.60	-0.38	
To create a diverse multi-cultural campus environment										Institutional Priority: Commit- ment to Diversity
Highest priority	10.2%	13.3%	12.4%	11.3%	11.8%	11.1%	8.3%	15.7%	14.3%	
High priority	27.2%	35.2%	36.4%	29.3%	35.7%	38.0%	23.3%	34.2%	33.9%	
Medium priority	45.0%	39.2%	38.6%	44.1%	40.5%	39.4%	46.7%	37.2%	37.4%	
Low priority	17.5%	12.3%	12.6%	15.3%	11.9%	11.5%	21.7%	13.0%	14.4%	
Total(n)	342	3,466	11,948	222	2,005	6,628	120	1,461	5,320	
Mean	2.30	2.49	2.48	2.36	2.47	2.49	2.18	2.53	2.48	
Standard deviation	0.88	0.87	0.87	0.88	0.85	0.84	0.87	0.91	0.91	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	-0.22	-0.21	-	-0.13	-0.15	-	-0.38	-0.33	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote gender equity among faculty										
Highest priority	6.4%	10.1%	9.6%	8.1%	10.0%	10.3%	3.3%	10.2%	8.4%	
High priority	36.3%	35.8%	36.7%	43.9%	42.3%	43.4%	22.3%	25.2%	26.3%	
Medium priority	35.4%	38.3%	37.8%	33.0%	36.9%	35.9%	39.7%	40.8%	40.6%	
Low priority	21.9%	15.8%	16.0%	14.9%	10.8%	10.3%	34.7%	23.9%	24.7%	
Total(n)	342	3,455	11,902	221	2,003	6,606	121	1,452	5,296	
Mean	2.27	2.40	2.40	2.45	2.52	2.54	1.94	2.22	2.18	
Standard deviation	0.88	0.87	0.87	0.84	0.82	0.81	0.84	0.92	0.90	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.15	-0.15	-	-0.09	-0.11	-	-0.30	-0.27	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	4.4%	5.0%	5.4%	5.0%	4.5%	4.5%	3.3%	6.0%	6.7%	
High priority	26.0%	21.8%	23.1%	27.7%	21.0%	22.2%	23.0%	23.2%	24.5%	
Medium priority	40.6%	45.2%	44.3%	40.5%	45.9%	45.5%	41.0%	44.0%	42.4%	
Low priority	28.9%	28.0%	27.2%	26.8%	28.6%	27.8%	32.8%	26.8%	26.4%	
Total(n)	342	3,452	11,905	220	2,000	6,609	122	1,452	5,296	
Mean	2.06	2.04	2.07	2.11	2.01	2.03	1.97	2.08	2.12	
Standard deviation	0.85	0.84	0.84	0.86	0.82	0.82	0.83	0.86	0.87	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	0.12	0.10	-	-0.13	-0.17	
To create and sustain partnerships with surrounding communities										
Highest priority	7.9%	8.2%	9.2%	7.7%	6.1%	7.5%	8.2%	11.7%	11.9%	
High priority	38.8%	29.4%	32.8%	40.3%	28.3%	32.2%	36.1%	31.1%	33.8%	
Medium priority	35.6%	41.6%	40.2%	32.6%	43.0%	41.9%	41.0%	39.2%	37.7%	
Low priority	17.8%	20.9%	17.7%	19.5%	22.6%	18.5%	14.8%	18.0%	16.6%	
Total(n)	343	3,461	11,916	221	2,004	6,611	122	1,457	5,305	
Mean	2.37	2.25	2.33	2.36	2.18	2.29	2.38	2.37	2.41	
Standard deviation	0.86	0.88	0.87	0.88	0.85	0.85	0.84	0.91	0.90	
Significance	-	*		-	**		-			
Effect size	-	0.14	0.05	-	0.21	0.08	-	0.01	-0.03	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	48.0%	42.4%	35.8%	49.5%	40.8%	35.9%	45.1%	45.1%	35.5%	
High priority	37.8%	37.8%	35.8%	38.7%	38.2%	36.3%	36.1%	37.2%	34.9%	
Medium priority	11.6%	14.9%	21.0%	9.5%	15.9%	20.8%	15.6%	13.1%	21.2%	
Low priority	2.6%	4.9%	7.5%	2.3%	5.1%	7.0%	3.3%	4.5%	8.4%	
Total(n)	344	3,460	11,887	222	2,006	6,606	122	1,454	5,281	
Mean	3.31	3.18	3.00	3.36	3.15	3.01	3.23	3.23	2.98	
Standard deviation	0.78	0.86	0.93	0.75	0.87	0.92	0.83	0.84	0.95	
Significance	-	**	***	-	***	***	-		**	
Effect size	-	0.15	0.33	-	0.24	0.38	-	0.00	0.26	
To increase the representation of minorities in the faculty and administration										
Highest priority	5.9%	7.4%	7.3%	6.8%	6.0%	6.2%	4.2%	9.8%	9.0%	Institutional Priority: Commit- ment to Diversity
High priority	21.4%	31.9%	32.0%	24.0%	33.2%	33.8%	16.7%	29.9%	29.2%	
Medium priority	47.5%	45.0%	44.5%	46.2%	46.7%	45.6%	50.0%	42.3%	42.6%	
Low priority	25.2%	15.6%	16.3%	23.1%	14.2%	14.4%	29.2%	18.0%	19.2%	
Total(n)	341	3,451	11,880	221	2,001	6,597	120	1,450	5,283	
Mean	2.08	2.31	2.30	2.14	2.31	2.32	1.96	2.31	2.28	
Standard deviation	0.83	0.82	0.83	0.85	0.79	0.79	0.79	0.88	0.87	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	-0.28	-0.27	-	-0.22	-0.23	-	-0.40	-0.37	
To strengthen links with the for-profit, corporate sector										
Highest priority	20.9%	22.1%	18.4%	19.0%	19.9%	17.0%	24.4%	25.8%	20.7%	
High priority	37.9%	35.5%	34.5%	40.7%	37.0%	36.0%	32.8%	32.9%	32.2%	
Medium priority	28.5%	31.2%	33.1%	28.1%	32.2%	33.6%	29.4%	29.4%	32.3%	
Low priority	12.6%	11.3%	14.0%	12.2%	10.9%	13.4%	13.4%	11.9%	14.8%	
Total(n)	340	3,448	11,864	221	2,004	6,602	119	1,444	5,262	
Mean	2.67	2.68	2.57	2.67	2.66	2.57	2.68	2.73	2.59	
Standard deviation	0.95	0.94	0.94	0.92	0.92	0.92	0.99	0.98	0.98	
Significance	-			-			-			
Effect size	-	-0.01	0.11	-	0.01	0.11	-	-0.05	0.09	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	9.1%	9.5%	10.6%	10.0%	8.0%	9.1%	7.4%	12.1%	12.9%	
High priority	44.4%	34.2%	37.8%	45.7%	34.3%	38.6%	42.1%	34.0%	36.5%	
Medium priority	34.8%	42.4%	39.7%	32.6%	43.4%	39.8%	38.8%	40.8%	39.5%	
Low priority	11.7%	13.9%	12.0%	11.8%	14.3%	12.6%	11.6%	13.2%	11.2%	
Total(n)	342	3,459	11,914	221	2,003	6,612	121	1,456	5,302	
Mean	2.51	2.39	2.47	2.54	2.36	2.44	2.45	2.45	2.51	
Standard deviation	0.82	0.84	0.84	0.83	0.82	0.82	0.80	0.87	0.85	
Significance	-	*		-	**		-			
Effect size	-	0.14	0.05	-	0.22	0.12	-	0.00	-0.07	
To increase the representation of women in the faculty and administration										
Highest priority	5.9%	7.0%	6.6%	6.8%	6.7%	6.7%	4.2%	7.3%	6.5%	Institutional Priority: Commit- ment to Diversity
High priority	27.1%	28.8%	29.1%	31.8%	33.9%	34.6%	18.3%	20.5%	20.5%	
Medium priority	44.4%	47.0%	46.4%	45.5%	46.7%	45.9%	42.5%	47.6%	47.1%	
Low priority	22.6%	17.2%	17.9%	15.9%	12.7%	12.8%	35.0%	24.6%	25.9%	
Total(n)	340	3,437	11,859	220	1,990	6,584	120	1,447	5,275	
Mean	2.16	2.26	2.24	2.30	2.35	2.35	1.92	2.11	2.08	
Standard deviation	0.84	0.82	0.82	0.82	0.78	0.79	0.84	0.86	0.85	
Significance	-	*		-			-	*	*	
Effect size	-	-0.12	-0.10	-	-0.06	-0.06	-	-0.22	-0.19	
To develop an appreciation for multiculturalism										
Highest priority	7.9%	10.8%	10.9%	9.0%	9.2%	9.4%	5.8%	13.3%	13.1%	Institutional Priority: Commit- ment to Diversity
High priority	32.2%	38.2%	37.2%	36.7%	39.8%	39.6%	24.0%	35.7%	33.6%	
Medium priority	45.3%	39.0%	39.3%	43.4%	39.5%	39.3%	48.8%	38.1%	39.4%	
Low priority	14.6%	12.0%	12.6%	10.9%	11.5%	11.8%	21.5%	12.9%	13.9%	
Total(n)	342	3,455	11,900	221	2,000	6,600	121	1,455	5,300	
Mean	2.33	2.48	2.46	2.44	2.47	2.47	2.14	2.49	2.46	
Standard deviation	0.82	0.84	0.85	0.80	0.81	0.82	0.82	0.88	0.89	
Significance	-	**	**	-			-	***	***	
Effect size	-	-0.18	-0.15	-	-0.04	-0.04	-	-0.40	-0.36	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	14.4%	10.2%	10.4%	15.2%	9.7%	9.8%	12.9%	10.9%	11.5%	
Agree somewhat	50.9%	46.5%	45.5%	51.8%	45.0%	44.2%	49.2%	48.9%	47.5%	
Disagree somewhat	25.0%	29.8%	30.8%	21.4%	30.6%	31.5%	31.5%	28.5%	29.6%	
Disagree strongly	9.8%	13.5%	13.3%	11.6%	14.6%	14.6%	6.5%	11.6%	11.4%	
Total(n)	348	3,481	11,978	224	2,016	6,644	124	1,465	5,334	
Mean	2.70	2.53	2.53	2.71	2.50	2.49	2.69	2.59	2.59	
Standard deviation	0.83	0.85	0.85	0.86	0.86	0.86	0.78	0.83	0.84	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.20	0.20	-	0.24	0.26	-	0.12	0.12	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	4.3%	3.8%	4.1%	5.8%	4.9%	5.2%	1.6%	1.9%	2.3%	
Agree somewhat	19.3%	20.5%	20.6%	20.1%	22.9%	22.9%	17.9%	16.7%	17.1%	
Disagree somewhat	40.9%	41.3%	42.1%	44.6%	43.2%	44.0%	34.1%	38.1%	39.0%	
Disagree strongly	35.4%	34.4%	33.3%	29.5%	29.0%	27.9%	46.3%	43.4%	41.5%	
Total(n)	347	3,473	11,944	224	2,013	6,625	123	1,460	5,319	
Mean	1.93	1.94	1.95	2.02	2.04	2.05	1.75	1.77	1.80	
Standard deviation	0.85	0.83	0.84	0.85	0.84	0.84	0.81	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	-0.02	-0.04	-	-0.03	-0.06	
Colleges should be actively involved in solving social problems										
Agree strongly	23.6%	20.9%	20.4%	18.3%	18.4%	18.0%	33.1%	25.2%	24.1%	
Agree somewhat	51.4%	53.5%	54.1%	55.4%	53.3%	54.2%	44.4%	53.8%	54.0%	
Disagree somewhat	20.4%	20.5%	20.5%	20.1%	21.4%	21.2%	21.0%	18.8%	19.4%	
Disagree strongly	4.6%	5.1%	5.0%	6.3%	6.9%	6.6%	1.6%	2.2%	2.5%	
Total(n)	348	3,471	11,947	224	2,009	6,623	124	1,462	5,324	
Mean	2.94	2.90	2.90	2.86	2.83	2.84	3.09	3.02	3.00	
Standard deviation	0.79	0.78	0.77	0.79	0.80	0.79	0.78	0.73	0.73	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.04	0.03	-	0.10	0.12	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	30.5%	24.9%	27.1%	24.6%	18.9%	22.2%	41.5%	34.8%	34.8%	
Agree somewhat	58.2%	59.4%	58.9%	61.2%	62.3%	60.8%	52.8%	54.5%	56.0%	
Disagree somewhat	9.2%	12.9%	11.5%	11.2%	15.3%	13.8%	5.7%	8.8%	7.9%	
Disagree strongly	2.0%	2.9%	2.5%	3.1%	3.5%	3.2%	0.0%	1.9%	1.3%	
Total(n)	347	3,470	11,956	224	2,009	6,628	123	1,461	5,328	
Mean	3.17	3.06	3.11	3.07	2.97	3.02	3.36	3.22	3.24	
Standard deviation	0.67	0.70	0.69	0.69	0.69	0.70	0.59	0.68	0.65	
Significance	-	**		-	*		-	*	*	
Effect size	-	0.16	0.09	-	0.14	0.07	-	0.21	0.18	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	55.9%	58.1%	56.6%	53.1%	50.6%	49.8%	61.0%	70.4%	67.1%	
Agree somewhat	39.2%	36.7%	38.2%	41.5%	42.5%	43.3%	35.0%	27.1%	30.4%	
Disagree somewhat	3.7%	4.2%	4.0%	4.0%	5.3%	5.2%	3.3%	2.2%	2.3%	
Disagree strongly	1.2%	1.1%	1.2%	1.3%	1.6%	1.8%	0.8%	0.2%	0.2%	
Total(n)	347	3,471	11,955	224	2,010	6,628	123	1,461	5,327	
Mean	3.50	3.52	3.50	3.46	3.42	3.41	3.56	3.68	3.64	
Standard deviation	0.63	0.63	0.63	0.64	0.67	0.67	0.60	0.53	0.54	
Significance	-			-			-	*		
Effect size	-	-0.03	0.00	-	0.06	0.07	-	-0.23	-0.15	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	1.7%	3.5%	2.9%	2.2%	4.7%	3.9%	0.8%	1.6%	1.4%	
Agree somewhat	16.4%	17.5%	17.2%	19.2%	21.1%	20.4%	11.3%	11.5%	12.3%	
Disagree somewhat	48.3%	42.7%	42.3%	49.1%	43.2%	43.0%	46.8%	42.0%	41.1%	
Disagree strongly	33.6%	36.3%	37.6%	29.5%	31.0%	32.7%	41.1%	44.9%	45.3%	
Total(n)	348	3,476	11,956	224	2,014	6,633	124	1,462	5,323	
Mean	1.86	1.88	1.85	1.94	2.00	1.95	1.72	1.70	1.70	
Standard deviation	0.74	0.81	0.80	0.76	0.84	0.83	0.69	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.02	0.01	-	-0.07	-0.01	-	0.03	0.03	

University of Idaho	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	3.5%	3.4%	5.0%	5.4%	3.5%	5.4%	0.0%	3.0%	4.5%	
Agree somewhat	14.5%	17.9%	21.0%	15.8%	18.2%	20.9%	12.1%	17.5%	21.2%	
Disagree somewhat	37.9%	34.6%	33.6%	32.9%	33.5%	32.9%	46.8%	36.4%	34.8%	
Disagree strongly	44.2%	44.1%	40.3%	45.9%	44.8%	40.8%	41.1%	43.0%	39.5%	
Total(n)	346	3,470	11,948	222	2,010	6,621	124	1,460	5,327	
Mean	1.77	1.81	1.91	1.81	1.81	1.91	1.71	1.81	1.91	
Standard deviation	0.82	0.85	0.90	0.89	0.86	0.91	0.67	0.83	0.88	
Significance	-		**	-			-		*	
Effect size	-	-0.05	-0.16	-	0.00	-0.11	-	-0.12	-0.23	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	28.2%	24.3%	26.1%	23.3%	20.3%	21.8%	37.1%	30.9%	32.8%	
Agree somewhat	61.4%	62.0%	61.2%	65.9%	63.4%	63.7%	53.2%	59.6%	57.4%	
Disagree somewhat	9.2%	10.8%	10.2%	9.4%	12.4%	11.3%	8.9%	8.1%	8.7%	
Disagree strongly	1.2%	2.9%	2.4%	1.3%	3.9%	3.3%	0.8%	1.4%	1.2%	
Total(n)	347	3,476	11,960	223	2,012	6,631	124	1,464	5,329	
Mean	3.17	3.08	3.11	3.11	3.00	3.04	3.27	3.20	3.22	
Standard deviation	0.63	0.68	0.67	0.61	0.69	0.68	0.65	0.64	0.64	
Significance	-	*		-	*		-			
Effect size	-	0.13	0.09	-	0.16	0.10	-	0.11	0.08	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	14.7%	15.6%	14.3%	13.9%	15.4%	13.8%	16.1%	15.9%	14.9%	
Agree somewhat	42.9%	44.9%	44.5%	39.5%	44.4%	44.1%	49.2%	45.6%	45.1%	
Disagree somewhat	30.5%	30.1%	31.4%	32.3%	30.4%	31.7%	27.4%	29.5%	30.9%	
Disagree strongly	11.8%	9.4%	9.9%	14.3%	9.7%	10.4%	7.3%	9.0%	9.1%	
Total(n)	347	3,446	11,856	223	1,998	6,584	124	1,448	5,272	
Mean	2.61	2.67	2.63	2.53	2.66	2.61	2.74	2.68	2.66	
Standard deviation	0.88	0.85	0.85	0.90	0.85	0.85	0.82	0.85	0.84	
Significance	-			-	*		-			
Effect size	-	-0.07	-0.02	-	-0.15	-0.09	-	0.07	0.10	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should prohibit racist/sexist speech on campus										
Agree strongly	37.4%	32.3%	32.8%	30.6%	27.3%	27.8%	49.6%	40.5%	40.7%	
Agree somewhat	29.0%	28.7%	29.2%	32.4%	30.0%	29.5%	22.8%	26.5%	28.7%	
Disagree somewhat	23.2%	26.4%	25.5%	25.7%	28.4%	28.0%	18.7%	23.0%	21.6%	
Disagree strongly	10.4%	12.7%	12.5%	11.3%	14.3%	14.7%	8.9%	10.0%	9.0%	
Total(n)	345	3,449	11,886	222	1,999	6,603	123	1,450	5,283	
Mean	2.93	2.81	2.82	2.82	2.70	2.70	3.13	2.97	3.01	
Standard deviation	1.01	1.03	1.03	0.99	1.02	1.03	1.02	1.02	0.99	
Significance	-	*		-			-			
Effect size	-	0.12	0.11	-	0.12	0.12	-	0.16	0.12	
This institution should not offer remedial/developmental education										
Agree strongly	5.2%	4.3%	5.6%	6.3%	5.2%	6.5%	3.2%	2.8%	4.3%	
Agree somewhat	19.1%	15.5%	16.7%	21.2%	18.1%	19.1%	15.3%	11.3%	12.8%	
Disagree somewhat	44.8%	45.9%	44.8%	45.5%	46.8%	45.9%	43.5%	44.3%	43.1%	
Disagree strongly	30.9%	34.3%	32.9%	27.0%	29.9%	28.5%	37.9%	41.6%	39.8%	
Total(n)	346	3,463	11,917	222	2,005	6,613	124	1,458	5,304	
Mean	1.99	1.90	1.95	2.07	1.99	2.04	1.84	1.75	1.82	
Standard deviation	0.84	0.81	0.85	0.86	0.83	0.86	0.80	0.76	0.81	
Significance	-	*		-			-			
Effect size	-	0.11	0.05	-	0.10	0.03	-	0.12	0.02	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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%	0.5%	0.4%	0.0%	0.5%	0.3%	0.0%	0.4%	0.4%	
\$20,000 - \$29,999	1.0%	0.7%	0.5%	0.0%	0.6%	0.4%	2.8%	0.9%	0.6%	
\$30,000 - \$39,999	3.0%	4.3%	3.7%	1.6%	2.7%	2.3%	5.6%	6.8%	5.8%	
\$40,000 - \$49,999	10.0%	9.9%	9.9%	5.4%	7.5%	7.6%	18.1%	13.7%	13.5%	
\$50,000 - \$59,999	23.9%	18.6%	17.6%	20.2%	15.8%	14.9%	30.6%	23.1%	21.8%	
\$60,000 - \$69,999	16.9%	15.7%	16.3%	16.3%	15.2%	14.6%	18.1%	16.4%	19.0%	
\$70,000 - \$79,999	15.4%	14.7%	14.2%	19.4%	14.8%	14.2%	8.3%	14.4%	14.0%	
\$80,000 - \$89,999	12.9%	10.1%	10.3%	17.8%	11.9%	12.1%	4.2%	7.2%	7.4%	
\$90,000 - \$99,999	10.4%	7.7%	7.9%	13.2%	8.2%	8.7%	5.6%	7.0%	6.8%	
\$100,000 - \$124,999	6.0%	10.9%	10.7%	5.4%	13.4%	13.0%	6.9%	6.9%	7.1%	
\$125,000 - \$149,999	0.5%	4.2%	4.2%	0.8%	5.6%	5.5%	0.0%	2.0%	2.0%	
\$150,000 or more	0.0%	2.9%	4.5%	0.0%	3.8%	6.3%	0.0%	1.3%	1.7%	
Total(n)	201	2,662	8,448	129	1,536	4,750	72	1,126	3,698	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.5%	0.6%	0.0%	0.7%	0.4%	0.0%	0.1%	0.9%	
\$20,000 - \$29,999	0.0%	1.4%	0.8%	0.0%	0.0%	0.1%	0.0%	3.8%	1.8%	
\$30,000 - \$39,999	6.5%	3.9%	2.9%	5.7%	2.7%	2.2%	7.9%	5.9%	3.9%	
\$40,000 - \$49,999	7.4%	10.2%	8.8%	4.3%	9.1%	8.3%	13.2%	12.1%	9.4%	
\$50,000 - \$59,999	6.5%	17.7%	14.3%	4.3%	18.1%	13.9%	10.5%	16.8%	15.1%	
\$60,000 - \$69,999	20.4%	14.5%	17.1%	15.7%	12.6%	14.7%	28.9%	17.8%	20.7%	
\$70,000 - \$79,999	13.9%	8.7%	10.4%	17.1%	9.0%	8.7%	7.9%	8.3%	12.9%	
\$80,000 - \$89,999	8.3%	8.1%	8.8%	10.0%	7.2%	8.9%	5.3%	9.6%	8.6%	
\$90,000 - \$99,999	7.4%	8.8%	9.3%	7.1%	10.7%	11.5%	7.9%	5.6%	6.1%	
\$100,000 - \$124,999	9.3%	12.0%	13.0%	11.4%	11.4%	12.2%	5.3%	13.1%	14.2%	
\$125,000 - \$149,999	8.3%	7.3%	7.4%	10.0%	8.7%	9.2%	5.3%	4.9%	4.7%	
\$150,000 or more	12.0%	6.9%	6.6%	14.3%	9.8%	10.0%	7.9%	1.8%	1.7%	
Total(n)	108	660	2,631	70	374	1,399	38	286	1,232	
Your base institutional salary reported above is based on:										
Less than 9 months	3.4%	2.9%	4.2%	4.3%	3.3%	4.1%	1.8%	2.2%	4.3%	
9/10 months	62.5%	76.8%	72.9%	61.9%	76.1%	73.6%	63.7%	78.1%	71.9%	
11/12 months	34.1%	20.3%	22.9%	33.8%	20.7%	22.3%	34.5%	19.7%	23.7%	
Total(n)	323	3,470	11,872	210	2,009	6,592	113	1,461	5,280	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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%	46.0%	48.8%	45.4%	42.2%	44.1%	40.8%	52.8%	56.7%	52.7%	
75% to 99%	37.6%	41.8%	43.9%	41.7%	44.2%	46.6%	30.1%	37.9%	39.7%	
74% to 50%	9.2%	7.2%	8.5%	9.0%	9.1%	10.3%	9.8%	4.0%	5.8%	
25% to 49%	4.3%	1.7%	1.6%	4.0%	2.0%	1.7%	4.9%	1.2%	1.3%	
1% to 24%	2.0%	0.3%	0.5%	2.7%	0.4%	0.5%	0.8%	0.2%	0.5%	
0%	0.9%	0.2%	0.1%	0.4%	0.2%	0.2%	1.6%	0.0%	0.1%	
Total(n)	346	3,467	11,884	223	2,008	6,596	123	1,459	5,288	
Other income from this institution										
100%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
74% to 50%	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.1%	
25% to 49%	6.8%	5.4%	4.7%	7.3%	6.1%	5.4%	5.9%	4.2%	3.5%	
1% to 24%	18.9%	26.3%	28.9%	19.2%	29.1%	32.1%	18.5%	21.6%	24.0%	
0%	74.3%	67.8%	65.9%	73.5%	64.0%	61.8%	75.6%	74.1%	72.3%	
Total(n)	338	3,374	11,558	219	1,957	6,436	119	1,417	5,122	
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%	0.1%	0.1%	0.0%	0.0%	0.1%	
74% to 50%	2.4%	0.2%	0.2%	2.3%	0.3%	0.2%	2.5%	0.1%	0.2%	
25% to 49%	0.3%	0.7%	0.8%	0.5%	0.6%	0.7%	0.0%	0.9%	0.8%	
1% to 24%	3.6%	4.7%	5.3%	2.3%	5.2%	5.6%	5.9%	4.0%	4.8%	
0%	93.8%	94.3%	93.7%	94.9%	93.8%	93.4%	91.6%	95.1%	94.1%	
Total(n)	336	3,341	11,446	217	1,938	6,368	119	1,403	5,078	
Non-academic income										
100%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	0.1%	
75% to 99%	2.4%	0.5%	0.5%	3.2%	0.5%	0.5%	0.8%	0.5%	0.6%	
74% to 50%	3.3%	1.4%	1.9%	2.8%	1.3%	1.6%	4.2%	1.6%	2.2%	
25% to 49%	6.5%	4.1%	4.9%	5.0%	4.9%	5.6%	9.2%	2.7%	3.7%	
1% to 24%	22.8%	23.9%	25.7%	27.5%	26.6%	28.6%	14.3%	19.4%	21.4%	
0%	64.4%	70.2%	67.0%	61.5%	66.7%	63.7%	69.7%	75.9%	72.0%	
Total(n)	337	3,375	11,539	218	1,963	6,426	119	1,412	5,113	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	1.2%	2.6%	2.5%	0.0%	1.8%	1.7%	3.4%	3.9%	3.7%	
1986 - 1980	8.5%	10.2%	9.6%	6.3%	10.9%	10.1%	12.6%	9.1%	8.9%	
1971 - 1975	10.6%	10.7%	10.6%	8.6%	9.8%	9.5%	14.3%	12.1%	12.4%	
1966 - 1970	11.4%	14.7%	13.7%	12.2%	11.9%	11.9%	10.1%	19.3%	16.6%	
1961 - 1965	12.6%	11.9%	12.3%	12.2%	11.3%	11.5%	13.4%	12.7%	13.4%	
1956 - 1960	15.0%	13.7%	14.0%	15.8%	13.9%	13.4%	13.4%	13.5%	14.9%	
1951 - 1955	20.2%	16.3%	16.5%	22.1%	17.7%	18.4%	16.8%	13.8%	13.5%	
1946 - 1950	15.8%	13.1%	13.0%	17.6%	14.1%	14.0%	12.6%	11.5%	11.5%	
1941 - 1945	3.8%	5.4%	5.6%	4.5%	6.6%	6.7%	2.5%	3.4%	3.9%	
1940 or earlier	0.9%	1.5%	2.2%	0.9%	1.9%	2.8%	0.8%	0.7%	1.2%	
Total(n)	341	3,430	11,749	222	1,989	6,541	119	1,441	5,208	
Year of highest degree now held										
1973 or earlier	2.9%	4.8%	5.1%	3.6%	6.3%	6.8%	1.7%	2.4%	2.5%	
1974 - 1978	5.9%	7.8%	7.6%	7.3%	10.3%	9.7%	3.4%	3.9%	4.2%	
1979 - 1983	10.9%	10.4%	10.2%	11.8%	12.4%	12.3%	9.2%	7.1%	6.9%	
1984 - 1988	11.8%	10.6%	11.0%	15.9%	13.0%	12.6%	4.2%	6.7%	8.5%	
1989 - 1993	17.4%	12.6%	12.7%	18.2%	11.2%	12.3%	16.0%	14.9%	13.4%	
1994 - 1998	14.2%	13.3%	13.5%	11.4%	10.8%	11.7%	19.3%	17.3%	16.3%	
1999 - 2003	13.0%	15.2%	14.6%	14.5%	13.6%	12.7%	10.1%	17.8%	17.7%	
2004 - 2008	18.3%	16.9%	17.1%	14.5%	15.8%	15.1%	25.2%	18.7%	20.2%	
2009 or later	5.6%	8.4%	8.3%	2.7%	6.6%	7.0%	10.9%	11.3%	10.4%	
Total(n)	339	3,420	11,703	220	1,982	6,502	119	1,438	5,201	
Year of appointment at present institution										
1973 or earlier	0.6%	1.6%	1.8%	0.5%	1.9%	2.2%	0.9%	1.2%	1.1%	
1974 - 1978	2.7%	2.5%	2.7%	3.7%	3.4%	3.7%	0.9%	1.0%	1.0%	
1979 - 1983	4.8%	5.9%	6.2%	5.0%	7.9%	8.2%	4.3%	2.5%	3.0%	
1984 - 1988	9.3%	9.0%	9.3%	10.6%	11.1%	11.3%	6.8%	5.5%	6.1%	
1989 - 1993	12.2%	10.3%	10.7%	13.3%	11.3%	11.7%	10.3%	8.8%	9.2%	
1994 - 1998	9.9%	11.4%	11.5%	10.6%	11.1%	11.1%	8.5%	11.8%	12.0%	
1999 - 2003	19.1%	14.3%	14.0%	19.7%	12.8%	12.5%	17.9%	16.6%	16.2%	
2004 - 2008	29.3%	23.1%	22.7%	26.1%	20.6%	20.1%	35.0%	27.2%	26.7%	
2009 or later	12.2%	21.9%	21.4%	10.6%	19.7%	19.2%	15.4%	25.3%	24.8%	
Total(n)	335	3,383	11,620	218	1,961	6,461	117	1,422	5,159	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	0.5%	1.0%	1.6%	0.0%	1.2%	2.1%	1.8%	0.5%	0.5%	
1974 - 1978	0.5%	2.2%	2.5%	0.7%	2.7%	2.8%	0.0%	1.2%	1.9%	
1979 - 1983	3.5%	5.4%	5.4%	4.2%	6.4%	6.5%	1.8%	3.2%	3.0%	
1984 - 1988	9.5%	10.6%	10.0%	9.1%	12.8%	11.8%	10.5%	5.9%	6.3%	
1989 - 1993	13.5%	15.2%	14.4%	15.4%	17.4%	16.0%	8.8%	10.5%	11.0%	
1994 - 1998	18.5%	17.0%	18.5%	19.6%	16.5%	18.8%	15.8%	18.0%	17.8%	
1999 - 2003	23.0%	16.7%	16.0%	21.0%	14.8%	14.9%	28.1%	21.1%	18.3%	
2004 - 2008	24.0%	20.4%	19.6%	24.5%	18.0%	16.7%	22.8%	25.9%	25.6%	
2009 or later	7.0%	11.4%	12.1%	5.6%	10.3%	10.4%	10.5%	13.8%	15.7%	
Total(n)	200	2,262	7,452	143	1,439	4,534	57	823	2,918	
Aggregated Major										
Agriculture or Forestry (General Area 1)	19.7%	3.3%	2.2%	21.9%	3.8%	2.6%	15.7%	2.4%	1.6%	
Biological Sciences (General Area 5)	7.5%	7.4%	6.9%	8.9%	7.2%	6.9%	5.0%	7.8%	7.0%	
Business (General Area 6)	4.3%	3.8%	4.4%	4.5%	4.0%	4.9%	4.1%	3.5%	3.7%	
Education (General Area 10 and Specific Discipline 2102)	9.3%	6.1%	7.0%	8.0%	4.2%	4.5%	11.6%	9.3%	10.8%	
Engineering (General Area 11)	8.1%	6.0%	5.6%	11.2%	8.2%	7.7%	2.5%	2.4%	2.3%	
English (General Area 12)	3.8%	6.1%	6.5%	3.6%	4.1%	5.0%	4.1%	9.3%	8.8%	
Health-related (General Area 15)	1.4%	4.1%	4.4%	0.4%	2.1%	1.9%	3.3%	7.4%	8.3%	
History or Political Science (Specific Discipline 3007,3009)	4.1%	7.1%	7.6%	4.5%	7.8%	8.1%	3.3%	6.1%	6.8%	
Humanities (General Area 14,24)	2.0%	10.8%	9.5%	1.8%	11.3%	9.9%	2.5%	10.1%	8.9%	
Fine Arts (General Area 2,4,22)	8.1%	7.6%	7.3%	7.6%	7.7%	7.4%	9.1%	7.3%	7.1%	
Mathematics or Statistics (General Area 18)	1.7%	4.8%	4.8%	1.8%	5.9%	6.0%	1.7%	3.1%	2.9%	
Physical Sciences (General Area 25)	7.5%	6.9%	7.4%	8.0%	9.7%	9.8%	6.6%	2.5%	3.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	6.4%	15.0%	15.0%	6.7%	13.5%	14.1%	5.8%	17.3%	16.4%	
Other Technical (General Area 8,19,28)	1.2%	2.5%	2.5%	1.8%	3.0%	3.2%	0.0%	1.7%	1.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.8%	8.5%	8.9%	9.4%	7.6%	8.1%	24.8%	9.8%	10.1%	
Total(n)	345	3,483	11,974	224	2,014	6,649	121	1,469	5,325	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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)	23.5%	3.4%	2.1%	24.6%	3.9%	2.5%	21.5%	2.5%	1.5%	
Biological Sciences (General Area 5)	4.6%	6.5%	6.3%	5.8%	6.9%	6.5%	2.5%	5.8%	6.0%	
Business (General Area 6)	5.5%	4.2%	5.1%	6.3%	4.8%	6.0%	4.1%	3.1%	3.9%	
Education (General Area 10 and Specific Discipline 2102)	7.0%	4.4%	4.6%	5.4%	3.2%	2.9%	9.9%	6.4%	7.3%	
Engineering (General Area 11)	6.7%	6.6%	6.0%	9.4%	8.9%	8.4%	1.7%	2.8%	2.4%	
English (General Area 12)	4.3%	6.1%	6.7%	4.0%	4.2%	5.4%	5.0%	9.1%	8.7%	
Health-related (General Area 15)	0.6%	4.3%	5.2%	0.9%	2.0%	2.3%	0.0%	8.2%	9.8%	
History or Political Science (Specific Discipline 3007,3009)	3.5%	7.2%	7.3%	4.0%	7.9%	7.6%	2.5%	6.1%	6.7%	
Humanities (General Area 14,24)	1.4%	10.5%	9.4%	0.9%	10.7%	9.5%	2.5%	10.2%	9.3%	
Fine Arts (General Area 2,4,22)	8.7%	7.9%	7.6%	7.6%	8.1%	7.6%	10.7%	7.6%	7.6%	
Mathematics or Statistics (General Area 18)	1.7%	4.4%	4.6%	1.3%	5.5%	5.7%	2.5%	2.6%	2.9%	
Physical Sciences (General Area 25)	6.7%	5.9%	6.6%	7.1%	8.3%	8.7%	5.8%	2.1%	3.5%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	4.6%	14.0%	13.5%	3.6%	12.3%	12.5%	6.6%	16.6%	15.1%	
Other Technical (General Area 8,19,28)	1.2%	2.7%	2.9%	1.8%	3.2%	3.7%	0.0%	1.9%	1.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	20.0%	11.9%	11.9%	17.4%	10.0%	10.8%	24.8%	15.0%	13.6%	
Total(n)	345	3,475	11,959	224	2,010	6,641	121	1,465	5,318	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many children do you have in the following age ranges?										
Under 18 years old										
0	63.1%	62.5%	61.9%	61.7%	63.5%	61.4%	65.6%	60.8%	62.8%	
1	15.1%	18.9%	18.7%	15.8%	18.4%	18.4%	13.9%	19.7%	19.1%	
2	15.1%	14.5%	14.7%	16.7%	13.2%	14.2%	12.3%	16.7%	15.4%	
3	5.2%	3.1%	3.3%	3.6%	3.6%	4.1%	8.2%	2.1%	1.9%	
4+	1.5%	1.1%	1.4%	2.3%	1.3%	1.9%	0.0%	0.7%	0.8%	
Total(n)	344	3,470	11,903	222	2,011	6,608	122	1,459	5,295	
18 years or older										
0	55.9%	62.3%	60.5%	48.7%	58.5%	56.8%	69.1%	68.5%	66.1%	
1	12.4%	11.7%	12.4%	14.7%	12.1%	12.5%	8.1%	11.0%	12.2%	
2	21.0%	16.8%	16.7%	23.2%	19.2%	18.8%	17.1%	13.0%	13.4%	
3	7.8%	6.3%	6.5%	9.4%	7.0%	7.1%	4.9%	5.2%	5.5%	
4+	2.9%	2.8%	3.9%	4.0%	3.2%	4.8%	0.8%	2.3%	2.7%	
Total(n)	347	3,471	11,914	224	2,009	6,609	123	1,462	5,305	
How would you characterize your political views?										
Far left	4.9%	13.3%	12.9%	4.5%	12.8%	12.7%	5.7%	14.1%	13.1%	
Liberal	48.6%	52.4%	51.0%	46.2%	49.5%	47.9%	52.8%	57.2%	55.6%	
Middle of the road	31.8%	24.7%	25.1%	31.8%	26.6%	26.8%	31.7%	21.7%	22.6%	
Conservative	14.5%	9.2%	10.7%	17.0%	10.7%	12.1%	9.8%	6.9%	8.4%	
Far right	0.3%	0.3%	0.4%	0.4%	0.5%	0.5%	0.0%	0.1%	0.2%	
Total(n)	346	3,462	11,882	223	2,002	6,596	123	1,460	5,286	
Are you currently: (Mark one)										
Single	9.8%	10.4%	11.0%	6.7%	8.8%	8.7%	15.3%	13.0%	14.5%	
Married	79.9%	76.7%	75.9%	87.1%	81.0%	81.8%	66.9%	69.7%	66.9%	
Unmarried, living with partner	2.9%	5.9%	5.8%	1.8%	5.2%	4.7%	4.8%	7.0%	7.5%	
Divorced	6.0%	5.3%	5.1%	3.6%	4.0%	3.5%	10.5%	7.2%	7.6%	
Widowed	1.1%	1.1%	1.2%	0.4%	0.3%	0.5%	2.4%	2.4%	2.3%	
Separated	0.3%	0.6%	1.0%	0.4%	0.6%	0.8%	0.0%	0.6%	1.2%	
Total(n)	348	3,497	12,017	224	2,020	6,670	124	1,477	5,347	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	89.1%	85.5%	86.6%	86.6%	85.0%	86.3%	93.5%	86.3%	87.1%	
No	10.9%	14.5%	13.4%	13.4%	15.0%	13.7%	6.5%	13.7%	12.9%	
Total(n)	348	3,499	12,026	224	2,022	6,672	124	1,477	5,354	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	3.2%	2.3%	1.9%	1.8%	2.1%	1.8%	5.7%	2.6%	2.2%	
Asian American/Asian	5.8%	5.4%	5.5%	6.3%	6.4%	6.4%	4.9%	3.7%	4.1%	
Native Hawaiian/Pacific Islander	0.3%	0.4%	0.2%	0.5%	0.4%	0.3%	0.0%	0.2%	0.2%	
African American/Black	0.3%	3.5%	3.7%	0.5%	4.0%	3.7%	0.0%	2.7%	3.8%	
Mexican American/Chicano	1.4%	1.3%	1.3%	1.4%	1.1%	1.4%	1.6%	1.6%	1.1%	
Puerto Rican	0.0%	0.5%	0.6%	0.0%	0.3%	0.3%	0.0%	0.9%	1.1%	
Other Latino	1.4%	3.2%	2.4%	2.3%	3.3%	2.4%	0.0%	3.0%	2.6%	
White/Caucasian	90.7%	86.0%	86.2%	89.2%	84.5%	85.1%	93.5%	88.6%	87.9%	
Other	3.2%	4.3%	3.7%	4.1%	4.3%	3.8%	1.6%	4.2%	3.5%	
Total(n)	345	3,477	11,918	222	2,005	6,600	123	1,472	5,318	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.6%	0.7%	0.5%	0.0%	0.7%	0.5%	1.6%	0.9%	0.5%	
Asian	4.9%	4.9%	5.0%	5.9%	6.0%	5.9%	3.3%	3.1%	3.6%	
Black	0.3%	2.5%	3.0%	0.5%	2.8%	2.8%	0.0%	2.1%	3.2%	
Hispanic	0.9%	3.0%	2.7%	0.9%	2.8%	2.7%	0.8%	3.2%	2.7%	
White	85.2%	81.2%	81.9%	84.2%	80.1%	81.3%	87.0%	83.0%	82.8%	
Other	2.3%	2.3%	2.2%	3.2%	2.6%	2.6%	0.8%	1.8%	1.6%	
Two or more races/ethnicities	5.8%	5.4%	4.7%	5.4%	5.0%	4.2%	6.5%	6.0%	5.5%	
Total (n)	345	3,477	11,918	222	2,005	6,600	123	1,472	5,318	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	16.1%	0.0%	0.0%	19.6%	0.0%	0.0%	9.8%	0.0%	0.0%	
B	46.7%	0.0%	0.0%	47.8%	0.0%	0.0%	44.7%	0.0%	0.0%	
C	15.9%	0.0%	0.0%	14.7%	0.0%	0.0%	17.9%	0.0%	0.0%	
D	13.0%	0.0%	0.0%	13.4%	0.0%	0.0%	12.2%	0.0%	0.0%	
E	8.4%	0.0%	0.0%	4.5%	0.0%	0.0%	15.4%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 2										
A	9.2%	0.0%	0.0%	9.4%	0.0%	0.0%	8.9%	0.0%	0.0%	
B	33.7%	0.0%	0.0%	35.3%	0.0%	0.0%	30.9%	0.0%	0.0%	
C	29.7%	0.0%	0.0%	25.9%	0.0%	0.0%	36.6%	0.0%	0.0%	
D	23.1%	0.0%	0.0%	25.9%	0.0%	0.0%	17.9%	0.0%	0.0%	
E	4.3%	0.0%	0.0%	3.6%	0.0%	0.0%	5.7%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 3										
A	11.3%	0.0%	0.0%	12.5%	0.0%	0.0%	9.0%	0.0%	0.0%	
B	46.0%	0.0%	0.0%	49.6%	0.0%	0.0%	39.3%	0.0%	0.0%	
C	22.5%	0.0%	0.0%	19.2%	0.0%	0.0%	28.7%	0.0%	0.0%	
D	16.5%	0.0%	0.0%	15.6%	0.0%	0.0%	18.0%	0.0%	0.0%	
E	3.8%	0.0%	0.0%	3.1%	0.0%	0.0%	4.9%	0.0%	0.0%	
Total(n)	346	0	0	224	0	0	122	0	0	
Optional Question 4										
A	16.1%	0.0%	0.0%	20.1%	0.0%	0.0%	8.9%	0.0%	0.0%	
B	40.6%	0.0%	0.0%	42.0%	0.0%	0.0%	38.2%	0.0%	0.0%	
C	26.8%	0.0%	0.0%	23.7%	0.0%	0.0%	32.5%	0.0%	0.0%	
D	15.9%	0.0%	0.0%	13.8%	0.0%	0.0%	19.5%	0.0%	0.0%	
E	0.6%	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 5										
A	9.0%	0.0%	0.0%	9.8%	0.0%	0.0%	7.4%	0.0%	0.0%	
B	35.0%	0.0%	0.0%	38.4%	0.0%	0.0%	28.7%	0.0%	0.0%	
C	33.5%	0.0%	0.0%	32.6%	0.0%	0.0%	35.2%	0.0%	0.0%	
D	22.5%	0.0%	0.0%	19.2%	0.0%	0.0%	28.7%	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)	346	0	0	224	0	0	122	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	7.5%	0.0%	0.0%	8.0%	0.0%	0.0%	6.5%	0.0%	0.0%	
B	34.0%	0.0%	0.0%	33.9%	0.0%	0.0%	34.1%	0.0%	0.0%	
C	30.3%	0.0%	0.0%	29.9%	0.0%	0.0%	30.9%	0.0%	0.0%	
D	27.7%	0.0%	0.0%	27.7%	0.0%	0.0%	27.6%	0.0%	0.0%	
E	0.6%	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 7										
A	4.6%	0.0%	0.0%	4.0%	0.0%	0.0%	5.7%	0.0%	0.0%	
B	20.7%	0.0%	0.0%	21.9%	0.0%	0.0%	18.7%	0.0%	0.0%	
C	35.2%	0.0%	0.0%	33.9%	0.0%	0.0%	37.4%	0.0%	0.0%	
D	39.2%	0.0%	0.0%	39.7%	0.0%	0.0%	38.2%	0.0%	0.0%	
E	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 8										
A	40.1%	0.0%	0.0%	44.6%	0.0%	0.0%	31.7%	0.0%	0.0%	
B	45.2%	0.0%	0.0%	40.6%	0.0%	0.0%	53.7%	0.0%	0.0%	
C	7.2%	0.0%	0.0%	7.1%	0.0%	0.0%	7.3%	0.0%	0.0%	
D	2.3%	0.0%	0.0%	2.2%	0.0%	0.0%	2.4%	0.0%	0.0%	
E	5.2%	0.0%	0.0%	5.4%	0.0%	0.0%	4.9%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 9										
A	21.0%	0.0%	0.0%	19.6%	0.0%	0.0%	23.6%	0.0%	0.0%	
B	51.9%	0.0%	0.0%	52.2%	0.0%	0.0%	51.2%	0.0%	0.0%	
C	19.3%	0.0%	0.0%	20.5%	0.0%	0.0%	17.1%	0.0%	0.0%	
D	4.6%	0.0%	0.0%	4.9%	0.0%	0.0%	4.1%	0.0%	0.0%	
E	3.2%	0.0%	0.0%	2.7%	0.0%	0.0%	4.1%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 10										
A	21.0%	0.0%	0.0%	20.1%	0.0%	0.0%	22.8%	0.0%	0.0%	
B	49.0%	0.0%	0.0%	52.2%	0.0%	0.0%	43.1%	0.0%	0.0%	
C	18.7%	0.0%	0.0%	18.3%	0.0%	0.0%	19.5%	0.0%	0.0%	
D	10.1%	0.0%	0.0%	8.9%	0.0%	0.0%	12.2%	0.0%	0.0%	
E	1.2%	0.0%	0.0%	0.4%	0.0%	0.0%	2.4%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	6.9%	0.0%	0.0%	8.9%	0.0%	0.0%	3.3%	0.0%	0.0%	
B	27.1%	0.0%	0.0%	29.5%	0.0%	0.0%	22.8%	0.0%	0.0%	
C	20.5%	0.0%	0.0%	21.4%	0.0%	0.0%	18.7%	0.0%	0.0%	
D	10.7%	0.0%	0.0%	11.2%	0.0%	0.0%	9.8%	0.0%	0.0%	
E	34.9%	0.0%	0.0%	29.0%	0.0%	0.0%	45.5%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 12										
A	2.3%	0.0%	0.0%	1.8%	0.0%	0.0%	3.3%	0.0%	0.0%	
B	15.9%	0.0%	0.0%	14.7%	0.0%	0.0%	17.9%	0.0%	0.0%	
C	35.2%	0.0%	0.0%	38.4%	0.0%	0.0%	29.3%	0.0%	0.0%	
D	43.5%	0.0%	0.0%	42.9%	0.0%	0.0%	44.7%	0.0%	0.0%	
E	3.2%	0.0%	0.0%	2.2%	0.0%	0.0%	4.9%	0.0%	0.0%	
Total(n)	347	0	0	224	0	0	123	0	0	
Optional Question 13										
A	3.2%	0.0%	0.0%	3.6%	0.0%	0.0%	2.5%	0.0%	0.0%	
B	35.5%	0.0%	0.0%	35.3%	0.0%	0.0%	36.1%	0.0%	0.0%	
C	25.7%	0.0%	0.0%	29.0%	0.0%	0.0%	19.7%	0.0%	0.0%	
D	18.5%	0.0%	0.0%	17.0%	0.0%	0.0%	21.3%	0.0%	0.0%	
E	17.1%	0.0%	0.0%	15.2%	0.0%	0.0%	20.5%	0.0%	0.0%	
Total(n)	346	0	0	224	0	0	122	0	0	
Optional Question 14										
A	3.8%	0.0%	0.0%	4.5%	0.0%	0.0%	2.5%	0.0%	0.0%	
B	32.4%	0.0%	0.0%	33.9%	0.0%	0.0%	29.5%	0.0%	0.0%	
C	37.9%	0.0%	0.0%	39.3%	0.0%	0.0%	35.2%	0.0%	0.0%	
D	23.7%	0.0%	0.0%	21.0%	0.0%	0.0%	28.7%	0.0%	0.0%	
E	2.3%	0.0%	0.0%	1.3%	0.0%	0.0%	4.1%	0.0%	0.0%	
Total(n)	346	0	0	224	0	0	122	0	0	
Optional Question 15										
A	2.6%	0.0%	0.0%	3.6%	0.0%	0.0%	0.8%	0.0%	0.0%	
B	36.2%	0.0%	0.0%	36.6%	0.0%	0.0%	35.5%	0.0%	0.0%	
C	34.2%	0.0%	0.0%	35.3%	0.0%	0.0%	32.2%	0.0%	0.0%	
D	19.1%	0.0%	0.0%	17.9%	0.0%	0.0%	21.5%	0.0%	0.0%	
E	7.8%	0.0%	0.0%	6.7%	0.0%	0.0%	9.9%	0.0%	0.0%	
Total(n)	345	0	0	224	0	0	121	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Idaho	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	3.5%	0.0%	0.0%	2.7%	0.0%	0.0%	4.9%	0.0%	0.0%	
B	35.5%	0.0%	0.0%	37.1%	0.0%	0.0%	32.8%	0.0%	0.0%	
C	34.1%	0.0%	0.0%	33.9%	0.0%	0.0%	34.4%	0.0%	0.0%	
D	23.1%	0.0%	0.0%	23.2%	0.0%	0.0%	23.0%	0.0%	0.0%	
E	3.8%	0.0%	0.0%	3.1%	0.0%	0.0%	4.9%	0.0%	0.0%	
Total(n)	346	0	0	224	0	0	122	0	0	
Optional Question 17										
A	27.2%	0.0%	0.0%	23.7%	0.0%	0.0%	33.6%	0.0%	0.0%	
B	48.0%	0.0%	0.0%	50.0%	0.0%	0.0%	44.3%	0.0%	0.0%	
C	17.1%	0.0%	0.0%	17.4%	0.0%	0.0%	16.4%	0.0%	0.0%	
D	6.1%	0.0%	0.0%	7.1%	0.0%	0.0%	4.1%	0.0%	0.0%	
E	1.7%	0.0%	0.0%	1.8%	0.0%	0.0%	1.6%	0.0%	0.0%	
Total(n)	346	0	0	224	0	0	122	0	0	
Optional Question 18										
A	17.7%	0.0%	0.0%	21.5%	0.0%	0.0%	10.7%	0.0%	0.0%	
B	46.1%	0.0%	0.0%	45.7%	0.0%	0.0%	46.7%	0.0%	0.0%	
C	20.9%	0.0%	0.0%	21.1%	0.0%	0.0%	20.5%	0.0%	0.0%	
D	12.2%	0.0%	0.0%	9.4%	0.0%	0.0%	17.2%	0.0%	0.0%	
E	3.2%	0.0%	0.0%	2.2%	0.0%	0.0%	4.9%	0.0%	0.0%	
Total(n)	345	0	0	223	0	0	122	0	0	
Optional Question 19										
A	21.7%	0.0%	0.0%	23.8%	0.0%	0.0%	18.0%	0.0%	0.0%	
B	42.3%	0.0%	0.0%	43.9%	0.0%	0.0%	39.3%	0.0%	0.0%	
C	20.9%	0.0%	0.0%	20.6%	0.0%	0.0%	21.3%	0.0%	0.0%	
D	10.4%	0.0%	0.0%	8.1%	0.0%	0.0%	14.8%	0.0%	0.0%	
E	4.6%	0.0%	0.0%	3.6%	0.0%	0.0%	6.6%	0.0%	0.0%	
Total(n)	345	0	0	223	0	0	122	0	0	
Optional Question 20										
A	5.3%	0.0%	0.0%	5.0%	0.0%	0.0%	6.0%	0.0%	0.0%	
B	11.5%	0.0%	0.0%	9.5%	0.0%	0.0%	15.5%	0.0%	0.0%	
C	24.9%	0.0%	0.0%	25.7%	0.0%	0.0%	23.3%	0.0%	0.0%	
D	34.3%	0.0%	0.0%	36.0%	0.0%	0.0%	31.0%	0.0%	0.0%	
E	24.0%	0.0%	0.0%	23.9%	0.0%	0.0%	24.1%	0.0%	0.0%	
Total(n)	338	0	0	222	0	0	116	0	0	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Part-time Undergraduate Faculty	20	371	1,888	12	179	859	8	192	1,029	
What is your principal activity in your current position at this institution?										
Administration	0.0%	0.3%	0.8%	0.0%	0.0%	0.9%	0.0%	0.5%	0.8%	
Teaching	100.0%	96.5%	97.0%	100.0%	96.6%	96.7%	100.0%	96.4%	97.2%	
Research	0.0%	1.9%	0.9%	0.0%	2.2%	1.2%	0.0%	1.6%	0.7%	
Services to clients and patients	0.0%	0.3%	0.4%	0.0%	0.6%	0.2%	0.0%	0.0%	0.6%	
Other	0.0%	1.1%	0.8%	0.0%	0.6%	0.9%	0.0%	1.6%	0.8%	
Total(n)	20	371	1,888	12	179	859	8	192	1,029	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	20	371	1,888	12	179	859	8	192	1,029	
<u>PART-TIME ONLY</u>										
If given the choice, I would prefer to work full-time at this institution										
Yes	75.0%	62.9%	62.9%	66.7%	59.0%	62.8%	87.5%	66.5%	63.0%	
No	25.0%	37.1%	37.1%	33.3%	41.0%	37.2%	12.5%	33.5%	37.0%	
Total(n)	20	369	1,884	12	178	857	8	191	1,027	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	55.0%	50.4%	51.2%	58.3%	48.6%	51.7%	50.0%	52.1%	50.8%	
No	45.0%	49.6%	48.8%	41.7%	51.4%	48.3%	50.0%	47.9%	49.2%	
Total(n)	20	371	1,888	12	179	859	8	192	1,029	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	18.2%	27.8%	29.2%	28.6%	36.8%	32.1%	0.0%	20.0%	26.7%	
Within the last year	9.1%	17.6%	17.2%	14.3%	16.1%	16.3%	0.0%	19.0%	18.1%	
1 to 2 years ago	0.0%	13.4%	13.0%	0.0%	10.3%	10.2%	0.0%	16.0%	15.4%	
3 to 5 years ago	36.4%	17.6%	14.8%	28.6%	17.2%	15.3%	50.0%	18.0%	14.4%	
More than 5 years ago	36.4%	23.5%	25.8%	28.6%	19.5%	26.2%	50.0%	27.0%	25.4%	
Total(n)	11	187	963	7	87	443	4	100	520	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
My full-time professional career is outside of academia										
Yes	35.0%	34.1%	33.7%	50.0%	44.9%	43.3%	12.5%	24.0%	25.5%	
No	65.0%	65.9%	66.3%	50.0%	55.1%	56.7%	87.5%	76.0%	74.5%	
Total(n)	20	370	1,863	12	178	849	8	192	1,014	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Agree strongly	60.0%	51.1%	51.5%	41.7%	42.1%	44.2%	87.5%	59.4%	57.6%	
Agree somewhat	25.0%	30.5%	28.3%	41.7%	32.6%	29.4%	0.0%	28.6%	27.3%	
Disagree somewhat	15.0%	11.6%	12.9%	16.7%	13.5%	15.3%	12.5%	9.9%	10.9%	
Disagree strongly	0.0%	6.8%	7.4%	0.0%	11.8%	11.2%	0.0%	2.1%	4.2%	
Total(n)	20	370	1,886	12	178	858	8	192	1,028	
Mean	3.45	3.26	3.24	3.25	3.05	3.07	3.75	3.45	3.38	
Standard deviation	0.76	0.91	0.94	0.75	1.02	1.02	0.71	0.76	0.84	
Significance	-			-			-			
Effect size	-	0.21	0.22	-	0.20	0.18	-	0.39	0.44	
Compensation is not a major consideration in my decision to teach part-time										
Agree strongly	5.0%	16.8%	20.5%	8.3%	21.9%	24.5%	0.0%	12.0%	17.3%	
Agree somewhat	30.0%	37.1%	32.3%	33.3%	34.8%	33.2%	25.0%	39.3%	31.6%	
Disagree somewhat	45.0%	23.6%	24.8%	33.3%	21.3%	23.9%	62.5%	25.7%	25.6%	
Disagree strongly	20.0%	22.5%	22.3%	25.0%	21.9%	18.4%	12.5%	23.0%	25.5%	
Total(n)	20	369	1,884	12	178	858	8	191	1,026	
Mean	2.20	2.48	2.51	2.25	2.57	2.64	2.13	2.40	2.41	
Standard deviation	0.83	1.02	1.05	0.97	1.06	1.04	0.64	0.97	1.05	
Significance	-			-			-			
Effect size	-	-0.27	-0.30	-	-0.30	-0.38	-	-0.28	-0.27	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Part-time teaching is a stepping-stone to a full-time position										
Agree strongly	30.0%	17.8%	21.8%	16.7%	14.0%	18.1%	50.0%	21.4%	24.9%	
Agree somewhat	40.0%	29.5%	28.5%	41.7%	24.7%	30.1%	37.5%	33.9%	27.2%	
Disagree somewhat	20.0%	25.7%	24.2%	25.0%	28.7%	24.3%	12.5%	22.9%	24.1%	
Disagree strongly	10.0%	27.0%	25.5%	16.7%	32.6%	27.5%	0.0%	21.9%	23.8%	
Total(n)	20	370	1,882	12	178	857	8	192	1,025	
Mean	2.90	2.38	2.47	2.58	2.20	2.39	3.38	2.55	2.53	
Standard deviation	0.97	1.07	1.09	1.00	1.05	1.07	0.74	1.06	1.11	
Significance	-	*		-			-	*	*	
Effect size	-	0.49	0.39	-	0.36	0.18	-	0.78	0.77	
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Agree strongly	5.0%	11.1%	19.7%	0.0%	7.3%	16.2%	12.5%	14.7%	22.7%	
Agree somewhat	5.0%	7.9%	7.9%	0.0%	6.2%	7.4%	12.5%	9.4%	8.4%	
Disagree somewhat	0.0%	8.4%	9.3%	0.0%	9.6%	9.9%	0.0%	7.3%	8.9%	
Disagree strongly	90.0%	72.6%	63.0%	100.0%	77.0%	66.5%	75.0%	68.6%	60.1%	
Total(n)	20	369	1,884	12	178	856	8	191	1,028	
Mean	1.25	1.57	1.84	1.00	1.44	1.73	1.63	1.70	1.94	
Standard deviation	0.79	1.03	1.21	0.00	0.90	1.15	1.19	1.13	1.26	
Significance	-		*	-		*	-			
Effect size	-	-0.31	-0.49	-	-0.49	-0.63	-	-0.06	-0.25	
Teaching part-time fits my current lifestyle										
Agree strongly	25.0%	46.8%	47.1%	25.0%	43.8%	44.6%	25.0%	49.5%	49.2%	
Agree somewhat	35.0%	37.6%	36.5%	41.7%	42.7%	40.5%	25.0%	32.8%	33.2%	
Disagree somewhat	20.0%	9.5%	10.2%	16.7%	7.3%	8.9%	25.0%	11.5%	11.3%	
Disagree strongly	20.0%	6.2%	6.2%	16.7%	6.2%	6.1%	25.0%	6.3%	6.3%	
Total(n)	20	370	1,885	12	178	857	8	192	1,028	
Mean	2.65	3.25	3.25	2.75	3.24	3.24	2.50	3.26	3.25	
Standard deviation	1.09	0.87	0.87	1.06	0.84	0.85	1.20	0.89	0.89	
Significance	-	**	**	-		*	-	*	*	
Effect size	-	-0.69	-0.69	-	-0.58	-0.58	-	-0.85	-0.84	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Full-time positions were not available										
Agree strongly	70.0%	36.2%	39.8%	75.0%	30.7%	34.6%	62.5%	41.4%	44.2%	
Agree somewhat	15.0%	20.4%	22.6%	8.3%	21.0%	23.8%	25.0%	19.9%	21.5%	
Disagree somewhat	15.0%	18.0%	16.4%	16.7%	20.5%	18.1%	12.5%	15.7%	14.9%	
Disagree strongly	0.0%	25.3%	21.2%	0.0%	27.8%	23.4%	0.0%	23.0%	19.4%	
Total(n)	20	367	1,850	12	176	843	8	191	1,007	
Mean	3.55	2.68	2.81	3.58	2.55	2.70	3.50	2.80	2.91	
Standard deviation	0.76	1.21	1.17	0.79	1.19	1.17	0.76	1.21	1.17	
Significance	-	**	**	-	**	**	-			
Effect size	-	0.72	0.63	-	0.87	0.75	-	0.58	0.50	
My expertise in my chosen profession is relevant to the course(s) I teach										
Agree strongly	80.0%	84.1%	84.9%	75.0%	85.4%	85.5%	87.5%	82.8%	84.4%	
Agree somewhat	15.0%	13.2%	12.4%	16.7%	11.8%	12.0%	12.5%	14.6%	12.6%	
Disagree somewhat	5.0%	1.6%	1.7%	8.3%	2.2%	1.8%	0.0%	1.0%	1.7%	
Disagree strongly	0.0%	1.1%	1.0%	0.0%	0.6%	0.7%	0.0%	1.6%	1.3%	
Total(n)	20	370	1,884	12	178	856	8	192	1,028	
Mean	3.75	3.80	3.81	3.67	3.82	3.82	3.88	3.79	3.80	
Standard deviation	0.55	0.51	0.50	0.65	0.48	0.47	0.35	0.53	0.52	
Significance	-			-			-			
Effect size	-	-0.10	-0.12	-	-0.31	-0.32	-	0.17	0.15	
Mark all institutional resources available to you in your last term as part-time faculty.										
Use of private office	30.0%	20.5%	16.8%	16.7%	21.8%	18.0%	50.0%	19.3%	15.7%	
Shared office space	55.0%	52.6%	58.0%	41.7%	49.2%	54.2%	75.0%	55.7%	61.1%	
A personal computer	25.0%	39.6%	42.8%	0.0%	44.1%	44.2%	62.5%	35.4%	41.6%	
An email account	85.0%	92.2%	89.6%	75.0%	90.5%	89.2%	100.0%	93.8%	89.9%	
A phone/voicemail	20.0%	33.2%	45.1%	0.0%	31.8%	42.3%	50.0%	34.4%	47.4%	
Total(n)	20	371	1,888	12	179	859	8	192	1,029	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with the following statements:										
Are given specific training before teaching										
Agree strongly	5.0%	11.4%	12.3%	0.0%	9.6%	10.2%	12.5%	13.0%	14.0%	
Agree somewhat	10.0%	26.8%	27.4%	16.7%	25.8%	28.7%	0.0%	27.6%	26.4%	
Disagree somewhat	25.0%	26.5%	27.8%	8.3%	26.4%	28.9%	50.0%	26.6%	26.9%	
Disagree strongly	60.0%	35.4%	32.5%	75.0%	38.2%	32.2%	37.5%	32.8%	32.7%	
Total(n)	20	370	1,877	12	178	854	8	192	1,023	
Mean	1.60	2.14	2.19	1.42	2.07	2.17	1.88	2.21	2.22	
Standard deviation	0.88	1.03	1.03	0.79	1.01	0.99	0.99	1.04	1.05	
Significance	-	*	*	-	*	**	-			
Effect size	-	-0.52	-0.57	-	-0.64	-0.76	-	-0.32	-0.32	
Rarely get hired into full-time positions										
Agree strongly	45.0%	33.9%	31.8%	58.3%	34.9%	28.9%	25.0%	33.0%	34.3%	
Agree somewhat	15.0%	33.6%	33.4%	16.7%	32.6%	37.8%	12.5%	34.6%	29.6%	
Disagree somewhat	40.0%	26.4%	28.0%	25.0%	26.2%	26.3%	62.5%	26.6%	29.4%	
Disagree strongly	0.0%	6.1%	6.8%	0.0%	6.4%	6.9%	0.0%	5.9%	6.7%	
Total(n)	20	360	1,825	12	172	835	8	188	990	
Mean	3.05	2.95	2.90	3.33	2.96	2.89	2.63	2.95	2.92	
Standard deviation	0.94	0.92	0.93	0.89	0.93	0.90	0.92	0.91	0.95	
Significance	-			-			-			
Effect size	-	0.11	0.16	-	0.40	0.49	-	-0.35	-0.31	
Receive respect from students										
Agree strongly	75.0%	64.6%	63.9%	75.0%	66.9%	66.1%	75.0%	62.5%	62.1%	
Agree somewhat	20.0%	31.6%	32.1%	16.7%	29.2%	30.2%	25.0%	33.9%	33.6%	
Disagree somewhat	0.0%	3.0%	2.9%	0.0%	2.8%	2.6%	0.0%	3.1%	3.1%	
Disagree strongly	5.0%	0.8%	1.1%	8.3%	1.1%	1.1%	0.0%	0.5%	1.2%	
Total(n)	20	370	1,879	12	178	853	8	192	1,026	
Mean	3.65	3.60	3.59	3.58	3.62	3.61	3.75	3.58	3.57	
Standard deviation	0.75	0.59	0.61	0.90	0.60	0.59	0.46	0.58	0.62	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	-0.07	-0.05	-	0.29	0.29	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with the following statements:										
Are primarily responsible for introductory classes										
Agree strongly	35.0%	32.1%	30.1%	33.3%	31.8%	26.8%	37.5%	32.3%	32.8%	
Agree somewhat	35.0%	36.4%	35.6%	41.7%	39.2%	37.6%	25.0%	33.9%	34.0%	
Disagree somewhat	20.0%	21.4%	23.1%	25.0%	18.8%	24.1%	12.5%	23.8%	22.2%	
Disagree strongly	10.0%	10.1%	11.2%	0.0%	10.2%	11.5%	25.0%	10.1%	11.0%	
Total(n)	20	365	1,869	12	176	851	8	189	1,018	
Mean	2.95	2.90	2.85	3.08	2.93	2.80	2.75	2.88	2.89	
Standard deviation	1.00	0.97	0.98	0.79	0.96	0.96	1.28	0.98	0.99	
Significance	-			-			-			
Effect size	-	0.05	0.10	-	0.16	0.29	-	-0.13	-0.14	
Have no guarantee of employment security										
Agree strongly	80.0%	62.0%	58.1%	91.7%	65.1%	60.8%	62.5%	59.2%	55.8%	
Agree somewhat	10.0%	26.8%	29.7%	8.3%	23.4%	28.8%	12.5%	29.8%	30.5%	
Disagree somewhat	10.0%	8.5%	9.7%	0.0%	7.4%	7.9%	25.0%	9.4%	11.1%	
Disagree strongly	0.0%	2.7%	2.6%	0.0%	4.0%	2.6%	0.0%	1.6%	2.5%	
Total(n)	20	366	1,875	12	175	852	8	191	1,023	
Mean	3.70	3.48	3.43	3.92	3.50	3.48	3.38	3.47	3.40	
Standard deviation	0.66	0.76	0.77	0.29	0.80	0.75	0.92	0.73	0.78	
Significance	-			-		*	-			
Effect size	-	0.29	0.35	-	0.53	0.59	-	-0.12	-0.03	
Have access to support services										
Agree strongly	20.0%	36.8%	39.1%	8.3%	37.6%	39.1%	37.5%	35.9%	39.1%	
Agree somewhat	35.0%	41.6%	43.9%	41.7%	40.4%	45.5%	25.0%	42.7%	42.6%	
Disagree somewhat	20.0%	15.9%	12.6%	33.3%	16.3%	12.0%	0.0%	15.6%	13.1%	
Disagree strongly	25.0%	5.7%	4.4%	16.7%	5.6%	3.4%	37.5%	5.7%	5.3%	
Total(n)	20	370	1,883	12	178	857	8	192	1,026	
Mean	2.50	3.09	3.18	2.42	3.10	3.20	2.63	3.09	3.15	
Standard deviation	1.10	0.86	0.81	0.90	0.87	0.78	1.41	0.86	0.84	
Significance	-	**	***	-	**	***	-			
Effect size	-	-0.69	-0.84	-	-0.78	-1.00	-	-0.53	-0.62	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with the following statements:										
Are compensated for advising/counseling students										
Agree strongly	0.0%	2.8%	4.0%	0.0%	0.6%	3.1%	0.0%	4.8%	4.9%	
Agree somewhat	25.0%	10.6%	13.0%	8.3%	9.8%	13.6%	50.0%	11.3%	12.6%	
Disagree somewhat	20.0%	36.8%	36.3%	16.7%	39.3%	39.4%	25.0%	34.4%	33.8%	
Disagree strongly	55.0%	49.9%	46.6%	75.0%	50.3%	43.9%	25.0%	49.5%	48.8%	
Total(n)	20	359	1,855	12	173	845	8	186	1,010	
Mean	1.70	1.66	1.75	1.33	1.61	1.76	2.25	1.72	1.73	
Standard deviation	0.86	0.78	0.83	0.65	0.69	0.80	0.89	0.85	0.86	
Significance	-			-			-			
Effect size	-	0.05	-0.06	-	-0.41	-0.54	-	0.62	0.60	
Are required to attend meetings										
Agree strongly	10.0%	12.5%	10.9%	16.7%	7.9%	7.6%	0.0%	16.7%	13.7%	
Agree somewhat	40.0%	27.6%	25.6%	41.7%	27.7%	24.7%	37.5%	27.6%	26.4%	
Disagree somewhat	30.0%	35.0%	35.0%	25.0%	33.9%	37.7%	37.5%	35.9%	32.8%	
Disagree strongly	20.0%	24.9%	28.4%	16.7%	30.5%	30.0%	25.0%	19.8%	27.1%	
Total(n)	20	369	1,878	12	177	854	8	192	1,024	
Mean	2.40	2.28	2.19	2.58	2.13	2.10	2.13	2.41	2.27	
Standard deviation	0.94	0.97	0.97	1.00	0.94	0.92	0.83	0.99	1.01	
Significance	-			-			-			
Effect size	-	0.12	0.22	-	0.48	0.52	-	-0.28	-0.14	
Have good working relationships with the administration										
Agree strongly	35.0%	38.5%	41.4%	25.0%	37.3%	42.2%	50.0%	39.6%	40.7%	
Agree somewhat	40.0%	46.3%	43.8%	33.3%	46.3%	43.5%	50.0%	46.4%	44.0%	
Disagree somewhat	10.0%	10.6%	11.2%	16.7%	10.7%	10.4%	0.0%	10.4%	11.9%	
Disagree strongly	15.0%	4.6%	3.6%	25.0%	5.6%	3.9%	0.0%	3.6%	3.3%	
Total(n)	20	369	1,874	12	177	850	8	192	1,024	
Mean	2.95	3.19	3.23	2.58	3.15	3.24	3.50	3.22	3.22	
Standard deviation	1.05	0.80	0.79	1.16	0.83	0.79	0.53	0.78	0.78	
Significance	-			-	*	**	-			
Effect size	-	-0.30	-0.35	-	-0.69	-0.84	-	0.36	0.36	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with the following statements:										
Are respected by full-time faculty										
Agree strongly	30.0%	36.8%	36.1%	25.0%	35.2%	38.6%	37.5%	38.2%	34.0%	
Agree somewhat	35.0%	40.1%	42.2%	33.3%	40.3%	42.8%	37.5%	39.8%	41.7%	
Disagree somewhat	35.0%	15.3%	14.6%	41.7%	16.5%	12.4%	25.0%	14.1%	16.5%	
Disagree strongly	0.0%	7.9%	7.1%	0.0%	8.0%	6.2%	0.0%	7.9%	7.9%	
Total(n)	20	367	1,880	12	176	853	8	191	1,027	
Mean	2.95	3.06	3.07	2.83	3.03	3.14	3.13	3.08	3.02	
Standard deviation	0.83	0.91	0.89	0.83	0.92	0.86	0.83	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.12	-0.13	-	-0.22	-0.36	-	0.05	0.12	
Besides this institution, at how many other institutions do you teach?										
Mean	1.0	1.0	1.0	1.0	0.0	1.0	1.0	1.0	1.0	
Median	0	0	0	0	0	0	0	0	0	
Total(n)	20	365	1,866	12	174	847	8	191	1,019	
END OF PART-TIME ONLY										

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What is your present academic rank?										
Professor	0.0%	6.8%	6.3%	0.0%	14.1%	7.8%	0.0%	0.6%	5.1%	
Associate professor	0.0%	3.4%	3.4%	0.0%	4.4%	4.5%	0.0%	2.5%	2.4%	
Assistant professor	0.0%	3.7%	4.8%	0.0%	1.5%	4.7%	0.0%	5.6%	4.9%	
Lecturer	50.0%	24.4%	40.8%	50.0%	23.7%	40.5%	50.0%	25.0%	41.1%	
Instructor	50.0%	61.7%	44.7%	50.0%	56.3%	42.5%	50.0%	66.3%	46.5%	
Total(n)	20	295	1,787	12	135	803	8	160	984	
What is your tenure status at this institution?										
Tenured	0.0%	4.1%	3.4%	0.0%	6.8%	3.6%	0.0%	1.9%	3.2%	
On tenure track, but not tenured	0.0%	1.0%	0.4%	0.0%	0.8%	0.6%	0.0%	1.3%	0.3%	
Not on tenure track, but institution has tenure system	90.0%	92.1%	92.6%	91.7%	89.5%	92.2%	87.5%	94.3%	93.0%	
Institution has no tenure system	10.0%	2.7%	3.6%	8.3%	3.0%	3.6%	12.5%	2.5%	3.6%	
Total(n)	20	291	1,784	12	133	803	8	158	981	
Are you currently serving in an administrative position as:										
Department chair	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	
Dean (associate or assistant)	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
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%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	5.0%	5.7%	4.4%	0.0%	4.5%	4.3%	12.5%	6.8%	4.5%	
Not applicable	95.0%	91.9%	91.6%	100.0%	95.0%	91.9%	87.5%	89.1%	91.4%	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	10.0%	8.9%	7.4%	8.3%	12.3%	9.8%	12.5%	5.8%	5.5%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	45.0%	54.9%	58.7%	33.3%	49.2%	52.7%	62.5%	60.2%	63.8%	
LL.B., J.D.	5.0%	1.9%	2.8%	8.3%	2.2%	4.2%	0.0%	1.6%	1.6%	
M.D., D.D.S. (or equivalent)	0.0%	1.1%	0.8%	0.0%	0.6%	1.2%	0.0%	1.6%	0.6%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.3%	0.7%	0.0%	0.0%	0.7%	0.0%	0.5%	0.7%	
Ed.D.	0.0%	4.1%	2.7%	0.0%	2.8%	2.4%	0.0%	5.2%	2.9%	
Ph.D.	40.0%	27.8%	24.3%	50.0%	31.8%	26.2%	25.0%	24.1%	22.8%	
Other degree	0.0%	0.8%	2.0%	0.0%	0.6%	2.0%	0.0%	1.0%	1.9%	
None	0.0%	0.3%	0.5%	0.0%	0.6%	0.8%	0.0%	0.0%	0.3%	
Total(n)	20	370	1,886	12	179	859	8	191	1,027	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.7%	0.7%	0.0%	0.7%	0.8%	0.0%	0.7%	0.6%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	5.3%	4.5%	3.8%	9.1%	4.2%	4.6%	0.0%	4.9%	3.1%	
LL.B., J.D.	0.0%	0.3%	0.2%	0.0%	0.0%	0.3%	0.0%	0.7%	0.1%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.3%	0.3%	0.0%	0.7%	0.3%	0.0%	0.0%	0.4%	
Ed.D.	0.0%	1.4%	2.0%	0.0%	0.7%	1.1%	0.0%	2.1%	2.7%	
Ph.D.	10.5%	9.0%	10.5%	9.1%	9.0%	11.1%	12.5%	9.0%	9.9%	
Other degree	5.3%	3.5%	3.0%	9.1%	2.1%	2.9%	0.0%	4.9%	3.1%	
None	78.9%	80.2%	79.5%	72.7%	82.6%	78.8%	87.5%	77.8%	80.0%	
Total(n)	19	288	1,519	11	144	718	8	144	801	

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

University of Idaho	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	25.0%	25.9%	23.5%	33.3%	29.1%	22.8%	12.5%	22.9%	24.1%	
Very important	30.0%	28.8%	31.9%	16.7%	24.6%	32.4%	50.0%	32.8%	31.6%	
Somewhat important	40.0%	30.2%	32.3%	41.7%	30.2%	30.4%	37.5%	30.2%	33.8%	
Not important	5.0%	15.1%	12.3%	8.3%	16.2%	14.4%	0.0%	14.1%	10.5%	
Total(n)	20	371	1,885	12	179	859	8	192	1,026	
Teaching										
Essential	70.0%	72.8%	74.2%	75.0%	73.2%	71.4%	62.5%	72.4%	76.5%	
Very important	25.0%	24.0%	23.4%	16.7%	22.9%	25.7%	37.5%	25.0%	21.4%	
Somewhat important	5.0%	3.2%	2.5%	8.3%	3.9%	2.9%	0.0%	2.6%	2.1%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	20	371	1,888	12	179	859	8	192	1,029	
Service										
Essential	15.0%	27.0%	29.1%	8.3%	25.1%	27.5%	25.0%	28.6%	30.5%	
Very important	45.0%	41.8%	42.3%	41.7%	42.5%	41.4%	50.0%	41.1%	43.1%	
Somewhat important	35.0%	25.3%	23.3%	41.7%	24.0%	24.7%	25.0%	26.6%	22.2%	
Not important	5.0%	5.9%	5.2%	8.3%	8.4%	6.4%	0.0%	3.6%	4.2%	
Total(n)	20	371	1,882	12	179	859	8	192	1,023	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	5.0%	13.1%	10.9%	8.3%	16.5%	11.4%	0.0%	9.9%	10.4%	Civic Minded Practice
Taught an interdisciplinary course	45.0%	35.4%	31.7%	66.7%	34.8%	31.9%	12.5%	35.9%	31.5%	
Taught an ethnic studies course	5.0%	9.8%	9.3%	8.3%	10.7%	9.7%	0.0%	8.9%	8.9%	
Taught a women's studies course	0.0%	6.0%	5.5%	0.0%	5.1%	2.7%	0.0%	6.8%	7.8%	
Taught a service learning course	25.0%	13.8%	13.9%	25.0%	11.3%	11.7%	25.0%	16.1%	15.7%	
Taught an exclusively web-based course at this	10.0%	23.6%	15.8%	8.3%	18.8%	14.3%	12.5%	28.1%	17.1%	
Participated in a teaching enhancement workshop	35.0%	44.1%	47.9%	33.3%	37.1%	40.9%	37.5%	50.5%	53.7%	
Advised student groups involved in service/volunteer work	35.0%	24.3%	26.0%	41.7%	25.0%	24.4%	25.0%	23.6%	27.5%	
Collaborated with the local community in research/teaching	45.0%	33.2%	31.5%	50.0%	30.1%	28.6%	37.5%	35.9%	33.9%	
Conducted research or writing focused on international/global issues	25.0%	16.3%	17.4%	33.3%	17.6%	20.3%	12.5%	15.1%	15.1%	
Conducted research or writing focused on racial or ethnic minorities	10.0%	15.0%	15.0%	8.3%	15.4%	15.2%	12.5%	14.6%	14.9%	
Conducted research or writing focused on women and gender issues	10.0%	14.4%	15.3%	8.3%	12.5%	11.0%	12.5%	16.1%	18.8%	
Engaged undergraduates on <u>your</u> research project	25.0%	17.9%	17.3%	33.3%	23.7%	19.7%	12.5%	12.5%	15.4%	
Worked with undergraduates on a research project	50.0%	32.2%	32.9%	58.3%	37.3%	35.7%	37.5%	27.6%	30.6%	
Engaged in academic research that spans multiple disciplines	65.0%	35.1%	33.9%	75.0%	35.4%	36.2%	50.0%	34.9%	31.9%	
Taught a seminar for first-year students	40.0%	21.7%	21.9%	41.7%	17.5%	17.9%	37.5%	25.5%	25.2%	
Taught a capstone course	20.0%	16.6%	14.6%	16.7%	16.5%	15.8%	25.0%	16.8%	13.6%	
Taught in a learning community (e.g., FIG, linked courses)	10.0%	13.3%	8.7%	8.3%	13.0%	7.7%	12.5%	13.5%	9.5%	
Supervised an undergraduate thesis	0.0%	6.3%	8.3%	0.0%	5.1%	9.1%	0.0%	7.3%	7.6%	
Published op-ed pieces or editorials	15.0%	16.0%	14.7%	8.3%	17.5%	18.3%	25.0%	14.6%	11.8%	
Received funding for your work from foundations	10.0%	6.0%	7.2%	16.7%	7.4%	6.8%	0.0%	4.7%	7.5%	
Received funding for your work from state or federal government	30.0%	10.3%	8.8%	33.3%	13.6%	10.2%	25.0%	7.3%	7.6%	
Received funding for your work from business or industry	10.0%	6.3%	5.7%	8.3%	9.7%	7.6%	12.5%	3.1%	4.1%	
Total(n)	20	366	1,873	12	175	852	8	191	1,021	

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

University of Idaho	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	2.6	2.0	2.0	2.2	2.0	2.0	3.1	3.0	3.0	
Median	2.0	2.0	2.0	2.0	2.0	2.0	3.5	2.0	2.0	
Mode	1	2	1	1	1	1	4	2	2	
Total(n)	20	371	1,885	12	179	858	8	192	1,027	
Teach at least one course this term at another institution	35.0%	24.3%	25.7%	25.0%	19.0%	22.5%	50.0%	29.2%	28.4%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	25.0%	22.6%	28.6%	33.3%	21.2%	25.7%	12.5%	24.0%	31.0%	
Mean student enrollment	52.3	52.5	40.3	58.6	49.0	41.1	27.0	55.4	39.7	
Have teaching/lab assistant or reader/grader assigned	0.0%	19.4%	11.4%	0.0%	20.6%	9.6%	0.0%	18.5%	12.6%	
Course required for an undergraduate major										
Teach at least one course	60.0%	61.2%	58.2%	33.3%	56.4%	59.0%	100.0%	65.6%	57.5%	
Mean student enrollment	49.0	35.9	29.9	69.1	37.8	31.2	39.0	34.4	28.7	
Have teaching/lab assistant or reader/grader assigned	12.5%	11.2%	11.9%	12.5%	10.0%	13.1%	12.5%	12.3%	10.9%	
Other undergraduate course										
Teach at least one course	30.0%	21.3%	21.6%	41.7%	23.5%	22.7%	12.5%	19.3%	20.7%	
Mean student enrollment	19.3	38.6	25.4	21.4	43.6	27.0	9.0	32.9	24.0	
Have teaching/lab assistant or reader/grader assigned	0.0%	12.0%	9.6%	0.0%	11.9%	11.3%	0.0%	12.2%	8.0%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.0%	0.8%	1.9%	0.0%	0.6%	1.3%	0.0%	1.0%	2.4%	
Mean student enrollment	.	20.3	29.9	.	27.0	26.8	.	17.0	31.3	
Have teaching/lab assistant or reader/grader assigned	.	0.0%	37.3%	.	0.0%	47.7%	.	0.0%	32.7%	
Non-credit course (other than above)										
Teach at least one course	0.0%	0.8%	1.1%	0.0%	0.6%	0.7%	0.0%	1.0%	1.5%	
Mean student enrollment	.	28.3	18.6	.	50.0	19.7	.	17.5	18.2	
Have teaching/lab assistant or reader/grader assigned	.	16.7%	9.5%	.	0.0%	0.0%	.	25.0%	13.3%	
Graduate course										
Teach at least one course	0.0%	6.7%	6.1%	0.0%	6.1%	6.4%	0.0%	7.3%	5.9%	
Mean student enrollment	.	21.3	17.6	.	21.9	18.2	.	20.8	17.0	
Have teaching/lab assistant or reader/grader assigned	.	0.0%	4.7%	.	0.0%	6.7%	.	0.0%	3.0%	

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

University of Idaho	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%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	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)	0	19	80	0	16	41	0	3	39	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	5.0%	9.4%	9.9%	0.0%	7.8%	7.2%	12.5%	10.9%	12.1%	
Writing	10.0%	15.6%	18.8%	8.3%	12.8%	15.6%	12.5%	18.2%	21.5%	
Mathematics	0.0%	5.1%	5.3%	0.0%	6.1%	6.4%	0.0%	4.2%	4.5%	
ESL	0.0%	2.4%	3.4%	0.0%	2.8%	3.0%	0.0%	2.1%	3.8%	
General academic skills	30.0%	13.2%	13.3%	33.3%	13.4%	12.3%	25.0%	13.0%	14.1%	
Other subject areas	20.0%	9.7%	12.0%	8.3%	8.9%	11.1%	37.5%	10.4%	12.8%	
Total(n)	20	371	1,888	12	179	859	8	192	1,029	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	10.0%	12.9%	14.5%	8.3%	12.8%	11.9%	12.5%	13.0%	16.7%	
No	30.0%	51.8%	53.1%	41.7%	56.4%	58.4%	12.5%	47.4%	48.7%	
Not eligible	40.0%	25.9%	22.8%	33.3%	22.9%	20.5%	50.0%	28.6%	24.7%	
Not available	20.0%	9.4%	9.6%	16.7%	7.8%	9.2%	25.0%	10.9%	10.0%	
Total(n)	20	371	1,884	12	179	859	8	192	1,025	
Paid sabbatical leave										
Yes	0.0%	4.3%	2.8%	0.0%	6.7%	3.6%	0.0%	2.1%	2.0%	
No	15.0%	37.9%	37.2%	25.0%	44.9%	41.2%	0.0%	31.4%	33.9%	
Not eligible	65.0%	49.9%	51.1%	50.0%	41.6%	46.4%	87.5%	57.6%	54.9%	
Not available	20.0%	7.9%	9.0%	25.0%	6.7%	8.8%	12.5%	8.9%	9.2%	
Total(n)	20	369	1,882	12	178	857	8	191	1,025	
Travel funds paid by the institution										
Yes	20.0%	18.6%	17.8%	8.3%	20.1%	17.9%	37.5%	17.3%	17.7%	
No	20.0%	40.8%	41.7%	25.0%	40.8%	45.3%	12.5%	40.8%	38.6%	
Not eligible	50.0%	32.7%	32.9%	50.0%	31.8%	29.6%	50.0%	33.5%	35.7%	
Not available	10.0%	7.8%	7.6%	16.7%	7.3%	7.1%	0.0%	8.4%	8.0%	
Total(n)	20	370	1,883	12	179	858	8	191	1,025	

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

University of Idaho	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	5.0%	7.3%	6.5%	8.3%	10.7%	7.6%	0.0%	4.2%	5.6%	
No	40.0%	54.5%	53.8%	25.0%	52.8%	56.8%	62.5%	56.0%	51.2%	
Not eligible	50.0%	31.4%	32.1%	58.3%	30.9%	28.8%	37.5%	31.9%	34.9%	
Not available	5.0%	6.8%	7.6%	8.3%	5.6%	6.8%	0.0%	7.9%	8.3%	
Total(n)	20	369	1,879	12	178	854	8	191	1,025	
Training for administrative leadership										
Yes	0.0%	3.5%	3.3%	0.0%	3.9%	3.9%	0.0%	3.1%	2.8%	
No	35.0%	56.1%	56.2%	33.3%	59.0%	61.3%	37.5%	53.4%	52.0%	
Not eligible	45.0%	30.6%	30.6%	41.7%	28.7%	26.4%	50.0%	32.5%	34.1%	
Not available	20.0%	9.8%	9.8%	25.0%	8.4%	8.4%	12.5%	11.0%	11.0%	
Total(n)	20	369	1,881	12	178	856	8	191	1,025	
Received incentives to develop new courses										
Yes	10.0%	13.0%	9.9%	8.3%	13.5%	10.5%	12.5%	12.6%	9.4%	
No	55.0%	53.9%	57.1%	66.7%	59.6%	61.1%	37.5%	48.7%	53.8%	
Not eligible	30.0%	22.2%	23.1%	25.0%	19.1%	20.1%	37.5%	25.1%	25.6%	
Not available	5.0%	10.8%	9.9%	0.0%	7.9%	8.3%	12.5%	13.6%	11.3%	
Total(n)	20	369	1,882	12	178	857	8	191	1,025	
Received incentives to integrate new technology into your classroom										
Yes	5.0%	11.4%	9.6%	8.3%	12.4%	9.4%	0.0%	10.5%	9.9%	
No	55.0%	57.5%	59.8%	66.7%	62.9%	64.1%	37.5%	52.4%	56.2%	
Not eligible	30.0%	20.1%	20.2%	25.0%	17.4%	18.1%	37.5%	22.5%	22.0%	
Not available	10.0%	11.1%	10.4%	0.0%	7.3%	8.4%	25.0%	14.7%	12.0%	
Total(n)	20	369	1,879	12	178	855	8	191	1,024	

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

University of Idaho	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	30.0%	55.5%	56.0%	25.0%	52.5%	51.2%	37.5%	58.3%	60.1%	
1-2	30.0%	21.3%	20.9%	33.3%	14.0%	19.5%	25.0%	28.1%	22.1%	
3-4	20.0%	9.2%	8.9%	16.7%	11.7%	10.6%	25.0%	6.8%	7.5%	
5-10	15.0%	7.3%	7.5%	16.7%	10.1%	8.3%	12.5%	4.7%	6.8%	
11-20	0.0%	2.2%	2.5%	0.0%	3.4%	3.4%	0.0%	1.0%	1.8%	
21-50	5.0%	2.7%	2.7%	8.3%	4.5%	4.2%	0.0%	1.0%	1.4%	
51+	0.0%	1.9%	1.5%	0.0%	3.9%	2.9%	0.0%	0.0%	0.4%	
Total(n)	20	371	1,885	12	179	858	8	192	1,027	
Mean	2.40	1.95	1.94	2.58	2.27	2.17	2.13	1.65	1.74	
Standard deviation	1.35	1.43	1.41	1.51	1.73	1.62	1.13	0.99	1.16	
Significance	-			-			-			
Effect size	-	0.31	0.33	-	0.18	0.25	-	0.48	0.34	
Chapters in edited volumes										Scholarly Productivity
None	75.0%	79.5%	80.1%	66.7%	75.4%	77.9%	87.5%	83.2%	81.9%	
1-2	20.0%	12.7%	12.7%	25.0%	11.2%	13.7%	12.5%	14.1%	11.9%	
3-4	0.0%	1.4%	3.9%	0.0%	2.2%	4.1%	0.0%	0.5%	3.8%	
5-10	5.0%	4.1%	1.9%	8.3%	6.7%	2.2%	0.0%	1.6%	1.7%	
11-20	0.0%	1.6%	1.0%	0.0%	2.8%	1.5%	0.0%	0.5%	0.6%	
21-50	0.0%	0.5%	0.3%	0.0%	1.1%	0.5%	0.0%	0.0%	0.1%	
51+	0.0%	0.3%	0.1%	0.0%	0.6%	0.1%	0.0%	0.0%	0.0%	
Total(n)	20	370	1,879	12	179	857	8	191	1,022	
Mean	1.35	1.38	1.32	1.50	1.56	1.38	1.13	1.22	1.27	
Standard deviation	0.75	0.94	0.78	0.90	1.19	0.87	0.35	0.58	0.68	
Significance	-			-			-			
Effect size	-	-0.03	0.04	-	-0.05	0.14	-	-0.16	-0.21	

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

University of Idaho	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	70.0%	75.9%	79.7%	66.7%	70.9%	77.0%	75.0%	80.6%	82.0%	
1-2	20.0%	17.0%	14.3%	16.7%	19.0%	15.5%	25.0%	15.2%	13.2%	
3-4	5.0%	3.8%	3.1%	8.3%	5.0%	3.1%	0.0%	2.6%	3.0%	
5-10	5.0%	2.7%	1.8%	8.3%	3.9%	2.4%	0.0%	1.6%	1.3%	
11-20	0.0%	0.3%	0.8%	0.0%	0.6%	1.3%	0.0%	0.0%	0.4%	
21-50	0.0%	0.3%	0.2%	0.0%	0.6%	0.5%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	20	370	1,879	12	179	858	8	191	1,021	
Mean	1.45	1.35	1.31	1.58	1.46	1.37	1.25	1.25	1.25	
Standard deviation	0.83	0.74	0.74	1.00	0.88	0.85	0.46	0.58	0.63	
Significance	-			-			-			
Effect size	-	0.14	0.19	-	0.14	0.25	-	0.00	0.00	
Other, such as patents or computer software products										
None	85.0%	91.4%	91.4%	75.0%	84.9%	86.7%	100.0%	97.4%	95.3%	
1-2	5.0%	4.3%	4.5%	8.3%	7.3%	6.9%	0.0%	1.6%	2.5%	
3-4	5.0%	2.4%	1.2%	8.3%	3.9%	1.9%	0.0%	1.0%	0.7%	
5-10	5.0%	1.4%	1.1%	8.3%	2.8%	1.7%	0.0%	0.0%	0.6%	
11-20	0.0%	0.0%	1.0%	0.0%	0.0%	1.7%	0.0%	0.0%	0.3%	
21-50	0.0%	0.3%	0.4%	0.0%	0.6%	0.6%	0.0%	0.0%	0.2%	
51+	0.0%	0.3%	0.5%	0.0%	0.6%	0.5%	0.0%	0.0%	0.5%	
Total(n)	20	370	1,877	12	179	858	8	191	1,019	
Mean	1.30	1.16	1.19	1.50	1.30	1.29	1.00	1.04	1.11	
Standard deviation	0.80	0.63	0.76	1.00	0.86	0.90	0.00	0.24	0.61	
Significance	-			-			-			
Effect size	-	0.22	0.14	-	0.23	0.23	-	-0.17	-0.18	

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

University of Idaho	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	60.0%	78.2%	76.9%	75.0%	80.4%	77.6%	37.5%	76.0%	76.3%	
1-2	15.0%	9.2%	9.4%	0.0%	6.1%	7.7%	37.5%	12.0%	10.9%	
3-4	10.0%	4.9%	5.0%	8.3%	5.0%	5.0%	12.5%	4.7%	5.0%	
5-10	5.0%	4.6%	4.6%	8.3%	4.5%	4.9%	0.0%	4.7%	4.3%	
11-20	5.0%	1.3%	1.5%	0.0%	0.6%	1.2%	12.5%	2.1%	1.8%	
21-50	5.0%	1.1%	1.3%	8.3%	2.2%	1.9%	0.0%	0.0%	0.9%	
51+	0.0%	0.8%	1.3%	0.0%	1.1%	1.7%	0.0%	0.5%	0.9%	
Total(n)	20	371	1,885	12	179	858	8	192	1,027	
Mean	1.95	1.48	1.53	1.83	1.50	1.57	2.13	1.47	1.50	
Standard deviation	1.50	1.12	1.20	1.64	1.21	1.30	1.36	1.02	1.12	
Significance	-			-			-			
Effect size	-	0.42	0.35	-	0.27	0.20	-	0.65	0.56	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	65.0%	65.8%	67.7%	66.7%	60.3%	63.6%	62.5%	70.8%	71.1%	
1-2	20.0%	22.1%	21.1%	16.7%	23.5%	22.4%	25.0%	20.8%	20.1%	
3-4	15.0%	6.2%	6.5%	16.7%	8.9%	7.9%	12.5%	3.6%	5.4%	
5-10	0.0%	3.5%	3.1%	0.0%	3.9%	4.1%	0.0%	3.1%	2.2%	
11-20	0.0%	1.1%	0.7%	0.0%	1.1%	0.9%	0.0%	1.0%	0.6%	
21-50	0.0%	0.5%	0.3%	0.0%	0.6%	0.4%	0.0%	0.5%	0.3%	
51+	0.0%	0.8%	0.5%	0.0%	1.7%	0.7%	0.0%	0.0%	0.4%	
Total(n)	20	371	1,883	12	179	857	8	192	1,026	
Mean	1.50	1.57	1.51	1.50	1.70	1.60	1.50	1.44	1.44	
Standard deviation	0.76	1.03	0.94	0.80	1.17	1.02	0.76	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.07	-0.01	-	-0.17	-0.10	-	0.07	0.07	Scholarly Productivity

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

University of Idaho	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	31.6%	43.0%	46.1%	33.3%	46.6%	50.2%	28.6%	39.7%	42.6%	
To some extent	52.6%	47.1%	44.1%	50.0%	41.5%	38.8%	57.1%	52.4%	48.6%	
Not at all	15.8%	9.9%	9.8%	16.7%	11.9%	11.0%	14.3%	7.9%	8.8%	
Total(n)	19	365	1,862	12	176	846	7	189	1,016	
Mean	2.16	2.33	2.36	2.17	2.35	2.39	2.14	2.32	2.34	
Standard deviation	0.69	0.65	0.65	0.72	0.68	0.68	0.69	0.61	0.63	
Significance	-			-			-			
Effect size	-	-0.26	-0.31	-	-0.26	-0.32	-	-0.30	-0.32	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	40.0%	52.7%	51.4%	41.7%	58.7%	56.3%	37.5%	47.1%	47.4%	
To some extent	35.0%	37.6%	40.8%	33.3%	33.5%	38.1%	37.5%	41.4%	43.1%	
Not at all	25.0%	9.7%	7.7%	25.0%	7.8%	5.6%	25.0%	11.5%	9.5%	
Total(n)	20	370	1,886	12	179	858	8	191	1,028	
Mean	2.15	2.43	2.44	2.17	2.51	2.51	2.13	2.36	2.38	
Standard deviation	0.81	0.66	0.63	0.83	0.64	0.60	0.83	0.68	0.65	
Significance	-		*	-			-			
Effect size	-	-0.42	-0.46	-	-0.53	-0.57	-	-0.34	-0.38	
Experience close alignment between your work and your personal values										
To a great extent	70.0%	72.2%	72.6%	66.7%	75.4%	72.5%	75.0%	69.1%	72.7%	
To some extent	20.0%	25.4%	25.6%	16.7%	22.9%	26.1%	25.0%	27.7%	25.2%	
Not at all	10.0%	2.4%	1.8%	16.7%	1.7%	1.4%	0.0%	3.1%	2.1%	
Total(n)	20	370	1,887	12	179	859	8	191	1,028	
Mean	2.60	2.70	2.71	2.50	2.74	2.71	2.75	2.66	2.71	
Standard deviation	0.68	0.51	0.49	0.80	0.48	0.48	0.46	0.54	0.50	
Significance	-			-			-			
Effect size	-	-0.20	-0.22	-	-0.50	-0.44	-	0.17	0.08	

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

University of Idaho	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	45.0%	25.6%	25.3%	50.0%	24.9%	22.8%	37.5%	26.3%	27.4%	
To some extent	35.0%	36.5%	36.5%	25.0%	32.2%	33.3%	50.0%	40.5%	39.2%	
Not at all	20.0%	37.9%	38.2%	25.0%	42.9%	44.0%	12.5%	33.2%	33.4%	
Total(n)	20	367	1,879	12	177	857	8	190	1,022	
Mean	2.25	1.88	1.87	2.25	1.82	1.79	2.25	1.93	1.94	
Standard deviation	0.79	0.79	0.79	0.87	0.81	0.79	0.71	0.77	0.78	
Significance	-	*	*	-		*	-			
Effect size	-	0.47	0.48	-	0.53	0.58	-	0.42	0.40	
Mentor new faculty										
To a great extent	0.0%	5.2%	6.4%	0.0%	6.2%	6.1%	0.0%	4.2%	6.6%	
To some extent	35.0%	35.9%	31.9%	33.3%	36.2%	30.0%	37.5%	35.6%	33.5%	
Not at all	65.0%	59.0%	61.7%	66.7%	57.6%	63.9%	62.5%	60.2%	59.8%	
Total(n)	20	368	1,883	12	177	857	8	191	1,026	
Mean	1.35	1.46	1.45	1.33	1.49	1.42	1.38	1.44	1.47	
Standard deviation	0.49	0.59	0.61	0.49	0.61	0.60	0.52	0.58	0.62	
Significance	-			-			-			
Effect size	-	-0.19	-0.16	-	-0.26	-0.15	-	-0.10	-0.15	

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

University of Idaho	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%	97.3%	97.5%	100.0%	96.6%	96.7%	100.0%	97.9%	98.1%	
Occasionally	0.0%	2.4%	2.3%	0.0%	3.4%	3.1%	0.0%	1.6%	1.7%	
Not at all	0.0%	0.3%	0.2%	0.0%	0.0%	0.1%	0.0%	0.5%	0.3%	
Total(n)	20	371	1,886	12	179	858	8	192	1,028	
Mean	3.00	2.97	2.97	3.00	2.97	2.97	3.00	2.97	2.98	
Standard deviation	0.00	0.19	0.18	0.00	0.18	0.19	0.00	0.19	0.17	
Significance	-			-			-			
Effect size	-	0.16	0.17	-	0.17	0.16	-	0.16	0.12	
Support their opinions with a logical argument										
Frequently	90.0%	86.2%	87.7%	83.3%	84.8%	86.8%	100.0%	87.4%	88.5%	
Occasionally	10.0%	13.3%	11.4%	16.7%	15.2%	12.4%	0.0%	11.5%	10.6%	
Not at all	0.0%	0.5%	0.8%	0.0%	0.0%	0.8%	0.0%	1.0%	0.9%	
Total(n)	20	369	1,884	12	178	857	8	191	1,027	
Mean	2.90	2.86	2.87	2.83	2.85	2.86	3.00	2.86	2.88	
Standard deviation	0.31	0.37	0.36	0.39	0.36	0.37	0.00	0.37	0.35	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	-0.06	-0.08	-	0.38	0.34	
Seek solutions to problems and explain them to others										
Frequently	95.0%	83.3%	82.9%	91.7%	83.8%	81.6%	100.0%	82.8%	84.0%	
Occasionally	5.0%	15.6%	16.0%	8.3%	15.6%	17.7%	0.0%	15.6%	14.6%	
Not at all	0.0%	1.1%	1.1%	0.0%	0.6%	0.7%	0.0%	1.6%	1.4%	
Total(n)	20	371	1,885	12	179	858	8	192	1,027	
Mean	2.95	2.82	2.82	2.92	2.83	2.81	3.00	2.81	2.83	
Standard deviation	0.22	0.41	0.41	0.29	0.39	0.41	0.00	0.43	0.41	
Significance	-			-			-			
Effect size	-	0.32	0.32	-	0.23	0.27	-	0.44	0.41	
Revise their papers to improve their writing										
Frequently	55.0%	64.4%	62.7%	50.0%	54.2%	55.3%	62.5%	74.0%	68.9%	
Occasionally	30.0%	26.7%	26.2%	25.0%	33.5%	31.5%	37.5%	20.3%	21.9%	
Not at all	15.0%	8.9%	11.1%	25.0%	12.3%	13.2%	0.0%	5.7%	9.3%	
Total(n)	20	371	1,880	12	179	855	8	192	1,025	
Mean	2.40	2.56	2.52	2.25	2.42	2.42	2.63	2.68	2.60	
Standard deviation	0.75	0.65	0.69	0.87	0.70	0.71	0.52	0.58	0.65	
Significance	-			-			-			
Effect size	-	-0.25	-0.17	-	-0.24	-0.24	-	-0.09	0.05	

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

University of Idaho	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	90.0%	78.7%	76.5%	91.7%	77.7%	72.8%	87.5%	79.7%	79.6%	
Occasionally	10.0%	19.4%	21.3%	8.3%	20.1%	24.6%	12.5%	18.8%	18.4%	
Not at all	0.0%	1.9%	2.2%	0.0%	2.2%	2.6%	0.0%	1.6%	2.0%	
Total(n)	20	371	1,882	12	179	857	8	192	1,025	
Mean	2.90	2.77	2.74	2.92	2.75	2.70	2.88	2.78	2.78	
Standard deviation	0.31	0.47	0.49	0.29	0.48	0.51	0.35	0.45	0.46	
Significance	-			-			-			
Effect size	-	0.28	0.33	-	0.35	0.43	-	0.22	0.22	
Take risks for potential gains										
Frequently	60.0%	41.1%	46.7%	58.3%	46.4%	46.3%	62.5%	36.1%	47.0%	
Occasionally	40.0%	46.2%	42.0%	41.7%	44.7%	42.1%	37.5%	47.6%	41.9%	
Not at all	0.0%	12.7%	11.3%	0.0%	8.9%	11.6%	0.0%	16.2%	11.1%	
Total(n)	20	370	1,878	12	179	853	8	191	1,025	
Mean	2.60	2.28	2.35	2.58	2.37	2.35	2.63	2.20	2.36	
Standard deviation	0.50	0.68	0.68	0.51	0.64	0.68	0.52	0.70	0.67	
Significance	-	*		-			-			
Effect size	-	0.47	0.37	-	0.33	0.34	-	0.61	0.40	
Seek alternative solutions to a problem										
Frequently	80.0%	69.5%	71.1%	75.0%	71.3%	69.9%	87.5%	67.7%	72.2%	
Occasionally	20.0%	28.4%	26.7%	25.0%	27.0%	28.3%	12.5%	29.7%	25.4%	
Not at all	0.0%	2.2%	2.1%	0.0%	1.7%	1.9%	0.0%	2.6%	2.3%	
Total(n)	20	370	1,882	12	178	856	8	192	1,026	
Mean	2.80	2.67	2.69	2.75	2.70	2.68	2.88	2.65	2.70	
Standard deviation	0.41	0.51	0.51	0.45	0.50	0.51	0.35	0.53	0.51	
Significance	-			-			-			
Effect size	-	0.25	0.22	-	0.10	0.14	-	0.43	0.35	

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

University of Idaho	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	60.0%	56.6%	54.1%	58.3%	54.7%	50.0%	62.5%	58.3%	57.6%	
Occasionally	25.0%	30.5%	33.8%	25.0%	33.0%	36.9%	25.0%	28.1%	31.1%	
Not at all	15.0%	12.9%	12.1%	16.7%	12.3%	13.1%	12.5%	13.5%	11.3%	
Total(n)	20	371	1,884	12	179	858	8	192	1,026	
Mean	2.45	2.44	2.42	2.42	2.42	2.37	2.50	2.45	2.46	
Standard deviation	0.76	0.71	0.70	0.79	0.70	0.70	0.76	0.72	0.69	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.00	0.07	-	0.07	0.06	
Explore topics on their own, even though it was not required for a class										
Frequently	65.0%	60.0%	60.4%	75.0%	63.7%	61.4%	50.0%	56.5%	59.6%	
Occasionally	30.0%	35.9%	35.9%	16.7%	32.4%	35.0%	50.0%	39.3%	36.6%	
Not at all	5.0%	4.1%	3.7%	8.3%	3.9%	3.6%	0.0%	4.2%	3.7%	
Total(n)	20	370	1,883	12	179	857	8	191	1,026	
Mean	2.60	2.56	2.57	2.67	2.60	2.58	2.50	2.52	2.56	
Standard deviation	0.60	0.57	0.56	0.65	0.57	0.56	0.53	0.58	0.57	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.12	0.16	-	-0.03	-0.11	
Accept mistakes as part of the learning process										
Frequently	100.0%	80.3%	82.6%	100.0%	81.6%	81.0%	100.0%	79.2%	83.9%	
Occasionally	0.0%	18.9%	16.7%	0.0%	18.4%	18.4%	0.0%	19.3%	15.3%	
Not at all	0.0%	0.8%	0.7%	0.0%	0.0%	0.6%	0.0%	1.6%	0.8%	
Total(n)	20	371	1,887	12	179	859	8	192	1,028	
Mean	3.00	2.80	2.82	3.00	2.82	2.80	3.00	2.78	2.83	
Standard deviation	0.00	0.42	0.40	0.00	0.39	0.41	0.00	0.45	0.39	
Significance	-	*	*	-			-			
Effect size	-	0.48	0.45	-	0.46	0.49	-	0.49	0.44	

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

University of Idaho	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	85.0%	77.4%	78.8%	75.0%	74.3%	74.4%	100.0%	80.2%	82.6%	
Occasionally	10.0%	20.8%	18.8%	16.7%	22.9%	22.8%	0.0%	18.8%	15.5%	
Not at all	5.0%	1.9%	2.3%	8.3%	2.8%	2.8%	0.0%	1.0%	1.9%	
Total(n)	20	371	1,884	12	179	858	8	192	1,026	
Mean	2.80	2.75	2.76	2.67	2.72	2.72	3.00	2.79	2.81	
Standard deviation	0.52	0.47	0.48	0.65	0.51	0.51	0.00	0.43	0.44	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	-0.10	-0.10	-	0.49	0.43	
Integrate skills and knowledge from different sources and experiences										
Frequently	95.0%	82.2%	84.7%	91.7%	79.9%	80.3%	100.0%	84.3%	88.3%	
Occasionally	5.0%	16.2%	14.4%	8.3%	17.9%	18.2%	0.0%	14.7%	11.3%	
Not at all	0.0%	1.6%	0.9%	0.0%	2.2%	1.5%	0.0%	1.0%	0.4%	
Total(n)	20	370	1,884	12	179	858	8	191	1,026	
Mean	2.95	2.81	2.84	2.92	2.78	2.79	3.00	2.83	2.88	
Standard deviation	0.22	0.44	0.39	0.29	0.47	0.44	0.00	0.40	0.34	
Significance	-			-			-			
Effect size	-	0.32	0.28	-	0.30	0.30	-	0.43	0.35	

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

University of Idaho	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	10.0%	27.8%	27.8%	16.7%	33.5%	30.8%	0.0%	22.5%	25.2%	
Most	5.0%	13.5%	12.7%	0.0%	11.2%	13.4%	12.5%	15.7%	12.2%	
Some	25.0%	24.3%	21.9%	25.0%	22.9%	19.0%	25.0%	25.7%	24.3%	
None	60.0%	34.3%	37.6%	58.3%	32.4%	36.8%	62.5%	36.1%	38.3%	
Total(n)	20	370	1,884	12	179	859	8	191	1,025	
Mean	1.65	2.35	2.31	1.75	2.46	2.38	1.50	2.25	2.24	
Standard deviation	0.99	1.21	1.23	1.14	1.26	1.26	0.76	1.17	1.21	
Significance	-	*	*	-			-			
Effect size	-	-0.58	-0.54	-	-0.56	-0.50	-	-0.64	-0.61	
Essay exams										
All	10.0%	18.7%	24.5%	16.7%	19.2%	25.4%	0.0%	18.2%	23.8%	
Most	10.0%	15.7%	14.2%	8.3%	16.4%	13.3%	12.5%	15.1%	14.9%	
Some	30.0%	26.8%	25.0%	25.0%	24.3%	23.1%	37.5%	29.2%	26.5%	
None	50.0%	38.8%	36.3%	50.0%	40.1%	38.2%	50.0%	37.5%	34.8%	
Total(n)	20	369	1,883	12	177	857	8	192	1,026	
Mean	1.80	2.14	2.27	1.92	2.15	2.26	1.63	2.14	2.28	
Standard deviation	1.01	1.13	1.19	1.16	1.15	1.21	0.74	1.11	1.17	
Significance	-			-			-			
Effect size	-	-0.30	-0.39	-	-0.20	-0.28	-	-0.46	-0.56	
Short-answer exams										
All	15.0%	22.5%	24.7%	16.7%	25.3%	25.6%	12.5%	19.9%	24.0%	
Most	5.0%	16.8%	16.4%	0.0%	14.0%	15.9%	12.5%	19.4%	16.9%	
Some	40.0%	32.5%	28.7%	41.7%	31.5%	26.9%	37.5%	33.5%	30.2%	
None	40.0%	28.2%	30.1%	41.7%	29.2%	31.6%	37.5%	27.2%	28.9%	
Total(n)	20	369	1,879	12	178	855	8	191	1,024	
Mean	1.95	2.34	2.36	1.92	2.35	2.36	2.00	2.32	2.36	
Standard deviation	1.05	1.11	1.15	1.08	1.15	1.17	1.07	1.08	1.14	
Significance	-			-			-			
Effect size	-	-0.35	-0.36	-	-0.37	-0.38	-	-0.30	-0.32	

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

University of Idaho	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	20.0%	26.4%	27.6%	16.7%	24.3%	28.0%	25.0%	28.3%	27.3%	
Most	0.0%	17.1%	16.7%	0.0%	16.9%	16.2%	0.0%	17.3%	17.1%	
Some	40.0%	28.3%	25.9%	33.3%	26.0%	23.5%	50.0%	30.4%	27.8%	
None	40.0%	28.3%	29.9%	50.0%	32.8%	32.3%	25.0%	24.1%	27.8%	
Total(n)	20	368	1,879	12	177	854	8	191	1,025	
Mean	2.00	2.42	2.42	1.83	2.33	2.40	2.25	2.50	2.44	
Standard deviation	1.12	1.16	1.18	1.11	1.17	1.20	1.16	1.14	1.16	
Significance	-			-			-			
Effect size	-	-0.36	-0.36	-	-0.43	-0.48	-	-0.22	-0.16	
Weekly essay assignments										
All	30.0%	16.1%	18.2%	33.3%	15.9%	16.8%	25.0%	16.3%	19.4%	
Most	15.0%	15.3%	13.8%	8.3%	9.7%	10.5%	25.0%	20.5%	16.5%	
Some	15.0%	22.7%	22.7%	16.7%	21.0%	21.9%	12.5%	24.2%	23.4%	
None	40.0%	45.9%	45.3%	41.7%	53.4%	50.8%	37.5%	38.9%	40.7%	
Total(n)	20	366	1,875	12	176	855	8	190	1,020	
Mean	2.35	2.02	2.05	2.33	1.88	1.93	2.38	2.14	2.15	
Standard deviation	1.31	1.12	1.15	1.37	1.12	1.13	1.30	1.11	1.15	
Significance	-			-			-			
Effect size	-	0.29	0.26	-	0.40	0.35	-	0.22	0.20	
Student presentations										
All	35.0%	27.6%	34.9%	25.0%	26.6%	33.1%	50.0%	28.6%	36.5%	
Most	25.0%	18.2%	18.5%	8.3%	13.6%	14.6%	50.0%	22.4%	21.7%	
Some	25.0%	32.0%	28.5%	41.7%	37.9%	30.3%	0.0%	26.6%	27.0%	
None	15.0%	22.2%	18.1%	25.0%	22.0%	22.0%	0.0%	22.4%	14.8%	
Total(n)	20	369	1,880	12	177	855	8	192	1,025	Student-Centered Pedagogy
Mean	2.80	2.51	2.70	2.33	2.45	2.59	3.50	2.57	2.80	
Standard deviation	1.11	1.12	1.13	1.15	1.11	1.16	0.53	1.13	1.09	
Significance	-			-			-	*		
Effect size	-	0.26	0.09	-	-0.11	-0.22	-	0.82	0.64	

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

University of Idaho	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	30.0%	31.3%	33.9%	25.0%	31.8%	33.6%	37.5%	30.9%	34.1%	
Most	5.0%	13.2%	16.3%	0.0%	11.4%	15.1%	12.5%	14.9%	17.2%	
Some	30.0%	25.8%	22.7%	33.3%	25.6%	21.8%	25.0%	26.1%	23.5%	
None	35.0%	29.7%	27.1%	41.7%	31.3%	29.5%	25.0%	28.2%	25.2%	
Total(n)	20	364	1,875	12	176	854	8	188	1,021	
Mean	2.30	2.46	2.57	2.08	2.44	2.53	2.63	2.48	2.60	
Standard deviation	1.26	1.21	1.21	1.24	1.23	1.23	1.30	1.20	1.19	
Significance	-			-			-			
Effect size	-	-0.13	-0.22	-	-0.29	-0.37	-	0.13	0.03	
Student evaluations of each others' work										
All	20.0%	21.5%	21.9%	16.7%	16.5%	18.0%	25.0%	26.2%	25.1%	Student-Centered Pedagogy
Most	10.0%	11.7%	11.9%	16.7%	9.7%	10.8%	0.0%	13.6%	12.9%	
Some	35.0%	27.5%	27.8%	25.0%	27.3%	26.5%	50.0%	27.7%	28.8%	
None	35.0%	39.2%	38.4%	41.7%	46.6%	44.7%	25.0%	32.5%	33.2%	
Total(n)	20	367	1,879	12	176	855	8	191	1,024	
Mean	2.15	2.16	2.17	2.08	1.96	2.02	2.25	2.34	2.30	
Standard deviation	1.14	1.16	1.16	1.16	1.11	1.13	1.16	1.18	1.17	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	0.11	0.05	-	-0.08	-0.04	
Grading on a curve										
All	15.0%	8.9%	8.2%	16.7%	14.0%	12.7%	12.5%	4.2%	4.4%	
Most	0.0%	5.7%	7.4%	0.0%	9.0%	10.5%	0.0%	2.6%	4.8%	
Some	20.0%	17.3%	18.2%	16.7%	16.9%	17.8%	25.0%	17.8%	18.5%	
None	65.0%	68.0%	66.2%	66.7%	60.1%	59.0%	62.5%	75.4%	72.3%	
Total(n)	20	369	1,879	12	178	858	8	191	1,021	
Mean	1.65	1.56	1.58	1.67	1.77	1.77	1.63	1.36	1.41	
Standard deviation	1.09	0.95	0.94	1.15	1.10	1.07	1.06	0.73	0.78	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	-0.09	-0.09	-	0.37	0.28	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Competency-based grading										
All	30.0%	34.3%	39.4%	33.3%	34.6%	37.0%	25.0%	34.0%	41.5%	
Most	15.0%	18.9%	20.4%	16.7%	16.8%	19.5%	12.5%	20.9%	21.2%	
Some	25.0%	20.0%	18.1%	16.7%	21.8%	18.9%	37.5%	18.3%	17.5%	
None	30.0%	26.8%	22.0%	33.3%	26.8%	24.7%	25.0%	26.7%	19.8%	
Total(n)	20	370	1,859	12	179	847	8	191	1,012	
Mean	2.45	2.61	2.77	2.50	2.59	2.69	2.38	2.62	2.84	
Standard deviation	1.23	1.21	1.19	1.31	1.22	1.20	1.19	1.21	1.17	
Significance	-			-			-			
Effect size	-	-0.13	-0.27	-	-0.07	-0.16	-	-0.20	-0.39	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	90.0%	73.5%	75.3%	91.7%	68.0%	72.3%	87.5%	78.6%	77.9%	Student-Centered Pedagogy
Most	5.0%	11.1%	12.4%	0.0%	14.6%	13.3%	12.5%	7.8%	11.7%	
Some	5.0%	12.2%	10.1%	8.3%	12.9%	11.9%	0.0%	11.5%	8.7%	
None	0.0%	3.2%	2.1%	0.0%	4.5%	2.6%	0.0%	2.1%	1.8%	
Total(n)	20	370	1,884	12	178	858	8	192	1,026	
Mean	3.85	3.55	3.61	3.83	3.46	3.55	3.88	3.63	3.66	
Standard deviation	0.49	0.83	0.75	0.58	0.88	0.80	0.35	0.77	0.71	
Significance	-			-			-			
Effect size	-	0.36	0.32	-	0.42	0.35	-	0.32	0.31	
Cooperative learning (small groups)										
All	45.0%	50.0%	52.5%	33.3%	44.6%	45.3%	62.5%	55.0%	58.6%	Student-Centered Pedagogy
Most	20.0%	11.7%	15.2%	25.0%	11.3%	14.2%	12.5%	12.0%	16.0%	
Some	15.0%	23.6%	20.4%	16.7%	24.9%	24.8%	12.5%	22.5%	16.6%	
None	20.0%	14.7%	11.9%	25.0%	19.2%	15.7%	12.5%	10.5%	8.8%	
Total(n)	20	368	1,877	12	177	854	8	191	1,023	
Mean	2.90	2.97	3.08	2.67	2.81	2.89	3.25	3.12	3.24	
Standard deviation	1.21	1.15	1.10	1.23	1.20	1.15	1.16	1.09	1.02	
Significance	-			-			-			
Effect size	-	-0.06	-0.16	-	-0.12	-0.19	-	0.12	0.01	

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

University of Idaho	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	35.0%	22.6%	23.0%	33.3%	19.9%	19.5%	37.5%	25.1%	26.0%	
Most	10.0%	9.3%	10.5%	16.7%	11.4%	10.9%	0.0%	7.3%	10.2%	
Some	20.0%	23.2%	26.0%	8.3%	22.7%	25.3%	37.5%	23.6%	26.5%	
None	35.0%	45.0%	40.5%	41.7%	46.0%	44.3%	25.0%	44.0%	37.3%	
Total(n)	20	367	1,872	12	176	853	8	191	1,019	
Mean	2.45	2.10	2.16	2.42	2.05	2.06	2.50	2.14	2.25	
Standard deviation	1.32	1.20	1.19	1.38	1.17	1.15	1.31	1.23	1.21	
Significance	-			-			-			
Effect size	-	0.29	0.24	-	0.32	0.31	-	0.29	0.21	
Teaching assistants										
All	10.0%	3.6%	5.1%	8.3%	3.4%	5.1%	12.5%	3.7%	5.0%	
Most	0.0%	2.7%	3.0%	0.0%	2.8%	3.4%	0.0%	2.7%	2.7%	
Some	15.0%	12.9%	12.0%	25.0%	15.3%	11.7%	0.0%	10.6%	12.3%	
None	75.0%	80.8%	79.9%	66.7%	78.5%	79.8%	87.5%	83.0%	80.0%	
Total(n)	20	365	1,876	12	177	856	8	188	1,020	
Mean	1.45	1.29	1.33	1.50	1.31	1.34	1.38	1.27	1.33	
Standard deviation	0.94	0.69	0.77	0.90	0.69	0.78	1.06	0.69	0.76	
Significance	-			-			-			
Effect size	-	0.23	0.16	-	0.28	0.21	-	0.16	0.07	
Recitals/Demonstrations										
All	30.0%	18.5%	20.7%	25.0%	16.3%	18.3%	37.5%	20.5%	22.7%	
Most	15.0%	12.0%	11.8%	8.3%	11.2%	12.1%	25.0%	12.6%	11.6%	
Some	25.0%	20.9%	22.1%	33.3%	25.3%	23.2%	12.5%	16.8%	21.2%	
None	30.0%	48.6%	45.3%	33.3%	47.2%	46.3%	25.0%	50.0%	44.5%	
Total(n)	20	368	1,877	12	178	857	8	190	1,020	
Mean	2.45	2.00	2.08	2.25	1.97	2.02	2.75	2.04	2.13	
Standard deviation	1.23	1.16	1.18	1.22	1.11	1.15	1.28	1.21	1.21	
Significance	-			-			-			
Effect size	-	0.39	0.31	-	0.25	0.20	-	0.59	0.51	

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

University of Idaho	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	30.0%	22.3%	24.7%	16.7%	22.0%	22.9%	50.0%	22.6%	26.2%	
Most	15.0%	13.9%	15.9%	16.7%	13.0%	15.7%	12.5%	14.7%	16.1%	
Some	30.0%	32.4%	31.3%	33.3%	32.2%	30.6%	25.0%	32.6%	31.9%	
None	25.0%	31.3%	28.1%	33.3%	32.8%	30.8%	12.5%	30.0%	25.8%	
Total(n)	20	367	1,879	12	177	856	8	190	1,023	
Mean	2.50	2.27	2.37	2.17	2.24	2.31	3.00	2.30	2.43	
Standard deviation	1.19	1.13	1.14	1.11	1.13	1.14	1.20	1.13	1.13	
Significance	-			-			-			
Effect size	-	0.20	0.11	-	-0.06	-0.12	-	0.62	0.50	
Extensive lecturing										
All	30.0%	21.0%	21.7%	25.0%	27.7%	27.2%	37.5%	14.7%	17.0%	
Most	0.0%	24.0%	22.4%	0.0%	29.4%	27.3%	0.0%	18.9%	18.2%	
Some	35.0%	33.0%	32.3%	41.7%	28.2%	29.2%	25.0%	37.4%	34.9%	
None	35.0%	22.1%	23.7%	33.3%	14.7%	16.2%	37.5%	28.9%	29.9%	
Total(n)	20	367	1,879	12	177	856	8	190	1,023	
Mean	2.25	2.44	2.42	2.17	2.70	2.66	2.38	2.19	2.22	
Standard deviation	1.25	1.05	1.07	1.19	1.03	1.05	1.41	1.02	1.05	
Significance	-			-			-			
Effect size	-	-0.18	-0.16	-	-0.51	-0.47	-	0.19	0.15	
Multiple drafts of written work										
All	10.0%	17.1%	18.1%	8.3%	14.1%	14.9%	12.5%	19.9%	20.7%	
Most	10.0%	10.6%	12.5%	16.7%	8.5%	10.3%	0.0%	12.6%	14.3%	
Some	40.0%	32.3%	30.5%	25.0%	32.2%	32.1%	62.5%	32.5%	29.1%	
None	40.0%	39.9%	39.0%	50.0%	45.2%	42.7%	25.0%	35.1%	35.9%	
Total(n)	20	368	1,877	12	177	854	8	191	1,023	
Mean	1.90	2.05	2.10	1.83	1.92	1.97	2.00	2.17	2.20	
Standard deviation	0.97	1.09	1.11	1.03	1.05	1.06	0.93	1.12	1.14	
Significance	-			-			-			
Effect size	-	-0.14	-0.18	-	-0.09	-0.13	-	-0.15	-0.18	

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

University of Idaho	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	15.0%	17.2%	18.1%	25.0%	17.5%	16.5%	0.0%	16.9%	19.6%	
Most	5.0%	10.9%	13.5%	0.0%	10.2%	12.0%	12.5%	11.6%	14.8%	
Some	50.0%	33.1%	32.5%	50.0%	35.6%	32.5%	50.0%	30.7%	32.6%	
None	30.0%	38.8%	35.8%	25.0%	36.7%	39.0%	37.5%	40.7%	33.1%	
Total(n)	20	366	1,879	12	177	856	8	189	1,023	
Mean	2.05	2.07	2.14	2.25	2.08	2.06	1.75	2.05	2.21	
Standard deviation	1.00	1.09	1.10	1.14	1.08	1.08	0.71	1.10	1.10	
Significance	-			-			-			
Effect size	-	-0.02	-0.08	-	0.16	0.18	-	-0.27	-0.42	
Reflective writing/journaling										Student-Centered Pedagogy
All	20.0%	18.2%	19.5%	25.0%	12.4%	14.7%	12.5%	23.6%	23.4%	
Most	5.0%	10.1%	12.9%	0.0%	6.2%	10.4%	12.5%	13.6%	14.9%	
Some	15.0%	21.5%	23.9%	8.3%	20.3%	21.3%	25.0%	22.5%	26.0%	
None	60.0%	50.3%	43.8%	66.7%	61.0%	53.6%	50.0%	40.3%	35.6%	
Total(n)	20	368	1,880	12	177	855	8	191	1,025	
Mean	1.85	1.96	2.08	1.83	1.70	1.86	1.88	2.20	2.26	
Standard deviation	1.23	1.15	1.16	1.34	1.04	1.10	1.13	1.20	1.17	
Significance	-			-			-			
Effect size	-	-0.10	-0.20	-	0.13	-0.03	-	-0.27	-0.32	
Community service as part of coursework										Civic Minded Practice
All	10.0%	3.0%	4.8%	16.7%	3.4%	3.7%	0.0%	2.6%	5.8%	
Most	10.0%	4.9%	4.3%	0.0%	4.0%	2.8%	25.0%	5.8%	5.5%	
Some	15.0%	15.5%	15.9%	16.7%	11.3%	14.7%	12.5%	19.5%	16.9%	
None	65.0%	76.6%	75.0%	66.7%	81.4%	78.8%	62.5%	72.1%	71.9%	
Total(n)	20	367	1,877	12	177	857	8	190	1,020	
Mean	1.65	1.34	1.39	1.67	1.29	1.32	1.63	1.39	1.45	
Standard deviation	1.04	0.71	0.78	1.15	0.70	0.70	0.92	0.72	0.84	
Significance	-			-			-			
Effect size	-	0.44	0.33	-	0.54	0.50	-	0.33	0.21	

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

University of Idaho	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%	6.8%	6.0%	0.0%	6.2%	5.3%	0.0%	7.4%	6.6%	
Most	5.0%	6.0%	5.5%	0.0%	4.5%	5.3%	12.5%	7.4%	5.7%	
Some	10.0%	12.8%	11.8%	8.3%	14.1%	11.8%	12.5%	11.6%	11.7%	
None	85.0%	74.4%	76.8%	91.7%	75.1%	77.7%	75.0%	73.7%	76.0%	
Total(n)	20	367	1,879	12	177	857	8	190	1,022	
Mean	1.20	1.45	1.41	1.08	1.42	1.38	1.38	1.48	1.43	
Standard deviation	0.52	0.88	0.84	0.29	0.84	0.81	0.74	0.92	0.87	
Significance	-			-			-			
Effect size	-	-0.28	-0.25	-	-0.40	-0.37	-	-0.11	-0.06	
Using real-life problems										
All	55.0%	42.8%	45.1%	50.0%	41.3%	45.4%	62.5%	44.2%	44.9%	
Most	25.0%	20.9%	23.6%	25.0%	23.5%	23.2%	25.0%	18.4%	23.9%	
Some	15.0%	24.7%	21.7%	16.7%	23.5%	21.4%	12.5%	25.8%	22.0%	
None	5.0%	11.7%	9.6%	8.3%	11.7%	10.0%	0.0%	11.6%	9.2%	
Total(n)	20	369	1,882	12	179	859	8	190	1,023	
Mean	3.30	2.95	3.04	3.17	2.94	3.04	3.50	2.95	3.04	
Standard deviation	0.92	1.07	1.02	1.03	1.06	1.03	0.76	1.08	1.02	
Significance	-			-			-			
Effect size	-	0.33	0.25	-	0.22	0.13	-	0.51	0.45	
Using student inquiry to drive learning										
All	55.0%	36.3%	39.3%	66.7%	36.0%	38.3%	37.5%	36.6%	40.1%	Student-Centered Pedagogy
Most	30.0%	23.0%	25.0%	16.7%	24.7%	25.3%	50.0%	21.5%	24.8%	
Some	0.0%	29.8%	27.2%	0.0%	26.4%	26.9%	0.0%	33.0%	27.5%	
None	15.0%	10.8%	8.5%	16.7%	12.9%	9.4%	12.5%	8.9%	7.6%	
Total(n)	20	369	1,880	12	178	858	8	191	1,022	
Mean	3.25	2.85	2.95	3.33	2.84	2.93	3.13	2.86	2.97	
Standard deviation	1.07	1.04	1.00	1.15	1.06	1.01	0.99	1.02	0.99	
Significance	-			-			-			
Effect size	-	0.38	0.30	-	0.46	0.40	-	0.26	0.16	

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

University of Idaho	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	25.0%	38.3%	34.2%	25.0%	40.8%	35.9%	25.0%	35.9%	32.9%	
Very important	25.0%	32.1%	33.2%	25.0%	31.8%	32.0%	25.0%	32.3%	34.1%	
Somewhat important	40.0%	19.9%	22.5%	50.0%	19.0%	22.6%	25.0%	20.8%	22.5%	
Not important	10.0%	9.7%	10.1%	0.0%	8.4%	9.5%	25.0%	10.9%	10.5%	
Total(n)	20	371	1,887	12	179	859	8	192	1,028	
Mean	2.65	2.99	2.92	2.75	3.05	2.94	2.50	2.93	2.89	
Standard deviation	0.99	0.99	0.98	0.87	0.97	0.98	1.20	1.00	0.98	
Significance	-			-			-			
Effect size	-	-0.34	-0.28	-	-0.31	-0.19	-	-0.43	-0.40	
Influencing the political structure										
Essential	0.0%	6.2%	7.5%	0.0%	7.3%	8.2%	0.0%	5.2%	7.0%	
Very important	20.0%	20.8%	18.5%	33.3%	22.9%	20.1%	0.0%	18.8%	17.1%	
Somewhat important	35.0%	39.4%	39.9%	25.0%	40.2%	38.1%	50.0%	38.5%	41.4%	
Not important	45.0%	33.7%	34.1%	41.7%	29.6%	33.6%	50.0%	37.5%	34.5%	
Total(n)	20	371	1,883	12	179	856	8	192	1,027	
Mean	1.75	1.99	1.99	1.92	2.08	2.03	1.50	1.92	1.97	
Standard deviation	0.79	0.89	0.91	0.90	0.90	0.93	0.53	0.88	0.89	
Significance	-			-			-			
Effect size	-	-0.27	-0.26	-	-0.18	-0.12	-	-0.48	-0.53	
Influencing social values										
Essential	15.0%	19.2%	21.9%	8.3%	20.7%	20.7%	25.0%	17.8%	23.0%	Civic Minded Values
Very important	55.0%	40.0%	40.9%	66.7%	40.8%	38.1%	37.5%	39.3%	43.3%	
Somewhat important	20.0%	29.7%	28.1%	16.7%	26.3%	29.9%	25.0%	33.0%	26.6%	
Not important	10.0%	11.1%	9.0%	8.3%	12.3%	11.3%	12.5%	9.9%	7.1%	
Total(n)	20	370	1,883	12	179	856	8	191	1,027	Social Agency
Mean	2.75	2.67	2.76	2.75	2.70	2.68	2.75	2.65	2.82	
Standard deviation	0.85	0.91	0.90	0.75	0.94	0.93	1.04	0.89	0.87	
Significance	-			-			-			
Effect size	-	0.09	-0.01	-	0.05	0.08	-	0.11	-0.08	

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

University of Idaho	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	65.0%	51.6%	52.9%	66.7%	54.5%	52.7%	62.5%	49.0%	53.1%	
Very important	20.0%	20.8%	21.1%	25.0%	23.0%	22.8%	12.5%	18.8%	19.7%	
Somewhat important	5.0%	10.5%	10.7%	0.0%	9.0%	11.0%	12.5%	12.0%	10.4%	
Not important	10.0%	17.0%	15.3%	8.3%	13.5%	13.5%	12.5%	20.3%	16.8%	
Total(n)	20	370	1,883	12	178	857	8	192	1,026	
Mean	3.40	3.07	3.12	3.50	3.19	3.15	3.25	2.96	3.09	
Standard deviation	0.99	1.14	1.11	0.90	1.07	1.08	1.16	1.19	1.14	
Significance	-			-			-			
Effect size	-	0.29	0.25	-	0.29	0.32	-	0.24	0.14	
Becoming very well off financially										
Essential	5.0%	10.5%	7.8%	8.3%	8.4%	8.3%	0.0%	12.5%	7.4%	
Very important	10.0%	23.2%	23.3%	8.3%	25.1%	25.3%	12.5%	21.4%	21.6%	
Somewhat important	65.0%	50.9%	49.8%	58.3%	48.6%	48.5%	75.0%	53.1%	50.9%	
Not important	20.0%	15.4%	19.1%	25.0%	17.9%	17.9%	12.5%	13.0%	20.1%	
Total(n)	20	371	1,885	12	179	859	8	192	1,026	
Mean	2.00	2.29	2.20	2.00	2.24	2.24	2.00	2.33	2.16	
Standard deviation	0.73	0.85	0.83	0.85	0.84	0.84	0.53	0.86	0.83	
Significance	-			-			-			
Effect size	-	-0.34	-0.24	-	-0.29	-0.29	-	-0.38	-0.19	
Helping others who are in difficulty										
Essential	25.0%	37.7%	38.0%	25.0%	33.5%	33.5%	25.0%	41.7%	41.8%	
Very important	55.0%	42.3%	44.9%	58.3%	43.6%	46.7%	50.0%	41.1%	43.4%	
Somewhat important	20.0%	19.7%	16.5%	16.7%	22.3%	19.2%	25.0%	17.2%	14.3%	
Not important	0.0%	0.3%	0.5%	0.0%	0.6%	0.6%	0.0%	0.0%	0.5%	
Total(n)	20	371	1,887	12	179	859	8	192	1,028	
Mean	3.05	3.18	3.20	3.08	3.10	3.13	3.00	3.24	3.27	
Standard deviation	0.69	0.75	0.72	0.67	0.76	0.73	0.76	0.73	0.71	
Significance	-			-			-			
Effect size	-	-0.17	-0.21	-	-0.03	-0.07	-	-0.33	-0.38	

University of Idaho	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	10.0%	25.4%	23.2%	8.3%	23.5%	20.5%	12.5%	27.2%	25.4%	
Very important	35.0%	35.9%	38.2%	33.3%	30.2%	35.0%	37.5%	41.4%	40.9%	
Somewhat important	35.0%	31.4%	32.4%	33.3%	35.8%	36.6%	37.5%	27.2%	28.9%	
Not important	20.0%	7.3%	6.2%	25.0%	10.6%	7.9%	12.5%	4.2%	4.8%	
Total(n)	20	370	1,886	12	179	859	8	191	1,027	
Mean	2.35	2.79	2.78	2.25	2.66	2.68	2.50	2.92	2.87	
Standard deviation	0.93	0.91	0.87	0.97	0.95	0.89	0.93	0.84	0.85	
Significance	-	*	*	-			-			
Effect size	-	-0.48	-0.49	-	-0.43	-0.48	-	-0.50	-0.44	
Developing a meaningful philosophy of life										
Essential	60.0%	57.3%	59.8%	66.7%	55.1%	55.8%	50.0%	59.4%	63.1%	
Very important	25.0%	29.2%	28.6%	25.0%	31.5%	31.0%	25.0%	27.1%	26.6%	
Somewhat important	15.0%	10.8%	9.8%	8.3%	9.6%	10.6%	25.0%	12.0%	9.0%	
Not important	0.0%	2.7%	1.9%	0.0%	3.9%	2.6%	0.0%	1.6%	1.3%	
Total(n)	20	370	1,886	12	178	858	8	192	1,028	
Mean	3.45	3.41	3.46	3.58	3.38	3.40	3.25	3.44	3.52	
Standard deviation	0.76	0.79	0.75	0.67	0.82	0.78	0.89	0.76	0.71	
Significance	-			-			-			
Effect size	-	0.05	-0.01	-	0.24	0.23	-	-0.25	-0.38	
Helping to promote racial understanding										
Essential	20.0%	44.5%	45.7%	25.0%	40.2%	40.0%	12.5%	48.4%	50.4%	
Very important	40.0%	33.2%	35.1%	41.7%	31.3%	35.6%	37.5%	34.9%	34.6%	
Somewhat important	30.0%	18.1%	16.4%	16.7%	20.7%	19.9%	50.0%	15.6%	13.4%	
Not important	10.0%	4.3%	2.9%	16.7%	7.8%	4.4%	0.0%	1.0%	1.6%	
Total(n)	20	371	1,887	12	179	859	8	192	1,028	Social Agency
Mean	2.70	3.18	3.24	2.75	3.04	3.11	2.63	3.31	3.34	
Standard deviation	0.92	0.88	0.82	1.06	0.96	0.87	0.74	0.77	0.77	
Significance	-	*	**	-			-	*	**	
Effect size	-	-0.55	-0.66	-	-0.30	-0.41	-	-0.88	-0.92	

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

University of Idaho	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	35.0%	35.7%	42.0%	25.0%	30.1%	35.3%	50.0%	40.8%	47.6%	
Very important	0.0%	22.6%	22.0%	0.0%	22.7%	22.2%	0.0%	22.5%	21.8%	
Somewhat important	35.0%	23.4%	21.3%	25.0%	24.4%	23.0%	50.0%	22.5%	19.9%	
Not important	30.0%	18.3%	14.7%	50.0%	22.7%	19.6%	0.0%	14.1%	10.7%	
Total(n)	20	367	1,880	12	176	853	8	191	1,027	
Mean	2.40	2.76	2.91	2.00	2.60	2.73	3.00	2.90	3.06	
Standard deviation	1.27	1.13	1.10	1.28	1.14	1.14	1.07	1.09	1.05	
Significance	-		*	-		*	-			
Effect size	-	-0.32	-0.46	-	-0.53	-0.64	-	0.09	-0.06	
Making a theoretical contribution to science										
Essential	0.0%	8.9%	8.3%	0.0%	10.6%	9.7%	0.0%	7.3%	7.2%	
Very important	20.0%	19.7%	17.7%	16.7%	22.9%	19.4%	25.0%	16.7%	16.2%	
Somewhat important	25.0%	29.6%	31.5%	25.0%	26.8%	31.9%	25.0%	32.3%	31.2%	
Not important	55.0%	41.8%	42.5%	58.3%	39.7%	39.1%	50.0%	43.8%	45.3%	
Total(n)	20	371	1,885	12	179	857	8	192	1,028	
Mean	1.65	1.96	1.92	1.58	2.04	2.00	1.75	1.88	1.85	
Standard deviation	0.81	0.99	0.96	0.79	1.03	0.99	0.89	0.94	0.94	
Significance	-			-			-			
Effect size	-	-0.31	-0.28	-	-0.45	-0.42	-	-0.14	-0.11	
Participating in a community action program										
Essential	0.0%	10.8%	13.2%	0.0%	9.5%	11.9%	0.0%	12.0%	14.2%	
Very important	20.0%	31.8%	27.7%	8.3%	29.6%	26.0%	37.5%	33.9%	29.1%	
Somewhat important	40.0%	36.4%	42.1%	33.3%	36.3%	41.3%	50.0%	36.5%	42.8%	
Not important	40.0%	21.0%	17.0%	58.3%	24.6%	20.8%	12.5%	17.7%	13.9%	
Total(n)	20	371	1,885	12	179	857	8	192	1,028	Social Agency
Mean	1.80	2.32	2.37	1.50	2.24	2.29	2.25	2.40	2.44	
Standard deviation	0.77	0.93	0.91	0.67	0.93	0.93	0.71	0.92	0.90	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.56	-0.63	-	-0.80	-0.85	-	-0.16	-0.21	

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

University of Idaho	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										
Essential	15.8%	24.1%	25.7%	25.0%	31.3%	30.3%	0.0%	17.3%	21.9%	Social Agency
Very important	42.1%	37.8%	38.1%	41.7%	35.2%	37.4%	42.9%	40.3%	38.8%	
Somewhat important	31.6%	28.1%	28.8%	33.3%	26.3%	26.2%	28.6%	29.8%	31.0%	
Not important	10.5%	10.0%	7.4%	0.0%	7.3%	6.2%	28.6%	12.6%	8.4%	
Total(n)	19	370	1,886	12	179	859	7	191	1,027	
Mean	2.63	2.76	2.82	2.92	2.91	2.92	2.14	2.62	2.74	
Standard deviation	0.90	0.93	0.90	0.79	0.93	0.90	0.90	0.91	0.89	
Significance	-			-			-			
Effect size	-	-0.14	-0.21	-	0.01	0.00	-	-0.53	-0.67	
Becoming a community leader										
Essential	0.0%	7.8%	8.5%	0.0%	7.8%	9.5%	0.0%	7.8%	7.6%	Social Agency
Very important	25.0%	20.5%	21.0%	25.0%	23.5%	23.5%	25.0%	17.7%	18.9%	
Somewhat important	40.0%	41.2%	41.0%	41.7%	40.8%	41.0%	37.5%	41.7%	41.0%	
Not important	35.0%	30.5%	29.5%	33.3%	27.9%	26.0%	37.5%	32.8%	32.5%	
Total(n)	20	371	1,885	12	179	859	8	192	1,026	
Mean	1.90	2.06	2.08	1.92	2.11	2.17	1.88	2.01	2.02	
Standard deviation	0.79	0.91	0.92	0.79	0.90	0.92	0.83	0.91	0.90	
Significance	-			-			-			
Effect size	-	-0.18	-0.20	-	-0.21	-0.27	-	-0.14	-0.16	
Mentoring the next generation of scholars										
Essential	65.0%	39.9%	38.8%	66.7%	40.8%	35.9%	62.5%	39.1%	41.2%	
Very important	25.0%	35.0%	37.0%	25.0%	34.1%	37.1%	25.0%	35.9%	36.8%	
Somewhat important	5.0%	21.6%	20.5%	0.0%	22.3%	22.7%	12.5%	20.8%	18.7%	
Not important	5.0%	3.5%	3.8%	8.3%	2.8%	4.3%	0.0%	4.2%	3.3%	
Total(n)	20	371	1,886	12	179	859	8	192	1,027	
Mean	3.50	3.11	3.11	3.50	3.13	3.05	3.50	3.10	3.16	
Standard deviation	0.83	0.86	0.86	0.90	0.85	0.87	0.76	0.87	0.84	
Significance	-	*	*	-			-			
Effect size	-	0.45	0.45	-	0.44	0.52	-	0.46	0.40	

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

University of Idaho	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	100.0%	90.6%	90.0%	100.0%	89.9%	87.6%	100.0%	91.1%	92.0%	
Very important	0.0%	8.9%	9.5%	0.0%	8.9%	11.4%	0.0%	8.9%	7.9%	
Somewhat important	0.0%	0.5%	0.5%	0.0%	1.1%	0.9%	0.0%	0.0%	0.1%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	20	371	1,885	12	179	858	8	192	1,027	
Mean	4.00	3.90	3.90	4.00	3.89	3.87	4.00	3.91	3.92	
Standard deviation	0.00	0.32	0.32	0.00	0.35	0.37	0.00	0.28	0.28	
Significance	-			-			-			
Effect size	-	0.31	0.31	-	0.31	0.35	-	0.32	0.29	
Prepare students for employment after college										
Essential	45.0%	52.8%	52.4%	33.3%	48.0%	48.9%	62.5%	57.3%	55.3%	
Very important	45.0%	34.5%	35.1%	50.0%	36.9%	36.8%	37.5%	32.3%	33.7%	
Somewhat important	10.0%	11.9%	11.3%	16.7%	13.4%	12.6%	0.0%	10.4%	10.1%	
Not important	0.0%	0.8%	1.2%	0.0%	1.7%	1.6%	0.0%	0.0%	0.9%	
Total(n)	20	371	1,883	12	179	856	8	192	1,027	
Mean	3.35	3.39	3.39	3.17	3.31	3.33	3.63	3.47	3.43	
Standard deviation	0.67	0.73	0.73	0.72	0.77	0.76	0.52	0.68	0.71	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.18	-0.21	-	0.24	0.28	
Prepare students for graduate or advanced education										
Essential	30.0%	37.7%	35.5%	33.3%	35.8%	31.8%	25.0%	39.6%	38.5%	
Very important	40.0%	40.2%	43.4%	33.3%	37.4%	44.6%	50.0%	42.7%	42.4%	
Somewhat important	30.0%	20.8%	19.9%	33.3%	25.1%	22.0%	25.0%	16.7%	18.0%	
Not important	0.0%	1.3%	1.3%	0.0%	1.7%	1.5%	0.0%	1.0%	1.1%	
Total(n)	20	371	1,884	12	179	858	8	192	1,026	
Mean	3.00	3.14	3.13	3.00	3.07	3.07	3.00	3.21	3.18	
Standard deviation	0.79	0.79	0.77	0.85	0.82	0.77	0.76	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.18	-0.17	-	-0.09	-0.09	-	-0.28	-0.24	

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

University of Idaho	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	45.0%	45.0%	50.8%	41.7%	40.2%	46.0%	50.0%	49.5%	54.9%	
Very important	50.0%	36.1%	33.2%	50.0%	39.1%	34.5%	50.0%	33.3%	32.1%	
Somewhat important	5.0%	16.2%	13.9%	8.3%	17.9%	17.5%	0.0%	14.6%	10.9%	
Not important	0.0%	2.7%	2.1%	0.0%	2.8%	2.0%	0.0%	2.6%	2.1%	
Total(n)	20	371	1,886	12	179	858	8	192	1,028	
Mean	3.40	3.23	3.33	3.33	3.17	3.25	3.50	3.30	3.40	
Standard deviation	0.60	0.82	0.79	0.65	0.82	0.81	0.53	0.81	0.77	
Significance	-			-			-			
Effect size	-	0.21	0.09	-	0.20	0.10	-	0.25	0.13	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	40.0%	33.7%	34.4%	41.7%	27.9%	30.0%	37.5%	39.1%	38.0%	
Very important	40.0%	33.2%	36.0%	25.0%	32.4%	34.4%	62.5%	33.9%	37.3%	
Somewhat important	20.0%	27.5%	24.5%	33.3%	31.3%	28.0%	0.0%	24.0%	21.6%	
Not important	0.0%	5.7%	5.1%	0.0%	8.4%	7.6%	0.0%	3.1%	3.1%	
Total(n)	20	371	1,885	12	179	857	8	192	1,028	
Mean	3.20	2.95	3.00	3.08	2.80	2.87	3.38	3.09	3.10	
Standard deviation	0.77	0.92	0.89	0.90	0.94	0.93	0.52	0.87	0.84	
Significance	-			-			-			
Effect size	-	0.27	0.22	-	0.30	0.23	-	0.33	0.33	
Teach students the classic works of Western civilization										
Essential	5.0%	14.1%	14.0%	8.3%	14.6%	14.8%	0.0%	13.6%	13.3%	
Very important	15.0%	20.6%	23.7%	8.3%	24.7%	23.9%	25.0%	16.8%	23.5%	
Somewhat important	60.0%	38.5%	37.7%	66.7%	34.8%	37.8%	50.0%	41.9%	37.6%	
Not important	20.0%	26.8%	24.6%	16.7%	25.8%	23.5%	25.0%	27.7%	25.6%	
Total(n)	20	369	1,881	12	178	857	8	191	1,024	
Mean	2.05	2.22	2.27	2.08	2.28	2.30	2.00	2.16	2.25	
Standard deviation	0.76	1.00	0.98	0.79	1.01	0.99	0.76	0.98	0.98	
Significance	-			-			-			
Effect size	-	-0.17	-0.22	-	-0.20	-0.22	-	-0.16	-0.26	

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

University of Idaho	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	35.0%	38.8%	44.0%	33.3%	33.5%	39.0%	37.5%	43.8%	48.1%	
Very important	45.0%	38.0%	37.2%	50.0%	40.8%	38.1%	37.5%	35.4%	36.5%	
Somewhat important	20.0%	17.8%	15.6%	16.7%	19.0%	18.4%	25.0%	16.7%	13.2%	
Not important	0.0%	5.4%	3.2%	0.0%	6.7%	4.4%	0.0%	4.2%	2.2%	
Total(n)	20	371	1,886	12	179	858	8	192	1,028	
Mean	3.15	3.10	3.22	3.17	3.01	3.12	3.13	3.19	3.30	
Standard deviation	0.75	0.88	0.82	0.72	0.89	0.86	0.83	0.86	0.78	
Significance	-			-			-			
Effect size	-	0.06	-0.09	-	0.18	0.06	-	-0.07	-0.22	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	60.0%	48.6%	51.0%	75.0%	44.4%	45.5%	37.5%	52.6%	55.6%	
Very important	25.0%	34.1%	34.3%	16.7%	34.8%	35.6%	37.5%	33.3%	33.2%	
Somewhat important	15.0%	14.1%	12.3%	8.3%	16.3%	14.8%	25.0%	12.0%	10.2%	
Not important	0.0%	3.2%	2.4%	0.0%	4.5%	4.1%	0.0%	2.1%	1.0%	
Total(n)	20	370	1,884	12	178	857	8	192	1,027	
Mean	3.45	3.28	3.34	3.67	3.19	3.23	3.13	3.36	3.43	
Standard deviation	0.76	0.82	0.78	0.65	0.87	0.85	0.83	0.77	0.71	
Significance	-			-			-			
Effect size	-	0.21	0.14	-	0.55	0.52	-	-0.30	-0.42	
Instill in students a commitment to community service										Civic Minded Values
Essential	10.0%	22.1%	23.9%	16.7%	19.0%	20.6%	0.0%	25.0%	26.7%	
Very important	35.0%	31.0%	36.6%	25.0%	28.5%	34.5%	50.0%	33.3%	38.4%	
Somewhat important	45.0%	37.7%	31.8%	41.7%	40.2%	35.1%	50.0%	35.4%	29.0%	
Not important	10.0%	9.2%	7.7%	16.7%	12.3%	9.8%	0.0%	6.3%	5.9%	
Total(n)	20	371	1,881	12	179	858	8	192	1,023	
Mean	2.45	2.66	2.77	2.42	2.54	2.66	2.50	2.77	2.86	
Standard deviation	0.83	0.92	0.90	1.00	0.94	0.91	0.53	0.90	0.88	
Significance	-			-			-			
Effect size	-	-0.23	-0.36	-	-0.13	-0.26	-	-0.30	-0.41	

University of Idaho	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	25.0%	42.9%	46.4%	25.0%	33.5%	36.1%	25.0%	51.6%	54.9%	
Very important	50.0%	33.4%	33.0%	50.0%	34.6%	35.8%	50.0%	32.3%	30.6%	
Somewhat important	20.0%	18.9%	17.4%	16.7%	22.9%	22.6%	25.0%	15.1%	13.0%	
Not important	5.0%	4.9%	3.3%	8.3%	8.9%	5.5%	0.0%	1.0%	1.5%	
Total(n)	20	371	1,883	12	179	858	8	192	1,025	
Mean	2.95	3.14	3.22	2.92	2.93	3.03	3.00	3.34	3.39	
Standard deviation	0.83	0.89	0.85	0.90	0.96	0.90	0.76	0.77	0.77	
Significance	-			-			-			
Effect size	-	-0.21	-0.32	-	-0.01	-0.12	-	-0.44	-0.51	
Help master knowledge in a discipline										
Essential	55.0%	50.9%	55.8%	41.7%	46.9%	51.3%	75.0%	54.7%	59.5%	
Very important	25.0%	39.4%	37.3%	25.0%	40.2%	41.1%	25.0%	38.5%	34.2%	
Somewhat important	20.0%	9.7%	6.6%	33.3%	12.8%	7.5%	0.0%	6.8%	5.9%	
Not important	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.4%	
Total(n)	20	371	1,885	12	179	858	8	192	1,027	
Mean	3.35	3.41	3.49	3.08	3.34	3.44	3.75	3.48	3.53	
Standard deviation	0.81	0.66	0.63	0.90	0.70	0.63	0.46	0.62	0.63	
Significance	-			-			-			
Effect size	-	-0.09	-0.22	-	-0.37	-0.57	-	0.44	0.35	
Develop creative capacities										
Essential	75.0%	46.7%	49.7%	66.7%	46.3%	48.3%	87.5%	47.1%	50.9%	
Very important	25.0%	36.4%	36.6%	33.3%	42.4%	38.7%	12.5%	30.9%	34.8%	
Somewhat important	0.0%	15.2%	12.2%	0.0%	10.2%	11.3%	0.0%	19.9%	13.0%	
Not important	0.0%	1.6%	1.4%	0.0%	1.1%	1.6%	0.0%	2.1%	1.3%	
Total(n)	20	368	1,880	12	177	855	8	191	1,025	
Mean	3.75	3.28	3.35	3.67	3.34	3.34	3.88	3.23	3.35	
Standard deviation	0.44	0.78	0.75	0.49	0.71	0.74	0.35	0.84	0.75	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.60	0.53	-	0.46	0.45	-	0.77	0.71	

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

University of Idaho	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	55.0%	35.4%	33.5%	58.3%	34.3%	29.3%	50.0%	36.5%	37.0%	
Very important	10.0%	33.0%	37.2%	8.3%	32.0%	36.6%	12.5%	33.9%	37.6%	
Somewhat important	35.0%	23.5%	23.1%	33.3%	24.7%	26.6%	37.5%	22.4%	20.2%	
Not important	0.0%	8.1%	6.3%	0.0%	9.0%	7.5%	0.0%	7.3%	5.3%	
Total(n)	20	370	1,884	12	178	857	8	192	1,027	
Mean	3.20	2.96	2.98	3.25	2.92	2.88	3.13	2.99	3.06	
Standard deviation	0.95	0.96	0.90	0.97	0.97	0.92	0.99	0.94	0.88	
Significance	-			-			-			
Effect size	-	0.25	0.24	-	0.34	0.40	-	0.15	0.08	
Promote ability to write effectively										
Essential	75.0%	64.6%	63.2%	75.0%	58.4%	56.8%	75.0%	70.3%	68.5%	
Very important	25.0%	25.9%	28.0%	25.0%	28.7%	31.7%	25.0%	23.4%	24.9%	
Somewhat important	0.0%	8.4%	7.3%	0.0%	10.7%	9.2%	0.0%	6.3%	5.7%	
Not important	0.0%	1.1%	1.4%	0.0%	2.2%	2.2%	0.0%	0.0%	0.8%	
Total(n)	20	370	1,884	12	178	857	8	192	1,027	
Mean	3.75	3.54	3.53	3.75	3.43	3.43	3.75	3.64	3.61	
Standard deviation	0.44	0.69	0.69	0.45	0.77	0.75	0.46	0.60	0.63	
Significance	-			-			-			
Effect size	-	0.30	0.32	-	0.42	0.43	-	0.18	0.22	
Help students evaluate the quality and reliability of information										
Essential	85.0%	70.0%	66.5%	83.3%	68.7%	60.8%	87.5%	71.2%	71.2%	
Very important	15.0%	24.9%	29.6%	16.7%	26.3%	34.3%	12.5%	23.6%	25.6%	
Somewhat important	0.0%	4.6%	3.7%	0.0%	4.5%	4.5%	0.0%	4.7%	3.0%	
Not important	0.0%	0.5%	0.3%	0.0%	0.6%	0.3%	0.0%	0.5%	0.2%	
Total(n)	20	370	1,884	12	179	858	8	191	1,026	
Mean	3.85	3.64	3.62	3.83	3.63	3.56	3.88	3.65	3.68	
Standard deviation	0.37	0.60	0.57	0.39	0.60	0.60	0.35	0.59	0.54	
Significance	-			-			-			
Effect size	-	0.35	0.40	-	0.33	0.45	-	0.39	0.37	

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

University of Idaho	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	30.0%	35.3%	35.8%	41.7%	34.1%	34.0%	12.5%	36.5%	37.3%	
Very important	20.0%	32.9%	34.9%	8.3%	32.4%	33.2%	37.5%	33.3%	36.3%	
Somewhat important	45.0%	22.9%	21.8%	41.7%	21.8%	23.9%	50.0%	24.0%	20.1%	
Not important	5.0%	8.9%	7.5%	8.3%	11.7%	8.9%	0.0%	6.3%	6.3%	
Total(n)	20	371	1,883	12	179	858	8	192	1,025	
Mean	2.75	2.95	2.99	2.83	2.89	2.92	2.63	3.00	3.04	
Standard deviation	0.97	0.97	0.94	1.11	1.01	0.96	0.74	0.93	0.91	
Significance	-			-			-			
Effect size	-	-0.21	-0.26	-	-0.06	-0.09	-	-0.40	-0.45	
Teach students tolerance and respect for different beliefs										
Essential	45.0%	54.1%	58.3%	50.0%	41.6%	48.1%	37.5%	65.6%	66.9%	
Very important	40.0%	32.4%	29.6%	25.0%	39.3%	34.1%	62.5%	26.0%	25.9%	
Somewhat important	10.0%	10.5%	9.7%	16.7%	12.9%	13.5%	0.0%	8.3%	6.5%	
Not important	5.0%	3.0%	2.3%	8.3%	6.2%	4.3%	0.0%	0.0%	0.7%	
Total(n)	20	370	1,883	12	178	857	8	192	1,026	
Mean	3.25	3.38	3.44	3.17	3.16	3.26	3.38	3.57	3.59	
Standard deviation	0.85	0.79	0.76	1.03	0.88	0.85	0.52	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.16	-0.25	-	0.01	-0.11	-	-0.30	-0.33	
Encourage students to become agents of social change										
Essential	15.0%	25.4%	30.1%	16.7%	22.3%	24.5%	12.5%	28.3%	34.8%	
Very important	25.0%	33.5%	33.1%	25.0%	31.3%	31.1%	25.0%	35.6%	34.7%	
Somewhat important	50.0%	30.3%	27.0%	41.7%	28.5%	30.5%	62.5%	31.9%	24.0%	
Not important	10.0%	10.8%	9.8%	16.7%	17.9%	13.9%	0.0%	4.2%	6.4%	
Total(n)	20	370	1,883	12	179	858	8	191	1,025	
Mean	2.45	2.74	2.83	2.42	2.58	2.66	2.50	2.88	2.98	
Standard deviation	0.89	0.96	0.97	1.00	1.03	1.00	0.76	0.87	0.92	
Significance	-			-			-			
Effect size	-	-0.30	-0.39	-	-0.16	-0.24	-	-0.44	-0.52	

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

University of Idaho	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%	3.8%	3.6%	0.0%	5.1%	3.9%	0.0%	2.6%	3.3%	
1-4	42.1%	31.3%	30.1%	54.5%	33.0%	32.4%	25.0%	29.8%	28.1%	
5-8	15.8%	31.1%	31.1%	9.1%	27.8%	30.2%	25.0%	34.0%	31.8%	
9-12	10.5%	20.2%	18.1%	9.1%	21.6%	17.4%	12.5%	18.8%	18.7%	
13-16	10.5%	7.1%	8.8%	9.1%	5.1%	7.6%	12.5%	8.9%	9.8%	
17-20	15.8%	3.8%	4.0%	18.2%	5.7%	4.7%	12.5%	2.1%	3.5%	
21-34	5.3%	2.2%	3.2%	0.0%	1.1%	2.6%	12.5%	3.1%	3.8%	
35-44	0.0%	0.3%	0.6%	0.0%	0.0%	0.7%	0.0%	0.5%	0.6%	
45+	0.0%	0.3%	0.4%	0.0%	0.6%	0.5%	0.0%	0.0%	0.4%	
Total(n)	19	367	1,879	11	176	854	8	191	1,025	
Mean	3.58	3.19	3.29	3.27	3.14	3.23	4.00	3.23	3.35	
Standard deviation	1.74	1.33	1.44	1.68	1.36	1.44	1.85	1.31	1.44	
Significance	-			-			-			
Effect size	-	0.29	0.20	-	0.10	0.03	-	0.59	0.45	
Preparing for teaching (including reading student papers and grading)										
None	0.0%	2.7%	2.6%	0.0%	5.1%	3.2%	0.0%	0.5%	2.0%	
1-4	10.5%	19.6%	24.0%	9.1%	21.6%	26.3%	12.5%	17.7%	22.1%	
5-8	26.3%	30.2%	26.8%	18.2%	33.5%	29.0%	37.5%	27.1%	25.0%	
9-12	21.1%	21.5%	18.8%	27.3%	18.8%	18.6%	12.5%	24.0%	19.0%	
13-16	0.0%	7.6%	9.3%	0.0%	6.3%	8.0%	0.0%	8.9%	10.4%	
17-20	5.3%	8.4%	9.1%	9.1%	6.3%	7.4%	0.0%	10.4%	10.5%	
21-34	31.6%	7.9%	6.3%	36.4%	7.4%	5.6%	25.0%	8.3%	6.9%	
35-44	0.0%	1.4%	2.1%	0.0%	0.6%	1.1%	0.0%	2.1%	3.0%	
45+	5.3%	0.8%	1.0%	0.0%	0.6%	0.9%	12.5%	1.0%	1.0%	
Total(n)	19	368	1,880	11	176	853	8	192	1,027	
Mean	4.84	3.80	3.77	4.91	3.54	3.58	4.75	4.04	3.94	
Standard deviation	2.14	1.69	1.74	1.92	1.63	1.65	2.55	1.70	1.79	
Significance	-	*	**	-	**	**	-			
Effect size	-	0.62	0.61	-	0.84	0.81	-	0.42	0.45	

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

University of Idaho	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	26.3%	18.8%	18.2%	36.4%	22.2%	20.0%	12.5%	15.6%	16.7%	
1-4	57.9%	68.5%	68.3%	54.5%	71.0%	67.3%	62.5%	66.1%	69.0%	
5-8	15.8%	9.5%	9.8%	9.1%	4.5%	8.9%	25.0%	14.1%	10.6%	
9-12	0.0%	2.2%	2.1%	0.0%	0.6%	2.1%	0.0%	3.6%	2.1%	
13-16	0.0%	0.8%	0.7%	0.0%	1.1%	0.6%	0.0%	0.5%	0.8%	
17-20	0.0%	0.0%	0.5%	0.0%	0.0%	0.6%	0.0%	0.0%	0.5%	
21-34	0.0%	0.3%	0.3%	0.0%	0.6%	0.5%	0.0%	0.0%	0.2%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	19	368	1,881	11	176	854	8	192	1,027	
Mean	1.89	1.99	2.02	1.73	1.90	2.00	2.13	2.07	2.04	
Standard deviation	0.66	0.72	0.79	0.65	0.73	0.80	0.64	0.70	0.78	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	-0.23	-0.34	-	0.09	0.12	
Committee work and meetings										
None	68.4%	64.1%	65.1%	81.8%	70.5%	68.7%	50.0%	58.3%	62.1%	
1-4	31.6%	32.3%	30.5%	18.2%	26.7%	27.0%	50.0%	37.5%	33.5%	
5-8	0.0%	2.4%	3.1%	0.0%	1.7%	2.8%	0.0%	3.1%	3.4%	
9-12	0.0%	0.3%	0.6%	0.0%	0.0%	0.6%	0.0%	0.5%	0.7%	
13-16	0.0%	0.5%	0.2%	0.0%	1.1%	0.5%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
21-34	0.0%	0.3%	0.2%	0.0%	0.0%	0.2%	0.0%	0.5%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	
Total(n)	19	368	1,879	11	176	853	8	192	1,026	
Mean	1.32	1.42	1.42	1.18	1.35	1.40	1.50	1.48	1.44	
Standard deviation	0.48	0.68	0.72	0.40	0.63	0.77	0.53	0.71	0.68	
Significance	-			-			-			
Effect size	-	-0.15	-0.14	-	-0.27	-0.29	-	0.03	0.09	

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

University of Idaho	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	78.9%	69.2%	67.5%	81.8%	73.3%	71.0%	75.0%	65.4%	64.5%	
1-4	21.1%	24.8%	26.5%	18.2%	22.7%	23.2%	25.0%	26.7%	29.2%	
5-8	0.0%	4.1%	2.9%	0.0%	2.3%	2.9%	0.0%	5.8%	2.8%	
9-12	0.0%	1.4%	1.1%	0.0%	1.7%	0.9%	0.0%	1.0%	1.2%	
13-16	0.0%	0.5%	0.9%	0.0%	0.0%	0.6%	0.0%	1.0%	1.1%	
17-20	0.0%	0.0%	0.4%	0.0%	0.0%	0.5%	0.0%	0.0%	0.3%	
21-34	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	
35-44	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	
45+	0.0%	0.0%	0.4%	0.0%	0.0%	0.5%	0.0%	0.0%	0.3%	
Total(n)	19	367	1,878	11	176	852	8	191	1,026	
Mean	1.21	1.39	1.47	1.18	1.32	1.43	1.25	1.46	1.50	
Standard deviation	0.42	0.68	0.96	0.40	0.61	0.95	0.46	0.74	0.97	
Significance	-			-			-			
Effect size	-	-0.26	-0.27	-	-0.23	-0.26	-	-0.28	-0.26	
Research and scholarly writing										
None	47.4%	49.2%	48.6%	45.5%	51.7%	47.2%	50.0%	46.9%	49.8%	
1-4	10.5%	29.6%	28.4%	9.1%	23.3%	25.8%	12.5%	35.4%	30.6%	
5-8	26.3%	8.7%	10.1%	18.2%	8.5%	11.8%	37.5%	8.9%	8.7%	
9-12	5.3%	4.1%	5.0%	9.1%	5.7%	6.6%	0.0%	2.6%	3.7%	
13-16	5.3%	3.3%	2.4%	9.1%	4.0%	2.3%	0.0%	2.6%	2.4%	
17-20	0.0%	0.3%	2.3%	0.0%	0.6%	2.0%	0.0%	0.0%	2.5%	
21-34	5.3%	3.3%	1.5%	9.1%	3.4%	1.9%	0.0%	3.1%	1.3%	
35-44	0.0%	0.8%	0.9%	0.0%	1.1%	0.9%	0.0%	0.5%	0.9%	
45+	0.0%	0.8%	0.7%	0.0%	1.7%	1.5%	0.0%	0.0%	0.1%	
Total(n)	19	368	1,879	11	176	854	8	192	1,025	
Mean	2.32	2.05	2.06	2.64	2.18	2.18	1.88	1.94	1.96	
Standard deviation	1.67	1.61	1.56	2.01	1.83	1.70	0.99	1.37	1.43	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.25	0.27	-	-0.04	-0.06	

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

University of Idaho	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	52.6%	54.2%	48.9%	54.5%	56.3%	50.1%	50.0%	52.4%	47.9%	
1-4	26.3%	26.2%	28.1%	36.4%	23.3%	26.7%	12.5%	28.8%	29.3%	
5-8	15.8%	10.1%	10.9%	9.1%	9.7%	11.5%	25.0%	10.5%	10.3%	
9-12	5.3%	5.2%	5.6%	0.0%	4.5%	5.0%	12.5%	5.8%	6.1%	
13-16	0.0%	1.4%	1.6%	0.0%	2.3%	1.8%	0.0%	0.5%	1.6%	
17-20	0.0%	0.8%	2.3%	0.0%	0.6%	2.0%	0.0%	1.0%	2.5%	
21-34	0.0%	1.6%	1.7%	0.0%	2.8%	1.8%	0.0%	0.5%	1.7%	
35-44	0.0%	0.3%	0.3%	0.0%	0.0%	0.4%	0.0%	0.5%	0.3%	
45+	0.0%	0.3%	0.5%	0.0%	0.6%	0.8%	0.0%	0.0%	0.3%	
Total(n)	19	367	1,879	11	176	854	8	191	1,025	
Mean	1.74	1.85	2.01	1.55	1.90	2.01	2.00	1.81	2.02	
Standard deviation	0.93	1.31	1.46	0.69	1.46	1.50	1.20	1.17	1.43	
Significance	-			-			-			
Effect size	-	-0.08	-0.18	-	-0.24	-0.31	-	0.16	-0.01	
Consultation with clients/patients										
None	73.7%	66.0%	69.1%	63.6%	66.5%	68.5%	87.5%	65.6%	69.6%	
1-4	15.8%	20.4%	18.6%	18.2%	18.2%	17.9%	12.5%	22.4%	19.1%	
5-8	10.5%	4.9%	4.5%	18.2%	6.8%	5.3%	0.0%	3.1%	3.8%	
9-12	0.0%	1.9%	2.3%	0.0%	1.7%	2.0%	0.0%	2.1%	2.5%	
13-16	0.0%	1.4%	1.1%	0.0%	1.1%	1.2%	0.0%	1.6%	1.1%	
17-20	0.0%	2.2%	1.5%	0.0%	2.8%	2.0%	0.0%	1.6%	1.1%	
21-34	0.0%	2.2%	1.3%	0.0%	1.7%	1.2%	0.0%	2.6%	1.4%	
35-44	0.0%	0.8%	1.0%	0.0%	1.1%	1.1%	0.0%	0.5%	1.0%	
45+	0.0%	0.3%	0.6%	0.0%	0.0%	0.9%	0.0%	0.5%	0.4%	
Total(n)	19	368	1,878	11	176	854	8	192	1,024	
Mean	1.37	1.73	1.66	1.55	1.74	1.71	1.13	1.72	1.62	
Standard deviation	0.68	1.47	1.43	0.82	1.46	1.51	0.35	1.48	1.36	
Significance	-			-			-			
Effect size	-	-0.24	-0.20	-	-0.13	-0.11	-	-0.40	-0.36	

University of Idaho	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	47.4%	43.1%	39.7%	45.5%	46.0%	41.9%	50.0%	40.3%	37.8%	Civic Minded Practice
1-4	36.8%	43.3%	43.2%	45.5%	39.8%	38.8%	25.0%	46.6%	46.9%	
5-8	15.8%	8.7%	10.5%	9.1%	8.0%	11.6%	25.0%	9.4%	9.6%	
9-12	0.0%	2.2%	3.6%	0.0%	2.3%	3.7%	0.0%	2.1%	3.5%	
13-16	0.0%	1.9%	1.4%	0.0%	2.3%	1.6%	0.0%	1.6%	1.2%	
17-20	0.0%	0.3%	0.6%	0.0%	0.6%	0.8%	0.0%	0.0%	0.4%	
21-34	0.0%	0.5%	0.4%	0.0%	1.1%	0.6%	0.0%	0.0%	0.2%	
35-44	0.0%	0.0%	0.5%	0.0%	0.0%	0.6%	0.0%	0.0%	0.5%	
45+	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
Total(n)	19	367	1,876	11	176	854	8	191	1,022	
Mean	1.68	1.80	1.91	1.64	1.81	1.94	1.75	1.78	1.88	
Standard deviation	0.75	0.96	1.10	0.67	1.09	1.22	0.89	0.82	1.00	
Significance	-			-			-			
Effect size	-	-0.13	-0.21	-	-0.16	-0.25	-	-0.04	-0.13	
Outside consulting/freelance work										
None	84.2%	58.0%	58.5%	81.8%	55.4%	54.3%	87.5%	60.4%	62.1%	
1-4	0.0%	23.2%	21.0%	0.0%	22.9%	22.4%	0.0%	23.4%	19.9%	
5-8	5.3%	8.4%	9.3%	0.0%	7.4%	9.5%	12.5%	9.4%	9.1%	
9-12	5.3%	4.4%	4.9%	9.1%	5.7%	4.7%	0.0%	3.1%	5.0%	
13-16	0.0%	1.9%	1.9%	0.0%	2.9%	2.4%	0.0%	1.0%	1.6%	
17-20	0.0%	1.4%	1.9%	0.0%	2.3%	2.8%	0.0%	0.5%	1.1%	
21-34	5.3%	1.9%	1.7%	9.1%	1.7%	2.4%	0.0%	2.1%	1.1%	
35-44	0.0%	0.3%	0.4%	0.0%	0.6%	0.8%	0.0%	0.0%	0.1%	
45+	0.0%	0.5%	0.4%	0.0%	1.1%	0.7%	0.0%	0.0%	0.1%	
Total(n)	19	367	1,872	11	175	851	8	192	1,021	
Mean	1.58	1.85	1.87	1.82	2.01	2.05	1.25	1.71	1.73	
Standard deviation	1.54	1.43	1.44	1.94	1.64	1.65	0.71	1.20	1.23	
Significance	-			-			-			
Effect size	-	-0.19	-0.20	-	-0.12	-0.14	-	-0.38	-0.39	

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

University of Idaho	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	15.8%	12.6%	11.3%	27.3%	16.6%	17.0%	0.0%	8.9%	6.5%	
1-4	10.5%	17.3%	19.1%	9.1%	22.3%	22.7%	12.5%	12.6%	16.0%	
5-8	5.3%	21.1%	22.6%	0.0%	20.6%	22.6%	12.5%	21.6%	22.6%	
9-12	21.1%	16.7%	14.6%	18.2%	14.3%	13.4%	25.0%	18.9%	15.5%	
13-16	5.3%	7.9%	7.5%	9.1%	7.4%	6.5%	0.0%	8.4%	8.3%	
17-20	21.1%	7.7%	7.8%	27.3%	9.7%	8.1%	12.5%	5.8%	7.5%	
21-34	5.3%	6.8%	5.7%	9.1%	5.7%	5.2%	0.0%	7.9%	6.1%	
35-44	0.0%	3.0%	3.1%	0.0%	0.6%	1.8%	0.0%	5.3%	4.3%	
45+	15.8%	6.8%	8.5%	0.0%	2.9%	2.8%	37.5%	10.5%	13.2%	
Total(n)	19	365	1,874	11	175	851	8	190	1,023	
Mean	4.68	3.97	4.01	3.91	3.46	3.40	5.75	4.44	4.51	
Standard deviation	2.67	2.29	2.35	2.30	2.02	2.04	2.92	2.42	2.47	
Significance	-			-			-			
Effect size	-	0.31	0.29	-	0.22	0.25	-	0.54	0.50	
Communting to campus										
None	10.5%	10.9%	10.4%	9.1%	9.1%	9.8%	12.5%	12.6%	10.9%	
1-4	52.6%	63.4%	62.9%	63.6%	64.0%	62.3%	37.5%	62.8%	63.4%	
5-8	21.1%	20.8%	20.1%	27.3%	22.3%	21.6%	12.5%	19.4%	18.8%	
9-12	10.5%	2.2%	4.5%	0.0%	2.9%	3.8%	25.0%	1.6%	5.2%	
13-16	5.3%	1.9%	1.3%	0.0%	1.7%	1.5%	12.5%	2.1%	1.1%	
17-20	0.0%	0.3%	0.5%	0.0%	0.0%	0.7%	0.0%	0.5%	0.4%	
21-34	0.0%	0.3%	0.2%	0.0%	0.0%	0.2%	0.0%	0.5%	0.1%	
35-44	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.1%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	19	366	1,877	11	175	851	8	191	1,026	
Mean	2.47	2.24	2.27	2.18	2.24	2.29	2.88	2.24	2.25	
Standard deviation	1.02	0.86	0.85	0.60	0.73	0.87	1.36	0.96	0.84	
Significance	-			-			-		*	
Effect size	-	0.27	0.24	-	-0.08	-0.13	-	0.67	0.75	

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

University of Idaho	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	57.9%	47.8%	49.5%	63.6%	43.8%	43.7%	50.0%	51.6%	54.4%	
1-4	0.0%	6.8%	8.6%	0.0%	5.7%	7.8%	0.0%	7.9%	9.2%	
5-8	21.1%	6.6%	6.5%	9.1%	4.5%	5.9%	37.5%	8.4%	7.1%	
9-12	5.3%	5.2%	4.3%	0.0%	8.0%	4.7%	12.5%	2.6%	4.0%	
13-16	0.0%	4.6%	3.0%	0.0%	5.7%	3.0%	0.0%	3.7%	2.9%	
17-20	5.3%	4.9%	4.2%	9.1%	2.8%	4.2%	0.0%	6.8%	4.1%	
21-34	5.3%	6.8%	5.8%	9.1%	6.8%	6.2%	0.0%	6.8%	5.4%	
35-44	0.0%	10.4%	11.1%	0.0%	13.1%	13.8%	0.0%	7.9%	8.8%	
45+	5.3%	6.8%	7.0%	9.1%	9.7%	10.7%	0.0%	4.2%	4.0%	
Total(n)	19	366	1,873	11	176	854	8	190	1,019	
Mean	2.58	3.47	3.36	2.91	3.85	3.86	2.13	3.12	2.94	
Standard deviation	2.39	2.93	2.95	2.98	3.09	3.15	1.25	2.75	2.71	
Significance	-			-			-			
Effect size	-	-0.30	-0.26	-	-0.30	-0.30	-	-0.36	-0.30	

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

University of Idaho	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%	18.1%	33.5%	0.0%	17.3%	33.9%	0.0%	18.8%	33.2%	
No	100.0%	81.9%	66.5%	100.0%	82.7%	66.1%	100.0%	81.3%	66.8%	
Total(n)	20	371	1,886	12	179	859	8	192	1,027	
Are you a U.S. citizen?										
Yes	95.0%	95.7%	96.0%	100.0%	97.2%	95.8%	87.5%	94.3%	96.1%	
No	5.0%	4.3%	4.0%	0.0%	2.8%	4.2%	12.5%	5.7%	3.9%	
Total(n)	20	370	1,886	12	178	858	8	192	1,028	
Do you plan to retire within the next three years?										
Yes	15.0%	16.5%	12.2%	25.0%	23.0%	15.5%	0.0%	10.4%	9.4%	
No	85.0%	83.5%	87.8%	75.0%	77.0%	84.5%	100.0%	89.6%	90.6%	
Total(n)	20	370	1,872	12	178	851	8	192	1,021	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	35.0%	40.4%	41.0%	33.3%	42.4%	42.3%	37.5%	38.5%	39.9%	
No	65.0%	59.6%	59.0%	66.7%	57.6%	57.7%	62.5%	61.5%	60.1%	
Total(n)	20	369	1,881	12	177	855	8	192	1,026	
Have you been sexually harassed at this institution?										
Yes	0.0%	2.7%	2.8%	0.0%	1.1%	1.5%	0.0%	4.2%	3.8%	
No	100.0%	97.3%	97.2%	100.0%	98.9%	98.5%	100.0%	95.8%	96.2%	
Total(n)	20	371	1,886	12	179	859	8	192	1,027	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	35.0%	25.6%	25.2%	25.0%	15.1%	14.1%	50.0%	35.4%	34.4%	
No	65.0%	74.4%	74.8%	75.0%	84.9%	85.9%	50.0%	64.6%	65.6%	
Total(n)	20	371	1,887	12	179	859	8	192	1,028	
Have you ever received an award for outstanding teaching?										
Yes	30.0%	36.4%	29.3%	50.0%	40.2%	32.1%	0.0%	32.8%	26.9%	
No	70.0%	63.6%	70.7%	50.0%	59.8%	67.9%	100.0%	67.2%	73.1%	
Total(n)	20	371	1,884	12	179	859	8	192	1,025	
Is (or was) your spouse/partner an academic?										
Yes	35.0%	26.4%	25.5%	50.0%	30.7%	25.8%	12.5%	22.4%	25.3%	
No	65.0%	73.6%	74.5%	50.0%	69.3%	74.2%	87.5%	77.6%	74.7%	
Total(n)	20	371	1,883	12	179	858	8	192	1,025	

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

University of Idaho	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	15.0%	20.3%	18.8%	8.3%	23.6%	21.4%	25.0%	17.2%	16.7%	
No	85.0%	79.7%	81.2%	91.7%	76.4%	78.6%	75.0%	82.8%	83.3%	
Total(n)	20	370	1,874	12	178	852	8	192	1,022	
Considered leaving academe for another job?										
Yes	55.0%	37.8%	36.1%	41.7%	33.0%	32.6%	75.0%	42.2%	39.0%	
No	45.0%	62.2%	63.9%	58.3%	67.0%	67.4%	25.0%	57.8%	61.0%	
Total(n)	20	368	1,879	12	176	855	8	192	1,024	
Considered leaving this institution for another?										
Yes	70.0%	38.9%	38.1%	75.0%	38.1%	37.3%	62.5%	39.6%	38.7%	
No	30.0%	61.1%	61.9%	25.0%	61.9%	62.7%	37.5%	60.4%	61.3%	
Total(n)	20	368	1,881	12	176	856	8	192	1,025	
Changed academic institutions?										
Yes	35.0%	16.0%	17.3%	33.3%	18.8%	19.2%	37.5%	13.5%	15.7%	
No	65.0%	84.0%	82.7%	66.7%	81.3%	80.8%	62.5%	86.5%	84.3%	
Total(n)	20	368	1,881	12	176	856	8	192	1,025	
Engaged in paid consulting outside of your institution?										
Yes	35.0%	35.2%	36.0%	41.7%	39.5%	39.8%	25.0%	31.3%	32.9%	
No	65.0%	64.8%	64.0%	58.3%	60.5%	60.2%	75.0%	68.8%	67.1%	
Total(n)	20	369	1,881	12	177	857	8	192	1,024	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	60.0%	56.5%	56.2%	58.3%	59.0%	57.6%	62.5%	54.2%	55.0%	
No	40.0%	43.5%	43.8%	41.7%	41.0%	42.4%	37.5%	45.8%	45.0%	
Total(n)	20	370	1,884	12	178	858	8	192	1,026	
Received at least one firm job offer?										
Yes	30.0%	30.1%	29.3%	33.3%	32.8%	31.3%	25.0%	27.6%	27.6%	
No	70.0%	69.9%	70.7%	66.7%	67.2%	68.7%	75.0%	72.4%	72.4%	
Total(n)	20	369	1,879	12	177	856	8	192	1,023	
Requested/sought an early promotion?										
Yes	5.0%	8.9%	6.9%	8.3%	10.2%	8.3%	0.0%	7.8%	5.8%	
No	95.0%	91.1%	93.1%	91.7%	89.8%	91.7%	100.0%	92.2%	94.2%	
Total(n)	20	369	1,880	12	177	856	8	192	1,024	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	42.1%	54.2%	53.6%	45.5%	53.7%	53.2%	37.5%	54.7%	53.9%	
Probably yes	31.6%	27.4%	30.0%	18.2%	28.8%	30.0%	50.0%	26.0%	29.9%	
Not sure	10.5%	12.7%	10.9%	18.2%	10.2%	11.3%	0.0%	15.1%	10.6%	
Probably no	10.5%	4.6%	3.9%	9.1%	5.6%	3.6%	12.5%	3.6%	4.1%	
Definitely no	5.3%	1.1%	1.7%	9.1%	1.7%	1.9%	0.0%	0.5%	1.5%	
Total(n)	19	369	1,878	11	177	852	8	192	1,026	
Mean	3.95	4.29	4.30	3.82	4.27	4.29	4.13	4.31	4.31	
Standard deviation	1.22	0.93	0.93	1.40	0.97	0.94	0.99	0.89	0.92	
Significance	-			-			-			
Effect size	-	-0.37	-0.38	-	-0.46	-0.50	-	-0.20	-0.20	
Still want to be a college professor?										
Definitely yes	55.0%	67.0%	64.2%	50.0%	68.0%	64.8%	62.5%	66.1%	63.8%	
Probably yes	25.0%	23.2%	24.8%	33.3%	24.7%	24.6%	12.5%	21.9%	25.0%	
Not sure	10.0%	6.5%	7.0%	8.3%	5.6%	7.1%	12.5%	7.3%	6.9%	
Probably no	10.0%	2.4%	2.9%	8.3%	1.7%	2.6%	12.5%	3.1%	3.1%	
Definitely no	0.0%	0.8%	1.1%	0.0%	0.0%	0.9%	0.0%	1.6%	1.2%	
Total(n)	20	370	1,879	12	178	854	8	192	1,025	
Mean	4.25	4.53	4.48	4.25	4.59	4.50	4.25	4.48	4.47	
Standard deviation	1.02	0.79	0.83	0.97	0.68	0.81	1.16	0.88	0.85	
Significance	-			-			-			
Effect size	-	-0.35	-0.28	-	-0.50	-0.31	-	-0.26	-0.26	

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

University of Idaho	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	45.0%	36.6%	38.8%	33.3%	37.6%	39.1%	62.5%	35.6%	38.6%	
Somewhat descriptive	55.0%	56.4%	52.6%	66.7%	55.6%	53.7%	37.5%	57.1%	51.7%	
Not descriptive	0.0%	7.0%	8.5%	0.0%	6.7%	7.1%	0.0%	7.3%	9.7%	
Total(n)	20	369	1,869	12	178	856	8	191	1,013	
Mean	2.45	2.30	2.30	2.33	2.31	2.32	2.63	2.28	2.29	
Standard deviation	0.51	0.59	0.62	0.49	0.59	0.60	0.52	0.59	0.63	
Significance	-			-			-			
Effect size	-	0.25	0.24	-	0.03	0.02	-	0.59	0.54	
The faculty are typically at odds with campus administration										
Very descriptive	40.0%	9.7%	7.9%	58.3%	14.4%	9.0%	12.5%	5.3%	6.9%	
Somewhat descriptive	35.0%	42.1%	39.1%	33.3%	36.8%	36.8%	37.5%	47.1%	41.0%	
Not descriptive	25.0%	48.2%	53.1%	8.3%	48.9%	54.3%	50.0%	47.6%	52.1%	
Total(n)	20	361	1,845	12	174	846	8	187	999	
Mean	2.15	1.61	1.55	2.50	1.66	1.55	1.63	1.58	1.55	
Standard deviation	0.81	0.66	0.64	0.67	0.72	0.65	0.74	0.59	0.62	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.82	0.94	-	1.17	1.46	-	0.08	0.13	
Faculty here respect each other										
Very descriptive	55.0%	47.0%	51.9%	41.7%	42.6%	51.0%	75.0%	51.0%	52.7%	
Somewhat descriptive	40.0%	46.7%	42.9%	50.0%	48.9%	43.5%	25.0%	44.8%	42.4%	
Not descriptive	5.0%	6.3%	5.2%	8.3%	8.5%	5.5%	0.0%	4.2%	4.9%	
Total(n)	20	368	1,867	12	176	851	8	192	1,016	
Mean	2.50	2.41	2.47	2.33	2.34	2.45	2.75	2.47	2.48	
Standard deviation	0.61	0.61	0.59	0.65	0.63	0.60	0.46	0.58	0.59	
Significance	-			-			-			
Effect size	-	0.15	0.05	-	-0.02	-0.20	-	0.48	0.46	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Most students are treated like "numbers in a book"										
Very descriptive	5.0%	4.4%	4.2%	8.3%	6.9%	4.7%	0.0%	2.1%	3.8%	
Somewhat descriptive	30.0%	33.6%	23.6%	41.7%	38.9%	25.9%	12.5%	28.8%	21.7%	
Not descriptive	65.0%	62.0%	72.2%	50.0%	54.3%	69.4%	87.5%	69.1%	74.6%	
Total(n)	20	366	1,861	12	175	850	8	191	1,011	
Mean	1.40	1.42	1.32	1.58	1.53	1.35	1.13	1.33	1.29	
Standard deviation	0.60	0.58	0.55	0.67	0.62	0.57	0.35	0.51	0.53	
Significance	-			-			-			
Effect size	-	-0.03	0.15	-	0.08	0.40	-	-0.39	-0.30	
Faculty are rewarded for being good teachers										
Very descriptive	0.0%	13.2%	14.7%	0.0%	12.5%	14.7%	0.0%	13.8%	14.6%	
Somewhat descriptive	40.0%	54.0%	54.0%	33.3%	55.7%	56.3%	50.0%	52.4%	52.0%	
Not descriptive	60.0%	32.9%	31.4%	66.7%	31.8%	29.0%	50.0%	33.9%	33.4%	
Total(n)	20	365	1,848	12	176	848	8	189	1,000	
Mean	1.40	1.80	1.83	1.33	1.81	1.86	1.50	1.80	1.81	
Standard deviation	0.50	0.65	0.66	0.49	0.64	0.65	0.53	0.66	0.67	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.62	-0.65	-	-0.75	-0.82	-	-0.45	-0.46	
There is respect for the expression of diverse values and beliefs										
Very descriptive	25.0%	39.9%	44.1%	25.0%	40.6%	44.1%	25.0%	39.3%	44.1%	
Somewhat descriptive	60.0%	53.0%	48.0%	58.3%	51.4%	48.8%	62.5%	54.5%	47.4%	
Not descriptive	15.0%	7.1%	7.9%	16.7%	8.0%	7.2%	12.5%	6.3%	8.5%	
Total(n)	20	366	1,862	12	175	851	8	191	1,011	
Mean	2.10	2.33	2.36	2.08	2.33	2.37	2.13	2.33	2.36	
Standard deviation	0.64	0.60	0.62	0.67	0.62	0.61	0.64	0.59	0.63	
Significance	-			-			-			
Effect size	-	-0.38	-0.42	-	-0.40	-0.48	-	-0.34	-0.37	

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

University of Idaho	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	0.0%	17.9%	17.7%	0.0%	18.3%	16.8%	0.0%	17.5%	18.5%	
Somewhat descriptive	10.0%	51.9%	49.4%	8.3%	54.9%	51.1%	12.5%	49.2%	48.0%	
Not descriptive	90.0%	30.2%	32.9%	91.7%	26.9%	32.1%	87.5%	33.3%	33.5%	
Total(n)	20	364	1,850	12	175	847	8	189	1,003	
Mean	1.10	1.88	1.85	1.08	1.91	1.85	1.13	1.84	1.85	
Standard deviation	0.31	0.68	0.70	0.29	0.67	0.68	0.35	0.70	0.71	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-1.15	-1.07	-	-1.24	-1.13	-	-1.01	-1.01	
Administrators consider faculty concerns when making policy										
Very descriptive	0.0%	12.5%	15.8%	0.0%	15.0%	17.4%	0.0%	10.2%	14.5%	
Somewhat descriptive	35.0%	62.1%	60.8%	25.0%	57.2%	59.4%	50.0%	66.7%	62.0%	
Not descriptive	65.0%	25.3%	23.3%	75.0%	27.7%	23.2%	50.0%	23.1%	23.5%	
Total(n)	20	359	1,833	12	173	840	8	186	993	
Mean	1.35	1.87	1.92	1.25	1.87	1.94	1.50	1.87	1.91	
Standard deviation	0.49	0.60	0.62	0.45	0.64	0.63	0.53	0.56	0.61	
Significance	-	***	***	-	**	***	-			
Effect size	-	-0.87	-0.92	-	-0.97	-1.10	-	-0.66	-0.67	
The administration is open about its policies										
Very descriptive	10.0%	19.6%	25.2%	16.7%	22.2%	27.8%	0.0%	17.1%	23.0%	
Somewhat descriptive	45.0%	58.4%	55.2%	25.0%	52.8%	51.7%	75.0%	63.6%	58.3%	
Not descriptive	45.0%	22.0%	19.6%	58.3%	25.0%	20.5%	25.0%	19.3%	18.8%	
Total(n)	20	363	1,841	12	176	844	8	187	997	
Mean	1.65	1.98	2.06	1.58	1.97	2.07	1.75	1.98	2.04	
Standard deviation	0.67	0.65	0.67	0.79	0.69	0.69	0.46	0.60	0.64	
Significance	-	*	**	-		*	-			
Effect size	-	-0.51	-0.61	-	-0.57	-0.71	-	-0.38	-0.45	

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

University of Idaho	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	42.1%	18.1%	19.9%	36.4%	17.7%	14.2%	50.0%	18.4%	24.6%	
Somewhat	42.1%	49.4%	52.7%	45.5%	37.8%	51.2%	37.5%	59.5%	53.9%	
Not at all	15.8%	32.5%	27.4%	18.2%	44.5%	34.6%	12.5%	22.1%	21.5%	
Total(n)	19	354	1,809	11	164	817	8	190	992	
Mean	2.26	1.86	1.92	2.18	1.73	1.80	2.38	1.96	2.03	
Standard deviation	0.73	0.70	0.68	0.75	0.74	0.67	0.74	0.64	0.68	
Significance	-	*	*	-			-			
Effect size	-	0.57	0.50	-	0.61	0.57	-	0.66	0.51	
Child care										
Extensive	35.7%	14.4%	16.5%	25.0%	8.6%	9.0%	50.0%	19.6%	22.7%	
Somewhat	35.7%	37.9%	36.4%	25.0%	32.3%	36.2%	50.0%	43.1%	36.6%	
Not at all	28.6%	47.7%	47.1%	50.0%	59.1%	54.8%	0.0%	37.3%	40.7%	
Total(n)	14	195	1,051	8	93	478	6	102	573	
Mean	2.07	1.67	1.69	1.75	1.49	1.54	2.50	1.82	1.82	
Standard deviation	0.83	0.72	0.74	0.89	0.65	0.66	0.55	0.74	0.78	
Significance	-	*		-			-	*	*	
Effect size	-	0.56	0.51	-	0.40	0.32	-	0.92	0.87	
Care of elderly parent										
Extensive	20.0%	13.9%	13.8%	16.7%	8.3%	11.0%	25.0%	18.7%	16.2%	
Somewhat	60.0%	38.1%	36.8%	66.7%	37.0%	33.0%	50.0%	39.0%	40.1%	
Not at all	20.0%	48.1%	49.4%	16.7%	54.6%	56.0%	25.0%	42.3%	43.7%	
Total(n)	10	231	1,154	6	108	536	4	123	618	
Mean	2.00	1.66	1.64	2.00	1.54	1.55	2.00	1.76	1.72	
Standard deviation	0.67	0.71	0.71	0.63	0.65	0.68	0.82	0.75	0.72	
Significance	-			-			-			
Effect size	-	0.48	0.51	-	0.71	0.66	-	0.32	0.39	

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

University of Idaho	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	18.8%	9.8%	8.7%	10.0%	10.2%	7.7%	33.3%	9.4%	9.6%	
Somewhat	50.0%	39.5%	44.4%	50.0%	38.0%	46.0%	50.0%	40.9%	43.0%	
Not at all	31.3%	50.7%	46.9%	40.0%	51.8%	46.4%	16.7%	49.7%	47.4%	
Total(n)	16	347	1,771	10	166	809	6	181	962	
Mean	1.88	1.59	1.62	1.70	1.58	1.61	2.17	1.60	1.62	
Standard deviation	0.72	0.66	0.64	0.67	0.67	0.63	0.75	0.66	0.65	
Significance	-			-			-	*	*	
Effect size	-	0.44	0.41	-	0.18	0.14	-	0.86	0.85	
Health of spouse/partner										
Extensive	23.1%	6.6%	7.3%	33.3%	6.6%	7.7%	0.0%	6.7%	6.9%	
Somewhat	30.8%	35.9%	34.1%	22.2%	40.1%	37.1%	50.0%	31.5%	31.2%	
Not at all	46.2%	57.5%	58.6%	44.4%	53.3%	55.1%	50.0%	61.7%	61.9%	
Total(n)	13	301	1,510	9	152	738	4	149	772	
Mean	1.77	1.49	1.49	1.89	1.53	1.53	1.50	1.45	1.45	
Standard deviation	0.83	0.62	0.63	0.93	0.62	0.64	0.58	0.62	0.62	
Significance	-			-			-			
Effect size	-	0.45	0.44	-	0.58	0.56	-	0.08	0.08	
Review/promotion process										
Extensive	0.0%	7.9%	9.1%	0.0%	5.1%	8.2%	0.0%	10.7%	10.0%	
Somewhat	36.4%	33.3%	28.7%	28.6%	33.1%	24.6%	50.0%	33.6%	32.5%	
Not at all	63.6%	58.8%	62.1%	71.4%	61.9%	67.2%	50.0%	55.7%	57.5%	
Total(n)	11	240	1,315	7	118	625	4	122	690	
Mean	1.36	1.49	1.47	1.29	1.43	1.41	1.50	1.55	1.52	
Standard deviation	0.50	0.64	0.66	0.49	0.59	0.64	0.58	0.68	0.67	
Significance	-			-			-			
Effect size	-	-0.20	-0.17	-	-0.24	-0.19	-	-0.07	-0.03	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	7.1%	4.5%	4.4%	12.5%	4.1%	3.1%	0.0%	5.0%	5.4%	
Somewhat	7.1%	15.3%	17.4%	12.5%	15.6%	15.0%	0.0%	14.9%	19.3%	
Not at all	85.7%	80.2%	78.3%	75.0%	80.3%	81.9%	100.0%	80.1%	75.2%	
Total(n)	14	308	1,533	8	147	706	6	161	827	
Mean	1.21	1.24	1.26	1.38	1.24	1.21	1.00	1.25	1.30	
Standard deviation	0.58	0.53	0.53	0.74	0.51	0.48	0.00	0.54	0.57	
Significance	-			-			-			
Effect size	-	-0.06	-0.09	-	0.27	0.35	-	-0.46	-0.53	
Personal finances										
Extensive	40.0%	30.9%	29.1%	25.0%	27.4%	24.7%	62.5%	33.9%	32.8%	
Somewhat	45.0%	42.5%	45.7%	58.3%	42.7%	46.6%	25.0%	42.3%	45.1%	
Not at all	15.0%	26.6%	25.1%	16.7%	29.9%	28.7%	12.5%	23.8%	22.2%	
Total(n)	20	353	1,810	12	164	818	8	189	992	
Mean	2.25	2.04	2.04	2.08	1.98	1.96	2.50	2.10	2.11	
Standard deviation	0.72	0.76	0.74	0.67	0.76	0.73	0.76	0.75	0.73	
Significance	-			-			-			
Effect size	-	0.28	0.28	-	0.13	0.16	-	0.53	0.53	
Committee work										
Extensive	0.0%	2.6%	2.1%	0.0%	0.9%	1.4%	0.0%	3.9%	2.7%	
Somewhat	40.0%	19.6%	19.6%	25.0%	12.1%	16.5%	50.0%	25.8%	22.5%	
Not at all	60.0%	77.9%	78.3%	75.0%	86.9%	82.1%	50.0%	70.3%	74.8%	
Total(n)	10	235	1,152	4	107	552	6	128	600	Career Related Stress
Mean	1.40	1.25	1.24	1.25	1.14	1.19	1.50	1.34	1.28	
Standard deviation	0.52	0.49	0.47	0.50	0.37	0.43	0.55	0.55	0.50	
Significance	-			-			-			
Effect size	-	0.31	0.34	-	0.30	0.14	-	0.29	0.44	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	0.0%	1.9%	1.8%	0.0%	0.8%	1.4%	0.0%	3.0%	2.2%	
Somewhat	50.0%	24.0%	21.2%	33.3%	22.8%	20.6%	71.4%	25.2%	21.8%	
Not at all	50.0%	74.0%	76.9%	66.7%	76.4%	78.0%	28.6%	71.9%	76.0%	
Total(n)	16	258	1,352	9	123	632	7	135	720	
Mean	1.50	1.28	1.25	1.33	1.24	1.23	1.71	1.31	1.26	
Standard deviation	0.52	0.49	0.47	0.50	0.45	0.46	0.49	0.52	0.49	
Significance	-		*	-			-	*	*	
Effect size	-	0.45	0.53	-	0.20	0.22	-	0.77	0.92	
Colleagues										
Extensive	5.0%	2.0%	3.8%	8.3%	2.5%	2.5%	0.0%	1.7%	4.8%	
Somewhat	35.0%	30.9%	27.9%	41.7%	30.1%	25.6%	25.0%	31.7%	29.8%	
Not at all	60.0%	67.1%	68.3%	50.0%	67.5%	71.9%	75.0%	66.7%	65.4%	
Total(n)	20	343	1,746	12	163	796	8	180	950	Career Related Stress
Mean	1.45	1.35	1.35	1.58	1.35	1.31	1.25	1.35	1.39	
Standard deviation	0.60	0.52	0.55	0.67	0.53	0.51	0.46	0.51	0.58	
Significance	-			-			-			
Effect size	-	0.19	0.18	-	0.43	0.53	-	-0.20	-0.24	
Students										
Extensive	5.0%	4.7%	4.4%	0.0%	2.9%	3.2%	12.5%	6.3%	5.3%	
Somewhat	30.0%	45.6%	47.6%	25.0%	39.8%	41.8%	37.5%	50.8%	52.3%	
Not at all	65.0%	49.7%	48.1%	75.0%	57.3%	54.9%	50.0%	42.9%	42.4%	
Total(n)	20	362	1,837	12	171	832	8	191	1,005	Career Related Stress
Mean	1.40	1.55	1.56	1.25	1.46	1.48	1.63	1.63	1.63	
Standard deviation	0.60	0.59	0.58	0.45	0.56	0.56	0.74	0.60	0.58	
Significance	-			-			-			
Effect size	-	-0.25	-0.28	-	-0.38	-0.41	-	0.00	0.00	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										Career Related Stress
Extensive	20.0%	11.4%	8.3%	11.1%	9.9%	8.2%	33.3%	12.8%	8.5%	
Somewhat	40.0%	25.2%	25.5%	33.3%	19.8%	23.2%	50.0%	30.4%	27.6%	
Not at all	40.0%	63.4%	66.2%	55.6%	70.2%	68.6%	16.7%	56.8%	63.9%	
Total(n)	15	246	1,296	9	121	622	6	125	674	
Mean	1.80	1.48	1.42	1.56	1.40	1.40	2.17	1.56	1.45	
Standard deviation	0.77	0.69	0.64	0.73	0.66	0.64	0.75	0.71	0.65	
Significance	-		*	-			-	*	**	
Effect size	-	0.46	0.59	-	0.24	0.25	-	0.86	1.11	
Institutional procedures and "red tape"										Career Related Stress
Extensive	22.2%	8.3%	8.1%	10.0%	6.3%	7.6%	37.5%	10.2%	8.5%	
Somewhat	66.7%	42.3%	40.2%	90.0%	41.8%	37.3%	37.5%	42.8%	42.8%	
Not at all	11.1%	49.4%	51.7%	0.0%	51.9%	55.1%	25.0%	47.0%	48.7%	
Total(n)	18	324	1,641	10	158	772	8	166	869	
Mean	2.11	1.59	1.56	2.10	1.54	1.53	2.13	1.63	1.60	
Standard deviation	0.58	0.64	0.64	0.32	0.61	0.63	0.83	0.66	0.64	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	0.81	0.86	-	0.92	0.90	-	0.76	0.83	
Teaching load										Career Related Stress
Extensive	20.0%	8.2%	8.6%	16.7%	7.8%	6.0%	25.0%	8.6%	10.9%	
Somewhat	30.0%	30.3%	31.0%	33.3%	23.5%	27.9%	25.0%	36.4%	33.7%	
Not at all	50.0%	61.5%	60.3%	50.0%	68.7%	66.1%	50.0%	55.1%	55.4%	
Total(n)	20	353	1,782	12	166	815	8	187	967	
Mean	1.70	1.47	1.48	1.67	1.39	1.40	1.75	1.53	1.55	
Standard deviation	0.80	0.64	0.65	0.78	0.63	0.60	0.89	0.65	0.68	
Significance	-			-			-			
Effect size	-	0.36	0.34	-	0.44	0.45	-	0.34	0.29	

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

University of Idaho	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	21.4%	5.2%	7.2%	0.0%	0.0%	3.2%	50.0%	10.2%	10.7%	
Somewhat	21.4%	34.2%	34.2%	25.0%	31.9%	31.7%	16.7%	36.4%	36.3%	
Not at all	57.1%	60.6%	58.6%	75.0%	68.1%	65.1%	33.3%	53.4%	53.0%	
Total(n)	14	231	1,232	8	113	571	6	118	661	
Mean	1.64	1.45	1.49	1.25	1.32	1.38	2.17	1.57	1.58	
Standard deviation	0.84	0.59	0.63	0.46	0.47	0.55	0.98	0.67	0.68	
Significance	-			-			-	*	*	
Effect size	-	0.32	0.24	-	-0.15	-0.24	-	0.90	0.87	
Friction with spouse/partner										
Extensive	33.3%	6.0%	5.3%	22.2%	4.0%	4.8%	50.0%	8.0%	5.8%	
Somewhat	20.0%	26.3%	26.4%	33.3%	24.7%	26.0%	0.0%	28.0%	26.8%	
Not at all	46.7%	67.7%	68.3%	44.4%	71.3%	69.2%	50.0%	64.0%	67.4%	
Total(n)	15	300	1,522	9	150	728	6	150	794	
Mean	1.87	1.38	1.37	1.78	1.33	1.36	2.00	1.44	1.38	
Standard deviation	0.92	0.60	0.58	0.83	0.55	0.57	1.10	0.64	0.59	
Significance	-	**	***	-	*	*	-	*	*	
Effect size	-	0.82	0.86	-	0.82	0.74	-	0.88	1.05	
Lack of personal time										
Extensive	45.0%	21.9%	21.4%	25.0%	14.9%	14.4%	75.0%	28.1%	27.3%	
Somewhat	30.0%	41.7%	48.3%	33.3%	36.3%	46.3%	25.0%	46.4%	50.0%	
Not at all	25.0%	36.4%	30.3%	41.7%	48.8%	39.4%	0.0%	25.5%	22.8%	
Total(n)	20	360	1,845	12	168	836	8	192	1,009	
Mean	2.20	1.86	1.91	1.83	1.66	1.75	2.75	2.03	2.04	
Standard deviation	0.83	0.75	0.71	0.83	0.72	0.69	0.46	0.73	0.71	
Significance	-			-			-	**	**	
Effect size	-	0.45	0.41	-	0.24	0.12	-	0.99	1.00	Career Related Stress

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

University of Idaho	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	10.0%	9.4%	6.7%	0.0%	5.9%	6.0%	25.0%	12.6%	7.2%	
Somewhat	35.0%	42.7%	46.5%	41.7%	42.9%	43.3%	25.0%	42.4%	49.2%	
Not at all	55.0%	47.9%	46.8%	58.3%	51.2%	50.7%	50.0%	45.0%	43.6%	
Total(n)	20	361	1,847	12	170	836	8	191	1,011	
Mean	1.55	1.61	1.60	1.42	1.55	1.55	1.75	1.68	1.64	
Standard deviation	0.69	0.65	0.61	0.51	0.61	0.61	0.89	0.69	0.61	
Significance	-			-			-			
Effect size	-	-0.09	-0.08	-	-0.21	-0.21	-	0.10	0.18	
Job security										
Extensive	50.0%	28.4%	29.2%	50.0%	23.2%	26.1%	50.0%	33.0%	31.8%	
Somewhat	20.0%	34.6%	38.3%	16.7%	32.1%	36.2%	25.0%	36.7%	40.0%	
Not at all	30.0%	37.1%	32.5%	33.3%	44.6%	37.7%	25.0%	30.3%	28.1%	
Total(n)	20	356	1,834	12	168	832	8	188	1,002	
Mean	2.20	1.91	1.97	2.17	1.79	1.88	2.25	2.03	2.04	
Standard deviation	0.89	0.81	0.79	0.94	0.80	0.79	0.89	0.80	0.77	
Significance	-			-			-			
Effect size	-	0.36	0.29	-	0.48	0.37	-	0.28	0.27	
Being part of a dual career couple										
Extensive	23.1%	9.4%	10.8%	33.3%	9.2%	9.0%	0.0%	9.6%	12.3%	
Somewhat	53.8%	32.1%	35.2%	44.4%	25.5%	31.0%	75.0%	38.4%	38.8%	
Not at all	23.1%	58.5%	54.0%	22.2%	65.2%	60.0%	25.0%	52.1%	48.8%	
Total(n)	13	287	1,458	9	141	678	4	146	780	
Mean	2.00	1.51	1.57	2.11	1.44	1.49	1.75	1.58	1.63	
Standard deviation	0.71	0.66	0.68	0.78	0.66	0.66	0.50	0.66	0.69	
Significance	-	**	*	-	**	**	-			
Effect size	-	0.74	0.63	-	1.02	0.94	-	0.26	0.17	

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

University of Idaho	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	35.0%	20.7%	19.5%	41.7%	17.5%	17.5%	25.0%	23.4%	21.2%	
Somewhat	50.0%	59.0%	54.9%	41.7%	57.3%	55.9%	62.5%	60.4%	54.0%	
Not at all	15.0%	20.4%	25.6%	16.7%	25.1%	26.6%	12.5%	16.1%	24.8%	
Total(n)	20	363	1,848	12	171	835	8	192	1,013	
Mean	2.20	2.00	1.94	2.25	1.92	1.91	2.13	2.07	1.96	
Standard deviation	0.70	0.64	0.67	0.75	0.65	0.66	0.64	0.63	0.68	
Significance	-			-			-			
Effect size	-	0.31	0.39	-	0.51	0.52	-	0.10	0.25	
Self-imposed high expectations										
Extensive	47.4%	25.1%	23.6%	36.4%	21.1%	19.8%	62.5%	28.6%	26.7%	
Somewhat	31.6%	52.6%	54.2%	36.4%	52.0%	53.4%	25.0%	53.1%	54.8%	
Not at all	21.1%	22.3%	22.2%	27.3%	26.9%	26.8%	12.5%	18.2%	18.4%	
Total(n)	19	363	1,846	11	171	832	8	192	1,014	Career Related Stress
Mean	2.26	2.03	2.01	2.09	1.94	1.93	2.50	2.10	2.08	
Standard deviation	0.81	0.69	0.68	0.83	0.69	0.68	0.76	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.33	0.37	-	0.22	0.24	-	0.59	0.63	
Change in work responsibilities										
Extensive	17.6%	10.7%	9.8%	22.2%	9.6%	8.4%	12.5%	11.7%	11.0%	
Somewhat	35.3%	34.8%	37.0%	22.2%	28.8%	34.0%	50.0%	40.0%	39.5%	
Not at all	47.1%	54.5%	53.2%	55.6%	61.5%	57.6%	37.5%	48.3%	49.6%	
Total(n)	17	336	1,713	9	156	783	8	180	930	
Mean	1.71	1.56	1.57	1.67	1.48	1.51	1.75	1.63	1.61	
Standard deviation	0.77	0.68	0.66	0.87	0.67	0.65	0.71	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.22	0.21	-	0.28	0.25	-	0.18	0.21	

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

University of Idaho	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	58.8%	29.3%	28.0%	55.6%	26.5%	24.7%	62.5%	31.7%	30.7%	
Somewhat	35.3%	38.0%	40.3%	33.3%	33.3%	39.8%	37.5%	42.1%	40.7%	
Not at all	5.9%	32.8%	31.7%	11.1%	40.1%	35.5%	0.0%	26.2%	28.6%	
Total(n)	17	345	1,740	9	162	792	8	183	948	
Mean	2.53	1.97	1.96	2.44	1.86	1.89	2.63	2.05	2.02	
Standard deviation	0.62	0.79	0.77	0.73	0.81	0.77	0.52	0.76	0.77	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	0.71	0.74	-	0.72	0.71	-	0.76	0.79	
How satisfied are you with the following aspects of your job?										
Salary										Job Satisfaction: Compensation
Very satisfied	0.0%	4.7%	5.8%	0.0%	6.4%	6.0%	0.0%	3.1%	5.6%	
Satisfied	10.0%	27.0%	30.2%	16.7%	30.8%	32.2%	0.0%	23.6%	28.6%	
Marginally satisfied	40.0%	34.7%	35.0%	16.7%	28.5%	32.2%	75.0%	40.3%	37.2%	
Not satisfied	50.0%	33.6%	29.0%	66.7%	34.3%	29.5%	25.0%	33.0%	28.6%	
Total(n)	20	363	1,842	12	172	828	8	191	1,014	
Mean	1.60	2.03	2.13	1.50	2.09	2.15	1.75	1.97	2.11	
Standard deviation	0.68	0.89	0.90	0.80	0.95	0.92	0.46	0.83	0.89	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.48	-0.59	-	-0.62	-0.71	-	-0.27	-0.40	
Health benefits										
Very satisfied	0.0%	9.5%	18.2%	0.0%	10.2%	15.3%	0.0%	8.8%	20.7%	
Satisfied	5.9%	19.9%	28.2%	10.0%	18.5%	30.0%	0.0%	21.2%	26.7%	
Marginally satisfied	11.8%	14.5%	14.0%	10.0%	13.9%	13.9%	14.3%	15.0%	14.0%	
Not satisfied	82.4%	56.1%	39.6%	80.0%	57.4%	40.8%	85.7%	54.9%	38.7%	
Total(n)	17	221	1,125	10	108	510	7	113	615	
Mean	1.24	1.83	2.25	1.30	1.81	2.20	1.14	1.84	2.29	
Standard deviation	0.56	1.06	1.16	0.67	1.07	1.13	0.38	1.05	1.18	
Significance	-	*	***	-		*	-		*	
Effect size	-	-0.56	-0.87	-	-0.48	-0.80	-	-0.67	-0.97	

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

University of Idaho	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	0.0%	7.5%	9.1%	0.0%	8.5%	9.0%	0.0%	6.6%	9.2%	
Satisfied	12.5%	24.3%	30.7%	11.1%	24.8%	31.8%	14.3%	23.8%	29.9%	
Marginally satisfied	12.5%	24.3%	23.1%	0.0%	24.8%	21.8%	28.6%	23.8%	24.2%	
Not satisfied	75.0%	43.9%	37.0%	88.9%	41.9%	37.4%	57.1%	45.9%	36.8%	
Total(n)	16	239	1,175	9	117	522	7	122	653	
Mean	1.38	1.95	2.12	1.22	2.00	2.12	1.57	1.91	2.11	
Standard deviation	0.72	0.99	1.01	0.67	1.01	1.02	0.79	0.98	1.01	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.58	-0.73	-	-0.77	-0.88	-	-0.35	-0.53	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	0.0%	4.2%	5.6%	0.0%	4.8%	7.0%	0.0%	3.6%	4.4%	
Satisfied	22.2%	33.3%	32.1%	30.0%	39.5%	36.2%	12.5%	27.7%	28.8%	
Marginally satisfied	22.2%	28.4%	30.5%	20.0%	23.4%	28.5%	25.0%	32.8%	32.2%	
Not satisfied	55.6%	34.1%	31.7%	50.0%	32.3%	28.2%	62.5%	35.8%	34.6%	
Total(n)	18	261	1,316	10	124	596	8	137	720	
Mean	1.67	2.08	2.12	1.80	2.17	2.22	1.50	1.99	2.03	
Standard deviation	0.84	0.92	0.92	0.92	0.94	0.94	0.76	0.89	0.90	
Significance	-		*	-			-			
Effect size	-	-0.45	-0.49	-	-0.39	-0.45	-	-0.55	-0.59	
Teaching load										Job Satisfaction: Compensation
Very satisfied	0.0%	9.3%	9.4%	0.0%	9.4%	10.0%	0.0%	9.2%	8.9%	
Satisfied	45.0%	49.3%	49.4%	50.0%	52.9%	51.3%	37.5%	45.9%	47.9%	
Marginally satisfied	20.0%	24.8%	26.1%	16.7%	22.9%	24.6%	25.0%	26.5%	27.4%	
Not satisfied	35.0%	16.6%	15.0%	33.3%	14.7%	14.1%	37.5%	18.4%	15.8%	
Total(n)	20	355	1,814	12	170	822	8	185	992	
Mean	2.10	2.51	2.53	2.17	2.57	2.57	2.00	2.46	2.50	
Standard deviation	0.91	0.88	0.86	0.94	0.86	0.85	0.93	0.90	0.86	
Significance	-	*	*	-			-			
Effect size	-	-0.47	-0.50	-	-0.47	-0.47	-	-0.51	-0.58	

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

University of Idaho	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	15.0%	9.0%	13.7%	8.3%	8.0%	12.8%	25.0%	9.9%	14.4%	
Satisfied	40.0%	53.0%	49.1%	50.0%	51.4%	46.9%	25.0%	54.5%	50.9%	
Marginally satisfied	35.0%	28.4%	28.0%	33.3%	30.3%	29.6%	37.5%	26.7%	26.6%	
Not satisfied	10.0%	9.6%	9.2%	8.3%	10.3%	10.7%	12.5%	8.9%	8.0%	
Total(n)	20	366	1,860	12	175	849	8	191	1,011	
Mean	2.60	2.61	2.67	2.58	2.57	2.62	2.63	2.65	2.72	
Standard deviation	0.88	0.78	0.82	0.79	0.78	0.84	1.06	0.78	0.81	
Significance	-			-			-			
Effect size	-	-0.01	-0.09	-	0.01	-0.05	-	-0.03	-0.11	
Office/lab space										
Very satisfied	15.8%	11.4%	13.6%	9.1%	10.9%	11.5%	25.0%	11.9%	15.2%	
Satisfied	10.5%	37.1%	37.5%	9.1%	36.1%	38.1%	12.5%	38.1%	37.0%	
Marginally satisfied	36.8%	25.7%	25.7%	27.3%	25.2%	26.1%	50.0%	26.3%	25.3%	
Not satisfied	36.8%	25.7%	23.2%	54.5%	27.9%	24.2%	12.5%	23.8%	22.4%	
Total(n)	19	307	1,599	11	147	719	8	160	880	
Mean	2.05	2.34	2.41	1.73	2.30	2.37	2.50	2.38	2.45	
Standard deviation	1.08	0.99	0.99	1.01	1.00	0.97	1.07	0.98	1.00	
Significance	-			-		*	-			
Effect size	-	-0.29	-0.36	-	-0.57	-0.66	-	0.12	0.05	
Autonomy and independence										
Very satisfied	40.0%	42.3%	40.4%	33.3%	42.2%	39.5%	50.0%	42.3%	41.1%	
Satisfied	55.0%	43.1%	47.1%	58.3%	43.4%	48.4%	50.0%	42.9%	45.9%	
Marginally satisfied	5.0%	10.8%	9.7%	8.3%	12.1%	9.9%	0.0%	9.5%	9.6%	
Not satisfied	0.0%	3.9%	2.8%	0.0%	2.3%	2.1%	0.0%	5.3%	3.4%	
Total(n)	20	362	1,842	12	173	838	8	189	1,004	Job Satisfaction: Workplace
Mean	3.35	3.24	3.25	3.25	3.25	3.25	3.50	3.22	3.25	
Standard deviation	0.59	0.79	0.74	0.62	0.76	0.72	0.53	0.83	0.76	
Significance	-			-			-			
Effect size	-	0.14	0.14	-	0.00	0.00	-	0.34	0.33	

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

University of Idaho	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	40.0%	33.0%	31.1%	25.0%	33.7%	30.5%	62.5%	32.3%	31.5%	
Satisfied	40.0%	39.7%	45.8%	58.3%	37.9%	45.6%	12.5%	41.4%	46.0%	
Marginally satisfied	15.0%	20.6%	17.7%	8.3%	21.3%	18.7%	25.0%	19.9%	17.0%	
Not satisfied	5.0%	6.8%	5.4%	8.3%	7.1%	5.1%	0.0%	6.5%	5.5%	
Total(n)	20	355	1,826	12	169	835	8	186	991	
Mean	3.15	2.99	3.03	3.00	2.98	3.02	3.38	2.99	3.03	
Standard deviation	0.88	0.90	0.84	0.85	0.92	0.84	0.92	0.89	0.84	
Significance	-			-			-			
Effect size	-	0.18	0.14	-	0.02	-0.02	-	0.44	0.42	
Social relationships with other faculty										
Very satisfied	25.0%	21.5%	22.0%	11.1%	21.1%	19.7%	42.9%	22.0%	23.9%	
Satisfied	43.8%	45.6%	46.3%	66.7%	44.7%	47.1%	14.3%	46.3%	45.7%	
Marginally satisfied	31.3%	23.4%	23.3%	22.2%	23.0%	24.8%	42.9%	23.8%	22.1%	
Not satisfied	0.0%	9.5%	8.4%	0.0%	11.2%	8.4%	0.0%	7.9%	8.4%	
Total(n)	16	316	1,624	9	152	750	7	164	874	
Mean	2.94	2.79	2.82	2.89	2.76	2.78	3.00	2.82	2.85	
Standard deviation	0.77	0.89	0.87	0.60	0.91	0.86	1.00	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.17	0.14	-	0.14	0.13	-	0.21	0.17	
Competency of colleagues										
Very satisfied	25.0%	34.6%	36.6%	8.3%	32.5%	34.3%	50.0%	36.4%	38.4%	Job Satisfaction: Workplace
Satisfied	50.0%	49.2%	48.7%	66.7%	47.9%	48.6%	25.0%	50.3%	48.8%	
Marginally satisfied	15.0%	11.0%	11.7%	8.3%	11.8%	12.8%	25.0%	10.2%	10.7%	
Not satisfied	10.0%	5.3%	3.0%	16.7%	7.7%	4.3%	0.0%	3.2%	2.0%	
Total(n)	20	356	1,808	12	169	819	8	187	989	
Mean	2.90	3.13	3.19	2.67	3.05	3.13	3.25	3.20	3.24	
Standard deviation	0.91	0.81	0.75	0.89	0.87	0.79	0.89	0.75	0.72	
Significance	-			-		*	-			
Effect size	-	-0.28	-0.39	-	-0.44	-0.58	-	0.07	0.01	

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

University of Idaho	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	5.0%	9.2%	8.0%	0.0%	11.4%	8.4%	12.5%	7.2%	7.7%	
Satisfied	20.0%	26.9%	26.4%	16.7%	31.3%	28.6%	25.0%	22.8%	24.6%	
Marginally satisfied	15.0%	27.2%	27.6%	25.0%	28.9%	29.4%	0.0%	25.6%	26.1%	
Not satisfied	60.0%	36.7%	38.0%	58.3%	28.3%	33.5%	62.5%	44.4%	41.7%	
Total(n)	20	346	1,734	12	166	782	8	180	952	
Mean	1.70	2.09	2.04	1.58	2.26	2.12	1.88	1.93	1.98	
Standard deviation	0.98	1.00	0.98	0.79	1.00	0.97	1.25	0.98	0.99	
Significance	-			-	*		-			
Effect size	-	-0.39	-0.35	-	-0.68	-0.56	-	-0.05	-0.10	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	15.0%	33.2%	34.3%	16.7%	33.9%	34.5%	12.5%	32.6%	34.2%	
Satisfied	50.0%	39.0%	40.0%	41.7%	37.9%	41.8%	62.5%	40.0%	38.5%	
Marginally satisfied	25.0%	17.6%	16.2%	33.3%	16.7%	13.7%	12.5%	18.4%	18.3%	
Not satisfied	10.0%	10.2%	9.4%	8.3%	11.5%	10.0%	12.5%	8.9%	9.0%	
Total(n)	20	364	1,821	12	174	830	8	190	991	
Mean	2.70	2.95	2.99	2.67	2.94	3.01	2.75	2.96	2.98	
Standard deviation	0.86	0.96	0.94	0.89	0.98	0.94	0.89	0.93	0.94	
Significance	-			-			-			
Effect size	-	-0.26	-0.31	-	-0.28	-0.36	-	-0.23	-0.24	
Course assignments										Job Satisfaction: Workplace
Very satisfied	15.8%	28.2%	26.0%	0.0%	28.0%	26.0%	37.5%	28.4%	25.9%	
Satisfied	57.9%	50.0%	51.7%	72.7%	53.0%	53.1%	37.5%	47.4%	50.6%	
Marginally satisfied	15.8%	14.8%	16.2%	18.2%	10.7%	14.8%	12.5%	18.4%	17.3%	
Not satisfied	10.5%	7.0%	6.1%	9.1%	8.3%	6.0%	12.5%	5.8%	6.2%	
Total(n)	19	358	1,832	11	168	830	8	190	1,002	
Mean	2.79	2.99	2.98	2.64	3.01	2.99	3.00	2.98	2.96	
Standard deviation	0.85	0.84	0.82	0.67	0.85	0.81	1.07	0.84	0.82	
Significance	-			-			-			
Effect size	-	-0.24	-0.23	-	-0.44	-0.43	-	0.02	0.05	

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

University of Idaho	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	65.0%	49.0%	46.4%	58.3%	54.4%	48.9%	75.0%	44.1%	44.3%	
Satisfied	25.0%	37.2%	39.9%	33.3%	36.7%	39.9%	12.5%	37.6%	39.8%	
Marginally satisfied	10.0%	8.5%	9.8%	8.3%	5.3%	7.7%	12.5%	11.3%	11.5%	
Not satisfied	0.0%	5.4%	4.0%	0.0%	3.6%	3.5%	0.0%	7.0%	4.4%	
Total(n)	20	355	1,811	12	169	827	8	186	984	
Mean	3.55	3.30	3.29	3.50	3.42	3.34	3.63	3.19	3.24	
Standard deviation	0.69	0.84	0.80	0.67	0.75	0.77	0.74	0.90	0.82	
Significance	-			-			-			
Effect size	-	0.30	0.33	-	0.11	0.21	-	0.49	0.48	
Availability of child care at this institution										
Very satisfied	0.0%	10.5%	10.6%	0.0%	10.0%	15.5%	0.0%	11.1%	7.9%	
Satisfied	0.0%	18.4%	22.1%	0.0%	25.0%	29.8%	0.0%	11.1%	17.9%	
Marginally satisfied	0.0%	23.7%	18.3%	0.0%	20.0%	17.9%	0.0%	27.8%	18.5%	
Not satisfied	100.0%	47.4%	48.9%	100.0%	45.0%	36.9%	100.0%	50.0%	55.6%	
Total(n)	5	38	235	4	20	84	1	18	151	
Mean	1.00	1.92	1.94	1.00	2.00	2.24	1.00	1.83	1.78	
Standard deviation	0.00	1.05	1.07	0.00	1.08	1.12	.	1.04	1.01	
Significance	-			-		*	-			
Effect size	-	-0.88	-0.88	-	-0.93	-1.11	-	-0.80	-0.77	
Prospects for career advancement										
Very satisfied	6.3%	5.8%	3.6%	0.0%	7.8%	4.8%	12.5%	4.1%	2.6%	
Satisfied	0.0%	19.6%	19.1%	0.0%	23.4%	21.8%	0.0%	16.3%	17.0%	
Marginally satisfied	25.0%	26.2%	27.9%	12.5%	22.7%	27.7%	37.5%	29.3%	28.0%	
Not satisfied	68.8%	48.4%	49.5%	87.5%	46.1%	45.7%	50.0%	50.3%	52.3%	
Total(n)	16	275	1,401	8	128	602	8	147	799	
Mean	1.44	1.83	1.77	1.13	1.93	1.86	1.75	1.74	1.70	
Standard deviation	0.81	0.94	0.88	0.35	1.01	0.92	1.04	0.88	0.84	
Significance	-			-	*	*	-			
Effect size	-	-0.41	-0.38	-	-0.79	-0.79	-	0.01	0.06	
										Job Satisfaction: Compensation

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

University of Idaho	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	10.0%	28.4%	29.6%	16.7%	25.8%	29.2%	0.0%	30.9%	29.9%	
Satisfied	45.0%	40.5%	42.7%	50.0%	43.6%	45.2%	37.5%	37.7%	40.6%	
Marginally satisfied	35.0%	19.8%	18.4%	25.0%	20.9%	17.3%	50.0%	18.9%	19.3%	
Not satisfied	10.0%	11.2%	9.4%	8.3%	9.8%	8.3%	12.5%	12.6%	10.2%	
Total(n)	20	338	1,760	12	163	794	8	175	966	
Mean	2.55	2.86	2.93	2.75	2.85	2.95	2.25	2.87	2.90	
Standard deviation	0.83	0.96	0.92	0.87	0.92	0.89	0.71	0.99	0.94	
Significance	-			-			-			
Effect size	-	-0.32	-0.41	-	-0.11	-0.22	-	-0.63	-0.69	
Overall job satisfaction										
Very satisfied	5.0%	22.0%	23.6%	0.0%	23.7%	23.8%	12.5%	20.4%	23.4%	
Satisfied	60.0%	52.7%	54.1%	66.7%	49.7%	53.9%	50.0%	55.5%	54.2%	
Marginally satisfied	30.0%	20.7%	17.6%	25.0%	20.9%	17.6%	37.5%	20.4%	17.6%	
Not satisfied	5.0%	4.6%	4.8%	8.3%	5.6%	4.7%	0.0%	3.7%	4.8%	
Total(n)	20	368	1,871	12	177	849	8	191	1,022	
Mean	2.65	2.92	2.96	2.58	2.92	2.97	2.75	2.93	2.96	
Standard deviation	0.67	0.78	0.78	0.67	0.82	0.78	0.71	0.74	0.78	
Significance	-			-			-			
Effect size	-	-0.35	-0.40	-	-0.41	-0.50	-	-0.24	-0.27	
Tuition remission for your children/dependents										
Very satisfied	28.6%	13.0%	14.4%	66.7%	19.6%	15.3%	0.0%	6.5%	13.7%	
Satisfied	0.0%	19.6%	20.3%	0.0%	15.2%	18.6%	0.0%	23.9%	21.6%	
Marginally satisfied	0.0%	12.0%	11.4%	0.0%	13.0%	10.7%	0.0%	10.9%	11.9%	
Not satisfied	71.4%	55.4%	54.0%	33.3%	52.2%	55.4%	100.0%	58.7%	52.9%	
Total(n)	7	92	404	3	46	177	4	46	227	
Mean	1.86	1.90	1.95	3.00	2.02	1.94	1.00	1.78	1.96	
Standard deviation	1.46	1.13	1.15	1.73	1.22	1.16	0.00	1.03	1.14	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	0.80	0.91	-	-0.76	-0.84	

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

University of Idaho	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	35.0%	19.7%	24.4%	16.7%	15.4%	22.8%	62.5%	23.6%	25.8%	
Agree somewhat	45.0%	63.4%	59.3%	58.3%	64.6%	60.8%	25.0%	62.3%	58.0%	
Disagree somewhat	20.0%	14.8%	14.5%	25.0%	16.6%	14.5%	12.5%	13.1%	14.6%	
Disagree strongly	0.0%	2.2%	1.8%	0.0%	3.4%	1.9%	0.0%	1.0%	1.7%	
Total(n)	20	366	1,864	12	175	847	8	191	1,017	
Mean	3.15	3.01	3.06	2.92	2.92	3.04	3.50	3.08	3.08	
Standard deviation	0.75	0.66	0.68	0.67	0.67	0.67	0.76	0.64	0.68	
Significance	-			-			-			
Effect size	-	0.21	0.13	-	0.00	-0.18	-	0.66	0.62	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	20.0%	12.6%	12.0%	8.3%	11.4%	9.0%	37.5%	13.7%	14.6%	
Agree somewhat	20.0%	38.4%	35.5%	33.3%	31.4%	31.6%	0.0%	44.7%	38.7%	
Disagree somewhat	40.0%	38.4%	42.3%	33.3%	41.1%	45.6%	50.0%	35.8%	39.6%	
Disagree strongly	20.0%	10.7%	10.2%	25.0%	16.0%	13.8%	12.5%	5.8%	7.1%	
Total(n)	20	365	1,856	12	175	846	8	190	1,010	
Mean	2.40	2.53	2.49	2.25	2.38	2.36	2.63	2.66	2.61	
Standard deviation	1.05	0.85	0.83	0.97	0.89	0.83	1.19	0.78	0.82	
Significance	-			-			-			
Effect size	-	-0.15	-0.11	-	-0.15	-0.13	-	-0.04	0.02	
Faculty feel that most students are well-prepared academically										
Agree strongly	5.0%	4.9%	7.5%	0.0%	5.1%	6.6%	12.5%	4.7%	8.3%	
Agree somewhat	30.0%	43.3%	42.0%	33.3%	46.0%	42.6%	25.0%	40.8%	41.6%	
Disagree somewhat	45.0%	40.6%	40.1%	41.7%	36.9%	39.4%	50.0%	44.0%	40.7%	
Disagree strongly	20.0%	11.2%	10.3%	25.0%	11.9%	11.4%	12.5%	10.5%	9.5%	
Total(n)	20	367	1,860	12	176	845	8	191	1,015	
Mean	2.20	2.42	2.47	2.08	2.44	2.44	2.38	2.40	2.49	
Standard deviation	0.83	0.75	0.78	0.79	0.77	0.78	0.92	0.74	0.78	
Significance	-			-			-			
Effect size	-	-0.29	-0.35	-	-0.47	-0.46	-	-0.03	-0.14	

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

University of Idaho	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	10.5%	14.2%	12.5%	0.0%	13.9%	10.3%	28.6%	14.4%	14.4%	
Agree somewhat	47.4%	38.9%	37.7%	58.3%	35.3%	34.3%	28.6%	42.2%	40.5%	
Disagree somewhat	36.8%	37.5%	40.2%	41.7%	38.2%	43.5%	28.6%	36.9%	37.4%	
Disagree strongly	5.3%	9.4%	9.6%	0.0%	12.7%	11.8%	14.3%	6.4%	7.7%	
Total(n)	19	360	1,832	12	173	836	7	187	996	
Mean	2.63	2.58	2.53	2.58	2.50	2.43	2.71	2.65	2.61	
Standard deviation	0.76	0.85	0.83	0.51	0.89	0.83	1.11	0.81	0.82	
Significance	-			-			-			
Effect size	-	0.06	0.12	-	0.09	0.18	-	0.07	0.12	
This institution should hire more women faculty										
Agree strongly	0.0%	9.8%	9.3%	0.0%	8.1%	5.6%	0.0%	11.4%	12.5%	
Agree somewhat	52.6%	37.7%	33.1%	50.0%	35.8%	28.7%	57.1%	39.5%	36.7%	
Disagree somewhat	36.8%	42.2%	46.7%	41.7%	41.0%	52.0%	28.6%	43.2%	42.4%	
Disagree strongly	10.5%	10.3%	10.8%	8.3%	15.0%	13.7%	14.3%	5.9%	8.5%	
Total(n)	19	358	1,829	12	173	835	7	185	994	
Mean	2.42	2.47	2.41	2.42	2.37	2.26	2.43	2.56	2.53	
Standard deviation	0.69	0.81	0.80	0.67	0.84	0.76	0.79	0.77	0.82	
Significance	-			-			-			
Effect size	-	-0.06	0.01	-	0.06	0.21	-	-0.17	-0.12	
Student Affairs staff have the support and respect of faculty										
Agree strongly	15.8%	14.8%	15.6%	16.7%	12.4%	14.7%	14.3%	17.0%	16.4%	
Agree somewhat	57.9%	70.7%	68.4%	50.0%	67.6%	67.5%	71.4%	73.6%	69.2%	
Disagree somewhat	15.8%	11.6%	14.2%	16.7%	15.3%	15.5%	14.3%	8.2%	13.1%	
Disagree strongly	10.5%	2.8%	1.8%	16.7%	4.7%	2.3%	0.0%	1.1%	1.3%	
Total(n)	19	352	1,783	12	170	819	7	182	964	
Mean	2.79	2.97	2.98	2.67	2.88	2.95	3.00	3.07	3.01	
Standard deviation	0.85	0.62	0.61	0.98	0.67	0.63	0.58	0.54	0.59	
Significance	-			-			-			
Effect size	-	-0.29	-0.31	-	-0.31	-0.44	-	-0.13	-0.02	

University of Idaho	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	35.0%	29.8%	40.4%	41.7%	29.7%	39.7%	25.0%	29.8%	41.0%	
Agree somewhat	55.0%	61.2%	51.9%	41.7%	56.6%	51.5%	75.0%	65.4%	52.1%	
Disagree somewhat	10.0%	7.4%	6.6%	16.7%	11.4%	7.8%	0.0%	3.7%	5.7%	
Disagree strongly	0.0%	1.7%	1.1%	0.0%	2.3%	0.9%	0.0%	1.1%	1.2%	
Total(n)	20	363	1,851	12	175	844	8	188	1,007	
Mean	3.25	3.19	3.32	3.25	3.14	3.30	3.25	3.24	3.33	
Standard deviation	0.64	0.63	0.64	0.75	0.70	0.65	0.46	0.57	0.64	
Significance	-			-			-			
Effect size	-	0.10	-0.11	-	0.16	-0.08	-	0.02	-0.13	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	25.0%	26.9%	38.1%	16.7%	24.0%	35.6%	37.5%	29.6%	40.3%	
Agree somewhat	75.0%	56.3%	50.2%	83.3%	58.3%	51.8%	62.5%	54.5%	48.9%	
Disagree somewhat	0.0%	15.1%	10.5%	0.0%	15.4%	11.4%	0.0%	14.8%	9.7%	
Disagree strongly	0.0%	1.6%	1.2%	0.0%	2.3%	1.2%	0.0%	1.1%	1.2%	
Total(n)	20	364	1,856	12	175	843	8	189	1,013	
Mean	3.25	3.09	3.25	3.17	3.04	3.22	3.38	3.13	3.28	
Standard deviation	0.44	0.69	0.69	0.39	0.70	0.69	0.52	0.69	0.68	
Significance	-			-			-			
Effect size	-	0.23	0.00	-	0.19	-0.07	-	0.36	0.15	
There is a lot of campus racial conflict here										
Agree strongly	0.0%	0.6%	0.7%	0.0%	1.1%	1.1%	0.0%	0.0%	0.4%	
Agree somewhat	10.0%	9.7%	4.9%	16.7%	10.3%	4.4%	0.0%	9.1%	5.4%	
Disagree somewhat	30.0%	36.8%	31.7%	25.0%	34.9%	29.5%	37.5%	38.7%	33.6%	
Disagree strongly	60.0%	52.9%	62.7%	58.3%	53.7%	65.1%	62.5%	52.2%	60.6%	
Total(n)	20	361	1,843	12	175	845	8	186	998	
Mean	1.50	1.58	1.44	1.58	1.59	1.41	1.38	1.57	1.46	
Standard deviation	0.69	0.69	0.62	0.79	0.72	0.63	0.52	0.66	0.62	
Significance	-			-			-			
Effect size	-	-0.12	0.10	-	-0.01	0.27	-	-0.29	-0.13	

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

University of Idaho	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	15.8%	13.2%	11.2%	0.0%	12.8%	11.3%	37.5%	13.5%	11.1%	
Agree somewhat	36.8%	44.9%	48.9%	45.5%	46.3%	49.9%	25.0%	43.5%	48.0%	
Disagree somewhat	31.6%	24.3%	25.1%	27.3%	22.6%	23.9%	37.5%	25.9%	26.1%	
Disagree strongly	15.8%	17.7%	14.9%	27.3%	18.3%	14.9%	0.0%	17.1%	14.8%	
Total(n)	19	334	1,729	11	164	799	8	170	930	
Mean	2.53	2.54	2.56	2.18	2.54	2.58	3.00	2.54	2.55	
Standard deviation	0.96	0.93	0.88	0.87	0.94	0.88	0.93	0.93	0.88	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	-0.38	-0.45	-	0.49	0.51	
My teaching is valued by faculty in my department										
Agree strongly	20.0%	43.3%	45.3%	8.3%	43.8%	46.6%	37.5%	42.9%	44.3%	
Agree somewhat	55.0%	42.8%	43.5%	58.3%	42.6%	43.7%	50.0%	42.9%	43.4%	
Disagree somewhat	20.0%	10.9%	8.6%	25.0%	10.8%	7.6%	12.5%	11.0%	9.5%	
Disagree strongly	5.0%	3.0%	2.5%	8.3%	2.8%	2.1%	0.0%	3.1%	2.8%	
Total(n)	20	367	1,866	12	176	847	8	191	1,019	
Mean	2.90	3.26	3.32	2.67	3.27	3.35	3.25	3.26	3.29	
Standard deviation	0.79	0.77	0.74	0.78	0.77	0.71	0.71	0.78	0.75	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.47	-0.57	-	-0.78	-0.96	-	-0.01	-0.05	
Faculty of color are treated fairly here										
Agree strongly	40.0%	46.9%	54.5%	41.7%	47.3%	56.2%	37.5%	46.4%	53.1%	
Agree somewhat	55.0%	47.1%	40.8%	50.0%	45.6%	39.9%	62.5%	48.6%	41.5%	
Disagree somewhat	5.0%	3.7%	3.8%	8.3%	4.1%	3.0%	0.0%	3.3%	4.4%	
Disagree strongly	0.0%	2.3%	0.9%	0.0%	3.0%	0.9%	0.0%	1.7%	1.0%	
Total(n)	20	350	1,800	12	169	822	8	181	978	
Mean	3.35	3.39	3.49	3.33	3.37	3.51	3.38	3.40	3.47	
Standard deviation	0.59	0.67	0.62	0.65	0.71	0.60	0.52	0.64	0.63	
Significance	-			-			-			
Effect size	-	-0.06	-0.23	-	-0.06	-0.30	-	-0.03	-0.14	

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

University of Idaho	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	50.0%	49.2%	55.6%	50.0%	51.2%	59.8%	50.0%	47.3%	52.1%	
Agree somewhat	45.0%	45.2%	38.9%	41.7%	44.7%	36.4%	50.0%	45.7%	40.9%	
Disagree somewhat	0.0%	3.4%	3.9%	0.0%	2.4%	3.0%	0.0%	4.3%	4.7%	
Disagree strongly	5.0%	2.2%	1.6%	8.3%	1.8%	0.7%	0.0%	2.7%	2.3%	
Total(n)	20	356	1,827	12	170	826	8	186	1,001	
Mean	3.40	3.41	3.48	3.33	3.45	3.55	3.50	3.38	3.43	
Standard deviation	0.75	0.67	0.65	0.89	0.63	0.59	0.53	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.01	-0.12	-	-0.19	-0.37	-	0.17	0.10	
Gay and lesbian faculty are treated fairly here										
Agree strongly	45.0%	45.6%	46.9%	41.7%	46.2%	48.3%	50.0%	45.0%	45.7%	
Agree somewhat	50.0%	50.4%	44.1%	50.0%	49.1%	43.9%	50.0%	51.7%	44.3%	
Disagree somewhat	0.0%	2.3%	6.2%	0.0%	3.0%	5.1%	0.0%	1.7%	7.1%	
Disagree strongly	5.0%	1.7%	2.8%	8.3%	1.8%	2.7%	0.0%	1.7%	2.9%	
Total(n)	20	349	1,764	12	169	809	8	180	955	
Mean	3.35	3.40	3.35	3.25	3.40	3.38	3.50	3.40	3.33	
Standard deviation	0.75	0.62	0.72	0.87	0.64	0.71	0.53	0.61	0.73	
Significance	-			-			-			
Effect size	-	-0.08	0.00	-	-0.23	-0.18	-	0.16	0.23	
Faculty are sufficiently involved in campus decision making										
Agree strongly	5.0%	14.3%	16.7%	8.3%	15.1%	18.6%	0.0%	13.6%	15.2%	
Agree somewhat	40.0%	52.8%	52.4%	16.7%	49.4%	50.4%	75.0%	56.0%	54.1%	
Disagree somewhat	35.0%	25.6%	23.2%	41.7%	25.0%	23.1%	25.0%	26.1%	23.3%	
Disagree strongly	20.0%	7.3%	7.7%	33.3%	10.5%	7.9%	0.0%	4.3%	7.5%	
Total(n)	20	356	1,803	12	172	827	8	184	976	
Mean	2.30	2.74	2.78	2.00	2.69	2.80	2.75	2.79	2.77	
Standard deviation	0.86	0.79	0.81	0.95	0.85	0.83	0.46	0.73	0.79	
Significance	-	*	**	-	**	***	-			
Effect size	-	-0.56	-0.59	-	-0.81	-0.96	-	-0.05	-0.03	

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

University of Idaho	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	10.0%	21.3%	33.0%	8.3%	21.4%	30.9%	12.5%	21.2%	34.8%	
Agree somewhat	65.0%	60.5%	52.4%	58.3%	57.8%	53.8%	75.0%	63.0%	51.3%	
Disagree somewhat	20.0%	14.6%	11.6%	25.0%	15.0%	11.7%	12.5%	14.1%	11.5%	
Disagree strongly	5.0%	3.6%	3.0%	8.3%	5.8%	3.6%	0.0%	1.6%	2.5%	
Total(n)	20	357	1,832	12	173	837	8	184	995	
Mean	2.80	2.99	3.15	2.67	2.95	3.12	3.00	3.04	3.18	
Standard deviation	0.70	0.71	0.74	0.78	0.77	0.75	0.53	0.65	0.73	
Significance	-		*	-		*	-			
Effect size	-	-0.27	-0.47	-	-0.36	-0.60	-	-0.06	-0.25	
This institution takes responsibility for educating underprepared students										
Agree strongly	0.0%	17.7%	22.9%	0.0%	17.5%	22.1%	0.0%	17.8%	23.6%	
Agree somewhat	65.0%	53.7%	53.5%	58.3%	50.9%	55.6%	75.0%	56.2%	51.8%	
Disagree somewhat	30.0%	24.2%	19.0%	33.3%	25.7%	17.7%	25.0%	22.7%	20.1%	
Disagree strongly	5.0%	4.5%	4.5%	8.3%	5.8%	4.5%	0.0%	3.2%	4.6%	
Total(n)	20	356	1,825	12	171	836	8	185	989	
Mean	2.60	2.85	2.95	2.50	2.80	2.95	2.75	2.89	2.94	
Standard deviation	0.60	0.76	0.77	0.67	0.79	0.76	0.46	0.72	0.78	
Significance	-		*	-		*	-			
Effect size	-	-0.33	-0.45	-	-0.38	-0.59	-	-0.19	-0.24	
The criteria for advancement and promotion decisions are clear										
Agree strongly	0.0%	14.1%	16.8%	0.0%	15.8%	16.8%	0.0%	12.5%	16.9%	
Agree somewhat	35.0%	42.5%	43.3%	16.7%	43.9%	45.9%	62.5%	41.3%	41.0%	
Disagree somewhat	40.0%	31.0%	29.1%	41.7%	28.1%	27.8%	37.5%	33.7%	30.1%	
Disagree strongly	25.0%	12.4%	10.8%	41.7%	12.3%	9.5%	0.0%	12.5%	11.9%	
Total(n)	20	355	1,795	12	171	823	8	184	972	
Mean	2.10	2.58	2.66	1.75	2.63	2.70	2.63	2.54	2.63	
Standard deviation	0.79	0.88	0.88	0.75	0.89	0.86	0.52	0.87	0.90	
Significance	-	*	**	-	**	***	-			
Effect size	-	-0.55	-0.64	-	-0.99	-1.10	-	0.10	0.00	

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

University of Idaho	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	15.0%	10.4%	8.9%	16.7%	10.3%	7.8%	12.5%	10.5%	9.9%	
Agree somewhat	40.0%	30.1%	27.8%	50.0%	28.6%	26.6%	25.0%	31.4%	28.8%	
Disagree somewhat	40.0%	44.0%	42.5%	33.3%	43.4%	45.2%	50.0%	44.5%	40.3%	
Disagree strongly	5.0%	15.6%	20.8%	0.0%	17.7%	20.4%	12.5%	13.6%	21.0%	
Total(n)	20	366	1,859	12	175	846	8	191	1,013	
Mean	2.65	2.35	2.25	2.83	2.31	2.22	2.38	2.39	2.28	
Standard deviation	0.81	0.87	0.88	0.72	0.88	0.86	0.92	0.85	0.90	
Significance	-		*	-	*	*	-			
Effect size	-	0.34	0.45	-	0.59	0.71	-	-0.01	0.11	
There is adequate support for faculty development										
Agree strongly	0.0%	13.0%	17.4%	0.0%	13.8%	15.7%	0.0%	12.3%	18.9%	
Agree somewhat	30.0%	50.1%	51.7%	16.7%	50.0%	54.4%	50.0%	50.3%	49.3%	
Disagree somewhat	40.0%	28.5%	23.8%	50.0%	27.0%	23.4%	25.0%	29.9%	24.2%	
Disagree strongly	30.0%	8.3%	7.1%	33.3%	9.2%	6.5%	25.0%	7.5%	7.6%	
Total(n)	20	361	1,825	12	174	836	8	187	989	
Mean	2.00	2.68	2.79	1.83	2.68	2.79	2.25	2.67	2.80	
Standard deviation	0.79	0.80	0.81	0.72	0.82	0.78	0.89	0.79	0.83	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.85	-0.98	-	-1.04	-1.23	-	-0.53	-0.66	

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

University of Idaho	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	30.0%	38.5%	45.0%	25.0%	36.4%	43.0%	37.5%	40.5%	46.7%	
High priority	35.0%	44.0%	41.4%	25.0%	42.6%	43.5%	50.0%	45.3%	39.7%	
Medium priority	25.0%	15.0%	11.5%	33.3%	17.6%	11.3%	12.5%	12.6%	11.6%	
Low priority	10.0%	2.5%	2.1%	16.7%	3.4%	2.1%	0.0%	1.6%	2.1%	
Total(n)	20	366	1,859	12	176	848	8	190	1,011	
Mean	2.85	3.19	3.29	2.58	3.12	3.27	3.25	3.25	3.31	
Standard deviation	0.99	0.78	0.75	1.08	0.82	0.74	0.71	0.73	0.76	
Significance	-		**	-	*	**	-			
Effect size	-	-0.44	-0.59	-	-0.66	-0.93	-	0.00	-0.08	
To develop a sense of community among students and faculty										
Highest priority	0.0%	17.3%	20.2%	0.0%	16.6%	19.9%	0.0%	18.0%	20.5%	
High priority	45.0%	40.7%	43.5%	33.3%	37.1%	43.3%	62.5%	43.9%	43.7%	
Medium priority	45.0%	33.8%	29.5%	50.0%	35.4%	30.2%	37.5%	32.3%	28.9%	
Low priority	10.0%	8.2%	6.8%	16.7%	10.9%	6.6%	0.0%	5.8%	6.9%	
Total(n)	20	364	1,859	12	175	848	8	189	1,011	
Mean	2.35	2.67	2.77	2.17	2.59	2.77	2.63	2.74	2.78	
Standard deviation	0.67	0.86	0.85	0.72	0.89	0.84	0.52	0.82	0.85	
Significance	-		*	-		*	-			
Effect size	-	-0.37	-0.49	-	-0.47	-0.71	-	-0.13	-0.18	
To facilitate student involvement in community service										
Highest priority	0.0%	11.5%	16.7%	0.0%	9.2%	15.2%	0.0%	13.7%	18.0%	
High priority	30.0%	34.3%	35.5%	33.3%	35.6%	35.0%	25.0%	33.2%	35.9%	
Medium priority	50.0%	43.7%	37.1%	50.0%	41.4%	37.7%	50.0%	45.8%	36.7%	
Low priority	20.0%	10.4%	10.6%	16.7%	13.8%	12.1%	25.0%	7.4%	9.4%	
Total(n)	20	364	1,852	12	174	846	8	190	1,006	
Mean	2.10	2.47	2.58	2.17	2.40	2.53	2.00	2.53	2.62	
Standard deviation	0.72	0.83	0.89	0.72	0.84	0.89	0.76	0.82	0.89	
Significance	-		*	-			-		*	
Effect size	-	-0.45	-0.54	-	-0.27	-0.40	-	-0.65	-0.70	Institutional Priority: Civic Engagement

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To help students learn how to bring about change in society										
Highest priority	0.0%	13.9%	16.1%	0.0%	11.7%	14.6%	0.0%	15.9%	17.4%	
High priority	25.0%	26.4%	32.1%	25.0%	26.3%	30.9%	25.0%	26.5%	33.2%	
Medium priority	45.0%	42.8%	37.8%	41.7%	41.5%	39.6%	50.0%	43.9%	36.4%	
Low priority	30.0%	16.9%	13.9%	33.3%	20.5%	14.9%	25.0%	13.8%	13.0%	
Total(n)	20	360	1,848	12	171	844	8	189	1,004	
Mean	1.95	2.37	2.50	1.92	2.29	2.45	2.00	2.44	2.55	
Standard deviation	0.76	0.92	0.92	0.79	0.92	0.92	0.76	0.92	0.93	
Significance	-	*	**	-		*	-			
Effect size	-	-0.46	-0.60	-	-0.40	-0.58	-	-0.48	-0.59	
To increase or maintain institutional prestige										
Highest priority	10.0%	26.6%	23.4%	8.3%	21.4%	21.5%	12.5%	31.4%	25.0%	Institutional Priority: Increase Prestige
High priority	55.0%	43.2%	41.6%	50.0%	46.8%	44.0%	62.5%	39.9%	39.6%	
Medium priority	25.0%	23.5%	28.0%	33.3%	24.3%	27.1%	12.5%	22.9%	28.8%	
Low priority	10.0%	6.6%	7.0%	8.3%	7.5%	7.4%	12.5%	5.9%	6.6%	
Total(n)	20	361	1,850	12	173	846	8	188	1,004	
Mean	2.65	2.90	2.81	2.58	2.82	2.80	2.75	2.97	2.83	
Standard deviation	0.81	0.87	0.87	0.79	0.85	0.86	0.89	0.88	0.88	
Significance	-			-			-			
Effect size	-	-0.29	-0.18	-	-0.28	-0.26	-	-0.25	-0.09	
To hire faculty 'stars'										
Highest priority	5.0%	10.5%	7.8%	8.3%	11.2%	6.8%	0.0%	9.8%	8.5%	Institutional Priority: Increase Prestige
High priority	25.0%	32.0%	24.0%	25.0%	29.6%	22.4%	25.0%	34.2%	25.4%	
Medium priority	20.0%	34.0%	38.4%	0.0%	29.6%	37.8%	50.0%	38.0%	38.9%	
Low priority	50.0%	23.5%	29.8%	66.7%	29.6%	32.9%	25.0%	17.9%	27.1%	
Total(n)	20	353	1,819	12	169	835	8	184	984	
Mean	1.85	2.29	2.10	1.75	2.22	2.03	2.00	2.36	2.15	
Standard deviation	0.99	0.94	0.92	1.14	1.00	0.91	0.76	0.89	0.92	
Significance	-	*		-			-			
Effect size	-	-0.47	-0.27	-	-0.47	-0.31	-	-0.40	-0.16	

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

University of Idaho	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: Commit- ment to Diversity
Highest priority	5.0%	10.2%	10.5%	8.3%	10.6%	9.0%	0.0%	9.8%	11.8%	
High priority	0.0%	33.1%	34.8%	0.0%	28.2%	34.4%	0.0%	37.7%	35.1%	
Medium priority	75.0%	45.0%	42.6%	75.0%	45.9%	43.4%	75.0%	44.3%	42.0%	
Low priority	20.0%	11.6%	12.1%	16.7%	15.3%	13.2%	25.0%	8.2%	11.1%	
Total(n)	20	353	1,816	12	170	834	8	183	982	
Mean	1.90	2.42	2.44	2.00	2.34	2.39	1.75	2.49	2.48	
Standard deviation	0.64	0.83	0.84	0.74	0.86	0.83	0.46	0.78	0.84	
Significance	-	**	**	-			-	**	*	
Effect size	-	-0.63	-0.64	-	-0.40	-0.47	-	-0.95	-0.87	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	15.0%	31.4%	24.2%	25.0%	33.7%	24.7%	0.0%	29.2%	23.8%	
High priority	35.0%	43.7%	40.1%	41.7%	43.0%	43.4%	25.0%	44.3%	37.3%	
Medium priority	40.0%	21.6%	27.5%	25.0%	20.3%	24.4%	62.5%	22.7%	30.2%	
Low priority	10.0%	3.4%	8.2%	8.3%	2.9%	7.5%	12.5%	3.8%	8.7%	
Total(n)	20	357	1,840	12	172	845	8	185	995	
Mean	2.55	3.03	2.80	2.83	3.08	2.85	2.13	2.99	2.76	
Standard deviation	0.89	0.82	0.90	0.94	0.81	0.88	0.64	0.82	0.91	
Significance	-	*		-			-	**		
Effect size	-	-0.59	-0.28	-	-0.31	-0.02	-	-1.05	-0.69	
To create a diverse multi-cultural campus environment										Institutional Priority: Commit- ment to Diversity
Highest priority	10.0%	19.5%	20.5%	16.7%	20.9%	20.0%	0.0%	18.2%	20.9%	
High priority	20.0%	35.1%	38.8%	8.3%	30.2%	37.5%	37.5%	39.6%	39.9%	
Medium priority	40.0%	36.8%	32.2%	50.0%	39.0%	33.8%	25.0%	34.8%	30.8%	
Low priority	30.0%	8.6%	8.5%	25.0%	9.9%	8.7%	37.5%	7.5%	8.4%	
Total(n)	20	359	1,841	12	172	843	8	187	998	
Mean	2.10	2.65	2.71	2.17	2.62	2.69	2.00	2.68	2.73	
Standard deviation	0.97	0.89	0.89	1.03	0.93	0.89	0.93	0.86	0.89	
Significance	-	**	**	-		*	-	*	*	
Effect size	-	-0.62	-0.69	-	-0.48	-0.58	-	-0.79	-0.82	

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

University of Idaho	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	5.0%	14.8%	16.2%	8.3%	14.7%	16.6%	0.0%	14.9%	15.9%	
High priority	40.0%	34.8%	39.8%	33.3%	38.8%	43.1%	50.0%	30.9%	37.0%	
Medium priority	25.0%	39.9%	33.7%	33.3%	36.5%	32.1%	12.5%	43.1%	35.0%	
Low priority	30.0%	10.5%	10.3%	25.0%	10.0%	8.2%	37.5%	11.0%	12.0%	
Total(n)	20	351	1,811	12	170	831	8	181	980	
Mean	2.20	2.54	2.62	2.25	2.58	2.68	2.13	2.50	2.57	
Standard deviation	0.95	0.87	0.88	0.97	0.86	0.84	0.99	0.88	0.90	
Significance	-		*	-			-			
Effect size	-	-0.39	-0.48	-	-0.38	-0.51	-	-0.42	-0.49	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	0.0%	11.5%	12.2%	0.0%	10.8%	10.9%	0.0%	12.1%	13.3%	Institutional Priority: Civic Engage- ment
High priority	30.0%	31.6%	33.2%	25.0%	28.9%	32.3%	37.5%	34.1%	33.9%	
Medium priority	40.0%	41.1%	39.7%	41.7%	44.6%	42.1%	37.5%	37.9%	37.6%	
Low priority	30.0%	15.8%	15.0%	33.3%	15.7%	14.7%	25.0%	15.9%	15.2%	
Total(n)	20	348	1,803	12	166	824	8	182	979	
Mean	2.00	2.39	2.43	1.92	2.35	2.39	2.13	2.42	2.45	
Standard deviation	0.79	0.89	0.89	0.79	0.87	0.87	0.83	0.90	0.90	
Significance	-		*	-			-			
Effect size	-	-0.44	-0.48	-	-0.49	-0.54	-	-0.32	-0.36	
To create and sustain partnerships with surrounding communities										
Highest priority	5.0%	15.2%	16.7%	8.3%	11.9%	14.2%	0.0%	18.2%	18.8%	Institutional Priority: Civic Engage- ment
High priority	45.0%	40.7%	39.5%	33.3%	38.7%	41.0%	62.5%	42.5%	38.1%	
Medium priority	40.0%	33.2%	33.7%	41.7%	38.1%	33.7%	37.5%	28.7%	33.7%	
Low priority	10.0%	10.9%	10.1%	16.7%	11.3%	11.1%	0.0%	10.5%	9.4%	
Total(n)	20	349	1,814	12	168	831	8	181	983	
Mean	2.45	2.60	2.63	2.33	2.51	2.58	2.63	2.69	2.66	
Standard deviation	0.76	0.87	0.88	0.89	0.85	0.87	0.52	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.17	-0.20	-	-0.21	-0.29	-	-0.07	-0.03	

University of Idaho	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	20.0%	26.1%	16.4%	25.0%	24.9%	16.5%	12.5%	27.3%	16.4%	
High priority	40.0%	37.7%	37.2%	41.7%	38.5%	38.8%	37.5%	36.9%	35.8%	
Medium priority	35.0%	28.1%	35.1%	25.0%	30.2%	35.6%	50.0%	26.1%	34.7%	
Low priority	5.0%	8.1%	11.3%	8.3%	6.5%	9.1%	0.0%	9.7%	13.1%	
Total(n)	20	345	1,776	12	169	824	8	176	952	
Mean	2.75	2.82	2.59	2.83	2.82	2.63	2.63	2.82	2.55	
Standard deviation	0.85	0.91	0.89	0.94	0.88	0.86	0.74	0.94	0.92	
Significance	-			-			-			
Effect size	-	-0.08	0.18	-	0.01	0.23	-	-0.20	0.09	
To increase the representation of minorities in the faculty and administration										Institutional Priority: Commit- ment to Diversity
Highest priority	5.0%	9.3%	10.2%	8.3%	10.2%	9.6%	0.0%	8.5%	10.7%	
High priority	10.0%	32.4%	32.6%	8.3%	31.3%	33.8%	12.5%	33.3%	31.7%	
Medium priority	55.0%	45.5%	43.8%	41.7%	44.6%	44.1%	75.0%	46.3%	43.6%	
Low priority	30.0%	12.8%	13.3%	41.7%	13.9%	12.5%	12.5%	11.9%	14.0%	
Total(n)	20	343	1,786	12	166	823	8	177	963	
Mean	1.90	2.38	2.40	1.83	2.38	2.40	2.00	2.38	2.39	
Standard deviation	0.79	0.83	0.84	0.94	0.85	0.83	0.53	0.80	0.86	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.58	-0.60	-	-0.65	-0.69	-	-0.48	-0.45	
To strengthen links with the for-profit, corporate sector										
Highest priority	20.0%	24.1%	16.4%	25.0%	23.3%	16.5%	12.5%	24.9%	16.2%	
High priority	35.0%	41.0%	39.0%	25.0%	43.6%	42.1%	50.0%	38.4%	36.2%	
Medium priority	35.0%	26.4%	32.7%	33.3%	25.0%	30.3%	37.5%	27.7%	34.7%	
Low priority	10.0%	8.6%	12.0%	16.7%	8.1%	11.0%	0.0%	9.0%	12.9%	
Total(n)	20	349	1,784	12	172	828	8	177	956	
Mean	2.65	2.81	2.60	2.58	2.82	2.64	2.75	2.79	2.56	
Standard deviation	0.93	0.90	0.90	1.08	0.88	0.88	0.71	0.92	0.91	
Significance	-			-			-			
Effect size	-	-0.18	0.06	-	-0.27	-0.07	-	-0.04	0.21	

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

University of Idaho	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	5.0%	17.9%	23.3%	0.0%	15.0%	21.0%	12.5%	20.7%	25.3%	
High priority	55.0%	43.1%	43.6%	50.0%	42.8%	45.0%	62.5%	43.5%	42.3%	
Medium priority	40.0%	32.5%	27.3%	50.0%	34.7%	27.8%	25.0%	30.4%	26.9%	
Low priority	0.0%	6.4%	5.8%	0.0%	7.5%	6.2%	0.0%	5.4%	5.4%	
Total(n)	20	357	1,822	12	173	842	8	184	980	
Mean	2.65	2.73	2.84	2.50	2.65	2.81	2.88	2.79	2.88	
Standard deviation	0.59	0.83	0.84	0.52	0.83	0.84	0.64	0.83	0.85	
Significance	-			-			-			
Effect size	-	-0.10	-0.23	-	-0.18	-0.37	-	0.11	0.00	
To increase the representation of women in the faculty and administration										
Highest priority	5.0%	12.0%	9.8%	8.3%	13.3%	10.6%	0.0%	10.8%	9.2%	Institutional Priority: Commit- ment to Diversity
High priority	20.0%	29.2%	31.2%	8.3%	30.7%	33.0%	37.5%	27.8%	29.7%	
Medium priority	50.0%	45.6%	45.5%	58.3%	42.2%	45.0%	37.5%	48.9%	45.9%	
Low priority	25.0%	13.2%	13.5%	25.0%	13.9%	11.4%	25.0%	12.5%	15.2%	
Total(n)	20	342	1,782	12	166	822	8	176	960	
Mean	2.05	2.40	2.37	2.00	2.43	2.43	2.13	2.37	2.33	
Standard deviation	0.83	0.86	0.84	0.85	0.89	0.83	0.83	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.41	-0.38	-	-0.48	-0.52	-	-0.29	-0.24	
To develop an appreciation for multiculturalism										
Highest priority	15.0%	17.8%	21.5%	25.0%	18.3%	20.6%	0.0%	17.4%	22.2%	Institutional Priority: Commit- ment to Diversity
High priority	25.0%	40.2%	39.8%	16.7%	39.6%	40.2%	37.5%	40.8%	39.4%	
Medium priority	40.0%	32.3%	31.6%	41.7%	30.8%	30.9%	37.5%	33.7%	32.2%	
Low priority	20.0%	9.6%	7.2%	16.7%	11.2%	8.3%	25.0%	8.2%	6.2%	
Total(n)	20	353	1,818	12	169	833	8	184	985	
Mean	2.35	2.66	2.76	2.50	2.65	2.73	2.13	2.67	2.78	
Standard deviation	0.99	0.88	0.87	1.09	0.91	0.88	0.83	0.86	0.86	
Significance	-		*	-			-		*	
Effect size	-	-0.35	-0.47	-	-0.16	-0.26	-	-0.63	-0.76	

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

University of Idaho	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	15.0%	20.4%	16.9%	16.7%	16.5%	17.1%	12.5%	24.1%	16.8%	
Agree somewhat	50.0%	52.3%	52.0%	50.0%	55.1%	51.7%	50.0%	49.7%	52.2%	
Disagree somewhat	25.0%	21.3%	22.5%	16.7%	21.0%	21.8%	37.5%	21.5%	23.1%	
Disagree strongly	10.0%	6.0%	8.6%	16.7%	7.4%	9.4%	0.0%	4.7%	8.0%	
Total(n)	20	367	1,871	12	176	853	8	191	1,018	
Mean	2.70	2.87	2.77	2.67	2.81	2.77	2.75	2.93	2.78	
Standard deviation	0.86	0.80	0.83	0.98	0.80	0.84	0.71	0.80	0.82	
Significance	-			-			-			
Effect size	-	-0.21	-0.08	-	-0.18	-0.12	-	-0.23	-0.04	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	10.0%	6.9%	6.7%	16.7%	8.6%	8.8%	0.0%	5.3%	4.9%	
Agree somewhat	25.0%	24.5%	25.0%	16.7%	26.4%	27.2%	37.5%	22.6%	23.1%	
Disagree somewhat	50.0%	46.4%	42.8%	50.0%	46.0%	41.5%	50.0%	46.8%	43.9%	
Disagree strongly	15.0%	22.3%	25.6%	16.7%	19.0%	22.5%	12.5%	25.3%	28.1%	
Total(n)	20	364	1,858	12	174	849	8	190	1,009	
Mean	2.30	2.16	2.13	2.33	2.25	2.22	2.25	2.08	2.05	
Standard deviation	0.86	0.85	0.87	0.98	0.86	0.90	0.71	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.16	0.20	-	0.09	0.12	-	0.20	0.24	
Colleges should be actively involved in solving social problems										
Agree strongly	10.0%	19.9%	21.4%	16.7%	18.2%	20.4%	0.0%	21.6%	22.2%	
Agree somewhat	55.0%	53.8%	52.8%	58.3%	55.7%	54.4%	50.0%	52.1%	51.5%	
Disagree somewhat	35.0%	22.4%	20.9%	25.0%	19.9%	20.1%	50.0%	24.7%	21.6%	
Disagree strongly	0.0%	3.8%	4.9%	0.0%	6.3%	5.1%	0.0%	1.6%	4.7%	
Total(n)	20	366	1,867	12	176	851	8	190	1,016	
Mean	2.75	2.90	2.91	2.92	2.86	2.90	2.50	2.94	2.91	
Standard deviation	0.64	0.75	0.78	0.67	0.78	0.77	0.53	0.72	0.79	
Significance	-			-			-			
Effect size	-	-0.20	-0.21	-	0.08	0.03	-	-0.61	-0.52	

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

University of Idaho	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	20.0%	31.8%	35.7%	25.0%	25.6%	30.6%	12.5%	37.6%	40.0%	
Agree somewhat	70.0%	57.8%	56.8%	66.7%	63.1%	60.7%	75.0%	52.9%	53.4%	
Disagree somewhat	5.0%	9.3%	6.5%	0.0%	9.1%	7.4%	12.5%	9.5%	5.8%	
Disagree strongly	5.0%	1.1%	1.0%	8.3%	2.3%	1.3%	0.0%	0.0%	0.8%	
Total(n)	20	365	1,869	12	176	853	8	189	1,016	
Mean	3.05	3.20	3.27	3.08	3.12	3.21	3.00	3.28	3.33	
Standard deviation	0.69	0.64	0.62	0.79	0.65	0.62	0.53	0.63	0.62	
Significance	-			-			-			
Effect size	-	-0.23	-0.35	-	-0.06	-0.21	-	-0.44	-0.53	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	45.0%	51.2%	54.3%	50.0%	45.5%	49.1%	37.5%	56.6%	58.7%	
Agree somewhat	45.0%	42.2%	39.7%	41.7%	42.0%	42.8%	50.0%	42.3%	37.1%	
Disagree somewhat	5.0%	5.5%	5.0%	8.3%	10.8%	7.2%	0.0%	0.5%	3.2%	
Disagree strongly	5.0%	1.1%	1.0%	0.0%	1.7%	0.9%	12.5%	0.5%	1.0%	
Total(n)	20	365	1,870	12	176	853	8	189	1,017	
Mean	3.30	3.44	3.47	3.42	3.31	3.40	3.13	3.55	3.53	
Standard deviation	0.80	0.65	0.64	0.67	0.73	0.66	0.99	0.54	0.61	
Significance	-			-			-	*		
Effect size	-	-0.22	-0.27	-	0.15	0.03	-	-0.78	-0.66	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	5.0%	3.8%	3.1%	0.0%	2.8%	3.6%	12.5%	4.7%	2.6%	
Agree somewhat	15.0%	11.4%	12.5%	16.7%	17.6%	16.4%	12.5%	5.8%	9.2%	
Disagree somewhat	55.0%	45.2%	39.0%	58.3%	47.2%	38.7%	50.0%	43.5%	39.3%	
Disagree strongly	25.0%	39.5%	45.4%	25.0%	32.4%	41.2%	25.0%	46.1%	48.9%	
Total(n)	20	367	1,871	12	176	852	8	191	1,019	
Mean	2.00	1.80	1.73	1.92	1.91	1.83	2.13	1.69	1.66	
Standard deviation	0.79	0.79	0.80	0.67	0.78	0.83	0.99	0.78	0.75	
Significance	-			-			-			
Effect size	-	0.25	0.34	-	0.01	0.11	-	0.56	0.63	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should be concerned with facilitating undergraduate students' spiritual development										
Agree strongly	5.0%	7.4%	14.7%	8.3%	8.0%	14.0%	0.0%	6.8%	15.2%	
Agree somewhat	25.0%	27.9%	29.3%	25.0%	28.2%	30.4%	25.0%	27.7%	28.5%	
Disagree somewhat	30.0%	33.4%	30.4%	33.3%	32.2%	29.6%	25.0%	34.6%	31.0%	
Disagree strongly	40.0%	31.2%	25.6%	33.3%	31.6%	26.0%	50.0%	30.9%	25.2%	
Total(n)	20	365	1,868	12	174	850	8	191	1,018	
Mean	1.95	2.12	2.33	2.08	2.13	2.32	1.75	2.10	2.34	
Standard deviation	0.94	0.94	1.01	1.00	0.95	1.01	0.89	0.92	1.02	
Significance	-			-			-			
Effect size	-	-0.18	-0.38	-	-0.05	-0.24	-	-0.38	-0.58	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	40.0%	33.5%	30.6%	25.0%	31.0%	29.1%	62.5%	35.8%	31.9%	Civic Minded Values
Agree somewhat	60.0%	55.8%	58.0%	75.0%	56.3%	60.1%	37.5%	55.3%	56.3%	
Disagree somewhat	0.0%	8.8%	9.6%	0.0%	9.2%	8.6%	0.0%	8.4%	10.4%	
Disagree strongly	0.0%	1.9%	1.8%	0.0%	3.4%	2.2%	0.0%	0.5%	1.4%	
Total(n)	20	364	1,868	12	174	852	8	190	1,016	
Mean	3.40	3.21	3.18	3.25	3.15	3.16	3.63	3.26	3.19	
Standard deviation	0.50	0.68	0.67	0.45	0.72	0.66	0.52	0.63	0.67	
Significance	-			-			-			
Effect size	-	0.28	0.33	-	0.14	0.14	-	0.59	0.66	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	30.0%	16.3%	13.8%	33.3%	17.0%	14.5%	25.0%	15.8%	13.2%	
Agree somewhat	35.0%	49.6%	46.9%	33.3%	47.4%	46.5%	37.5%	51.6%	47.1%	
Disagree somewhat	35.0%	26.8%	31.9%	33.3%	27.5%	31.7%	37.5%	26.1%	32.0%	
Disagree strongly	0.0%	7.3%	7.4%	0.0%	8.2%	7.2%	0.0%	6.5%	7.6%	
Total(n)	20	355	1,814	12	171	832	8	184	982	
Mean	2.95	2.75	2.67	3.00	2.73	2.68	2.88	2.77	2.66	
Standard deviation	0.83	0.81	0.80	0.85	0.84	0.81	0.83	0.79	0.80	
Significance	-			-			-			
Effect size	-	0.25	0.35	-	0.32	0.40	-	0.14	0.28	

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

University of Idaho	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	30.0%	36.4%	40.3%	25.0%	32.8%	36.0%	37.5%	39.8%	43.9%	
Agree somewhat	10.0%	28.6%	29.5%	8.3%	26.4%	29.1%	12.5%	30.6%	29.8%	
Disagree somewhat	55.0%	26.7%	21.5%	58.3%	27.0%	22.4%	50.0%	26.3%	20.7%	
Disagree strongly	5.0%	8.3%	8.8%	8.3%	13.8%	12.4%	0.0%	3.2%	5.7%	
Total(n)	20	360	1,845	12	174	844	8	186	1,001	
Mean	2.65	2.93	3.01	2.50	2.78	2.89	2.88	3.07	3.12	
Standard deviation	0.99	0.98	0.98	1.00	1.05	1.03	0.99	0.89	0.93	
Significance	-			-			-			
Effect size	-	-0.29	-0.37	-	-0.27	-0.38	-	-0.21	-0.26	
This institution should not offer remedial/developmental education										
Agree strongly	10.0%	5.5%	4.5%	16.7%	8.6%	5.2%	0.0%	2.7%	3.9%	
Agree somewhat	5.0%	11.0%	13.2%	8.3%	9.7%	12.8%	0.0%	12.2%	13.6%	
Disagree somewhat	45.0%	42.4%	40.3%	41.7%	44.6%	44.0%	50.0%	40.4%	37.2%	
Disagree strongly	40.0%	41.0%	42.0%	33.3%	37.1%	38.0%	50.0%	44.7%	45.4%	
Total(n)	20	363	1,844	12	175	843	8	188	1,001	
Mean	1.85	1.81	1.80	2.08	1.90	1.85	1.50	1.73	1.76	
Standard deviation	0.93	0.84	0.83	1.08	0.90	0.83	0.53	0.78	0.83	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.20	0.28	-	-0.29	-0.31	
Please enter your total salary from teaching at this institution for this academic year										
Mean	\$12,145	\$15,747	\$17,098	\$10,500	\$15,369	\$16,513	\$14,613	\$16,091	\$17,586	
Median	\$12,000	\$12,800	\$13,000	\$11,750	\$12,000	\$12,000	\$13,500	\$14,000	\$14,000	
Total(n)	20	359	1,811	12	171	824	8	188	987	
How much are you paid per course at this institution?										
Mean	\$4,168	\$3,671	\$3,876	\$4,188	\$3,995	\$4,173	\$4,138	\$3,370	\$3,622	
Median	\$3,500	\$3,000	\$3,300	\$3,500	\$3,000	\$3,500	\$3,800	\$3,000	\$3,200	
Total(n)	20	351	1,765	12	169	813	8	182	952	

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

University of Idaho	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%	20.0%	14.9%	14.6%	0.0%	8.7%	9.7%	50.0%	20.6%	18.8%	
75% to 99%	0.0%	9.9%	12.4%	0.0%	9.2%	8.6%	0.0%	10.6%	15.6%	
74% to 50%	20.0%	14.4%	13.4%	16.7%	11.0%	10.9%	25.0%	17.5%	15.6%	
25% to 49%	35.0%	23.2%	19.3%	41.7%	26.6%	21.0%	25.0%	20.1%	17.9%	
1% to 24%	25.0%	34.8%	37.0%	41.7%	40.5%	46.6%	0.0%	29.6%	28.8%	
0%	0.0%	2.8%	3.3%	0.0%	4.0%	3.2%	0.0%	1.6%	3.3%	
Total(n)	20	362	1,824	12	173	835	8	189	989	
Other income from this institution										
100%	0.0%	0.3%	0.3%	0.0%	0.0%	0.1%	0.0%	0.5%	0.5%	
75% to 99%	0.0%	0.0%	0.8%	0.0%	0.0%	0.6%	0.0%	0.0%	1.0%	
74% to 50%	0.0%	0.6%	1.1%	0.0%	0.6%	1.1%	0.0%	0.5%	1.0%	
25% to 49%	15.0%	3.6%	2.7%	16.7%	3.0%	1.8%	12.5%	4.3%	3.3%	
1% to 24%	5.0%	11.8%	10.0%	0.0%	9.5%	9.0%	12.5%	13.8%	10.8%	
0%	80.0%	83.8%	85.1%	83.3%	87.0%	87.3%	75.0%	80.9%	83.3%	
Total(n)	20	357	1,773	12	169	811	8	188	962	
Income from another academic institution										
100%	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.5%	
75% to 99%	0.0%	8.4%	7.4%	0.0%	5.9%	7.1%	0.0%	10.6%	7.6%	
74% to 50%	25.0%	7.0%	7.5%	25.0%	5.9%	5.4%	25.0%	8.0%	9.3%	
25% to 49%	0.0%	5.3%	7.8%	0.0%	3.5%	7.4%	0.0%	6.9%	8.1%	
1% to 24%	10.0%	12.6%	12.5%	8.3%	13.5%	14.8%	12.5%	11.7%	10.6%	
0%	65.0%	66.8%	64.5%	66.7%	71.2%	65.2%	62.5%	62.8%	63.9%	
Total(n)	20	358	1,779	12	170	815	8	188	964	
Non-academic income										
100%	0.0%	1.1%	0.8%	0.0%	2.3%	1.1%	0.0%	0.0%	0.6%	
75% to 99%	25.0%	30.1%	30.6%	41.7%	39.0%	40.8%	0.0%	21.9%	22.0%	
74% to 50%	10.0%	16.2%	13.7%	16.7%	18.6%	15.1%	0.0%	13.9%	12.6%	
25% to 49%	20.0%	8.9%	7.3%	8.3%	8.1%	7.7%	37.5%	9.6%	7.0%	
1% to 24%	5.0%	12.0%	13.5%	0.0%	10.5%	11.9%	12.5%	13.4%	14.9%	
0%	40.0%	31.8%	33.9%	33.3%	21.5%	23.4%	50.0%	41.2%	42.9%	
Total(n)	20	359	1,798	12	172	826	8	187	972	

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

University of Idaho	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	5.3%	6.4%	5.9%	0.0%	4.7%	5.2%	12.5%	8.0%	6.4%	
1986 - 1980	5.3%	7.2%	9.4%	0.0%	5.2%	7.0%	12.5%	9.1%	11.4%	
1971 - 1975	21.1%	9.7%	8.7%	18.2%	6.4%	7.6%	25.0%	12.8%	9.7%	
1966 - 1970	10.5%	8.1%	10.2%	9.1%	5.8%	7.5%	12.5%	10.2%	12.5%	
1961 - 1965	15.8%	9.2%	11.2%	18.2%	9.3%	10.8%	12.5%	9.1%	11.6%	
1956 - 1960	10.5%	14.8%	12.6%	0.0%	11.6%	11.6%	25.0%	17.6%	13.4%	
1951 - 1955	15.8%	13.1%	16.1%	27.3%	15.7%	16.2%	0.0%	10.7%	16.0%	
1946 - 1950	10.5%	16.7%	13.5%	18.2%	20.3%	15.5%	0.0%	13.4%	11.9%	
1941 - 1945	0.0%	10.9%	8.0%	0.0%	14.0%	11.8%	0.0%	8.0%	4.8%	
1940 or earlier	5.3%	3.9%	4.4%	9.1%	7.0%	6.9%	0.0%	1.1%	2.4%	
Total(n)	19	359	1,846	11	172	845	8	187	1,001	
Year of highest degree now held										
1973 or earlier	5.0%	9.6%	7.9%	8.3%	15.7%	13.7%	0.0%	3.8%	3.0%	
1974 - 1978	0.0%	5.9%	7.4%	0.0%	9.9%	10.9%	0.0%	2.2%	4.5%	
1979 - 1983	0.0%	8.2%	8.1%	0.0%	9.9%	9.9%	0.0%	6.6%	6.6%	
1984 - 1988	5.0%	6.8%	7.8%	8.3%	7.0%	7.8%	0.0%	6.6%	7.7%	
1989 - 1993	25.0%	11.6%	9.7%	25.0%	9.9%	8.0%	25.0%	13.2%	11.1%	
1994 - 1998	5.0%	11.6%	11.0%	8.3%	6.4%	7.6%	0.0%	16.5%	13.8%	
1999 - 2003	20.0%	15.3%	14.6%	33.3%	14.0%	12.0%	0.0%	16.5%	16.7%	
2004 - 2008	20.0%	20.3%	22.3%	8.3%	19.8%	20.8%	37.5%	20.9%	23.4%	
2009 or later	20.0%	10.7%	11.4%	8.3%	7.6%	9.2%	37.5%	13.7%	13.1%	
Total(n)	20	354	1,806	12	172	825	8	182	981	
Year of appointment at present institution										
1973 or earlier	0.0%	3.2%	1.6%	0.0%	5.8%	3.0%	0.0%	0.6%	0.3%	
1974 - 1978	0.0%	1.1%	1.3%	0.0%	0.6%	1.8%	0.0%	1.7%	0.8%	
1979 - 1983	0.0%	2.9%	2.0%	0.0%	4.1%	2.1%	0.0%	1.7%	2.0%	
1984 - 1988	0.0%	3.7%	3.0%	0.0%	4.1%	2.9%	0.0%	3.4%	3.0%	
1989 - 1993	10.0%	7.7%	5.0%	16.7%	11.0%	5.9%	0.0%	4.5%	4.3%	
1994 - 1998	5.0%	6.6%	7.5%	8.3%	5.2%	6.8%	0.0%	7.9%	8.1%	
1999 - 2003	5.0%	16.6%	16.5%	8.3%	14.5%	16.0%	0.0%	18.6%	16.9%	
2004 - 2008	20.0%	29.8%	34.1%	16.7%	27.3%	32.1%	25.0%	32.2%	35.8%	
2009 or later	60.0%	28.4%	29.1%	50.0%	27.3%	29.4%	75.0%	29.4%	28.8%	
Total(n)	20	349	1,786	12	172	820	8	177	966	

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

University of Idaho	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%	20.8%	14.8%	0.0%	27.8%	22.9%	0.0%	0.0%	5.0%	
1974 - 1978	0.0%	29.2%	18.2%	0.0%	33.3%	29.2%	0.0%	16.7%	5.0%	
1979 - 1983	0.0%	8.3%	9.1%	0.0%	11.1%	10.4%	0.0%	0.0%	7.5%	
1984 - 1988	0.0%	8.3%	14.8%	0.0%	5.6%	10.4%	0.0%	16.7%	20.0%	
1989 - 1993	0.0%	0.0%	4.5%	0.0%	0.0%	2.1%	0.0%	0.0%	7.5%	
1994 - 1998	0.0%	8.3%	12.5%	0.0%	11.1%	12.5%	0.0%	0.0%	12.5%	
1999 - 2003	0.0%	0.0%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
2004 - 2008	0.0%	16.7%	12.5%	0.0%	11.1%	6.3%	0.0%	33.3%	20.0%	
2009 or later	0.0%	8.3%	8.0%	0.0%	0.0%	6.3%	0.0%	33.3%	10.0%	
Total(n)	0	24	88	0	18	48	0	6	40	
Aggregated Major										
Agriculture or Forestry (General Area 1)	5.0%	1.1%	0.8%	8.3%	2.2%	1.2%	0.0%	0.0%	0.5%	
Biological Sciences (General Area 5)	5.0%	2.4%	2.8%	8.3%	2.8%	2.1%	0.0%	2.1%	3.3%	
Business (General Area 6)	0.0%	5.9%	7.0%	0.0%	9.5%	10.1%	0.0%	2.6%	4.4%	
Education (General Area 10 and Specific Discipline 2102)	5.0%	14.0%	13.0%	8.3%	9.5%	9.9%	0.0%	18.2%	15.6%	
Engineering (General Area 11)	0.0%	3.2%	2.9%	0.0%	5.6%	5.2%	0.0%	1.0%	0.9%	
English (General Area 12)	5.0%	10.0%	10.1%	0.0%	6.7%	6.6%	12.5%	13.0%	13.0%	
Health-related (General Area 15)	5.0%	5.7%	6.2%	0.0%	1.1%	2.8%	12.5%	9.9%	9.0%	
History or Political Science (Specific Discipline 3007,3009)	20.0%	5.1%	4.1%	33.3%	6.7%	5.4%	0.0%	3.6%	3.0%	
Humanities (General Area 14,24)	0.0%	6.7%	7.4%	0.0%	8.9%	7.7%	0.0%	4.7%	7.1%	
Fine Arts (General Area 2,4,22)	20.0%	12.1%	12.2%	16.7%	11.7%	11.5%	25.0%	12.5%	12.8%	
Mathematics or Statistics (General Area 18)	0.0%	3.8%	3.3%	0.0%	3.4%	4.1%	0.0%	4.2%	2.7%	
Physical Sciences (General Area 25)	0.0%	2.2%	2.9%	0.0%	4.5%	4.3%	0.0%	0.0%	1.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	5.0%	11.3%	12.3%	0.0%	10.1%	11.9%	12.5%	12.5%	12.7%	
Other Technical (General Area 8,19,28)	0.0%	2.2%	1.9%	0.0%	3.4%	2.9%	0.0%	1.0%	1.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	30.0%	14.3%	13.3%	25.0%	14.0%	14.2%	37.5%	14.6%	12.5%	
Total(n)	20	371	1,884	12	179	858	8	192	1,026	

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

University of Idaho	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%	0.5%	0.4%	0.0%	1.1%	0.7%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	5.0%	2.4%	2.9%	8.3%	3.4%	2.7%	0.0%	1.6%	3.0%	
Business (General Area 6)	15.0%	6.2%	8.0%	25.0%	11.2%	12.3%	0.0%	1.6%	4.3%	
Education (General Area 10 and Specific Discipline 2102)	5.0%	9.2%	7.8%	8.3%	6.1%	5.6%	0.0%	12.0%	9.7%	
Engineering (General Area 11)	0.0%	4.3%	3.0%	0.0%	7.3%	5.5%	0.0%	1.6%	0.9%	
English (General Area 12)	5.0%	10.2%	11.3%	0.0%	7.3%	7.7%	12.5%	13.0%	14.3%	
Health-related (General Area 15)	0.0%	6.2%	6.8%	0.0%	1.1%	3.3%	0.0%	10.9%	9.7%	
History or Political Science (Specific Discipline 3007,3009)	10.0%	3.5%	3.4%	16.7%	5.0%	4.7%	0.0%	2.1%	2.3%	
Humanities (General Area 14,24)	0.0%	7.5%	8.0%	0.0%	7.8%	8.5%	0.0%	7.3%	7.5%	
Fine Arts (General Area 2,4,22)	15.0%	12.4%	13.1%	8.3%	11.7%	12.3%	25.0%	13.0%	13.8%	
Mathematics or Statistics (General Area 18)	0.0%	3.2%	3.7%	0.0%	2.2%	4.2%	0.0%	4.2%	3.3%	
Physical Sciences (General Area 25)	0.0%	2.4%	2.6%	0.0%	5.0%	3.7%	0.0%	0.0%	1.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	10.0%	12.1%	11.1%	0.0%	11.7%	10.1%	25.0%	12.5%	11.8%	
Other Technical (General Area 8,19,28)	0.0%	1.9%	2.4%	0.0%	3.4%	3.7%	0.0%	0.5%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	35.0%	17.8%	15.6%	33.3%	15.6%	15.0%	37.5%	19.8%	16.1%	
Total(n)	20	371	1,881	12	179	859	8	192	1,022	

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

University of Idaho	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	45.0%	72.9%	68.6%	58.3%	77.5%	72.8%	25.0%	68.6%	65.1%	
1	20.0%	13.6%	13.3%	25.0%	13.5%	10.7%	12.5%	13.6%	15.5%	
2	30.0%	9.5%	11.9%	16.7%	7.3%	11.3%	50.0%	11.5%	12.4%	
3	5.0%	2.2%	3.5%	0.0%	0.6%	3.2%	12.5%	3.7%	3.7%	
4+	0.0%	1.9%	2.7%	0.0%	1.1%	2.0%	0.0%	2.6%	3.3%	
Total(n)	20	369	1,862	12	178	848	8	191	1,014	
18 years or older										
0	75.0%	50.8%	52.2%	66.7%	40.2%	46.2%	87.5%	60.8%	57.3%	
1	5.0%	12.0%	12.0%	8.3%	14.5%	12.1%	0.0%	9.5%	12.0%	
2	10.0%	22.0%	19.5%	16.7%	25.7%	22.1%	0.0%	18.5%	17.3%	
3	10.0%	9.8%	8.5%	8.3%	12.3%	10.3%	12.5%	7.4%	6.9%	
4+	0.0%	5.4%	7.8%	0.0%	7.3%	9.3%	0.0%	3.7%	6.5%	
Total(n)	20	368	1,868	12	179	852	8	189	1,016	
How would you characterize your political views?										
Far left	0.0%	7.5%	6.8%	0.0%	9.0%	7.4%	0.0%	5.9%	6.3%	
Liberal	45.0%	42.0%	40.4%	58.3%	39.5%	37.6%	25.0%	44.3%	42.8%	
Middle of the road	50.0%	33.4%	33.7%	41.7%	32.8%	34.0%	62.5%	34.1%	33.4%	
Conservative	5.0%	16.9%	18.5%	0.0%	18.1%	20.3%	12.5%	15.7%	17.1%	
Far right	0.0%	0.3%	0.5%	0.0%	0.6%	0.7%	0.0%	0.0%	0.4%	
Total(n)	20	362	1,862	12	177	848	8	185	1,014	
Are you currently: (Mark one)										
Single	10.0%	13.2%	14.5%	8.3%	10.6%	14.3%	12.5%	15.6%	14.7%	
Married	60.0%	70.4%	71.6%	66.7%	76.5%	74.9%	50.0%	64.6%	68.9%	
Unmarried, living with partner	10.0%	6.5%	5.1%	8.3%	6.1%	5.1%	12.5%	6.8%	5.1%	
Divorced	15.0%	7.8%	6.9%	8.3%	5.0%	4.5%	25.0%	10.4%	9.0%	
Widowed	0.0%	1.1%	1.1%	0.0%	0.6%	0.6%	0.0%	1.6%	1.5%	
Separated	5.0%	1.1%	0.7%	8.3%	1.1%	0.6%	0.0%	1.0%	0.9%	
Total(n)	20	371	1,886	12	179	859	8	192	1,027	

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

University of Idaho	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	95.0%	90.0%	89.9%	100.0%	91.1%	90.3%	87.5%	89.1%	89.5%	
No	5.0%	10.0%	10.1%	0.0%	8.9%	9.7%	12.5%	10.9%	10.5%	
Total(n)	20	371	1,887	12	179	859	8	192	1,028	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	0.0%	2.7%	2.4%	0.0%	2.3%	2.1%	0.0%	3.1%	2.6%	
Asian American/Asian	5.0%	1.1%	4.1%	0.0%	1.2%	3.7%	12.5%	1.0%	4.4%	
Native Hawaiian/Pacific Islander	5.0%	0.5%	0.2%	8.3%	0.6%	0.2%	0.0%	0.5%	0.2%	
African American/Black	0.0%	5.2%	4.7%	0.0%	3.5%	3.7%	0.0%	6.8%	5.6%	
Mexican American/Chicano	0.0%	0.3%	2.0%	0.0%	0.0%	1.8%	0.0%	0.5%	2.3%	
Puerto Rican	0.0%	0.5%	0.4%	0.0%	0.6%	0.4%	0.0%	0.5%	0.5%	
Other Latino	0.0%	3.0%	2.3%	0.0%	2.3%	2.4%	0.0%	3.7%	2.2%	
White/Caucasian	90.0%	87.6%	84.9%	91.7%	90.2%	86.3%	87.5%	85.3%	83.8%	
Other	10.0%	5.5%	4.3%	16.7%	5.2%	4.9%	0.0%	5.8%	3.8%	
Total(n)	20	364	1,857	12	173	838	8	191	1,019	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.3%	0.4%	0.0%	0.0%	0.4%	0.0%	0.5%	0.5%	
Asian	5.0%	1.4%	3.8%	0.0%	1.2%	3.2%	12.5%	1.6%	4.2%	
Black	0.0%	4.1%	3.7%	0.0%	3.5%	3.3%	0.0%	4.7%	4.0%	
Hispanic	0.0%	2.7%	3.6%	0.0%	1.7%	3.3%	0.0%	3.7%	3.8%	
White	80.0%	82.4%	80.9%	75.0%	85.0%	81.6%	87.5%	80.1%	80.3%	
Other	5.0%	3.6%	2.8%	8.3%	3.5%	3.0%	0.0%	3.7%	2.6%	
Two or more races/ethnicities	10.0%	5.5%	4.8%	16.7%	5.2%	5.1%	0.0%	5.8%	4.5%	
Total (n)	20	364	1,857	12	173	838	8	191	1,019	

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

University of Idaho	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	5.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	15.8%	0.0%	0.0%	8.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
C	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	31.6%	0.0%	0.0%	33.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
E	42.1%	0.0%	0.0%	50.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 2										
A	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	
B	31.6%	0.0%	0.0%	16.7%	0.0%	0.0%	57.1%	0.0%	0.0%	
C	10.5%	0.0%	0.0%	8.3%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	47.4%	0.0%	0.0%	66.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
E	5.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 3										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	15.8%	0.0%	0.0%	8.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
C	21.1%	0.0%	0.0%	8.3%	0.0%	0.0%	42.9%	0.0%	0.0%	
D	52.6%	0.0%	0.0%	66.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
E	10.5%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 4										
A	21.1%	0.0%	0.0%	16.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
B	47.4%	0.0%	0.0%	58.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
C	15.8%	0.0%	0.0%	8.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
D	15.8%	0.0%	0.0%	16.7%	0.0%	0.0%	14.3%	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)	19	0	0	12	0	0	7	0	0	
Optional Question 5										
A	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
B	57.9%	0.0%	0.0%	66.7%	0.0%	0.0%	42.9%	0.0%	0.0%	
C	15.8%	0.0%	0.0%	16.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	15.8%	0.0%	0.0%	16.7%	0.0%	0.0%	14.3%	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)	19	0	0	12	0	0	7	0	0	

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

University of Idaho	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	15.8%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	0.0%	0.0%	
B	31.6%	0.0%	0.0%	33.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
C	31.6%	0.0%	0.0%	33.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
D	21.1%	0.0%	0.0%	33.3%	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)	19	0	0	12	0	0	7	0	0	
Optional Question 7										
A	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
B	36.8%	0.0%	0.0%	25.0%	0.0%	0.0%	57.1%	0.0%	0.0%	
C	36.8%	0.0%	0.0%	50.0%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	10.5%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	5.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 8										
A	63.2%	0.0%	0.0%	58.3%	0.0%	0.0%	71.4%	0.0%	0.0%	
B	31.6%	0.0%	0.0%	33.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	5.3%	0.0%	0.0%	8.3%	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)	19	0	0	12	0	0	7	0	0	
Optional Question 9										
A	36.8%	0.0%	0.0%	33.3%	0.0%	0.0%	42.9%	0.0%	0.0%	
B	42.1%	0.0%	0.0%	41.7%	0.0%	0.0%	42.9%	0.0%	0.0%	
C	15.8%	0.0%	0.0%	16.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	5.3%	0.0%	0.0%	8.3%	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)	19	0	0	12	0	0	7	0	0	
Optional Question 10										
A	15.8%	0.0%	0.0%	8.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
B	47.4%	0.0%	0.0%	50.0%	0.0%	0.0%	42.9%	0.0%	0.0%	
C	15.8%	0.0%	0.0%	16.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	21.1%	0.0%	0.0%	25.0%	0.0%	0.0%	14.3%	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)	19	0	0	12	0	0	7	0	0	

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

University of Idaho	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	15.8%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
D	10.5%	0.0%	0.0%	8.3%	0.0%	0.0%	14.3%	0.0%	0.0%	
E	63.2%	0.0%	0.0%	66.7%	0.0%	0.0%	57.1%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 12										
A	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	
B	10.5%	0.0%	0.0%	8.3%	0.0%	0.0%	14.3%	0.0%	0.0%	
C	10.5%	0.0%	0.0%	8.3%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	52.6%	0.0%	0.0%	66.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
E	21.1%	0.0%	0.0%	16.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	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	26.3%	0.0%	0.0%	25.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
C	15.8%	0.0%	0.0%	16.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	36.8%	0.0%	0.0%	33.3%	0.0%	0.0%	42.9%	0.0%	0.0%	
E	21.1%	0.0%	0.0%	25.0%	0.0%	0.0%	14.3%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	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	21.1%	0.0%	0.0%	8.3%	0.0%	0.0%	42.9%	0.0%	0.0%	
C	31.6%	0.0%	0.0%	41.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	36.8%	0.0%	0.0%	41.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
E	10.5%	0.0%	0.0%	8.3%	0.0%	0.0%	14.3%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	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	33.3%	0.0%	0.0%	25.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
C	22.2%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	33.3%	0.0%	0.0%	25.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
E	11.1%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	18	0	0	12	0	0	6	0	0	

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

University of Idaho	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	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
B	15.8%	0.0%	0.0%	16.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
C	36.8%	0.0%	0.0%	41.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
D	26.3%	0.0%	0.0%	25.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
E	10.5%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 17										
A	21.1%	0.0%	0.0%	16.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
B	47.4%	0.0%	0.0%	58.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
C	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
D	10.5%	0.0%	0.0%	8.3%	0.0%	0.0%	14.3%	0.0%	0.0%	
E	10.5%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 18										
A	31.6%	0.0%	0.0%	41.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
B	36.8%	0.0%	0.0%	41.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
C	10.5%	0.0%	0.0%	8.3%	0.0%	0.0%	14.3%	0.0%	0.0%	
D	15.8%	0.0%	0.0%	8.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
E	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 19										
A	47.4%	0.0%	0.0%	50.0%	0.0%	0.0%	42.9%	0.0%	0.0%	
B	31.6%	0.0%	0.0%	41.7%	0.0%	0.0%	14.3%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	15.8%	0.0%	0.0%	8.3%	0.0%	0.0%	28.6%	0.0%	0.0%	
E	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	
Optional Question 20										
A	5.3%	0.0%	0.0%	8.3%	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	26.3%	0.0%	0.0%	25.0%	0.0%	0.0%	28.6%	0.0%	0.0%	
D	42.1%	0.0%	0.0%	33.3%	0.0%	0.0%	57.1%	0.0%	0.0%	
E	26.3%	0.0%	0.0%	33.3%	0.0%	0.0%	14.3%	0.0%	0.0%	
Total(n)	19	0	0	12	0	0	7	0	0	

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

University of Idaho	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	104	1,725	5,246	73	998	2,962	31	727	2,284	
What is your principal activity in your current position at this institution?										
Administration	49.0%	38.1%	31.7%	50.7%	37.3%	32.5%	45.2%	39.3%	30.8%	
Teaching	22.1%	42.6%	56.3%	17.8%	40.0%	54.2%	32.3%	46.1%	59.0%	
Research	13.5%	15.3%	8.8%	16.4%	18.8%	10.7%	6.5%	10.3%	6.3%	
Services to clients and patients	10.6%	2.3%	1.3%	11.0%	2.4%	1.3%	9.7%	2.1%	1.2%	
Other	4.8%	1.8%	1.9%	4.1%	1.5%	1.4%	6.5%	2.2%	2.7%	
Total(n)	104	1,724	5,243	73	998	2,960	31	726	2,283	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	104	1,725	5,246	73	998	2,962	31	727	2,284	
What is your present academic rank?										
Professor	60.6%	54.8%	47.7%	67.1%	63.1%	54.9%	45.2%	43.8%	38.5%	
Associate professor	25.0%	30.7%	34.5%	24.7%	26.1%	31.4%	25.8%	36.7%	38.5%	
Assistant professor	11.5%	8.4%	10.9%	6.8%	6.3%	8.7%	22.6%	11.0%	13.8%	
Lecturer	1.9%	3.8%	4.0%	0.0%	2.5%	3.0%	6.5%	5.4%	5.3%	
Instructor	1.0%	2.4%	2.8%	1.4%	1.9%	2.0%	0.0%	3.0%	3.8%	
Total(n)	104	1,399	4,864	73	792	2,729	31	607	2,135	
What is your tenure status at this institution?										
Tenured	82.7%	81.7%	77.9%	87.7%	85.2%	81.5%	71.0%	77.0%	73.2%	
On tenure track, but not tenured	12.5%	6.5%	8.9%	8.2%	5.9%	8.4%	22.6%	7.2%	9.6%	
Not on tenure track, but institution has tenure system	4.8%	11.5%	12.4%	4.1%	8.4%	9.4%	6.5%	15.6%	16.3%	
Institution has no tenure system	0.0%	0.4%	0.8%	0.0%	0.5%	0.8%	0.0%	0.2%	0.8%	
Total(n)	104	1,406	4,876	73	796	2,735	31	610	2,141	
Are you currently serving in an administrative position as:										
Department chair	32.7%	29.9%	34.5%	34.2%	32.4%	37.9%	29.0%	26.4%	30.1%	
Dean (associate or assistant)	18.3%	11.7%	10.5%	13.7%	10.6%	10.5%	29.0%	13.1%	10.6%	
President	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
Vice-president	1.9%	0.9%	0.6%	2.7%	1.2%	0.7%	0.0%	0.6%	0.4%	
Provost	1.0%	0.3%	0.3%	1.4%	0.5%	0.4%	0.0%	0.0%	0.3%	
Other	49.0%	59.8%	57.0%	49.3%	57.5%	53.1%	48.4%	62.9%	62.0%	
Not applicable	0.0%	0.3%	0.4%	0.0%	0.3%	0.5%	0.0%	0.4%	0.3%	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.6%	0.7%	0.0%	0.8%	0.8%	0.0%	0.4%	0.6%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	17.3%	13.3%	13.6%	13.7%	10.4%	11.2%	25.8%	17.2%	16.7%	
LL.B., J.D.	4.8%	1.5%	2.0%	4.1%	1.2%	2.0%	6.5%	1.8%	1.9%	
M.D., D.D.S. (or equivalent)	0.0%	2.6%	1.3%	0.0%	3.8%	1.7%	0.0%	1.0%	0.7%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	1.0%	1.5%	0.9%	1.4%	1.1%	0.7%	0.0%	1.9%	1.1%	
Ed.D.	1.9%	3.2%	4.8%	1.4%	2.2%	3.1%	3.2%	4.5%	6.9%	
Ph.D.	75.0%	75.8%	74.8%	79.5%	79.2%	78.6%	64.5%	71.1%	69.8%	
Other degree	0.0%	1.6%	1.9%	0.0%	1.2%	1.7%	0.0%	2.1%	2.1%	
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	104	1,724	5,244	73	998	2,962	31	726	2,282	
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%	0.0%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.6%	0.6%	0.0%	0.4%	0.5%	0.0%	0.9%	0.6%	
LL.B., J.D.	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ed.D.	1.0%	0.4%	0.5%	0.0%	0.1%	0.2%	3.6%	0.9%	0.9%	
Ph.D.	4.2%	1.7%	2.0%	2.9%	0.9%	1.6%	7.1%	2.9%	2.7%	
Other degree	1.0%	0.4%	0.7%	1.5%	0.4%	0.6%	0.0%	0.3%	0.8%	
None	93.8%	96.6%	95.9%	95.6%	97.8%	96.7%	89.3%	95.0%	94.9%	
Total(n)	96	1,564	4,689	68	908	2,681	28	656	2,008	

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

University of Idaho	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	56.7%	55.2%	46.4%	58.9%	61.0%	50.8%	51.6%	47.3%	40.8%	
Very important	33.7%	30.6%	33.8%	34.2%	26.8%	31.0%	32.3%	35.9%	37.4%	
Somewhat important	7.7%	12.6%	17.7%	6.8%	10.8%	16.2%	9.7%	15.0%	19.7%	
Not important	1.9%	1.6%	2.1%	0.0%	1.4%	2.1%	6.5%	1.8%	2.1%	
Total(n)	104	1,725	5,241	73	998	2,959	31	727	2,282	
Teaching										
Essential	64.4%	66.2%	72.3%	64.4%	66.7%	72.0%	64.5%	65.6%	72.6%	
Very important	25.0%	29.8%	25.1%	24.7%	29.1%	25.1%	25.8%	30.9%	25.1%	
Somewhat important	10.6%	3.7%	2.5%	11.0%	4.1%	2.8%	9.7%	3.2%	2.1%	
Not important	0.0%	0.2%	0.1%	0.0%	0.1%	0.1%	0.0%	0.4%	0.2%	
Total(n)	104	1,724	5,242	73	998	2,960	31	726	2,282	
Service										
Essential	44.2%	32.0%	29.8%	41.1%	32.2%	28.2%	51.6%	31.8%	31.9%	
Very important	35.6%	45.6%	48.0%	38.4%	43.2%	47.0%	29.0%	48.9%	49.3%	
Somewhat important	19.2%	21.5%	21.2%	19.2%	23.4%	23.5%	19.4%	18.7%	18.1%	
Not important	1.0%	0.9%	1.0%	1.4%	1.2%	1.3%	0.0%	0.6%	0.7%	
Total(n)	104	1,724	5,242	73	998	2,959	31	726	2,283	

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

University of Idaho	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	4.8%	17.8%	18.1%	5.5%	19.1%	19.3%	3.2%	16.2%	16.5%	Civic Minded
Taught an interdisciplinary course	45.2%	44.7%	44.3%	45.2%	45.4%	44.3%	45.2%	43.6%	44.2%	
Taught an ethnic studies course	2.9%	9.0%	10.0%	2.7%	7.4%	8.1%	3.2%	11.2%	12.4%	
Taught a women's studies course	2.9%	5.0%	6.7%	1.4%	1.4%	2.2%	6.5%	9.9%	12.6%	
Taught a service learning course	26.9%	18.1%	22.1%	24.7%	14.6%	18.5%	32.3%	22.8%	26.7%	
Taught an exclusively web-based course at this	17.3%	17.5%	20.0%	13.7%	13.5%	17.2%	25.8%	23.0%	23.6%	
Participated in a teaching enhancement workshop	35.6%	52.4%	61.3%	34.2%	44.6%	54.0%	38.7%	63.3%	70.7%	
Advised student groups involved in service/volunteer	45.2%	49.7%	52.6%	38.4%	46.1%	50.2%	61.3%	54.6%	55.7%	
Collaborated with the local community in	60.6%	56.3%	55.0%	54.8%	53.3%	52.1%	74.2%	60.4%	58.8%	
Conducted research or writing focused on international/global issues	32.7%	35.5%	35.4%	35.6%	38.2%	36.7%	25.8%	31.8%	33.7%	
Conducted research or writing focused on racial or ethnic minorities	11.5%	23.2%	23.4%	9.6%	18.4%	18.9%	16.1%	29.8%	29.3%	
Conducted research or writing focused on women and gender issues	11.7%	20.0%	20.4%	6.8%	11.1%	11.8%	23.3%	32.1%	31.7%	
Engaged undergraduates on <u>your</u> research project	47.1%	47.9%	46.8%	56.2%	52.8%	52.0%	25.8%	41.2%	40.1%	
Worked with undergraduates on a research project	54.8%	58.0%	59.6%	57.5%	62.4%	63.5%	48.4%	52.1%	54.6%	
Engaged in academic research that spans multiple	76.9%	71.0%	67.3%	79.5%	74.9%	70.1%	71.0%	65.5%	63.7%	
Taught a seminar for first-year students	24.0%	23.1%	24.3%	20.5%	22.9%	24.1%	32.3%	23.5%	24.5%	
Taught a capstone course	22.1%	35.8%	39.1%	24.7%	37.2%	39.8%	16.1%	33.8%	38.3%	
Taught in a learning community (e.g., FIG, linked courses)	3.8%	9.4%	10.3%	2.7%	9.3%	10.0%	6.5%	9.6%	10.7%	
Supervised an undergraduate thesis	10.6%	29.0%	30.4%	12.3%	30.9%	31.6%	6.5%	26.5%	28.9%	
Published op-ed pieces or editorials	22.1%	19.9%	18.8%	23.3%	23.9%	23.0%	19.4%	14.4%	13.3%	
Received funding for your work from foundations	26.0%	24.8%	23.0%	23.3%	25.9%	23.8%	32.3%	23.2%	22.0%	
Received funding for your work from state or federal government	63.5%	43.8%	33.7%	68.5%	51.1%	38.2%	51.6%	33.9%	27.8%	
Received funding for your work from business or industry	35.6%	20.7%	15.5%	42.5%	26.1%	20.0%	19.4%	13.3%	9.7%	
Total(n)	104	1,711	5,204	73	991	2,939	31	720	2,265	

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

University of Idaho	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	1.13	2.00	2.00	1.12	2.00	2.00	1.13	2.00	2.00	
Median	1	1	2	1	1	2	1	1	2	
Mode	0	1	2	0	1	2	0	1	2	
Total(n)	104	1,723	5,239	73	996	2,958	31	727	2,281	
Teach at least one course this term at another institution	3.8%	1.4%	2.5%	5.5%	1.4%	2.4%	0.0%	1.4%	2.6%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	2.9%	9.9%	15.9%	2.7%	10.2%	16.7%	3.2%	9.4%	14.9%	
Mean student enrollment	29.3	71.0	48.0	26.0	77.7	54.5	36.0	60.9	38.6	
Have teaching/lab assistant or reader/grader assigned	66.7%	33.6%	19.8%	50.0%	35.9%	21.3%	100.0%	30.1%	17.6%	
Course required for an undergraduate major										
Teach at least one course	27.9%	38.7%	48.8%	28.8%	41.5%	49.8%	25.8%	34.8%	47.5%	
Mean student enrollment	30.7	39.8	31.5	31.0	43.9	33.7	30.0	33.1	28.5	
Have teaching/lab assistant or reader/grader assigned	22.4%	25.6%	18.5%	19.0%	29.3%	22.0%	31.3%	19.6%	13.9%	
Other undergraduate course										
Teach at least one course	13.5%	17.0%	20.9%	16.4%	17.3%	20.6%	6.5%	16.6%	21.3%	
Mean student enrollment	25.1	27.1	24.9	26.7	27.6	25.6	15.5	26.3	24.0	
Have teaching/lab assistant or reader/grader assigned	21.4%	15.5%	13.4%	25.0%	17.1%	15.0%	0.0%	13.2%	11.4%	
Developmental/remedial course (not for credit)										
Teach at least one course	1.0%	0.3%	0.5%	1.4%	0.3%	0.4%	0.0%	0.3%	0.6%	
Mean student enrollment	80.0	39.4	24.3	80.0	43.3	30.3	.	33.5	19.3	
Have teaching/lab assistant or reader/grader assigned	0.0%	20.0%	12.5%	0.0%	33.3%	18.2%	.	0.0%	7.7%	
Non-credit course (other than above)										
Teach at least one course	1.0%	0.9%	0.6%	0.0%	0.7%	0.5%	3.2%	1.2%	0.8%	
Mean student enrollment	20.0	22.4	23.4	.	22.7	27.8	20.0	22.1	19.9	
Have teaching/lab assistant or reader/grader assigned	0.0%	6.3%	11.8%	.	0.0%	13.3%	0.0%	11.1%	10.5%	
Graduate course										
Teach at least one course	32.7%	39.7%	35.3%	31.5%	39.5%	35.0%	35.5%	40.0%	35.7%	
Mean student enrollment	15.8	17.9	17.5	14.2	18.3	17.9	19.0	17.3	17.1	
Have teaching/lab assistant or reader/grader assigned	11.3%	9.4%	9.4%	8.0%	9.7%	11.4%	18.2%	9.1%	6.8%	

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

University of Idaho	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	4.9%	34.9%	38.8%	3.6%	32.2%	36.6%	7.7%	38.1%	41.3%	
Graduate courses	24.4%	31.6%	30.1%	32.1%	37.7%	35.1%	7.7%	24.4%	24.5%	
Non-credit courses	26.8%	6.0%	4.2%	25.0%	6.0%	4.0%	30.8%	6.0%	4.6%	
I do not teach	43.9%	27.5%	26.8%	39.3%	24.1%	24.4%	53.8%	31.5%	29.6%	
Total(n)	41	367	753	28	199	402	13	168	351	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	1.9%	3.4%	4.7%	1.4%	3.2%	3.9%	3.2%	3.6%	5.9%	
Writing	5.8%	9.3%	11.0%	2.7%	7.8%	9.3%	12.9%	11.3%	13.4%	
Mathematics	1.9%	2.5%	3.0%	2.7%	3.0%	3.5%	0.0%	1.8%	2.2%	
ESL	0.0%	0.5%	1.0%	0.0%	0.3%	0.7%	0.0%	0.8%	1.4%	
General academic skills	4.8%	8.1%	9.1%	4.1%	7.6%	8.2%	6.5%	8.8%	10.2%	
Other subject areas	12.5%	7.2%	6.6%	11.0%	6.4%	6.2%	16.1%	8.4%	7.1%	
Total(n)	104	1,725	5,246	73	998	2,962	31	727	2,284	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	22.1%	24.0%	28.7%	20.5%	19.6%	23.9%	25.8%	30.1%	35.0%	
No	72.1%	71.3%	65.8%	74.0%	77.0%	71.9%	67.7%	63.4%	58.0%	
Not eligible	1.0%	1.2%	1.2%	1.4%	0.8%	1.0%	0.0%	1.8%	1.5%	
Not available	4.8%	3.5%	4.2%	4.1%	2.6%	3.2%	6.5%	4.7%	5.4%	
Total(n)	104	1,723	5,232	73	998	2,954	31	725	2,278	
Paid sabbatical leave										
Yes	21.2%	36.9%	36.4%	19.2%	37.8%	37.3%	25.8%	35.7%	35.2%	
No	68.3%	52.0%	51.6%	71.2%	53.8%	53.5%	61.3%	49.4%	49.3%	
Not eligible	8.7%	7.9%	9.7%	8.2%	5.5%	7.0%	9.7%	11.3%	13.1%	
Not available	1.9%	3.2%	2.3%	1.4%	2.9%	2.2%	3.2%	3.6%	2.5%	
Total(n)	104	1,724	5,240	73	998	2,959	31	726	2,281	
Travel funds paid by the institution										
Yes	68.3%	81.8%	84.9%	65.8%	77.7%	82.5%	74.2%	87.5%	88.0%	
No	28.8%	16.7%	13.3%	31.5%	20.9%	15.8%	22.6%	10.9%	10.0%	
Not eligible	1.9%	0.5%	0.7%	2.7%	0.3%	0.7%	0.0%	0.7%	0.7%	
Not available	1.0%	1.0%	1.1%	0.0%	1.1%	0.9%	3.2%	1.0%	1.3%	
Total(n)	104	1,725	5,244	73	998	2,961	31	727	2,283	

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

University of Idaho	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	51.0%	53.5%	52.8%	54.8%	55.5%	54.2%	41.9%	50.7%	50.9%	
No	46.2%	43.5%	44.0%	42.5%	42.8%	43.2%	54.8%	44.5%	45.1%	
Not eligible	1.9%	2.1%	2.1%	2.7%	1.1%	1.7%	0.0%	3.6%	2.6%	
Not available	1.0%	0.9%	1.1%	0.0%	0.6%	0.9%	3.2%	1.2%	1.4%	
Total(n)	104	1,721	5,237	73	995	2,957	31	726	2,280	
Training for administrative leadership										
Yes	47.1%	37.8%	37.2%	45.2%	35.0%	36.7%	51.6%	41.6%	37.8%	
No	51.0%	57.6%	56.1%	54.8%	62.1%	58.2%	41.9%	51.5%	53.2%	
Not eligible	0.0%	1.2%	1.4%	0.0%	0.6%	1.0%	0.0%	1.9%	1.9%	
Not available	1.9%	3.4%	5.4%	0.0%	2.3%	4.1%	6.5%	5.0%	7.1%	
Total(n)	104	1,723	5,238	73	997	2,958	31	726	2,280	
Received incentives to develop new courses										
Yes	17.3%	21.3%	24.9%	12.3%	20.1%	24.7%	29.0%	22.9%	25.1%	
No	77.9%	72.4%	68.6%	86.3%	75.9%	70.5%	58.1%	67.5%	66.0%	
Not eligible	1.9%	1.8%	1.6%	0.0%	1.3%	1.4%	6.5%	2.5%	1.9%	
Not available	2.9%	4.5%	4.9%	1.4%	2.7%	3.3%	6.5%	7.0%	6.9%	
Total(n)	104	1,722	5,238	73	998	2,959	31	724	2,279	
Received incentives to integrate new technology into your classroom										
Yes	16.3%	18.9%	21.7%	13.7%	18.5%	21.5%	22.6%	19.4%	22.1%	
No	80.8%	74.3%	71.6%	82.2%	76.7%	73.4%	77.4%	71.2%	69.4%	
Not eligible	1.9%	1.9%	1.7%	2.7%	1.6%	1.5%	0.0%	2.3%	2.0%	
Not available	1.0%	4.8%	4.9%	1.4%	3.2%	3.7%	0.0%	7.0%	6.5%	
Total(n)	104	1,723	5,237	73	998	2,958	31	725	2,279	

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

University of Idaho	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	10.6%	8.4%	12.1%	5.5%	7.3%	10.3%	22.6%	9.8%	14.4%	
1-2	14.4%	10.6%	14.2%	15.1%	8.2%	12.3%	12.9%	13.8%	16.7%	
3-4	8.7%	9.2%	12.9%	9.6%	7.3%	10.6%	6.5%	11.7%	15.9%	
5-10	14.4%	17.5%	19.9%	11.0%	14.7%	18.0%	22.6%	21.2%	22.4%	
11-20	13.5%	18.6%	16.3%	11.0%	17.6%	16.7%	19.4%	20.0%	15.8%	
21-50	19.2%	20.8%	15.2%	23.3%	23.7%	18.4%	9.7%	16.8%	10.9%	
51+	19.2%	15.1%	9.4%	24.7%	21.2%	13.7%	6.5%	6.7%	3.9%	
Total(n)	104	1,723	5,238	73	997	2,957	31	726	2,281	
Mean	4.40	4.50	3.97	4.75	4.83	4.28	3.58	4.05	3.57	
Standard deviation	2.03	1.84	1.84	1.98	1.85	1.89	1.93	1.74	1.70	
Significance	-		*	-		*	-			
Effect size	-	-0.05	0.23	-	-0.04	0.25	-	-0.27	0.01	
Chapters in edited volumes										Scholarly Productivity
None	35.6%	30.4%	36.8%	34.2%	27.4%	34.3%	38.7%	34.4%	40.0%	
1-2	28.8%	24.7%	26.6%	27.4%	23.6%	25.9%	32.3%	26.3%	27.4%	
3-4	14.4%	16.7%	15.7%	15.1%	17.9%	16.4%	12.9%	15.1%	14.8%	
5-10	16.3%	17.3%	13.1%	17.8%	18.4%	13.8%	12.9%	15.8%	12.2%	
11-20	3.8%	7.3%	5.2%	4.1%	7.9%	5.9%	3.2%	6.6%	4.3%	
21-50	1.0%	2.9%	2.3%	1.4%	3.8%	3.1%	0.0%	1.7%	1.3%	
51+	0.0%	0.6%	0.4%	0.0%	1.0%	0.6%	0.0%	0.1%	0.2%	
Total(n)	104	1,716	5,203	73	993	2,933	31	723	2,270	
Mean	2.27	2.58	2.32	2.34	2.71	2.42	2.10	2.39	2.18	
Standard deviation	1.26	1.45	1.37	1.30	1.50	1.43	1.16	1.37	1.28	
Significance	-	*		-	*		-			
Effect size	-	-0.21	-0.04	-	-0.25	-0.06	-	-0.21	-0.06	

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

University of Idaho	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	61.5%	48.3%	52.8%	61.6%	46.1%	49.5%	61.3%	51.3%	57.0%	
1-2	23.1%	28.7%	28.9%	21.9%	28.8%	30.3%	25.8%	28.6%	27.0%	
3-4	11.5%	14.0%	10.6%	12.3%	14.9%	10.9%	9.7%	12.8%	10.3%	
5-10	3.8%	6.5%	5.6%	4.1%	7.2%	6.6%	3.2%	5.4%	4.3%	
11-20	0.0%	1.8%	1.5%	0.0%	2.0%	1.8%	0.0%	1.5%	1.0%	
21-50	0.0%	0.5%	0.5%	0.0%	0.7%	0.7%	0.0%	0.3%	0.3%	
51+	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.1%	0.1%	
Total(n)	104	1,720	5,220	73	995	2,947	31	725	2,273	
Mean	1.58	1.87	1.76	1.59	1.93	1.84	1.55	1.79	1.67	
Standard deviation	0.84	1.07	1.03	0.86	1.11	1.08	0.81	1.01	0.95	
Significance	-	**		-	*	*	-			
Effect size	-	-0.27	-0.17	-	-0.31	-0.23	-	-0.24	-0.13	
Other, such as patents or computer software products										
None	74.0%	83.2%	85.6%	68.5%	77.8%	80.8%	87.1%	90.7%	91.8%	
1-2	11.5%	9.6%	7.9%	13.7%	11.9%	10.1%	6.5%	6.5%	5.1%	
3-4	8.7%	3.3%	3.3%	9.6%	4.6%	4.3%	6.5%	1.4%	2.0%	
5-10	2.9%	2.2%	1.8%	4.1%	3.2%	2.6%	0.0%	0.7%	0.7%	
11-20	1.9%	0.9%	0.7%	2.7%	1.2%	1.1%	0.0%	0.4%	0.2%	
21-50	0.0%	0.3%	0.4%	0.0%	0.5%	0.6%	0.0%	0.1%	0.2%	
51+	1.0%	0.5%	0.3%	1.4%	0.8%	0.5%	0.0%	0.1%	0.1%	
Total(n)	104	1,716	5,203	73	995	2,939	31	721	2,264	
Mean	1.51	1.31	1.27	1.64	1.43	1.37	1.19	1.15	1.13	
Standard deviation	1.06	0.86	0.80	1.19	1.01	0.94	0.54	0.56	0.53	
Significance	-	*	**	-		*	-			
Effect size	-	0.23	0.30	-	0.21	0.29	-	0.07	0.11	

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

University of Idaho	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	91.3%	86.3%	84.8%	91.8%	86.4%	85.1%	90.3%	86.2%	84.4%	
1-2	2.9%	4.0%	4.7%	4.1%	3.5%	4.3%	0.0%	4.7%	5.3%	
3-4	1.0%	2.7%	3.4%	1.4%	2.5%	3.1%	0.0%	3.0%	3.7%	
5-10	2.9%	3.6%	4.0%	1.4%	3.5%	3.8%	6.5%	3.7%	4.2%	
11-20	0.0%	1.5%	1.4%	0.0%	1.7%	1.5%	0.0%	1.2%	1.3%	
21-50	1.9%	0.9%	1.0%	1.4%	1.2%	1.3%	3.2%	0.6%	0.7%	
51+	0.0%	0.9%	0.7%	0.0%	1.1%	0.9%	0.0%	0.6%	0.4%	
Total(n)	104	1,721	5,235	73	995	2,956	31	726	2,279	
Mean	1.23	1.36	1.38	1.18	1.39	1.40	1.35	1.33	1.36	
Standard deviation	0.87	1.06	1.06	0.73	1.13	1.12	1.14	0.96	0.99	
Significance	-			-			-			
Effect size	-	-0.12	-0.14	-	-0.19	-0.20	-	0.02	-0.01	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	23.1%	18.4%	23.6%	15.1%	16.0%	20.8%	41.9%	21.7%	27.3%	
1-2	34.6%	29.1%	32.3%	38.4%	26.7%	30.6%	25.8%	32.3%	34.5%	
3-4	23.1%	26.5%	24.1%	23.3%	26.5%	25.2%	22.6%	26.4%	22.8%	
5-10	16.3%	18.7%	14.9%	19.2%	21.2%	16.8%	9.7%	15.4%	12.4%	
11-20	2.9%	5.7%	3.9%	4.1%	7.6%	5.1%	0.0%	3.0%	2.4%	
21-50	0.0%	1.4%	1.0%	0.0%	1.6%	1.3%	0.0%	1.1%	0.6%	
51+	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	0.0%	0.0%	0.0%	
Total(n)	104	1,724	5,238	73	997	2,958	31	727	2,280	
Mean	2.41	2.69	2.47	2.59	2.84	2.60	2.00	2.49	2.30	
Standard deviation	1.10	1.23	1.19	1.09	1.27	1.23	1.03	1.14	1.11	
Significance	-	*		-			-	*		
Effect size	-	-0.23	-0.05	-	-0.20	-0.01	-	-0.43	-0.27	Scholarly Productivity

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

University of Idaho	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	48.1%	48.3%	47.9%	50.7%	52.7%	51.9%	41.9%	42.4%	42.8%	
To some extent	49.0%	45.7%	46.0%	49.3%	42.5%	43.3%	48.4%	50.2%	49.5%	
Not at all	2.9%	5.9%	6.0%	0.0%	4.8%	4.8%	9.7%	7.4%	7.7%	
Total(n)	104	1,725	5,240	73	998	2,958	31	727	2,282	
Mean	2.45	2.42	2.42	2.51	2.48	2.47	2.32	2.35	2.35	
Standard deviation	0.56	0.60	0.60	0.50	0.59	0.59	0.65	0.61	0.62	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.05	0.07	-	-0.05	-0.05	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	14.4%	29.2%	31.2%	16.4%	34.5%	37.5%	9.7%	22.0%	22.9%	
To some extent	57.7%	54.1%	51.3%	61.6%	53.3%	49.0%	48.4%	55.2%	54.2%	
Not at all	27.9%	16.7%	17.6%	21.9%	12.2%	13.5%	41.9%	22.8%	22.8%	
Total(n)	104	1,724	5,241	73	997	2,957	31	727	2,284	
Mean	1.87	2.13	2.14	1.95	2.22	2.24	1.68	1.99	2.00	
Standard deviation	0.64	0.67	0.68	0.62	0.65	0.67	0.65	0.67	0.68	
Significance	-	***	***	-	***	***	-	*	**	
Effect size	-	-0.39	-0.40	-	-0.42	-0.43	-	-0.46	-0.47	
Experience close alignment between your work and your personal values										
To a great extent	53.8%	62.3%	64.3%	54.8%	63.8%	65.4%	51.6%	60.1%	62.9%	
To some extent	40.4%	34.3%	32.3%	37.0%	32.2%	31.1%	48.4%	37.1%	33.9%	
Not at all	5.8%	3.5%	3.4%	8.2%	4.0%	3.5%	0.0%	2.8%	3.2%	
Total(n)	104	1,725	5,246	73	998	2,962	31	727	2,284	
Mean	2.48	2.59	2.61	2.47	2.60	2.62	2.52	2.57	2.60	
Standard deviation	0.61	0.56	0.55	0.65	0.57	0.55	0.51	0.55	0.55	
Significance	-		*	-		*	-			
Effect size	-	-0.20	-0.24	-	-0.23	-0.27	-	-0.09	-0.15	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar										
To a great extent	28.8%	27.4%	27.0%	21.9%	23.1%	22.6%	45.2%	33.2%	32.6%	
To some extent	35.6%	36.8%	36.8%	37.0%	34.6%	35.6%	32.3%	39.9%	38.2%	
Not at all	35.6%	35.8%	36.3%	41.1%	42.3%	41.7%	22.6%	26.9%	29.2%	
Total(n)	104	1,722	5,234	73	997	2,956	31	725	2,278	
Mean	1.93	1.92	1.91	1.81	1.81	1.81	2.23	2.06	2.03	
Standard deviation	0.80	0.79	0.79	0.78	0.79	0.78	0.80	0.77	0.79	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.00	0.00	-	0.22	0.25	
Mentor new faculty										
To a great extent	31.7%	39.6%	39.4%	27.4%	40.4%	37.5%	41.9%	38.5%	42.0%	
To some extent	56.7%	51.5%	50.7%	61.6%	50.9%	52.2%	45.2%	52.4%	48.7%	
Not at all	11.5%	8.9%	9.9%	11.0%	8.7%	10.3%	12.9%	9.1%	9.3%	
Total(n)	104	1,725	5,244	73	998	2,960	31	727	2,284	
Mean	2.20	2.31	2.30	2.16	2.32	2.27	2.29	2.29	2.33	
Standard deviation	0.63	0.62	0.64	0.60	0.63	0.64	0.69	0.62	0.64	
Significance	-			-	*		-			
Effect size	-	-0.18	-0.16	-	-0.25	-0.17	-	0.00	-0.06	

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

University of Idaho	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	76.3%	87.9%	90.4%	76.8%	87.4%	89.2%	75.0%	88.6%	92.0%	
Occasionally	8.2%	6.4%	5.1%	10.1%	7.0%	6.4%	3.6%	5.6%	3.4%	
Not at all	15.5%	5.7%	4.5%	13.0%	5.6%	4.4%	21.4%	5.8%	4.5%	
Total(n)	97	1,641	5,044	69	963	2,881	28	678	2,163	
Mean	2.61	2.82	2.86	2.64	2.82	2.85	2.54	2.83	2.88	
Standard deviation	0.74	0.51	0.46	0.71	0.51	0.47	0.84	0.51	0.45	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	-0.41	-0.54	-	-0.35	-0.45	-	-0.57	-0.76	
Support their opinions with a logical argument										
Frequently	60.4%	75.2%	78.8%	57.4%	72.5%	76.1%	67.9%	78.9%	82.4%	
Occasionally	22.9%	18.6%	16.2%	26.5%	21.5%	19.1%	14.3%	14.4%	12.4%	
Not at all	16.7%	6.2%	5.0%	16.2%	5.9%	4.8%	17.9%	6.6%	5.2%	
Total(n)	96	1,640	5,041	68	961	2,876	28	679	2,165	
Mean	2.44	2.69	2.74	2.41	2.67	2.71	2.50	2.72	2.77	
Standard deviation	0.77	0.58	0.54	0.76	0.58	0.55	0.79	0.58	0.53	
Significance	-	***	***	-	***	***	-		**	
Effect size	-	-0.43	-0.56	-	-0.45	-0.55	-	-0.38	-0.51	
Seek solutions to problems and explain them to others										
Frequently	52.6%	67.9%	70.8%	47.8%	65.2%	68.1%	64.3%	71.7%	74.4%	
Occasionally	32.0%	25.4%	23.5%	37.7%	27.8%	26.2%	17.9%	21.9%	20.1%	
Not at all	15.5%	6.7%	5.6%	14.5%	7.0%	5.7%	17.9%	6.3%	5.6%	
Total(n)	97	1,643	5,045	69	964	2,881	28	679	2,164	
Mean	2.37	2.61	2.65	2.33	2.58	2.62	2.46	2.65	2.69	
Standard deviation	0.74	0.61	0.58	0.72	0.62	0.59	0.79	0.59	0.57	
Significance	-	***	***	-	**	***	-		*	
Effect size	-	-0.39	-0.48	-	-0.40	-0.49	-	-0.32	-0.40	
Revise their papers to improve their writing										
Frequently	40.6%	53.0%	55.7%	36.8%	48.2%	50.2%	50.0%	59.7%	63.0%	
Occasionally	32.3%	32.9%	32.3%	35.3%	36.0%	36.6%	25.0%	28.5%	26.5%	
Not at all	27.1%	14.1%	12.0%	27.9%	15.7%	13.1%	25.0%	11.8%	10.5%	
Total(n)	96	1,638	5,038	68	960	2,876	28	678	2,162	
Mean	2.14	2.39	2.44	2.09	2.33	2.37	2.25	2.48	2.53	
Standard deviation	0.82	0.72	0.70	0.81	0.73	0.70	0.84	0.70	0.68	
Significance	-	**	***	-	**	**	-		*	
Effect size	-	-0.35	-0.43	-	-0.33	-0.40	-	-0.33	-0.41	

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

University of Idaho	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	56.7%	65.9%	68.8%	53.6%	62.7%	64.8%	64.3%	70.4%	74.2%	
Occasionally	27.8%	26.8%	25.0%	31.9%	29.8%	28.9%	17.9%	22.5%	19.9%	
Not at all	15.5%	7.3%	6.1%	14.5%	7.5%	6.4%	17.9%	7.1%	5.9%	
Total(n)	97	1,642	5,041	69	963	2,875	28	679	2,166	
Mean	2.41	2.59	2.63	2.39	2.55	2.58	2.46	2.63	2.68	
Standard deviation	0.75	0.62	0.60	0.73	0.63	0.61	0.79	0.61	0.58	
Significance	-	**	***	-	*	*	-		*	
Effect size	-	-0.29	-0.37	-	-0.25	-0.31	-	-0.28	-0.38	
Take risks for potential gains										
Frequently	36.5%	37.0%	39.7%	31.9%	34.9%	37.1%	48.1%	40.1%	43.2%	
Occasionally	41.7%	46.0%	44.9%	46.4%	46.8%	46.3%	29.6%	45.0%	43.0%	
Not at all	21.9%	17.0%	15.4%	21.7%	18.4%	16.6%	22.2%	14.9%	13.8%	
Total(n)	96	1,634	5,025	69	958	2,867	27	676	2,158	
Mean	2.15	2.20	2.24	2.10	2.16	2.20	2.26	2.25	2.29	
Standard deviation	0.75	0.71	0.70	0.73	0.71	0.70	0.81	0.70	0.70	
Significance	-			-			-			
Effect size	-	-0.07	-0.13	-	-0.08	-0.14	-	0.01	-0.04	
Seek alternative solutions to a problem										
Frequently	48.5%	60.4%	61.3%	40.6%	56.0%	57.8%	67.9%	66.6%	66.0%	
Occasionally	37.1%	33.1%	33.0%	46.4%	37.5%	36.5%	14.3%	26.8%	28.5%	
Not at all	14.4%	6.5%	5.7%	13.0%	6.4%	5.7%	17.9%	6.6%	5.5%	
Total(n)	97	1,641	5,039	69	962	2,876	28	679	2,163	
Mean	2.34	2.54	2.56	2.28	2.50	2.52	2.50	2.60	2.60	
Standard deviation	0.72	0.62	0.60	0.68	0.62	0.60	0.79	0.61	0.59	
Significance	-	**	***	-	**	**	-			
Effect size	-	-0.32	-0.37	-	-0.35	-0.40	-	-0.16	-0.17	

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

University of Idaho	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	47.4%	57.2%	55.9%	49.3%	57.0%	54.6%	42.9%	57.6%	57.6%	
Occasionally	35.1%	30.5%	31.4%	33.3%	30.9%	33.2%	39.3%	30.0%	28.9%	
Not at all	17.5%	12.2%	12.7%	17.4%	12.2%	12.2%	17.9%	12.4%	13.5%	
Total(n)	97	1,641	5,039	69	962	2,873	28	679	2,166	
Mean	2.30	2.45	2.43	2.32	2.45	2.42	2.25	2.45	2.44	
Standard deviation	0.75	0.70	0.71	0.76	0.70	0.70	0.75	0.70	0.72	
Significance	-	*		-			-			
Effect size	-	-0.21	-0.18	-	-0.19	-0.14	-	-0.29	-0.26	
Explore topics on their own, even though it was not required for a class										
Frequently	51.5%	54.9%	54.0%	50.7%	54.3%	52.2%	53.6%	55.7%	56.5%	
Occasionally	34.0%	37.3%	39.6%	36.2%	37.7%	41.4%	28.6%	36.8%	37.2%	
Not at all	14.4%	7.8%	6.3%	13.0%	8.0%	6.3%	17.9%	7.5%	6.3%	
Total(n)	97	1,642	5,040	69	963	2,876	28	679	2,164	
Mean	2.37	2.47	2.48	2.38	2.46	2.46	2.36	2.48	2.50	
Standard deviation	0.73	0.64	0.61	0.71	0.64	0.61	0.78	0.63	0.61	
Significance	-			-			-			
Effect size	-	-0.16	-0.18	-	-0.13	-0.13	-	-0.19	-0.23	
Accept mistakes as part of the learning process										
Frequently	60.8%	71.9%	73.7%	55.1%	67.7%	70.9%	75.0%	77.9%	77.3%	
Occasionally	23.7%	21.7%	21.3%	30.4%	25.8%	24.1%	7.1%	16.0%	17.6%	
Not at all	15.5%	6.3%	5.0%	14.5%	6.5%	5.0%	17.9%	6.0%	5.0%	
Total(n)	97	1,642	5,039	69	962	2,873	28	680	2,166	
Mean	2.45	2.66	2.69	2.41	2.61	2.66	2.57	2.72	2.72	
Standard deviation	0.75	0.59	0.56	0.73	0.61	0.57	0.79	0.57	0.55	
Significance	-	***	***	-	**	***	-			
Effect size	-	-0.36	-0.43	-	-0.33	-0.44	-	-0.26	-0.27	

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

University of Idaho	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	58.8%	70.4%	73.5%	55.1%	66.3%	68.9%	67.9%	76.4%	79.6%	
Occasionally	25.8%	22.0%	21.0%	30.4%	26.1%	25.5%	14.3%	16.2%	15.1%	
Not at all	15.5%	7.6%	5.5%	14.5%	7.7%	5.7%	17.9%	7.4%	5.4%	
Total(n)	97	1,641	5,039	69	963	2,875	28	678	2,164	
Mean	2.43	2.63	2.68	2.41	2.59	2.63	2.50	2.69	2.74	
Standard deviation	0.75	0.62	0.57	0.73	0.63	0.59	0.79	0.60	0.55	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	-0.32	-0.44	-	-0.29	-0.37	-	-0.32	-0.44	
Integrate skills and knowledge from different sources and experiences										
Frequently	68.0%	74.5%	76.7%	63.8%	70.6%	72.7%	78.6%	80.1%	82.1%	
Occasionally	17.5%	19.5%	18.3%	23.2%	23.4%	22.2%	3.6%	14.0%	13.2%	
Not at all	14.4%	6.0%	4.9%	13.0%	6.0%	5.0%	17.9%	5.9%	4.8%	
Total(n)	97	1,642	5,040	69	962	2,875	28	680	2,165	
Mean	2.54	2.69	2.72	2.51	2.65	2.68	2.61	2.74	2.77	
Standard deviation	0.74	0.58	0.55	0.72	0.59	0.57	0.79	0.56	0.52	
Significance	-	*	**	-		*	-			
Effect size	-	-0.26	-0.33	-	-0.24	-0.30	-	-0.23	-0.31	

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

University of Idaho	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	12.4%	11.6%	12.6%	14.7%	11.4%	12.4%	6.9%	11.9%	12.9%	
Most	11.3%	14.1%	14.2%	11.8%	14.5%	15.1%	10.3%	13.5%	13.1%	
Some	28.9%	30.7%	30.7%	29.4%	31.5%	31.1%	27.6%	29.6%	30.2%	
None	47.4%	43.6%	42.4%	44.1%	42.6%	41.4%	55.2%	45.0%	43.8%	
Total(n)	97	1,686	5,173	68	980	2,929	29	706	2,244	
Mean	1.89	1.94	1.97	1.97	1.95	1.98	1.69	1.92	1.95	
Standard deviation	1.04	1.02	1.03	1.08	1.01	1.03	0.93	1.03	1.04	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	0.02	-0.01	-	-0.22	-0.25	
Essay exams										
All	19.8%	20.5%	22.4%	19.1%	22.1%	23.4%	21.4%	18.2%	21.0%	
Most	20.8%	22.3%	23.0%	20.6%	21.9%	22.3%	21.4%	22.9%	23.8%	
Some	24.0%	29.1%	29.5%	27.9%	27.9%	29.7%	14.3%	30.9%	29.3%	
None	35.4%	28.0%	25.1%	32.4%	28.1%	24.6%	42.9%	28.0%	25.9%	
Total(n)	96	1,683	5,170	68	980	2,930	28	703	2,240	
Mean	2.25	2.35	2.43	2.26	2.38	2.45	2.21	2.31	2.40	
Standard deviation	1.14	1.10	1.09	1.11	1.11	1.10	1.23	1.07	1.09	
Significance	-			-			-			
Effect size	-	-0.09	-0.17	-	-0.11	-0.17	-	-0.09	-0.17	
Short-answer exams										
All	15.5%	15.9%	17.7%	14.7%	16.9%	18.5%	17.2%	14.5%	16.6%	
Most	21.6%	22.7%	24.0%	26.5%	23.1%	24.6%	10.3%	22.0%	23.2%	
Some	30.9%	34.5%	33.8%	30.9%	34.3%	33.6%	31.0%	34.8%	34.0%	
None	32.0%	27.0%	24.5%	27.9%	25.7%	23.3%	41.4%	28.8%	26.1%	
Total(n)	97	1,682	5,157	68	977	2,919	29	705	2,238	
Mean	2.21	2.27	2.35	2.28	2.31	2.38	2.03	2.22	2.30	
Standard deviation	1.06	1.03	1.04	1.03	1.03	1.04	1.12	1.02	1.03	
Significance	-			-			-			
Effect size	-	-0.06	-0.13	-	-0.03	-0.10	-	-0.19	-0.26	

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

University of Idaho	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	14.4%	15.6%	16.7%	14.7%	15.5%	17.0%	13.8%	15.7%	16.3%	
Most	14.4%	16.0%	18.3%	13.2%	15.6%	19.2%	17.2%	16.5%	17.1%	
Some	32.0%	34.4%	33.6%	35.3%	33.4%	32.6%	24.1%	35.8%	34.9%	
None	39.2%	34.1%	31.4%	36.8%	35.6%	31.2%	44.8%	32.1%	31.7%	
Total(n)	97	1,678	5,160	68	976	2,923	29	702	2,237	
Mean	2.04	2.13	2.20	2.06	2.11	2.22	2.00	2.16	2.18	
Standard deviation	1.06	1.05	1.06	1.05	1.06	1.07	1.10	1.04	1.05	
Significance	-			-			-			
Effect size	-	-0.09	-0.15	-	-0.05	-0.15	-	-0.15	-0.17	
Weekly essay assignments										
All	3.1%	7.9%	8.3%	2.9%	6.6%	7.0%	3.4%	9.6%	10.0%	
Most	10.3%	10.5%	12.8%	7.4%	9.6%	11.8%	17.2%	11.8%	14.0%	
Some	30.9%	29.3%	30.8%	29.4%	26.2%	28.5%	34.5%	33.5%	33.7%	
None	55.7%	52.3%	48.2%	60.3%	57.6%	52.6%	44.8%	45.1%	42.3%	
Total(n)	97	1,681	5,160	68	976	2,920	29	705	2,240	
Mean	1.61	1.74	1.81	1.53	1.65	1.73	1.79	1.86	1.92	
Standard deviation	0.80	0.94	0.95	0.76	0.90	0.92	0.86	0.97	0.98	
Significance	-		*	-			-			
Effect size	-	-0.14	-0.21	-	-0.13	-0.22	-	-0.07	-0.13	
Student presentations										
All	24.7%	25.9%	26.5%	23.5%	21.1%	21.7%	27.6%	32.7%	32.8%	Student-Centered Pedagogy
Most	24.7%	26.1%	26.7%	23.5%	25.3%	25.5%	27.6%	27.3%	28.2%	
Some	27.8%	36.0%	36.4%	32.4%	39.8%	40.6%	17.2%	30.7%	30.9%	
None	22.7%	12.0%	10.5%	20.6%	13.9%	12.3%	27.6%	9.4%	8.1%	
Total(n)	97	1,685	5,172	68	981	2,930	29	704	2,242	
Mean	2.52	2.66	2.69	2.50	2.54	2.57	2.55	2.83	2.86	
Standard deviation	1.10	0.99	0.98	1.07	0.97	0.96	1.18	0.99	0.97	
Significance	-			-			-			
Effect size	-	-0.14	-0.17	-	-0.04	-0.07	-	-0.28	-0.32	

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

University of Idaho	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	18.6%	21.8%	22.6%	16.2%	20.1%	21.5%	24.1%	24.0%	24.0%	
Most	19.6%	25.0%	25.9%	20.6%	24.5%	25.2%	17.2%	25.6%	26.9%	
Some	34.0%	35.0%	35.9%	38.2%	35.3%	37.1%	24.1%	34.5%	34.2%	
None	27.8%	18.3%	15.6%	25.0%	20.0%	16.1%	34.5%	15.9%	15.0%	
Total(n)	97	1,682	5,168	68	978	2,930	29	704	2,238	
Mean	2.29	2.50	2.56	2.28	2.45	2.52	2.31	2.58	2.60	
Standard deviation	1.07	1.03	1.01	1.02	1.03	1.00	1.20	1.02	1.01	
Significance	-		**	-			-			
Effect size	-	-0.20	-0.27	-	-0.17	-0.24	-	-0.26	-0.29	
Student evaluations of each others' work										
All	8.2%	11.0%	11.6%	2.9%	7.8%	8.7%	20.7%	15.5%	15.5%	Student-Centered Pedagogy
Most	10.3%	13.5%	14.3%	10.3%	11.3%	11.5%	10.3%	16.6%	17.9%	
Some	34.0%	36.8%	38.0%	33.8%	36.4%	38.0%	34.5%	37.3%	38.0%	
None	47.4%	38.7%	36.1%	52.9%	44.5%	41.8%	34.5%	30.6%	28.6%	
Total(n)	97	1,682	5,169	68	977	2,926	29	705	2,243	
Mean	1.79	1.97	2.01	1.63	1.82	1.87	2.17	2.17	2.20	
Standard deviation	0.93	0.98	0.98	0.79	0.92	0.93	1.14	1.03	1.02	
Significance	-		*	-		*	-			
Effect size	-	-0.18	-0.22	-	-0.21	-0.26	-	0.00	-0.03	
Grading on a curve										
All	5.2%	7.6%	6.7%	4.4%	9.4%	9.2%	6.9%	5.0%	3.6%	
Most	11.3%	11.0%	9.4%	14.7%	14.2%	12.0%	3.4%	6.5%	6.0%	
Some	13.4%	18.8%	19.7%	14.7%	20.0%	20.5%	10.3%	17.1%	18.5%	
None	70.1%	62.7%	64.2%	66.2%	56.4%	58.3%	79.3%	71.4%	71.9%	
Total(n)	97	1,680	5,159	68	977	2,924	29	703	2,235	
Mean	1.52	1.63	1.59	1.57	1.77	1.72	1.38	1.45	1.41	
Standard deviation	0.89	0.95	0.91	0.90	1.01	1.00	0.86	0.82	0.76	
Significance	-			-			-			
Effect size	-	-0.12	-0.08	-	-0.20	-0.15	-	-0.09	-0.04	

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

University of Idaho	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	29.2%	27.8%	29.5%	28.4%	26.5%	28.0%	31.0%	29.6%	31.4%	
Most	21.9%	19.9%	21.2%	19.4%	19.8%	21.4%	27.6%	20.1%	21.0%	
Some	14.6%	19.2%	20.5%	17.9%	18.0%	19.7%	6.9%	20.9%	21.5%	
None	34.4%	33.0%	28.8%	34.3%	35.6%	31.0%	34.5%	29.4%	26.1%	
Total(n)	96	1,668	5,134	67	965	2,903	29	703	2,231	
Mean	2.46	2.43	2.51	2.42	2.37	2.46	2.55	2.50	2.58	
Standard deviation	1.24	1.21	1.19	1.23	1.22	1.20	1.27	1.20	1.18	
Significance	-			-			-			
Effect size	-	0.02	-0.04	-	0.04	-0.03	-	0.04	-0.03	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	52.6%	65.2%	69.0%	50.0%	58.3%	63.0%	58.6%	74.9%	77.0%	Student-Centered Pedagogy
Most	20.6%	18.0%	16.5%	22.1%	21.6%	19.0%	17.2%	13.0%	13.3%	
Some	18.6%	13.5%	12.0%	20.6%	16.0%	15.0%	13.8%	9.9%	8.0%	
None	8.2%	3.3%	2.4%	7.4%	4.1%	3.0%	10.3%	2.1%	1.7%	
Total(n)	97	1,685	5,176	68	980	2,931	29	705	2,245	
Mean	3.18	3.45	3.52	3.15	3.34	3.42	3.24	3.61	3.66	
Standard deviation	1.01	0.84	0.80	1.00	0.89	0.85	1.06	0.75	0.70	
Significance	-	**	***	-		**	-	*	**	
Effect size	-	-0.32	-0.43	-	-0.21	-0.32	-	-0.49	-0.60	
Cooperative learning (small groups)										
All	35.4%	37.2%	39.7%	32.8%	29.0%	31.2%	41.4%	48.4%	50.8%	Student-Centered Pedagogy
Most	15.6%	20.9%	21.7%	11.9%	20.8%	22.0%	24.1%	21.2%	21.3%	
Some	30.2%	28.5%	27.6%	32.8%	32.8%	32.1%	24.1%	22.4%	21.6%	
None	18.8%	13.4%	11.0%	22.4%	17.4%	14.7%	10.3%	8.0%	6.3%	
Total(n)	96	1,676	5,150	67	972	2,912	29	704	2,238	
Mean	2.68	2.82	2.90	2.55	2.61	2.70	2.97	3.10	3.17	
Standard deviation	1.15	1.08	1.05	1.17	1.08	1.06	1.05	1.01	0.97	
Significance	-		*	-			-			
Effect size	-	-0.13	-0.21	-	-0.06	-0.14	-	-0.13	-0.21	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Experiential learning/Field studies										Student-Centered Pedagogy
All	17.5%	14.6%	16.5%	19.1%	12.6%	13.3%	13.8%	17.4%	20.8%	
Most	19.6%	15.9%	15.9%	16.2%	13.6%	14.3%	27.6%	19.0%	18.0%	
Some	35.1%	34.4%	34.8%	35.3%	35.2%	35.7%	34.5%	33.3%	33.5%	
None	27.8%	35.1%	32.8%	29.4%	38.6%	36.7%	24.1%	30.2%	27.7%	
Total(n)	97	1,682	5,162	68	977	2,922	29	705	2,240	
Mean	2.27	2.10	2.16	2.25	2.00	2.04	2.31	2.24	2.32	
Standard deviation	1.06	1.04	1.06	1.08	1.01	1.02	1.00	1.07	1.09	
Significance	-			-	*		-			
Effect size	-	0.16	0.10	-	0.25	0.21	-	0.07	-0.01	
Teaching assistants										
All	3.1%	3.0%	3.3%	2.9%	3.2%	3.8%	3.4%	2.7%	2.6%	
Most	9.3%	8.5%	6.8%	10.3%	9.8%	8.2%	6.9%	6.5%	5.1%	
Some	33.0%	35.4%	27.2%	38.2%	38.7%	29.9%	20.7%	30.9%	23.5%	
None	54.6%	53.2%	62.7%	48.5%	48.3%	58.1%	69.0%	59.9%	68.8%	
Total(n)	97	1,680	5,156	68	977	2,919	29	703	2,237	
Mean	1.61	1.61	1.51	1.68	1.68	1.58	1.45	1.52	1.41	
Standard deviation	0.78	0.77	0.76	0.78	0.78	0.80	0.78	0.74	0.71	
Significance	-			-			-			
Effect size	-	0.00	0.13	-	0.00	0.13	-	-0.09	0.06	
Recitals/Demonstrations										
All	5.2%	9.8%	9.9%	4.4%	10.2%	9.2%	6.9%	9.2%	10.7%	
Most	6.2%	10.1%	11.8%	5.9%	9.4%	11.7%	6.9%	11.1%	12.1%	
Some	29.9%	26.5%	25.4%	35.3%	26.8%	27.4%	17.2%	26.0%	22.9%	
None	58.8%	53.6%	52.8%	54.4%	53.6%	51.7%	69.0%	53.6%	54.3%	
Total(n)	97	1,678	5,162	68	975	2,923	29	703	2,239	
Mean	1.58	1.76	1.79	1.60	1.76	1.78	1.52	1.76	1.79	
Standard deviation	0.83	0.99	1.00	0.79	0.99	0.98	0.91	0.98	1.02	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.21	-	-0.16	-0.18	-	-0.24	-0.26	

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

University of Idaho	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	10.3%	16.4%	16.8%	8.8%	14.1%	14.6%	13.8%	19.7%	19.6%	
Most	18.6%	19.6%	20.3%	17.6%	16.7%	18.3%	20.7%	23.6%	22.9%	
Some	38.1%	40.5%	41.5%	38.2%	41.3%	42.5%	37.9%	39.3%	40.3%	
None	33.0%	23.5%	21.4%	35.3%	27.9%	24.6%	27.6%	17.4%	17.2%	
Total(n)	97	1,676	5,155	68	974	2,920	29	702	2,235	
Mean	2.06	2.29	2.32	2.00	2.17	2.23	2.21	2.46	2.45	
Standard deviation	0.97	1.00	0.99	0.95	0.99	0.98	1.01	1.00	0.99	
Significance	-	*	*	-			-			
Effect size	-	-0.23	-0.26	-	-0.17	-0.23	-	-0.25	-0.24	
Extensive lecturing										
All	12.4%	12.1%	12.0%	17.6%	15.7%	15.8%	0.0%	7.1%	7.0%	
Most	35.1%	27.4%	25.8%	42.6%	32.5%	30.9%	17.2%	20.3%	19.2%	
Some	33.0%	38.1%	38.9%	25.0%	35.5%	35.9%	51.7%	41.6%	42.9%	
None	19.6%	22.4%	23.2%	14.7%	16.2%	17.3%	31.0%	31.0%	30.9%	
Total(n)	97	1,683	5,170	68	979	2,928	29	704	2,242	
Mean	2.40	2.29	2.27	2.63	2.48	2.45	1.86	2.04	2.02	
Standard deviation	0.94	0.95	0.95	0.94	0.94	0.95	0.69	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.12	0.14	-	0.16	0.19	-	-0.20	-0.18	
Multiple drafts of written work										
All	9.3%	10.6%	11.4%	10.3%	7.9%	8.1%	6.9%	14.3%	15.8%	
Most	19.6%	14.3%	16.5%	13.2%	12.9%	14.8%	34.5%	16.1%	18.7%	
Some	36.1%	45.2%	45.8%	39.7%	44.3%	46.9%	27.6%	46.5%	44.3%	
None	35.1%	30.0%	26.3%	36.8%	34.9%	30.2%	31.0%	23.1%	21.3%	
Total(n)	97	1,675	5,154	68	974	2,919	29	701	2,235	
Mean	2.03	2.05	2.13	1.97	1.94	2.01	2.17	2.22	2.29	
Standard deviation	0.96	0.93	0.93	0.96	0.89	0.88	0.97	0.96	0.97	
Significance	-			-			-			
Effect size	-	-0.02	-0.11	-	0.03	-0.05	-	-0.05	-0.12	

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

University of Idaho	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	10.3%	8.8%	9.3%	8.8%	6.0%	6.7%	13.8%	12.5%	12.7%	
Most	16.5%	14.7%	14.6%	16.2%	13.3%	13.3%	17.2%	16.6%	16.3%	
Some	35.1%	44.8%	46.3%	41.2%	46.2%	47.2%	20.7%	43.0%	45.2%	
None	38.1%	31.7%	29.8%	33.8%	34.5%	32.9%	48.3%	27.9%	25.8%	
Total(n)	97	1,680	5,166	68	977	2,926	29	703	2,240	
Mean	1.99	2.00	2.03	2.00	1.91	1.94	1.97	2.14	2.16	
Standard deviation	0.98	0.90	0.90	0.93	0.84	0.85	1.12	0.96	0.95	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	0.11	0.07	-	-0.18	-0.20	
Reflective writing/journaling										Student-Centered Pedagogy
All	5.2%	7.3%	9.6%	5.9%	3.9%	5.8%	3.4%	12.1%	14.6%	
Most	9.3%	9.5%	12.5%	5.9%	6.5%	9.8%	17.2%	13.7%	15.9%	
Some	29.9%	31.1%	33.2%	25.0%	27.3%	30.7%	41.4%	36.3%	36.6%	
None	55.7%	52.1%	44.7%	63.2%	62.3%	53.7%	37.9%	38.0%	32.9%	
Total(n)	97	1,677	5,161	68	974	2,921	29	703	2,240	
Mean	1.64	1.72	1.87	1.54	1.52	1.68	1.86	2.00	2.12	
Standard deviation	0.86	0.91	0.97	0.85	0.78	0.87	0.83	1.00	1.03	
Significance	-		*	-			-			
Effect size	-	-0.09	-0.24	-	0.03	-0.16	-	-0.14	-0.25	
Community service as part of coursework										Civic Minded Practice
All	5.2%	2.3%	3.0%	5.9%	1.7%	2.2%	3.4%	3.0%	4.1%	
Most	7.2%	5.0%	6.0%	4.4%	3.5%	4.3%	13.8%	7.1%	8.2%	
Some	21.6%	23.8%	26.3%	14.7%	19.9%	23.3%	37.9%	29.2%	30.3%	
None	66.0%	68.9%	64.7%	75.0%	74.9%	70.2%	44.8%	60.7%	57.4%	
Total(n)	97	1,677	5,161	68	975	2,922	29	702	2,239	
Mean	1.52	1.41	1.47	1.41	1.32	1.38	1.76	1.52	1.59	
Standard deviation	0.84	0.69	0.74	0.83	0.63	0.67	0.83	0.76	0.81	
Significance	-			-			-			
Effect size	-	0.16	0.07	-	0.14	0.04	-	0.32	0.21	

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

University of Idaho	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%	2.5%	0.0%	2.1%	2.5%	0.0%	2.3%	2.6%	
Most	1.0%	4.4%	4.8%	1.5%	3.7%	4.8%	0.0%	5.4%	4.8%	
Some	13.4%	14.9%	14.8%	11.8%	13.7%	13.9%	17.2%	16.5%	16.0%	
None	85.6%	78.6%	77.9%	86.8%	80.6%	78.8%	82.8%	75.8%	76.6%	
Total(n)	97	1,675	5,154	68	973	2,920	29	702	2,234	
Mean	1.15	1.30	1.32	1.15	1.27	1.31	1.17	1.34	1.33	
Standard deviation	0.39	0.65	0.68	0.40	0.63	0.68	0.38	0.69	0.69	
Significance	-	*	*	-			-			
Effect size	-	-0.23	-0.25	-	-0.19	-0.24	-	-0.25	-0.23	
Using real-life problems										
All	24.7%	32.2%	34.7%	16.2%	27.6%	31.0%	44.8%	38.5%	39.5%	
Most	29.9%	30.0%	28.6%	36.8%	31.8%	30.3%	13.8%	27.6%	26.4%	
Some	28.9%	25.9%	26.3%	33.8%	27.8%	27.7%	17.2%	23.3%	24.6%	
None	16.5%	11.8%	10.4%	13.2%	12.8%	11.0%	24.1%	10.5%	9.6%	
Total(n)	97	1,681	5,167	68	978	2,927	29	703	2,240	
Mean	2.63	2.83	2.88	2.56	2.74	2.81	2.79	2.94	2.96	
Standard deviation	1.03	1.01	1.01	0.92	1.00	1.00	1.26	1.02	1.01	
Significance	-		*	-		*	-			
Effect size	-	-0.20	-0.25	-	-0.18	-0.25	-	-0.15	-0.17	
Using student inquiry to drive learning										
All	14.4%	21.1%	22.7%	16.2%	18.8%	19.4%	10.3%	24.3%	26.9%	
Most	24.7%	26.5%	27.1%	20.6%	24.1%	25.7%	34.5%	29.9%	28.9%	
Some	43.3%	39.7%	38.5%	47.1%	43.0%	41.4%	34.5%	35.1%	34.7%	
None	17.5%	12.7%	11.7%	16.2%	14.2%	13.5%	20.7%	10.7%	9.4%	
Total(n)	97	1,678	5,161	68	975	2,922	29	703	2,239	
Mean	2.36	2.56	2.61	2.37	2.47	2.51	2.34	2.68	2.73	
Standard deviation	0.94	0.96	0.96	0.94	0.95	0.95	0.94	0.96	0.96	
Significance	-	*	*	-			-		*	
Effect size	-	-0.21	-0.26	-	-0.11	-0.15	-	-0.35	-0.41	Student-Centered Pedagogy

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Becoming an authority in my field										
Essential	37.5%	38.4%	33.5%	43.8%	45.0%	38.1%	22.6%	29.3%	27.5%	
Very important	39.4%	36.4%	38.1%	37.0%	33.9%	36.7%	45.2%	39.8%	39.9%	
Somewhat important	20.2%	21.4%	22.4%	16.4%	18.4%	20.0%	29.0%	25.4%	25.5%	
Not important	2.9%	3.9%	6.0%	2.7%	2.7%	5.2%	3.2%	5.5%	7.1%	
Total(n)	104	1,722	5,238	73	995	2,958	31	727	2,280	
Mean	3.12	3.09	2.99	3.22	3.21	3.08	2.87	2.93	2.88	
Standard deviation	0.83	0.86	0.89	0.82	0.84	0.88	0.81	0.87	0.89	
Significance	-			-			-			
Effect size	-	0.03	0.15	-	0.01	0.16	-	-0.07	-0.01	
Influencing the political structure										
Essential	3.8%	6.0%	6.5%	4.1%	5.8%	6.3%	3.2%	6.2%	6.7%	
Very important	32.7%	22.3%	21.5%	28.8%	19.8%	19.8%	41.9%	25.6%	23.8%	
Somewhat important	39.4%	44.8%	44.9%	37.0%	44.0%	43.5%	45.2%	45.9%	46.8%	
Not important	24.0%	27.0%	27.1%	30.1%	30.4%	30.4%	9.7%	22.3%	22.7%	
Total(n)	104	1,721	5,235	73	995	2,956	31	726	2,279	
Mean	2.16	2.07	2.07	2.07	2.01	2.02	2.39	2.16	2.14	
Standard deviation	0.84	0.85	0.86	0.87	0.86	0.87	0.72	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.07	0.06	-	0.27	0.30	
Influencing social values										
Essential	7.7%	12.5%	15.6%	8.2%	11.1%	13.2%	6.5%	14.3%	18.7%	Civic Minded Values
Very important	49.0%	39.8%	39.0%	37.0%	35.1%	36.3%	77.4%	46.1%	42.6%	
Somewhat important	33.7%	36.0%	35.2%	41.1%	37.9%	37.8%	16.1%	33.3%	31.9%	
Not important	9.6%	11.8%	10.1%	13.7%	15.8%	12.7%	0.0%	6.2%	6.8%	
Total(n)	104	1,723	5,236	73	997	2,957	31	726	2,279	Social Agency
Mean	2.55	2.53	2.60	2.40	2.42	2.50	2.90	2.69	2.73	
Standard deviation	0.77	0.86	0.87	0.83	0.88	0.88	0.47	0.79	0.84	
Significance	-			-			-			
Effect size	-	0.02	-0.06	-	-0.02	-0.11	-	0.27	0.20	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Raising a family										
Essential	52.9%	48.8%	50.6%	52.1%	51.6%	54.2%	54.8%	45.0%	46.0%	
Very important	30.8%	24.4%	23.2%	32.9%	27.2%	24.8%	25.8%	20.6%	21.2%	
Somewhat important	7.7%	9.7%	9.2%	6.8%	9.9%	8.4%	9.7%	9.3%	10.2%	
Not important	8.7%	17.1%	16.9%	8.2%	11.3%	12.6%	9.7%	25.1%	22.6%	
Total(n)	104	1,719	5,228	73	995	2,955	31	724	2,273	
Mean	3.28	3.05	3.08	3.29	3.19	3.21	3.26	2.85	2.91	
Standard deviation	0.94	1.13	1.13	0.92	1.01	1.04	1.00	1.24	1.21	
Significance	-	*		-			-			
Effect size	-	0.20	0.18	-	0.10	0.08	-	0.33	0.29	
Becoming very well off financially										
Essential	11.5%	6.6%	5.5%	12.3%	7.4%	6.5%	9.7%	5.5%	4.2%	
Very important	21.2%	24.7%	24.5%	24.7%	26.1%	26.3%	12.9%	22.8%	22.1%	
Somewhat important	49.0%	54.6%	53.3%	43.8%	54.9%	53.6%	61.3%	54.1%	52.8%	
Not important	18.3%	14.1%	16.8%	19.2%	11.6%	13.6%	16.1%	17.6%	20.8%	
Total(n)	104	1,721	5,235	73	994	2,956	31	727	2,279	
Mean	2.26	2.24	2.19	2.30	2.29	2.26	2.16	2.16	2.10	
Standard deviation	0.89	0.77	0.77	0.92	0.77	0.77	0.82	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.03	0.09	-	0.01	0.05	-	0.00	0.08	
Helping others who are in difficulty										
Essential	22.1%	26.4%	28.5%	16.4%	22.8%	24.8%	35.5%	31.4%	33.5%	
Very important	57.7%	46.5%	47.7%	61.6%	47.1%	48.7%	48.4%	45.7%	46.4%	
Somewhat important	18.3%	26.0%	22.9%	19.2%	28.8%	25.5%	16.1%	22.0%	19.6%	
Not important	1.9%	1.0%	0.8%	2.7%	1.2%	1.0%	0.0%	0.8%	0.6%	
Total(n)	104	1,721	5,234	73	995	2,957	31	726	2,277	
Mean	3.00	2.98	3.04	2.92	2.92	2.97	3.19	3.08	3.13	
Standard deviation	0.70	0.75	0.74	0.68	0.75	0.74	0.70	0.75	0.73	
Significance	-			-			-			
Effect size	-	0.03	-0.05	-	0.00	-0.07	-	0.15	0.08	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Adopting 'green' practices to protect the environment										
Essential	20.2%	18.4%	17.3%	16.4%	15.4%	14.3%	29.0%	22.5%	21.2%	
Very important	43.3%	40.8%	39.3%	43.8%	39.6%	38.1%	41.9%	42.4%	41.0%	
Somewhat important	29.8%	36.0%	37.6%	31.5%	38.8%	39.9%	25.8%	32.1%	34.5%	
Not important	6.7%	4.8%	5.8%	8.2%	6.1%	7.7%	3.2%	3.0%	3.3%	
Total(n)	104	1,720	5,233	73	994	2,955	31	726	2,278	
Mean	2.77	2.73	2.68	2.68	2.64	2.59	2.97	2.84	2.80	
Standard deviation	0.85	0.81	0.82	0.85	0.81	0.83	0.84	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.05	0.11	-	0.05	0.11	-	0.16	0.21	
Developing a meaningful philosophy of life										
Essential	48.1%	50.1%	52.4%	45.2%	47.5%	50.2%	54.8%	53.6%	55.4%	
Very important	33.7%	32.0%	32.0%	32.9%	32.3%	32.5%	35.5%	31.6%	31.4%	
Somewhat important	13.5%	14.4%	12.6%	15.1%	15.7%	13.3%	9.7%	12.7%	11.6%	
Not important	4.8%	3.4%	2.9%	6.8%	4.4%	4.0%	0.0%	2.1%	1.6%	
Total(n)	104	1,720	5,231	73	993	2,953	31	727	2,278	
Mean	3.25	3.29	3.34	3.16	3.23	3.29	3.45	3.37	3.40	
Standard deviation	0.87	0.84	0.81	0.93	0.87	0.84	0.68	0.78	0.76	
Significance	-			-			-			
Effect size	-	-0.05	-0.11	-	-0.08	-0.15	-	0.10	0.07	
Helping to promote racial understanding										
Essential	28.8%	36.8%	36.5%	26.0%	30.4%	30.0%	35.5%	45.7%	45.0%	
Very important	46.2%	37.5%	39.4%	46.6%	40.1%	41.0%	45.2%	34.0%	37.3%	
Somewhat important	21.2%	22.5%	21.2%	21.9%	25.5%	25.2%	19.4%	18.4%	16.0%	
Not important	3.8%	3.1%	2.9%	5.5%	4.0%	3.8%	0.0%	1.9%	1.7%	
Total(n)	104	1,722	5,234	73	995	2,955	31	727	2,279	
Mean	3.00	3.08	3.10	2.93	2.97	2.97	3.16	3.23	3.26	
Standard deviation	0.81	0.84	0.83	0.84	0.85	0.84	0.73	0.82	0.78	
Significance	-			-			-			
Effect size	-	-0.10	-0.12	-	-0.05	-0.05	-	-0.09	-0.13	
										Social Agency

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Integrating spirituality into my life										
Essential	26.0%	21.5%	29.1%	26.0%	19.4%	27.5%	25.8%	24.3%	31.0%	
Very important	21.2%	22.6%	21.7%	23.3%	23.2%	20.9%	16.1%	21.9%	22.8%	
Somewhat important	27.9%	27.4%	25.4%	20.5%	26.7%	24.8%	45.2%	28.3%	26.2%	
Not important	25.0%	28.5%	23.8%	30.1%	30.7%	26.7%	12.9%	25.4%	20.0%	
Total(n)	104	1,720	5,228	73	993	2,952	31	727	2,276	
Mean	2.48	2.37	2.56	2.45	2.31	2.49	2.55	2.45	2.65	
Standard deviation	1.13	1.11	1.14	1.18	1.10	1.16	1.03	1.12	1.12	
Significance	-			-			-			
Effect size	-	0.10	-0.07	-	0.13	-0.03	-	0.09	-0.09	
Making a theoretical contribution to science										
Essential	6.7%	13.7%	11.3%	8.2%	16.1%	13.3%	3.2%	10.5%	8.7%	
Very important	27.9%	27.4%	24.1%	31.5%	30.2%	26.8%	19.4%	23.7%	20.5%	
Somewhat important	41.3%	29.0%	30.7%	39.7%	28.0%	29.9%	45.2%	30.4%	31.6%	
Not important	24.0%	29.8%	34.0%	20.5%	25.7%	30.0%	32.3%	35.5%	39.2%	
Total(n)	104	1,722	5,229	73	995	2,953	31	727	2,276	
Mean	2.17	2.25	2.13	2.27	2.37	2.23	1.94	2.09	1.99	
Standard deviation	0.88	1.03	1.01	0.89	1.03	1.02	0.81	1.00	0.97	
Significance	-			-			-			
Effect size	-	-0.08	0.04	-	-0.10	0.04	-	-0.15	-0.05	
Participating in a community action program										
Essential	8.7%	7.4%	9.1%	6.8%	6.1%	7.0%	12.9%	9.2%	11.8%	Social Agency
Very important	28.8%	23.7%	23.8%	24.7%	21.2%	22.0%	38.7%	27.1%	26.2%	
Somewhat important	50.0%	46.6%	45.9%	52.1%	46.9%	46.2%	45.2%	46.2%	45.4%	
Not important	12.5%	22.2%	21.3%	16.4%	25.7%	24.8%	3.2%	17.5%	16.6%	
Total(n)	104	1,720	5,223	73	993	2,946	31	727	2,277	
Mean	2.34	2.16	2.21	2.22	2.08	2.11	2.61	2.28	2.33	
Standard deviation	0.81	0.85	0.88	0.80	0.84	0.86	0.76	0.86	0.89	
Significance	-	*		-			-	*		
Effect size	-	0.21	0.15	-	0.17	0.13	-	0.38	0.31	

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

University of Idaho	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										
Essential	21.2%	21.7%	21.8%	21.9%	22.4%	22.5%	19.4%	20.8%	20.8%	Social Agency
Very important	34.6%	39.7%	41.5%	32.9%	39.4%	41.2%	38.7%	40.0%	41.9%	
Somewhat important	38.5%	32.6%	31.5%	37.0%	32.0%	30.6%	41.9%	33.4%	32.7%	
Not important	5.8%	6.0%	5.2%	8.2%	6.2%	5.8%	0.0%	5.8%	4.6%	
Total(n)	104	1,720	5,234	73	993	2,955	31	727	2,279	Social Agency
Mean	2.71	2.77	2.80	2.68	2.78	2.80	2.77	2.76	2.79	
Standard deviation	0.87	0.86	0.84	0.91	0.86	0.85	0.76	0.85	0.82	
Significance	-			-			-			
Effect size	-	-0.07	-0.11	-	-0.12	-0.14	-	0.01	-0.02	
Becoming a community leader										
Essential	7.7%	5.6%	6.3%	8.2%	4.9%	6.0%	6.5%	6.6%	6.8%	Social Agency
Very important	23.1%	18.2%	18.7%	21.9%	17.8%	17.9%	25.8%	18.7%	19.7%	
Somewhat important	42.3%	42.1%	43.4%	35.6%	43.7%	44.3%	58.1%	39.9%	42.3%	
Not important	26.9%	34.1%	31.6%	34.2%	33.6%	31.8%	9.7%	34.8%	31.2%	
Total(n)	104	1,721	5,233	73	994	2,954	31	727	2,279	Social Agency
Mean	2.12	1.95	2.00	2.04	1.94	1.98	2.29	1.97	2.02	
Standard deviation	0.90	0.86	0.87	0.95	0.84	0.86	0.74	0.89	0.88	
Significance	-			-			-	*		
Effect size	-	0.20	0.14	-	0.12	0.07	-	0.36	0.31	
Mentoring the next generation of scholars										
Essential	39.4%	43.8%	41.2%	39.7%	42.5%	39.1%	38.7%	45.7%	44.0%	
Very important	39.4%	40.0%	40.4%	38.4%	40.8%	41.1%	41.9%	38.8%	39.5%	
Somewhat important	18.3%	14.9%	16.7%	17.8%	15.1%	18.1%	19.4%	14.7%	15.0%	
Not important	2.9%	1.3%	1.7%	4.1%	1.6%	1.8%	0.0%	0.8%	1.5%	
Total(n)	104	1,721	5,235	73	994	2,956	31	727	2,279	
Mean	3.15	3.26	3.21	3.14	3.24	3.17	3.19	3.29	3.26	
Standard deviation	0.82	0.75	0.78	0.85	0.76	0.78	0.75	0.74	0.76	
Significance	-			-			-			
Effect size	-	-0.15	-0.08	-	-0.13	-0.04	-	-0.14	-0.09	

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

University of Idaho	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	83.5%	88.3%	89.0%	81.9%	85.5%	86.5%	87.1%	92.2%	92.2%	
Very important	13.6%	10.8%	10.3%	16.7%	13.5%	12.7%	6.5%	7.1%	7.2%	
Somewhat important	1.0%	0.5%	0.3%	1.4%	0.6%	0.4%	0.0%	0.3%	0.3%	
Not important	1.9%	0.4%	0.3%	0.0%	0.4%	0.4%	6.5%	0.4%	0.3%	
Total(n)	103	1,695	5,156	72	980	2,913	31	715	2,243	
Mean	3.79	3.87	3.88	3.81	3.84	3.85	3.74	3.91	3.91	
Standard deviation	0.55	0.38	0.36	0.43	0.41	0.39	0.77	0.34	0.32	
Significance	-	*	*	-			-	*	**	
Effect size	-	-0.21	-0.25	-	-0.07	-0.10	-	-0.50	-0.53	
Prepare students for employment after college										
Essential	35.3%	40.2%	41.4%	36.6%	37.0%	37.8%	32.3%	44.5%	46.0%	
Very important	43.1%	40.8%	41.4%	45.1%	42.8%	43.0%	38.7%	37.9%	39.3%	
Somewhat important	18.6%	17.2%	15.7%	16.9%	18.1%	17.4%	22.6%	16.1%	13.5%	
Not important	2.9%	1.8%	1.6%	1.4%	2.0%	1.8%	6.5%	1.5%	1.3%	
Total(n)	102	1,693	5,154	71	978	2,911	31	715	2,243	
Mean	3.11	3.19	3.23	3.17	3.15	3.17	2.97	3.25	3.30	
Standard deviation	0.81	0.78	0.76	0.76	0.78	0.77	0.91	0.78	0.75	
Significance	-			-			-		*	
Effect size	-	-0.10	-0.16	-	0.03	0.00	-	-0.36	-0.44	
Prepare students for graduate or advanced education										
Essential	21.4%	25.7%	27.2%	25.0%	24.2%	25.3%	12.9%	27.8%	29.5%	
Very important	42.7%	50.7%	49.7%	44.4%	51.5%	50.4%	38.7%	49.7%	48.7%	
Somewhat important	34.0%	22.7%	22.1%	30.6%	23.3%	23.1%	41.9%	21.8%	20.8%	
Not important	1.9%	0.9%	1.0%	0.0%	1.0%	1.1%	6.5%	0.7%	0.9%	
Total(n)	103	1,694	5,153	72	979	2,912	31	715	2,241	
Mean	2.83	3.01	3.03	2.94	2.99	3.00	2.58	3.05	3.07	
Standard deviation	0.78	0.72	0.73	0.75	0.72	0.73	0.81	0.72	0.73	
Significance	-	*	**	-			-	***	***	
Effect size	-	-0.25	-0.27	-	-0.07	-0.08	-	-0.65	-0.67	

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

University of Idaho	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	31.1%	29.9%	34.9%	29.2%	26.9%	31.7%	35.5%	34.1%	39.0%	
Very important	42.7%	40.7%	38.5%	41.7%	40.9%	39.7%	45.2%	40.4%	36.8%	
Somewhat important	19.4%	24.5%	22.6%	22.2%	26.3%	23.8%	12.9%	22.2%	21.0%	
Not important	6.8%	4.8%	4.1%	6.9%	6.0%	4.8%	6.5%	3.2%	3.1%	
Total(n)	103	1,691	5,150	72	979	2,911	31	712	2,239	
Mean	2.98	2.96	3.04	2.93	2.89	2.98	3.10	3.05	3.12	
Standard deviation	0.89	0.86	0.86	0.89	0.87	0.86	0.87	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.02	-0.07	-	0.05	-0.06	-	0.06	-0.02	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	13.6%	15.6%	19.5%	9.7%	11.9%	15.5%	22.6%	20.7%	24.6%	
Very important	39.8%	36.5%	36.1%	40.3%	35.2%	35.2%	38.7%	38.4%	37.3%	
Somewhat important	35.9%	37.7%	36.5%	38.9%	40.1%	39.5%	29.0%	34.5%	32.6%	
Not important	10.7%	10.2%	7.9%	11.1%	12.9%	9.8%	9.7%	6.4%	5.4%	
Total(n)	103	1,692	5,151	72	978	2,911	31	714	2,240	
Mean	2.56	2.58	2.67	2.49	2.46	2.57	2.74	2.73	2.81	
Standard deviation	0.86	0.87	0.88	0.82	0.86	0.87	0.93	0.86	0.87	
Significance	-			-			-			
Effect size	-	-0.02	-0.13	-	0.03	-0.09	-	0.01	-0.08	
Teach students the classic works of Western civilization										
Essential	6.8%	7.7%	8.8%	8.3%	8.3%	9.5%	3.2%	6.9%	7.8%	
Very important	23.3%	19.7%	21.4%	23.6%	20.3%	22.6%	22.6%	18.9%	19.9%	
Somewhat important	45.6%	43.3%	43.3%	43.1%	42.9%	42.0%	51.6%	43.8%	45.1%	
Not important	24.3%	29.3%	26.4%	25.0%	28.5%	25.9%	22.6%	30.4%	27.2%	
Total(n)	103	1,689	5,142	72	976	2,905	31	713	2,237	
Mean	2.13	2.06	2.13	2.15	2.08	2.16	2.06	2.02	2.08	
Standard deviation	0.86	0.89	0.90	0.90	0.90	0.92	0.77	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	0.08	-0.01	-	0.05	-0.02	

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

University of Idaho	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	19.4%	25.8%	30.2%	18.1%	21.3%	25.7%	22.6%	32.1%	36.1%	
Very important	51.5%	42.7%	41.2%	48.6%	42.2%	42.0%	58.1%	43.3%	40.2%	
Somewhat important	21.4%	25.5%	23.6%	25.0%	28.9%	26.3%	12.9%	20.7%	20.2%	
Not important	7.8%	6.0%	5.0%	8.3%	7.6%	6.0%	6.5%	3.9%	3.5%	
Total(n)	103	1,692	5,147	72	978	2,910	31	714	2,237	
Mean	2.83	2.88	2.97	2.76	2.77	2.87	2.97	3.04	3.09	
Standard deviation	0.83	0.86	0.86	0.85	0.87	0.86	0.80	0.83	0.83	
Significance	-			-			-			
Effect size	-	-0.06	-0.16	-	-0.01	-0.13	-	-0.08	-0.14	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	25.2%	30.2%	35.2%	22.2%	24.4%	29.5%	32.3%	38.2%	42.6%	
Very important	42.7%	44.9%	41.1%	38.9%	44.5%	42.3%	51.6%	45.4%	39.5%	
Somewhat important	27.2%	20.2%	19.9%	34.7%	24.8%	23.1%	9.7%	14.0%	15.7%	
Not important	4.9%	4.7%	3.8%	4.2%	6.3%	5.1%	6.5%	2.4%	2.2%	
Total(n)	103	1,689	5,145	72	977	2,908	31	712	2,237	
Mean	2.88	3.01	3.08	2.79	2.87	2.96	3.10	3.19	3.23	
Standard deviation	0.84	0.83	0.84	0.84	0.85	0.85	0.83	0.76	0.79	
Significance	-		*	-			-			
Effect size	-	-0.16	-0.24	-	-0.09	-0.20	-	-0.12	-0.16	
Instill in students a commitment to community service										Civic Minded Values
Essential	16.5%	16.1%	18.6%	11.1%	13.1%	14.7%	29.0%	20.2%	23.7%	
Very important	44.7%	36.6%	36.5%	47.2%	33.2%	35.0%	38.7%	41.4%	38.5%	
Somewhat important	28.2%	36.3%	35.4%	29.2%	40.0%	38.3%	25.8%	31.3%	31.7%	
Not important	10.7%	10.9%	9.4%	12.5%	13.7%	12.0%	6.5%	7.2%	6.1%	
Total(n)	103	1,690	5,148	72	977	2,908	31	713	2,240	
Mean	2.67	2.58	2.64	2.57	2.46	2.52	2.90	2.75	2.80	
Standard deviation	0.88	0.89	0.89	0.85	0.89	0.89	0.91	0.86	0.87	
Significance	-			-			-			
Effect size	-	0.10	0.03	-	0.12	0.06	-	0.17	0.11	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	39.8%	39.7%	39.4%	31.9%	29.8%	29.5%	58.1%	53.2%	52.1%	
Very important	30.1%	35.1%	37.6%	34.7%	38.0%	39.6%	19.4%	31.2%	35.0%	
Somewhat important	23.3%	20.6%	19.4%	26.4%	25.4%	25.4%	16.1%	13.9%	11.7%	
Not important	6.8%	4.6%	3.6%	6.9%	6.7%	5.5%	6.5%	1.7%	1.2%	
Total(n)	103	1,693	5,150	72	979	2,909	31	714	2,241	
Mean	3.03	3.10	3.13	2.92	2.91	2.93	3.29	3.36	3.38	
Standard deviation	0.95	0.88	0.85	0.93	0.90	0.87	0.97	0.78	0.74	
Significance	-			-			-			
Effect size	-	-0.08	-0.12	-	0.01	-0.01	-	-0.09	-0.12	
Help master knowledge in a discipline										
Essential	45.6%	59.4%	58.3%	51.4%	58.6%	57.3%	32.3%	60.4%	59.5%	
Very important	43.7%	35.4%	36.2%	40.3%	36.0%	36.8%	51.6%	34.5%	35.3%	
Somewhat important	8.7%	4.5%	5.0%	8.3%	4.6%	5.3%	9.7%	4.3%	4.6%	
Not important	1.9%	0.8%	0.6%	0.0%	0.8%	0.6%	6.5%	0.7%	0.5%	
Total(n)	103	1,693	5,153	72	978	2,912	31	715	2,241	
Mean	3.33	3.53	3.52	3.43	3.52	3.51	3.10	3.55	3.54	
Standard deviation	0.72	0.62	0.62	0.65	0.63	0.63	0.83	0.61	0.61	
Significance	-	**	**	-			-	***	***	
Effect size	-	-0.32	-0.31	-	-0.14	-0.13	-	-0.74	-0.72	
Develop creative capacities										
Essential	28.2%	39.8%	38.8%	29.2%	41.5%	39.8%	25.8%	37.5%	37.5%	
Very important	49.5%	41.5%	42.9%	47.2%	39.9%	42.3%	54.8%	43.8%	43.6%	
Somewhat important	17.5%	16.5%	16.3%	19.4%	16.5%	15.9%	12.9%	16.5%	16.9%	
Not important	4.9%	2.1%	2.0%	4.2%	2.2%	2.0%	6.5%	2.1%	2.0%	
Total(n)	103	1,690	5,148	72	976	2,908	31	714	2,240	
Mean	3.01	3.19	3.18	3.01	3.21	3.20	3.00	3.17	3.17	
Standard deviation	0.81	0.78	0.77	0.81	0.79	0.77	0.82	0.77	0.77	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.23	-0.22	-	-0.25	-0.25	-	-0.22	-0.22	

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

University of Idaho	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	20.4%	26.3%	29.1%	20.8%	25.0%	27.1%	19.4%	28.1%	31.8%	
Very important	40.8%	38.5%	39.8%	38.9%	36.8%	38.2%	45.2%	40.8%	41.9%	
Somewhat important	27.2%	28.4%	25.7%	29.2%	30.3%	28.5%	22.6%	25.8%	22.0%	
Not important	11.7%	6.8%	5.4%	11.1%	7.9%	6.3%	12.9%	5.3%	4.2%	
Total(n)	103	1,690	5,145	72	977	2,909	31	713	2,236	
Mean	2.70	2.84	2.93	2.69	2.79	2.86	2.71	2.92	3.01	
Standard deviation	0.93	0.89	0.87	0.93	0.91	0.89	0.94	0.86	0.84	
Significance	-		**	-			-		*	
Effect size	-	-0.16	-0.26	-	-0.11	-0.19	-	-0.24	-0.36	
Promote ability to write effectively										
Essential	53.4%	60.0%	60.7%	47.2%	54.2%	54.3%	67.7%	68.0%	68.9%	
Very important	40.8%	32.8%	33.5%	47.2%	36.8%	38.1%	25.8%	27.3%	27.5%	
Somewhat important	3.9%	6.4%	5.2%	5.6%	8.2%	6.9%	0.0%	3.9%	2.9%	
Not important	1.9%	0.8%	0.7%	0.0%	0.8%	0.7%	6.5%	0.8%	0.7%	
Total(n)	103	1,693	5,153	72	978	2,911	31	715	2,242	
Mean	3.46	3.52	3.54	3.42	3.44	3.46	3.55	3.62	3.65	
Standard deviation	0.67	0.65	0.63	0.60	0.68	0.65	0.81	0.60	0.57	
Significance	-			-			-			
Effect size	-	-0.09	-0.13	-	-0.03	-0.06	-	-0.12	-0.18	
Help students evaluate the quality and reliability of information										
Essential	65.0%	67.5%	65.1%	62.5%	63.1%	59.6%	71.0%	73.4%	72.3%	
Very important	32.0%	29.0%	31.2%	36.1%	33.2%	35.9%	22.6%	23.2%	25.1%	
Somewhat important	1.0%	3.0%	3.2%	1.4%	3.0%	4.0%	0.0%	2.9%	2.2%	
Not important	1.9%	0.6%	0.4%	0.0%	0.7%	0.5%	6.5%	0.4%	0.4%	
Total(n)	103	1,693	5,153	72	978	2,911	31	715	2,242	
Mean	3.60	3.63	3.61	3.61	3.59	3.55	3.58	3.70	3.69	
Standard deviation	0.62	0.57	0.57	0.52	0.59	0.60	0.81	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	0.03	0.10	-	-0.22	-0.21	

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

University of Idaho	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	27.2%	32.4%	33.2%	22.2%	27.4%	27.4%	38.7%	39.4%	40.8%	
Very important	38.8%	36.5%	37.5%	43.1%	37.7%	38.0%	29.0%	34.9%	36.9%	
Somewhat important	23.3%	24.5%	23.5%	23.6%	27.7%	27.4%	22.6%	20.2%	18.3%	
Not important	10.7%	6.5%	5.8%	11.1%	7.3%	7.2%	9.7%	5.5%	3.9%	
Total(n)	103	1,689	5,149	72	976	2,909	31	713	2,240	
Mean	2.83	2.95	2.98	2.76	2.85	2.85	2.97	3.08	3.15	
Standard deviation	0.95	0.91	0.89	0.93	0.91	0.90	1.02	0.90	0.85	
Significance	-			-			-			
Effect size	-	-0.13	-0.17	-	-0.10	-0.10	-	-0.12	-0.21	
Teach students tolerance and respect for different beliefs										
Essential	46.6%	48.8%	50.7%	37.5%	38.3%	40.3%	67.7%	63.1%	64.3%	
Very important	33.0%	34.7%	34.4%	38.9%	38.6%	38.8%	19.4%	29.2%	28.7%	
Somewhat important	13.6%	13.3%	12.2%	18.1%	18.4%	17.0%	3.2%	6.2%	5.9%	
Not important	6.8%	3.3%	2.7%	5.6%	4.6%	3.9%	9.7%	1.5%	1.1%	
Total(n)	103	1,688	5,146	72	976	2,907	31	712	2,239	
Mean	3.19	3.29	3.33	3.08	3.11	3.15	3.45	3.54	3.56	
Standard deviation	0.92	0.82	0.79	0.88	0.86	0.84	0.96	0.68	0.66	
Significance	-			-			-			
Effect size	-	-0.12	-0.18	-	-0.03	-0.08	-	-0.13	-0.17	
Encourage students to become agents of social change										
Essential	14.6%	21.4%	23.8%	9.7%	15.3%	16.5%	25.8%	29.8%	33.4%	
Very important	40.8%	33.1%	33.8%	43.1%	29.5%	30.7%	35.5%	38.0%	37.8%	
Somewhat important	31.1%	33.6%	31.8%	31.9%	39.1%	38.4%	29.0%	26.1%	23.2%	
Not important	13.6%	11.9%	10.6%	15.3%	16.1%	14.4%	9.7%	6.2%	5.7%	
Total(n)	103	1,690	5,147	72	976	2,906	31	714	2,241	
Mean	2.56	2.64	2.71	2.47	2.44	2.49	2.77	2.91	2.99	
Standard deviation	0.90	0.95	0.95	0.87	0.94	0.93	0.96	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.08	-0.16	-	0.03	-0.02	-	-0.16	-0.25	

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

University of Idaho	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	30.1%	16.5%	11.6%	31.9%	15.6%	11.2%	25.8%	17.7%	12.0%	
1-4	35.0%	34.5%	27.8%	34.7%	34.1%	27.8%	35.5%	35.0%	27.8%	
5-8	24.3%	29.7%	33.4%	22.2%	32.4%	34.2%	29.0%	26.0%	32.5%	
9-12	8.7%	12.7%	18.4%	8.3%	11.5%	18.0%	9.7%	14.2%	18.9%	
13-16	1.9%	3.3%	4.9%	2.8%	2.8%	4.6%	0.0%	3.9%	5.4%	
17-20	0.0%	1.4%	2.2%	0.0%	1.4%	2.4%	0.0%	1.4%	1.9%	
21-34	0.0%	1.5%	1.3%	0.0%	1.5%	1.4%	0.0%	1.4%	1.2%	
35-44	0.0%	0.3%	0.2%	0.0%	0.4%	0.2%	0.0%	0.1%	0.2%	
45+	0.0%	0.2%	0.2%	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	
Total(n)	103	1,711	5,220	72	988	2,944	31	723	2,276	
Mean	2.17	2.65	2.91	2.15	2.65	2.92	2.23	2.64	2.91	
Standard deviation	1.02	1.29	1.28	1.06	1.27	1.28	0.96	1.31	1.28	
Significance	-	***	***	-	**	***	-		**	
Effect size	-	-0.37	-0.58	-	-0.39	-0.60	-	-0.31	-0.53	
Preparing for teaching (including reading student papers and grading)										
None	29.1%	15.6%	10.8%	27.8%	14.6%	10.5%	32.3%	16.9%	11.3%	
1-4	20.4%	23.0%	19.4%	20.8%	24.8%	21.8%	19.4%	20.5%	16.3%	
5-8	19.4%	26.9%	28.0%	22.2%	27.6%	29.6%	12.9%	26.1%	25.9%	
9-12	20.4%	18.7%	20.2%	19.4%	19.5%	20.1%	22.6%	17.6%	20.3%	
13-16	7.8%	8.3%	10.6%	8.3%	7.8%	9.6%	6.5%	8.9%	12.0%	
17-20	1.9%	4.8%	6.8%	1.4%	4.2%	5.8%	3.2%	5.7%	8.1%	
21-34	1.0%	2.2%	3.1%	0.0%	1.2%	2.0%	3.2%	3.5%	4.4%	
35-44	0.0%	0.2%	0.7%	0.0%	0.2%	0.5%	0.0%	0.1%	1.0%	
45+	0.0%	0.4%	0.4%	0.0%	0.2%	0.2%	0.0%	0.7%	0.7%	
Total(n)	103	1,708	5,212	72	987	2,941	31	721	2,271	
Mean	2.67	3.07	3.39	2.64	3.01	3.25	2.74	3.17	3.57	
Standard deviation	1.46	1.53	1.59	1.37	1.43	1.48	1.67	1.66	1.71	
Significance	-	**	***	-	*	***	-		**	
Effect size	-	-0.26	-0.45	-	-0.26	-0.41	-	-0.26	-0.49	

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

University of Idaho	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	19.4%	7.4%	4.8%	18.1%	7.0%	4.7%	22.6%	7.9%	5.0%	
1-4	45.6%	49.1%	48.1%	50.0%	52.7%	51.4%	35.5%	44.2%	43.8%	
5-8	18.4%	28.0%	29.6%	23.6%	27.7%	28.5%	6.5%	28.3%	31.1%	
9-12	10.7%	9.6%	10.8%	6.9%	8.4%	9.9%	19.4%	11.3%	11.9%	
13-16	2.9%	3.7%	4.1%	0.0%	3.1%	3.5%	9.7%	4.4%	4.8%	
17-20	1.9%	1.1%	1.4%	1.4%	0.7%	1.1%	3.2%	1.7%	1.8%	
21-34	0.0%	0.8%	0.8%	0.0%	0.1%	0.6%	0.0%	1.7%	1.1%	
35-44	1.0%	0.2%	0.2%	0.0%	0.1%	0.0%	3.2%	0.4%	0.4%	
45+	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.1%	0.1%	
Total(n)	103	1,713	5,224	72	989	2,947	31	724	2,277	
Mean	2.43	2.62	2.70	2.25	2.52	2.63	2.84	2.75	2.80	
Standard deviation	1.25	1.11	1.10	0.93	0.98	1.04	1.73	1.25	1.18	
Significance	-		*	-	*	**	-			
Effect size	-	-0.17	-0.25	-	-0.28	-0.37	-	0.07	0.03	
Committee work and meetings										
None	1.9%	1.8%	1.7%	2.8%	1.8%	1.8%	0.0%	1.7%	1.5%	
1-4	29.1%	32.0%	35.1%	37.5%	33.5%	37.1%	9.7%	29.9%	32.5%	
5-8	30.1%	33.6%	33.4%	22.2%	34.3%	32.7%	48.4%	32.7%	34.4%	
9-12	17.5%	16.1%	15.8%	22.2%	16.0%	15.3%	6.5%	16.3%	16.4%	
13-16	7.8%	8.6%	7.4%	4.2%	7.6%	7.0%	16.1%	9.9%	7.9%	
17-20	11.7%	5.5%	4.3%	11.1%	4.8%	3.9%	12.9%	6.5%	5.0%	
21-34	1.9%	2.0%	1.8%	0.0%	1.6%	1.8%	6.5%	2.5%	1.9%	
35-44	0.0%	0.4%	0.2%	0.0%	0.4%	0.2%	0.0%	0.4%	0.3%	
45+	0.0%	0.1%	0.2%	0.0%	0.1%	0.3%	0.0%	0.1%	0.1%	
Total(n)	103	1,714	5,220	72	989	2,943	31	725	2,277	
Mean	3.43	3.25	3.15	3.21	3.17	3.10	3.94	3.35	3.21	
Standard deviation	1.43	1.34	1.29	1.36	1.29	1.28	1.48	1.39	1.30	
Significance	-		*	-			-	*	**	
Effect size	-	0.13	0.22	-	0.03	0.09	-	0.42	0.56	

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

University of Idaho	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	1.0%	1.8%	2.0%	1.4%	2.2%	2.1%	0.0%	1.1%	1.9%	
1-4	12.6%	17.2%	19.8%	12.5%	18.1%	20.5%	12.9%	15.9%	18.8%	
5-8	19.4%	22.1%	23.2%	19.4%	24.5%	24.1%	19.4%	18.8%	22.0%	
9-12	9.7%	16.5%	17.5%	9.7%	14.3%	16.2%	9.7%	19.5%	19.1%	
13-16	9.7%	13.1%	11.3%	8.3%	11.9%	10.9%	12.9%	14.6%	11.8%	
17-20	21.4%	12.1%	11.6%	25.0%	12.6%	11.6%	12.9%	11.5%	11.5%	
21-34	15.5%	11.6%	9.9%	12.5%	10.9%	9.7%	22.6%	12.6%	10.2%	
35-44	6.8%	3.6%	3.3%	5.6%	3.2%	3.4%	9.7%	4.1%	3.2%	
45+	3.9%	2.0%	1.5%	5.6%	2.1%	1.6%	0.0%	1.9%	1.4%	
Total(n)	103	1,714	5,225	72	990	2,948	31	724	2,277	
Mean	4.98	4.35	4.16	4.97	4.26	4.13	5.00	4.48	4.20	
Standard deviation	2.07	1.92	1.88	2.10	1.94	1.90	2.02	1.89	1.86	
Significance	-	**	***	-	**	***	-		*	
Effect size	-	0.33	0.44	-	0.37	0.44	-	0.28	0.43	
Research and scholarly writing										
None	8.7%	10.9%	12.8%	5.6%	8.7%	10.7%	16.1%	13.9%	15.5%	
1-4	50.5%	35.4%	40.5%	47.2%	32.9%	37.9%	58.1%	38.8%	44.0%	
5-8	16.5%	23.2%	21.8%	15.3%	22.7%	22.3%	19.4%	23.8%	21.2%	
9-12	10.7%	12.5%	11.4%	12.5%	13.3%	12.9%	6.5%	11.4%	9.3%	
13-16	6.8%	6.7%	5.2%	9.7%	8.0%	6.0%	0.0%	5.0%	4.1%	
17-20	2.9%	4.8%	3.9%	4.2%	5.5%	4.6%	0.0%	4.0%	3.0%	
21-34	1.9%	4.1%	2.6%	2.8%	5.4%	3.4%	0.0%	2.4%	1.6%	
35-44	1.9%	1.6%	1.1%	2.8%	2.3%	1.3%	0.0%	0.6%	0.8%	
45+	0.0%	0.8%	0.7%	0.0%	1.2%	0.8%	0.0%	0.3%	0.5%	
Total(n)	103	1,712	5,214	72	990	2,946	31	722	2,268	
Mean	2.83	3.13	2.88	3.11	3.36	3.05	2.16	2.81	2.65	
Standard deviation	1.51	1.72	1.59	1.66	1.84	1.66	0.78	1.48	1.46	
Significance	-			-			-	*		
Effect size	-	-0.17	-0.03	-	-0.14	0.04	-	-0.44	-0.34	

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

University of Idaho	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	55.3%	59.6%	58.3%	55.6%	56.7%	55.7%	54.8%	63.5%	61.7%	
1-4	33.0%	24.3%	25.9%	31.9%	25.5%	26.7%	35.5%	22.7%	24.8%	
5-8	5.8%	9.3%	9.1%	6.9%	10.3%	10.1%	3.2%	7.9%	7.9%	
9-12	3.9%	3.5%	3.1%	4.2%	4.2%	3.4%	3.2%	2.5%	2.6%	
13-16	1.0%	0.9%	1.4%	1.4%	1.2%	1.8%	0.0%	0.4%	0.8%	
17-20	1.0%	1.1%	0.9%	0.0%	0.9%	1.0%	3.2%	1.2%	0.8%	
21-34	0.0%	0.8%	0.7%	0.0%	0.9%	0.8%	0.0%	0.7%	0.6%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
45+	0.0%	0.5%	0.5%	0.0%	0.2%	0.3%	0.0%	1.0%	0.8%	
Total(n)	103	1,705	5,194	72	981	2,928	31	724	2,266	
Mean	1.65	1.72	1.72	1.64	1.76	1.77	1.68	1.67	1.66	
Standard deviation	0.95	1.23	1.20	0.89	1.18	1.20	1.08	1.28	1.20	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.10	-0.11	-	0.01	0.02	
Consultation with clients/patients										
None	62.1%	76.8%	77.9%	63.9%	76.7%	77.9%	58.1%	77.0%	77.9%	
1-4	18.4%	13.8%	13.9%	18.1%	13.5%	14.5%	19.4%	14.2%	13.1%	
5-8	12.6%	4.9%	4.6%	9.7%	5.0%	4.2%	19.4%	4.8%	5.1%	
9-12	3.9%	1.9%	1.7%	4.2%	1.9%	1.5%	3.2%	1.8%	2.0%	
13-16	2.9%	1.0%	0.8%	4.2%	1.1%	0.7%	0.0%	0.8%	0.9%	
17-20	0.0%	0.6%	0.5%	0.0%	0.5%	0.4%	0.0%	0.7%	0.6%	
21-34	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.3%	0.3%	
35-44	0.0%	0.4%	0.2%	0.0%	0.5%	0.2%	0.0%	0.1%	0.1%	
45+	0.0%	0.3%	0.1%	0.0%	0.4%	0.2%	0.0%	0.1%	0.0%	
Total(n)	103	1,709	5,215	72	986	2,941	31	723	2,274	
Mean	1.67	1.43	1.38	1.67	1.45	1.37	1.68	1.40	1.38	
Standard deviation	1.03	1.05	0.93	1.09	1.12	0.94	0.91	0.95	0.91	
Significance	-	*	**	-		**	-			
Effect size	-	0.23	0.31	-	0.20	0.32	-	0.29	0.33	

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

University of Idaho	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	32.0%	35.1%	33.9%	40.3%	38.3%	36.6%	12.9%	30.7%	30.5%	Civic Minded Practice
1-4	48.5%	51.5%	50.8%	41.7%	49.2%	47.7%	64.5%	54.7%	54.9%	
5-8	9.7%	9.9%	10.8%	9.7%	9.2%	10.9%	9.7%	10.9%	10.6%	
9-12	5.8%	1.8%	2.6%	5.6%	1.6%	2.6%	6.5%	2.1%	2.7%	
13-16	1.0%	0.8%	1.0%	1.4%	0.8%	1.1%	0.0%	0.7%	0.7%	
17-20	1.9%	0.6%	0.6%	0.0%	0.5%	0.7%	6.5%	0.7%	0.4%	
21-34	1.0%	0.1%	0.1%	1.4%	0.1%	0.2%	0.0%	0.1%	0.1%	
35-44	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
Total(n)	103	1,712	5,215	72	986	2,942	31	726	2,273	
Mean	2.05	1.85	1.89	1.92	1.80	1.87	2.35	1.91	1.91	
Standard deviation	1.14	0.87	0.90	1.10	0.87	0.93	1.20	0.87	0.85	
Significance	-	*		-			-	**	**	
Effect size	-	0.23	0.18	-	0.14	0.05	-	0.51	0.52	
Outside consulting/freelance work										
None	77.7%	68.5%	68.6%	77.8%	65.6%	66.0%	77.4%	72.5%	71.8%	
1-4	19.4%	25.9%	24.5%	19.4%	27.9%	25.8%	19.4%	23.2%	22.9%	
5-8	2.9%	4.3%	5.2%	2.8%	5.0%	6.1%	3.2%	3.5%	4.0%	
9-12	0.0%	0.6%	1.0%	0.0%	0.7%	1.2%	0.0%	0.4%	0.7%	
13-16	0.0%	0.3%	0.3%	0.0%	0.3%	0.4%	0.0%	0.3%	0.3%	
17-20	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.1%	
21-34	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
35-44	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
Total(n)	103	1,709	5,211	72	985	2,939	31	724	2,272	
Mean	1.25	1.40	1.41	1.25	1.44	1.46	1.26	1.34	1.36	
Standard deviation	0.50	0.71	0.74	0.50	0.75	0.78	0.51	0.65	0.69	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.21	-0.22	-	-0.25	-0.27	-	-0.12	-0.14	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Household/childcare duties										
None	14.6%	10.3%	9.4%	18.1%	13.2%	12.2%	6.5%	6.3%	5.8%	
1-4	19.4%	20.6%	19.7%	20.8%	20.5%	19.6%	16.1%	20.7%	19.7%	
5-8	30.1%	25.9%	25.6%	27.8%	26.8%	26.5%	35.5%	24.8%	24.4%	
9-12	9.7%	16.0%	16.8%	6.9%	16.5%	17.2%	16.1%	15.3%	16.4%	
13-16	10.7%	8.2%	8.4%	11.1%	8.1%	8.5%	9.7%	8.3%	8.4%	
17-20	6.8%	7.8%	7.9%	5.6%	7.0%	7.4%	9.7%	9.0%	8.6%	
21-34	5.8%	5.3%	6.0%	5.6%	4.7%	5.1%	6.5%	6.1%	7.2%	
35-44	1.0%	2.7%	3.1%	1.4%	1.6%	1.7%	0.0%	4.3%	4.8%	
45+	1.9%	3.2%	3.1%	2.8%	1.5%	1.8%	0.0%	5.4%	4.6%	
Total(n)	103	1,711	5,208	72	985	2,934	31	726	2,274	
Mean	3.43	3.68	3.77	3.35	3.43	3.52	3.61	4.03	4.08	
Standard deviation	1.91	2.00	2.01	2.03	1.84	1.87	1.61	2.16	2.13	
Significance	-			-			-			
Effect size	-	-0.13	-0.17	-	-0.04	-0.09	-	-0.19	-0.22	
Commuting to campus										
None	15.5%	5.7%	5.5%	11.1%	6.0%	5.4%	25.8%	5.4%	5.5%	
1-4	71.8%	63.9%	58.9%	81.9%	65.9%	62.0%	48.4%	61.3%	54.9%	
5-8	8.7%	21.9%	23.8%	5.6%	20.2%	21.9%	16.1%	24.2%	26.4%	
9-12	2.9%	7.3%	10.0%	0.0%	6.4%	8.9%	9.7%	8.6%	11.3%	
13-16	1.0%	0.8%	1.2%	1.4%	1.0%	1.3%	0.0%	0.4%	1.1%	
17-20	0.0%	0.1%	0.4%	0.0%	0.2%	0.3%	0.0%	0.0%	0.5%	
21-34	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
45+	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
Total(n)	103	1,708	5,211	72	984	2,938	31	724	2,273	
Mean	2.02	2.35	2.45	1.99	2.33	2.41	2.10	2.38	2.50	
Standard deviation	0.67	0.80	0.87	0.54	0.82	0.85	0.91	0.77	0.89	
Significance	-	***	***	-	***	***	-	*	*	
Effect size	-	-0.41	-0.49	-	-0.41	-0.49	-	-0.36	-0.45	

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

University of Idaho	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	88.3%	89.9%	89.3%	88.9%	89.8%	89.2%	87.1%	90.2%	89.5%	
1-4	6.8%	7.0%	6.5%	6.9%	7.3%	6.6%	6.5%	6.6%	6.2%	
5-8	4.9%	2.0%	2.4%	4.2%	1.7%	2.4%	6.5%	2.4%	2.3%	
9-12	0.0%	0.4%	0.9%	0.0%	0.4%	0.7%	0.0%	0.4%	1.2%	
13-16	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.1%	0.4%	
17-20	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.2%	
21-34	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.3%	0.1%	
Total(n)	103	1,710	5,209	72	987	2,938	31	723	2,271	
Mean	1.17	1.16	1.19	1.15	1.16	1.19	1.19	1.15	1.18	
Standard deviation	0.49	0.60	0.68	0.46	0.60	0.70	0.54	0.61	0.67	
Significance	-			-			-			
Effect size	-	0.02	-0.03	-	-0.02	-0.06	-	0.07	0.01	

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

University of Idaho	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	14.6%	29.0%	26.9%	16.4%	27.0%	24.9%	10.0%	31.7%	29.5%	
No	85.4%	71.0%	73.1%	83.6%	73.0%	75.1%	90.0%	68.3%	70.5%	
Total(n)	103	1,723	5,239	73	997	2,958	30	726	2,281	
Are you a U.S. citizen?										
Yes	94.2%	95.9%	95.7%	95.9%	95.3%	95.6%	90.3%	96.7%	95.8%	
No	5.8%	4.1%	4.3%	4.1%	4.7%	4.4%	9.7%	3.3%	4.2%	
Total(n)	104	1,724	5,237	73	997	2,957	31	727	2,280	
Do you plan to retire within the next three years?										
Yes	12.5%	14.7%	13.1%	11.0%	14.0%	13.1%	16.1%	15.7%	13.2%	
No	87.5%	85.3%	86.9%	89.0%	86.0%	86.9%	83.9%	84.3%	86.8%	
Total(n)	104	1,722	5,235	73	995	2,955	31	727	2,280	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	60.6%	50.3%	48.4%	60.3%	46.3%	45.4%	61.3%	55.7%	52.3%	
No	39.4%	49.7%	51.6%	39.7%	53.7%	54.6%	38.7%	44.3%	47.7%	
Total(n)	104	1,724	5,237	73	997	2,956	31	727	2,281	
Have you been sexually harassed at this institution?										
Yes	5.8%	6.9%	6.6%	2.7%	2.8%	2.5%	12.9%	12.6%	11.8%	
No	94.2%	93.1%	93.4%	97.3%	97.2%	97.5%	87.1%	87.4%	88.2%	
Total(n)	104	1,720	5,234	73	995	2,954	31	725	2,280	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	11.5%	10.0%	10.6%	5.5%	4.0%	5.1%	25.8%	18.3%	17.7%	
No	88.5%	90.0%	89.4%	94.5%	96.0%	94.9%	74.2%	81.7%	82.3%	
Total(n)	104	1,725	5,239	73	998	2,959	31	727	2,280	
Have you ever received an award for outstanding teaching?										
Yes	58.7%	52.1%	51.3%	63.0%	54.7%	53.1%	48.4%	48.6%	48.9%	
No	41.3%	47.9%	48.7%	37.0%	45.3%	46.9%	51.6%	51.4%	51.1%	
Total(n)	104	1,725	5,240	73	998	2,959	31	727	2,281	
Is (or was) your spouse/partner an academic?										
Yes	33.7%	33.8%	31.9%	32.9%	32.5%	31.8%	35.5%	35.7%	32.0%	
No	66.3%	66.2%	68.1%	67.1%	67.5%	68.2%	64.5%	64.3%	68.0%	
Total(n)	104	1,717	5,219	73	995	2,950	31	722	2,269	

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

University of Idaho	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	37.5%	27.9%	25.6%	41.1%	26.6%	23.9%	29.0%	29.8%	27.8%	
No	62.5%	72.1%	74.4%	58.9%	73.4%	76.1%	71.0%	70.2%	72.2%	
Total(n)	104	1,721	5,236	73	994	2,954	31	727	2,282	
Considered leaving academe for another job?										
Yes	42.3%	31.8%	31.5%	43.8%	29.2%	29.7%	38.7%	35.4%	33.9%	
No	57.7%	68.2%	68.5%	56.2%	70.8%	70.3%	61.3%	64.6%	66.1%	
Total(n)	104	1,722	5,237	73	995	2,955	31	727	2,282	
Considered leaving this institution for another?										
Yes	61.5%	52.4%	50.1%	63.0%	51.8%	50.1%	58.1%	53.2%	50.2%	
No	38.5%	47.6%	49.9%	37.0%	48.2%	49.9%	41.9%	46.8%	49.8%	
Total(n)	104	1,722	5,237	73	995	2,955	31	727	2,282	
Changed academic institutions?										
Yes	10.6%	9.1%	9.5%	9.6%	9.0%	9.1%	12.9%	9.1%	10.0%	
No	89.4%	90.9%	90.5%	90.4%	91.0%	90.9%	87.1%	90.9%	90.0%	
Total(n)	104	1,722	5,239	73	995	2,956	31	727	2,283	
Engaged in paid consulting outside of your institution?										
Yes	36.5%	44.9%	42.8%	42.5%	49.2%	46.4%	22.6%	38.9%	38.1%	
No	63.5%	55.1%	57.2%	57.5%	50.8%	53.6%	77.4%	61.1%	61.9%	
Total(n)	104	1,723	5,238	73	996	2,957	31	727	2,281	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	71.2%	71.3%	69.3%	71.2%	70.4%	68.6%	71.0%	72.6%	70.2%	
No	28.8%	28.7%	30.7%	28.8%	29.6%	31.4%	29.0%	27.4%	29.8%	
Total(n)	104	1,723	5,238	73	996	2,957	31	727	2,281	
Received at least one firm job offer?										
Yes	30.8%	23.8%	23.1%	31.5%	22.4%	22.4%	29.0%	25.7%	23.9%	
No	69.2%	76.2%	76.9%	68.5%	77.6%	77.6%	71.0%	74.3%	76.1%	
Total(n)	104	1,722	5,237	73	995	2,955	31	727	2,282	
Requested/sought an early promotion?										
Yes	4.8%	9.9%	9.2%	6.8%	10.1%	9.1%	0.0%	9.6%	9.3%	
No	95.2%	90.1%	90.8%	93.2%	89.9%	90.9%	100.0%	90.4%	90.7%	
Total(n)	104	1,720	5,234	73	993	2,953	31	727	2,281	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	26.9%	34.7%	37.9%	23.3%	36.5%	39.0%	35.5%	32.3%	36.4%	
Probably yes	25.0%	35.6%	34.0%	27.4%	35.4%	33.6%	19.4%	35.7%	34.5%	
Not sure	25.0%	16.7%	16.3%	21.9%	14.3%	15.3%	32.3%	20.1%	17.7%	
Probably no	17.3%	9.2%	8.3%	21.9%	9.9%	8.5%	6.5%	8.2%	7.9%	
Definitely no	5.8%	3.8%	3.5%	5.5%	3.8%	3.6%	6.5%	3.7%	3.5%	
Total(n)	104	1,718	5,232	73	996	2,955	31	722	2,277	
Mean	3.50	3.88	3.94	3.41	3.91	3.96	3.71	3.85	3.92	
Standard deviation	1.22	1.10	1.09	1.22	1.11	1.10	1.22	1.08	1.08	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.35	-0.40	-	-0.45	-0.50	-	-0.13	-0.19	
Still want to be a college professor?										
Definitely yes	51.0%	62.0%	64.4%	50.7%	66.2%	67.4%	51.6%	56.3%	60.6%	
Probably yes	30.8%	25.7%	24.9%	28.8%	23.0%	23.1%	35.5%	29.3%	27.2%	
Not sure	12.5%	8.7%	7.4%	13.7%	7.3%	6.6%	9.7%	10.6%	8.5%	
Probably no	4.8%	2.8%	2.6%	6.8%	2.9%	2.3%	0.0%	2.6%	3.0%	
Definitely no	1.0%	0.8%	0.7%	0.0%	0.6%	0.6%	3.2%	1.1%	0.7%	
Total(n)	104	1,722	5,234	73	996	2,955	31	726	2,279	
Mean	4.26	4.45	4.50	4.23	4.51	4.54	4.32	4.37	4.44	
Standard deviation	0.92	0.83	0.80	0.94	0.80	0.77	0.91	0.86	0.83	
Significance	-	*	**	-	**	***	-			
Effect size	-	-0.23	-0.30	-	-0.35	-0.40	-	-0.06	-0.14	

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

University of Idaho	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	53.4%	45.4%	53.1%	56.2%	49.0%	55.3%	46.7%	40.4%	50.2%	
Somewhat descriptive	38.8%	47.7%	41.1%	37.0%	45.4%	39.5%	43.3%	50.8%	43.1%	
Not descriptive	7.8%	6.9%	5.9%	6.8%	5.5%	5.2%	10.0%	8.9%	6.7%	
Total(n)	103	1,714	5,227	73	993	2,954	30	721	2,273	
Mean	2.46	2.38	2.47	2.49	2.44	2.50	2.37	2.31	2.43	
Standard deviation	0.64	0.61	0.61	0.63	0.60	0.59	0.67	0.63	0.62	
Significance	-			-			-			
Effect size	-	0.13	-0.02	-	0.08	-0.02	-	0.10	-0.10	
The faculty are typically at odds with campus administration										
Very descriptive	24.3%	17.1%	16.5%	23.3%	16.3%	15.5%	26.7%	18.1%	17.8%	
Somewhat descriptive	60.2%	51.1%	49.8%	58.9%	51.0%	49.9%	63.3%	51.4%	49.6%	
Not descriptive	15.5%	31.8%	33.7%	17.8%	32.8%	34.5%	10.0%	30.5%	32.6%	
Total(n)	103	1,717	5,228	73	995	2,954	30	722	2,274	
Mean	2.09	1.85	1.83	2.05	1.84	1.81	2.17	1.88	1.85	
Standard deviation	0.63	0.68	0.69	0.64	0.68	0.68	0.59	0.69	0.69	
Significance	-	***	***	-	*	**	-	*	*	
Effect size	-	0.35	0.38	-	0.31	0.35	-	0.42	0.46	
Faculty here respect each other										
Very descriptive	43.7%	43.5%	45.8%	42.5%	45.6%	48.6%	46.7%	40.6%	42.2%	
Somewhat descriptive	49.5%	49.3%	48.1%	52.1%	48.6%	46.0%	43.3%	50.3%	50.7%	
Not descriptive	6.8%	7.2%	6.1%	5.5%	5.8%	5.3%	10.0%	9.1%	7.2%	
Total(n)	103	1,721	5,234	73	996	2,956	30	725	2,278	
Mean	2.37	2.36	2.40	2.37	2.40	2.43	2.37	2.31	2.35	
Standard deviation	0.61	0.61	0.60	0.59	0.60	0.59	0.67	0.63	0.61	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	-0.05	-0.10	-	0.10	0.03	

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

University of Idaho	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	2.9%	4.8%	3.6%	2.7%	5.2%	3.9%	3.3%	4.1%	3.3%	
Somewhat descriptive	20.4%	26.6%	20.0%	16.4%	27.7%	20.9%	30.0%	25.1%	18.9%	
Not descriptive	76.7%	68.6%	76.3%	80.8%	67.1%	75.2%	66.7%	70.7%	77.8%	
Total(n)	103	1,718	5,229	73	994	2,952	30	724	2,277	
Mean	1.26	1.36	1.27	1.22	1.38	1.29	1.37	1.33	1.26	
Standard deviation	0.50	0.57	0.52	0.48	0.58	0.53	0.56	0.55	0.51	
Significance	-			-	*		-			
Effect size	-	-0.18	-0.02	-	-0.28	-0.13	-	0.07	0.22	
Faculty are rewarded for being good teachers										
Very descriptive	9.7%	16.3%	17.5%	11.0%	16.5%	17.6%	6.7%	15.9%	17.5%	
Somewhat descriptive	58.3%	57.0%	57.8%	58.9%	57.0%	58.3%	56.7%	57.0%	57.2%	
Not descriptive	32.0%	26.7%	24.6%	30.1%	26.5%	24.1%	36.7%	27.1%	25.3%	
Total(n)	103	1,716	5,227	73	993	2,952	30	723	2,275	
Mean	1.78	1.90	1.93	1.81	1.90	1.93	1.70	1.89	1.92	
Standard deviation	0.61	0.65	0.65	0.62	0.65	0.64	0.60	0.65	0.65	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.23	-	-0.14	-0.19	-	-0.29	-0.34	
There is respect for the expression of diverse values and beliefs										
Very descriptive	21.4%	33.4%	34.8%	23.3%	33.0%	34.5%	16.7%	34.0%	35.1%	
Somewhat descriptive	65.0%	59.1%	56.5%	65.8%	60.8%	57.4%	63.3%	56.8%	55.4%	
Not descriptive	13.6%	7.4%	8.7%	11.0%	6.1%	8.1%	20.0%	9.1%	9.5%	
Total(n)	103	1,716	5,230	73	993	2,954	30	723	2,276	
Mean	2.08	2.26	2.26	2.12	2.27	2.26	1.97	2.25	2.26	
Standard deviation	0.59	0.58	0.61	0.58	0.57	0.60	0.61	0.61	0.62	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.31	-0.30	-	-0.26	-0.23	-	-0.46	-0.47	

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

University of Idaho	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	6.9%	16.4%	19.0%	8.3%	14.7%	17.4%	3.3%	18.7%	21.1%	
Somewhat descriptive	52.0%	52.8%	52.3%	50.0%	54.2%	53.5%	56.7%	50.8%	50.6%	
Not descriptive	41.2%	30.8%	28.7%	41.7%	31.0%	29.1%	40.0%	30.5%	28.3%	
Total(n)	102	1,714	5,220	72	992	2,947	30	722	2,273	
Mean	1.66	1.86	1.90	1.67	1.84	1.88	1.63	1.88	1.93	
Standard deviation	0.61	0.67	0.68	0.63	0.66	0.67	0.56	0.69	0.70	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	-0.30	-0.35	-	-0.26	-0.31	-	-0.36	-0.43	
Administrators consider faculty concerns when making policy										
Very descriptive	13.6%	17.6%	18.7%	15.1%	18.5%	19.6%	10.0%	16.3%	17.5%	
Somewhat descriptive	56.3%	58.1%	56.2%	60.3%	57.8%	56.6%	46.7%	58.6%	55.7%	
Not descriptive	30.1%	24.3%	25.1%	24.7%	23.7%	23.8%	43.3%	25.1%	26.8%	
Total(n)	103	1,715	5,227	73	993	2,951	30	722	2,276	
Mean	1.83	1.93	1.94	1.90	1.95	1.96	1.67	1.91	1.91	
Standard deviation	0.64	0.64	0.66	0.63	0.65	0.66	0.66	0.64	0.66	
Significance	-			-			-	*	*	
Effect size	-	-0.16	-0.17	-	-0.08	-0.09	-	-0.38	-0.36	
The administration is open about its policies										
Very descriptive	13.6%	19.8%	20.2%	13.7%	21.0%	21.0%	13.3%	18.1%	19.3%	
Somewhat descriptive	50.5%	54.8%	53.5%	52.1%	52.9%	53.3%	46.7%	57.5%	53.7%	
Not descriptive	35.9%	25.3%	26.3%	34.2%	26.1%	25.7%	40.0%	24.3%	27.0%	
Total(n)	103	1,716	5,229	73	993	2,952	30	723	2,277	
Mean	1.78	1.94	1.94	1.79	1.95	1.95	1.73	1.94	1.92	
Standard deviation	0.67	0.67	0.68	0.67	0.69	0.68	0.69	0.65	0.68	
Significance	-	*	*	-		*	-			
Effect size	-	-0.24	-0.24	-	-0.23	-0.24	-	-0.32	-0.28	

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

University of Idaho	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	10.8%	14.3%	16.5%	8.5%	12.3%	13.1%	16.1%	17.0%	20.9%	
Somewhat	56.9%	55.1%	55.2%	62.0%	52.8%	54.4%	45.2%	58.1%	56.3%	
Not at all	32.4%	30.6%	28.3%	29.6%	34.9%	32.5%	38.7%	24.9%	22.8%	
Total(n)	102	1,687	5,142	71	968	2,888	31	719	2,254	
Mean	1.78	1.84	1.88	1.79	1.77	1.81	1.77	1.92	1.98	
Standard deviation	0.62	0.65	0.66	0.58	0.65	0.65	0.72	0.64	0.66	
Significance	-			-			-			
Effect size	-	-0.09	-0.15	-	0.03	-0.03	-	-0.23	-0.32	
Child care										
Extensive	4.8%	11.5%	13.6%	0.0%	8.4%	10.0%	17.6%	16.5%	19.2%	
Somewhat	34.9%	35.3%	35.8%	37.0%	35.0%	35.4%	29.4%	35.8%	36.3%	
Not at all	60.3%	53.2%	50.6%	63.0%	56.5%	54.5%	52.9%	47.7%	44.5%	
Total(n)	63	1,076	3,303	46	665	2,006	17	411	1,297	
Mean	1.44	1.58	1.63	1.37	1.52	1.55	1.65	1.69	1.75	
Standard deviation	0.59	0.69	0.71	0.49	0.65	0.67	0.79	0.74	0.76	
Significance	-		*	-			-			
Effect size	-	-0.20	-0.27	-	-0.23	-0.27	-	-0.05	-0.13	
Care of elderly parent										
Extensive	11.3%	13.1%	14.1%	7.3%	9.7%	10.5%	20.0%	18.0%	19.2%	
Somewhat	50.0%	41.6%	39.3%	52.7%	40.5%	37.6%	44.0%	43.1%	41.7%	
Not at all	38.8%	45.3%	46.5%	40.0%	49.9%	51.9%	36.0%	38.9%	39.2%	
Total(n)	80	1,251	3,753	55	734	2,167	25	517	1,586	
Mean	1.73	1.68	1.68	1.67	1.60	1.59	1.84	1.79	1.80	
Standard deviation	0.66	0.69	0.71	0.61	0.66	0.67	0.75	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.11	0.12	-	0.07	0.05	

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

University of Idaho	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	7.9%	8.5%	8.3%	8.5%	7.0%	6.6%	6.7%	10.6%	10.6%	
Somewhat	40.6%	44.4%	46.7%	47.9%	44.1%	46.5%	23.3%	44.8%	46.9%	
Not at all	51.5%	47.1%	45.0%	43.7%	48.8%	46.8%	70.0%	44.6%	42.5%	
Total(n)	101	1,664	5,061	71	965	2,873	30	699	2,188	
Mean	1.56	1.61	1.63	1.65	1.58	1.60	1.37	1.66	1.68	
Standard deviation	0.64	0.64	0.63	0.63	0.62	0.61	0.61	0.66	0.65	
Significance	-			-			-	*	**	
Effect size	-	-0.08	-0.11	-	0.11	0.08	-	-0.44	-0.48	
Health of spouse/partner										
Extensive	10.2%	7.8%	8.3%	11.6%	6.7%	7.1%	6.9%	9.6%	9.9%	
Somewhat	34.7%	37.7%	37.0%	37.7%	37.9%	39.6%	27.6%	37.3%	33.3%	
Not at all	55.1%	54.5%	54.7%	50.7%	55.3%	53.3%	65.5%	53.1%	56.8%	
Total(n)	98	1,478	4,507	69	907	2,687	29	571	1,820	
Mean	1.55	1.53	1.54	1.61	1.51	1.54	1.41	1.57	1.53	
Standard deviation	0.68	0.64	0.64	0.69	0.62	0.63	0.63	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	0.16	0.11	-	-0.24	-0.18	
Review/promotion process										
Extensive	18.1%	12.2%	13.8%	15.9%	9.9%	11.1%	24.0%	15.5%	17.4%	
Somewhat	35.1%	35.2%	35.2%	31.9%	31.0%	31.8%	44.0%	40.9%	39.7%	
Not at all	46.8%	52.6%	51.0%	52.2%	59.1%	57.1%	32.0%	43.6%	42.9%	
Total(n)	94	1,486	4,525	69	860	2,573	25	626	1,952	
Mean	1.71	1.60	1.63	1.64	1.51	1.54	1.92	1.72	1.74	
Standard deviation	0.76	0.70	0.71	0.75	0.67	0.69	0.76	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.16	0.11	-	0.19	0.14	-	0.28	0.25	

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

University of Idaho	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	5.2%	5.3%	5.5%	3.1%	3.1%	3.2%	9.7%	8.2%	8.5%	
Somewhat	12.5%	21.1%	21.7%	4.6%	12.7%	14.1%	29.0%	32.2%	31.4%	
Not at all	82.3%	73.6%	72.8%	92.3%	84.2%	82.7%	61.3%	59.6%	60.1%	
Total(n)	96	1,566	4,723	65	896	2,647	31	670	2,076	
Mean	1.23	1.32	1.33	1.11	1.19	1.21	1.48	1.49	1.48	
Standard deviation	0.53	0.57	0.58	0.40	0.47	0.48	0.68	0.64	0.65	
Significance	-			-			-			
Effect size	-	-0.16	-0.17	-	-0.17	-0.21	-	-0.02	0.00	
Personal finances										
Extensive	16.5%	12.3%	14.2%	18.1%	10.6%	12.4%	12.9%	14.7%	16.6%	
Somewhat	45.6%	45.4%	48.0%	40.3%	45.4%	48.6%	58.1%	45.3%	47.1%	
Not at all	37.9%	42.3%	37.8%	41.7%	44.0%	39.0%	29.0%	40.0%	36.4%	
Total(n)	103	1,693	5,113	72	978	2,893	31	715	2,220	
Mean	1.79	1.70	1.76	1.76	1.67	1.73	1.84	1.75	1.80	
Standard deviation	0.71	0.68	0.68	0.74	0.66	0.67	0.64	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.13	0.04	-	0.14	0.04	-	0.13	0.06	
Committee work										
Extensive	9.7%	16.5%	17.3%	6.9%	14.1%	14.2%	16.1%	19.7%	21.3%	
Somewhat	64.1%	57.0%	56.7%	65.3%	58.4%	57.7%	61.3%	54.9%	55.4%	
Not at all	26.2%	26.6%	26.0%	27.8%	27.5%	28.1%	22.6%	25.3%	23.3%	
Total(n)	103	1,705	5,166	72	986	2,917	31	719	2,249	
Mean	1.83	1.90	1.91	1.79	1.87	1.86	1.94	1.94	1.98	
Standard deviation	0.58	0.65	0.65	0.56	0.63	0.64	0.63	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	-0.13	-0.11	-	0.00	-0.06	Career Related Stress

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

University of Idaho	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	13.7%	10.9%	11.7%	13.9%	9.5%	9.9%	13.3%	12.8%	14.2%	
Somewhat	51.0%	51.2%	50.1%	48.6%	51.5%	49.9%	56.7%	50.8%	50.4%	
Not at all	35.3%	37.9%	38.2%	37.5%	39.0%	40.2%	30.0%	36.4%	35.5%	
Total(n)	102	1,709	5,194	72	990	2,935	30	719	2,259	
Mean	1.78	1.73	1.74	1.76	1.71	1.70	1.83	1.76	1.79	
Standard deviation	0.67	0.64	0.66	0.68	0.63	0.64	0.65	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.08	0.09	-	0.11	0.06	
Colleagues										
Extensive	13.6%	15.0%	15.4%	13.9%	12.0%	13.0%	12.9%	19.1%	18.6%	
Somewhat	56.3%	59.4%	58.2%	56.9%	59.4%	57.8%	54.8%	59.4%	58.8%	
Not at all	30.1%	25.6%	26.3%	29.2%	28.6%	29.2%	32.3%	21.5%	22.6%	
Total(n)	103	1,720	5,226	72	993	2,949	31	727	2,277	
Mean	1.83	1.89	1.89	1.85	1.83	1.84	1.81	1.98	1.96	
Standard deviation	0.64	0.63	0.64	0.64	0.62	0.63	0.65	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.10	-0.09	-	0.03	0.02	-	-0.27	-0.23	
Students										
Extensive	1.0%	3.0%	3.8%	0.0%	3.0%	3.5%	3.6%	3.1%	4.2%	
Somewhat	46.4%	52.5%	53.1%	50.7%	49.4%	50.9%	35.7%	56.7%	55.9%	
Not at all	52.6%	44.4%	43.1%	49.3%	47.5%	45.5%	60.7%	40.2%	40.0%	
Total(n)	97	1,706	5,199	69	987	2,938	28	719	2,261	
Mean	1.48	1.59	1.61	1.51	1.56	1.58	1.43	1.63	1.64	
Standard deviation	0.52	0.55	0.56	0.50	0.56	0.56	0.57	0.54	0.56	
Significance	-		*	-			-		*	
Effect size	-	-0.20	-0.23	-	-0.09	-0.13	-	-0.37	-0.38	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										Career Related Stress
Extensive	11.3%	15.2%	14.3%	8.6%	14.4%	12.8%	18.5%	16.3%	16.4%	
Somewhat	58.8%	52.4%	51.6%	61.4%	51.4%	51.0%	51.9%	53.8%	52.4%	
Not at all	29.9%	32.4%	34.0%	30.0%	34.2%	36.2%	29.6%	29.9%	31.2%	
Total(n)	97	1,658	5,013	70	969	2,870	27	689	2,143	
Mean	1.81	1.83	1.80	1.79	1.80	1.77	1.89	1.86	1.85	
Standard deviation	0.62	0.67	0.67	0.59	0.67	0.66	0.70	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.03	0.01	-	-0.01	0.03	-	0.04	0.06	
Institutional procedures and "red tape"										Career Related Stress
Extensive	46.6%	27.5%	25.4%	47.2%	28.9%	26.0%	45.2%	25.7%	24.6%	
Somewhat	47.6%	55.6%	55.4%	48.6%	55.2%	55.6%	45.2%	56.3%	55.0%	
Not at all	5.8%	16.9%	19.2%	4.2%	16.0%	18.4%	9.7%	18.1%	20.4%	
Total(n)	103	1,715	5,204	72	990	2,942	31	725	2,262	
Mean	2.41	2.11	2.06	2.43	2.13	2.08	2.35	2.08	2.04	
Standard deviation	0.60	0.66	0.67	0.58	0.66	0.66	0.66	0.66	0.67	
Significance	-	***	***	-	***	***	-	*	*	
Effect size	-	0.45	0.52	-	0.45	0.53	-	0.41	0.46	
Teaching load										Career Related Stress
Extensive	10.0%	10.1%	13.9%	7.4%	7.3%	11.5%	18.2%	14.1%	17.1%	
Somewhat	36.7%	37.4%	39.7%	39.7%	37.8%	39.2%	27.3%	36.7%	40.3%	
Not at all	53.3%	52.5%	46.4%	52.9%	54.8%	49.3%	54.5%	49.3%	42.6%	
Total(n)	90	1,649	5,070	68	967	2,891	22	682	2,179	
Mean	1.57	1.58	1.67	1.54	1.53	1.62	1.64	1.65	1.74	
Standard deviation	0.67	0.67	0.71	0.63	0.63	0.68	0.79	0.71	0.73	
Significance	-			-			-			
Effect size	-	-0.01	-0.14	-	0.02	-0.12	-	-0.01	-0.14	

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

University of Idaho	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	10.0%	8.0%	8.9%	10.3%	7.3%	7.6%	9.1%	9.2%	10.8%	
Somewhat	37.5%	40.3%	40.7%	36.2%	37.9%	38.8%	40.9%	44.1%	43.6%	
Not at all	52.5%	51.7%	50.4%	53.4%	54.8%	53.6%	50.0%	46.8%	45.6%	
Total(n)	80	1,236	3,744	58	757	2,245	22	479	1,499	
Mean	1.58	1.56	1.58	1.57	1.52	1.54	1.59	1.62	1.65	
Standard deviation	0.67	0.64	0.65	0.68	0.63	0.63	0.67	0.65	0.67	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.08	0.05	-	-0.05	-0.09	
Friction with spouse/partner										
Extensive	11.5%	5.4%	5.8%	9.0%	5.1%	5.5%	17.2%	5.9%	6.2%	
Somewhat	20.8%	23.5%	24.5%	25.4%	23.4%	24.7%	10.3%	23.6%	24.1%	
Not at all	67.7%	71.1%	69.7%	65.7%	71.5%	69.8%	72.4%	70.5%	69.6%	
Total(n)	96	1,470	4,444	67	898	2,655	29	572	1,789	
Mean	1.44	1.34	1.36	1.43	1.34	1.36	1.45	1.35	1.37	
Standard deviation	0.69	0.58	0.59	0.66	0.57	0.58	0.78	0.59	0.60	
Significance	-			-			-			
Effect size	-	0.17	0.14	-	0.16	0.12	-	0.17	0.13	
Lack of personal time										
Extensive	46.2%	34.1%	34.2%	47.9%	29.2%	27.2%	41.9%	40.9%	43.2%	Career Related Stress
Somewhat	44.2%	48.6%	49.7%	39.7%	49.6%	51.9%	54.8%	47.3%	46.8%	
Not at all	9.6%	17.2%	16.1%	12.3%	21.2%	20.8%	3.2%	11.8%	10.0%	
Total(n)	104	1,719	5,227	73	992	2,948	31	727	2,279	
Mean	2.37	2.17	2.18	2.36	2.08	2.06	2.39	2.29	2.33	
Standard deviation	0.65	0.70	0.69	0.69	0.71	0.69	0.56	0.67	0.65	
Significance	-	**	**	-	**	***	-			
Effect size	-	0.29	0.28	-	0.39	0.43	-	0.15	0.09	

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

University of Idaho	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	10.6%	9.9%	9.3%	8.2%	8.0%	6.9%	16.1%	12.5%	12.4%	
Somewhat	52.9%	49.8%	50.5%	49.3%	48.1%	49.1%	61.3%	52.1%	52.3%	
Not at all	36.5%	40.3%	40.2%	42.5%	43.9%	44.0%	22.6%	35.4%	35.3%	
Total(n)	104	1,719	5,216	73	993	2,941	31	726	2,275	
Mean	1.74	1.70	1.69	1.66	1.64	1.63	1.94	1.77	1.77	
Standard deviation	0.64	0.64	0.63	0.63	0.62	0.61	0.63	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	0.03	0.05	-	0.26	0.26	
Job security										
Extensive	6.8%	4.4%	4.9%	6.9%	3.1%	3.9%	6.5%	6.3%	6.2%	
Somewhat	30.1%	19.4%	20.2%	29.2%	18.7%	18.9%	32.3%	20.5%	21.8%	
Not at all	63.1%	76.2%	74.9%	63.9%	78.3%	77.2%	61.3%	73.2%	71.9%	
Total(n)	103	1,694	5,137	72	981	2,912	31	713	2,225	
Mean	1.44	1.28	1.30	1.43	1.25	1.27	1.45	1.33	1.34	
Standard deviation	0.62	0.54	0.56	0.62	0.50	0.52	0.62	0.59	0.59	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.30	0.25	-	0.36	0.31	-	0.20	0.19	
Being part of a dual career couple										
Extensive	8.9%	6.8%	7.3%	8.8%	6.1%	6.1%	9.1%	7.9%	9.0%	
Somewhat	50.6%	38.8%	37.5%	49.1%	37.2%	34.7%	54.5%	41.4%	41.4%	
Not at all	40.5%	54.4%	55.2%	42.1%	56.7%	59.2%	36.4%	50.7%	49.6%	
Total(n)	79	1,398	4,226	57	852	2,470	22	546	1,756	
Mean	1.68	1.52	1.52	1.67	1.49	1.47	1.73	1.57	1.59	
Standard deviation	0.63	0.62	0.63	0.64	0.61	0.61	0.63	0.63	0.65	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.26	0.25	-	0.30	0.33	-	0.25	0.22	

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

University of Idaho	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	6.4%	13.4%	14.6%	8.7%	12.4%	13.7%	0.0%	14.8%	15.8%	
Somewhat	51.1%	55.4%	54.3%	47.8%	55.5%	53.5%	60.0%	55.2%	55.2%	
Not at all	42.6%	31.2%	31.1%	43.5%	32.1%	32.7%	40.0%	30.0%	29.0%	
Total(n)	94	1,663	5,115	69	967	2,899	25	696	2,216	
Mean	1.64	1.82	1.84	1.65	1.80	1.81	1.60	1.85	1.87	
Standard deviation	0.60	0.64	0.66	0.64	0.64	0.65	0.50	0.65	0.66	
Significance	-	**	**	-		*	-		*	
Effect size	-	-0.28	-0.30	-	-0.23	-0.25	-	-0.38	-0.41	
Self-imposed high expectations										
Extensive	21.2%	25.6%	26.1%	21.9%	23.3%	22.7%	19.4%	28.8%	30.6%	
Somewhat	64.4%	57.2%	57.4%	60.3%	57.0%	57.6%	74.2%	57.5%	57.1%	
Not at all	14.4%	17.2%	16.5%	17.8%	19.7%	19.6%	6.5%	13.7%	12.4%	
Total(n)	104	1,713	5,213	73	988	2,939	31	725	2,274	
Mean	2.07	2.08	2.10	2.04	2.04	2.03	2.13	2.15	2.18	
Standard deviation	0.60	0.65	0.65	0.63	0.66	0.65	0.50	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.02	-0.05	-	0.00	0.02	-	-0.03	-0.08	
Change in work responsibilities										
Extensive	25.0%	17.4%	17.2%	24.3%	14.8%	13.7%	26.7%	20.8%	21.8%	
Somewhat	55.0%	46.1%	45.8%	51.4%	43.7%	43.4%	63.3%	49.3%	48.9%	
Not at all	20.0%	36.6%	37.0%	24.3%	41.5%	43.0%	10.0%	29.9%	29.3%	
Total(n)	100	1,676	5,050	70	966	2,859	30	710	2,191	
Mean	2.05	1.81	1.80	2.00	1.73	1.71	2.17	1.91	1.93	
Standard deviation	0.67	0.71	0.71	0.70	0.70	0.69	0.59	0.71	0.71	
Significance	-	**	***	-	**	***	-	*		
Effect size	-	0.34	0.35	-	0.39	0.42	-	0.37	0.34	

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

University of Idaho	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	64.1%	38.8%	32.2%	67.1%	37.2%	30.9%	56.7%	41.0%	33.8%	
Somewhat	34.0%	49.3%	46.8%	32.9%	50.4%	46.6%	36.7%	47.8%	47.0%	
Not at all	1.9%	11.9%	21.0%	0.0%	12.4%	22.5%	6.7%	11.3%	19.1%	
Total(n)	103	1,711	5,174	73	991	2,927	30	720	2,247	
Mean	2.62	2.27	2.11	2.67	2.25	2.08	2.50	2.30	2.15	
Standard deviation	0.53	0.66	0.72	0.47	0.66	0.73	0.63	0.66	0.71	
Significance	-	***	***	-	***	***	-		**	
Effect size	-	0.53	0.71	-	0.64	0.81	-	0.30	0.49	
How satisfied are you with the following aspects of your job?										
Salary										Job Satisfaction: Compensation
Very satisfied	10.6%	13.3%	12.0%	12.3%	14.5%	13.0%	6.5%	11.6%	10.8%	
Satisfied	34.6%	40.4%	41.4%	37.0%	41.2%	42.2%	29.0%	39.3%	40.5%	
Marginally satisfied	35.6%	29.1%	29.1%	34.2%	27.9%	28.0%	38.7%	30.8%	30.5%	
Not satisfied	19.2%	17.2%	17.4%	16.4%	16.4%	16.8%	25.8%	18.3%	18.2%	
Total(n)	104	1,720	5,233	73	995	2,957	31	725	2,276	
Mean	2.37	2.50	2.48	2.45	2.54	2.51	2.16	2.44	2.44	
Standard deviation	0.91	0.93	0.92	0.91	0.93	0.92	0.90	0.92	0.91	
Significance	-			-			-			
Effect size	-	-0.14	-0.12	-	-0.10	-0.07	-	-0.30	-0.31	
Health benefits										
Very satisfied	4.9%	20.7%	21.8%	2.7%	19.4%	21.1%	10.0%	22.4%	22.7%	
Satisfied	35.0%	48.4%	51.2%	38.4%	46.5%	50.2%	26.7%	51.0%	52.6%	
Marginally satisfied	38.8%	22.4%	20.1%	34.2%	23.5%	20.9%	50.0%	20.9%	19.0%	
Not satisfied	21.4%	8.6%	6.9%	24.7%	10.6%	7.8%	13.3%	5.7%	5.7%	
Total(n)	103	1,707	5,166	73	988	2,931	30	719	2,235	
Mean	2.23	2.81	2.88	2.19	2.75	2.85	2.33	2.90	2.92	
Standard deviation	0.84	0.86	0.82	0.84	0.89	0.84	0.84	0.81	0.80	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.67	-0.79	-	-0.63	-0.79	-	-0.70	-0.74	

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

University of Idaho	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	2.9%	15.6%	17.5%	0.0%	16.2%	17.9%	9.7%	14.6%	17.0%	
Satisfied	45.1%	50.1%	51.4%	46.5%	47.7%	50.7%	41.9%	53.4%	52.4%	
Marginally satisfied	34.3%	25.9%	23.5%	31.0%	26.9%	23.8%	41.9%	24.6%	23.2%	
Not satisfied	17.6%	8.4%	7.6%	22.5%	9.2%	7.7%	6.5%	7.3%	7.4%	
Total(n)	102	1,689	5,152	71	979	2,919	31	710	2,233	
Mean	2.33	2.73	2.79	2.24	2.71	2.79	2.55	2.75	2.79	
Standard deviation	0.80	0.82	0.82	0.80	0.85	0.82	0.77	0.79	0.81	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.49	-0.56	-	-0.55	-0.67	-	-0.25	-0.30	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	12.1%	16.7%	14.6%	12.5%	18.5%	16.8%	11.1%	14.2%	11.8%	
Satisfied	44.4%	45.7%	44.0%	45.8%	49.0%	46.8%	40.7%	41.1%	40.4%	
Marginally satisfied	26.3%	25.5%	25.7%	26.4%	22.8%	24.0%	25.9%	29.3%	28.0%	
Not satisfied	17.2%	12.1%	15.7%	15.3%	9.7%	12.5%	22.2%	15.5%	19.9%	
Total(n)	99	1,683	5,139	72	979	2,914	27	704	2,225	
Mean	2.52	2.67	2.58	2.56	2.76	2.68	2.41	2.54	2.44	
Standard deviation	0.92	0.89	0.92	0.90	0.86	0.90	0.97	0.92	0.94	
Significance	-			-			-			
Effect size	-	-0.17	-0.07	-	-0.23	-0.13	-	-0.14	-0.03	
Teaching load										Job Satisfaction: Compensation
Very satisfied	5.0%	15.5%	12.7%	3.3%	17.1%	14.1%	10.0%	13.2%	10.9%	
Satisfied	60.0%	54.2%	50.4%	61.7%	56.2%	52.6%	55.0%	51.3%	47.5%	
Marginally satisfied	21.3%	20.2%	22.0%	21.7%	18.6%	20.3%	20.0%	22.4%	24.3%	
Not satisfied	13.8%	10.2%	14.9%	13.3%	8.0%	13.0%	15.0%	13.2%	17.3%	
Total(n)	80	1,615	5,027	60	946	2,862	20	669	2,165	
Mean	2.56	2.75	2.61	2.55	2.82	2.68	2.60	2.64	2.52	
Standard deviation	0.79	0.84	0.89	0.77	0.81	0.87	0.88	0.87	0.90	
Significance	-	*		-	*		-			
Effect size	-	-0.23	-0.06	-	-0.33	-0.15	-	-0.05	0.09	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Quality of students										
Very satisfied	5.4%	9.1%	11.8%	6.0%	8.5%	11.9%	3.8%	10.1%	11.5%	
Satisfied	57.0%	47.9%	48.3%	52.2%	45.8%	46.2%	69.2%	50.9%	51.1%	
Marginally satisfied	31.2%	32.4%	29.1%	32.8%	33.1%	29.7%	26.9%	31.5%	28.4%	
Not satisfied	6.5%	10.5%	10.8%	9.0%	12.6%	12.2%	0.0%	7.5%	9.0%	
Total(n)	93	1,686	5,182	67	981	2,938	26	705	2,244	
Mean	2.61	2.56	2.61	2.55	2.50	2.58	2.77	2.64	2.65	
Standard deviation	0.69	0.80	0.83	0.74	0.82	0.85	0.51	0.76	0.80	
Significance	-			-			-			
Effect size	-	0.06	0.00	-	0.06	-0.04	-	0.17	0.15	
Office/lab space										
Very satisfied	22.5%	23.5%	24.0%	18.3%	21.2%	23.8%	32.3%	26.6%	24.4%	
Satisfied	51.0%	50.2%	48.1%	52.1%	50.9%	48.3%	48.4%	49.2%	47.8%	
Marginally satisfied	18.6%	17.3%	16.4%	21.1%	18.2%	16.4%	12.9%	16.0%	16.4%	
Not satisfied	7.8%	9.0%	11.4%	8.5%	9.7%	11.4%	6.5%	8.1%	11.4%	
Total(n)	102	1,699	5,157	71	982	2,911	31	717	2,246	
Mean	2.88	2.88	2.85	2.80	2.84	2.85	3.06	2.94	2.85	
Standard deviation	0.85	0.87	0.92	0.84	0.87	0.91	0.85	0.87	0.92	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	-0.05	-0.05	-	0.14	0.23	
Autonomy and independence										
Very satisfied	26.2%	35.5%	35.6%	20.8%	35.0%	36.8%	38.7%	36.1%	34.1%	
Satisfied	53.4%	49.6%	49.1%	59.7%	50.9%	48.5%	38.7%	47.9%	49.8%	
Marginally satisfied	15.5%	11.8%	12.0%	13.9%	11.0%	11.3%	19.4%	12.8%	12.9%	
Not satisfied	4.9%	3.1%	3.4%	5.6%	3.1%	3.5%	3.2%	3.2%	3.3%	
Total(n)	103	1,718	5,231	72	993	2,952	31	725	2,279	
Mean	3.01	3.17	3.17	2.96	3.18	3.19	3.13	3.17	3.15	
Standard deviation	0.79	0.75	0.76	0.76	0.74	0.76	0.85	0.77	0.76	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.21	-0.21	-	-0.30	-0.30	-	-0.05	-0.03	
										Job Satisfaction: Workplace

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

University of Idaho	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	21.2%	26.7%	28.7%	17.8%	26.9%	29.7%	29.0%	26.5%	27.3%	
Satisfied	60.6%	52.2%	52.0%	65.8%	54.2%	52.0%	48.4%	49.4%	51.9%	
Marginally satisfied	12.5%	16.1%	14.3%	11.0%	14.0%	13.5%	16.1%	19.0%	15.4%	
Not satisfied	5.8%	5.0%	5.0%	5.5%	4.9%	4.8%	6.5%	5.1%	5.4%	
Total(n)	104	1,719	5,232	73	994	2,954	31	725	2,278	
Mean	2.97	3.01	3.04	2.96	3.03	3.07	3.00	2.97	3.01	
Standard deviation	0.76	0.79	0.79	0.72	0.78	0.79	0.86	0.81	0.80	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	-0.09	-0.14	-	0.04	-0.01	
Social relationships with other faculty										
Very satisfied	15.7%	18.2%	19.4%	12.5%	16.8%	18.5%	23.3%	20.1%	20.6%	
Satisfied	52.9%	50.1%	50.6%	47.2%	51.2%	50.8%	66.7%	48.6%	50.5%	
Marginally satisfied	26.5%	23.3%	21.7%	33.3%	24.0%	22.8%	10.0%	22.3%	20.3%	
Not satisfied	4.9%	8.4%	8.2%	6.9%	8.0%	7.8%	0.0%	8.9%	8.7%	
Total(n)	102	1,658	5,032	72	963	2,858	30	695	2,174	
Mean	2.79	2.78	2.81	2.65	2.77	2.80	3.13	2.80	2.83	
Standard deviation	0.76	0.84	0.84	0.79	0.82	0.83	0.57	0.86	0.85	
Significance	-			-			-	*		
Effect size	-	0.01	-0.02	-	-0.15	-0.18	-	0.38	0.35	
Competency of colleagues										
Very satisfied	17.3%	24.7%	25.8%	15.1%	25.4%	26.4%	22.6%	23.7%	25.0%	Job Satisfaction: Workplace
Satisfied	62.5%	52.9%	52.1%	67.1%	52.5%	52.0%	51.6%	53.5%	52.3%	
Marginally satisfied	15.4%	18.1%	17.4%	13.7%	17.6%	16.6%	19.4%	18.8%	18.4%	
Not satisfied	4.8%	4.3%	4.7%	4.1%	4.5%	5.0%	6.5%	4.0%	4.3%	
Total(n)	104	1,716	5,230	73	994	2,953	31	722	2,277	
Mean	2.92	2.98	2.99	2.93	2.99	3.00	2.90	2.97	2.98	
Standard deviation	0.72	0.77	0.79	0.67	0.78	0.79	0.83	0.77	0.78	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.08	-0.09	-	-0.09	-0.10	

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

University of Idaho	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	15.4%	39.1%	38.6%	15.1%	40.7%	41.3%	16.1%	36.9%	35.0%	
Satisfied	61.5%	45.9%	46.6%	61.6%	45.3%	45.0%	61.3%	46.7%	48.8%	
Marginally satisfied	16.3%	10.8%	10.6%	15.1%	10.9%	10.4%	19.4%	10.7%	10.8%	
Not satisfied	6.7%	4.2%	4.2%	8.2%	3.1%	3.3%	3.2%	5.7%	5.3%	
Total(n)	104	1,715	5,205	73	992	2,942	31	723	2,263	
Mean	2.86	3.20	3.20	2.84	3.24	3.24	2.90	3.15	3.14	
Standard deviation	0.76	0.79	0.79	0.78	0.77	0.77	0.70	0.83	0.81	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.43	-0.43	-	-0.52	-0.52	-	-0.30	-0.30	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	21.9%	29.9%	32.5%	24.3%	32.7%	35.5%	15.4%	26.1%	28.7%	
Satisfied	40.6%	39.8%	40.4%	40.0%	38.4%	39.9%	42.3%	41.7%	41.1%	
Marginally satisfied	27.1%	17.5%	15.9%	27.1%	17.8%	15.0%	26.9%	17.2%	17.0%	
Not satisfied	10.4%	12.8%	11.2%	8.6%	11.1%	9.6%	15.4%	15.0%	13.2%	
Total(n)	96	1,631	5,007	70	938	2,810	26	693	2,197	
Mean	2.74	2.87	2.94	2.80	2.93	3.01	2.58	2.79	2.85	
Standard deviation	0.92	0.98	0.96	0.91	0.97	0.94	0.95	1.00	0.98	
Significance	-		*	-			-			
Effect size	-	-0.13	-0.21	-	-0.13	-0.22	-	-0.21	-0.28	
Course assignments										Job Satisfaction: Workplace
Very satisfied	21.1%	29.6%	31.8%	18.5%	30.0%	31.9%	29.4%	29.1%	31.6%	
Satisfied	60.6%	58.0%	56.2%	64.8%	59.5%	57.2%	47.1%	55.9%	54.8%	
Marginally satisfied	14.1%	10.2%	10.0%	13.0%	9.2%	9.3%	17.6%	11.6%	10.9%	
Not satisfied	4.2%	2.2%	2.0%	3.7%	1.3%	1.5%	5.9%	3.4%	2.6%	
Total(n)	71	1,553	4,902	54	907	2,788	17	646	2,114	
Mean	2.99	3.15	3.18	2.98	3.18	3.20	3.00	3.11	3.15	
Standard deviation	0.73	0.68	0.68	0.69	0.64	0.66	0.87	0.73	0.71	
Significance	-		*	-	*	*	-			
Effect size	-	-0.24	-0.28	-	-0.31	-0.33	-	-0.15	-0.21	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Freedom to determine course content										
Very satisfied	43.8%	52.2%	54.4%	41.0%	52.1%	54.5%	52.6%	52.3%	54.2%	
Satisfied	45.0%	41.9%	40.2%	49.2%	41.7%	40.2%	31.6%	42.2%	40.1%	
Marginally satisfied	10.0%	4.6%	4.4%	8.2%	5.0%	4.5%	15.8%	4.1%	4.2%	
Not satisfied	1.3%	1.3%	1.1%	1.6%	1.3%	0.8%	0.0%	1.4%	1.5%	
Total(n)	80	1,587	4,993	61	929	2,840	19	658	2,153	
Mean	3.31	3.45	3.48	3.30	3.45	3.49	3.37	3.45	3.47	
Standard deviation	0.70	0.65	0.63	0.69	0.65	0.62	0.76	0.64	0.65	
Significance	-		*	-		*	-			
Effect size	-	-0.22	-0.27	-	-0.23	-0.31	-	-0.13	-0.15	
Availability of child care at this institution										
Very satisfied	10.0%	7.9%	9.8%	13.3%	7.3%	10.2%	0.0%	8.5%	9.2%	
Satisfied	20.0%	22.0%	20.5%	13.3%	25.4%	23.8%	40.0%	17.7%	16.6%	
Marginally satisfied	25.0%	18.2%	14.9%	33.3%	20.5%	16.2%	0.0%	15.2%	13.3%	
Not satisfied	45.0%	52.0%	54.8%	40.0%	46.8%	49.8%	60.0%	58.5%	60.8%	
Total(n)	20	369	1,188	15	205	647	5	164	541	
Mean	1.95	1.86	1.85	2.00	1.93	1.94	1.80	1.76	1.74	
Standard deviation	1.05	1.02	1.06	1.07	1.01	1.07	1.10	1.03	1.04	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.07	0.06	-	0.04	0.06	
Prospects for career advancement										
Very satisfied	4.1%	11.4%	11.6%	2.9%	11.4%	12.5%	6.9%	11.5%	10.4%	
Satisfied	41.8%	45.0%	45.9%	43.5%	47.1%	47.6%	37.9%	42.2%	43.7%	
Marginally satisfied	33.7%	26.8%	26.3%	30.4%	25.9%	25.1%	41.4%	28.0%	27.7%	
Not satisfied	20.4%	16.8%	16.2%	23.2%	15.6%	14.7%	13.8%	18.3%	18.1%	
Total(n)	98	1,582	4,791	69	906	2,685	29	676	2,106	
Mean	2.30	2.51	2.53	2.26	2.54	2.58	2.38	2.47	2.46	
Standard deviation	0.84	0.90	0.90	0.85	0.89	0.89	0.82	0.92	0.91	
Significance	-	*	*	-	*	**	-			
Effect size	-	-0.23	-0.26	-	-0.31	-0.36	-	-0.10	-0.09	
										Job Satisfaction: Compensation

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

University of Idaho	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	13.6%	16.8%	18.2%	12.3%	16.1%	18.7%	16.7%	17.9%	17.4%	
Satisfied	32.0%	36.8%	39.2%	31.5%	38.3%	41.1%	33.3%	34.6%	36.8%	
Marginally satisfied	33.0%	26.3%	23.9%	34.2%	27.1%	24.1%	30.0%	25.3%	23.6%	
Not satisfied	21.4%	20.0%	18.7%	21.9%	18.5%	16.0%	20.0%	22.2%	22.2%	
Total(n)	103	1,716	5,209	73	994	2,943	30	722	2,266	
Mean	2.38	2.50	2.57	2.34	2.52	2.63	2.47	2.48	2.49	
Standard deviation	0.97	0.99	0.99	0.96	0.97	0.96	1.01	1.03	1.02	
Significance	-			-		*	-			
Effect size	-	-0.12	-0.19	-	-0.19	-0.30	-	-0.01	-0.02	
Overall job satisfaction										
Very satisfied	7.7%	20.7%	22.7%	8.2%	22.4%	24.8%	6.5%	18.3%	19.9%	
Satisfied	53.8%	56.1%	54.7%	49.3%	55.6%	53.8%	64.5%	56.7%	55.9%	
Marginally satisfied	28.8%	18.8%	18.4%	30.1%	17.3%	17.2%	25.8%	20.8%	19.9%	
Not satisfied	9.6%	4.5%	4.2%	12.3%	4.7%	4.1%	3.2%	4.1%	4.4%	
Total(n)	104	1,721	5,238	73	995	2,957	31	726	2,281	
Mean	2.60	2.93	2.96	2.53	2.96	2.99	2.74	2.89	2.91	
Standard deviation	0.77	0.75	0.76	0.82	0.76	0.77	0.63	0.74	0.75	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.44	-0.47	-	-0.57	-0.60	-	-0.20	-0.23	
Tuition remission for your children/dependents										
Very satisfied	1.9%	20.3%	26.7%	2.5%	18.0%	25.3%	0.0%	23.9%	29.1%	
Satisfied	7.7%	29.1%	31.9%	7.5%	27.6%	31.8%	8.3%	31.5%	32.1%	
Marginally satisfied	3.8%	9.8%	13.1%	2.5%	10.7%	13.2%	8.3%	8.3%	12.9%	
Not satisfied	86.5%	40.9%	28.3%	87.5%	43.7%	29.8%	83.3%	36.4%	25.9%	
Total(n)	52	849	2,742	40	522	1,693	12	327	1,049	
Mean	1.25	2.29	2.57	1.25	2.20	2.53	1.25	2.43	2.64	
Standard deviation	0.68	1.20	1.16	0.71	1.18	1.16	0.62	1.21	1.15	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.87	-1.14	-	-0.81	-1.10	-	-0.98	-1.21	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are interested in students' personal problems										
Agree strongly	12.7%	14.6%	20.6%	9.6%	12.1%	19.7%	20.7%	18.1%	21.8%	
Agree somewhat	80.4%	65.0%	64.4%	83.6%	66.3%	64.9%	72.4%	63.3%	63.7%	
Disagree somewhat	4.9%	18.4%	13.1%	4.1%	19.7%	13.6%	6.9%	16.6%	12.5%	
Disagree strongly	2.0%	2.0%	1.8%	2.7%	1.9%	1.7%	0.0%	2.1%	1.9%	
Total(n)	102	1,709	5,220	73	990	2,947	29	719	2,273	
Mean	3.04	2.92	3.04	3.00	2.89	3.03	3.14	2.97	3.05	
Standard deviation	0.51	0.64	0.64	0.50	0.62	0.63	0.52	0.66	0.65	
Significance	-			-			-			
Effect size	-	0.19	0.00	-	0.18	-0.05	-	0.26	0.14	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	26.2%	15.7%	16.0%	15.1%	10.1%	10.6%	53.3%	23.5%	23.0%	
Agree somewhat	37.9%	40.0%	42.1%	42.5%	38.6%	40.0%	26.7%	41.9%	44.7%	
Disagree somewhat	25.2%	37.4%	34.7%	28.8%	42.2%	39.8%	16.7%	30.7%	28.2%	
Disagree strongly	10.7%	6.9%	7.2%	13.7%	9.1%	9.6%	3.3%	3.9%	4.1%	
Total(n)	103	1,705	5,204	73	989	2,943	30	716	2,261	
Mean	2.80	2.65	2.67	2.59	2.50	2.52	3.30	2.85	2.87	
Standard deviation	0.95	0.83	0.83	0.91	0.80	0.81	0.88	0.82	0.81	
Significance	-			-			-	**	**	
Effect size	-	0.18	0.16	-	0.11	0.09	-	0.55	0.53	
Faculty feel that most students are well-prepared academically										
Agree strongly	5.9%	3.6%	6.0%	6.8%	2.8%	6.1%	3.4%	4.6%	5.9%	
Agree somewhat	41.2%	34.6%	36.3%	42.5%	35.0%	35.6%	37.9%	34.0%	37.3%	
Disagree somewhat	44.1%	48.2%	43.3%	39.7%	47.1%	44.0%	55.2%	49.7%	42.4%	
Disagree strongly	8.8%	13.7%	14.4%	11.0%	15.1%	14.3%	3.4%	11.7%	14.5%	
Total(n)	102	1,706	5,213	73	988	2,944	29	718	2,269	
Mean	2.44	2.28	2.34	2.45	2.26	2.34	2.41	2.31	2.35	
Standard deviation	0.74	0.74	0.80	0.78	0.74	0.79	0.63	0.74	0.80	
Significance	-	*		-	*		-			
Effect size	-	0.22	0.13	-	0.26	0.14	-	0.14	0.08	

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

University of Idaho	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	36.0%	26.6%	25.9%	25.0%	20.5%	19.8%	64.3%	35.0%	33.7%	
Agree somewhat	44.0%	51.4%	49.2%	50.0%	53.5%	50.8%	28.6%	48.6%	47.3%	
Disagree somewhat	15.0%	18.3%	20.2%	19.4%	20.8%	23.0%	3.6%	14.8%	16.6%	
Disagree strongly	5.0%	3.7%	4.7%	5.6%	5.2%	6.4%	3.6%	1.7%	2.4%	
Total(n)	100	1,698	5,178	72	980	2,920	28	718	2,258	
Mean	3.11	3.01	2.96	2.94	2.89	2.84	3.54	3.17	3.12	
Standard deviation	0.84	0.77	0.80	0.82	0.78	0.81	0.74	0.73	0.77	
Significance	-			-			-	**	**	
Effect size	-	0.13	0.19	-	0.06	0.12	-	0.51	0.55	
This institution should hire more women faculty										
Agree strongly	32.0%	20.3%	17.2%	25.0%	15.3%	13.2%	50.0%	27.2%	22.3%	
Agree somewhat	37.0%	47.8%	46.0%	38.9%	48.5%	45.6%	32.1%	46.9%	46.6%	
Disagree somewhat	28.0%	27.1%	31.2%	33.3%	30.3%	33.8%	14.3%	22.8%	27.7%	
Disagree strongly	3.0%	4.7%	5.6%	2.8%	5.9%	7.3%	3.6%	3.1%	3.4%	
Total(n)	100	1,695	5,169	72	981	2,919	28	714	2,250	
Mean	2.98	2.84	2.75	2.86	2.73	2.65	3.29	2.98	2.88	
Standard deviation	0.85	0.80	0.80	0.83	0.79	0.80	0.85	0.79	0.79	
Significance	-		**	-		*	-	*	**	
Effect size	-	0.18	0.29	-	0.16	0.26	-	0.39	0.52	
Student Affairs staff have the support and respect of faculty										
Agree strongly	18.6%	12.5%	14.2%	16.4%	9.3%	12.2%	24.1%	16.8%	16.7%	
Agree somewhat	57.8%	59.7%	59.1%	58.9%	62.4%	60.8%	55.2%	55.9%	56.9%	
Disagree somewhat	21.6%	24.7%	23.0%	23.3%	25.3%	23.4%	17.2%	23.9%	22.6%	
Disagree strongly	2.0%	3.1%	3.6%	1.4%	3.0%	3.6%	3.4%	3.4%	3.8%	
Total(n)	102	1,686	5,151	73	979	2,915	29	707	2,236	
Mean	2.93	2.81	2.84	2.90	2.78	2.82	3.00	2.86	2.87	
Standard deviation	0.69	0.68	0.70	0.67	0.65	0.68	0.76	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.18	0.13	-	0.18	0.12	-	0.19	0.18	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are committed to the welfare of this institution										
Agree strongly	23.5%	28.9%	37.1%	28.8%	29.8%	37.4%	10.3%	27.6%	36.6%	
Agree somewhat	63.7%	57.2%	52.1%	57.5%	56.8%	52.2%	79.3%	57.9%	52.0%	
Disagree somewhat	10.8%	12.6%	9.8%	11.0%	11.9%	9.4%	10.3%	13.7%	10.3%	
Disagree strongly	2.0%	1.2%	1.0%	2.7%	1.5%	1.0%	0.0%	0.8%	1.0%	
Total(n)	102	1,709	5,218	73	992	2,949	29	717	2,269	
Mean	3.09	3.14	3.25	3.12	3.15	3.26	3.00	3.12	3.24	
Standard deviation	0.65	0.67	0.67	0.71	0.68	0.66	0.46	0.66	0.67	
Significance	-		*	-			-			
Effect size	-	-0.07	-0.24	-	-0.04	-0.21	-	-0.18	-0.36	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	21.8%	26.1%	36.1%	23.6%	24.3%	35.2%	17.2%	28.6%	37.2%	
Agree somewhat	62.4%	55.4%	50.5%	63.9%	57.9%	52.5%	58.6%	51.9%	47.9%	
Disagree somewhat	13.9%	16.6%	11.8%	9.7%	16.0%	10.8%	24.1%	17.4%	13.2%	
Disagree strongly	2.0%	1.9%	1.6%	2.8%	1.8%	1.6%	0.0%	2.1%	1.6%	
Total(n)	101	1,699	5,189	72	988	2,938	29	711	2,251	
Mean	3.04	3.06	3.21	3.08	3.05	3.21	2.93	3.07	3.21	
Standard deviation	0.66	0.71	0.71	0.67	0.69	0.69	0.65	0.74	0.73	
Significance	-		*	-			-		*	
Effect size	-	-0.03	-0.24	-	0.04	-0.19	-	-0.19	-0.38	
There is a lot of campus racial conflict here										
Agree strongly	2.0%	1.9%	1.3%	1.4%	1.1%	0.7%	3.4%	2.9%	2.0%	
Agree somewhat	4.9%	7.9%	7.4%	4.1%	6.0%	5.5%	6.9%	10.6%	9.8%	
Disagree somewhat	51.0%	42.5%	38.3%	43.8%	38.6%	35.2%	69.0%	47.8%	42.2%	
Disagree strongly	42.2%	47.7%	53.1%	50.7%	54.4%	58.5%	20.7%	38.6%	46.0%	
Total(n)	102	1,705	5,200	73	988	2,935	29	717	2,265	
Mean	1.67	1.64	1.57	1.56	1.54	1.48	1.93	1.78	1.68	
Standard deviation	0.67	0.71	0.69	0.65	0.66	0.64	0.65	0.75	0.73	
Significance	-			-			-			
Effect size	-	0.04	0.14	-	0.03	0.13	-	0.20	0.34	

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

University of Idaho	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	24.5%	25.0%	24.0%	23.3%	26.3%	26.2%	27.6%	23.2%	21.2%	
Agree somewhat	57.8%	52.0%	53.1%	60.3%	54.4%	53.8%	51.7%	48.7%	52.0%	
Disagree somewhat	13.7%	17.1%	17.4%	12.3%	14.9%	15.6%	17.2%	20.2%	19.6%	
Disagree strongly	3.9%	5.8%	5.5%	4.1%	4.4%	4.3%	3.4%	7.9%	7.2%	
Total(n)	102	1,699	5,177	73	987	2,929	29	712	2,248	
Mean	3.03	2.96	2.96	3.03	3.03	3.02	3.03	2.87	2.87	
Standard deviation	0.74	0.81	0.80	0.73	0.77	0.77	0.78	0.86	0.82	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.00	0.01	-	0.19	0.20	
My teaching is valued by faculty in my department										
Agree strongly	42.7%	43.3%	47.1%	42.0%	44.5%	47.9%	44.4%	41.7%	46.0%	
Agree somewhat	46.9%	46.1%	43.6%	49.3%	45.1%	43.8%	40.7%	47.5%	43.4%	
Disagree somewhat	10.4%	8.5%	7.4%	8.7%	8.6%	6.7%	14.8%	8.3%	8.2%	
Disagree strongly	0.0%	2.1%	2.0%	0.0%	1.8%	1.6%	0.0%	2.5%	2.4%	
Total(n)	96	1,688	5,178	69	980	2,930	27	708	2,248	
Mean	3.32	3.31	3.36	3.33	3.32	3.38	3.30	3.28	3.33	
Standard deviation	0.66	0.71	0.70	0.63	0.71	0.68	0.72	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.01	-0.06	-	0.01	-0.07	-	0.03	-0.04	
Faculty of color are treated fairly here										
Agree strongly	34.7%	42.1%	46.0%	39.7%	47.3%	51.7%	21.4%	34.8%	38.5%	
Agree somewhat	48.5%	47.0%	44.4%	47.9%	45.2%	41.9%	50.0%	49.4%	47.7%	
Disagree somewhat	13.9%	9.7%	8.2%	9.6%	6.7%	5.5%	25.0%	13.9%	11.8%	
Disagree strongly	3.0%	1.2%	1.4%	2.7%	0.8%	0.9%	3.6%	1.8%	2.0%	
Total(n)	101	1,689	5,169	73	983	2,931	28	706	2,238	
Mean	3.15	3.30	3.35	3.25	3.39	3.45	2.89	3.17	3.23	
Standard deviation	0.77	0.69	0.69	0.74	0.65	0.64	0.79	0.73	0.73	
Significance	-	*	**	-		**	-	*	*	
Effect size	-	-0.22	-0.29	-	-0.22	-0.31	-	-0.38	-0.47	

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

University of Idaho	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	36.3%	44.2%	46.5%	41.1%	53.7%	56.6%	24.1%	31.1%	33.3%	
Agree somewhat	46.1%	41.9%	41.1%	46.6%	38.8%	37.5%	44.8%	46.2%	45.6%	
Disagree somewhat	14.7%	11.7%	10.4%	11.0%	6.9%	5.1%	24.1%	18.4%	17.1%	
Disagree strongly	2.9%	2.1%	2.1%	1.4%	0.6%	0.7%	6.9%	4.2%	3.9%	
Total(n)	102	1,703	5,199	73	987	2,936	29	716	2,263	
Mean	3.16	3.28	3.32	3.27	3.46	3.50	2.86	3.04	3.08	
Standard deviation	0.78	0.75	0.74	0.71	0.65	0.63	0.88	0.81	0.81	
Significance	-		*	-	*	**	-			
Effect size	-	-0.16	-0.22	-	-0.29	-0.37	-	-0.22	-0.27	
Gay and lesbian faculty are treated fairly here										
Agree strongly	22.2%	38.1%	40.7%	26.4%	43.4%	46.4%	11.1%	30.8%	33.3%	
Agree somewhat	54.5%	49.6%	43.9%	58.3%	48.0%	40.7%	44.4%	51.7%	48.1%	
Disagree somewhat	16.2%	9.9%	11.1%	12.5%	7.0%	8.8%	25.9%	13.9%	14.2%	
Disagree strongly	7.1%	2.4%	4.3%	2.8%	1.6%	4.2%	18.5%	3.6%	4.4%	
Total(n)	99	1,677	5,103	72	973	2,891	27	704	2,212	
Mean	2.92	3.23	3.21	3.08	3.33	3.29	2.48	3.10	3.10	
Standard deviation	0.82	0.72	0.80	0.71	0.68	0.80	0.94	0.76	0.80	
Significance	-	***	***	-	**	*	-	***	***	
Effect size	-	-0.43	-0.36	-	-0.37	-0.26	-	-0.82	-0.78	
Faculty are sufficiently involved in campus decision making										
Agree strongly	9.7%	13.6%	14.9%	9.6%	14.1%	15.2%	10.0%	12.9%	14.4%	
Agree somewhat	42.7%	45.2%	43.6%	42.5%	45.4%	43.9%	43.3%	45.1%	43.3%	
Disagree somewhat	25.2%	28.2%	27.5%	26.0%	27.3%	27.5%	23.3%	29.5%	27.5%	
Disagree strongly	22.3%	12.9%	14.0%	21.9%	13.2%	13.4%	23.3%	12.5%	14.9%	
Total(n)	103	1,709	5,209	73	990	2,944	30	719	2,265	
Mean	2.40	2.60	2.59	2.40	2.60	2.61	2.40	2.58	2.57	
Standard deviation	0.94	0.88	0.91	0.94	0.89	0.90	0.97	0.87	0.91	
Significance	-	*	*	-		*	-			
Effect size	-	-0.23	-0.21	-	-0.22	-0.23	-	-0.21	-0.19	

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

University of Idaho	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	11.8%	15.7%	23.5%	12.3%	14.7%	24.1%	10.3%	17.2%	22.7%	
Agree somewhat	49.0%	55.0%	52.7%	50.7%	56.5%	52.7%	44.8%	53.0%	52.8%	
Disagree somewhat	33.3%	24.0%	18.8%	28.8%	24.2%	18.6%	44.8%	23.7%	19.1%	
Disagree strongly	5.9%	5.2%	4.9%	8.2%	4.6%	4.7%	0.0%	6.1%	5.3%	
Total(n)	102	1,704	5,198	73	987	2,934	29	717	2,264	
Mean	2.67	2.81	2.95	2.67	2.81	2.96	2.66	2.81	2.93	
Standard deviation	0.76	0.76	0.79	0.80	0.73	0.78	0.67	0.79	0.79	
Significance	-		***	-		**	-			
Effect size	-	-0.18	-0.35	-	-0.19	-0.37	-	-0.19	-0.34	
This institution takes responsibility for educating underprepared students										
Agree strongly	9.0%	12.4%	17.1%	8.3%	12.1%	17.0%	10.7%	12.8%	17.1%	
Agree somewhat	59.0%	52.9%	53.0%	63.9%	56.6%	55.0%	46.4%	47.8%	50.4%	
Disagree somewhat	28.0%	29.6%	24.7%	23.6%	26.6%	23.3%	39.3%	33.8%	26.6%	
Disagree strongly	4.0%	5.1%	5.2%	4.2%	4.7%	4.7%	3.6%	5.6%	6.0%	
Total(n)	100	1,698	5,182	72	987	2,933	28	711	2,249	
Mean	2.73	2.73	2.82	2.76	2.76	2.84	2.64	2.68	2.79	
Standard deviation	0.68	0.74	0.77	0.66	0.72	0.75	0.73	0.77	0.79	
Significance	-			-			-			
Effect size	-	0.00	-0.12	-	0.00	-0.11	-	-0.05	-0.19	
The criteria for advancement and promotion decisions are clear										
Agree strongly	24.3%	29.0%	29.8%	21.9%	32.5%	32.6%	30.0%	24.2%	26.2%	
Agree somewhat	42.7%	46.5%	45.7%	49.3%	46.3%	46.4%	26.7%	46.7%	44.8%	
Disagree somewhat	22.3%	19.0%	17.7%	19.2%	16.3%	15.1%	30.0%	22.7%	21.0%	
Disagree strongly	10.7%	5.5%	6.8%	9.6%	4.9%	5.8%	13.3%	6.4%	8.0%	
Total(n)	103	1,713	5,212	73	990	2,944	30	723	2,268	
Mean	2.81	2.99	2.99	2.84	3.06	3.06	2.73	2.89	2.89	
Standard deviation	0.93	0.84	0.86	0.88	0.83	0.84	1.05	0.84	0.88	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.21	-0.21	-	-0.27	-0.26	-	-0.19	-0.18	

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

University of Idaho	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	2.1%	6.0%	7.3%	1.4%	6.4%	7.3%	3.6%	5.3%	7.2%	
Agree somewhat	25.8%	26.4%	26.8%	23.2%	24.8%	25.4%	32.1%	28.7%	28.7%	
Disagree somewhat	52.6%	46.9%	42.3%	50.7%	48.2%	43.6%	57.1%	45.1%	40.7%	
Disagree strongly	19.6%	20.7%	23.6%	24.6%	20.6%	23.7%	7.1%	20.9%	23.3%	
Total(n)	97	1,692	5,176	69	980	2,926	28	712	2,250	
Mean	2.10	2.18	2.18	2.01	2.17	2.16	2.32	2.18	2.20	
Standard deviation	0.73	0.82	0.87	0.74	0.83	0.87	0.67	0.82	0.88	
Significance	-			-			-			
Effect size	-	-0.10	-0.09	-	-0.19	-0.17	-	0.17	0.14	
There is adequate support for faculty development										
Agree strongly	1.0%	11.8%	15.1%	0.0%	10.4%	14.8%	3.3%	13.6%	15.4%	
Agree somewhat	33.7%	46.5%	47.6%	39.4%	49.4%	50.2%	20.0%	42.6%	44.1%	
Disagree somewhat	45.5%	30.7%	27.4%	45.1%	30.0%	26.3%	46.7%	31.7%	29.0%	
Disagree strongly	19.8%	11.0%	9.9%	15.5%	10.2%	8.7%	30.0%	12.1%	11.5%	
Total(n)	101	1,708	5,207	71	988	2,939	30	720	2,268	
Mean	2.16	2.59	2.68	2.24	2.60	2.71	1.97	2.58	2.63	
Standard deviation	0.74	0.84	0.85	0.71	0.81	0.82	0.81	0.87	0.88	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.51	-0.61	-	-0.44	-0.57	-	-0.70	-0.75	

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

University of Idaho	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	32.4%	33.2%	38.2%	32.9%	34.3%	38.5%	31.0%	31.6%	37.8%	
High priority	51.0%	47.1%	43.8%	54.8%	46.7%	44.8%	41.4%	47.7%	42.6%	
Medium priority	16.7%	17.3%	15.4%	12.3%	15.8%	14.2%	27.6%	19.3%	17.0%	
Low priority	0.0%	2.5%	2.6%	0.0%	3.2%	2.4%	0.0%	1.4%	2.7%	
Total(n)	102	1,709	5,211	73	990	2,942	29	719	2,269	
Mean	3.16	3.11	3.18	3.21	3.12	3.19	3.03	3.09	3.15	
Standard deviation	0.69	0.77	0.78	0.64	0.79	0.77	0.78	0.75	0.79	
Significance	-			-			-			
Effect size	-	0.06	-0.03	-	0.11	0.03	-	-0.08	-0.15	
To develop a sense of community among students and faculty										
Highest priority	10.8%	12.0%	12.6%	11.0%	11.8%	12.6%	10.3%	12.3%	12.6%	
High priority	43.1%	38.5%	43.0%	39.7%	38.4%	42.1%	51.7%	38.6%	44.3%	
Medium priority	39.2%	37.6%	34.5%	43.8%	37.8%	35.7%	27.6%	37.3%	32.8%	
Low priority	6.9%	11.9%	9.9%	5.5%	12.0%	9.6%	10.3%	11.8%	10.3%	
Total(n)	102	1,708	5,206	73	990	2,940	29	718	2,266	
Mean	2.58	2.51	2.58	2.56	2.50	2.58	2.62	2.51	2.59	
Standard deviation	0.78	0.85	0.83	0.76	0.85	0.83	0.82	0.86	0.84	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	0.07	-0.02	-	0.13	0.04	
To facilitate student involvement in community service										
Highest priority	12.7%	7.7%	11.9%	11.0%	6.1%	10.4%	17.2%	10.0%	13.9%	Institutional Priority: Civic Engagement
High priority	45.1%	33.5%	37.5%	45.2%	32.1%	36.2%	44.8%	35.5%	39.2%	
Medium priority	37.3%	43.6%	39.2%	37.0%	46.7%	41.7%	37.9%	39.4%	36.0%	
Low priority	4.9%	15.2%	11.3%	6.8%	15.2%	11.6%	0.0%	15.2%	10.9%	
Total(n)	102	1,707	5,206	73	988	2,937	29	719	2,269	
Mean	2.66	2.34	2.50	2.60	2.29	2.45	2.79	2.40	2.56	
Standard deviation	0.76	0.83	0.85	0.78	0.79	0.83	0.73	0.86	0.86	
Significance	-	***		-	**		-	*		
Effect size	-	0.39	0.19	-	0.39	0.18	-	0.45	0.27	

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

University of Idaho	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	5.8%	5.7%	8.7%	5.5%	4.4%	7.3%	6.7%	7.5%	10.6%	
High priority	35.9%	24.3%	28.6%	37.0%	23.2%	27.8%	33.3%	25.9%	29.6%	
Medium priority	41.7%	45.1%	42.7%	37.0%	46.4%	44.1%	53.3%	43.4%	40.8%	
Low priority	16.5%	24.9%	20.1%	20.5%	26.0%	20.8%	6.7%	23.2%	19.0%	
Total(n)	103	1,706	5,197	73	987	2,931	30	719	2,266	
Mean	2.31	2.11	2.26	2.27	2.06	2.21	2.40	2.18	2.32	
Standard deviation	0.82	0.84	0.88	0.85	0.81	0.86	0.72	0.87	0.90	
Significance	-	*		-	*		-			
Effect size	-	0.24	0.06	-	0.26	0.07	-	0.25	0.09	
To increase or maintain institutional prestige										
Highest priority	21.6%	31.2%	27.2%	23.3%	27.8%	24.9%	17.2%	35.7%	30.3%	Institutional Priority: Increase Prestige
High priority	53.9%	44.1%	41.9%	54.8%	47.6%	44.5%	51.7%	39.2%	38.5%	
Medium priority	19.6%	20.2%	24.3%	15.1%	20.2%	23.8%	31.0%	20.0%	24.9%	
Low priority	4.9%	4.6%	6.6%	6.8%	4.4%	6.8%	0.0%	5.0%	6.3%	
Total(n)	102	1,707	5,206	73	988	2,937	29	719	2,269	
Mean	2.92	3.02	2.90	2.95	2.99	2.88	2.86	3.06	2.93	
Standard deviation	0.78	0.84	0.88	0.81	0.81	0.86	0.69	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.12	0.02	-	-0.05	0.08	-	-0.23	-0.08	
To hire faculty 'stars'										
Highest priority	6.9%	12.2%	9.4%	8.2%	10.4%	8.4%	3.4%	14.6%	10.7%	Institutional Priority: Increase Prestige
High priority	20.6%	29.7%	23.7%	19.2%	28.3%	23.0%	24.1%	31.6%	24.6%	
Medium priority	38.2%	36.6%	34.9%	37.0%	38.5%	35.5%	41.4%	34.0%	34.2%	
Low priority	34.3%	21.5%	31.9%	35.6%	22.8%	33.1%	31.0%	19.8%	30.5%	
Total(n)	102	1,708	5,208	73	990	2,939	29	718	2,269	
Mean	2.00	2.32	2.11	2.00	2.26	2.07	2.00	2.41	2.16	
Standard deviation	0.91	0.95	0.96	0.94	0.93	0.95	0.85	0.97	0.98	
Significance	-	***		-	*		-	*		
Effect size	-	-0.34	-0.11	-	-0.28	-0.07	-	-0.42	-0.16	

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

University of Idaho	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: Commit- ment to Diversity
Highest priority	11.8%	10.5%	10.9%	9.6%	9.2%	10.2%	17.2%	12.3%	11.8%	
High priority	30.4%	38.1%	37.6%	31.5%	39.6%	37.8%	27.6%	36.1%	37.4%	
Medium priority	48.0%	40.7%	39.1%	50.7%	41.5%	39.8%	41.4%	39.6%	38.2%	
Low priority	9.8%	10.6%	12.5%	8.2%	9.6%	12.3%	13.8%	12.0%	12.7%	
Total(n)	102	1,704	5,200	73	987	2,933	29	717	2,267	
Mean	2.44	2.49	2.47	2.42	2.48	2.46	2.48	2.49	2.48	
Standard deviation	0.83	0.82	0.85	0.78	0.79	0.84	0.95	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.06	-0.04	-	-0.08	-0.05	-	-0.01	0.00	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	22.5%	39.6%	32.4%	20.5%	36.9%	30.9%	27.6%	43.3%	34.2%	
High priority	54.9%	40.5%	39.3%	58.9%	43.0%	41.5%	44.8%	37.0%	36.5%	
Medium priority	19.6%	16.4%	20.7%	16.4%	17.1%	20.4%	27.6%	15.4%	21.1%	
Low priority	2.9%	3.6%	7.6%	4.1%	3.0%	7.2%	0.0%	4.3%	8.2%	
Total(n)	102	1,708	5,203	73	989	2,937	29	719	2,266	
Mean	2.97	3.16	2.96	2.96	3.14	2.96	3.00	3.19	2.97	
Standard deviation	0.74	0.82	0.91	0.73	0.80	0.89	0.76	0.85	0.94	
Significance	-	*		-			-			
Effect size	-	-0.23	0.01	-	-0.23	0.00	-	-0.22	0.03	
To create a diverse multi-cultural campus environment										Institutional Priority: Commit- ment to Diversity
Highest priority	13.7%	12.7%	14.0%	12.3%	12.1%	13.0%	17.2%	13.6%	15.3%	
High priority	31.4%	39.3%	39.0%	35.6%	40.9%	39.6%	20.7%	37.1%	38.2%	
Medium priority	43.1%	38.1%	35.8%	43.8%	38.1%	36.6%	41.4%	38.1%	34.7%	
Low priority	11.8%	9.9%	11.2%	8.2%	8.9%	10.7%	20.7%	11.1%	11.9%	
Total(n)	102	1,705	5,201	73	986	2,934	29	719	2,267	
Mean	2.47	2.55	2.56	2.52	2.56	2.55	2.34	2.53	2.57	
Standard deviation	0.88	0.84	0.87	0.82	0.82	0.85	1.01	0.86	0.89	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.05	-0.04	-	-0.22	-0.26	

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

University of Idaho	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	8.7%	10.6%	10.3%	9.6%	13.0%	12.1%	6.7%	7.3%	8.0%	
High priority	35.9%	39.0%	38.3%	42.5%	44.4%	44.6%	20.0%	31.5%	30.2%	
Medium priority	40.8%	35.1%	35.0%	35.6%	33.2%	32.9%	53.3%	37.8%	37.7%	
Low priority	14.6%	15.3%	16.4%	12.3%	9.4%	10.4%	20.0%	23.4%	24.2%	
Total(n)	103	1,703	5,193	73	986	2,929	30	717	2,264	
Mean	2.39	2.45	2.42	2.49	2.61	2.58	2.13	2.23	2.22	
Standard deviation	0.84	0.88	0.88	0.84	0.83	0.83	0.82	0.89	0.90	
Significance	-			-			-			
Effect size	-	-0.07	-0.03	-	-0.14	-0.11	-	-0.11	-0.10	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	3.8%	5.3%	6.8%	4.1%	4.5%	5.7%	3.2%	6.6%	8.1%	Institutional Priority: Civic Engage- ment
High priority	28.8%	24.5%	26.2%	26.0%	22.6%	25.2%	35.5%	27.2%	27.4%	
Medium priority	39.4%	43.6%	43.4%	43.8%	47.2%	45.8%	29.0%	38.8%	40.4%	
Low priority	27.9%	26.5%	23.7%	26.0%	25.8%	23.3%	32.3%	27.5%	24.1%	
Total(n)	104	1,705	5,196	73	988	2,932	31	717	2,264	
Mean	2.09	2.09	2.16	2.08	2.06	2.13	2.10	2.13	2.20	
Standard deviation	0.85	0.85	0.86	0.83	0.81	0.83	0.91	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.00	-0.08	-	0.02	-0.06	-	-0.03	-0.11	
To create and sustain partnerships with surrounding communities										
Highest priority	7.7%	10.1%	12.1%	9.6%	7.5%	9.9%	3.2%	13.8%	15.1%	Institutional Priority: Civic Engage- ment
High priority	37.5%	32.7%	35.6%	35.6%	32.5%	34.8%	41.9%	32.9%	36.6%	
Medium priority	38.5%	40.3%	38.4%	37.0%	42.5%	41.1%	41.9%	37.2%	34.9%	
Low priority	16.3%	16.9%	13.8%	17.8%	17.5%	14.2%	12.9%	16.2%	13.4%	
Total(n)	104	1,708	5,202	73	990	2,934	31	718	2,268	
Mean	2.37	2.36	2.46	2.37	2.30	2.40	2.35	2.44	2.53	
Standard deviation	0.85	0.88	0.88	0.89	0.84	0.85	0.75	0.92	0.91	
Significance	-			-			-			
Effect size	-	0.01	-0.10	-	0.08	-0.04	-	-0.10	-0.20	

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

University of Idaho	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	51.0%	46.4%	29.2%	57.5%	45.3%	28.7%	35.5%	47.8%	29.8%	
High priority	42.3%	35.9%	36.4%	38.4%	37.4%	37.3%	51.6%	33.9%	35.2%	
Medium priority	5.8%	13.2%	25.1%	4.1%	13.5%	25.0%	9.7%	12.8%	25.2%	
Low priority	1.0%	4.4%	9.2%	0.0%	3.7%	8.9%	3.2%	5.4%	9.7%	
Total(n)	104	1,708	5,197	73	989	2,935	31	719	2,262	
Mean	3.43	3.24	2.86	3.53	3.24	2.86	3.19	3.24	2.85	
Standard deviation	0.65	0.85	0.94	0.58	0.82	0.93	0.75	0.88	0.96	
Significance	-	*	***	-	**	***	-		*	
Effect size	-	0.22	0.61	-	0.35	0.72	-	-0.06	0.35	
To increase the representation of minorities in the faculty and administration										Institutional Priority: Commit- ment to Diversity
Highest priority	5.8%	8.3%	8.6%	5.5%	7.9%	8.1%	6.7%	8.8%	9.2%	
High priority	25.2%	34.3%	33.2%	28.8%	36.2%	35.1%	16.7%	31.7%	30.6%	
Medium priority	46.6%	42.4%	41.8%	46.6%	42.3%	41.4%	46.7%	42.4%	42.4%	
Low priority	22.3%	15.1%	16.4%	19.2%	13.6%	15.3%	30.0%	17.1%	17.9%	
Total(n)	103	1,707	5,188	73	988	2,929	30	719	2,259	
Mean	2.15	2.36	2.34	2.21	2.38	2.36	2.00	2.32	2.31	
Standard deviation	0.83	0.83	0.85	0.82	0.82	0.84	0.87	0.86	0.87	
Significance	-	*	*	-			-	*		
Effect size	-	-0.25	-0.22	-	-0.21	-0.18	-	-0.37	-0.36	
To strengthen links with the for-profit, corporate sector										
Highest priority	25.2%	19.2%	14.1%	23.3%	15.4%	11.8%	30.0%	24.4%	17.0%	
High priority	45.6%	42.4%	36.1%	49.3%	44.9%	37.7%	36.7%	38.9%	34.0%	
Medium priority	24.3%	28.8%	34.3%	23.3%	31.4%	35.4%	26.7%	25.2%	32.9%	
Low priority	4.9%	9.6%	15.5%	4.1%	8.3%	15.0%	6.7%	11.4%	16.1%	
Total(n)	103	1,705	5,180	73	988	2,931	30	717	2,249	
Mean	2.91	2.71	2.49	2.92	2.67	2.46	2.90	2.76	2.52	
Standard deviation	0.83	0.88	0.92	0.80	0.83	0.89	0.92	0.95	0.96	
Significance	-	*	***	-	*	***	-		*	
Effect size	-	0.23	0.46	-	0.30	0.52	-	0.15	0.40	

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

University of Idaho	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	8.7%	10.4%	12.4%	8.2%	10.2%	12.1%	10.0%	10.7%	12.7%	
High priority	56.3%	39.5%	40.9%	57.5%	39.6%	40.7%	53.3%	39.4%	41.1%	
Medium priority	22.3%	39.4%	37.6%	20.5%	39.6%	37.9%	26.7%	39.2%	37.3%	
Low priority	12.6%	10.6%	9.1%	13.7%	10.6%	9.3%	10.0%	10.7%	8.9%	
Total(n)	103	1,709	5,201	73	990	2,937	30	719	2,264	
Mean	2.61	2.50	2.56	2.60	2.49	2.56	2.63	2.50	2.58	
Standard deviation	0.82	0.82	0.82	0.83	0.82	0.82	0.81	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.13	0.06	-	0.13	0.05	-	0.16	0.06	
To increase the representation of women in the faculty and administration										
Highest priority	7.8%	7.4%	7.1%	8.2%	8.0%	7.9%	6.7%	6.5%	6.1%	Institutional Priority: Commit- ment to Diversity
High priority	33.0%	31.2%	28.1%	39.7%	36.8%	32.8%	16.7%	23.4%	22.1%	
Medium priority	38.8%	44.7%	45.1%	34.2%	43.7%	45.1%	50.0%	46.0%	45.0%	
Low priority	20.4%	16.8%	19.6%	17.8%	11.4%	14.2%	26.7%	24.1%	26.7%	
Total(n)	103	1,701	5,186	73	983	2,924	30	718	2,262	
Mean	2.28	2.29	2.23	2.38	2.42	2.34	2.03	2.12	2.08	
Standard deviation	0.88	0.83	0.84	0.88	0.80	0.82	0.85	0.85	0.85	
Significance	-			-			-			
Effect size	-	-0.01	0.06	-	-0.05	0.05	-	-0.11	-0.06	
To develop an appreciation for multiculturalism										
Highest priority	4.9%	11.4%	13.4%	5.5%	10.3%	12.2%	3.3%	12.9%	15.0%	Institutional Priority: Commit- ment to Diversity
High priority	45.6%	38.3%	37.8%	50.7%	40.5%	39.0%	33.3%	35.2%	36.2%	
Medium priority	34.0%	39.1%	37.9%	32.9%	39.5%	38.9%	36.7%	38.7%	36.6%	
Low priority	15.5%	11.2%	10.9%	11.0%	9.7%	9.9%	26.7%	13.2%	12.1%	
Total(n)	103	1,709	5,195	73	988	2,927	30	721	2,268	
Mean	2.40	2.50	2.54	2.51	2.51	2.53	2.13	2.48	2.54	
Standard deviation	0.81	0.84	0.86	0.77	0.81	0.83	0.86	0.88	0.89	
Significance	-			-			-	*	*	
Effect size	-	-0.12	-0.16	-	0.00	-0.02	-	-0.40	-0.46	

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

University of Idaho	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	14.4%	11.7%	10.9%	13.7%	10.8%	10.6%	16.1%	12.9%	11.3%	
Agree somewhat	49.0%	49.5%	48.4%	49.3%	50.2%	48.2%	48.4%	48.5%	48.6%	
Disagree somewhat	25.0%	27.8%	28.9%	21.9%	27.3%	28.9%	32.3%	28.4%	28.9%	
Disagree strongly	11.5%	11.1%	11.8%	15.1%	11.8%	12.3%	3.2%	10.1%	11.2%	
Total(n)	104	1,714	5,216	73	993	2,946	31	721	2,270	
Mean	2.66	2.62	2.58	2.62	2.60	2.57	2.77	2.64	2.60	
Standard deviation	0.87	0.83	0.83	0.91	0.83	0.84	0.76	0.83	0.83	
Significance	-			-			-			
Effect size	-	0.05	0.10	-	0.02	0.06	-	0.16	0.20	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	3.9%	3.8%	3.6%	5.5%	4.8%	4.8%	0.0%	2.4%	2.0%	
Agree somewhat	16.5%	18.7%	19.7%	13.7%	21.3%	22.9%	23.3%	15.2%	15.5%	
Disagree somewhat	48.5%	42.9%	43.2%	56.2%	45.9%	44.0%	30.0%	38.7%	42.2%	
Disagree strongly	31.1%	34.6%	33.5%	24.7%	28.0%	28.3%	46.7%	43.7%	40.3%	
Total(n)	103	1,709	5,204	73	991	2,943	30	718	2,261	
Mean	1.93	1.92	1.93	2.00	2.03	2.04	1.77	1.76	1.79	
Standard deviation	0.80	0.82	0.82	0.78	0.83	0.84	0.82	0.79	0.77	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	-0.04	-0.05	-	0.01	-0.03	
Colleges should be actively involved in solving social problems										
Agree strongly	28.8%	23.1%	22.4%	23.3%	19.5%	19.3%	41.9%	28.0%	26.5%	
Agree somewhat	50.0%	55.5%	55.1%	54.8%	57.4%	55.5%	38.7%	52.8%	54.7%	
Disagree somewhat	16.3%	17.4%	18.4%	15.1%	18.0%	20.0%	19.4%	16.6%	16.4%	
Disagree strongly	4.8%	4.0%	4.0%	6.8%	5.1%	5.2%	0.0%	2.6%	2.4%	
Total(n)	104	1,709	5,208	73	987	2,938	31	722	2,270	
Mean	3.03	2.98	2.96	2.95	2.91	2.89	3.23	3.06	3.05	
Standard deviation	0.81	0.75	0.75	0.81	0.76	0.77	0.76	0.74	0.72	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	0.05	0.08	-	0.23	0.25	Civic Minded Values

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should encourage students to be involved in community service activities										Civic Minded Values
Agree strongly	37.5%	29.3%	31.5%	32.9%	23.9%	26.5%	48.4%	36.8%	38.1%	
Agree somewhat	54.8%	58.7%	58.3%	57.5%	61.0%	60.7%	48.4%	55.5%	55.2%	
Disagree somewhat	6.7%	10.3%	8.8%	8.2%	12.8%	11.0%	3.2%	6.9%	6.0%	
Disagree strongly	1.0%	1.7%	1.4%	1.4%	2.3%	1.9%	0.0%	0.8%	0.7%	
Total(n)	104	1,708	5,205	73	987	2,939	31	721	2,266	
Mean	3.29	3.16	3.20	3.22	3.06	3.12	3.45	3.28	3.31	
Standard deviation	0.63	0.66	0.65	0.65	0.68	0.66	0.57	0.63	0.61	
Significance	-			-			-			
Effect size	-	0.20	0.14	-	0.24	0.15	-	0.27	0.23	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	54.4%	59.2%	57.9%	50.7%	53.2%	51.0%	63.3%	67.5%	66.9%	
Agree somewhat	41.7%	37.0%	37.7%	43.8%	42.0%	43.2%	36.7%	30.0%	30.6%	
Disagree somewhat	1.9%	3.0%	3.4%	2.7%	3.6%	4.4%	0.0%	2.1%	2.1%	
Disagree strongly	1.9%	0.8%	1.0%	2.7%	1.1%	1.4%	0.0%	0.4%	0.4%	
Total(n)	103	1,707	5,205	73	988	2,940	30	719	2,265	
Mean	3.49	3.55	3.53	3.42	3.47	3.44	3.63	3.65	3.64	
Standard deviation	0.64	0.60	0.61	0.69	0.62	0.65	0.49	0.54	0.54	
Significance	-			-			-			
Effect size	-	-0.10	-0.07	-	-0.08	-0.03	-	-0.04	-0.02	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	1.9%	1.7%	2.0%	2.7%	2.1%	2.4%	0.0%	1.1%	1.4%	
Agree somewhat	16.3%	15.0%	13.9%	16.4%	18.8%	17.1%	16.1%	9.7%	9.7%	
Disagree somewhat	51.9%	42.9%	42.0%	54.8%	44.7%	43.8%	45.2%	40.4%	39.6%	
Disagree strongly	29.8%	40.4%	42.2%	26.0%	34.4%	36.7%	38.7%	48.8%	49.3%	
Total(n)	104	1,711	5,210	73	989	2,942	31	722	2,268	
Mean	1.90	1.78	1.76	1.96	1.89	1.85	1.77	1.63	1.63	
Standard deviation	0.73	0.76	0.76	0.73	0.78	0.78	0.72	0.70	0.72	
Significance	-			-			-			
Effect size	-	0.16	0.18	-	0.09	0.14	-	0.20	0.19	

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

University of Idaho	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%	2.5%	8.4%	2.7%	2.6%	9.6%	0.0%	2.2%	6.8%	
Agree somewhat	19.2%	18.9%	24.8%	20.5%	21.6%	26.3%	16.1%	15.2%	22.9%	
Disagree somewhat	40.4%	34.0%	32.1%	35.6%	30.8%	28.8%	51.6%	38.4%	36.4%	
Disagree strongly	38.5%	44.6%	34.7%	41.1%	44.9%	35.3%	32.3%	44.2%	33.8%	
Total(n)	104	1,711	5,206	73	989	2,939	31	722	2,267	
Mean	1.85	1.79	2.07	1.85	1.82	2.10	1.84	1.75	2.03	
Standard deviation	0.80	0.83	0.96	0.84	0.86	0.99	0.69	0.79	0.92	
Significance	-		*	-		*	-			
Effect size	-	0.07	-0.23	-	0.03	-0.25	-	0.11	-0.21	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	33.7%	28.0%	30.2%	30.1%	25.4%	26.9%	41.9%	31.6%	34.6%	
Agree somewhat	56.7%	60.2%	58.8%	61.6%	61.3%	60.7%	45.2%	58.6%	56.4%	
Disagree somewhat	9.6%	10.4%	9.3%	8.2%	11.7%	10.6%	12.9%	8.6%	7.7%	
Disagree strongly	0.0%	1.5%	1.6%	0.0%	1.6%	1.8%	0.0%	1.2%	1.3%	
Total(n)	104	1,712	5,210	73	990	2,942	31	722	2,268	
Mean	3.24	3.15	3.18	3.22	3.10	3.13	3.29	3.20	3.24	
Standard deviation	0.62	0.65	0.65	0.58	0.65	0.66	0.69	0.64	0.65	
Significance	-			-			-			
Effect size	-	0.14	0.09	-	0.18	0.14	-	0.14	0.08	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	12.5%	11.8%	11.6%	9.6%	11.4%	11.0%	19.4%	12.4%	12.3%	
Agree somewhat	42.3%	41.8%	43.5%	43.8%	41.0%	43.6%	38.7%	43.1%	43.4%	
Disagree somewhat	33.7%	34.4%	34.5%	31.5%	34.0%	34.3%	38.7%	34.9%	34.9%	
Disagree strongly	11.5%	12.0%	10.4%	15.1%	13.6%	11.1%	3.2%	9.7%	9.5%	
Total(n)	104	1,704	5,185	73	984	2,930	31	720	2,255	
Mean	2.56	2.53	2.56	2.48	2.50	2.55	2.74	2.58	2.58	
Standard deviation	0.86	0.85	0.83	0.87	0.87	0.83	0.82	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.04	0.00	-	-0.02	-0.08	-	0.19	0.20	

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

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should prohibit racist/sexist speech on campus										
Agree strongly	35.6%	32.0%	32.8%	32.9%	29.2%	28.5%	41.9%	35.7%	38.4%	
Agree somewhat	30.8%	28.1%	29.5%	34.2%	25.9%	28.5%	22.6%	31.2%	30.8%	
Disagree somewhat	23.1%	27.2%	26.3%	23.3%	30.5%	29.0%	22.6%	22.7%	22.7%	
Disagree strongly	10.6%	12.7%	11.4%	9.6%	14.4%	14.0%	12.9%	10.4%	8.1%	
Total(n)	104	1,707	5,186	73	985	2,931	31	722	2,255	
Mean	2.91	2.79	2.84	2.90	2.70	2.72	2.94	2.92	3.00	
Standard deviation	1.01	1.03	1.01	0.97	1.04	1.03	1.09	1.00	0.97	
Significance	-			-			-			
Effect size	-	0.12	0.07	-	0.19	0.17	-	0.02	-0.06	
This institution should not offer remedial/developmental education										
Agree strongly	1.9%	4.9%	5.3%	1.4%	5.3%	6.2%	3.2%	4.3%	4.2%	
Agree somewhat	24.0%	17.2%	17.4%	26.0%	18.9%	20.3%	19.4%	15.0%	13.6%	
Disagree somewhat	47.1%	46.9%	43.9%	49.3%	49.1%	45.5%	41.9%	43.9%	41.7%	
Disagree strongly	26.9%	31.0%	33.4%	23.3%	26.8%	27.9%	35.5%	36.8%	40.5%	
Total(n)	104	1,708	5,197	73	986	2,934	31	722	2,263	
Mean	2.01	1.96	1.95	2.05	2.03	2.05	1.90	1.87	1.82	
Standard deviation	0.77	0.82	0.85	0.74	0.82	0.85	0.83	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	0.02	0.00	-	0.04	0.10	

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

University of Idaho	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%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%	0.5%	0.3%	
\$20,000 - \$29,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.8%	0.8%	0.0%	0.4%	0.4%	0.0%	1.4%	1.3%	
\$40,000 - \$49,999	7.0%	3.3%	4.0%	0.0%	1.6%	3.0%	21.4%	5.6%	5.3%	
\$50,000 - \$59,999	14.0%	10.4%	13.3%	13.8%	8.3%	10.7%	14.3%	13.3%	16.6%	
\$60,000 - \$69,999	18.6%	15.8%	18.8%	13.8%	12.0%	15.3%	28.6%	20.9%	23.5%	
\$70,000 - \$79,999	11.6%	16.9%	17.6%	13.8%	14.8%	15.8%	7.1%	19.8%	20.1%	
\$80,000 - \$89,999	25.6%	15.5%	13.1%	34.5%	16.3%	14.0%	7.1%	14.4%	11.9%	
\$90,000 - \$99,999	4.7%	11.3%	11.0%	6.9%	11.4%	12.1%	0.0%	11.2%	9.4%	
\$100,000 - \$124,999	18.6%	15.6%	13.0%	17.2%	20.0%	16.6%	21.4%	9.8%	8.3%	
\$125,000 - \$149,999	0.0%	5.3%	4.1%	0.0%	8.1%	6.0%	0.0%	1.6%	1.5%	
\$150,000 or more	0.0%	4.8%	4.2%	0.0%	7.2%	5.9%	0.0%	1.6%	1.8%	
Total(n)	43	999	2,913	29	569	1,660	14	430	1,253	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.3%	0.2%	0.0%	0.5%	0.2%	0.0%	0.0%	0.1%	
\$20,000 - \$29,999	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	1.7%	0.5%	0.6%	0.0%	0.0%	0.3%	5.9%	1.1%	0.9%	
\$40,000 - \$49,999	5.1%	2.3%	3.0%	4.8%	1.3%	2.2%	5.9%	3.7%	4.1%	
\$50,000 - \$59,999	5.1%	5.4%	7.0%	2.4%	2.9%	4.3%	11.8%	8.9%	10.4%	
\$60,000 - \$69,999	10.2%	6.2%	10.3%	9.5%	5.6%	8.9%	11.8%	7.0%	12.2%	
\$70,000 - \$79,999	6.8%	7.8%	11.0%	7.1%	6.1%	8.7%	5.9%	10.0%	13.9%	
\$80,000 - \$89,999	10.2%	7.5%	11.3%	9.5%	6.7%	11.2%	11.8%	8.5%	11.4%	
\$90,000 - \$99,999	10.2%	10.7%	12.4%	9.5%	11.2%	12.9%	11.8%	10.0%	11.8%	
\$100,000 - \$124,999	16.9%	21.9%	20.7%	19.0%	19.8%	21.2%	11.8%	24.8%	20.0%	
\$125,000 - \$149,999	15.3%	14.4%	10.2%	16.7%	17.4%	13.1%	11.8%	10.4%	6.7%	
\$150,000 or more	18.6%	22.8%	13.1%	21.4%	28.1%	16.9%	11.8%	15.6%	8.5%	
Total(n)	59	644	1,943	42	374	1,080	17	270	863	
Your base institutional salary reported above is based on:										
Less than 9 months	1.9%	2.6%	4.5%	2.7%	3.0%	4.7%	0.0%	1.9%	4.2%	
9/10 months	41.3%	59.2%	57.3%	39.7%	58.3%	57.7%	45.2%	60.3%	56.8%	
11/12 months	56.7%	38.3%	38.2%	57.5%	38.6%	37.6%	54.8%	37.8%	39.0%	
Total(n)	104	1,709	5,165	73	986	2,916	31	723	2,249	

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

University of Idaho	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%	44.2%	41.1%	39.3%	38.4%	37.4%	34.7%	58.1%	46.1%	45.4%	
75% to 99%	39.4%	45.7%	49.0%	46.6%	47.3%	51.0%	22.6%	43.6%	46.3%	
74% to 50%	12.5%	10.6%	9.8%	13.7%	12.3%	12.2%	9.7%	8.3%	6.6%	
25% to 49%	2.9%	2.0%	1.5%	1.4%	2.3%	1.7%	6.5%	1.5%	1.2%	
1% to 24%	1.0%	0.5%	0.3%	0.0%	0.5%	0.2%	3.2%	0.4%	0.3%	
0%	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	
Total(n)	104	1,711	5,177	73	988	2,923	31	723	2,254	
Other income from this institution										
100%	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.5%	0.3%	0.0%	0.5%	0.3%	0.0%	0.4%	0.4%	
25% to 49%	9.8%	8.1%	6.0%	11.3%	9.0%	7.2%	6.5%	6.8%	4.5%	
1% to 24%	16.7%	32.5%	37.3%	15.5%	34.3%	39.3%	19.4%	30.1%	34.6%	
0%	73.5%	58.7%	56.2%	73.2%	55.9%	53.0%	74.2%	62.5%	60.4%	
Total(n)	102	1,657	5,023	71	956	2,839	31	701	2,184	
Income from another academic institution										
100%	0.0%	0.1%	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%	1.0%	0.1%	0.1%	1.4%	0.1%	0.1%	0.0%	0.0%	0.0%	
25% to 49%	0.0%	0.5%	0.5%	0.0%	0.6%	0.6%	0.0%	0.3%	0.5%	
1% to 24%	2.0%	5.0%	5.9%	2.9%	5.7%	6.4%	0.0%	3.9%	5.4%	
0%	97.0%	94.4%	93.4%	95.7%	93.3%	92.8%	100.0%	95.8%	94.1%	
Total(n)	101	1,634	4,963	70	944	2,809	31	690	2,154	
Non-academic income										
100%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
75% to 99%	1.0%	0.5%	0.4%	0.0%	0.2%	0.2%	3.2%	1.0%	0.6%	
74% to 50%	3.9%	2.0%	1.3%	2.8%	2.7%	1.6%	6.5%	1.0%	0.9%	
25% to 49%	7.8%	3.8%	4.3%	8.5%	4.5%	5.4%	6.5%	2.9%	2.9%	
1% to 24%	20.6%	27.3%	28.1%	25.4%	29.9%	31.7%	9.7%	23.7%	23.4%	
0%	66.7%	66.3%	65.8%	63.4%	62.6%	60.9%	74.2%	71.4%	72.1%	
Total(n)	102	1,646	5,007	71	953	2,837	31	693	2,170	

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

University of Idaho	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%	0.3%	0.4%	0.0%	0.4%	0.3%	0.0%	0.1%	0.4%	
1986 - 1980	6.8%	1.8%	2.3%	4.1%	1.3%	1.9%	13.3%	2.5%	2.9%	
1971 - 1975	2.9%	4.6%	5.1%	1.4%	4.8%	5.1%	6.7%	4.3%	5.2%	
1966 - 1970	1.9%	9.9%	11.7%	2.7%	8.2%	10.7%	0.0%	12.2%	13.0%	
1961 - 1965	10.7%	13.8%	14.9%	9.6%	12.5%	14.6%	13.3%	15.5%	15.4%	
1956 - 1960	23.3%	18.0%	17.2%	23.3%	17.7%	16.6%	23.3%	18.5%	17.9%	
1951 - 1955	29.1%	23.7%	21.6%	32.9%	24.3%	21.6%	20.0%	22.8%	21.7%	
1946 - 1950	21.4%	18.2%	17.7%	21.9%	18.5%	17.9%	20.0%	17.8%	17.4%	
1941 - 1945	3.9%	7.5%	7.0%	4.1%	9.2%	8.5%	3.3%	5.2%	5.0%	
1940 or earlier	0.0%	2.2%	2.1%	0.0%	3.0%	2.8%	0.0%	1.0%	1.2%	
Total(n)	103	1,698	5,138	73	984	2,903	30	714	2,235	
Year of highest degree now held										
1973 or earlier	2.9%	6.8%	5.5%	4.2%	9.6%	7.9%	0.0%	3.1%	2.4%	
1974 - 1978	8.8%	10.9%	8.7%	8.3%	13.5%	11.2%	10.0%	7.4%	5.6%	
1979 - 1983	18.6%	15.3%	12.2%	19.4%	16.9%	14.1%	16.7%	13.2%	9.8%	
1984 - 1988	14.7%	15.0%	14.2%	19.4%	16.6%	15.3%	3.3%	12.8%	12.8%	
1989 - 1993	29.4%	16.5%	16.9%	31.9%	15.8%	15.4%	23.3%	17.5%	18.7%	
1994 - 1998	9.8%	15.6%	17.8%	6.9%	12.3%	16.3%	16.7%	20.1%	19.6%	
1999 - 2003	3.9%	11.8%	14.2%	4.2%	9.8%	11.8%	3.3%	14.5%	17.2%	
2004 - 2008	6.9%	7.1%	8.8%	2.8%	5.1%	6.8%	16.7%	9.9%	11.5%	
2009 or later	4.9%	0.9%	1.7%	2.8%	0.5%	1.1%	10.0%	1.5%	2.5%	
Total(n)	102	1,701	5,121	72	983	2,887	30	718	2,234	
Year of appointment at present institution										
1973 or earlier	1.0%	2.7%	2.7%	1.4%	3.4%	3.5%	0.0%	1.7%	1.6%	
1974 - 1978	1.0%	4.7%	4.2%	1.4%	6.8%	5.5%	0.0%	2.0%	2.4%	
1979 - 1983	8.0%	7.4%	6.5%	7.0%	8.5%	7.5%	10.3%	6.0%	5.1%	
1984 - 1988	18.0%	11.2%	10.7%	18.3%	13.0%	12.1%	17.2%	8.7%	8.9%	
1989 - 1993	16.0%	15.7%	14.3%	16.9%	15.3%	14.0%	13.8%	16.2%	14.6%	
1994 - 1998	13.0%	16.2%	16.7%	12.7%	13.8%	15.4%	13.8%	19.4%	18.4%	
1999 - 2003	18.0%	20.2%	22.3%	19.7%	17.9%	21.0%	13.8%	23.2%	24.0%	
2004 - 2008	19.0%	17.4%	17.8%	19.7%	17.2%	16.2%	17.2%	17.8%	19.8%	
2009 or later	6.0%	4.6%	4.9%	2.8%	4.2%	4.7%	13.8%	5.0%	5.2%	
Total(n)	100	1,692	5,099	71	977	2,876	29	715	2,223	

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

University of Idaho	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%	0.9%	1.0%	0.0%	1.4%	1.5%	0.0%	0.0%	0.2%	
1974 - 1978	1.2%	2.1%	2.3%	1.6%	2.5%	2.9%	0.0%	1.5%	1.5%	
1979 - 1983	3.5%	5.7%	4.5%	3.1%	7.3%	5.6%	4.5%	3.3%	2.7%	
1984 - 1988	9.3%	10.6%	8.8%	7.8%	12.9%	10.6%	13.6%	7.1%	6.3%	
1989 - 1993	16.3%	14.2%	12.5%	18.8%	16.0%	13.8%	9.1%	11.5%	10.5%	
1994 - 1998	25.6%	18.8%	17.3%	26.6%	18.0%	17.0%	22.7%	20.0%	17.8%	
1999 - 2003	25.6%	19.3%	19.8%	21.9%	17.5%	18.6%	36.4%	22.2%	21.6%	
2004 - 2008	18.6%	21.0%	24.7%	20.3%	18.2%	22.5%	13.6%	25.3%	27.8%	
2009 or later	0.0%	7.4%	9.1%	0.0%	6.3%	7.4%	0.0%	9.2%	11.5%	
Total(n)	86	1,392	4,050	64	846	2,409	22	546	1,641	
Aggregated Major										
Agriculture or Forestry (General Area 1)	23.1%	3.0%	1.6%	27.4%	4.0%	2.2%	12.9%	1.7%	0.8%	
Biological Sciences (General Area 5)	5.8%	8.0%	6.1%	8.2%	10.3%	7.7%	0.0%	4.8%	4.0%	
Business (General Area 6)	3.8%	4.1%	4.5%	2.7%	4.4%	5.5%	6.5%	3.6%	3.3%	
Education (General Area 10 and Specific Discipline 2102)	12.5%	10.3%	13.3%	8.2%	6.3%	9.1%	22.6%	15.9%	18.8%	
Engineering (General Area 11)	11.5%	5.5%	3.9%	13.7%	7.7%	5.9%	6.5%	2.3%	1.4%	
English (General Area 12)	2.9%	5.5%	6.5%	2.7%	4.0%	4.8%	3.2%	7.6%	8.6%	
Health-related (General Area 15)	1.0%	7.7%	6.7%	0.0%	5.5%	3.8%	3.2%	10.8%	10.5%	
History or Political Science (Specific Discipline 3007,3009)	2.9%	4.3%	5.1%	2.7%	5.2%	5.9%	3.2%	3.0%	4.0%	
Humanities (General Area 14,24)	1.9%	5.5%	6.9%	1.4%	5.1%	6.8%	3.2%	6.1%	7.0%	
Fine Arts (General Area 2,4,22)	4.8%	8.1%	8.2%	2.7%	9.1%	8.8%	9.7%	6.6%	7.4%	
Mathematics or Statistics (General Area 18)	1.9%	2.4%	2.4%	2.7%	2.8%	3.1%	0.0%	1.8%	1.5%	
Physical Sciences (General Area 25)	4.8%	5.8%	5.4%	6.8%	8.2%	7.9%	0.0%	2.3%	2.2%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	7.7%	14.5%	15.1%	9.6%	13.6%	14.7%	3.2%	15.9%	15.5%	
Other Technical (General Area 8,19,28)	1.9%	2.1%	1.9%	2.7%	2.9%	2.8%	0.0%	1.0%	0.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	13.5%	13.2%	12.3%	8.2%	10.7%	10.9%	25.8%	16.7%	14.1%	
Total(n)	104	1,720	5,222	73	995	2,946	31	725	2,276	

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

University of Idaho	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)	27.9%	3.6%	1.6%	30.1%	4.2%	2.0%	22.6%	2.6%	1.0%	
Biological Sciences (General Area 5)	2.9%	6.6%	5.3%	4.1%	8.6%	6.8%	0.0%	3.9%	3.3%	
Business (General Area 6)	3.8%	5.0%	5.8%	2.7%	5.6%	6.9%	6.5%	4.0%	4.4%	
Education (General Area 10 and Specific Discipline 2102)	8.7%	7.0%	9.0%	4.1%	4.6%	6.2%	19.4%	10.2%	12.6%	
Engineering (General Area 11)	7.7%	5.2%	4.1%	9.6%	7.3%	6.1%	3.2%	2.2%	1.5%	
English (General Area 12)	3.8%	5.4%	6.6%	4.1%	3.8%	4.8%	3.2%	7.5%	8.9%	
Health-related (General Area 15)	0.0%	9.9%	8.8%	0.0%	6.7%	5.0%	0.0%	14.2%	13.7%	
History or Political Science (Specific Discipline 3007,3009)	2.9%	4.1%	4.7%	2.7%	5.2%	5.4%	3.2%	2.6%	3.7%	
Humanities (General Area 14,24)	1.0%	4.8%	6.3%	0.0%	4.3%	6.1%	3.2%	5.4%	6.6%	
Fine Arts (General Area 2,4,22)	7.7%	8.8%	8.6%	4.1%	9.5%	8.9%	16.1%	7.9%	8.2%	
Mathematics or Statistics (General Area 18)	1.9%	2.3%	2.5%	2.7%	2.8%	3.1%	0.0%	1.7%	1.8%	
Physical Sciences (General Area 25)	4.8%	5.4%	5.1%	6.8%	7.7%	7.5%	0.0%	2.1%	2.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	2.9%	12.3%	12.7%	2.7%	10.9%	12.4%	3.2%	14.4%	13.0%	
Other Technical (General Area 8,19,28)	1.9%	2.2%	2.5%	2.7%	3.1%	3.5%	0.0%	1.0%	1.1%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	22.1%	17.5%	16.5%	23.3%	15.5%	15.3%	19.4%	20.3%	18.1%	
Total(n)	104	1,717	5,213	73	994	2,943	31	723	2,270	

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

University of Idaho	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	65.4%	66.2%	64.2%	61.6%	63.5%	60.4%	74.2%	70.0%	69.2%	
1	21.2%	17.2%	16.5%	24.7%	18.2%	17.0%	12.9%	15.8%	15.8%	
2	6.7%	13.4%	14.0%	8.2%	13.9%	15.2%	3.2%	12.6%	12.3%	
3	3.8%	2.5%	3.6%	1.4%	3.4%	4.8%	9.7%	1.3%	2.0%	
4+	2.9%	0.8%	1.7%	4.1%	1.0%	2.6%	0.0%	0.4%	0.6%	
Total(n)	104	1,707	5,173	73	991	2,927	31	716	2,246	
18 years or older										
0	32.7%	46.5%	48.6%	27.4%	41.2%	44.5%	45.2%	53.7%	53.9%	
1	16.3%	16.3%	14.3%	20.5%	15.6%	14.3%	6.5%	17.3%	14.3%	
2	36.5%	23.9%	22.9%	32.9%	26.7%	24.6%	45.2%	20.0%	20.6%	
3	9.6%	9.4%	8.7%	12.3%	11.8%	9.8%	3.2%	6.1%	7.3%	
4+	4.8%	3.9%	5.5%	6.8%	4.6%	6.8%	0.0%	2.9%	3.9%	
Total(n)	104	1,713	5,192	73	992	2,931	31	721	2,261	
How would you characterize your political views?										
Far left	6.7%	7.8%	8.5%	5.5%	6.4%	6.9%	9.7%	9.9%	10.6%	
Liberal	48.1%	53.0%	50.1%	47.9%	49.6%	46.8%	48.4%	57.7%	54.4%	
Middle of the road	29.8%	30.1%	28.7%	28.8%	33.0%	30.8%	32.3%	26.1%	26.1%	
Conservative	15.4%	8.9%	12.3%	17.8%	10.9%	15.2%	9.7%	6.1%	8.7%	
Far right	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.1%	0.2%	
Total(n)	104	1,708	5,177	73	989	2,923	31	719	2,254	
Are you currently: (Mark one)										
Single	2.9%	8.7%	8.8%	1.4%	5.7%	6.3%	6.5%	12.8%	12.1%	
Married	89.4%	77.7%	77.6%	94.5%	85.4%	84.9%	77.4%	67.1%	68.1%	
Unmarried, living with partner	1.9%	5.2%	4.8%	0.0%	4.1%	3.6%	6.5%	6.6%	6.3%	
Divorced	5.8%	6.5%	6.4%	4.1%	3.9%	3.8%	9.7%	10.0%	9.9%	
Widowed	0.0%	1.3%	1.3%	0.0%	0.4%	0.6%	0.0%	2.6%	2.3%	
Separated	0.0%	0.6%	1.0%	0.0%	0.5%	0.8%	0.0%	0.8%	1.2%	
Total(n)	104	1,725	5,233	73	998	2,956	31	727	2,277	

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

University of Idaho	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	92.3%	90.2%	90.9%	91.8%	87.8%	89.7%	93.5%	93.5%	92.4%	
No	7.7%	9.8%	9.1%	8.2%	12.2%	10.3%	6.5%	6.5%	7.6%	
Total(n)	104	1,724	5,242	73	997	2,958	31	727	2,284	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	2.0%	1.8%	1.7%	1.4%	1.4%	1.4%	3.3%	2.3%	2.1%	
Asian American/Asian	4.9%	3.8%	4.0%	4.2%	4.8%	4.8%	6.7%	2.5%	3.0%	
Native Hawaiian/Pacific Islander	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	0.0%	0.0%	0.1%	
African American/Black	1.0%	3.2%	3.2%	1.4%	2.5%	2.6%	0.0%	4.1%	3.9%	
Mexican American/Chicano	1.0%	1.4%	1.2%	1.4%	1.4%	1.3%	0.0%	1.4%	1.1%	
Puerto Rican	0.0%	0.1%	0.4%	0.0%	0.1%	0.4%	0.0%	0.1%	0.3%	
Other Latino	0.0%	2.2%	1.9%	0.0%	2.4%	1.9%	0.0%	1.9%	1.9%	
White/Caucasian	91.2%	88.1%	88.7%	90.3%	87.6%	88.3%	93.3%	88.8%	89.2%	
Other	2.9%	3.0%	3.1%	2.8%	3.4%	3.3%	3.3%	2.6%	2.9%	
Total(n)	102	1,709	5,197	72	985	2,928	30	724	2,269	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.4%	0.3%	0.0%	0.1%	0.2%	0.0%	0.8%	0.4%	
Asian	4.9%	3.7%	3.7%	4.2%	4.7%	4.5%	6.7%	2.5%	2.7%	
Black	1.0%	2.9%	2.8%	1.4%	2.3%	2.4%	0.0%	3.6%	3.3%	
Hispanic	0.0%	2.6%	2.1%	0.0%	2.7%	2.3%	0.0%	2.3%	1.9%	
White	89.2%	84.8%	85.3%	90.3%	84.1%	84.9%	86.7%	85.8%	85.9%	
Other	2.0%	1.9%	2.0%	2.8%	2.3%	2.2%	0.0%	1.2%	1.7%	
Two or more races/ethnicities	2.9%	3.7%	3.8%	1.4%	3.8%	3.5%	6.7%	3.7%	4.1%	
Total (n)	102	1,709	5,197	72	985	2,928	30	724	2,269	

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

University of Idaho	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	20.2%	0.0%	0.0%	19.2%	0.0%	0.0%	22.6%	0.0%	0.0%	
B	50.0%	0.0%	0.0%	52.1%	0.0%	0.0%	45.2%	0.0%	0.0%	
C	13.5%	0.0%	0.0%	15.1%	0.0%	0.0%	9.7%	0.0%	0.0%	
D	11.5%	0.0%	0.0%	13.7%	0.0%	0.0%	6.5%	0.0%	0.0%	
E	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	16.1%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 2										
A	16.3%	0.0%	0.0%	15.1%	0.0%	0.0%	19.4%	0.0%	0.0%	
B	35.6%	0.0%	0.0%	42.5%	0.0%	0.0%	19.4%	0.0%	0.0%	
C	27.9%	0.0%	0.0%	19.2%	0.0%	0.0%	48.4%	0.0%	0.0%	
D	17.3%	0.0%	0.0%	21.9%	0.0%	0.0%	6.5%	0.0%	0.0%	
E	2.9%	0.0%	0.0%	1.4%	0.0%	0.0%	6.5%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 3										
A	20.2%	0.0%	0.0%	20.5%	0.0%	0.0%	19.4%	0.0%	0.0%	
B	43.3%	0.0%	0.0%	45.2%	0.0%	0.0%	38.7%	0.0%	0.0%	
C	20.2%	0.0%	0.0%	17.8%	0.0%	0.0%	25.8%	0.0%	0.0%	
D	13.5%	0.0%	0.0%	15.1%	0.0%	0.0%	9.7%	0.0%	0.0%	
E	2.9%	0.0%	0.0%	1.4%	0.0%	0.0%	6.5%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 4										
A	21.2%	0.0%	0.0%	24.7%	0.0%	0.0%	12.9%	0.0%	0.0%	
B	35.6%	0.0%	0.0%	37.0%	0.0%	0.0%	32.3%	0.0%	0.0%	
C	26.9%	0.0%	0.0%	24.7%	0.0%	0.0%	32.3%	0.0%	0.0%	
D	15.4%	0.0%	0.0%	13.7%	0.0%	0.0%	19.4%	0.0%	0.0%	
E	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 5										
A	11.5%	0.0%	0.0%	12.3%	0.0%	0.0%	9.7%	0.0%	0.0%	
B	30.8%	0.0%	0.0%	34.2%	0.0%	0.0%	22.6%	0.0%	0.0%	
C	34.6%	0.0%	0.0%	37.0%	0.0%	0.0%	29.0%	0.0%	0.0%	
D	23.1%	0.0%	0.0%	16.4%	0.0%	0.0%	38.7%	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	73	0	0	31	0	0	

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

University of Idaho	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	7.7%	0.0%	0.0%	8.2%	0.0%	0.0%	6.5%	0.0%	0.0%	
B	35.6%	0.0%	0.0%	37.0%	0.0%	0.0%	32.3%	0.0%	0.0%	
C	28.8%	0.0%	0.0%	28.8%	0.0%	0.0%	29.0%	0.0%	0.0%	
D	26.9%	0.0%	0.0%	24.7%	0.0%	0.0%	32.3%	0.0%	0.0%	
E	1.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 7										
A	3.8%	0.0%	0.0%	2.7%	0.0%	0.0%	6.5%	0.0%	0.0%	
B	17.3%	0.0%	0.0%	21.9%	0.0%	0.0%	6.5%	0.0%	0.0%	
C	40.4%	0.0%	0.0%	35.6%	0.0%	0.0%	51.6%	0.0%	0.0%	
D	38.5%	0.0%	0.0%	39.7%	0.0%	0.0%	35.5%	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	73	0	0	31	0	0	
Optional Question 8										
A	39.4%	0.0%	0.0%	42.5%	0.0%	0.0%	32.3%	0.0%	0.0%	
B	39.4%	0.0%	0.0%	38.4%	0.0%	0.0%	41.9%	0.0%	0.0%	
C	8.7%	0.0%	0.0%	8.2%	0.0%	0.0%	9.7%	0.0%	0.0%	
D	2.9%	0.0%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	9.6%	0.0%	0.0%	6.8%	0.0%	0.0%	16.1%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 9										
A	24.0%	0.0%	0.0%	21.9%	0.0%	0.0%	29.0%	0.0%	0.0%	
B	48.1%	0.0%	0.0%	50.7%	0.0%	0.0%	41.9%	0.0%	0.0%	
C	20.2%	0.0%	0.0%	19.2%	0.0%	0.0%	22.6%	0.0%	0.0%	
D	2.9%	0.0%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	4.8%	0.0%	0.0%	4.1%	0.0%	0.0%	6.5%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 10										
A	25.0%	0.0%	0.0%	23.3%	0.0%	0.0%	29.0%	0.0%	0.0%	
B	45.2%	0.0%	0.0%	47.9%	0.0%	0.0%	38.7%	0.0%	0.0%	
C	17.3%	0.0%	0.0%	17.8%	0.0%	0.0%	16.1%	0.0%	0.0%	
D	10.6%	0.0%	0.0%	11.0%	0.0%	0.0%	9.7%	0.0%	0.0%	
E	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	6.5%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	

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

University of Idaho	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	6.7%	0.0%	0.0%	9.6%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	23.1%	0.0%	0.0%	21.9%	0.0%	0.0%	25.8%	0.0%	0.0%	
C	24.0%	0.0%	0.0%	28.8%	0.0%	0.0%	12.9%	0.0%	0.0%	
D	17.3%	0.0%	0.0%	17.8%	0.0%	0.0%	16.1%	0.0%	0.0%	
E	28.8%	0.0%	0.0%	21.9%	0.0%	0.0%	45.2%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 12										
A	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	
B	18.3%	0.0%	0.0%	16.4%	0.0%	0.0%	22.6%	0.0%	0.0%	
C	31.7%	0.0%	0.0%	39.7%	0.0%	0.0%	12.9%	0.0%	0.0%	
D	48.1%	0.0%	0.0%	42.5%	0.0%	0.0%	61.3%	0.0%	0.0%	
E	1.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 13										
A	4.8%	0.0%	0.0%	4.1%	0.0%	0.0%	6.5%	0.0%	0.0%	
B	37.5%	0.0%	0.0%	38.4%	0.0%	0.0%	35.5%	0.0%	0.0%	
C	26.0%	0.0%	0.0%	28.8%	0.0%	0.0%	19.4%	0.0%	0.0%	
D	17.3%	0.0%	0.0%	15.1%	0.0%	0.0%	22.6%	0.0%	0.0%	
E	14.4%	0.0%	0.0%	13.7%	0.0%	0.0%	16.1%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 14										
A	5.8%	0.0%	0.0%	6.8%	0.0%	0.0%	3.2%	0.0%	0.0%	
B	32.7%	0.0%	0.0%	35.6%	0.0%	0.0%	25.8%	0.0%	0.0%	
C	39.4%	0.0%	0.0%	41.1%	0.0%	0.0%	35.5%	0.0%	0.0%	
D	22.1%	0.0%	0.0%	16.4%	0.0%	0.0%	35.5%	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	73	0	0	31	0	0	
Optional Question 15										
A	2.9%	0.0%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	46.2%	0.0%	0.0%	50.7%	0.0%	0.0%	35.5%	0.0%	0.0%	
C	33.7%	0.0%	0.0%	32.9%	0.0%	0.0%	35.5%	0.0%	0.0%	
D	15.4%	0.0%	0.0%	11.0%	0.0%	0.0%	25.8%	0.0%	0.0%	
E	1.9%	0.0%	0.0%	1.4%	0.0%	0.0%	3.2%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	

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

University of Idaho	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	2.9%	0.0%	0.0%	2.7%	0.0%	0.0%	3.2%	0.0%	0.0%	
B	39.4%	0.0%	0.0%	42.5%	0.0%	0.0%	32.3%	0.0%	0.0%	
C	36.5%	0.0%	0.0%	35.6%	0.0%	0.0%	38.7%	0.0%	0.0%	
D	20.2%	0.0%	0.0%	19.2%	0.0%	0.0%	22.6%	0.0%	0.0%	
E	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 17										
A	32.7%	0.0%	0.0%	30.1%	0.0%	0.0%	38.7%	0.0%	0.0%	
B	45.2%	0.0%	0.0%	47.9%	0.0%	0.0%	38.7%	0.0%	0.0%	
C	15.4%	0.0%	0.0%	15.1%	0.0%	0.0%	16.1%	0.0%	0.0%	
D	5.8%	0.0%	0.0%	6.8%	0.0%	0.0%	3.2%	0.0%	0.0%	
E	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	
Total(n)	104	0	0	73	0	0	31	0	0	
Optional Question 18										
A	13.7%	0.0%	0.0%	15.3%	0.0%	0.0%	10.0%	0.0%	0.0%	
B	43.1%	0.0%	0.0%	45.8%	0.0%	0.0%	36.7%	0.0%	0.0%	
C	28.4%	0.0%	0.0%	26.4%	0.0%	0.0%	33.3%	0.0%	0.0%	
D	12.7%	0.0%	0.0%	12.5%	0.0%	0.0%	13.3%	0.0%	0.0%	
E	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	
Total(n)	102	0	0	72	0	0	30	0	0	
Optional Question 19										
A	13.7%	0.0%	0.0%	15.3%	0.0%	0.0%	10.0%	0.0%	0.0%	
B	41.2%	0.0%	0.0%	45.8%	0.0%	0.0%	30.0%	0.0%	0.0%	
C	30.4%	0.0%	0.0%	26.4%	0.0%	0.0%	40.0%	0.0%	0.0%	
D	11.8%	0.0%	0.0%	11.1%	0.0%	0.0%	13.3%	0.0%	0.0%	
E	2.9%	0.0%	0.0%	1.4%	0.0%	0.0%	6.7%	0.0%	0.0%	
Total(n)	102	0	0	72	0	0	30	0	0	
Optional Question 20										
A	5.9%	0.0%	0.0%	5.6%	0.0%	0.0%	6.7%	0.0%	0.0%	
B	10.8%	0.0%	0.0%	9.7%	0.0%	0.0%	13.3%	0.0%	0.0%	
C	30.4%	0.0%	0.0%	29.2%	0.0%	0.0%	33.3%	0.0%	0.0%	
D	37.3%	0.0%	0.0%	37.5%	0.0%	0.0%	36.7%	0.0%	0.0%	
E	15.7%	0.0%	0.0%	18.1%	0.0%	0.0%	10.0%	0.0%	0.0%	
Total(n)	102	0	0	72	0	0	30	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Graduate Only Faculty	61	1,370	3,410	42	761	1,849	19	609	1,561	
What is your principal activity in your current position at this institution?										
Administration	32.8%	17.4%	15.6%	35.7%	17.2%	16.1%	26.3%	17.6%	15.1%	
Teaching	31.1%	46.4%	59.4%	21.4%	41.8%	55.1%	52.6%	52.1%	64.5%	
Research	26.2%	32.2%	22.1%	31.0%	37.1%	26.1%	15.8%	26.1%	17.4%	
Services to clients and patients	6.6%	2.7%	1.7%	7.1%	2.8%	1.8%	5.3%	2.6%	1.5%	
Other	3.3%	1.3%	1.2%	4.8%	1.1%	0.9%	0.0%	1.6%	1.5%	
Total(n)	61	1,369	3,408	42	760	1,847	19	609	1,561	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	96.7%	94.8%	89.6%	97.6%	95.9%	90.5%	94.7%	93.4%	88.6%	
No	3.3%	5.2%	10.4%	2.4%	4.1%	9.5%	5.3%	6.6%	11.4%	
Total(n)	61	1,370	3,409	42	761	1,848	19	609	1,561	
What is your present academic rank?										
Professor	45.9%	50.0%	42.8%	50.0%	56.9%	50.6%	36.8%	41.9%	33.8%	
Associate professor	27.9%	27.6%	26.4%	21.4%	23.6%	23.8%	42.1%	32.2%	29.4%	
Assistant professor	23.0%	17.1%	19.7%	26.2%	16.3%	16.4%	15.8%	18.1%	23.4%	
Lecturer	0.0%	1.9%	5.8%	0.0%	1.3%	5.2%	0.0%	2.5%	6.4%	
Instructor	3.3%	3.5%	5.4%	2.4%	2.0%	4.0%	5.3%	5.3%	7.0%	
Total(n)	61	1,027	3,051	42	552	1,628	19	475	1,423	
What is your tenure status at this institution?										
Tenured	55.7%	70.1%	60.3%	57.1%	72.6%	64.9%	52.6%	67.2%	55.0%	
On tenure track, but not tenured	26.2%	14.1%	15.7%	26.2%	14.1%	13.8%	26.3%	14.1%	17.8%	
Not on tenure track, but institution has tenure system	18.0%	15.3%	22.0%	16.7%	12.5%	19.3%	21.1%	18.7%	25.0%	
Institution has no tenure system	0.0%	0.5%	2.1%	0.0%	0.9%	2.0%	0.0%	0.0%	2.2%	
Total(n)	61	1,030	3,063	42	554	1,639	19	476	1,424	
Are you currently serving in an administrative position as:										
Department chair	9.8%	10.6%	11.3%	7.1%	11.0%	12.0%	15.8%	10.0%	10.5%	
Dean (associate or assistant)	16.4%	6.1%	6.3%	16.7%	5.9%	6.7%	15.8%	6.2%	6.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	1.6%	0.4%	0.3%	2.4%	0.5%	0.5%	0.0%	0.2%	0.1%	
Provost	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
Other	26.2%	23.6%	20.9%	28.6%	23.4%	20.7%	21.1%	23.8%	21.1%	
Not applicable	45.9%	54.9%	57.0%	42.9%	53.0%	55.0%	52.6%	57.3%	59.4%	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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%	0.1%	0.6%	0.0%	0.3%	0.6%	0.0%	0.0%	0.5%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	8.2%	7.2%	9.4%	7.1%	5.7%	8.0%	10.5%	9.0%	11.1%	
LL.B., J.D.	13.1%	3.9%	6.1%	11.9%	3.9%	6.8%	15.8%	3.8%	5.3%	
M.D., D.D.S. (or equivalent)	0.0%	4.2%	3.0%	0.0%	5.0%	3.5%	0.0%	3.1%	2.4%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	1.6%	1.7%	1.4%	2.4%	1.6%	1.3%	0.0%	1.8%	1.6%	
Ed.D.	4.9%	4.7%	7.0%	7.1%	4.1%	5.7%	0.0%	5.4%	8.4%	
Ph.D.	67.2%	76.6%	70.5%	69.0%	78.3%	72.4%	63.2%	74.5%	68.3%	
Other degree	4.9%	1.7%	2.1%	2.4%	1.2%	1.8%	10.5%	2.3%	2.5%	
None	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	61	1,370	3,410	42	761	1,849	19	609	1,561	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.3%	0.5%	0.0%	0.1%	0.5%	0.0%	0.6%	0.4%	
LL.B., J.D.	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ed.D.	0.0%	0.4%	0.6%	0.0%	0.1%	0.2%	0.0%	0.7%	1.1%	
Ph.D.	3.6%	1.8%	2.0%	5.3%	1.0%	1.4%	0.0%	2.8%	2.8%	
Other degree	0.0%	0.3%	0.8%	0.0%	0.4%	0.7%	0.0%	0.2%	1.0%	
None	96.4%	97.0%	95.9%	94.7%	98.0%	97.0%	100.0%	95.8%	94.6%	
Total(n)	55	1,230	2,985	38	688	1,647	17	542	1,338	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	70.5%	65.3%	55.9%	71.4%	69.1%	59.6%	68.4%	60.6%	51.5%	
Very important	19.7%	25.7%	29.6%	21.4%	23.0%	26.7%	15.8%	29.1%	33.2%	
Somewhat important	6.6%	7.4%	12.5%	4.8%	6.0%	11.6%	10.5%	9.0%	13.5%	
Not important	3.3%	1.6%	2.0%	2.4%	1.8%	2.2%	5.3%	1.3%	1.8%	
Total(n)	61	1,370	3,410	42	761	1,849	19	609	1,561	
Teaching										
Essential	59.0%	57.9%	64.1%	57.1%	55.7%	61.5%	63.2%	60.6%	67.1%	
Very important	31.1%	35.8%	31.0%	28.6%	37.1%	32.5%	36.8%	34.3%	29.1%	
Somewhat important	9.8%	6.0%	4.8%	14.3%	6.8%	5.7%	0.0%	4.9%	3.7%	
Not important	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.2%	0.1%	
Total(n)	61	1,370	3,410	42	761	1,849	19	609	1,561	
Service										
Essential	42.6%	28.0%	28.2%	45.2%	25.5%	26.1%	36.8%	31.2%	30.7%	
Very important	41.0%	40.4%	43.0%	38.1%	40.7%	42.2%	47.4%	39.9%	44.0%	
Somewhat important	13.1%	29.3%	26.6%	14.3%	30.7%	28.7%	10.5%	27.6%	24.1%	
Not important	3.3%	2.3%	2.2%	2.4%	3.0%	3.0%	5.3%	1.3%	1.2%	
Total(n)	61	1,370	3,409	42	761	1,848	19	609	1,561	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	1.6%	9.6%	8.9%	2.4%	10.8%	10.2%	0.0%	8.1%	7.4%	
Taught an interdisciplinary course	45.9%	41.1%	38.4%	40.5%	43.3%	39.7%	57.9%	38.4%	36.8%	
Taught an ethnic studies course	4.9%	6.6%	7.3%	4.8%	4.6%	5.6%	5.3%	9.1%	9.3%	
Taught a women's studies course	1.6%	3.7%	3.6%	2.4%	0.7%	0.9%	0.0%	7.4%	6.9%	
Taught a service learning course	19.7%	14.8%	17.4%	16.7%	12.4%	14.0%	26.3%	17.8%	21.5%	
Taught an exclusively web-based course at this	14.8%	19.5%	21.5%	19.0%	13.9%	17.7%	5.3%	26.5%	25.9%	
Participated in a teaching enhancement workshop	26.2%	46.1%	51.8%	26.2%	38.9%	44.7%	26.3%	55.0%	60.3%	
Advised student groups involved in service/volunteer	49.2%	39.9%	42.6%	40.5%	36.1%	38.9%	68.4%	44.5%	47.0%	Civic Minded
Collaborated with the local community in	55.7%	54.1%	53.3%	54.8%	51.4%	49.2%	57.9%	57.6%	58.1%	
Conducted research or writing focused on international/global issues	41.0%	33.1%	33.5%	38.1%	32.7%	35.2%	47.4%	33.7%	31.6%	
Conducted research or writing focused on racial or ethnic minorities	13.1%	25.7%	25.8%	7.1%	17.5%	19.0%	26.3%	36.0%	33.7%	
Conducted research or writing focused on women and gender issues	10.0%	19.0%	18.1%	7.1%	10.5%	10.8%	16.7%	29.6%	26.8%	
Engaged undergraduates on <u>your</u> research project	42.6%	41.1%	34.4%	47.6%	46.1%	38.6%	31.6%	34.9%	29.4%	
Worked with undergraduates on a research project	44.3%	44.6%	38.9%	45.2%	48.8%	43.1%	42.1%	39.4%	33.9%	
Engaged in academic research that spans multiple	77.0%	72.8%	66.2%	71.4%	75.5%	69.7%	89.5%	69.5%	62.0%	
Taught a seminar for first-year students	21.3%	14.8%	15.6%	19.0%	15.3%	16.2%	26.3%	14.2%	14.9%	
Taught a capstone course	19.7%	26.3%	28.4%	14.3%	24.2%	26.9%	31.6%	29.0%	30.1%	
Taught in a learning community (e.g., FIG, linked courses)	3.3%	6.1%	6.8%	2.4%	5.7%	5.4%	5.3%	6.6%	8.5%	
Supervised an undergraduate thesis	18.0%	17.4%	15.9%	19.0%	17.0%	16.9%	15.8%	18.0%	14.8%	
Published op-ed pieces or editorials	21.3%	19.8%	19.9%	19.0%	22.4%	22.7%	26.3%	16.5%	16.6%	
Received funding for your work from foundations	23.0%	25.7%	24.0%	19.0%	26.6%	25.3%	31.6%	24.5%	22.5%	
Received funding for your work from state or federal government	57.4%	50.1%	38.8%	57.1%	56.6%	42.6%	57.9%	42.0%	34.3%	
Received funding for your work from business or industry	27.9%	19.6%	15.8%	33.3%	26.4%	21.8%	15.8%	11.1%	8.8%	
Total(n)	61	1,356	3,378	42	753	1,830	19	603	1,548	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	1.21	1.00	2.00	1.14	1.00	2.00	1.37	2.00	2.00	
Median	1	1	1	1	1	1	1	1	2	
Mode	1	1	1	1	1	1	2	1	1	
Total(n)	61	1,368	3,406	42	759	1,845	19	609	1,561	
Teach at least one course this term at another institution	4.9%	2.5%	3.5%	7.1%	2.5%	3.7%	0.0%	2.5%	3.3%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Course required for an undergraduate major										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Other undergraduate course										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Developmental/remedial course (not for credit)										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Non-credit course (other than above)										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Graduate course										
Teach at least one course	75.4%	80.8%	84.7%	69.0%	78.7%	82.9%	89.5%	83.4%	86.9%	
Mean student enrollment	19.0	21.2	22.2	16.5	22.2	23.1	23.3	20.0	21.2	
Have teaching/lab assistant or reader/grader assigned	8.7%	11.1%	12.4%	8.6%	11.7%	14.7%	8.8%	10.3%	9.9%	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Graduate courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
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)	14	251	490	12	156	297	2	95	193	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	1.6%	1.6%	1.8%	2.4%	1.4%	1.8%	0.0%	1.8%	1.9%	
Writing	13.1%	6.1%	6.6%	7.1%	4.1%	5.4%	26.3%	8.5%	8.1%	
Mathematics	1.6%	1.7%	2.1%	2.4%	2.5%	2.7%	0.0%	0.7%	1.3%	
ESL	0.0%	0.2%	0.7%	0.0%	0.3%	0.6%	0.0%	0.2%	0.8%	
General academic skills	4.9%	3.6%	4.7%	7.1%	4.1%	4.7%	0.0%	3.0%	4.7%	
Other subject areas	8.2%	5.8%	6.0%	11.9%	6.2%	6.3%	0.0%	5.4%	5.8%	
Total(n)	61	1,370	3,410	42	761	1,849	19	609	1,561	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	19.7%	20.6%	22.2%	16.7%	15.7%	17.2%	26.3%	26.9%	28.1%	
No	75.4%	74.0%	70.6%	76.2%	79.6%	75.9%	73.7%	66.9%	64.2%	
Not eligible	0.0%	2.0%	3.1%	0.0%	1.3%	2.8%	0.0%	2.8%	3.5%	
Not available	4.9%	3.4%	4.1%	7.1%	3.4%	4.1%	0.0%	3.5%	4.2%	
Total(n)	61	1,367	3,398	42	760	1,841	19	607	1,557	
Paid sabbatical leave										
Yes	14.8%	33.2%	30.8%	14.3%	34.3%	33.1%	15.8%	32.0%	28.0%	
No	65.6%	50.4%	50.7%	66.7%	53.4%	52.5%	63.2%	46.8%	48.7%	
Not eligible	16.4%	12.5%	15.1%	16.7%	8.8%	11.4%	15.8%	17.1%	19.4%	
Not available	3.3%	3.8%	3.4%	2.4%	3.6%	3.0%	5.3%	4.1%	3.9%	
Total(n)	61	1,366	3,401	42	759	1,843	19	607	1,558	
Travel funds paid by the institution										
Yes	67.2%	73.8%	73.2%	59.5%	68.5%	70.2%	84.2%	80.4%	76.8%	
No	27.9%	22.4%	20.7%	35.7%	28.1%	24.3%	10.5%	15.3%	16.4%	
Not eligible	3.3%	2.0%	3.8%	4.8%	1.6%	3.5%	0.0%	2.6%	4.2%	
Not available	1.6%	1.8%	2.3%	0.0%	1.8%	2.1%	5.3%	1.6%	2.5%	
Total(n)	61	1,369	3,406	42	761	1,847	19	608	1,559	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	50.8%	54.8%	49.0%	45.2%	54.3%	49.7%	63.2%	55.4%	48.1%	
No	47.5%	42.4%	45.2%	52.4%	43.5%	45.6%	36.8%	41.0%	44.7%	
Not eligible	1.6%	2.3%	4.4%	2.4%	1.7%	3.6%	0.0%	3.1%	5.2%	
Not available	0.0%	0.5%	1.5%	0.0%	0.5%	1.1%	0.0%	0.5%	1.9%	
Total(n)	61	1,368	3,402	42	761	1,846	19	607	1,556	
Training for administrative leadership										
Yes	31.1%	22.2%	21.1%	31.0%	20.4%	19.8%	31.6%	24.5%	22.6%	
No	63.9%	70.7%	68.9%	64.3%	74.0%	71.9%	63.2%	66.4%	65.4%	
Not eligible	3.3%	2.8%	4.8%	2.4%	2.0%	4.0%	5.3%	3.8%	5.8%	
Not available	1.6%	4.3%	5.2%	2.4%	3.6%	4.3%	0.0%	5.3%	6.3%	
Total(n)	61	1,367	3,398	42	759	1,842	19	608	1,556	
Received incentives to develop new courses										
Yes	11.5%	17.4%	18.6%	9.5%	15.9%	18.8%	15.8%	19.3%	18.4%	
No	82.0%	75.2%	72.6%	90.5%	78.3%	74.7%	63.2%	71.3%	70.0%	
Not eligible	0.0%	2.0%	2.8%	0.0%	2.0%	2.9%	0.0%	2.0%	2.8%	
Not available	6.6%	5.4%	6.0%	0.0%	3.8%	3.6%	21.1%	7.4%	8.9%	
Total(n)	61	1,367	3,400	42	760	1,843	19	607	1,557	
Received incentives to integrate new technology into your classroom										
Yes	16.4%	15.3%	15.7%	16.7%	15.5%	15.5%	15.8%	15.0%	16.1%	
No	78.7%	77.3%	75.9%	83.3%	78.8%	78.2%	68.4%	75.4%	73.1%	
Not eligible	0.0%	1.6%	2.6%	0.0%	1.7%	2.5%	0.0%	1.5%	2.6%	
Not available	4.9%	5.8%	5.8%	0.0%	3.9%	3.8%	15.8%	8.1%	8.2%	
Total(n)	61	1,366	3,399	42	760	1,843	19	606	1,556	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	3.3%	5.4%	10.9%	0.0%	3.9%	9.2%	10.5%	7.2%	12.8%	
1-2	11.5%	8.2%	12.1%	4.8%	4.9%	9.1%	26.3%	12.3%	15.6%	
3-4	9.8%	7.8%	10.2%	14.3%	5.8%	8.2%	0.0%	10.4%	12.5%	
5-10	24.6%	14.2%	15.8%	23.8%	10.6%	13.1%	26.3%	18.8%	19.1%	
11-20	16.4%	18.7%	17.1%	16.7%	17.6%	16.6%	15.8%	20.1%	17.6%	
21-50	18.0%	24.6%	19.2%	19.0%	27.3%	22.4%	15.8%	21.2%	15.3%	
51+	16.4%	21.0%	14.8%	21.4%	29.8%	21.4%	5.3%	10.0%	7.1%	
Total(n)	61	1,369	3,408	42	761	1,849	19	608	1,559	
Mean	4.59	4.91	4.33	4.95	5.34	4.72	3.79	4.36	3.87	
Standard deviation	1.71	1.77	1.93	1.53	1.66	1.94	1.84	1.75	1.82	
Significance	-			-			-			
Effect size	-	-0.18	0.13	-	-0.23	0.12	-	-0.33	-0.04	
Chapters in edited volumes										Scholarly Productivity
None	28.3%	25.1%	31.7%	26.2%	23.1%	29.8%	33.3%	27.6%	34.1%	
1-2	40.0%	23.6%	25.2%	35.7%	21.8%	23.3%	50.0%	26.0%	27.4%	
3-4	11.7%	18.1%	15.8%	14.3%	18.9%	16.3%	5.6%	17.2%	15.2%	
5-10	16.7%	19.1%	16.0%	21.4%	20.1%	17.0%	5.6%	17.9%	14.8%	
11-20	3.3%	9.0%	7.0%	2.4%	10.2%	8.1%	5.6%	7.4%	5.8%	
21-50	0.0%	4.1%	3.5%	0.0%	4.9%	4.6%	0.0%	3.1%	2.2%	
51+	0.0%	1.0%	0.7%	0.0%	1.2%	1.0%	0.0%	0.8%	0.4%	
Total(n)	60	1,363	3,391	42	758	1,835	18	605	1,556	
Mean	2.27	2.80	2.55	2.38	2.92	2.68	2.00	2.64	2.39	
Standard deviation	1.15	1.51	1.48	1.17	1.54	1.54	1.08	1.46	1.39	
Significance	-	**		-	*		-			
Effect size	-	-0.35	-0.19	-	-0.35	-0.19	-	-0.44	-0.28	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	62.3%	52.0%	52.8%	61.9%	48.7%	48.6%	63.2%	56.0%	57.8%	
1-2	27.9%	26.9%	26.9%	26.2%	26.8%	27.9%	31.6%	27.0%	25.6%	
3-4	6.6%	11.6%	10.5%	7.1%	13.1%	11.9%	5.3%	9.7%	8.9%	
5-10	3.3%	6.4%	6.9%	4.8%	7.4%	8.0%	0.0%	5.1%	5.5%	
11-20	0.0%	2.3%	2.2%	0.0%	2.9%	2.8%	0.0%	1.5%	1.4%	
21-50	0.0%	0.7%	0.6%	0.0%	0.8%	0.7%	0.0%	0.7%	0.6%	
51+	0.0%	0.1%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.1%	
Total(n)	61	1,364	3,394	42	757	1,839	19	607	1,555	
Mean	1.51	1.83	1.81	1.55	1.92	1.91	1.42	1.71	1.69	
Standard deviation	0.77	1.10	1.10	0.83	1.17	1.15	0.61	1.01	1.02	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.29	-0.27	-	-0.32	-0.31	-	-0.29	-0.26	
Other, such as patents or computer software products										
None	78.7%	80.4%	84.0%	73.8%	75.5%	78.6%	89.5%	86.6%	90.3%	
1-2	11.5%	11.7%	9.0%	11.9%	14.1%	11.4%	10.5%	8.8%	6.1%	
3-4	3.3%	3.3%	3.2%	4.8%	4.3%	4.3%	0.0%	2.0%	1.9%	
5-10	3.3%	2.6%	2.2%	4.8%	3.2%	3.1%	0.0%	1.8%	1.1%	
11-20	3.3%	0.5%	0.8%	4.8%	0.8%	1.1%	0.0%	0.2%	0.4%	
21-50	0.0%	1.0%	0.7%	0.0%	1.6%	1.1%	0.0%	0.2%	0.1%	
51+	0.0%	0.5%	0.3%	0.0%	0.5%	0.4%	0.0%	0.5%	0.2%	
Total(n)	61	1,364	3,383	42	760	1,835	19	604	1,548	
Mean	1.41	1.36	1.30	1.55	1.46	1.42	1.11	1.23	1.16	
Standard deviation	0.96	0.93	0.85	1.11	1.05	0.99	0.32	0.73	0.60	
Significance	-			-			-			
Effect size	-	0.05	0.13	-	0.09	0.13	-	-0.16	-0.08	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	86.9%	89.8%	89.9%	83.3%	89.7%	90.5%	94.7%	90.0%	89.3%	
1-2	4.9%	3.6%	3.7%	7.1%	3.3%	3.3%	0.0%	3.9%	4.2%	
3-4	3.3%	2.6%	2.4%	4.8%	2.8%	2.4%	0.0%	2.3%	2.3%	
5-10	0.0%	2.4%	2.2%	0.0%	2.4%	2.1%	0.0%	2.5%	2.4%	
11-20	3.3%	1.0%	1.0%	4.8%	1.2%	1.1%	0.0%	0.7%	0.8%	
21-50	1.6%	0.4%	0.6%	0.0%	0.4%	0.3%	5.3%	0.5%	0.8%	
51+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.2%	0.1%	
Total(n)	61	1,366	3,399	42	758	1,843	19	608	1,556	
Mean	1.33	1.23	1.23	1.36	1.24	1.22	1.26	1.22	1.24	
Standard deviation	1.01	0.80	0.81	0.96	0.83	0.80	1.15	0.77	0.82	
Significance	-			-			-			
Effect size	-	0.13	0.12	-	0.14	0.18	-	0.05	0.02	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	18.0%	12.5%	18.1%	16.7%	11.5%	16.5%	21.1%	13.8%	20.0%	
1-2	27.9%	20.8%	25.0%	31.0%	17.8%	22.1%	21.1%	24.5%	28.3%	
3-4	27.9%	27.6%	25.5%	23.8%	25.3%	24.0%	36.8%	30.4%	27.2%	
5-10	23.0%	27.0%	22.5%	23.8%	30.0%	26.0%	21.1%	23.3%	18.4%	
11-20	3.3%	8.8%	6.9%	4.8%	11.3%	8.6%	0.0%	5.6%	4.9%	
21-50	0.0%	3.1%	1.8%	0.0%	3.6%	2.3%	0.0%	2.5%	1.2%	
51+	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
Total(n)	61	1,368	3,405	42	759	1,847	19	609	1,558	
Mean	2.66	3.09	2.81	2.69	3.25	2.97	2.58	2.90	2.63	
Standard deviation	1.12	1.28	1.28	1.16	1.32	1.33	1.07	1.21	1.20	
Significance	-	**		-	**		-			
Effect size	-	-0.34	-0.12	-	-0.42	-0.21	-	-0.26	-0.04	Scholarly Productivity

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	45.9%	49.9%	46.8%	52.4%	52.6%	50.2%	31.6%	46.5%	42.7%	
To some extent	50.8%	44.8%	46.4%	45.2%	43.0%	44.1%	63.2%	47.1%	49.1%	
Not at all	3.3%	5.3%	6.8%	2.4%	4.5%	5.6%	5.3%	6.4%	8.2%	
Total(n)	61	1,370	3,409	42	761	1,849	19	609	1,560	
Mean	2.43	2.45	2.40	2.50	2.48	2.45	2.26	2.40	2.34	
Standard deviation	0.56	0.59	0.61	0.55	0.58	0.60	0.56	0.61	0.62	
Significance	-			-			-			
Effect size	-	-0.03	0.05	-	0.03	0.08	-	-0.23	-0.13	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	24.6%	31.9%	32.9%	26.2%	37.5%	39.5%	21.1%	25.0%	25.0%	
To some extent	50.8%	51.4%	50.2%	42.9%	49.5%	47.0%	68.4%	53.7%	54.1%	
Not at all	24.6%	16.7%	16.8%	31.0%	13.0%	13.5%	10.5%	21.3%	20.8%	
Total(n)	61	1,369	3,407	42	760	1,846	19	609	1,561	
Mean	2.00	2.15	2.16	1.95	2.24	2.26	2.11	2.04	2.04	
Standard deviation	0.71	0.68	0.69	0.76	0.67	0.68	0.57	0.68	0.68	
Significance	-			-	**	**	-			
Effect size	-	-0.22	-0.23	-	-0.43	-0.46	-	0.10	0.10	
Experience close alignment between your work and your personal values										
To a great extent	60.7%	62.5%	65.1%	54.8%	63.2%	65.9%	73.7%	61.6%	64.0%	
To some extent	31.1%	33.7%	31.5%	33.3%	32.1%	30.0%	26.3%	35.8%	33.2%	
Not at all	8.2%	3.8%	3.5%	11.9%	4.7%	4.1%	0.0%	2.6%	2.8%	
Total(n)	61	1,370	3,409	42	761	1,849	19	609	1,560	
Mean	2.52	2.59	2.62	2.43	2.58	2.62	2.74	2.59	2.61	
Standard deviation	0.65	0.56	0.55	0.70	0.58	0.56	0.45	0.54	0.54	
Significance	-			-		*	-			
Effect size	-	-0.13	-0.18	-	-0.26	-0.34	-	0.28	0.24	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	27.9%	25.4%	24.9%	28.6%	22.2%	22.4%	26.3%	29.3%	27.8%	
To some extent	37.7%	38.5%	37.6%	38.1%	38.0%	36.6%	36.8%	39.0%	38.6%	
Not at all	34.4%	36.2%	37.6%	33.3%	39.7%	41.0%	36.8%	31.7%	33.6%	
Total(n)	61	1,368	3,406	42	760	1,848	19	608	1,558	
Mean	1.93	1.89	1.87	1.95	1.83	1.81	1.89	1.98	1.94	
Standard deviation	0.79	0.78	0.78	0.79	0.77	0.77	0.81	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.16	0.18	-	-0.12	-0.06	
Mentor new faculty										
To a great extent	27.9%	30.4%	29.0%	26.2%	28.4%	27.0%	31.6%	33.0%	31.3%	
To some extent	52.5%	51.6%	49.6%	54.8%	54.3%	51.8%	47.4%	48.3%	47.1%	
Not at all	19.7%	18.0%	21.4%	19.0%	17.3%	21.3%	21.1%	18.7%	21.6%	
Total(n)	61	1,370	3,408	42	761	1,849	19	609	1,559	
Mean	2.08	2.12	2.08	2.07	2.11	2.06	2.11	2.14	2.10	
Standard deviation	0.69	0.68	0.71	0.68	0.67	0.69	0.74	0.71	0.72	
Significance	-			-			-			
Effect size	-	-0.06	0.00	-	-0.06	0.01	-	-0.04	0.01	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	69.8%	76.0%	74.9%	64.9%	75.6%	74.0%	81.3%	76.5%	75.9%	
Occasionally	11.3%	7.6%	6.4%	13.5%	9.3%	8.3%	6.3%	5.4%	4.0%	
Not at all	18.9%	16.4%	18.7%	21.6%	15.1%	17.7%	12.5%	18.1%	20.0%	
Total(n)	53	1,178	2,848	37	680	1,609	16	498	1,239	
Mean	2.51	2.60	2.56	2.43	2.60	2.56	2.69	2.58	2.56	
Standard deviation	0.80	0.75	0.79	0.83	0.74	0.78	0.70	0.78	0.80	
Significance	-			-			-			
Effect size	-	-0.12	-0.06	-	-0.23	-0.17	-	0.14	0.16	
Support their opinions with a logical argument										
Frequently	58.5%	66.4%	66.1%	56.8%	64.8%	64.5%	62.5%	68.7%	68.2%	
Occasionally	22.6%	17.3%	15.2%	21.6%	20.2%	18.0%	25.0%	13.5%	11.5%	
Not at all	18.9%	16.2%	18.7%	21.6%	15.0%	17.5%	12.5%	17.9%	20.3%	
Total(n)	53	1,177	2,842	37	679	1,603	16	498	1,239	
Mean	2.40	2.50	2.47	2.35	2.50	2.47	2.50	2.51	2.48	
Standard deviation	0.79	0.76	0.79	0.82	0.74	0.77	0.73	0.78	0.81	
Significance	-			-			-			
Effect size	-	-0.13	-0.09	-	-0.20	-0.16	-	-0.01	0.02	
Seek solutions to problems and explain them to others										
Frequently	50.9%	59.5%	59.7%	45.9%	57.6%	57.3%	62.5%	62.1%	62.8%	
Occasionally	30.2%	22.6%	20.5%	32.4%	25.5%	23.6%	25.0%	18.6%	16.4%	
Not at all	18.9%	17.9%	19.8%	21.6%	16.9%	19.1%	12.5%	19.2%	20.8%	
Total(n)	53	1,178	2,841	37	679	1,603	16	499	1,238	
Mean	2.32	2.42	2.40	2.24	2.41	2.38	2.50	2.43	2.42	
Standard deviation	0.78	0.78	0.80	0.80	0.76	0.79	0.73	0.79	0.81	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	-0.22	-0.18	-	0.09	0.10	
Revise their papers to improve their writing										
Frequently	34.0%	47.0%	47.2%	32.4%	44.1%	42.5%	37.5%	50.9%	53.4%	
Occasionally	34.0%	29.6%	26.8%	35.1%	32.2%	31.0%	31.3%	26.0%	21.4%	
Not at all	32.1%	23.5%	26.0%	32.4%	23.7%	26.6%	31.3%	23.1%	25.1%	
Total(n)	53	1,167	2,832	37	674	1,599	16	493	1,233	
Mean	2.02	2.23	2.21	2.00	2.20	2.16	2.06	2.28	2.28	
Standard deviation	0.82	0.81	0.83	0.82	0.80	0.82	0.85	0.82	0.84	
Significance	-			-			-			
Effect size	-	-0.26	-0.23	-	-0.25	-0.20	-	-0.27	-0.26	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	54.7%	57.0%	57.1%	51.4%	54.3%	53.4%	62.5%	60.7%	61.9%	
Occasionally	24.5%	24.8%	22.7%	27.0%	28.8%	27.2%	18.8%	19.4%	16.8%	
Not at all	20.8%	18.2%	20.2%	21.6%	16.9%	19.4%	18.8%	20.0%	21.3%	
Total(n)	53	1,172	2,835	37	676	1,599	16	496	1,236	
Mean	2.34	2.39	2.37	2.30	2.37	2.34	2.44	2.41	2.41	
Standard deviation	0.81	0.78	0.80	0.81	0.76	0.78	0.81	0.80	0.82	
Significance	-			-			-			
Effect size	-	-0.06	-0.04	-	-0.09	-0.05	-	0.04	0.04	
Take risks for potential gains										
Frequently	26.4%	28.9%	32.3%	21.6%	28.1%	29.8%	37.5%	29.9%	35.5%	
Occasionally	45.3%	43.6%	39.7%	45.9%	44.1%	41.8%	43.8%	42.8%	37.0%	
Not at all	28.3%	27.6%	28.0%	32.4%	27.8%	28.4%	18.8%	27.3%	27.5%	
Total(n)	53	1,168	2,829	37	673	1,595	16	495	1,234	
Mean	1.98	2.01	2.04	1.89	2.00	2.01	2.19	2.03	2.08	
Standard deviation	0.75	0.75	0.78	0.74	0.75	0.76	0.75	0.76	0.79	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	-0.15	-0.16	-	0.21	0.14	
Seek alternative solutions to a problem										
Frequently	47.2%	51.5%	52.1%	40.5%	50.2%	49.5%	62.5%	53.2%	55.4%	
Occasionally	34.0%	30.5%	28.2%	37.8%	32.6%	31.5%	25.0%	27.6%	23.9%	
Not at all	18.9%	18.0%	19.7%	21.6%	17.2%	19.0%	12.5%	19.2%	20.7%	
Total(n)	53	1,171	2,832	37	675	1,597	16	496	1,235	
Mean	2.28	2.33	2.32	2.19	2.33	2.31	2.50	2.34	2.35	
Standard deviation	0.77	0.76	0.78	0.78	0.75	0.77	0.73	0.78	0.80	
Significance	-			-			-			
Effect size	-	-0.07	-0.05	-	-0.19	-0.16	-	0.21	0.19	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	52.8%	58.1%	55.8%	56.8%	57.1%	53.6%	43.8%	59.6%	58.7%	
Occasionally	20.8%	22.8%	22.9%	18.9%	25.0%	25.7%	25.0%	19.7%	19.3%	
Not at all	26.4%	19.1%	21.3%	24.3%	17.9%	20.8%	31.3%	20.7%	22.0%	
Total(n)	53	1,173	2,828	37	676	1,594	16	497	1,234	
Mean	2.26	2.39	2.34	2.32	2.39	2.33	2.13	2.39	2.37	
Standard deviation	0.86	0.79	0.81	0.85	0.77	0.80	0.89	0.81	0.82	
Significance	-			-			-			
Effect size	-	-0.16	-0.10	-	-0.09	-0.01	-	-0.32	-0.29	
Explore topics on their own, even though it was not required for a class										
Frequently	52.8%	48.6%	48.3%	56.8%	48.0%	46.3%	43.8%	49.5%	50.9%	
Occasionally	24.5%	34.0%	31.4%	21.6%	35.6%	34.3%	31.3%	31.8%	27.7%	
Not at all	22.6%	17.4%	20.3%	21.6%	16.4%	19.4%	25.0%	18.7%	21.4%	
Total(n)	53	1,174	2,830	37	677	1,599	16	497	1,231	
Mean	2.30	2.31	2.28	2.35	2.32	2.27	2.19	2.31	2.29	
Standard deviation	0.82	0.75	0.78	0.82	0.74	0.77	0.83	0.77	0.80	
Significance	-			-			-			
Effect size	-	-0.01	0.03	-	0.04	0.10	-	-0.16	-0.13	
Accept mistakes as part of the learning process										
Frequently	60.4%	61.3%	61.0%	56.8%	59.1%	58.5%	68.8%	64.2%	64.2%	
Occasionally	20.8%	22.1%	20.2%	21.6%	24.9%	23.1%	18.8%	18.3%	16.4%	
Not at all	18.9%	16.6%	18.9%	21.6%	16.0%	18.4%	12.5%	17.5%	19.4%	
Total(n)	53	1,172	2,831	37	675	1,597	16	497	1,234	
Mean	2.42	2.45	2.42	2.35	2.43	2.40	2.56	2.47	2.45	
Standard deviation	0.80	0.76	0.79	0.82	0.75	0.78	0.73	0.77	0.80	
Significance	-			-			-			
Effect size	-	-0.04	0.00	-	-0.11	-0.06	-	0.12	0.14	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	56.6%	57.9%	58.7%	56.8%	54.3%	53.7%	56.3%	62.8%	65.3%	
Occasionally	22.6%	24.7%	21.7%	21.6%	29.3%	27.4%	25.0%	18.4%	14.2%	
Not at all	20.8%	17.4%	19.6%	21.6%	16.4%	19.0%	18.8%	18.8%	20.4%	
Total(n)	53	1,171	2,826	37	676	1,597	16	495	1,229	
Mean	2.36	2.40	2.39	2.35	2.38	2.35	2.38	2.44	2.45	
Standard deviation	0.81	0.77	0.79	0.82	0.75	0.78	0.81	0.79	0.81	
Significance	-			-			-			
Effect size	-	-0.05	-0.04	-	-0.04	0.00	-	-0.08	-0.09	
Integrate skills and knowledge from different sources and experiences										
Frequently	67.9%	63.4%	63.8%	64.9%	60.1%	60.5%	75.0%	67.9%	68.0%	
Occasionally	13.2%	20.2%	17.7%	13.5%	24.2%	21.8%	12.5%	14.7%	12.4%	
Not at all	18.9%	16.4%	18.5%	21.6%	15.7%	17.8%	12.5%	17.3%	19.5%	
Total(n)	53	1,173	2,828	37	677	1,598	16	496	1,230	
Mean	2.49	2.47	2.45	2.43	2.44	2.43	2.63	2.51	2.49	
Standard deviation	0.80	0.76	0.79	0.83	0.75	0.77	0.72	0.77	0.80	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	-0.01	0.00	-	0.16	0.18	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	11.7%	11.4%	10.8%	9.8%	11.9%	11.3%	15.8%	10.7%	10.2%	
Most	20.0%	13.6%	12.5%	26.8%	14.5%	13.0%	5.3%	12.5%	11.9%	
Some	26.7%	30.9%	28.3%	22.0%	31.2%	28.1%	36.8%	30.5%	28.5%	
None	41.7%	44.2%	48.4%	41.5%	42.4%	47.6%	42.1%	46.3%	49.4%	
Total(n)	60	1,354	3,377	41	754	1,836	19	600	1,541	
Mean	2.02	1.92	1.86	2.05	1.96	1.88	1.95	1.88	1.83	
Standard deviation	1.05	1.01	1.01	1.05	1.02	1.02	1.08	1.00	1.00	
Significance	-			-			-			
Effect size	-	0.10	0.16	-	0.09	0.17	-	0.07	0.12	
Essay exams										
All	26.7%	18.9%	20.8%	24.4%	19.0%	23.0%	31.6%	18.7%	18.2%	
Most	20.0%	19.8%	19.7%	19.5%	19.0%	20.4%	21.1%	20.8%	18.8%	
Some	30.0%	32.5%	28.9%	36.6%	33.1%	28.5%	15.8%	31.8%	29.3%	
None	23.3%	28.8%	30.6%	19.5%	28.8%	28.1%	31.6%	28.7%	33.6%	
Total(n)	60	1,356	3,378	41	756	1,837	19	600	1,541	
Mean	2.50	2.29	2.31	2.49	2.28	2.38	2.53	2.30	2.22	
Standard deviation	1.13	1.08	1.11	1.08	1.08	1.12	1.26	1.08	1.10	
Significance	-			-			-			
Effect size	-	0.19	0.17	-	0.19	0.10	-	0.21	0.28	
Short-answer exams										
All	16.9%	14.5%	13.8%	17.5%	16.0%	15.4%	15.8%	12.7%	11.9%	
Most	23.7%	20.8%	18.3%	27.5%	21.5%	19.6%	15.8%	19.8%	16.8%	
Some	33.9%	33.6%	33.4%	32.5%	34.0%	33.3%	36.8%	33.0%	33.4%	
None	25.4%	31.1%	34.5%	22.5%	28.5%	31.6%	31.6%	34.5%	37.9%	
Total(n)	59	1,349	3,364	40	752	1,830	19	597	1,534	
Mean	2.32	2.19	2.11	2.40	2.25	2.19	2.16	2.11	2.03	
Standard deviation	1.04	1.03	1.03	1.03	1.04	1.05	1.07	1.02	1.01	
Significance	-			-			-			
Effect size	-	0.13	0.20	-	0.14	0.20	-	0.05	0.13	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	10.0%	9.9%	9.4%	14.6%	9.5%	9.4%	0.0%	10.4%	9.4%	
Most	15.0%	13.4%	11.8%	12.2%	14.2%	12.3%	21.1%	12.6%	11.3%	
Some	38.3%	33.8%	31.1%	41.5%	33.5%	31.2%	31.6%	34.2%	30.9%	
None	36.7%	42.9%	47.7%	31.7%	42.9%	47.1%	47.4%	42.9%	48.4%	
Total(n)	60	1,346	3,361	41	749	1,826	19	597	1,535	
Mean	1.98	1.90	1.83	2.10	1.90	1.84	1.74	1.90	1.82	
Standard deviation	0.97	0.97	0.97	1.02	0.97	0.97	0.81	0.98	0.97	
Significance	-			-			-			
Effect size	-	0.08	0.15	-	0.21	0.27	-	-0.16	-0.08	
Weekly essay assignments										
All	5.0%	8.1%	9.6%	4.9%	6.3%	8.1%	5.3%	10.4%	11.3%	
Most	15.0%	10.1%	11.5%	12.2%	9.8%	10.7%	21.1%	10.4%	12.4%	
Some	25.0%	26.3%	25.4%	24.4%	23.5%	24.7%	26.3%	29.7%	26.3%	
None	55.0%	55.6%	53.5%	58.5%	60.4%	56.5%	47.4%	49.6%	49.9%	
Total(n)	60	1,351	3,363	41	752	1,828	19	599	1,535	
Mean	1.70	1.71	1.77	1.63	1.62	1.70	1.84	1.81	1.85	
Standard deviation	0.91	0.95	0.99	0.89	0.90	0.95	0.96	0.99	1.03	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	0.01	-0.07	-	0.03	-0.01	
Student presentations										
All	35.0%	29.2%	31.7%	34.1%	24.0%	27.8%	36.8%	35.8%	36.3%	Student-Centered Pedagogy
Most	26.7%	28.3%	27.0%	26.8%	26.9%	25.5%	26.3%	30.1%	28.7%	
Some	33.3%	33.3%	31.9%	31.7%	37.4%	35.1%	36.8%	28.3%	28.0%	
None	5.0%	9.1%	9.5%	7.3%	11.8%	11.5%	0.0%	5.8%	7.1%	
Total(n)	60	1,356	3,383	41	755	1,838	19	601	1,545	
Mean	2.92	2.78	2.81	2.88	2.63	2.70	3.00	2.96	2.94	
Standard deviation	0.94	0.97	0.99	0.98	0.97	1.00	0.88	0.93	0.96	
Significance	-			-			-			
Effect size	-	0.14	0.11	-	0.26	0.18	-	0.04	0.06	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	35.0%	28.1%	31.2%	39.0%	23.9%	28.6%	26.3%	33.4%	34.2%	
Most	20.0%	25.2%	23.9%	19.5%	24.3%	23.4%	21.1%	26.4%	24.5%	
Some	31.7%	30.6%	29.3%	24.4%	32.3%	30.4%	47.4%	28.5%	28.0%	
None	13.3%	16.0%	15.6%	17.1%	19.4%	17.6%	5.3%	11.7%	13.3%	
Total(n)	60	1,351	3,377	41	752	1,837	19	599	1,540	
Mean	2.77	2.66	2.71	2.80	2.53	2.63	2.68	2.81	2.80	
Standard deviation	1.08	1.05	1.07	1.14	1.06	1.08	0.95	1.03	1.05	
Significance	-			-			-			
Effect size	-	0.10	0.06	-	0.25	0.16	-	-0.13	-0.11	
Student evaluations of each others' work										
All	13.3%	9.8%	11.5%	4.9%	5.7%	8.2%	31.6%	15.0%	15.5%	Student-Centered Pedagogy
Most	16.7%	13.0%	13.1%	17.1%	12.2%	11.9%	15.8%	13.9%	14.5%	
Some	25.0%	36.6%	36.0%	24.4%	34.6%	34.1%	26.3%	39.2%	38.2%	
None	45.0%	40.6%	39.4%	53.7%	47.5%	45.7%	26.3%	31.9%	31.9%	
Total(n)	60	1,351	3,375	41	752	1,834	19	599	1,541	
Mean	1.98	1.92	1.97	1.73	1.76	1.83	2.53	2.12	2.14	
Standard deviation	1.08	0.96	0.99	0.92	0.88	0.93	1.22	1.02	1.03	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	-0.03	-0.11	-	0.40	0.38	
Grading on a curve										
All	11.7%	10.0%	10.2%	7.3%	12.2%	13.2%	21.1%	7.2%	6.5%	
Most	10.0%	11.4%	9.8%	12.2%	14.8%	13.0%	5.3%	7.2%	5.9%	
Some	26.7%	21.4%	19.8%	24.4%	23.4%	21.6%	31.6%	18.9%	17.6%	
None	51.7%	57.2%	60.2%	56.1%	49.6%	52.1%	42.1%	66.7%	69.9%	
Total(n)	60	1,345	3,358	41	748	1,827	19	597	1,531	
Mean	1.82	1.74	1.70	1.71	1.90	1.87	2.05	1.55	1.49	
Standard deviation	1.03	1.01	1.01	0.96	1.06	1.08	1.18	0.91	0.87	
Significance	-			-			-	*	**	
Effect size	-	0.08	0.12	-	-0.18	-0.15	-	0.55	0.64	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	40.0%	27.0%	31.2%	39.0%	24.7%	28.3%	42.1%	29.7%	34.6%	
Most	21.7%	20.7%	20.7%	17.1%	20.3%	20.5%	31.6%	21.2%	21.0%	
Some	13.3%	21.1%	19.5%	17.1%	22.8%	19.5%	5.3%	18.8%	19.6%	
None	25.0%	31.3%	28.5%	26.8%	32.1%	31.7%	21.1%	30.3%	24.8%	
Total(n)	60	1,339	3,343	41	744	1,816	19	595	1,527	
Mean	2.77	2.43	2.55	2.68	2.38	2.45	2.95	2.50	2.66	
Standard deviation	1.23	1.19	1.20	1.25	1.17	1.20	1.18	1.21	1.19	
Significance	-	*		-			-			
Effect size	-	0.29	0.18	-	0.26	0.19	-	0.37	0.24	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	75.0%	66.0%	74.2%	70.7%	59.2%	69.6%	84.2%	74.5%	79.6%	Student-Centered Pedagogy
Most	15.0%	18.2%	14.0%	17.1%	19.9%	15.2%	10.5%	16.0%	12.7%	
Some	6.7%	12.8%	9.2%	7.3%	17.1%	11.8%	5.3%	7.5%	6.1%	
None	3.3%	3.0%	2.6%	4.9%	3.8%	3.4%	0.0%	2.0%	1.6%	
Total(n)	60	1,355	3,385	41	754	1,839	19	601	1,546	
Mean	3.62	3.47	3.60	3.54	3.34	3.51	3.79	3.63	3.70	
Standard deviation	0.76	0.83	0.76	0.84	0.89	0.83	0.54	0.71	0.65	
Significance	-			-			-			
Effect size	-	0.18	0.03	-	0.22	0.04	-	0.23	0.14	
Cooperative learning (small groups)										
All	40.0%	35.6%	43.1%	39.0%	26.9%	34.4%	42.1%	46.4%	53.5%	Student-Centered Pedagogy
Most	20.0%	22.6%	20.2%	19.5%	21.7%	20.3%	21.1%	23.6%	20.1%	
Some	26.7%	28.9%	25.3%	22.0%	33.6%	30.0%	36.8%	22.9%	19.7%	
None	13.3%	13.0%	11.4%	19.5%	17.7%	15.3%	0.0%	7.0%	6.7%	
Total(n)	60	1,347	3,368	41	750	1,829	19	597	1,539	
Mean	2.87	2.81	2.95	2.78	2.58	2.74	3.05	3.09	3.20	
Standard deviation	1.10	1.06	1.07	1.17	1.07	1.09	0.91	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.06	-0.07	-	0.19	0.04	-	-0.04	-0.15	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	23.3%	15.2%	21.1%	29.3%	12.8%	17.2%	10.5%	18.2%	25.7%	
Most	13.3%	16.8%	16.5%	12.2%	14.2%	14.6%	15.8%	20.0%	18.8%	
Some	35.0%	31.3%	29.3%	34.1%	32.8%	28.9%	36.8%	29.4%	29.7%	
None	28.3%	36.7%	33.1%	24.4%	40.2%	39.2%	36.8%	32.4%	25.8%	
Total(n)	60	1,348	3,373	41	749	1,832	19	599	1,541	
Mean	2.32	2.10	2.26	2.46	2.00	2.10	2.00	2.24	2.44	
Standard deviation	1.13	1.06	1.13	1.16	1.03	1.10	1.00	1.09	1.13	
Significance	-			-	**	*	-			
Effect size	-	0.21	0.05	-	0.45	0.33	-	-0.22	-0.39	
Teaching assistants										
All	1.7%	2.5%	4.5%	2.5%	2.8%	5.0%	0.0%	2.0%	3.8%	
Most	8.5%	6.2%	5.8%	7.5%	6.2%	7.0%	10.5%	6.2%	4.4%	
Some	23.7%	31.8%	26.3%	22.5%	34.0%	28.6%	26.3%	29.1%	23.6%	
None	66.1%	59.5%	63.3%	67.5%	57.0%	59.3%	63.2%	62.6%	68.1%	
Total(n)	59	1,344	3,356	40	747	1,822	19	597	1,534	
Mean	1.46	1.52	1.51	1.45	1.55	1.58	1.47	1.48	1.44	
Standard deviation	0.73	0.72	0.80	0.75	0.74	0.83	0.70	0.70	0.75	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.14	-0.16	-	-0.01	0.04	
Recitals/Demonstrations										
All	8.3%	8.0%	10.1%	7.3%	7.0%	8.7%	10.5%	9.4%	11.7%	
Most	10.0%	8.9%	10.5%	14.6%	9.4%	10.0%	0.0%	8.4%	10.9%	
Some	21.7%	26.2%	25.7%	19.5%	26.3%	27.6%	26.3%	26.1%	23.5%	
None	60.0%	56.8%	53.8%	58.5%	57.4%	53.7%	63.2%	56.1%	53.9%	
Total(n)	60	1,343	3,357	41	746	1,822	19	597	1,535	
Mean	1.67	1.68	1.77	1.71	1.66	1.74	1.58	1.71	1.81	
Standard deviation	0.97	0.94	1.00	0.98	0.91	0.96	0.96	0.97	1.04	
Significance	-			-			-			
Effect size	-	-0.01	-0.10	-	0.05	-0.03	-	-0.13	-0.22	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Group projects										Student-Centered Pedagogy
All	15.0%	17.2%	20.7%	12.2%	13.6%	18.4%	21.1%	21.6%	23.5%	
Most	18.3%	20.4%	19.6%	19.5%	17.2%	16.8%	15.8%	24.3%	22.8%	
Some	40.0%	38.6%	37.1%	39.0%	39.9%	37.2%	42.1%	36.9%	36.8%	
None	26.7%	23.9%	22.7%	29.3%	29.2%	27.5%	21.1%	17.3%	16.9%	
Total(n)	60	1,346	3,363	41	749	1,829	19	597	1,534	
Mean	2.22	2.31	2.38	2.15	2.15	2.26	2.37	2.50	2.53	
Standard deviation	1.01	1.02	1.05	0.99	0.99	1.05	1.07	1.01	1.03	
Significance	-			-			-			
Effect size	-	-0.09	-0.15	-	0.00	-0.10	-	-0.13	-0.16	
Extensive lecturing										
All	23.3%	15.6%	15.5%	26.8%	20.7%	19.8%	15.8%	9.2%	10.3%	
Most	20.0%	25.6%	23.4%	19.5%	27.3%	27.1%	21.1%	23.4%	19.0%	
Some	38.3%	35.8%	37.2%	31.7%	33.8%	34.1%	52.6%	38.3%	40.9%	
None	18.3%	23.0%	24.0%	22.0%	18.2%	19.1%	10.5%	29.1%	29.8%	
Total(n)	60	1,350	3,371	41	752	1,832	19	598	1,539	
Mean	2.48	2.34	2.30	2.51	2.51	2.48	2.42	2.13	2.10	
Standard deviation	1.05	1.00	1.00	1.12	1.02	1.01	0.90	0.94	0.94	
Significance	-			-			-			
Effect size	-	0.14	0.18	-	0.00	0.03	-	0.31	0.34	
Multiple drafts of written work										
All	18.3%	11.7%	11.5%	12.2%	8.4%	8.4%	31.6%	15.7%	15.1%	
Most	26.7%	14.6%	15.5%	24.4%	12.3%	14.1%	31.6%	17.6%	17.2%	
Some	38.3%	43.4%	43.1%	43.9%	42.5%	42.0%	26.3%	44.6%	44.4%	
None	16.7%	30.3%	29.9%	19.5%	36.8%	35.4%	10.5%	22.1%	23.3%	
Total(n)	60	1,345	3,363	41	748	1,825	19	597	1,538	
Mean	2.47	2.08	2.09	2.29	1.92	1.96	2.84	2.27	2.24	
Standard deviation	0.98	0.95	0.95	0.93	0.91	0.91	1.01	0.98	0.98	
Significance	-	**	**	-	*	*	-	*	**	
Effect size	-	0.41	0.40	-	0.41	0.36	-	0.58	0.61	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	13.3%	11.0%	11.5%	14.6%	8.5%	9.0%	10.5%	14.1%	14.5%	
Most	18.3%	15.6%	15.5%	24.4%	14.5%	14.4%	5.3%	16.9%	16.8%	
Some	41.7%	42.1%	42.4%	39.0%	41.4%	41.3%	47.4%	43.0%	43.7%	
None	26.7%	31.3%	30.7%	22.0%	35.6%	35.4%	36.8%	26.0%	25.1%	
Total(n)	60	1,348	3,368	41	751	1,832	19	597	1,536	
Mean	2.18	2.06	2.08	2.32	1.96	1.97	1.89	2.19	2.21	
Standard deviation	0.98	0.95	0.96	0.99	0.92	0.92	0.94	0.98	0.98	
Significance	-			-	*	*	-			
Effect size	-	0.13	0.10	-	0.39	0.38	-	-0.31	-0.33	
Reflective writing/journaling										Student-Centered Pedagogy
All	6.7%	7.4%	11.8%	7.3%	4.1%	7.9%	5.3%	11.6%	16.4%	
Most	8.3%	9.7%	11.8%	7.3%	6.6%	9.3%	10.5%	13.7%	14.8%	
Some	25.0%	27.6%	27.9%	24.4%	22.5%	23.7%	26.3%	34.0%	33.0%	
None	60.0%	55.2%	48.5%	61.0%	66.8%	59.1%	57.9%	40.7%	35.8%	
Total(n)	60	1,344	3,364	41	747	1,827	19	597	1,537	
Mean	1.62	1.69	1.87	1.61	1.48	1.66	1.63	1.96	2.12	
Standard deviation	0.90	0.92	1.03	0.92	0.79	0.94	0.90	1.00	1.07	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.24	-	0.16	-0.05	-	-0.33	-0.46	
Community service as part of coursework										Civic Minded Practice
All	5.0%	2.1%	2.9%	4.9%	1.6%	2.5%	5.3%	2.7%	3.3%	
Most	5.0%	3.9%	5.4%	4.9%	3.1%	4.0%	5.3%	4.9%	7.1%	
Some	28.3%	22.2%	23.1%	22.0%	18.1%	19.7%	42.1%	27.4%	27.1%	
None	61.7%	71.8%	68.6%	68.3%	77.2%	73.8%	47.4%	65.0%	62.5%	
Total(n)	60	1,345	3,365	41	750	1,831	19	595	1,534	
Mean	1.53	1.36	1.43	1.46	1.29	1.35	1.68	1.45	1.51	
Standard deviation	0.81	0.66	0.72	0.81	0.60	0.68	0.82	0.71	0.77	
Significance	-			-			-			
Effect size	-	0.26	0.14	-	0.28	0.16	-	0.32	0.22	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	1.7%	1.6%	2.1%	2.4%	1.5%	1.9%	0.0%	1.7%	2.3%	
Most	1.7%	4.0%	4.0%	2.4%	4.0%	3.6%	0.0%	4.0%	4.4%	
Some	8.3%	14.9%	13.1%	7.3%	14.0%	12.8%	10.5%	16.1%	13.5%	
None	88.3%	79.5%	80.9%	87.8%	80.5%	81.7%	89.5%	78.3%	79.8%	
Total(n)	60	1,346	3,362	41	748	1,824	19	598	1,538	
Mean	1.17	1.28	1.27	1.20	1.26	1.26	1.11	1.29	1.29	
Standard deviation	0.53	0.61	0.63	0.60	0.60	0.61	0.32	0.62	0.66	
Significance	-			-			-			
Effect size	-	-0.18	-0.16	-	-0.10	-0.10	-	-0.29	-0.27	
Using real-life problems										
All	45.0%	36.3%	43.7%	34.1%	32.6%	39.6%	68.4%	40.9%	48.5%	
Most	33.3%	30.0%	27.8%	41.5%	30.2%	27.7%	15.8%	29.7%	27.9%	
Some	16.7%	22.8%	19.9%	17.1%	25.1%	22.3%	15.8%	19.9%	17.0%	
None	5.0%	11.0%	8.7%	7.3%	12.1%	10.4%	0.0%	9.5%	6.6%	
Total(n)	60	1,351	3,379	41	752	1,839	19	599	1,540	
Mean	3.18	2.92	3.06	3.02	2.83	2.97	3.53	3.02	3.18	
Standard deviation	0.89	1.01	0.99	0.91	1.02	1.02	0.77	0.99	0.94	
Significance	-			-			-	*		
Effect size	-	0.26	0.12	-	0.19	0.05	-	0.52	0.37	
Using student inquiry to drive learning										
All	21.7%	22.5%	27.1%	22.0%	17.9%	22.9%	21.1%	28.4%	32.2%	
Most	38.3%	24.8%	26.6%	34.1%	23.2%	25.5%	47.4%	26.7%	27.8%	
Some	33.3%	39.2%	34.0%	34.1%	43.1%	36.7%	31.6%	34.4%	30.9%	
None	6.7%	13.5%	12.2%	9.8%	15.9%	14.9%	0.0%	10.5%	9.0%	
Total(n)	60	1,349	3,372	41	750	1,833	19	599	1,539	
Mean	2.75	2.56	2.69	2.68	2.43	2.56	2.89	2.73	2.83	
Standard deviation	0.88	0.98	1.00	0.93	0.96	1.00	0.74	0.99	0.98	
Significance	-			-			-			
Effect size	-	0.19	0.06	-	0.26	0.12	-	0.16	0.06	Student-Centered Pedagogy

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	47.5%	45.2%	42.5%	50.0%	49.7%	46.4%	42.1%	39.6%	37.9%	
Very important	31.1%	36.7%	37.1%	28.6%	35.6%	35.2%	36.8%	38.0%	39.4%	
Somewhat important	21.3%	15.7%	17.1%	21.4%	13.1%	15.3%	21.1%	19.1%	19.2%	
Not important	0.0%	2.3%	3.3%	0.0%	1.6%	3.1%	0.0%	3.3%	3.5%	
Total(n)	61	1,366	3,406	42	758	1,846	19	608	1,560	
Mean	3.26	3.25	3.19	3.29	3.34	3.25	3.21	3.14	3.12	
Standard deviation	0.79	0.80	0.83	0.81	0.76	0.83	0.79	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.01	0.08	-	-0.07	0.05	-	0.08	0.11	
Influencing the political structure										
Essential	0.0%	6.9%	8.0%	0.0%	5.4%	6.9%	0.0%	8.7%	9.3%	
Very important	36.1%	22.5%	23.0%	33.3%	19.9%	20.1%	42.1%	25.7%	26.3%	
Somewhat important	39.3%	42.9%	42.2%	40.5%	42.9%	41.8%	36.8%	43.0%	42.7%	
Not important	24.6%	27.7%	26.8%	26.2%	31.8%	31.2%	21.1%	22.6%	21.7%	
Total(n)	61	1,365	3,400	42	758	1,842	19	607	1,558	
Mean	2.11	2.09	2.12	2.07	1.99	2.03	2.21	2.21	2.23	
Standard deviation	0.78	0.88	0.90	0.78	0.86	0.89	0.79	0.89	0.89	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	0.09	0.04	-	0.00	-0.02	
Influencing social values										
Essential	14.8%	13.8%	17.1%	14.3%	9.7%	13.7%	15.8%	18.8%	21.1%	Civic Minded Values
Very important	41.0%	36.8%	37.2%	31.0%	32.1%	33.4%	63.2%	42.6%	41.7%	
Somewhat important	32.8%	36.7%	34.2%	42.9%	41.9%	37.8%	10.5%	30.3%	30.0%	
Not important	11.5%	12.7%	11.5%	11.9%	16.2%	15.2%	10.5%	8.4%	7.2%	
Total(n)	61	1,367	3,402	42	759	1,843	19	608	1,559	Social Agency
Mean	2.59	2.52	2.60	2.48	2.35	2.46	2.84	2.72	2.77	
Standard deviation	0.88	0.88	0.90	0.89	0.87	0.91	0.83	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.08	-0.01	-	0.15	0.02	-	0.14	0.08	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Raising a family										
Essential	52.5%	50.6%	53.5%	61.9%	53.9%	56.7%	31.6%	46.4%	49.7%	
Very important	21.3%	24.2%	22.1%	21.4%	27.7%	24.0%	21.1%	19.8%	19.9%	
Somewhat important	13.1%	9.7%	9.3%	9.5%	8.7%	8.4%	21.1%	10.9%	10.3%	
Not important	13.1%	15.5%	15.1%	7.1%	9.6%	10.9%	26.3%	22.8%	20.2%	
Total(n)	61	1,362	3,390	42	757	1,839	19	605	1,551	
Mean	3.13	3.10	3.14	3.38	3.26	3.27	2.58	2.90	2.99	
Standard deviation	1.09	1.10	1.10	0.94	0.97	1.01	1.22	1.22	1.19	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	0.12	0.11	-	-0.26	-0.34	
Becoming very well off financially										
Essential	4.9%	7.2%	7.6%	7.1%	8.7%	8.5%	0.0%	5.3%	6.4%	
Very important	24.6%	26.0%	26.6%	26.2%	28.1%	29.2%	21.1%	23.3%	23.5%	
Somewhat important	55.7%	53.0%	51.2%	54.8%	52.1%	49.8%	57.9%	54.1%	52.7%	
Not important	14.8%	13.9%	14.7%	11.9%	11.1%	12.5%	21.1%	17.3%	17.4%	
Total(n)	61	1,364	3,399	42	758	1,844	19	606	1,555	
Mean	2.20	2.26	2.27	2.29	2.34	2.34	2.00	2.17	2.19	
Standard deviation	0.75	0.78	0.80	0.77	0.79	0.80	0.67	0.77	0.79	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.06	-0.06	-	-0.22	-0.24	
Helping others who are in difficulty										
Essential	26.2%	28.6%	31.2%	21.4%	21.2%	25.2%	36.8%	37.8%	38.4%	
Very important	54.1%	46.5%	46.1%	57.1%	50.1%	48.3%	47.4%	41.9%	43.6%	
Somewhat important	18.0%	23.6%	21.3%	19.0%	27.0%	24.7%	15.8%	19.4%	17.3%	
Not important	1.6%	1.2%	1.4%	2.4%	1.6%	1.8%	0.0%	0.8%	0.8%	
Total(n)	61	1,366	3,403	42	758	1,844	19	608	1,559	
Mean	3.05	3.02	3.07	2.98	2.91	2.97	3.21	3.17	3.20	
Standard deviation	0.72	0.76	0.76	0.72	0.73	0.76	0.71	0.76	0.74	
Significance	-			-			-			
Effect size	-	0.04	-0.03	-	0.10	0.01	-	0.05	0.01	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	31.1%	18.0%	17.2%	28.6%	15.1%	13.8%	36.8%	21.6%	21.3%	
Very important	32.8%	39.4%	37.4%	33.3%	36.7%	34.7%	31.6%	42.8%	40.7%	
Somewhat important	31.1%	35.8%	38.0%	33.3%	39.0%	41.6%	26.3%	31.8%	33.7%	
Not important	4.9%	6.8%	7.4%	4.8%	9.2%	9.9%	5.3%	3.8%	4.3%	
Total(n)	61	1,364	3,399	42	757	1,842	19	607	1,557	
Mean	2.90	2.69	2.65	2.86	2.58	2.52	3.00	2.82	2.79	
Standard deviation	0.91	0.84	0.85	0.90	0.86	0.85	0.94	0.81	0.82	
Significance	-		*	-	*	*	-			
Effect size	-	0.25	0.29	-	0.33	0.40	-	0.22	0.26	
Developing a meaningful philosophy of life										
Essential	57.4%	50.6%	53.4%	59.5%	45.8%	49.6%	52.6%	56.6%	57.9%	
Very important	27.9%	32.8%	31.1%	23.8%	36.1%	32.6%	36.8%	28.8%	29.4%	
Somewhat important	8.2%	14.4%	12.5%	7.1%	15.6%	13.9%	10.5%	13.0%	10.8%	
Not important	6.6%	2.1%	2.9%	9.5%	2.5%	3.9%	0.0%	1.6%	1.9%	
Total(n)	61	1,364	3,397	42	756	1,838	19	608	1,559	
Mean	3.36	3.32	3.35	3.33	3.25	3.28	3.42	3.40	3.43	
Standard deviation	0.90	0.80	0.81	0.98	0.81	0.84	0.69	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.05	0.01	-	0.10	0.06	-	0.03	-0.01	
Helping to promote racial understanding										
Essential	31.1%	35.9%	37.5%	31.0%	27.8%	29.4%	31.6%	45.9%	47.2%	
Very important	45.9%	37.8%	37.0%	50.0%	39.4%	38.7%	36.8%	35.7%	35.1%	
Somewhat important	21.3%	22.8%	21.6%	16.7%	27.8%	26.4%	31.6%	16.4%	16.0%	
Not important	1.6%	3.6%	3.8%	2.4%	4.9%	5.5%	0.0%	2.0%	1.7%	
Total(n)	61	1,366	3,401	42	758	1,843	19	608	1,558	Social Agency
Mean	3.07	3.06	3.08	3.10	2.90	2.92	3.00	3.25	3.28	
Standard deviation	0.77	0.85	0.86	0.76	0.86	0.88	0.82	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.01	-0.01	-	0.23	0.20	-	-0.31	-0.35	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	18.0%	23.1%	30.4%	14.3%	20.1%	28.5%	26.3%	26.9%	32.6%	
Very important	16.4%	21.8%	20.9%	14.3%	19.7%	19.0%	21.1%	24.5%	23.2%	
Somewhat important	31.1%	27.0%	25.4%	31.0%	28.5%	25.7%	31.6%	25.0%	25.0%	
Not important	34.4%	28.1%	23.3%	40.5%	31.7%	26.8%	21.1%	23.6%	19.1%	
Total(n)	61	1,364	3,400	42	757	1,843	19	607	1,557	
Mean	2.18	2.40	2.58	2.02	2.28	2.49	2.53	2.55	2.69	
Standard deviation	1.10	1.12	1.15	1.07	1.11	1.16	1.12	1.12	1.12	
Significance	-		**	-		**	-			
Effect size	-	-0.20	-0.35	-	-0.23	-0.41	-	-0.02	-0.14	
Making a theoretical contribution to science										
Essential	11.5%	22.3%	19.3%	11.9%	24.1%	21.2%	10.5%	19.9%	17.0%	
Very important	29.5%	34.2%	30.4%	38.1%	36.3%	31.7%	10.5%	31.6%	28.8%	
Somewhat important	34.4%	25.3%	27.9%	31.0%	25.2%	26.0%	42.1%	25.5%	30.2%	
Not important	24.6%	18.2%	22.4%	19.0%	14.4%	21.0%	36.8%	23.0%	24.0%	
Total(n)	61	1,366	3,398	42	758	1,843	19	608	1,555	
Mean	2.28	2.60	2.47	2.43	2.70	2.53	1.95	2.48	2.39	
Standard deviation	0.97	1.02	1.04	0.94	0.99	1.05	0.97	1.05	1.03	
Significance	-	*		-			-	*		
Effect size	-	-0.31	-0.18	-	-0.27	-0.10	-	-0.50	-0.43	
Participating in a community action program										
Essential	9.8%	8.7%	10.2%	11.9%	6.5%	7.4%	5.3%	11.4%	13.6%	
Very important	23.0%	24.6%	25.3%	21.4%	21.1%	21.7%	26.3%	29.0%	29.7%	
Somewhat important	45.9%	45.5%	43.9%	47.6%	47.7%	45.8%	42.1%	42.7%	41.6%	
Not important	21.3%	21.3%	20.5%	19.0%	24.7%	25.2%	26.3%	17.0%	15.1%	
Total(n)	61	1,364	3,397	42	757	1,840	19	607	1,557	Social Agency
Mean	2.21	2.21	2.25	2.26	2.09	2.11	2.11	2.35	2.42	
Standard deviation	0.90	0.87	0.90	0.91	0.84	0.87	0.88	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	0.20	0.17	-	-0.27	-0.34	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Keeping up to date with political affairs										Social Agency
Essential	19.7%	17.9%	21.1%	21.4%	17.5%	22.1%	15.8%	18.3%	19.8%	
Very important	29.5%	40.7%	41.2%	23.8%	40.0%	40.6%	42.1%	41.5%	41.9%	
Somewhat important	45.9%	34.1%	31.1%	50.0%	35.1%	30.0%	36.8%	32.8%	32.3%	
Not important	4.9%	7.4%	6.7%	4.8%	7.4%	7.3%	5.3%	7.4%	6.0%	
Total(n)	61	1,365	3,401	42	758	1,844	19	607	1,557	
Mean	2.64	2.69	2.77	2.62	2.68	2.78	2.68	2.71	2.76	
Standard deviation	0.86	0.85	0.86	0.88	0.85	0.87	0.82	0.85	0.84	
Significance	-			-			-			
Effect size	-	-0.06	-0.15	-	-0.07	-0.18	-	-0.04	-0.10	
Becoming a community leader										Social Agency
Essential	8.2%	5.9%	6.6%	9.5%	5.9%	5.8%	5.3%	5.8%	7.6%	
Very important	18.0%	16.3%	17.9%	21.4%	14.3%	16.4%	10.5%	18.8%	19.5%	
Somewhat important	39.3%	41.7%	42.2%	35.7%	41.9%	41.5%	47.4%	41.5%	43.0%	
Not important	34.4%	36.1%	33.4%	33.3%	37.9%	36.4%	36.8%	33.9%	29.9%	
Total(n)	61	1,364	3,399	42	757	1,843	19	607	1,556	
Mean	2.00	1.92	1.98	2.07	1.88	1.92	1.84	1.96	2.05	
Standard deviation	0.93	0.87	0.88	0.97	0.86	0.87	0.83	0.87	0.89	
Significance	-			-			-			
Effect size	-	0.09	0.02	-	0.22	0.17	-	-0.14	-0.24	
Mentoring the next generation of scholars										
Essential	55.7%	49.0%	45.9%	61.9%	45.8%	42.8%	42.1%	53.1%	49.5%	
Very important	34.4%	38.1%	38.4%	26.2%	39.4%	39.3%	52.6%	36.5%	37.3%	
Somewhat important	9.8%	11.8%	14.2%	11.9%	13.5%	15.9%	5.3%	9.7%	12.1%	
Not important	0.0%	1.0%	1.6%	0.0%	1.3%	2.0%	0.0%	0.7%	1.1%	
Total(n)	61	1,366	3,403	42	758	1,844	19	608	1,559	
Mean	3.46	3.35	3.29	3.50	3.30	3.23	3.37	3.42	3.35	
Standard deviation	0.67	0.73	0.76	0.71	0.75	0.78	0.60	0.69	0.73	
Significance	-			-		*	-			
Effect size	-	0.15	0.22	-	0.27	0.35	-	-0.07	0.03	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	89.3%	84.9%	86.4%	89.5%	81.7%	84.0%	88.9%	89.0%	89.3%	
Very important	8.9%	13.0%	11.5%	10.5%	16.2%	13.7%	5.6%	8.8%	8.8%	
Somewhat important	0.0%	0.7%	0.5%	0.0%	0.8%	0.6%	0.0%	0.5%	0.4%	
Not important	1.8%	1.4%	1.5%	0.0%	1.3%	1.6%	5.6%	1.6%	1.4%	
Total(n)	56	1,269	3,123	38	715	1,710	18	554	1,413	
Mean	3.86	3.81	3.83	3.89	3.78	3.80	3.78	3.85	3.86	
Standard deviation	0.48	0.50	0.49	0.31	0.51	0.52	0.73	0.48	0.46	
Significance	-			-			-			
Effect size	-	0.10	0.06	-	0.22	0.17	-	-0.15	-0.17	
Prepare students for employment after college										
Essential	33.9%	39.0%	42.4%	34.2%	34.7%	38.1%	33.3%	44.5%	47.7%	
Very important	42.9%	42.0%	40.3%	47.4%	45.5%	42.7%	33.3%	37.4%	37.5%	
Somewhat important	17.9%	15.9%	14.4%	15.8%	16.6%	15.9%	22.2%	15.0%	12.6%	
Not important	5.4%	3.2%	2.8%	2.6%	3.2%	3.3%	11.1%	3.1%	2.3%	
Total(n)	56	1,268	3,119	38	715	1,710	18	553	1,409	
Mean	3.05	3.17	3.22	3.13	3.12	3.16	2.89	3.23	3.31	
Standard deviation	0.86	0.80	0.79	0.78	0.79	0.80	1.02	0.82	0.77	
Significance	-			-			-		*	
Effect size	-	-0.15	-0.22	-	0.01	-0.04	-	-0.41	-0.55	
Prepare students for graduate or advanced education										
Essential	32.1%	29.0%	31.3%	36.8%	26.6%	28.5%	22.2%	31.9%	34.8%	
Very important	46.4%	49.6%	48.6%	42.1%	51.1%	50.2%	55.6%	47.8%	46.8%	
Somewhat important	19.6%	19.5%	17.6%	21.1%	20.5%	18.7%	16.7%	18.2%	16.3%	
Not important	1.8%	1.9%	2.4%	0.0%	1.8%	2.6%	5.6%	2.0%	2.1%	
Total(n)	56	1,267	3,113	38	713	1,706	18	554	1,407	
Mean	3.09	3.06	3.09	3.16	3.03	3.05	2.94	3.10	3.14	
Standard deviation	0.77	0.75	0.76	0.75	0.74	0.76	0.80	0.76	0.76	
Significance	-			-			-			
Effect size	-	0.04	0.00	-	0.18	0.14	-	-0.21	-0.26	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	33.9%	30.4%	37.4%	28.9%	27.0%	33.1%	44.4%	34.7%	42.8%	
Very important	42.9%	39.8%	37.0%	42.1%	42.3%	39.1%	44.4%	36.6%	34.3%	
Somewhat important	17.9%	24.7%	20.8%	23.7%	25.5%	22.6%	5.6%	23.6%	18.5%	
Not important	5.4%	5.1%	4.8%	5.3%	5.2%	5.2%	5.6%	5.1%	4.4%	
Total(n)	56	1,268	3,117	38	714	1,709	18	554	1,408	
Mean	3.05	2.95	3.07	2.95	2.91	3.00	3.28	3.01	3.15	
Standard deviation	0.86	0.87	0.88	0.87	0.85	0.87	0.83	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.11	-0.02	-	0.05	-0.06	-	0.30	0.15	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	21.4%	17.0%	21.7%	13.2%	13.3%	16.9%	38.9%	21.7%	27.5%	
Very important	30.4%	35.9%	35.9%	36.8%	34.9%	34.2%	16.7%	37.2%	38.0%	
Somewhat important	35.7%	36.2%	33.7%	36.8%	39.6%	38.3%	33.3%	31.9%	28.1%	
Not important	12.5%	10.9%	8.7%	13.2%	12.2%	10.7%	11.1%	9.2%	6.3%	
Total(n)	56	1,267	3,114	38	713	1,709	18	554	1,405	
Mean	2.61	2.59	2.71	2.50	2.49	2.57	2.83	2.71	2.87	
Standard deviation	0.97	0.89	0.90	0.89	0.87	0.89	1.10	0.91	0.89	
Significance	-			-			-			
Effect size	-	0.02	-0.11	-	0.01	-0.08	-	0.13	-0.04	
Teach students the classic works of Western civilization										
Essential	10.7%	7.0%	8.8%	15.8%	7.7%	9.3%	0.0%	6.0%	8.3%	
Very important	19.6%	20.3%	21.2%	21.1%	21.4%	20.7%	16.7%	19.0%	22.0%	
Somewhat important	35.7%	43.2%	41.4%	31.6%	42.2%	40.5%	44.4%	44.4%	42.4%	
Not important	33.9%	29.6%	28.6%	31.6%	28.7%	29.5%	38.9%	30.7%	27.4%	
Total(n)	56	1,265	3,106	38	711	1,703	18	554	1,403	
Mean	2.07	2.05	2.10	2.21	2.08	2.10	1.78	2.00	2.11	
Standard deviation	0.99	0.88	0.92	1.07	0.90	0.93	0.73	0.86	0.90	
Significance	-			-			-			
Effect size	-	0.02	-0.03	-	0.14	0.12	-	-0.26	-0.37	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	26.8%	25.7%	31.6%	26.3%	22.3%	27.7%	27.8%	29.9%	36.3%	
Very important	44.6%	41.4%	39.4%	44.7%	40.6%	38.9%	44.4%	42.3%	40.0%	
Somewhat important	21.4%	26.1%	22.9%	21.1%	29.9%	26.4%	22.2%	21.3%	18.6%	
Not important	7.1%	6.9%	6.1%	7.9%	7.2%	7.1%	5.6%	6.5%	5.0%	
Total(n)	56	1,267	3,113	38	712	1,707	18	555	1,406	
Mean	2.91	2.86	2.96	2.89	2.78	2.87	2.94	2.96	3.08	
Standard deviation	0.88	0.88	0.89	0.89	0.87	0.90	0.87	0.88	0.86	
Significance	-			-			-			
Effect size	-	0.06	-0.06	-	0.13	0.02	-	-0.02	-0.16	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	39.3%	30.3%	35.6%	39.5%	25.6%	30.1%	38.9%	36.3%	42.3%	
Very important	30.4%	39.8%	38.2%	28.9%	39.2%	38.3%	33.3%	40.6%	38.1%	
Somewhat important	19.6%	23.7%	20.4%	18.4%	27.3%	23.9%	22.2%	19.0%	16.1%	
Not important	10.7%	6.2%	5.8%	13.2%	7.8%	7.7%	5.6%	4.2%	3.5%	
Total(n)	56	1,268	3,114	38	714	1,709	18	554	1,405	
Mean	2.98	2.94	3.04	2.95	2.83	2.91	3.06	3.09	3.19	
Standard deviation	1.02	0.89	0.89	1.06	0.90	0.92	0.94	0.84	0.83	
Significance	-			-			-			
Effect size	-	0.04	-0.07	-	0.13	0.04	-	-0.04	-0.16	
Instill in students a commitment to community service										Civic Minded Values
Essential	19.6%	17.6%	20.7%	18.4%	12.8%	15.8%	22.2%	23.9%	26.6%	
Very important	41.1%	36.9%	37.6%	42.1%	34.1%	34.4%	38.9%	40.5%	41.5%	
Somewhat important	28.6%	34.0%	30.7%	26.3%	39.5%	35.6%	33.3%	26.9%	24.7%	
Not important	10.7%	11.5%	11.0%	13.2%	13.6%	14.2%	5.6%	8.7%	7.2%	
Total(n)	56	1,265	3,110	38	712	1,705	18	553	1,405	
Mean	2.70	2.61	2.68	2.66	2.46	2.52	2.78	2.80	2.88	
Standard deviation	0.91	0.91	0.92	0.94	0.88	0.92	0.88	0.90	0.89	
Significance	-			-			-			
Effect size	-	0.10	0.02	-	0.23	0.15	-	-0.02	-0.11	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	46.4%	37.6%	39.9%	47.4%	26.9%	28.3%	44.4%	51.6%	54.0%	
Very important	21.4%	35.3%	34.6%	23.7%	38.6%	37.0%	16.7%	30.9%	31.7%	
Somewhat important	30.4%	21.3%	19.6%	28.9%	26.9%	26.4%	33.3%	14.0%	11.3%	
Not important	1.8%	5.8%	5.9%	0.0%	7.7%	8.3%	5.6%	3.5%	3.0%	
Total(n)	56	1,265	3,104	38	715	1,705	18	550	1,399	
Mean	3.13	3.05	3.09	3.18	2.85	2.85	3.00	3.31	3.37	
Standard deviation	0.92	0.91	0.91	0.87	0.91	0.93	1.03	0.84	0.80	
Significance	-			-	*	*	-			
Effect size	-	0.09	0.04	-	0.36	0.35	-	-0.37	-0.46	
Help master knowledge in a discipline										
Essential	53.6%	58.5%	57.7%	60.5%	55.6%	54.5%	38.9%	62.3%	61.6%	
Very important	35.7%	34.2%	35.5%	31.6%	37.5%	38.7%	44.4%	29.8%	31.6%	
Somewhat important	8.9%	5.8%	5.1%	7.9%	5.3%	5.0%	11.1%	6.4%	5.3%	
Not important	1.8%	1.6%	1.6%	0.0%	1.5%	1.8%	5.6%	1.6%	1.5%	
Total(n)	56	1,265	3,105	38	714	1,705	18	551	1,400	
Mean	3.41	3.50	3.49	3.53	3.47	3.46	3.17	3.53	3.53	
Standard deviation	0.73	0.68	0.67	0.65	0.67	0.67	0.86	0.69	0.67	
Significance	-			-			-	*	*	
Effect size	-	-0.13	-0.12	-	0.09	0.10	-	-0.52	-0.54	
Develop creative capacities										
Essential	42.9%	39.9%	40.1%	44.7%	40.4%	39.6%	38.9%	39.1%	40.7%	
Very important	42.9%	43.4%	43.1%	42.1%	43.1%	44.0%	44.4%	43.8%	41.9%	
Somewhat important	12.5%	14.4%	14.3%	13.2%	14.3%	13.6%	11.1%	14.5%	15.0%	
Not important	1.8%	2.3%	2.6%	0.0%	2.1%	2.8%	5.6%	2.5%	2.4%	
Total(n)	56	1,262	3,100	38	712	1,703	18	550	1,397	
Mean	3.27	3.21	3.21	3.32	3.22	3.20	3.17	3.19	3.21	
Standard deviation	0.75	0.77	0.78	0.70	0.76	0.78	0.86	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.13	0.15	-	-0.03	-0.05	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	19.6%	18.9%	21.2%	18.4%	16.6%	17.4%	22.2%	21.8%	25.9%	
Very important	41.1%	38.5%	39.1%	44.7%	39.3%	38.7%	33.3%	37.5%	39.5%	
Somewhat important	30.4%	33.4%	30.3%	28.9%	34.0%	32.9%	33.3%	32.7%	27.2%	
Not important	8.9%	9.2%	9.4%	7.9%	10.1%	11.0%	11.1%	8.0%	7.4%	
Total(n)	56	1,262	3,095	38	712	1,700	18	550	1,395	
Mean	2.71	2.67	2.72	2.74	2.62	2.62	2.67	2.73	2.84	
Standard deviation	0.89	0.88	0.90	0.86	0.88	0.90	0.97	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.05	-0.01	-	0.14	0.13	-	-0.07	-0.19	
Promote ability to write effectively										
Essential	58.9%	57.4%	59.7%	57.9%	49.4%	52.9%	61.1%	67.6%	68.0%	
Very important	35.7%	34.7%	33.1%	42.1%	41.6%	38.1%	22.2%	25.8%	27.0%	
Somewhat important	1.8%	6.0%	5.1%	0.0%	7.1%	6.6%	5.6%	4.5%	3.1%	
Not important	3.6%	1.9%	2.1%	0.0%	1.8%	2.3%	11.1%	2.0%	1.8%	
Total(n)	56	1,264	3,103	38	714	1,704	18	550	1,399	
Mean	3.50	3.48	3.50	3.58	3.39	3.42	3.33	3.59	3.61	
Standard deviation	0.71	0.70	0.69	0.50	0.70	0.72	1.03	0.67	0.64	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.27	0.22	-	-0.39	-0.44	
Help students evaluate the quality and reliability of information										
Essential	82.1%	65.9%	65.3%	81.6%	60.7%	60.3%	83.3%	72.7%	71.5%	
Very important	14.3%	29.7%	30.2%	15.8%	34.5%	34.7%	11.1%	23.5%	24.7%	
Somewhat important	1.8%	2.7%	2.7%	2.6%	3.1%	3.0%	0.0%	2.2%	2.3%	
Not important	1.8%	1.7%	1.8%	0.0%	1.7%	2.0%	5.6%	1.6%	1.5%	
Total(n)	56	1,262	3,102	38	713	1,704	18	549	1,398	
Mean	3.77	3.60	3.59	3.79	3.54	3.53	3.72	3.67	3.66	
Standard deviation	0.57	0.63	0.63	0.47	0.64	0.65	0.75	0.60	0.60	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.27	0.29	-	0.39	0.40	-	0.08	0.10	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	37.5%	30.1%	33.5%	31.6%	24.4%	27.8%	50.0%	37.5%	40.5%	
Very important	30.4%	36.8%	36.8%	42.1%	39.0%	38.0%	5.6%	33.8%	35.3%	
Somewhat important	26.8%	25.1%	22.3%	21.1%	27.2%	25.0%	38.9%	22.4%	19.1%	
Not important	5.4%	8.0%	7.4%	5.3%	9.3%	9.3%	5.6%	6.4%	5.1%	
Total(n)	56	1,262	3,102	38	712	1,703	18	550	1,399	
Mean	3.00	2.89	2.96	3.00	2.79	2.84	3.00	3.02	3.11	
Standard deviation	0.93	0.93	0.92	0.87	0.92	0.93	1.08	0.92	0.89	
Significance	-			-			-			
Effect size	-	0.12	0.04	-	0.23	0.17	-	-0.02	-0.12	
Teach students tolerance and respect for different beliefs										
Essential	50.0%	45.2%	50.1%	47.4%	34.2%	39.1%	55.6%	59.5%	63.5%	
Very important	32.1%	35.3%	32.8%	31.6%	40.3%	37.2%	33.3%	28.9%	27.4%	
Somewhat important	14.3%	14.4%	12.6%	18.4%	18.8%	17.6%	5.6%	8.7%	6.5%	
Not important	3.6%	5.1%	4.5%	2.6%	6.7%	6.1%	5.6%	2.9%	2.5%	
Total(n)	56	1,263	3,101	38	713	1,702	18	550	1,399	
Mean	3.29	3.21	3.29	3.24	3.02	3.09	3.39	3.45	3.52	
Standard deviation	0.85	0.87	0.85	0.85	0.89	0.90	0.85	0.77	0.73	
Significance	-			-			-			
Effect size	-	0.09	0.00	-	0.25	0.17	-	-0.08	-0.18	
Encourage students to become agents of social change										
Essential	21.4%	22.4%	26.9%	21.1%	13.9%	17.8%	22.2%	33.5%	37.9%	
Very important	35.7%	30.9%	31.5%	39.5%	29.1%	29.2%	27.8%	33.3%	34.2%	
Somewhat important	30.4%	31.2%	28.6%	26.3%	37.1%	34.8%	38.9%	23.5%	21.0%	
Not important	12.5%	15.5%	13.1%	13.2%	19.8%	18.2%	11.1%	9.8%	6.9%	
Total(n)	56	1,261	3,099	38	711	1,700	18	550	1,399	
Mean	2.66	2.60	2.72	2.68	2.37	2.47	2.61	2.90	3.03	
Standard deviation	0.96	1.00	1.00	0.96	0.95	0.98	0.98	0.98	0.93	
Significance	-			-			-			
Effect size	-	0.06	-0.06	-	0.33	0.21	-	-0.30	-0.45	Civic Minded Values

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	23.0%	14.2%	11.6%	28.6%	15.7%	12.8%	10.5%	12.3%	10.1%	
1-4	41.0%	41.9%	38.8%	40.5%	41.0%	39.5%	42.1%	42.9%	37.9%	
5-8	29.5%	29.6%	31.4%	26.2%	31.8%	31.9%	36.8%	26.8%	30.9%	
9-12	3.3%	8.9%	11.8%	0.0%	6.5%	10.2%	10.5%	11.8%	13.8%	
13-16	1.6%	2.5%	2.7%	2.4%	2.1%	2.6%	0.0%	3.0%	2.9%	
17-20	0.0%	1.6%	1.7%	0.0%	1.7%	1.4%	0.0%	1.5%	1.9%	
21-34	1.6%	1.2%	1.4%	2.4%	0.8%	1.0%	0.0%	1.6%	2.0%	
35-44	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.0%	0.3%	
45+	0.0%	0.1%	0.3%	0.0%	0.3%	0.3%	0.0%	0.0%	0.3%	
Total(n)	61	1,366	3,393	42	758	1,838	19	608	1,555	
Mean	2.26	2.54	2.69	2.17	2.49	2.62	2.47	2.61	2.78	
Standard deviation	1.08	1.17	1.24	1.17	1.16	1.20	0.84	1.19	1.28	
Significance	-		**	-		*	-			
Effect size	-	-0.24	-0.35	-	-0.28	-0.38	-	-0.12	-0.24	
Preparing for teaching (including reading student papers and grading)										
None	16.4%	12.2%	9.8%	21.4%	13.8%	11.2%	5.3%	10.2%	8.2%	
1-4	34.4%	26.3%	22.9%	40.5%	29.0%	25.3%	21.1%	22.9%	20.1%	
5-8	8.2%	27.3%	27.8%	9.5%	28.2%	29.1%	5.3%	26.2%	26.3%	
9-12	21.3%	18.7%	19.2%	16.7%	16.1%	17.8%	31.6%	21.9%	20.8%	
13-16	6.6%	8.1%	9.7%	2.4%	7.1%	8.4%	15.8%	9.4%	11.2%	
17-20	6.6%	3.9%	5.8%	2.4%	2.6%	4.6%	15.8%	5.4%	7.3%	
21-34	3.3%	2.6%	2.9%	4.8%	2.4%	2.5%	0.0%	3.0%	3.4%	
35-44	1.6%	0.5%	1.1%	0.0%	0.3%	0.7%	5.3%	0.8%	1.6%	
45+	1.6%	0.4%	0.6%	2.4%	0.5%	0.3%	0.0%	0.2%	1.0%	
Total(n)	61	1,363	3,390	42	756	1,836	19	607	1,554	
Mean	3.18	3.11	3.35	2.79	2.96	3.16	4.05	3.31	3.56	
Standard deviation	1.90	1.51	1.61	1.84	1.47	1.52	1.78	1.54	1.69	
Significance	-			-			-	*		
Effect size	-	0.05	-0.11	-	-0.12	-0.24	-	0.48	0.29	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	4.9%	6.4%	6.7%	7.1%	7.3%	7.7%	0.0%	5.4%	5.5%	
1-4	49.2%	51.1%	51.4%	59.5%	53.4%	52.2%	26.3%	48.2%	50.4%	
5-8	23.0%	27.9%	26.9%	19.0%	27.1%	27.1%	31.6%	28.9%	26.8%	
9-12	16.4%	10.0%	9.5%	9.5%	7.9%	8.2%	31.6%	12.5%	11.2%	
13-16	3.3%	2.4%	3.1%	2.4%	2.1%	2.7%	5.3%	2.8%	3.6%	
17-20	3.3%	1.5%	1.5%	2.4%	1.5%	1.4%	5.3%	1.5%	1.7%	
21-34	0.0%	0.5%	0.5%	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	
35-44	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	
45+	0.0%	0.2%	0.1%	0.0%	0.4%	0.3%	0.0%	0.0%	0.0%	
Total(n)	61	1,365	3,396	42	757	1,839	19	608	1,557	
Mean	2.74	2.59	2.59	2.48	2.53	2.54	3.32	2.66	2.66	
Standard deviation	1.11	1.04	1.07	1.02	1.05	1.06	1.11	1.03	1.08	
Significance	-			-			-	**	**	
Effect size	-	0.14	0.14	-	-0.05	-0.06	-	0.64	0.61	
Committee work and meetings										
None	1.6%	5.8%	10.1%	2.4%	5.4%	10.5%	0.0%	6.3%	9.5%	
1-4	50.8%	42.1%	41.6%	52.4%	43.8%	43.3%	47.4%	39.9%	39.7%	
5-8	18.0%	29.0%	27.3%	16.7%	28.9%	25.8%	21.1%	29.2%	29.0%	
9-12	18.0%	14.2%	12.6%	16.7%	14.2%	12.4%	21.1%	14.2%	12.8%	
13-16	4.9%	5.0%	4.9%	4.8%	4.4%	4.8%	5.3%	5.8%	5.0%	
17-20	6.6%	2.9%	2.5%	7.1%	2.1%	2.0%	5.3%	3.8%	3.0%	
21-34	0.0%	0.9%	0.9%	0.0%	0.9%	0.9%	0.0%	0.8%	0.8%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.2%	0.1%	
Total(n)	61	1,365	3,395	42	758	1,840	19	607	1,555	
Mean	2.93	2.84	2.73	2.90	2.80	2.69	3.00	2.89	2.78	
Standard deviation	1.25	1.20	1.23	1.28	1.16	1.22	1.20	1.24	1.24	
Significance	-			-			-			
Effect size	-	0.08	0.16	-	0.09	0.17	-	0.09	0.18	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	19.7%	18.2%	21.8%	21.4%	17.8%	22.5%	15.8%	18.6%	21.0%	
1-4	19.7%	34.7%	33.4%	19.0%	35.3%	33.4%	21.1%	33.9%	33.4%	
5-8	8.2%	17.5%	16.3%	7.1%	18.6%	16.2%	10.5%	16.1%	16.4%	
9-12	14.8%	10.1%	9.5%	11.9%	8.1%	8.3%	21.1%	12.7%	10.8%	
13-16	8.2%	6.2%	6.1%	4.8%	6.7%	6.3%	15.8%	5.6%	5.9%	
17-20	9.8%	5.4%	5.4%	14.3%	5.9%	5.3%	0.0%	4.8%	5.5%	
21-34	11.5%	5.0%	4.9%	9.5%	4.6%	5.1%	15.8%	5.4%	4.6%	
35-44	3.3%	1.5%	1.6%	4.8%	1.3%	1.8%	0.0%	1.6%	1.3%	
45+	4.9%	1.4%	1.0%	7.1%	1.6%	1.0%	0.0%	1.2%	1.1%	
Total(n)	61	1,364	3,391	42	757	1,836	19	607	1,555	
Mean	3.93	3.03	2.95	4.07	3.03	2.94	3.63	3.04	2.95	
Standard deviation	2.45	1.89	1.89	2.64	1.90	1.92	2.01	1.89	1.86	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.48	0.52	-	0.55	0.59	-	0.31	0.37	
Research and scholarly writing										
None	9.8%	6.7%	10.6%	9.5%	5.8%	9.9%	10.5%	7.9%	11.3%	
1-4	31.1%	22.2%	26.7%	31.0%	19.0%	22.7%	31.6%	26.1%	31.5%	
5-8	18.0%	17.2%	17.5%	21.4%	16.0%	17.0%	10.5%	18.8%	18.1%	
9-12	21.3%	14.9%	14.5%	16.7%	14.1%	15.0%	31.6%	15.9%	14.0%	
13-16	3.3%	8.9%	7.4%	2.4%	9.2%	7.6%	5.3%	8.4%	7.1%	
17-20	3.3%	9.7%	7.9%	4.8%	10.2%	9.1%	0.0%	9.1%	6.5%	
21-34	6.6%	10.3%	7.7%	7.1%	13.2%	9.6%	5.3%	6.6%	5.4%	
35-44	4.9%	6.7%	4.8%	7.1%	8.0%	5.6%	0.0%	5.0%	4.0%	
45+	1.6%	3.4%	2.9%	0.0%	4.5%	3.4%	5.3%	2.1%	2.3%	
Total(n)	61	1,363	3,382	42	758	1,837	19	605	1,545	
Mean	3.48	4.21	3.77	3.50	4.52	4.02	3.42	3.82	3.49	
Standard deviation	2.01	2.23	2.17	2.04	2.30	2.24	2.01	2.07	2.05	
Significance	-	*		-	**		-			
Effect size	-	-0.33	-0.13	-	-0.44	-0.23	-	-0.19	-0.03	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	52.5%	60.9%	58.7%	52.4%	58.6%	57.1%	52.6%	63.6%	60.7%	
1-4	32.8%	25.2%	25.9%	33.3%	25.8%	26.2%	31.6%	24.5%	25.5%	
5-8	11.5%	7.8%	8.8%	11.9%	8.3%	9.3%	10.5%	7.3%	8.2%	
9-12	1.6%	3.0%	3.3%	2.4%	3.7%	3.7%	0.0%	2.1%	2.7%	
13-16	0.0%	1.1%	1.2%	0.0%	1.7%	1.6%	0.0%	0.3%	0.7%	
17-20	0.0%	0.4%	0.7%	0.0%	0.3%	0.8%	0.0%	0.5%	0.7%	
21-34	1.6%	0.8%	0.7%	0.0%	0.8%	0.6%	5.3%	0.8%	0.8%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	
45+	0.0%	0.7%	0.5%	0.0%	0.7%	0.5%	0.0%	0.7%	0.5%	
Total(n)	61	1,354	3,367	42	749	1,821	19	605	1,546	
Mean	1.70	1.67	1.71	1.64	1.73	1.75	1.84	1.61	1.67	
Standard deviation	1.02	1.20	1.19	0.79	1.23	1.21	1.42	1.16	1.18	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	-0.07	-0.09	-	0.20	0.14	
Consultation with clients/patients										
None	67.2%	70.1%	68.6%	66.7%	69.9%	69.7%	68.4%	70.2%	67.3%	
1-4	16.4%	17.2%	17.7%	16.7%	17.4%	17.9%	15.8%	16.9%	17.4%	
5-8	6.6%	5.9%	6.7%	9.5%	6.2%	5.8%	0.0%	5.6%	7.8%	
9-12	3.3%	2.6%	2.8%	2.4%	2.5%	2.5%	5.3%	2.6%	3.2%	
13-16	1.6%	1.1%	1.2%	0.0%	1.1%	1.1%	5.3%	1.2%	1.4%	
17-20	1.6%	1.2%	0.9%	2.4%	1.1%	0.7%	0.0%	1.3%	1.1%	
21-34	3.3%	1.1%	1.2%	2.4%	0.8%	1.2%	5.3%	1.5%	1.1%	
35-44	0.0%	0.4%	0.5%	0.0%	0.5%	0.7%	0.0%	0.3%	0.2%	
45+	0.0%	0.4%	0.5%	0.0%	0.5%	0.4%	0.0%	0.3%	0.6%	
Total(n)	61	1,363	3,383	42	755	1,832	19	608	1,551	
Mean	1.74	1.60	1.63	1.69	1.60	1.61	1.84	1.61	1.66	
Standard deviation	1.44	1.28	1.30	1.33	1.27	1.30	1.68	1.30	1.30	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	0.07	0.06	-	0.18	0.14	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	41.0%	36.3%	35.0%	42.9%	39.2%	38.4%	36.8%	32.7%	31.1%	Civic Minded Practice
1-4	49.2%	50.5%	48.5%	50.0%	48.3%	45.4%	47.4%	53.3%	52.2%	
5-8	4.9%	9.6%	11.2%	4.8%	8.5%	10.7%	5.3%	11.0%	11.8%	
9-12	0.0%	2.1%	2.7%	0.0%	2.1%	2.6%	0.0%	2.0%	2.8%	
13-16	0.0%	0.8%	1.0%	0.0%	1.1%	1.3%	0.0%	0.5%	0.7%	
17-20	3.3%	0.4%	0.8%	2.4%	0.7%	0.8%	5.3%	0.2%	0.8%	
21-34	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.2%	0.3%	
35-44	1.6%	0.1%	0.1%	0.0%	0.0%	0.2%	5.3%	0.2%	0.1%	
45+	0.0%	0.1%	0.2%	0.0%	0.1%	0.3%	0.0%	0.0%	0.1%	
Total(n)	61	1,364	3,389	42	756	1,835	19	608	1,554	
Mean	1.87	1.83	1.92	1.71	1.81	1.90	2.21	1.86	1.95	
Standard deviation	1.26	0.87	1.02	0.89	0.91	1.07	1.81	0.82	0.96	
Significance	-			-			-			
Effect size	-	0.05	-0.05	-	-0.11	-0.18	-	0.43	0.27	
Outside consulting/freelance work										
None	75.4%	65.2%	61.7%	73.8%	64.7%	59.3%	78.9%	65.8%	64.5%	
1-4	21.3%	26.4%	26.9%	21.4%	25.3%	27.3%	21.1%	27.6%	26.5%	
5-8	1.6%	6.2%	7.1%	2.4%	7.4%	8.6%	0.0%	4.6%	5.2%	
9-12	0.0%	1.2%	2.3%	0.0%	1.5%	2.9%	0.0%	1.0%	1.5%	
13-16	0.0%	0.3%	0.6%	0.0%	0.3%	0.6%	0.0%	0.3%	0.5%	
17-20	1.6%	0.4%	0.6%	2.4%	0.7%	0.7%	0.0%	0.2%	0.6%	
21-34	0.0%	0.1%	0.4%	0.0%	0.0%	0.2%	0.0%	0.3%	0.7%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	
45+	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.2%	0.3%	
Total(n)	61	1,362	3,385	42	754	1,832	19	608	1,553	
Mean	1.33	1.48	1.59	1.38	1.50	1.63	1.21	1.45	1.54	
Standard deviation	0.77	0.83	1.02	0.88	0.84	1.02	0.42	0.81	1.03	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.25	-	-0.14	-0.25	-	-0.30	-0.32	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	13.1%	10.4%	10.5%	16.7%	14.7%	14.5%	5.3%	5.1%	5.7%	
1-4	14.8%	18.3%	18.6%	16.7%	18.7%	19.0%	10.5%	17.8%	18.1%	
5-8	34.4%	24.1%	24.7%	33.3%	25.7%	26.0%	36.8%	22.1%	23.1%	
9-12	18.0%	17.9%	16.3%	14.3%	18.6%	17.3%	26.3%	17.0%	15.2%	
13-16	8.2%	9.3%	8.8%	7.1%	8.4%	8.0%	10.5%	10.4%	9.7%	
17-20	8.2%	6.9%	7.8%	9.5%	5.6%	6.7%	5.3%	8.6%	9.1%	
21-34	0.0%	5.3%	6.0%	0.0%	4.4%	4.8%	0.0%	6.4%	7.4%	
35-44	0.0%	3.9%	3.1%	0.0%	1.6%	1.5%	0.0%	6.8%	5.0%	
45+	3.3%	3.9%	4.2%	2.4%	2.4%	2.2%	5.3%	5.8%	6.6%	
Total(n)	61	1,360	3,380	42	754	1,829	19	606	1,551	
Mean	3.38	3.82	3.82	3.21	3.44	3.45	3.74	4.30	4.26	
Standard deviation	1.73	2.08	2.10	1.73	1.89	1.90	1.73	2.21	2.23	
Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.12	-0.13	-	-0.25	-0.23	
Communting to campus										
None	8.2%	5.7%	6.9%	7.1%	4.0%	6.1%	10.5%	7.9%	7.7%	
1-4	80.3%	63.3%	55.4%	81.0%	64.2%	57.6%	78.9%	62.2%	52.8%	
5-8	9.8%	22.6%	25.1%	9.5%	23.7%	25.2%	10.5%	21.1%	25.1%	
9-12	0.0%	7.1%	10.2%	0.0%	6.4%	8.8%	0.0%	7.9%	11.9%	
13-16	0.0%	0.8%	1.4%	0.0%	1.1%	1.3%	0.0%	0.5%	1.4%	
17-20	1.6%	0.2%	0.6%	2.4%	0.4%	0.6%	0.0%	0.0%	0.6%	
21-34	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	
45+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	
Total(n)	61	1,360	3,384	42	754	1,833	19	606	1,551	
Mean	2.08	2.36	2.48	2.12	2.39	2.46	2.00	2.33	2.50	
Standard deviation	0.67	0.82	0.95	0.74	0.82	0.93	0.47	0.82	0.97	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	-0.34	-0.42	-	-0.33	-0.37	-	-0.40	-0.52	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	86.9%	88.8%	83.4%	88.1%	89.0%	82.7%	84.2%	88.6%	84.3%	
1-4	9.8%	5.6%	6.7%	11.9%	6.0%	7.2%	5.3%	5.3%	6.0%	
5-8	1.6%	2.0%	2.9%	0.0%	2.0%	3.0%	5.3%	2.0%	2.8%	
9-12	0.0%	0.7%	1.1%	0.0%	0.7%	1.3%	0.0%	0.8%	1.0%	
13-16	0.0%	0.4%	0.6%	0.0%	0.5%	0.6%	0.0%	0.2%	0.5%	
17-20	0.0%	0.5%	0.7%	0.0%	0.4%	0.7%	0.0%	0.7%	0.7%	
21-34	1.6%	0.4%	0.6%	0.0%	0.4%	0.7%	5.3%	0.5%	0.5%	
35-44	0.0%	0.7%	1.7%	0.0%	0.3%	1.5%	0.0%	1.3%	1.9%	
45+	0.0%	0.7%	2.3%	0.0%	0.8%	2.4%	0.0%	0.7%	2.3%	
Total(n)	61	1,363	3,381	42	756	1,829	19	607	1,552	
Mean	1.23	1.29	1.56	1.12	1.27	1.56	1.47	1.33	1.55	
Standard deviation	0.84	1.14	1.67	0.33	1.05	1.66	1.43	1.24	1.68	
Significance	-			-			-			
Effect size	-	-0.05	-0.20	-	-0.14	-0.27	-	0.11	-0.05	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	14.8%	28.9%	24.9%	16.7%	25.9%	20.7%	10.5%	32.5%	29.9%	
No	85.2%	71.1%	75.1%	83.3%	74.1%	79.3%	89.5%	67.5%	70.1%	
Total(n)	61	1,369	3,406	42	760	1,845	19	609	1,561	
Are you a U.S. citizen?										
Yes	93.4%	93.5%	94.6%	90.5%	92.2%	93.7%	100.0%	95.1%	95.7%	
No	6.6%	6.5%	5.4%	9.5%	7.8%	6.3%	0.0%	4.9%	4.3%	
Total(n)	61	1,370	3,406	42	761	1,847	19	609	1,559	
Do you plan to retire within the next three years?										
Yes	9.8%	14.4%	13.5%	9.5%	16.2%	14.6%	10.5%	12.2%	12.1%	
No	90.2%	85.6%	86.5%	90.5%	83.8%	85.4%	89.5%	87.8%	87.9%	
Total(n)	61	1,368	3,404	42	759	1,844	19	609	1,560	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	62.3%	51.9%	50.2%	64.3%	48.3%	44.0%	57.9%	56.5%	57.5%	
No	37.7%	48.1%	49.8%	35.7%	51.7%	56.0%	42.1%	43.5%	42.5%	
Total(n)	61	1,367	3,403	42	758	1,844	19	609	1,559	
Have you been sexually harassed at this institution?										
Yes	0.0%	5.6%	5.4%	0.0%	2.6%	2.6%	0.0%	9.4%	8.7%	
No	100.0%	94.4%	94.6%	100.0%	97.4%	97.4%	100.0%	90.6%	91.3%	
Total(n)	61	1,368	3,404	42	760	1,846	19	608	1,558	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	8.2%	9.7%	11.7%	9.5%	4.1%	4.6%	5.3%	16.7%	20.1%	
No	91.8%	90.3%	88.3%	90.5%	95.9%	95.4%	94.7%	83.3%	79.9%	
Total(n)	61	1,370	3,408	42	761	1,847	19	609	1,561	
Have you ever received an award for outstanding teaching?										
Yes	55.7%	45.6%	43.6%	57.1%	48.0%	45.2%	52.6%	42.7%	41.7%	
No	44.3%	54.4%	56.4%	42.9%	52.0%	54.8%	47.4%	57.3%	58.3%	
Total(n)	61	1,370	3,407	42	761	1,847	19	609	1,560	
Is (or was) your spouse/partner an academic?										
Yes	39.3%	32.6%	29.2%	35.7%	31.0%	28.8%	47.4%	34.7%	29.7%	
No	60.7%	67.4%	70.8%	64.3%	69.0%	71.2%	52.6%	65.3%	70.3%	
Total(n)	61	1,361	3,383	42	758	1,835	19	603	1,548	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered early retirement?										
Yes	26.2%	22.7%	22.1%	31.0%	21.4%	21.1%	15.8%	24.2%	23.2%	
No	73.8%	77.3%	77.9%	69.0%	78.6%	78.9%	84.2%	75.8%	76.8%	
Total(n)	61	1,368	3,405	42	760	1,846	19	608	1,559	
Considered leaving academe for another job?										
Yes	45.9%	30.2%	30.5%	47.6%	27.7%	28.4%	42.1%	33.4%	33.1%	
No	54.1%	69.8%	69.5%	52.4%	72.3%	71.6%	57.9%	66.6%	66.9%	
Total(n)	61	1,369	3,405	42	761	1,847	19	608	1,558	
Considered leaving this institution for another?										
Yes	60.7%	52.0%	47.6%	61.9%	50.0%	46.2%	57.9%	54.4%	49.2%	
No	39.3%	48.0%	52.4%	38.1%	50.0%	53.8%	42.1%	45.6%	50.8%	
Total(n)	61	1,368	3,405	42	760	1,846	19	608	1,559	
Changed academic institutions?										
Yes	6.6%	10.4%	11.8%	7.1%	11.4%	12.4%	5.3%	9.0%	11.0%	
No	93.4%	89.6%	88.2%	92.9%	88.6%	87.6%	94.7%	91.0%	89.0%	
Total(n)	61	1,368	3,404	42	760	1,846	19	608	1,558	
Engaged in paid consulting outside of your institution?										
Yes	42.6%	50.5%	51.4%	45.2%	53.2%	54.4%	36.8%	47.0%	47.9%	
No	57.4%	49.5%	48.6%	54.8%	46.8%	45.6%	63.2%	53.0%	52.1%	
Total(n)	61	1,369	3,405	42	761	1,846	19	608	1,559	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	67.2%	71.4%	71.3%	61.9%	68.3%	68.9%	78.9%	75.3%	74.2%	
No	32.8%	28.6%	28.7%	38.1%	31.7%	31.1%	21.1%	24.7%	25.8%	
Total(n)	61	1,368	3,404	42	760	1,845	19	608	1,559	
Received at least one firm job offer?										
Yes	29.5%	27.3%	30.1%	33.3%	27.4%	29.6%	21.1%	27.3%	30.7%	
No	70.5%	72.7%	69.9%	66.7%	72.6%	70.4%	78.9%	72.7%	69.3%	
Total(n)	61	1,368	3,402	42	760	1,844	19	608	1,558	
Requested/sought an early promotion?										
Yes	8.2%	8.9%	8.5%	9.5%	9.2%	8.6%	5.3%	8.6%	8.4%	
No	91.8%	91.1%	91.5%	90.5%	90.8%	91.4%	94.7%	91.4%	91.6%	
Total(n)	61	1,369	3,405	42	761	1,846	19	608	1,559	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	23.0%	35.1%	40.4%	21.4%	34.8%	41.0%	26.3%	35.4%	39.6%	
Probably yes	26.2%	34.6%	33.4%	26.2%	35.9%	33.8%	26.3%	32.9%	32.9%	
Not sure	32.8%	17.1%	14.6%	31.0%	15.6%	13.2%	36.8%	18.9%	16.3%	
Probably no	13.1%	8.8%	7.3%	16.7%	9.6%	7.9%	5.3%	7.7%	6.6%	
Definitely no	4.9%	4.5%	4.3%	4.8%	4.1%	4.1%	5.3%	4.9%	4.6%	
Total(n)	61	1,368	3,400	42	761	1,845	19	607	1,555	
Mean	3.49	3.87	3.98	3.43	3.88	4.00	3.63	3.86	3.96	
Standard deviation	1.13	1.12	1.11	1.15	1.11	1.11	1.12	1.13	1.11	
Significance	-	**	***	-	*	**	-			
Effect size	-	-0.34	-0.44	-	-0.41	-0.51	-	-0.20	-0.30	
Still want to be a college professor?										
Definitely yes	50.8%	64.6%	64.0%	50.0%	67.0%	66.0%	52.6%	61.6%	61.6%	
Probably yes	34.4%	25.5%	26.1%	38.1%	24.3%	25.2%	26.3%	27.0%	27.2%	
Not sure	9.8%	7.0%	7.0%	4.8%	5.7%	6.1%	21.1%	8.7%	8.1%	
Probably no	4.9%	2.5%	2.2%	7.1%	2.6%	2.1%	0.0%	2.3%	2.3%	
Definitely no	0.0%	0.4%	0.7%	0.0%	0.4%	0.6%	0.0%	0.3%	0.8%	
Total(n)	61	1,367	3,394	42	760	1,840	19	607	1,554	
Mean	4.31	4.51	4.51	4.31	4.55	4.54	4.32	4.47	4.46	
Standard deviation	0.85	0.76	0.78	0.87	0.75	0.75	0.82	0.78	0.80	
Significance	-	*	*	-	*		-			
Effect size	-	-0.26	-0.26	-	-0.32	-0.31	-	-0.19	-0.18	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	55.7%	44.5%	50.1%	52.4%	46.6%	51.6%	63.2%	41.7%	48.3%	
Somewhat descriptive	41.0%	49.3%	44.0%	42.9%	48.7%	43.4%	36.8%	50.0%	44.7%	
Not descriptive	3.3%	6.2%	5.9%	4.8%	4.6%	5.0%	0.0%	8.3%	7.0%	
Total(n)	61	1,363	3,385	42	757	1,838	19	606	1,547	
Mean	2.52	2.38	2.44	2.48	2.42	2.47	2.63	2.33	2.41	
Standard deviation	0.57	0.60	0.60	0.59	0.58	0.59	0.50	0.62	0.62	
Significance	-			-			-	*		
Effect size	-	0.23	0.13	-	0.10	0.02	-	0.48	0.35	
The faculty are typically at odds with campus administration										
Very descriptive	31.1%	15.5%	14.1%	31.0%	14.9%	13.7%	31.6%	16.2%	14.5%	
Somewhat descriptive	52.5%	50.2%	44.8%	50.0%	51.2%	45.1%	57.9%	48.9%	44.5%	
Not descriptive	16.4%	34.3%	41.1%	19.0%	33.9%	41.1%	10.5%	34.9%	41.0%	
Total(n)	61	1,361	3,374	42	756	1,835	19	605	1,539	
Mean	2.15	1.81	1.73	2.12	1.81	1.73	2.21	1.81	1.73	
Standard deviation	0.68	0.68	0.69	0.71	0.67	0.69	0.63	0.69	0.70	
Significance	-	***	***	-	**	***	-	*	**	
Effect size	-	0.50	0.61	-	0.46	0.57	-	0.58	0.69	
Faculty here respect each other										
Very descriptive	44.3%	44.3%	47.7%	47.6%	45.8%	49.5%	36.8%	42.4%	45.5%	
Somewhat descriptive	50.8%	47.9%	46.0%	47.6%	48.3%	45.1%	57.9%	47.5%	47.1%	
Not descriptive	4.9%	7.8%	6.3%	4.8%	5.9%	5.4%	5.3%	10.1%	7.4%	
Total(n)	61	1,364	3,387	42	758	1,841	19	606	1,546	
Mean	2.39	2.37	2.41	2.43	2.40	2.44	2.32	2.32	2.38	
Standard deviation	0.59	0.62	0.61	0.59	0.60	0.60	0.58	0.65	0.62	
Significance	-			-			-			
Effect size	-	0.03	-0.03	-	0.05	-0.02	-	0.00	-0.10	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Most students are treated like "numbers in a book"										
Very descriptive	1.6%	4.7%	3.9%	2.4%	4.9%	4.3%	0.0%	4.5%	3.5%	
Somewhat descriptive	16.4%	26.6%	19.8%	16.7%	29.5%	21.9%	15.8%	23.0%	17.3%	
Not descriptive	82.0%	68.7%	76.3%	81.0%	65.6%	73.9%	84.2%	72.6%	79.2%	
Total(n)	61	1,361	3,374	42	756	1,832	19	605	1,542	
Mean	1.20	1.36	1.28	1.21	1.39	1.30	1.16	1.32	1.24	
Standard deviation	0.44	0.57	0.53	0.47	0.58	0.54	0.37	0.55	0.50	
Significance	-	*		-	*		-			
Effect size	-	-0.28	-0.15	-	-0.31	-0.17	-	-0.29	-0.16	
Faculty are rewarded for being good teachers										
Very descriptive	16.4%	16.7%	19.1%	16.7%	16.8%	18.4%	15.8%	16.5%	19.9%	
Somewhat descriptive	59.0%	57.9%	55.9%	59.5%	58.8%	56.9%	57.9%	56.8%	54.7%	
Not descriptive	24.6%	25.5%	25.0%	23.8%	24.4%	24.7%	26.3%	26.7%	25.4%	
Total(n)	61	1,363	3,375	42	757	1,833	19	606	1,542	
Mean	1.92	1.91	1.94	1.93	1.92	1.94	1.89	1.90	1.95	
Standard deviation	0.64	0.64	0.66	0.64	0.64	0.65	0.66	0.65	0.67	
Significance	-			-			-			
Effect size	-	0.02	-0.03	-	0.02	-0.02	-	-0.02	-0.09	
There is respect for the expression of diverse values and beliefs										
Very descriptive	31.1%	35.3%	37.3%	33.3%	36.2%	36.8%	26.3%	34.2%	37.7%	
Somewhat descriptive	55.7%	56.3%	53.7%	57.1%	56.4%	54.3%	52.6%	56.2%	53.0%	
Not descriptive	13.1%	8.4%	9.0%	9.5%	7.4%	8.8%	21.1%	9.6%	9.3%	
Total(n)	61	1,360	3,374	42	755	1,832	19	605	1,542	
Mean	2.18	2.27	2.28	2.24	2.29	2.28	2.05	2.25	2.28	
Standard deviation	0.65	0.60	0.62	0.62	0.59	0.62	0.71	0.61	0.62	
Significance	-			-			-			
Effect size	-	-0.15	-0.16	-	-0.08	-0.06	-	-0.33	-0.37	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	8.2%	16.3%	18.6%	9.5%	15.3%	16.4%	5.3%	17.5%	21.3%	
Somewhat descriptive	47.5%	51.6%	50.6%	45.2%	52.1%	51.9%	52.6%	51.0%	49.1%	
Not descriptive	44.3%	32.1%	30.8%	45.2%	32.6%	31.7%	42.1%	31.5%	29.6%	
Total(n)	61	1,360	3,362	42	754	1,821	19	606	1,541	
Mean	1.64	1.84	1.88	1.64	1.83	1.85	1.63	1.86	1.92	
Standard deviation	0.63	0.68	0.69	0.66	0.67	0.68	0.60	0.69	0.71	
Significance	-	*	**	-		*	-			
Effect size	-	-0.29	-0.35	-	-0.28	-0.31	-	-0.33	-0.41	
Administrators consider faculty concerns when making policy										
Very descriptive	19.7%	16.6%	19.4%	28.6%	16.6%	19.9%	0.0%	16.6%	18.8%	
Somewhat descriptive	49.2%	56.7%	56.1%	42.9%	58.5%	56.4%	63.2%	54.5%	55.7%	
Not descriptive	31.1%	26.7%	24.5%	28.6%	24.8%	23.7%	36.8%	29.0%	25.5%	
Total(n)	61	1,361	3,366	42	757	1,830	19	604	1,536	
Mean	1.89	1.90	1.95	2.00	1.92	1.96	1.63	1.88	1.93	
Standard deviation	0.71	0.65	0.66	0.77	0.64	0.66	0.50	0.66	0.66	
Significance	-			-			-		*	
Effect size	-	-0.02	-0.09	-	0.13	0.06	-	-0.38	-0.45	
The administration is open about its policies										
Very descriptive	24.6%	19.0%	21.7%	31.0%	19.3%	22.1%	10.5%	18.7%	21.3%	
Somewhat descriptive	41.0%	55.3%	53.7%	33.3%	55.2%	53.0%	57.9%	55.4%	54.5%	
Not descriptive	34.4%	25.7%	24.6%	35.7%	25.5%	24.9%	31.6%	26.0%	24.2%	
Total(n)	61	1,362	3,368	42	757	1,833	19	605	1,535	
Mean	1.90	1.93	1.97	1.95	1.94	1.97	1.79	1.93	1.97	
Standard deviation	0.77	0.67	0.68	0.82	0.67	0.68	0.63	0.66	0.67	
Significance	-			-			-			
Effect size	-	-0.04	-0.10	-	0.01	-0.03	-	-0.21	-0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	11.7%	16.1%	17.2%	14.3%	12.8%	13.5%	5.6%	20.3%	21.5%	
Somewhat	58.3%	52.9%	53.4%	59.5%	50.7%	52.1%	55.6%	55.7%	54.9%	
Not at all	30.0%	30.9%	29.4%	26.2%	36.5%	34.3%	38.9%	24.0%	23.7%	
Total(n)	60	1,332	3,294	42	736	1,772	18	596	1,522	
Mean	1.82	1.85	1.88	1.88	1.76	1.79	1.67	1.96	1.98	
Standard deviation	0.62	0.67	0.67	0.63	0.66	0.66	0.59	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.04	-0.09	-	0.18	0.14	-	-0.43	-0.46	
Child care										
Extensive	0.0%	14.4%	16.0%	0.0%	9.5%	11.3%	0.0%	21.8%	22.3%	
Somewhat	33.3%	37.1%	36.2%	31.8%	34.7%	34.7%	37.5%	40.6%	38.1%	
Not at all	66.7%	48.5%	47.9%	68.2%	55.8%	54.0%	62.5%	37.6%	39.6%	
Total(n)	30	847	2,137	22	507	1,226	8	340	911	
Mean	1.33	1.66	1.68	1.32	1.54	1.57	1.38	1.84	1.83	
Standard deviation	0.48	0.72	0.73	0.48	0.66	0.69	0.52	0.76	0.77	
Significance	-	*	**	-			-			
Effect size	-	-0.46	-0.48	-	-0.33	-0.36	-	-0.61	-0.58	
Care of elderly parent										
Extensive	11.6%	14.1%	14.8%	7.4%	10.3%	11.4%	18.8%	19.3%	19.1%	
Somewhat	53.5%	38.2%	38.5%	59.3%	37.1%	36.2%	43.8%	39.8%	41.3%	
Not at all	34.9%	47.7%	46.7%	33.3%	52.7%	52.5%	37.5%	41.0%	39.6%	
Total(n)	43	945	2,345	27	545	1,302	16	400	1,043	
Mean	1.77	1.66	1.68	1.74	1.58	1.59	1.81	1.78	1.79	
Standard deviation	0.65	0.71	0.72	0.59	0.67	0.69	0.75	0.75	0.74	
Significance	-			-			-			
Effect size	-	0.15	0.13	-	0.24	0.22	-	0.04	0.03	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	13.6%	8.7%	8.7%	9.5%	6.2%	7.2%	23.5%	11.8%	10.6%	
Somewhat	40.7%	46.3%	46.6%	45.2%	46.3%	46.8%	29.4%	46.3%	46.5%	
Not at all	45.8%	45.0%	44.6%	45.2%	47.4%	46.0%	47.1%	41.9%	42.9%	
Total(n)	59	1,315	3,242	42	738	1,770	17	577	1,472	
Mean	1.68	1.64	1.64	1.64	1.59	1.61	1.76	1.70	1.68	
Standard deviation	0.71	0.64	0.64	0.66	0.61	0.62	0.83	0.67	0.66	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.08	0.05	-	0.09	0.12	
Health of spouse/partner										
Extensive	14.8%	7.2%	7.9%	18.4%	7.0%	7.7%	6.3%	7.4%	8.2%	
Somewhat	25.9%	35.4%	35.2%	31.6%	35.0%	36.6%	12.5%	35.9%	33.4%	
Not at all	59.3%	57.5%	56.9%	50.0%	58.0%	55.7%	81.3%	56.7%	58.4%	
Total(n)	54	1,157	2,881	38	697	1,658	16	460	1,223	
Mean	1.56	1.50	1.51	1.68	1.49	1.52	1.25	1.51	1.50	
Standard deviation	0.74	0.63	0.64	0.77	0.63	0.64	0.58	0.63	0.64	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.30	0.25	-	-0.41	-0.39	
Review/promotion process										
Extensive	24.6%	15.9%	16.0%	25.0%	12.2%	12.3%	23.5%	20.7%	20.5%	
Somewhat	36.8%	33.3%	33.9%	32.5%	29.6%	30.3%	47.1%	38.0%	38.1%	
Not at all	38.6%	50.8%	50.1%	42.5%	58.2%	57.5%	29.4%	41.3%	41.4%	
Total(n)	57	1,168	2,892	40	655	1,575	17	513	1,317	
Mean	1.86	1.65	1.66	1.83	1.54	1.55	1.94	1.79	1.79	
Standard deviation	0.79	0.74	0.74	0.81	0.70	0.70	0.75	0.76	0.76	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.28	0.27	-	0.41	0.40	-	0.20	0.20	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	7.3%	6.2%	5.7%	5.6%	4.0%	3.9%	10.5%	8.9%	7.9%	
Somewhat	10.9%	19.7%	20.4%	2.8%	10.7%	12.8%	26.3%	30.7%	29.3%	
Not at all	81.8%	74.1%	73.9%	91.7%	85.3%	83.4%	63.2%	60.4%	62.7%	
Total(n)	55	1,233	3,017	36	680	1,630	19	553	1,387	
Mean	1.25	1.32	1.32	1.14	1.19	1.20	1.47	1.48	1.45	
Standard deviation	0.58	0.58	0.58	0.49	0.48	0.49	0.70	0.65	0.64	
Significance	-			-			-			
Effect size	-	-0.12	-0.12	-	-0.10	-0.12	-	-0.02	0.03	
Personal finances										
Extensive	18.6%	12.2%	14.1%	14.6%	8.7%	11.3%	27.8%	16.6%	17.4%	
Somewhat	45.8%	44.8%	45.4%	46.3%	44.8%	45.2%	44.4%	44.9%	45.6%	
Not at all	35.6%	42.9%	40.5%	39.0%	46.5%	43.5%	27.8%	38.5%	37.0%	
Total(n)	59	1,339	3,298	41	744	1,790	18	595	1,508	
Mean	1.83	1.69	1.74	1.76	1.62	1.68	2.00	1.78	1.80	
Standard deviation	0.72	0.68	0.69	0.70	0.64	0.67	0.77	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.21	0.13	-	0.22	0.12	-	0.31	0.28	
Committee work										
Extensive	11.9%	14.1%	13.5%	12.2%	11.6%	11.3%	11.1%	17.2%	16.2%	
Somewhat	54.2%	53.9%	51.1%	51.2%	53.5%	51.4%	61.1%	54.3%	50.9%	
Not at all	33.9%	32.0%	35.3%	36.6%	34.9%	37.3%	27.8%	28.4%	32.9%	
Total(n)	59	1,327	3,219	41	740	1,752	18	587	1,467	
Mean	1.78	1.82	1.78	1.76	1.77	1.74	1.83	1.89	1.83	
Standard deviation	0.65	0.66	0.66	0.66	0.64	0.65	0.62	0.67	0.68	
Significance	-			-			-			
Effect size	-	-0.06	0.00	-	-0.02	0.03	-	-0.09	0.00	Career Related Stress

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	10.2%	11.0%	10.4%	10.0%	9.4%	9.0%	10.5%	13.0%	12.1%	
Somewhat	47.5%	45.0%	42.9%	52.5%	44.8%	41.1%	36.8%	45.2%	45.0%	
Not at all	42.4%	44.0%	46.7%	37.5%	45.8%	49.9%	52.6%	41.8%	42.9%	
Total(n)	59	1,345	3,273	40	747	1,774	19	598	1,499	
Mean	1.68	1.67	1.64	1.73	1.64	1.59	1.58	1.71	1.69	
Standard deviation	0.65	0.66	0.66	0.64	0.65	0.65	0.69	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.02	0.06	-	0.14	0.22	-	-0.19	-0.16	
Colleagues										
Extensive	16.7%	14.4%	12.0%	17.1%	11.3%	10.4%	15.8%	18.2%	14.0%	
Somewhat	46.7%	52.9%	50.1%	43.9%	50.4%	47.9%	52.6%	56.0%	52.8%	
Not at all	36.7%	32.7%	37.8%	39.0%	38.3%	41.7%	31.6%	25.8%	33.2%	
Total(n)	60	1,357	3,352	41	752	1,815	19	605	1,537	
Mean	1.80	1.82	1.74	1.78	1.73	1.69	1.84	1.92	1.81	
Standard deviation	0.71	0.66	0.66	0.72	0.65	0.65	0.69	0.66	0.66	
Significance	-			-			-			
Effect size	-	-0.03	0.09	-	0.08	0.14	-	-0.12	0.05	
Students										
Extensive	3.3%	3.2%	3.8%	0.0%	2.8%	3.5%	10.5%	3.8%	4.1%	
Somewhat	50.0%	52.3%	50.3%	48.8%	45.9%	46.6%	52.6%	60.3%	54.6%	
Not at all	46.7%	44.4%	46.0%	51.2%	51.3%	49.9%	36.8%	35.9%	41.2%	
Total(n)	60	1,355	3,371	41	750	1,824	19	605	1,547	
Mean	1.57	1.59	1.58	1.49	1.51	1.54	1.74	1.68	1.63	
Standard deviation	0.56	0.55	0.57	0.51	0.55	0.56	0.65	0.54	0.56	
Significance	-			-			-			
Effect size	-	-0.04	-0.02	-	-0.04	-0.09	-	0.11	0.20	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										Career Related Stress
Extensive	16.9%	20.5%	19.8%	12.5%	18.8%	18.6%	26.3%	22.7%	21.3%	
Somewhat	54.2%	53.4%	50.3%	57.5%	52.7%	49.3%	47.4%	54.4%	51.5%	
Not at all	28.8%	26.0%	29.9%	30.0%	28.5%	32.0%	26.3%	22.9%	27.2%	
Total(n)	59	1,325	3,225	40	740	1,757	19	585	1,468	
Mean	1.88	1.94	1.90	1.83	1.90	1.87	2.00	2.00	1.94	
Standard deviation	0.67	0.68	0.70	0.64	0.68	0.70	0.75	0.68	0.69	
Significance	-			-			-			
Effect size	-	-0.09	-0.03	-	-0.10	-0.06	-	0.00	0.09	
Institutional procedures and "red tape"										Career Related Stress
Extensive	45.8%	24.1%	20.8%	47.5%	23.9%	20.6%	42.1%	24.4%	21.0%	
Somewhat	44.1%	53.4%	51.0%	42.5%	55.6%	52.1%	47.4%	50.7%	49.7%	
Not at all	10.2%	22.5%	28.2%	10.0%	20.5%	27.3%	10.5%	24.9%	29.3%	
Total(n)	59	1,348	3,324	40	746	1,802	19	602	1,522	
Mean	2.36	2.02	1.93	2.38	2.03	1.93	2.32	2.00	1.92	
Standard deviation	0.66	0.68	0.70	0.67	0.67	0.69	0.67	0.70	0.70	
Significance	-	***	***	-	**	***	-	*	*	
Effect size	-	0.50	0.61	-	0.52	0.65	-	0.46	0.57	
Teaching load										Career Related Stress
Extensive	7.3%	9.5%	10.5%	5.3%	6.3%	7.5%	11.8%	13.4%	14.0%	
Somewhat	43.6%	36.9%	37.9%	44.7%	36.2%	36.8%	41.2%	37.9%	39.3%	
Not at all	49.1%	53.6%	51.6%	50.0%	57.5%	55.6%	47.1%	48.7%	46.8%	
Total(n)	55	1,338	3,323	38	741	1,797	17	597	1,526	
Mean	1.58	1.56	1.59	1.55	1.49	1.52	1.65	1.65	1.67	
Standard deviation	0.63	0.66	0.67	0.60	0.61	0.63	0.70	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	0.10	0.05	-	0.00	-0.03	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Children's problems										
Extensive	7.0%	9.1%	9.0%	3.0%	5.7%	6.8%	20.0%	14.0%	12.1%	
Somewhat	27.9%	34.8%	36.1%	30.3%	32.4%	34.3%	20.0%	38.4%	38.4%	
Not at all	65.1%	56.1%	54.9%	66.7%	61.9%	58.8%	60.0%	47.6%	49.5%	
Total(n)	43	971	2,432	33	578	1,407	10	393	1,025	
Mean	1.42	1.53	1.54	1.36	1.44	1.48	1.60	1.66	1.63	
Standard deviation	0.63	0.66	0.66	0.55	0.60	0.62	0.84	0.71	0.69	
Significance	-			-			-			
Effect size	-	-0.17	-0.18	-	-0.13	-0.19	-	-0.08	-0.04	
Friction with spouse/partner										
Extensive	7.4%	5.3%	5.4%	10.5%	4.7%	4.7%	0.0%	6.4%	6.2%	
Somewhat	24.1%	24.7%	25.2%	23.7%	22.9%	24.8%	25.0%	27.5%	25.6%	
Not at all	68.5%	70.0%	69.5%	65.8%	72.5%	70.4%	75.0%	66.2%	68.1%	
Total(n)	54	1,142	2,866	38	687	1,648	16	455	1,218	
Mean	1.39	1.35	1.36	1.45	1.32	1.34	1.25	1.40	1.38	
Standard deviation	0.63	0.58	0.58	0.69	0.56	0.57	0.45	0.61	0.60	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.23	0.19	-	-0.25	-0.22	
Lack of personal time										
Extensive	44.3%	32.6%	31.2%	54.8%	27.2%	25.4%	21.1%	39.4%	38.1%	Career Related Stress
Somewhat	39.3%	48.1%	49.9%	26.2%	48.1%	50.6%	68.4%	48.2%	49.1%	
Not at all	16.4%	19.2%	18.9%	19.0%	24.7%	24.0%	10.5%	12.4%	12.8%	
Total(n)	61	1,363	3,381	42	757	1,829	19	606	1,552	
Mean	2.28	2.13	2.12	2.36	2.03	2.01	2.11	2.27	2.25	
Standard deviation	0.73	0.71	0.70	0.79	0.72	0.70	0.57	0.67	0.67	
Significance	-			-	**	**	-			
Effect size	-	0.21	0.23	-	0.46	0.50	-	-0.24	-0.21	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	3.3%	8.0%	8.0%	2.4%	5.7%	6.3%	5.3%	10.9%	10.1%	
Somewhat	48.3%	49.1%	48.9%	51.2%	48.6%	47.5%	42.1%	49.7%	50.6%	
Not at all	48.3%	42.9%	43.1%	46.3%	45.7%	46.2%	52.6%	39.4%	39.4%	
Total(n)	60	1,361	3,377	41	755	1,825	19	606	1,552	
Mean	1.55	1.65	1.65	1.56	1.60	1.60	1.53	1.71	1.71	
Standard deviation	0.57	0.62	0.62	0.55	0.60	0.61	0.61	0.65	0.64	
Significance	-			-			-			
Effect size	-	-0.16	-0.16	-	-0.07	-0.07	-	-0.28	-0.28	
Job security										
Extensive	9.8%	5.8%	6.8%	9.5%	3.2%	4.8%	10.5%	8.9%	9.3%	
Somewhat	31.1%	22.8%	24.1%	28.6%	20.5%	21.7%	36.8%	25.8%	26.9%	
Not at all	59.0%	71.4%	69.0%	61.9%	76.3%	73.5%	52.6%	65.3%	63.8%	
Total(n)	61	1,336	3,317	42	742	1,795	19	594	1,522	
Mean	1.51	1.34	1.38	1.48	1.27	1.31	1.58	1.44	1.45	
Standard deviation	0.67	0.58	0.61	0.67	0.51	0.56	0.69	0.65	0.66	
Significance	-	*		-	*		-			
Effect size	-	0.29	0.21	-	0.41	0.30	-	0.22	0.20	
Being part of a dual career couple										
Extensive	10.6%	9.4%	9.4%	9.4%	7.7%	7.0%	13.3%	11.7%	12.5%	
Somewhat	53.2%	35.3%	36.3%	56.3%	32.1%	33.3%	46.7%	39.7%	40.0%	
Not at all	36.2%	55.3%	54.3%	34.4%	60.2%	59.7%	40.0%	48.6%	47.5%	
Total(n)	47	1,079	2,713	32	626	1,505	15	453	1,208	
Mean	1.74	1.54	1.55	1.75	1.47	1.47	1.73	1.63	1.65	
Standard deviation	0.64	0.66	0.66	0.62	0.64	0.62	0.70	0.68	0.69	
Significance	-	*		-	*	*	-			
Effect size	-	0.30	0.29	-	0.44	0.45	-	0.15	0.12	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	9.8%	11.9%	11.3%	9.5%	10.4%	9.8%	10.5%	13.7%	13.1%	
Somewhat	59.0%	54.7%	52.9%	50.0%	53.5%	51.5%	78.9%	56.3%	54.5%	
Not at all	31.1%	33.4%	35.8%	40.5%	36.1%	38.7%	10.5%	30.1%	32.4%	
Total(n)	61	1,332	3,314	42	740	1,797	19	592	1,517	
Mean	1.79	1.78	1.75	1.69	1.74	1.71	2.00	1.84	1.81	
Standard deviation	0.61	0.64	0.64	0.64	0.63	0.63	0.47	0.64	0.65	
Significance	-			-			-			
Effect size	-	0.02	0.06	-	-0.08	-0.03	-	0.25	0.29	
Self-imposed high expectations										
Extensive	27.9%	27.8%	28.2%	28.6%	23.8%	25.6%	26.3%	32.8%	31.2%	
Somewhat	57.4%	57.9%	56.3%	57.1%	59.9%	56.4%	57.9%	55.4%	56.2%	
Not at all	14.8%	14.3%	15.5%	14.3%	16.3%	18.0%	15.8%	11.9%	12.6%	
Total(n)	61	1,363	3,376	42	756	1,827	19	607	1,549	
Mean	2.13	2.13	2.13	2.14	2.08	2.08	2.11	2.21	2.19	
Standard deviation	0.64	0.63	0.65	0.65	0.63	0.66	0.66	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.10	0.09	-	-0.16	-0.13	
Change in work responsibilities										
Extensive	14.0%	12.5%	13.2%	15.4%	9.2%	10.1%	11.1%	16.7%	16.8%	
Somewhat	49.1%	39.6%	40.1%	53.8%	37.3%	36.5%	38.9%	42.4%	44.4%	
Not at all	36.8%	47.9%	46.7%	30.8%	53.4%	53.4%	50.0%	40.9%	38.8%	
Total(n)	57	1,301	3,207	39	726	1,746	18	575	1,461	
Mean	1.77	1.65	1.66	1.85	1.56	1.57	1.61	1.76	1.78	
Standard deviation	0.68	0.69	0.70	0.67	0.66	0.67	0.70	0.72	0.71	
Significance	-			-	**	**	-			
Effect size	-	0.17	0.16	-	0.44	0.42	-	-0.21	-0.24	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	68.3%	31.9%	25.2%	68.3%	28.8%	22.9%	68.4%	35.9%	27.9%	
Somewhat	30.0%	51.6%	45.4%	29.3%	52.1%	44.4%	31.6%	50.9%	46.7%	
Not at all	1.7%	16.5%	29.3%	2.4%	19.1%	32.7%	0.0%	13.2%	25.4%	
Total(n)	60	1,349	3,304	41	750	1,787	19	599	1,517	
Mean	2.67	2.15	1.96	2.66	2.10	1.90	2.68	2.23	2.03	
Standard deviation	0.51	0.68	0.74	0.53	0.69	0.74	0.48	0.66	0.73	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.76	0.96	-	0.81	1.03	-	0.68	0.89	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	6.6%	11.5%	12.1%	7.1%	12.8%	13.9%	5.3%	9.9%	10.1%	Job Satisfaction: Compensation
Satisfied	34.4%	42.2%	41.8%	33.3%	43.4%	43.9%	36.8%	40.7%	39.4%	
Marginally satisfied	41.0%	29.3%	29.6%	47.6%	29.3%	27.5%	26.3%	29.4%	32.0%	
Not satisfied	18.0%	16.9%	16.5%	11.9%	14.4%	14.7%	31.6%	20.0%	18.6%	
Total(n)	61	1,360	3,385	42	755	1,835	19	605	1,550	
Mean	2.30	2.48	2.50	2.36	2.55	2.57	2.16	2.40	2.41	
Standard deviation	0.84	0.91	0.91	0.79	0.89	0.90	0.96	0.92	0.90	
Significance	-			-			-			
Effect size	-	-0.20	-0.22	-	-0.21	-0.23	-	-0.26	-0.28	
Health benefits										
Very satisfied	1.7%	22.5%	22.9%	2.4%	22.9%	23.4%	0.0%	22.0%	22.2%	
Satisfied	38.3%	50.0%	51.5%	41.5%	49.0%	50.4%	31.6%	51.2%	52.8%	
Marginally satisfied	40.0%	19.4%	18.2%	39.0%	19.4%	18.3%	42.1%	19.4%	18.1%	
Not satisfied	20.0%	8.2%	7.4%	17.1%	8.8%	7.9%	26.3%	7.4%	6.9%	
Total(n)	60	1,317	3,124	41	739	1,713	19	578	1,411	
Mean	2.22	2.87	2.90	2.29	2.86	2.89	2.05	2.88	2.90	
Standard deviation	0.78	0.85	0.84	0.78	0.87	0.85	0.78	0.83	0.82	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.76	-0.81	-	-0.66	-0.71	-	-1.00	-1.04	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	1.7%	15.8%	17.2%	0.0%	16.6%	18.2%	5.3%	14.8%	16.0%	
Satisfied	47.5%	52.8%	51.6%	55.0%	52.2%	50.1%	31.6%	53.6%	53.3%	
Marginally satisfied	37.3%	24.0%	22.9%	30.0%	23.4%	22.9%	52.6%	24.9%	22.9%	
Not satisfied	13.6%	7.4%	8.4%	15.0%	7.9%	8.8%	10.5%	6.8%	7.8%	
Total(n)	59	1,311	3,160	40	736	1,722	19	575	1,438	
Mean	2.37	2.77	2.78	2.40	2.77	2.78	2.32	2.76	2.77	
Standard deviation	0.74	0.80	0.83	0.74	0.82	0.85	0.75	0.78	0.81	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.50	-0.49	-	-0.45	-0.45	-	-0.56	-0.56	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	21.3%	20.9%	20.1%	26.2%	23.7%	24.1%	10.5%	17.2%	15.4%	
Satisfied	45.9%	48.2%	45.6%	42.9%	51.2%	47.0%	52.6%	44.4%	43.9%	
Marginally satisfied	24.6%	22.5%	23.6%	21.4%	19.2%	20.7%	31.6%	26.7%	27.1%	
Not satisfied	8.2%	8.4%	10.7%	9.5%	5.9%	8.2%	5.3%	11.7%	13.6%	
Total(n)	61	1,338	3,232	42	746	1,751	19	592	1,481	
Mean	2.80	2.81	2.75	2.86	2.93	2.87	2.68	2.67	2.61	
Standard deviation	0.87	0.86	0.90	0.93	0.81	0.87	0.75	0.89	0.91	
Significance	-			-			-			
Effect size	-	-0.01	0.06	-	-0.09	-0.01	-	0.01	0.08	
Teaching load										Job Satisfaction: Compensation
Very satisfied	10.9%	18.1%	16.7%	13.2%	20.6%	19.5%	5.9%	15.0%	13.4%	
Satisfied	63.6%	54.0%	52.2%	63.2%	56.0%	53.6%	64.7%	51.5%	50.6%	
Marginally satisfied	21.8%	20.0%	20.2%	21.1%	18.1%	18.2%	23.5%	22.3%	22.6%	
Not satisfied	3.6%	7.9%	10.8%	2.6%	5.2%	8.7%	5.9%	11.1%	13.4%	
Total(n)	55	1,336	3,338	38	744	1,813	17	592	1,525	
Mean	2.82	2.82	2.75	2.87	2.92	2.84	2.71	2.70	2.64	
Standard deviation	0.67	0.82	0.86	0.66	0.77	0.84	0.69	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.00	0.08	-	-0.06	0.04	-	0.01	0.08	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Quality of students										
Very satisfied	8.2%	10.4%	15.0%	9.5%	10.0%	15.7%	5.3%	10.9%	14.2%	
Satisfied	44.3%	48.7%	50.5%	42.9%	46.1%	47.6%	47.4%	51.9%	54.0%	
Marginally satisfied	36.1%	31.1%	26.5%	35.7%	32.7%	27.3%	36.8%	29.1%	25.6%	
Not satisfied	11.5%	9.8%	8.0%	11.9%	11.2%	9.5%	10.5%	8.1%	6.3%	
Total(n)	61	1,364	3,389	42	759	1,837	19	605	1,552	
Mean	2.49	2.60	2.72	2.50	2.55	2.69	2.47	2.66	2.76	
Standard deviation	0.81	0.80	0.81	0.83	0.82	0.85	0.77	0.78	0.77	
Significance	-		*	-			-			
Effect size	-	-0.14	-0.28	-	-0.06	-0.22	-	-0.24	-0.38	
Office/lab space										
Very satisfied	24.1%	22.5%	24.1%	17.9%	20.6%	24.4%	36.8%	24.8%	23.8%	
Satisfied	46.6%	48.0%	46.9%	51.3%	49.9%	47.1%	36.8%	45.7%	46.6%	
Marginally satisfied	17.2%	18.1%	17.3%	17.9%	17.8%	16.5%	15.8%	18.5%	18.2%	
Not satisfied	12.1%	11.4%	11.7%	12.8%	11.7%	12.0%	10.5%	11.0%	11.4%	
Total(n)	58	1,326	3,213	39	742	1,742	19	584	1,471	
Mean	2.83	2.82	2.83	2.74	2.79	2.84	3.00	2.84	2.83	
Standard deviation	0.94	0.91	0.92	0.91	0.90	0.93	1.00	0.92	0.92	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	-0.06	-0.11	-	0.17	0.18	
Autonomy and independence										
Very satisfied	44.3%	39.4%	40.2%	40.5%	39.3%	41.6%	52.6%	39.4%	38.5%	
Satisfied	44.3%	47.8%	47.0%	47.6%	48.6%	46.3%	36.8%	46.8%	47.9%	
Marginally satisfied	11.5%	9.8%	9.6%	11.9%	9.6%	8.7%	10.5%	10.0%	10.7%	
Not satisfied	0.0%	3.1%	3.2%	0.0%	2.5%	3.4%	0.0%	3.8%	2.9%	
Total(n)	61	1,367	3,397	42	760	1,838	19	607	1,559	Job Satisfaction: Workplace
Mean	3.33	3.23	3.24	3.29	3.25	3.26	3.42	3.22	3.22	
Standard deviation	0.68	0.75	0.75	0.67	0.73	0.76	0.69	0.77	0.75	
Significance	-			-			-			
Effect size	-	0.13	0.12	-	0.05	0.04	-	0.26	0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	34.4%	26.9%	30.3%	31.0%	27.2%	30.8%	42.1%	26.4%	29.7%	
Satisfied	44.3%	50.1%	48.6%	54.8%	52.6%	49.2%	21.1%	47.0%	48.0%	
Marginally satisfied	14.8%	16.8%	15.5%	9.5%	14.3%	14.6%	26.3%	19.8%	16.5%	
Not satisfied	6.6%	6.2%	5.6%	4.8%	5.8%	5.5%	10.5%	6.8%	5.7%	
Total(n)	61	1,366	3,388	42	760	1,833	19	606	1,555	
Mean	3.07	2.98	3.04	3.12	3.01	3.05	2.95	2.93	3.02	
Standard deviation	0.87	0.83	0.82	0.77	0.81	0.82	1.08	0.85	0.83	
Significance	-			-			-			
Effect size	-	0.11	0.04	-	0.14	0.09	-	0.02	-0.08	
Social relationships with other faculty										
Very satisfied	31.1%	18.9%	19.9%	28.6%	17.4%	18.5%	36.8%	20.9%	21.5%	
Satisfied	32.8%	46.7%	47.7%	31.0%	48.9%	48.9%	36.8%	44.0%	46.3%	
Marginally satisfied	27.9%	24.7%	23.2%	35.7%	25.1%	23.1%	10.5%	24.3%	23.4%	
Not satisfied	8.2%	9.6%	9.2%	4.8%	8.7%	9.5%	15.8%	10.9%	8.7%	
Total(n)	61	1,306	3,218	42	726	1,755	19	580	1,463	
Mean	2.87	2.75	2.78	2.83	2.75	2.76	2.95	2.75	2.81	
Standard deviation	0.96	0.87	0.87	0.91	0.84	0.86	1.08	0.91	0.87	
Significance	-			-			-			
Effect size	-	0.14	0.10	-	0.10	0.08	-	0.22	0.16	
Competency of colleagues										
Very satisfied	26.2%	24.5%	28.4%	31.0%	24.4%	27.5%	15.8%	24.5%	29.6%	Job Satisfaction: Workplace
Satisfied	50.8%	53.8%	51.3%	52.4%	54.0%	51.2%	47.4%	53.5%	51.5%	
Marginally satisfied	13.1%	16.0%	15.1%	9.5%	16.2%	15.6%	21.1%	15.7%	14.6%	
Not satisfied	9.8%	5.8%	5.1%	7.1%	5.4%	5.7%	15.8%	6.3%	4.4%	
Total(n)	61	1,366	3,382	42	759	1,829	19	607	1,553	
Mean	2.93	2.97	3.03	3.07	2.97	3.00	2.63	2.96	3.06	
Standard deviation	0.89	0.80	0.80	0.84	0.79	0.81	0.96	0.81	0.78	
Significance	-			-			-		*	
Effect size	-	-0.05	-0.13	-	0.13	0.09	-	-0.41	-0.55	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	13.1%	35.9%	34.3%	9.5%	37.9%	37.9%	21.1%	33.4%	30.0%	
Satisfied	55.7%	45.6%	45.5%	57.1%	46.6%	44.6%	52.6%	44.4%	46.7%	
Marginally satisfied	18.0%	13.7%	13.8%	21.4%	12.5%	12.6%	10.5%	15.1%	15.2%	
Not satisfied	13.1%	4.7%	6.3%	11.9%	2.9%	4.9%	15.8%	7.0%	8.0%	
Total(n)	61	1,352	3,335	42	751	1,806	19	601	1,529	
Mean	2.69	3.13	3.08	2.64	3.20	3.16	2.79	3.04	2.99	
Standard deviation	0.87	0.82	0.85	0.82	0.76	0.82	0.98	0.87	0.88	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.54	-0.46	-	-0.74	-0.63	-	-0.29	-0.23	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	26.3%	25.6%	29.0%	30.0%	26.2%	30.6%	17.6%	24.9%	27.1%	
Satisfied	40.4%	38.3%	38.3%	40.0%	39.7%	37.8%	41.2%	36.6%	38.9%	
Marginally satisfied	22.8%	19.6%	18.2%	25.0%	19.7%	17.9%	17.6%	19.5%	18.5%	
Not satisfied	10.5%	16.5%	14.5%	5.0%	14.4%	13.6%	23.5%	19.0%	15.6%	
Total(n)	57	1,331	3,322	40	741	1,801	17	590	1,521	
Mean	2.82	2.73	2.82	2.95	2.78	2.86	2.53	2.67	2.77	
Standard deviation	0.95	1.02	1.01	0.88	0.99	1.00	1.07	1.05	1.01	
Significance	-			-			-			
Effect size	-	0.09	0.00	-	0.17	0.09	-	-0.13	-0.24	
Course assignments										Job Satisfaction: Workplace
Very satisfied	20.8%	28.3%	30.4%	16.7%	29.6%	31.6%	29.4%	26.8%	29.0%	
Satisfied	69.8%	57.9%	56.1%	72.2%	57.9%	55.5%	64.7%	57.8%	56.7%	
Marginally satisfied	9.4%	11.9%	11.3%	11.1%	11.7%	10.8%	5.9%	12.2%	11.9%	
Not satisfied	0.0%	1.9%	2.2%	0.0%	0.8%	2.1%	0.0%	3.3%	2.4%	
Total(n)	53	1,303	3,285	36	720	1,778	17	583	1,507	
Mean	3.11	3.13	3.15	3.06	3.16	3.17	3.24	3.08	3.12	
Standard deviation	0.54	0.68	0.70	0.53	0.65	0.69	0.56	0.72	0.70	
Significance	-			-			-			
Effect size	-	-0.03	-0.06	-	-0.15	-0.16	-	0.22	0.17	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	50.9%	50.1%	50.6%	43.6%	49.8%	52.9%	66.7%	50.5%	47.9%	
Satisfied	43.9%	43.1%	41.8%	51.3%	44.2%	40.3%	27.8%	41.7%	43.5%	
Marginally satisfied	3.5%	5.5%	5.9%	5.1%	4.9%	5.1%	0.0%	6.1%	6.9%	
Not satisfied	1.8%	1.4%	1.7%	0.0%	1.1%	1.7%	5.6%	1.7%	1.7%	
Total(n)	57	1,321	3,322	39	733	1,805	18	588	1,517	
Mean	3.44	3.42	3.41	3.38	3.43	3.44	3.56	3.41	3.38	
Standard deviation	0.66	0.66	0.68	0.59	0.64	0.67	0.78	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	-0.08	-0.09	-	0.22	0.26	
Availability of child care at this institution										
Very satisfied	8.3%	9.0%	7.7%	11.1%	9.0%	7.4%	0.0%	9.0%	8.1%	
Satisfied	25.0%	26.5%	24.4%	22.2%	31.9%	29.1%	33.3%	20.1%	19.6%	
Marginally satisfied	16.7%	19.0%	17.6%	11.1%	19.9%	19.4%	33.3%	18.1%	15.9%	
Not satisfied	50.0%	45.5%	50.2%	55.6%	39.2%	44.0%	33.3%	52.8%	56.5%	
Total(n)	12	310	697	9	166	350	3	144	347	
Mean	1.92	1.99	1.90	1.89	2.11	2.00	2.00	1.85	1.79	
Standard deviation	1.08	1.04	1.02	1.17	1.03	1.02	1.00	1.04	1.02	
Significance	-			-			-			
Effect size	-	-0.07	0.02	-	-0.21	-0.11	-	0.14	0.21	
Prospects for career advancement										
Very satisfied	6.7%	13.3%	12.9%	2.4%	12.4%	13.4%	16.7%	14.4%	12.3%	Job Satisfaction: Compensation
Satisfied	48.3%	44.1%	44.8%	45.2%	46.6%	46.7%	55.6%	41.2%	42.7%	
Marginally satisfied	23.3%	25.8%	25.9%	26.2%	26.3%	24.5%	16.7%	25.2%	27.4%	
Not satisfied	21.7%	16.7%	16.5%	26.2%	14.7%	15.5%	11.1%	19.2%	17.6%	
Total(n)	60	1,224	2,954	42	661	1,564	18	563	1,390	
Mean	2.40	2.54	2.54	2.24	2.57	2.58	2.78	2.51	2.50	
Standard deviation	0.91	0.92	0.91	0.88	0.89	0.91	0.88	0.96	0.92	
Significance	-			-	*	*	-			
Effect size	-	-0.15	-0.15	-	-0.37	-0.37	-	0.28	0.30	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	5.0%	13.8%	15.8%	0.0%	12.2%	15.7%	16.7%	15.9%	15.8%	
Satisfied	35.0%	35.8%	37.4%	40.5%	40.1%	40.3%	22.2%	30.6%	34.0%	
Marginally satisfied	26.7%	27.2%	26.5%	31.0%	26.8%	26.3%	16.7%	27.7%	26.8%	
Not satisfied	33.3%	23.1%	20.3%	28.6%	21.0%	17.7%	44.4%	25.9%	23.5%	
Total(n)	60	1,353	3,338	42	754	1,816	18	599	1,522	
Mean	2.12	2.40	2.49	2.12	2.44	2.54	2.11	2.36	2.42	
Standard deviation	0.94	0.99	0.99	0.83	0.95	0.96	1.18	1.03	1.01	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.28	-0.37	-	-0.34	-0.44	-	-0.24	-0.31	
Overall job satisfaction										
Very satisfied	9.8%	20.8%	23.7%	7.1%	22.6%	26.8%	15.8%	18.6%	19.9%	
Satisfied	54.1%	54.1%	53.8%	54.8%	55.1%	52.3%	52.6%	52.9%	55.7%	
Marginally satisfied	29.5%	20.5%	17.9%	31.0%	18.2%	16.7%	26.3%	23.4%	19.4%	
Not satisfied	6.6%	4.5%	4.6%	7.1%	4.1%	4.2%	5.3%	5.1%	5.0%	
Total(n)	61	1,367	3,395	42	760	1,839	19	607	1,556	
Mean	2.67	2.91	2.97	2.62	2.96	3.02	2.79	2.85	2.90	
Standard deviation	0.75	0.77	0.77	0.73	0.76	0.78	0.79	0.78	0.76	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.31	-0.39	-	-0.45	-0.51	-	-0.08	-0.14	
Tuition remission for your children/dependents										
Very satisfied	13.0%	20.0%	26.2%	15.8%	17.2%	24.0%	0.0%	24.2%	29.4%	
Satisfied	8.7%	29.3%	32.4%	10.5%	29.6%	33.1%	0.0%	28.9%	31.4%	
Marginally satisfied	4.3%	11.0%	12.4%	0.0%	10.8%	12.2%	25.0%	11.3%	12.6%	
Not satisfied	73.9%	39.6%	29.0%	73.7%	42.3%	30.7%	75.0%	35.5%	26.6%	
Total(n)	23	634	1,587	19	378	937	4	256	650	
Mean	1.61	2.30	2.56	1.68	2.22	2.50	1.25	2.42	2.64	
Standard deviation	1.12	1.18	1.16	1.20	1.17	1.16	0.50	1.20	1.16	
Significance	-	**	***	-		**	-		*	
Effect size	-	-0.58	-0.82	-	-0.46	-0.71	-	-0.98	-1.20	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	23.0%	16.8%	23.2%	21.4%	15.1%	22.2%	26.3%	18.9%	24.5%	
Agree somewhat	62.3%	61.7%	60.2%	59.5%	61.6%	59.9%	68.4%	61.8%	60.6%	
Disagree somewhat	13.1%	19.0%	14.3%	16.7%	20.8%	15.4%	5.3%	16.7%	13.0%	
Disagree strongly	1.6%	2.5%	2.3%	2.4%	2.4%	2.6%	0.0%	2.6%	2.0%	
Total(n)	61	1,357	3,368	42	753	1,824	19	604	1,544	
Mean	3.07	2.93	3.04	3.00	2.90	3.02	3.21	2.97	3.08	
Standard deviation	0.65	0.67	0.68	0.70	0.67	0.69	0.54	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.21	0.04	-	0.15	-0.03	-	0.35	0.19	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	24.6%	15.1%	15.9%	19.0%	8.4%	10.0%	36.8%	23.5%	22.8%	
Agree somewhat	47.5%	39.9%	39.4%	50.0%	38.9%	37.3%	42.1%	41.0%	41.9%	
Disagree somewhat	21.3%	37.4%	36.3%	23.8%	42.8%	40.8%	15.8%	30.7%	30.9%	
Disagree strongly	6.6%	7.6%	8.5%	7.1%	9.9%	11.8%	5.3%	4.8%	4.5%	
Total(n)	61	1,350	3,350	42	750	1,817	19	600	1,533	
Mean	2.90	2.62	2.63	2.81	2.46	2.46	3.11	2.83	2.83	
Standard deviation	0.85	0.83	0.85	0.83	0.78	0.83	0.88	0.84	0.83	
Significance	-	*	*	-	**	**	-			
Effect size	-	0.34	0.32	-	0.45	0.42	-	0.33	0.34	
Faculty feel that most students are well-prepared academically										
Agree strongly	3.3%	4.4%	8.2%	4.8%	3.5%	8.4%	0.0%	5.6%	8.0%	
Agree somewhat	41.0%	41.3%	45.3%	45.2%	42.2%	44.4%	31.6%	40.2%	46.3%	
Disagree somewhat	42.6%	43.1%	37.6%	40.5%	42.6%	37.6%	47.4%	43.7%	37.6%	
Disagree strongly	13.1%	11.1%	8.9%	9.5%	11.7%	9.5%	21.1%	10.4%	8.2%	
Total(n)	61	1,357	3,366	42	753	1,825	19	604	1,541	
Mean	2.34	2.39	2.53	2.45	2.37	2.52	2.11	2.41	2.54	
Standard deviation	0.75	0.74	0.77	0.74	0.73	0.78	0.74	0.75	0.76	
Significance	-			-			-		*	
Effect size	-	-0.07	-0.25	-	0.11	-0.09	-	-0.40	-0.57	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	40.7%	24.7%	25.1%	40.0%	19.0%	19.6%	42.1%	31.8%	31.7%	
Agree somewhat	33.9%	49.9%	47.0%	32.5%	51.2%	47.1%	36.8%	48.3%	46.8%	
Disagree somewhat	18.6%	20.1%	21.9%	20.0%	22.5%	24.7%	15.8%	17.0%	18.7%	
Disagree strongly	6.8%	5.3%	6.0%	7.5%	7.2%	8.7%	5.3%	2.8%	2.7%	
Total(n)	59	1,346	3,337	40	746	1,809	19	600	1,528	
Mean	3.08	2.94	2.91	3.05	2.82	2.78	3.16	3.09	3.08	
Standard deviation	0.93	0.81	0.84	0.96	0.82	0.86	0.90	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.17	0.20	-	0.28	0.31	-	0.09	0.10	
This institution should hire more women faculty										
Agree strongly	35.6%	18.2%	16.8%	30.0%	14.2%	13.6%	47.4%	23.2%	20.5%	
Agree somewhat	40.7%	47.0%	44.1%	40.0%	45.5%	42.2%	42.1%	48.9%	46.3%	
Disagree somewhat	22.0%	28.8%	32.0%	27.5%	32.6%	34.2%	10.5%	24.0%	29.4%	
Disagree strongly	1.7%	6.0%	7.1%	2.5%	7.7%	10.0%	0.0%	3.8%	3.8%	
Total(n)	59	1,344	3,333	40	745	1,807	19	599	1,526	
Mean	3.10	2.78	2.70	2.98	2.66	2.59	3.37	2.91	2.83	
Standard deviation	0.80	0.81	0.83	0.83	0.81	0.84	0.68	0.79	0.79	
Significance	-	**	***	-	*	**	-	*	**	
Effect size	-	0.40	0.48	-	0.40	0.46	-	0.58	0.68	
Student Affairs staff have the support and respect of faculty										
Agree strongly	23.3%	13.9%	17.2%	19.5%	11.3%	14.4%	31.6%	17.2%	20.4%	
Agree somewhat	65.0%	63.0%	62.5%	65.9%	65.4%	63.6%	63.2%	60.0%	61.2%	
Disagree somewhat	11.7%	20.6%	17.7%	14.6%	21.0%	18.8%	5.3%	20.1%	16.5%	
Disagree strongly	0.0%	2.5%	2.6%	0.0%	2.3%	3.2%	0.0%	2.7%	2.0%	
Total(n)	60	1,317	3,264	41	734	1,781	19	583	1,483	
Mean	3.12	2.88	2.94	3.05	2.86	2.89	3.26	2.92	3.00	
Standard deviation	0.58	0.66	0.67	0.59	0.63	0.67	0.56	0.69	0.67	
Significance	-	**	*	-			-	*		
Effect size	-	0.36	0.27	-	0.30	0.24	-	0.49	0.39	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	18.0%	29.2%	36.1%	19.0%	28.5%	35.6%	15.8%	30.0%	36.7%	
Agree somewhat	68.9%	57.8%	53.6%	64.3%	59.3%	54.1%	78.9%	56.0%	53.0%	
Disagree somewhat	13.1%	11.9%	9.0%	16.7%	10.7%	8.7%	5.3%	13.2%	9.4%	
Disagree strongly	0.0%	1.2%	1.3%	0.0%	1.5%	1.6%	0.0%	0.8%	0.9%	
Total(n)	61	1,358	3,360	42	754	1,823	19	604	1,537	
Mean	3.05	3.15	3.24	3.02	3.15	3.24	3.11	3.15	3.25	
Standard deviation	0.56	0.66	0.67	0.60	0.66	0.67	0.46	0.67	0.66	
Significance	-		*	-		*	-			
Effect size	-	-0.15	-0.28	-	-0.20	-0.33	-	-0.06	-0.21	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	19.7%	20.7%	27.9%	19.0%	17.8%	25.4%	21.1%	24.3%	31.0%	
Agree somewhat	63.9%	58.7%	55.2%	66.7%	62.1%	57.2%	57.9%	54.4%	52.7%	
Disagree somewhat	16.4%	18.3%	14.6%	14.3%	17.7%	14.7%	21.1%	19.2%	14.4%	
Disagree strongly	0.0%	2.3%	2.4%	0.0%	2.4%	2.7%	0.0%	2.0%	2.0%	
Total(n)	61	1,330	3,264	42	742	1,781	19	588	1,483	
Mean	3.03	2.98	3.09	3.05	2.95	3.05	3.00	3.01	3.13	
Standard deviation	0.60	0.69	0.72	0.58	0.67	0.71	0.67	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.07	-0.08	-	0.15	0.00	-	-0.01	-0.18	
There is a lot of campus racial conflict here										
Agree strongly	1.7%	1.0%	1.6%	0.0%	1.1%	1.6%	5.3%	1.0%	1.6%	
Agree somewhat	10.0%	9.3%	8.4%	7.3%	6.9%	6.5%	15.8%	12.4%	10.5%	
Disagree somewhat	50.0%	41.4%	36.2%	48.8%	38.8%	32.5%	52.6%	44.6%	40.7%	
Disagree strongly	38.3%	48.2%	53.8%	43.9%	53.2%	59.3%	26.3%	42.0%	47.2%	
Total(n)	60	1,342	3,327	41	744	1,803	19	598	1,524	
Mean	1.75	1.63	1.58	1.63	1.56	1.50	2.00	1.72	1.67	
Standard deviation	0.70	0.69	0.71	0.62	0.67	0.69	0.82	0.71	0.73	
Significance	-			-			-			
Effect size	-	0.17	0.24	-	0.10	0.19	-	0.39	0.45	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	26.2%	27.6%	26.5%	26.2%	28.3%	28.1%	26.3%	26.8%	24.7%	
Agree somewhat	60.7%	51.9%	52.8%	61.9%	53.7%	52.7%	57.9%	49.5%	52.8%	
Disagree somewhat	9.8%	15.5%	15.0%	9.5%	14.4%	14.5%	10.5%	16.7%	15.6%	
Disagree strongly	3.3%	5.1%	5.7%	2.4%	3.5%	4.8%	5.3%	7.0%	6.8%	
Total(n)	61	1,346	3,313	42	748	1,803	19	598	1,510	
Mean	3.10	3.02	3.00	3.12	3.07	3.04	3.05	2.96	2.95	
Standard deviation	0.70	0.80	0.80	0.67	0.75	0.78	0.78	0.85	0.82	
Significance	-			-			-			
Effect size	-	0.10	0.13	-	0.07	0.10	-	0.11	0.12	
My teaching is valued by faculty in my department										
Agree strongly	42.6%	40.4%	44.5%	47.6%	39.3%	44.2%	31.6%	41.8%	44.7%	
Agree somewhat	52.5%	46.5%	44.8%	47.6%	48.0%	45.1%	63.2%	44.6%	44.5%	
Disagree somewhat	3.3%	10.1%	8.4%	4.8%	9.9%	8.3%	0.0%	10.2%	8.6%	
Disagree strongly	1.6%	3.0%	2.3%	0.0%	2.8%	2.4%	5.3%	3.3%	2.2%	
Total(n)	61	1,359	3,367	42	754	1,829	19	605	1,538	
Mean	3.36	3.24	3.31	3.43	3.24	3.31	3.21	3.25	3.32	
Standard deviation	0.63	0.75	0.72	0.59	0.74	0.72	0.71	0.77	0.72	
Significance	-			-			-			
Effect size	-	0.16	0.07	-	0.26	0.17	-	-0.05	-0.15	
Faculty of color are treated fairly here										
Agree strongly	50.8%	45.0%	47.6%	52.4%	49.4%	53.3%	47.4%	39.4%	40.8%	
Agree somewhat	37.7%	45.4%	43.2%	38.1%	44.3%	40.1%	36.8%	46.8%	46.8%	
Disagree somewhat	8.2%	8.5%	7.5%	7.1%	5.6%	5.5%	10.5%	12.1%	10.0%	
Disagree strongly	3.3%	1.1%	1.7%	2.4%	0.7%	1.1%	5.3%	1.7%	2.4%	
Total(n)	61	1,341	3,317	42	745	1,806	19	596	1,511	
Mean	3.36	3.34	3.37	3.40	3.42	3.46	3.26	3.24	3.26	
Standard deviation	0.78	0.68	0.70	0.73	0.63	0.65	0.87	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	-0.03	-0.09	-	0.03	0.00	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	44.3%	46.4%	49.0%	50.0%	55.2%	58.5%	31.6%	35.3%	37.8%	
Agree somewhat	37.7%	40.9%	39.5%	38.1%	38.9%	35.6%	36.8%	43.4%	44.2%	
Disagree somewhat	13.1%	10.2%	9.2%	9.5%	5.0%	4.7%	21.1%	16.5%	14.4%	
Disagree strongly	4.9%	2.6%	2.3%	2.4%	0.8%	1.2%	10.5%	4.8%	3.6%	
Total(n)	61	1,359	3,350	42	753	1,816	19	606	1,534	
Mean	3.21	3.31	3.35	3.36	3.49	3.51	2.89	3.09	3.16	
Standard deviation	0.86	0.76	0.74	0.76	0.63	0.64	0.99	0.84	0.80	
Significance	-			-			-			
Effect size	-	-0.13	-0.19	-	-0.21	-0.23	-	-0.24	-0.34	
Gay and lesbian faculty are treated fairly here										
Agree strongly	36.1%	40.6%	42.8%	35.7%	45.1%	47.2%	36.8%	35.1%	37.6%	
Agree somewhat	49.2%	47.9%	44.2%	52.4%	47.5%	42.4%	42.1%	48.5%	46.3%	
Disagree somewhat	11.5%	9.4%	9.2%	11.9%	5.9%	7.1%	10.5%	13.8%	11.7%	
Disagree strongly	3.3%	2.0%	3.8%	0.0%	1.5%	3.3%	10.5%	2.7%	4.4%	
Total(n)	61	1,327	3,236	42	731	1,752	19	596	1,484	
Mean	3.18	3.27	3.26	3.24	3.36	3.33	3.05	3.16	3.17	
Standard deviation	0.76	0.71	0.78	0.66	0.66	0.75	0.97	0.76	0.80	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	-0.18	-0.12	-	-0.14	-0.15	
Faculty are sufficiently involved in campus decision making										
Agree strongly	13.1%	14.0%	15.9%	16.7%	14.5%	16.3%	5.3%	13.4%	15.5%	
Agree somewhat	41.0%	44.8%	44.0%	45.2%	47.3%	44.6%	31.6%	41.8%	43.4%	
Disagree somewhat	23.0%	28.7%	27.0%	19.0%	27.0%	25.9%	31.6%	30.9%	28.3%	
Disagree strongly	23.0%	12.4%	13.0%	19.0%	11.3%	13.2%	31.6%	13.9%	12.8%	
Total(n)	61	1,358	3,343	42	753	1,819	19	605	1,524	
Mean	2.44	2.60	2.63	2.60	2.65	2.64	2.11	2.55	2.62	
Standard deviation	0.99	0.88	0.90	0.99	0.86	0.91	0.94	0.89	0.90	
Significance	-			-			-	*	*	
Effect size	-	-0.18	-0.21	-	-0.06	-0.04	-	-0.49	-0.57	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	11.5%	17.6%	25.5%	16.7%	17.3%	27.0%	0.0%	17.9%	23.7%	
Agree somewhat	52.5%	54.4%	51.6%	52.4%	55.3%	50.8%	52.6%	53.3%	52.5%	
Disagree somewhat	29.5%	22.1%	17.7%	23.8%	22.1%	17.3%	42.1%	22.2%	18.1%	
Disagree strongly	6.6%	5.9%	5.2%	7.1%	5.3%	4.8%	5.3%	6.6%	5.7%	
Total(n)	61	1,356	3,353	42	752	1,824	19	604	1,529	
Mean	2.69	2.84	2.97	2.79	2.85	3.00	2.47	2.82	2.94	
Standard deviation	0.76	0.78	0.80	0.81	0.76	0.80	0.61	0.80	0.80	
Significance	-		**	-			-		*	
Effect size	-	-0.19	-0.35	-	-0.08	-0.26	-	-0.44	-0.59	
This institution takes responsibility for educating underprepared students										
Agree strongly	9.8%	13.1%	16.6%	11.9%	13.0%	16.3%	5.3%	13.2%	17.0%	
Agree somewhat	57.4%	54.2%	54.2%	52.4%	57.4%	55.7%	68.4%	50.2%	52.4%	
Disagree somewhat	23.0%	27.5%	24.3%	28.6%	25.8%	23.5%	10.5%	29.6%	25.3%	
Disagree strongly	9.8%	5.3%	4.9%	7.1%	3.9%	4.5%	15.8%	7.0%	5.3%	
Total(n)	61	1,346	3,312	42	748	1,803	19	598	1,509	
Mean	2.67	2.75	2.83	2.69	2.79	2.84	2.63	2.70	2.81	
Standard deviation	0.79	0.74	0.76	0.78	0.71	0.74	0.83	0.79	0.77	
Significance	-			-			-			
Effect size	-	-0.11	-0.21	-	-0.14	-0.20	-	-0.09	-0.23	
The criteria for advancement and promotion decisions are clear										
Agree strongly	29.5%	29.3%	29.7%	33.3%	32.4%	32.0%	21.1%	25.4%	27.0%	
Agree somewhat	41.0%	46.2%	44.0%	42.9%	49.2%	45.6%	36.8%	42.4%	42.2%	
Disagree somewhat	19.7%	17.7%	18.4%	14.3%	13.3%	15.4%	31.6%	23.3%	22.0%	
Disagree strongly	9.8%	6.8%	7.8%	9.5%	5.2%	7.0%	10.5%	8.9%	8.8%	
Total(n)	61	1,360	3,340	42	754	1,815	19	606	1,525	
Mean	2.90	2.98	2.96	3.00	3.09	3.03	2.68	2.84	2.87	
Standard deviation	0.94	0.86	0.89	0.94	0.81	0.87	0.95	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.09	-0.07	-	-0.11	-0.03	-	-0.18	-0.21	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	5.0%	4.9%	4.7%	2.4%	5.2%	5.3%	10.5%	4.5%	3.9%	
Agree somewhat	25.0%	22.7%	20.6%	29.3%	23.3%	20.0%	15.8%	21.9%	21.4%	
Disagree somewhat	50.0%	48.5%	43.1%	46.3%	49.2%	42.9%	57.9%	47.7%	43.3%	
Disagree strongly	20.0%	23.9%	31.6%	22.0%	22.3%	31.8%	15.8%	25.9%	31.4%	
Total(n)	60	1,348	3,331	41	746	1,805	19	602	1,526	
Mean	2.15	2.09	1.98	2.12	2.12	1.99	2.21	2.05	1.98	
Standard deviation	0.80	0.81	0.84	0.78	0.81	0.85	0.85	0.81	0.83	
Significance	-			-			-			
Effect size	-	0.07	0.20	-	0.00	0.15	-	0.20	0.28	
There is adequate support for faculty development										
Agree strongly	4.9%	12.3%	16.2%	4.8%	11.9%	16.0%	5.3%	12.7%	16.4%	
Agree somewhat	32.8%	49.3%	49.9%	35.7%	51.9%	53.1%	26.3%	46.0%	46.1%	
Disagree somewhat	44.3%	27.6%	24.5%	42.9%	27.2%	22.6%	47.4%	28.1%	26.8%	
Disagree strongly	18.0%	10.8%	9.4%	16.7%	9.0%	8.3%	21.1%	13.1%	10.6%	
Total(n)	61	1,360	3,354	42	756	1,822	19	604	1,532	
Mean	2.25	2.63	2.73	2.29	2.67	2.77	2.16	2.58	2.68	
Standard deviation	0.81	0.83	0.84	0.81	0.80	0.81	0.83	0.87	0.87	
Significance	-	***	***	-	**	***	-	*	**	
Effect size	-	-0.46	-0.57	-	-0.48	-0.59	-	-0.48	-0.60	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	39.3%	32.4%	39.5%	40.5%	31.5%	38.4%	36.8%	33.6%	40.8%	
High priority	39.3%	46.8%	44.3%	45.2%	48.4%	46.4%	26.3%	44.8%	41.7%	
Medium priority	19.7%	18.0%	14.0%	11.9%	16.9%	12.6%	36.8%	19.5%	15.8%	
Low priority	1.6%	2.7%	2.2%	2.4%	3.2%	2.6%	0.0%	2.2%	1.7%	
Total(n)	61	1,353	3,360	42	752	1,825	19	601	1,535	
Mean	3.16	3.09	3.21	3.24	3.08	3.20	3.00	3.10	3.22	
Standard deviation	0.80	0.78	0.76	0.76	0.78	0.76	0.88	0.78	0.77	
Significance	-			-			-			
Effect size	-	0.09	-0.07	-	0.21	0.05	-	-0.13	-0.29	
To develop a sense of community among students and faculty										
Highest priority	11.5%	11.3%	14.8%	16.7%	10.7%	13.8%	0.0%	12.1%	15.9%	
High priority	49.2%	39.9%	42.5%	38.1%	40.9%	43.3%	73.7%	38.6%	41.6%	
Medium priority	36.1%	35.9%	32.4%	42.9%	37.3%	33.4%	21.1%	34.3%	31.3%	
Low priority	3.3%	12.9%	10.3%	2.4%	11.2%	9.5%	5.3%	15.0%	11.1%	
Total(n)	61	1,352	3,351	42	751	1,823	19	601	1,528	
Mean	2.69	2.50	2.62	2.69	2.51	2.61	2.68	2.48	2.62	
Standard deviation	0.72	0.86	0.86	0.78	0.83	0.84	0.58	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.22	0.08	-	0.22	0.10	-	0.22	0.07	
To facilitate student involvement in community service										
Highest priority	9.8%	7.5%	13.4%	14.3%	7.2%	12.3%	0.0%	7.8%	14.7%	Institutional Priority: Civic Engage- ment
High priority	47.5%	32.7%	36.8%	38.1%	30.6%	35.1%	68.4%	35.4%	38.8%	
Medium priority	34.4%	44.0%	38.2%	38.1%	46.2%	40.9%	26.3%	41.4%	34.9%	
Low priority	8.2%	15.7%	11.6%	9.5%	16.0%	11.6%	5.3%	15.4%	11.6%	
Total(n)	61	1,344	3,344	42	745	1,817	19	599	1,527	
Mean	2.59	2.32	2.52	2.57	2.29	2.48	2.63	2.36	2.57	
Standard deviation	0.78	0.83	0.87	0.86	0.82	0.85	0.60	0.83	0.88	
Significance	-	*		-	*		-			
Effect size	-	0.33	0.08	-	0.34	0.11	-	0.33	0.07	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	9.8%	7.4%	12.3%	14.3%	6.5%	11.0%	0.0%	8.7%	13.7%	
High priority	26.2%	24.1%	29.9%	31.0%	24.1%	29.0%	15.8%	24.2%	31.0%	
Medium priority	44.3%	44.0%	39.8%	38.1%	44.8%	41.1%	57.9%	43.0%	38.3%	
Low priority	19.7%	24.4%	18.0%	16.7%	24.6%	18.8%	26.3%	24.2%	17.0%	
Total(n)	61	1,343	3,341	42	743	1,813	19	600	1,528	
Mean	2.26	2.15	2.36	2.43	2.12	2.32	1.89	2.17	2.41	
Standard deviation	0.89	0.87	0.91	0.94	0.86	0.90	0.66	0.90	0.93	
Significance	-			-	*		-		*	
Effect size	-	0.13	-0.11	-	0.36	0.12	-	-0.31	-0.56	
To increase or maintain institutional prestige										
Highest priority	23.0%	30.0%	29.6%	28.6%	27.0%	27.5%	10.5%	33.7%	32.1%	Institutional Priority: Increase Prestige
High priority	41.0%	43.8%	43.2%	42.9%	45.9%	45.1%	36.8%	41.3%	40.9%	
Medium priority	23.0%	20.6%	21.2%	19.0%	21.5%	20.8%	31.6%	19.4%	21.7%	
Low priority	13.1%	5.6%	6.0%	9.5%	5.6%	6.6%	21.1%	5.6%	5.3%	
Total(n)	61	1,351	3,354	42	748	1,820	19	603	1,534	
Mean	2.74	2.98	2.96	2.90	2.94	2.93	2.37	3.03	3.00	
Standard deviation	0.96	0.85	0.86	0.93	0.84	0.86	0.96	0.87	0.87	
Significance	-	*	*	-			-	**	**	
Effect size	-	-0.28	-0.26	-	-0.05	-0.03	-	-0.76	-0.72	
To hire faculty 'stars'										
Highest priority	6.6%	11.8%	13.1%	7.1%	10.3%	11.7%	5.3%	13.8%	14.7%	Institutional Priority: Increase Prestige
High priority	13.1%	32.2%	28.1%	19.0%	33.9%	29.2%	0.0%	30.2%	26.7%	
Medium priority	31.1%	34.9%	36.3%	40.5%	35.2%	35.8%	10.5%	34.5%	37.0%	
Low priority	49.2%	21.0%	22.5%	33.3%	20.6%	23.3%	84.2%	21.6%	21.6%	
Total(n)	61	1,352	3,344	42	749	1,818	19	603	1,526	
Mean	1.77	2.35	2.32	2.00	2.34	2.29	1.26	2.36	2.34	
Standard deviation	0.92	0.94	0.96	0.91	0.92	0.95	0.73	0.97	0.98	
Significance	-	***	***	-	*		-	***	***	
Effect size	-	-0.62	-0.57	-	-0.37	-0.31	-	-1.13	-1.10	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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: Commit- ment to Diversity
Highest priority	6.6%	8.3%	10.6%	7.1%	7.5%	10.3%	5.3%	9.3%	10.9%	
High priority	31.1%	42.1%	40.1%	33.3%	44.8%	40.0%	26.3%	38.7%	40.3%	
Medium priority	44.3%	37.6%	37.5%	42.9%	36.5%	37.9%	47.4%	38.9%	37.2%	
Low priority	18.0%	12.0%	11.7%	16.7%	11.1%	11.8%	21.1%	13.0%	11.6%	
Total(n)	61	1,346	3,329	42	747	1,809	19	599	1,520	
Mean	2.26	2.47	2.50	2.31	2.49	2.49	2.16	2.44	2.51	
Standard deviation	0.83	0.81	0.83	0.84	0.79	0.83	0.83	0.83	0.84	
Significance	-	*	*	-			-			
Effect size	-	-0.26	-0.29	-	-0.23	-0.22	-	-0.34	-0.42	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	21.3%	37.7%	35.3%	23.8%	36.1%	34.7%	15.8%	39.7%	36.1%	
High priority	41.0%	42.6%	41.8%	52.4%	45.4%	42.6%	15.8%	39.0%	40.8%	
Medium priority	23.0%	15.3%	17.2%	9.5%	14.5%	17.2%	52.6%	16.3%	17.1%	
Low priority	14.8%	4.4%	5.7%	14.3%	4.0%	5.5%	15.8%	5.0%	6.0%	
Total(n)	61	1,353	3,348	42	751	1,819	19	602	1,529	
Mean	2.69	3.14	3.07	2.86	3.14	3.06	2.32	3.13	3.07	
Standard deviation	0.98	0.83	0.87	0.95	0.81	0.86	0.95	0.86	0.88	
Significance	-	***	***	-	*		-	***	***	
Effect size	-	-0.54	-0.44	-	-0.35	-0.23	-	-0.94	-0.85	
To create a diverse multi-cultural campus environment										Institutional Priority: Commit- ment to Diversity
Highest priority	16.4%	12.9%	15.2%	21.4%	12.8%	14.2%	5.3%	12.9%	16.5%	
High priority	24.6%	40.1%	40.6%	26.2%	42.6%	40.9%	21.1%	36.9%	40.2%	
Medium priority	41.0%	37.1%	33.5%	35.7%	35.3%	34.2%	52.6%	39.4%	32.7%	
Low priority	18.0%	10.0%	10.7%	16.7%	9.2%	10.7%	21.1%	10.9%	10.6%	
Total(n)	61	1,345	3,337	42	748	1,814	19	597	1,523	
Mean	2.39	2.56	2.60	2.52	2.59	2.58	2.11	2.52	2.63	
Standard deviation	0.97	0.84	0.87	1.02	0.83	0.86	0.81	0.85	0.88	
Significance	-			-			-	*	*	
Effect size	-	-0.20	-0.24	-	-0.08	-0.07	-	-0.48	-0.59	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	3.3%	9.8%	11.9%	4.8%	11.5%	13.5%	0.0%	7.7%	10.0%	
High priority	45.9%	39.7%	38.4%	54.8%	47.2%	44.8%	26.3%	30.5%	30.7%	
Medium priority	31.1%	34.4%	33.3%	26.2%	32.4%	30.7%	42.1%	36.8%	36.3%	
Low priority	19.7%	16.0%	16.4%	14.3%	8.8%	10.9%	31.6%	25.0%	23.0%	
Total(n)	61	1,346	3,323	42	746	1,802	19	600	1,521	
Mean	2.33	2.43	2.46	2.50	2.61	2.61	1.95	2.21	2.28	
Standard deviation	0.83	0.87	0.90	0.80	0.80	0.85	0.78	0.91	0.93	
Significance	-			-			-			
Effect size	-	-0.11	-0.14	-	-0.14	-0.13	-	-0.29	-0.35	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	3.3%	5.3%	7.5%	2.4%	4.0%	5.6%	5.3%	6.8%	9.8%	
High priority	31.1%	27.1%	28.6%	35.7%	27.3%	29.4%	21.1%	26.9%	27.7%	
Medium priority	44.3%	40.7%	39.9%	42.9%	44.6%	41.6%	47.4%	35.7%	38.0%	
Low priority	21.3%	27.0%	23.9%	19.0%	24.1%	23.5%	26.3%	30.6%	24.5%	
Total(n)	61	1,343	3,322	42	744	1,802	19	599	1,520	
Mean	2.16	2.11	2.20	2.21	2.11	2.17	2.05	2.10	2.23	
Standard deviation	0.80	0.86	0.89	0.78	0.81	0.85	0.85	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.06	-0.04	-	0.12	0.05	-	-0.05	-0.19	
To create and sustain partnerships with surrounding communities										
Highest priority	4.9%	10.4%	13.2%	7.1%	8.0%	10.7%	0.0%	13.4%	16.2%	
High priority	41.0%	34.0%	35.7%	47.6%	35.1%	34.4%	26.3%	32.6%	37.3%	
Medium priority	39.3%	39.5%	36.9%	31.0%	41.4%	39.6%	57.9%	37.2%	33.7%	
Low priority	14.8%	16.1%	14.2%	14.3%	15.5%	15.4%	15.8%	16.9%	12.8%	
Total(n)	61	1,346	3,330	42	747	1,809	19	599	1,521	
Mean	2.36	2.39	2.48	2.48	2.36	2.40	2.11	2.42	2.57	
Standard deviation	0.80	0.88	0.89	0.83	0.84	0.87	0.66	0.92	0.91	
Significance	-			-			-		*	
Effect size	-	-0.03	-0.13	-	0.14	0.09	-	-0.34	-0.51	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	55.7%	50.6%	36.5%	59.5%	51.1%	36.2%	47.4%	50.0%	37.0%	
High priority	31.1%	33.9%	35.0%	35.7%	35.9%	35.9%	21.1%	31.4%	33.9%	
Medium priority	9.8%	11.6%	20.5%	2.4%	10.0%	20.0%	26.3%	13.5%	21.1%	
Low priority	3.3%	3.9%	8.0%	2.4%	2.9%	8.0%	5.3%	5.0%	8.1%	
Total(n)	61	1,347	3,307	42	749	1,798	19	598	1,509	
Mean	3.39	3.31	3.00	3.52	3.35	3.00	3.11	3.26	3.00	
Standard deviation	0.80	0.82	0.94	0.67	0.78	0.94	0.99	0.88	0.95	
Significance	-		**	-		***	-			
Effect size	-	0.10	0.41	-	0.22	0.55	-	-0.17	0.12	
To increase the representation of minorities in the faculty and administration										Institutional Priority: Commit- ment to Diversity
Highest priority	8.2%	7.6%	9.3%	9.5%	8.1%	9.4%	5.3%	7.0%	9.2%	
High priority	24.6%	35.3%	35.0%	28.6%	38.0%	36.0%	15.8%	32.0%	33.9%	
Medium priority	44.3%	43.4%	40.5%	38.1%	42.1%	39.7%	57.9%	45.0%	41.5%	
Low priority	23.0%	13.7%	15.2%	23.8%	11.8%	14.9%	21.1%	16.0%	15.5%	
Total(n)	61	1,344	3,308	42	744	1,793	19	600	1,515	
Mean	2.18	2.37	2.38	2.24	2.42	2.40	2.05	2.30	2.37	
Standard deviation	0.89	0.81	0.85	0.93	0.80	0.85	0.78	0.82	0.85	
Significance	-			-			-			
Effect size	-	-0.23	-0.24	-	-0.23	-0.19	-	-0.30	-0.38	
To strengthen links with the for-profit, corporate sector										
Highest priority	23.0%	17.8%	15.2%	23.8%	15.9%	12.9%	21.1%	20.2%	17.8%	
High priority	37.7%	41.4%	37.4%	35.7%	44.6%	39.7%	42.1%	37.3%	34.5%	
Medium priority	27.9%	30.0%	33.6%	31.0%	30.6%	34.1%	21.1%	29.1%	33.0%	
Low priority	11.5%	10.9%	13.9%	9.5%	8.9%	13.2%	15.8%	13.4%	14.6%	
Total(n)	61	1,342	3,303	42	744	1,794	19	598	1,509	
Mean	2.72	2.66	2.54	2.74	2.67	2.52	2.68	2.64	2.56	
Standard deviation	0.95	0.89	0.91	0.94	0.85	0.88	1.00	0.95	0.95	
Significance	-			-			-			
Effect size	-	0.07	0.20	-	0.08	0.25	-	0.04	0.13	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	13.1%	9.5%	13.9%	16.7%	9.1%	14.0%	5.3%	10.0%	13.7%	
High priority	44.3%	36.8%	40.4%	42.9%	37.7%	40.5%	47.4%	35.7%	40.2%	
Medium priority	32.8%	41.3%	36.4%	28.6%	40.8%	36.2%	42.1%	41.9%	36.7%	
Low priority	9.8%	12.4%	9.3%	11.9%	12.5%	9.2%	5.3%	12.4%	9.4%	
Total(n)	61	1,345	3,320	42	746	1,803	19	599	1,517	
Mean	2.61	2.43	2.59	2.64	2.43	2.59	2.53	2.43	2.58	
Standard deviation	0.84	0.83	0.84	0.91	0.82	0.84	0.70	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.22	0.02	-	0.26	0.06	-	0.12	-0.06	
To increase the representation of women in the faculty and administration										
Highest priority	6.6%	6.8%	8.1%	7.1%	7.2%	9.2%	5.3%	6.2%	6.9%	Institutional Priority: Commit- ment to Diversity
High priority	31.1%	31.7%	30.3%	35.7%	38.5%	34.9%	21.1%	23.2%	24.7%	
Medium priority	42.6%	44.6%	43.2%	38.1%	44.0%	42.9%	52.6%	45.3%	43.6%	
Low priority	19.7%	17.0%	18.4%	19.0%	10.2%	13.0%	21.1%	25.3%	24.8%	
Total(n)	61	1,345	3,305	42	745	1,792	19	600	1,513	
Mean	2.25	2.28	2.28	2.31	2.43	2.40	2.11	2.10	2.14	
Standard deviation	0.85	0.82	0.86	0.87	0.77	0.83	0.81	0.85	0.87	
Significance	-			-			-			
Effect size	-	-0.04	-0.03	-	-0.16	-0.11	-	0.01	-0.03	
To develop an appreciation for multiculturalism										
Highest priority	9.8%	12.7%	14.7%	11.9%	11.9%	13.6%	5.3%	13.7%	16.1%	Institutional Priority: Commit- ment to Diversity
High priority	39.3%	35.4%	36.7%	47.6%	37.3%	37.5%	21.1%	33.0%	35.8%	
Medium priority	34.4%	39.6%	36.3%	26.2%	39.6%	36.9%	52.6%	39.5%	35.5%	
Low priority	16.4%	12.3%	12.3%	14.3%	11.1%	12.1%	21.1%	13.8%	12.6%	
Total(n)	61	1,347	3,319	42	747	1,799	19	600	1,520	
Mean	2.43	2.48	2.54	2.57	2.50	2.53	2.11	2.47	2.55	
Standard deviation	0.88	0.87	0.89	0.89	0.84	0.87	0.81	0.89	0.91	
Significance	-			-			-		*	
Effect size	-	-0.06	-0.12	-	0.08	0.05	-	-0.40	-0.48	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	6.6%	11.1%	12.8%	9.5%	10.0%	11.5%	0.0%	12.5%	14.3%	
Agree somewhat	45.9%	50.9%	50.6%	45.2%	52.1%	50.1%	47.4%	49.3%	51.3%	
Disagree somewhat	31.1%	28.1%	27.2%	28.6%	28.4%	28.6%	36.8%	27.6%	25.5%	
Disagree strongly	16.4%	10.0%	9.4%	16.7%	9.6%	9.8%	15.8%	10.5%	8.9%	
Total(n)	61	1,351	3,367	42	753	1,826	19	598	1,541	
Mean	2.43	2.63	2.67	2.48	2.62	2.63	2.32	2.64	2.71	
Standard deviation	0.85	0.81	0.82	0.89	0.79	0.81	0.75	0.83	0.82	
Significance	-		*	-			-		*	
Effect size	-	-0.25	-0.29	-	-0.18	-0.19	-	-0.39	-0.48	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	3.3%	4.8%	4.7%	0.0%	5.9%	6.4%	10.5%	3.3%	2.6%	
Agree somewhat	21.3%	20.5%	21.1%	21.4%	25.0%	25.4%	21.1%	14.9%	16.0%	
Disagree somewhat	36.1%	45.3%	43.1%	47.6%	48.0%	44.3%	10.5%	42.0%	41.6%	
Disagree strongly	39.3%	29.4%	31.2%	31.0%	21.1%	23.9%	57.9%	39.8%	39.8%	
Total(n)	61	1,346	3,354	42	748	1,818	19	598	1,536	
Mean	1.89	2.01	1.99	1.90	2.16	2.14	1.84	1.82	1.81	
Standard deviation	0.86	0.83	0.84	0.73	0.82	0.85	1.12	0.81	0.79	
Significance	-			-	*		-			
Effect size	-	-0.14	-0.12	-	-0.32	-0.28	-	0.02	0.04	
Colleges should be actively involved in solving social problems										
Agree strongly	39.3%	24.2%	26.0%	31.0%	20.6%	21.6%	57.9%	28.7%	31.2%	
Agree somewhat	41.0%	54.5%	52.3%	47.6%	54.7%	52.3%	26.3%	54.1%	52.4%	
Disagree somewhat	16.4%	17.4%	17.9%	16.7%	20.6%	21.3%	15.8%	13.4%	13.8%	
Disagree strongly	3.3%	4.0%	3.8%	4.8%	4.1%	4.8%	0.0%	3.8%	2.5%	
Total(n)	61	1,348	3,357	42	749	1,817	19	599	1,540	
Mean	3.16	2.99	3.01	3.05	2.92	2.91	3.42	3.08	3.12	
Standard deviation	0.82	0.76	0.77	0.82	0.76	0.78	0.77	0.75	0.73	
Significance	-			-			-			
Effect size	-	0.22	0.19	-	0.17	0.18	-	0.45	0.41	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	47.5%	30.8%	34.9%	45.2%	25.5%	29.2%	52.6%	37.5%	41.8%	
Agree somewhat	47.5%	58.4%	55.3%	47.6%	61.3%	58.0%	47.4%	54.8%	52.1%	
Disagree somewhat	4.9%	9.9%	8.5%	7.1%	12.1%	11.0%	0.0%	7.2%	5.6%	
Disagree strongly	0.0%	0.8%	1.3%	0.0%	1.1%	1.9%	0.0%	0.5%	0.6%	
Total(n)	61	1,349	3,360	42	749	1,820	19	600	1,540	
Mean	3.43	3.19	3.24	3.38	3.11	3.14	3.53	3.29	3.35	
Standard deviation	0.59	0.64	0.65	0.62	0.64	0.68	0.51	0.62	0.61	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.38	0.29	-	0.42	0.35	-	0.39	0.30	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	67.2%	56.7%	57.4%	66.7%	47.7%	48.8%	68.4%	67.9%	67.5%	
Agree somewhat	31.1%	38.8%	37.5%	31.0%	45.9%	43.4%	31.6%	30.1%	30.5%	
Disagree somewhat	1.6%	3.3%	3.7%	2.4%	4.9%	5.6%	0.0%	1.3%	1.6%	
Disagree strongly	0.0%	1.1%	1.4%	0.0%	1.5%	2.2%	0.0%	0.7%	0.4%	
Total(n)	61	1,349	3,357	42	750	1,818	19	599	1,539	
Mean	3.66	3.51	3.51	3.64	3.40	3.39	3.68	3.65	3.65	
Standard deviation	0.51	0.62	0.64	0.53	0.65	0.69	0.48	0.54	0.53	
Significance	-			-	*	*	-			
Effect size	-	0.24	0.23	-	0.37	0.36	-	0.06	0.06	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	1.6%	1.8%	2.0%	2.4%	2.4%	2.5%	0.0%	1.0%	1.4%	
Agree somewhat	16.4%	15.3%	13.3%	14.3%	19.9%	17.4%	21.1%	9.5%	8.5%	
Disagree somewhat	45.9%	42.9%	40.6%	50.0%	46.0%	43.4%	36.8%	39.1%	37.2%	
Disagree strongly	36.1%	40.0%	44.1%	33.3%	31.7%	36.7%	42.1%	50.4%	52.8%	
Total(n)	61	1,347	3,358	42	748	1,817	19	599	1,541	
Mean	1.84	1.79	1.73	1.86	1.93	1.86	1.79	1.61	1.59	
Standard deviation	0.76	0.76	0.76	0.75	0.78	0.79	0.79	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.07	0.14	-	-0.09	0.00	-	0.26	0.28	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	1.6%	3.2%	9.6%	2.4%	3.5%	11.9%	0.0%	2.8%	6.8%	
Agree somewhat	11.5%	21.1%	24.8%	11.9%	22.7%	25.1%	10.5%	19.1%	24.6%	
Disagree somewhat	39.3%	34.2%	32.3%	31.0%	32.0%	30.0%	57.9%	37.1%	35.0%	
Disagree strongly	47.5%	41.5%	33.3%	54.8%	41.8%	33.0%	31.6%	41.0%	33.6%	
Total(n)	61	1,346	3,351	42	748	1,816	19	598	1,535	
Mean	1.67	1.86	2.11	1.62	1.88	2.16	1.79	1.84	2.05	
Standard deviation	0.75	0.86	0.98	0.79	0.88	1.02	0.63	0.83	0.92	
Significance	-		***	-		***	-			
Effect size	-	-0.22	-0.45	-	-0.30	-0.53	-	-0.06	-0.28	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	31.1%	29.4%	32.3%	28.6%	23.9%	26.3%	36.8%	36.3%	39.3%	
Agree somewhat	62.3%	58.3%	56.3%	64.3%	62.8%	59.8%	57.9%	52.7%	52.2%	
Disagree somewhat	6.6%	11.3%	10.1%	7.1%	11.9%	11.8%	5.3%	10.5%	8.0%	
Disagree strongly	0.0%	1.0%	1.4%	0.0%	1.5%	2.1%	0.0%	0.5%	0.5%	
Total(n)	61	1,349	3,357	42	749	1,818	19	600	1,539	
Mean	3.25	3.16	3.19	3.21	3.09	3.10	3.32	3.25	3.30	
Standard deviation	0.57	0.65	0.66	0.56	0.64	0.67	0.58	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.14	0.09	-	0.19	0.16	-	0.11	0.03	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	19.7%	11.3%	10.4%	16.7%	11.9%	10.8%	26.3%	10.6%	9.9%	
Agree somewhat	42.6%	42.6%	43.8%	40.5%	40.9%	42.2%	47.4%	44.8%	45.7%	
Disagree somewhat	29.5%	33.6%	34.2%	35.7%	33.5%	35.0%	15.8%	33.7%	33.3%	
Disagree strongly	8.2%	12.5%	11.6%	7.1%	13.8%	12.0%	10.5%	10.9%	11.1%	
Total(n)	61	1,343	3,329	42	749	1,810	19	594	1,519	
Mean	2.74	2.53	2.53	2.67	2.51	2.52	2.89	2.55	2.55	
Standard deviation	0.87	0.85	0.83	0.85	0.87	0.84	0.94	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.25	0.25	-	0.18	0.18	-	0.41	0.41	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should prohibit racist/sexist speech on campus										
Agree strongly	41.0%	32.2%	34.4%	35.7%	28.0%	30.0%	52.6%	37.6%	39.6%	
Agree somewhat	29.5%	29.3%	29.9%	35.7%	28.0%	28.5%	15.8%	30.9%	31.6%	
Disagree somewhat	13.1%	26.1%	24.6%	14.3%	28.2%	27.2%	10.5%	23.3%	21.4%	
Disagree strongly	16.4%	12.5%	11.1%	14.3%	15.8%	14.2%	21.1%	8.2%	7.4%	
Total(n)	61	1,347	3,340	42	751	1,813	19	596	1,527	
Mean	2.95	2.81	2.88	2.93	2.68	2.74	3.00	2.98	3.03	
Standard deviation	1.10	1.02	1.01	1.05	1.05	1.04	1.25	0.97	0.95	
Significance	-			-			-			
Effect size	-	0.14	0.07	-	0.24	0.18	-	0.02	-0.03	
This institution should not offer remedial/developmental education										
Agree strongly	6.6%	5.2%	4.8%	7.1%	6.7%	6.3%	5.3%	3.3%	3.0%	
Agree somewhat	24.6%	16.1%	16.2%	21.4%	19.0%	19.7%	31.6%	12.4%	12.1%	
Disagree somewhat	32.8%	47.1%	46.0%	40.5%	50.2%	48.8%	15.8%	43.3%	42.7%	
Disagree strongly	36.1%	31.6%	33.0%	31.0%	24.1%	25.2%	47.4%	41.0%	42.2%	
Total(n)	61	1,349	3,344	42	751	1,811	19	598	1,533	
Mean	2.02	1.95	1.93	2.05	2.08	2.07	1.95	1.78	1.76	
Standard deviation	0.94	0.83	0.82	0.91	0.83	0.83	1.03	0.79	0.78	
Significance	-			-			-			
Effect size	-	0.08	0.11	-	-0.04	-0.02	-	0.22	0.24	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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%	0.2%	0.3%	0.0%	0.2%	0.2%	0.0%	0.3%	0.4%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.2%	0.3%	0.0%	0.2%	0.2%	0.0%	0.3%	0.4%	
\$40,000 - \$49,999	2.9%	1.2%	1.8%	0.0%	0.5%	1.1%	8.3%	2.1%	2.7%	
\$50,000 - \$59,999	14.7%	10.4%	10.3%	13.6%	6.9%	7.0%	16.7%	14.3%	14.1%	
\$60,000 - \$69,999	26.5%	16.8%	15.3%	27.3%	12.6%	11.6%	25.0%	21.6%	19.5%	
\$70,000 - \$79,999	14.7%	16.6%	15.6%	18.2%	15.6%	14.5%	8.3%	17.7%	17.0%	
\$80,000 - \$89,999	8.8%	13.0%	12.6%	13.6%	12.2%	11.5%	0.0%	14.0%	13.8%	
\$90,000 - \$99,999	11.8%	11.5%	11.0%	9.1%	11.0%	10.9%	16.7%	11.9%	11.1%	
\$100,000 - \$124,999	17.6%	17.1%	17.3%	13.6%	21.6%	20.7%	25.0%	11.9%	13.4%	
\$125,000 - \$149,999	2.9%	6.0%	6.7%	4.5%	8.3%	8.7%	0.0%	3.4%	4.4%	
\$150,000 or more	0.0%	7.0%	8.8%	0.0%	10.8%	13.6%	0.0%	2.6%	3.3%	
Total(n)	34	820	1,688	22	435	898	12	385	790	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.5%	0.2%	0.0%	0.8%	0.3%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.5%	0.4%	0.0%	0.8%	0.7%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	4.5%	0.5%	0.3%	5.9%	0.8%	0.5%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.7%	0.9%	0.0%	0.8%	1.0%	0.0%	0.6%	0.8%	
\$50,000 - \$59,999	0.0%	4.3%	3.3%	0.0%	2.8%	2.3%	0.0%	6.7%	4.5%	
\$60,000 - \$69,999	9.1%	5.1%	9.2%	0.0%	4.0%	7.4%	40.0%	6.7%	11.4%	
\$70,000 - \$79,999	9.1%	7.2%	10.0%	11.8%	6.3%	8.5%	0.0%	8.6%	11.8%	
\$80,000 - \$89,999	9.1%	8.0%	11.9%	5.9%	6.7%	9.0%	20.0%	9.8%	15.5%	
\$90,000 - \$99,999	9.1%	11.1%	11.3%	5.9%	10.7%	9.7%	20.0%	11.7%	13.3%	
\$100,000 - \$124,999	22.7%	26.0%	23.9%	29.4%	25.8%	23.9%	0.0%	26.4%	23.9%	
\$125,000 - \$149,999	18.2%	14.0%	12.2%	17.6%	15.1%	14.5%	20.0%	12.3%	9.4%	
\$150,000 or more	18.2%	22.2%	16.4%	23.5%	25.4%	22.1%	0.0%	17.2%	9.4%	
Total(n)	22	415	1,088	17	252	598	5	163	490	
Your base institutional salary reported above is based on:										
Less than 9 months	5.1%	1.9%	4.9%	4.9%	2.1%	5.6%	5.6%	1.6%	4.0%	
9/10 months	57.6%	64.9%	57.7%	53.7%	61.5%	56.4%	66.7%	69.1%	59.3%	
11/12 months	37.3%	33.2%	37.4%	41.5%	36.4%	37.9%	27.8%	29.3%	36.8%	
Total(n)	59	1,276	2,973	41	712	1,618	18	564	1,355	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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%	32.8%	38.9%	35.1%	33.3%	37.2%	30.7%	31.6%	41.0%	40.3%	
75% to 99%	49.2%	41.8%	42.4%	50.0%	41.3%	44.2%	47.4%	42.5%	40.3%	
74% to 50%	11.5%	12.6%	11.4%	14.3%	14.2%	13.4%	5.3%	10.7%	8.9%	
25% to 49%	4.9%	2.8%	3.6%	0.0%	2.9%	3.9%	15.8%	2.7%	3.4%	
1% to 24%	1.6%	3.1%	6.8%	2.4%	3.5%	7.3%	0.0%	2.7%	6.2%	
0%	0.0%	0.7%	0.7%	0.0%	0.9%	0.6%	0.0%	0.5%	0.9%	
Total(n)	61	1,346	3,311	42	748	1,791	19	598	1,520	
Other income from this institution										
100%	0.0%	0.3%	0.2%	0.0%	0.3%	0.1%	0.0%	0.3%	0.3%	
75% to 99%	0.0%	0.3%	0.3%	0.0%	0.4%	0.3%	0.0%	0.2%	0.2%	
74% to 50%	0.0%	1.0%	0.6%	0.0%	1.3%	0.6%	0.0%	0.7%	0.5%	
25% to 49%	11.5%	8.5%	5.6%	14.3%	9.2%	6.6%	5.3%	7.8%	4.5%	
1% to 24%	19.7%	28.3%	29.3%	11.9%	29.4%	31.2%	36.8%	26.9%	27.1%	
0%	68.9%	61.5%	64.0%	73.8%	59.4%	61.2%	57.9%	64.1%	67.3%	
Total(n)	61	1,300	3,186	42	720	1,720	19	580	1,466	
Income from another academic institution										
100%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.2%	1.2%	0.0%	0.3%	1.1%	0.0%	0.2%	1.3%	
74% to 50%	1.6%	0.2%	0.5%	2.4%	0.1%	0.5%	0.0%	0.2%	0.5%	
25% to 49%	1.6%	0.8%	0.8%	2.4%	0.8%	1.0%	0.0%	0.7%	0.5%	
1% to 24%	3.3%	6.3%	7.7%	2.4%	7.0%	8.7%	5.3%	5.3%	6.4%	
0%	93.4%	92.5%	89.9%	92.9%	91.6%	88.6%	94.7%	93.6%	91.3%	
Total(n)	61	1,279	3,153	42	713	1,704	19	566	1,449	
Non-academic income										
100%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	0.0%	0.0%	0.1%	
75% to 99%	1.6%	2.8%	6.0%	2.4%	2.8%	6.4%	0.0%	2.8%	5.5%	
74% to 50%	6.6%	3.4%	3.7%	2.4%	3.5%	4.0%	15.8%	3.3%	3.4%	
25% to 49%	6.6%	4.4%	5.4%	4.8%	4.9%	6.0%	10.5%	3.8%	4.6%	
1% to 24%	21.3%	27.9%	28.9%	26.2%	30.5%	32.2%	10.5%	24.7%	25.1%	
0%	63.9%	61.3%	55.7%	64.3%	58.0%	51.1%	63.2%	65.4%	61.2%	
Total(n)	61	1,294	3,203	42	719	1,737	19	575	1,466	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1981 or later	0.0%	0.5%	0.5%	0.0%	0.8%	0.6%	0.0%	0.2%	0.5%	
1986 - 1980	3.3%	3.3%	4.4%	4.8%	2.7%	4.0%	0.0%	4.0%	4.8%	
1971 - 1975	10.0%	6.6%	7.2%	4.8%	6.5%	6.2%	22.2%	6.7%	8.4%	
1966 - 1970	10.0%	12.7%	11.3%	9.5%	11.4%	11.2%	11.1%	14.3%	11.3%	
1961 - 1965	5.0%	12.2%	11.7%	4.8%	10.6%	11.1%	5.6%	14.2%	12.5%	
1956 - 1960	25.0%	18.8%	15.9%	23.8%	18.3%	15.0%	27.8%	19.4%	17.0%	
1951 - 1955	25.0%	18.7%	18.3%	26.2%	17.0%	16.6%	22.2%	20.9%	20.4%	
1946 - 1950	16.7%	15.6%	18.6%	21.4%	17.1%	20.0%	5.6%	13.7%	16.9%	
1941 - 1945	3.3%	8.4%	8.4%	2.4%	11.2%	10.5%	5.6%	4.9%	5.9%	
1940 or earlier	1.7%	3.2%	3.6%	2.4%	4.4%	4.7%	0.0%	1.7%	2.3%	
Total(n)	60	1,336	3,313	42	743	1,796	18	593	1,517	
Year of highest degree now held										
1973 or earlier	1.7%	8.7%	8.0%	2.4%	13.3%	12.3%	0.0%	2.9%	2.9%	
1974 - 1978	8.3%	8.4%	8.6%	9.5%	12.1%	11.8%	5.6%	3.7%	4.7%	
1979 - 1983	13.3%	11.5%	10.9%	16.7%	12.1%	12.8%	5.6%	10.7%	8.7%	
1984 - 1988	13.3%	13.6%	13.0%	19.0%	14.2%	12.3%	0.0%	12.9%	13.8%	
1989 - 1993	23.3%	14.5%	13.4%	21.4%	14.6%	13.1%	27.8%	14.4%	13.7%	
1994 - 1998	20.0%	17.0%	15.7%	16.7%	13.6%	13.7%	27.8%	21.1%	18.0%	
1999 - 2003	1.7%	12.6%	14.3%	0.0%	10.4%	11.5%	5.6%	15.4%	17.6%	
2004 - 2008	16.7%	11.3%	12.5%	14.3%	8.1%	9.8%	22.2%	15.3%	15.7%	
2009 or later	1.7%	2.5%	3.7%	0.0%	1.6%	2.6%	5.6%	3.5%	4.9%	
Total(n)	60	1,338	3,295	42	742	1,790	18	596	1,505	
Year of appointment at present institution										
1973 or earlier	0.0%	2.6%	2.3%	0.0%	3.2%	3.3%	0.0%	1.7%	1.2%	
1974 - 1978	1.7%	4.3%	3.4%	2.4%	6.4%	5.1%	0.0%	1.7%	1.5%	
1979 - 1983	6.8%	5.8%	5.0%	4.8%	7.3%	6.5%	11.8%	3.9%	3.3%	
1984 - 1988	10.2%	8.9%	8.0%	11.9%	11.1%	9.7%	5.9%	6.3%	5.9%	
1989 - 1993	5.1%	12.0%	10.8%	4.8%	12.0%	10.3%	5.9%	12.0%	11.3%	
1994 - 1998	8.5%	15.0%	13.9%	11.9%	12.4%	13.1%	0.0%	18.3%	14.8%	
1999 - 2003	27.1%	20.2%	20.9%	26.2%	20.2%	20.2%	29.4%	20.3%	21.9%	
2004 - 2008	32.2%	22.3%	23.9%	28.6%	19.5%	21.4%	41.2%	25.7%	26.7%	
2009 or later	8.5%	8.9%	11.8%	9.5%	7.8%	10.6%	5.9%	10.2%	13.3%	
Total(n)	59	1,330	3,277	42	739	1,781	17	591	1,496	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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%	2.1%	1.9%	0.0%	3.4%	3.0%	0.0%	0.3%	0.2%	
1974 - 1978	0.0%	2.1%	2.7%	0.0%	2.1%	3.4%	0.0%	2.1%	1.7%	
1979 - 1983	3.0%	6.3%	5.2%	4.2%	8.3%	7.1%	0.0%	3.4%	2.5%	
1984 - 1988	9.1%	9.9%	8.8%	8.3%	12.4%	10.7%	11.1%	6.3%	6.1%	
1989 - 1993	18.2%	13.0%	11.7%	16.7%	14.9%	13.5%	22.2%	10.2%	9.2%	
1994 - 1998	12.1%	16.1%	15.8%	12.5%	14.9%	14.0%	11.1%	18.0%	18.3%	
1999 - 2003	30.3%	19.8%	20.4%	33.3%	18.4%	19.2%	22.2%	21.9%	22.0%	
2004 - 2008	21.2%	22.8%	24.0%	20.8%	18.8%	20.8%	22.2%	28.6%	28.7%	
2009 or later	6.1%	7.9%	9.5%	4.2%	6.9%	8.2%	11.1%	9.4%	11.4%	
Total(n)	33	949	2,067	24	565	1,226	9	384	841	
Aggregated Major										
Agriculture or Forestry (General Area 1)	14.8%	2.0%	0.9%	16.7%	2.8%	1.4%	10.5%	1.0%	0.4%	
Biological Sciences (General Area 5)	8.2%	12.2%	7.7%	9.5%	16.3%	10.2%	5.3%	7.1%	4.8%	
Business (General Area 6)	3.3%	4.0%	6.0%	2.4%	5.0%	8.2%	5.3%	2.6%	3.3%	
Education (General Area 10 and Specific Discipline 2102)	13.1%	16.1%	21.1%	16.7%	11.7%	15.7%	5.3%	21.6%	27.5%	
Engineering (General Area 11)	9.8%	4.8%	3.5%	9.5%	7.8%	5.6%	10.5%	1.2%	1.1%	
English (General Area 12)	4.9%	2.3%	2.0%	2.4%	1.4%	1.6%	10.5%	3.5%	2.6%	
Health-related (General Area 15)	1.6%	12.6%	11.4%	2.4%	8.7%	7.3%	0.0%	17.5%	16.1%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	2.1%	2.3%	0.0%	2.5%	3.0%	0.0%	1.5%	1.4%	
Humanities (General Area 14,24)	0.0%	2.2%	2.7%	0.0%	1.6%	3.0%	0.0%	3.0%	2.4%	
Fine Arts (General Area 2,4,22)	3.3%	3.8%	2.6%	2.4%	4.2%	2.8%	5.3%	3.3%	2.3%	
Mathematics or Statistics (General Area 18)	0.0%	2.1%	1.9%	0.0%	2.4%	2.3%	0.0%	1.8%	1.4%	
Physical Sciences (General Area 25)	8.2%	5.1%	4.1%	9.5%	8.2%	6.5%	5.3%	1.3%	1.2%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	8.2%	15.9%	16.9%	9.5%	14.6%	15.6%	5.3%	17.5%	18.5%	
Other Technical (General Area 8,19,28)	1.6%	1.6%	1.9%	2.4%	1.8%	2.8%	0.0%	1.3%	0.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	23.0%	13.1%	15.1%	16.7%	10.9%	14.0%	36.8%	15.8%	16.3%	
Total(n)	61	1,365	3,393	42	759	1,838	19	606	1,555	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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)	24.6%	2.5%	1.1%	26.2%	3.4%	1.6%	21.1%	1.3%	0.5%	
Biological Sciences (General Area 5)	4.9%	9.3%	6.4%	7.1%	12.8%	8.8%	0.0%	4.8%	3.6%	
Business (General Area 6)	3.3%	4.6%	7.0%	2.4%	6.0%	9.4%	5.3%	2.8%	4.0%	
Education (General Area 10 and Specific Discipline 2102)	14.8%	15.3%	20.3%	16.7%	11.6%	15.7%	10.5%	19.8%	25.7%	
Engineering (General Area 11)	6.6%	4.1%	3.4%	7.1%	6.7%	5.3%	5.3%	0.8%	1.2%	
English (General Area 12)	6.6%	2.8%	2.3%	4.8%	1.7%	1.6%	10.5%	4.1%	3.1%	
Health-related (General Area 15)	1.6%	17.0%	14.8%	2.4%	12.4%	9.4%	0.0%	22.8%	21.2%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	1.8%	1.7%	0.0%	2.0%	2.2%	0.0%	1.5%	1.2%	
Humanities (General Area 14,24)	0.0%	1.7%	2.4%	0.0%	1.1%	2.8%	0.0%	2.5%	1.9%	
Fine Arts (General Area 2,4,22)	3.3%	4.1%	2.8%	2.4%	4.2%	3.1%	5.3%	4.0%	2.6%	
Mathematics or Statistics (General Area 18)	0.0%	1.8%	1.4%	0.0%	2.1%	1.9%	0.0%	1.5%	0.8%	
Physical Sciences (General Area 25)	4.9%	4.4%	3.4%	4.8%	6.9%	5.5%	5.3%	1.3%	1.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	3.3%	12.8%	12.9%	2.4%	11.8%	12.5%	5.3%	14.2%	13.4%	
Other Technical (General Area 8,19,28)	0.0%	1.7%	2.2%	0.0%	2.4%	3.3%	0.0%	0.8%	1.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	26.2%	16.2%	17.8%	23.8%	14.8%	16.9%	31.6%	17.8%	18.9%	
Total(n)	61	1,362	3,381	42	756	1,832	19	606	1,549	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	71.7%	62.9%	63.6%	63.4%	59.7%	60.7%	89.5%	66.9%	67.0%	
1	18.3%	16.6%	15.9%	22.0%	16.5%	15.3%	10.5%	16.6%	16.5%	
2	10.0%	15.4%	15.1%	14.6%	17.7%	17.0%	0.0%	12.6%	12.9%	
3	0.0%	3.9%	3.7%	0.0%	4.4%	4.5%	0.0%	3.3%	2.9%	
4+	0.0%	1.2%	1.7%	0.0%	1.7%	2.6%	0.0%	0.5%	0.7%	
Total(n)	60	1,347	3,353	41	746	1,816	19	601	1,537	
18 years or older										
0	49.2%	50.2%	49.7%	40.5%	43.4%	45.2%	68.4%	58.6%	54.9%	
1	13.1%	15.0%	13.8%	16.7%	14.9%	13.7%	5.3%	15.1%	14.0%	
2	26.2%	23.4%	23.5%	28.6%	27.0%	24.5%	21.1%	19.0%	22.3%	
3	8.2%	7.8%	7.6%	9.5%	9.7%	8.9%	5.3%	5.4%	6.1%	
4+	3.3%	3.6%	5.4%	4.8%	5.1%	7.7%	0.0%	1.8%	2.7%	
Total(n)	61	1,361	3,377	42	752	1,830	19	609	1,547	
How would you characterize your political views?										
Far left	4.9%	8.5%	8.5%	4.8%	6.0%	6.7%	5.3%	11.6%	10.6%	
Liberal	57.4%	52.0%	49.0%	50.0%	47.3%	44.0%	73.7%	57.9%	54.9%	
Middle of the road	29.5%	29.4%	29.4%	38.1%	34.0%	32.6%	10.5%	23.7%	25.6%	
Conservative	8.2%	9.7%	12.9%	7.1%	12.2%	16.4%	10.5%	6.6%	8.7%	
Far right	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.2%	0.1%	
Total(n)	61	1,355	3,353	42	752	1,820	19	603	1,533	
Are you currently: (Mark one)										
Single	6.6%	8.4%	9.3%	2.4%	4.2%	6.7%	15.8%	13.6%	12.5%	
Married	86.9%	78.1%	77.5%	88.1%	86.5%	84.0%	84.2%	67.7%	69.8%	
Unmarried, living with partner	1.6%	5.0%	4.7%	2.4%	3.8%	3.7%	0.0%	6.6%	5.8%	
Divorced	4.9%	6.7%	6.1%	7.1%	4.2%	3.6%	0.0%	9.9%	9.0%	
Widowed	0.0%	0.9%	1.2%	0.0%	0.3%	0.9%	0.0%	1.6%	1.6%	
Separated	0.0%	0.8%	1.1%	0.0%	0.9%	1.1%	0.0%	0.7%	1.2%	
Total(n)	61	1,367	3,403	42	758	1,844	19	609	1,559	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	86.9%	85.8%	87.8%	83.3%	82.1%	85.7%	94.7%	90.5%	90.2%	
No	13.1%	14.2%	12.2%	16.7%	17.9%	14.3%	5.3%	9.5%	9.8%	
Total(n)	61	1,369	3,409	42	760	1,848	19	609	1,561	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	3.3%	1.9%	1.7%	0.0%	1.7%	1.5%	10.5%	2.0%	1.9%	
Asian American/Asian	5.0%	6.5%	6.2%	7.3%	8.4%	7.4%	0.0%	4.2%	4.9%	
Native Hawaiian/Pacific Islander	0.0%	0.2%	0.3%	0.0%	0.3%	0.2%	0.0%	0.2%	0.3%	
African American/Black	0.0%	2.4%	3.5%	0.0%	1.5%	2.3%	0.0%	3.7%	4.9%	
Mexican American/Chicano	0.0%	1.6%	1.7%	0.0%	1.3%	1.6%	0.0%	2.0%	1.7%	
Puerto Rican	0.0%	0.2%	0.4%	0.0%	0.0%	0.4%	0.0%	0.5%	0.5%	
Other Latino	3.3%	2.6%	2.0%	4.9%	3.1%	1.9%	0.0%	2.0%	2.2%	
White/Caucasian	91.7%	85.9%	85.6%	90.2%	85.1%	85.9%	94.7%	87.0%	85.2%	
Other	0.0%	2.2%	2.6%	0.0%	2.3%	2.6%	0.0%	2.2%	2.7%	
Total(n)	60	1,350	3,368	41	752	1,822	19	598	1,546	
Race/Ethnicity Group (with multiple race category)										
American Indian	1.7%	0.4%	0.3%	0.0%	0.5%	0.3%	5.3%	0.3%	0.3%	
Asian	5.0%	6.4%	5.9%	7.3%	8.2%	7.1%	0.0%	4.0%	4.5%	
Black	0.0%	2.1%	2.9%	0.0%	1.1%	1.8%	0.0%	3.3%	4.3%	
Hispanic	1.7%	3.0%	2.9%	2.4%	2.9%	2.8%	0.0%	3.2%	3.1%	
White	88.3%	82.8%	82.4%	87.8%	81.8%	82.8%	89.5%	84.1%	82.0%	
Other	0.0%	1.8%	1.9%	0.0%	1.9%	1.9%	0.0%	1.7%	2.0%	
Two or more races/ethnicities	3.3%	3.5%	3.6%	2.4%	3.6%	3.3%	5.3%	3.3%	3.9%	
Total (n)	60	1,350	3,368	41	752	1,822	19	598	1,546	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	26.2%	0.0%	0.0%	23.8%	0.0%	0.0%	31.6%	0.0%	0.0%	
B	41.0%	0.0%	0.0%	45.2%	0.0%	0.0%	31.6%	0.0%	0.0%	
C	19.7%	0.0%	0.0%	21.4%	0.0%	0.0%	15.8%	0.0%	0.0%	
D	6.6%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%	21.1%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 2										
A	19.7%	0.0%	0.0%	21.4%	0.0%	0.0%	15.8%	0.0%	0.0%	
B	37.7%	0.0%	0.0%	45.2%	0.0%	0.0%	21.1%	0.0%	0.0%	
C	23.0%	0.0%	0.0%	11.9%	0.0%	0.0%	47.4%	0.0%	0.0%	
D	18.0%	0.0%	0.0%	19.0%	0.0%	0.0%	15.8%	0.0%	0.0%	
E	1.6%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 3										
A	18.0%	0.0%	0.0%	16.7%	0.0%	0.0%	21.1%	0.0%	0.0%	
B	47.5%	0.0%	0.0%	47.6%	0.0%	0.0%	47.4%	0.0%	0.0%	
C	16.4%	0.0%	0.0%	19.0%	0.0%	0.0%	10.5%	0.0%	0.0%	
D	13.1%	0.0%	0.0%	14.3%	0.0%	0.0%	10.5%	0.0%	0.0%	
E	4.9%	0.0%	0.0%	2.4%	0.0%	0.0%	10.5%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 4										
A	26.2%	0.0%	0.0%	28.6%	0.0%	0.0%	21.1%	0.0%	0.0%	
B	36.1%	0.0%	0.0%	35.7%	0.0%	0.0%	36.8%	0.0%	0.0%	
C	23.0%	0.0%	0.0%	19.0%	0.0%	0.0%	31.6%	0.0%	0.0%	
D	14.8%	0.0%	0.0%	16.7%	0.0%	0.0%	10.5%	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)	61	0	0	42	0	0	19	0	0	
Optional Question 5										
A	16.4%	0.0%	0.0%	19.0%	0.0%	0.0%	10.5%	0.0%	0.0%	
B	37.7%	0.0%	0.0%	38.1%	0.0%	0.0%	36.8%	0.0%	0.0%	
C	29.5%	0.0%	0.0%	26.2%	0.0%	0.0%	36.8%	0.0%	0.0%	
D	16.4%	0.0%	0.0%	16.7%	0.0%	0.0%	15.8%	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)	61	0	0	42	0	0	19	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	11.5%	0.0%	0.0%	14.3%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	36.1%	0.0%	0.0%	38.1%	0.0%	0.0%	31.6%	0.0%	0.0%	
C	21.3%	0.0%	0.0%	23.8%	0.0%	0.0%	15.8%	0.0%	0.0%	
D	29.5%	0.0%	0.0%	23.8%	0.0%	0.0%	42.1%	0.0%	0.0%	
E	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 7										
A	6.6%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	19.7%	0.0%	0.0%	21.4%	0.0%	0.0%	15.8%	0.0%	0.0%	
C	37.7%	0.0%	0.0%	38.1%	0.0%	0.0%	36.8%	0.0%	0.0%	
D	36.1%	0.0%	0.0%	31.0%	0.0%	0.0%	47.4%	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)	61	0	0	42	0	0	19	0	0	
Optional Question 8										
A	41.0%	0.0%	0.0%	42.9%	0.0%	0.0%	36.8%	0.0%	0.0%	
B	37.7%	0.0%	0.0%	33.3%	0.0%	0.0%	47.4%	0.0%	0.0%	
C	16.4%	0.0%	0.0%	19.0%	0.0%	0.0%	10.5%	0.0%	0.0%	
D	3.3%	0.0%	0.0%	2.4%	0.0%	0.0%	5.3%	0.0%	0.0%	
E	1.6%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 9										
A	24.6%	0.0%	0.0%	26.2%	0.0%	0.0%	21.1%	0.0%	0.0%	
B	42.6%	0.0%	0.0%	45.2%	0.0%	0.0%	36.8%	0.0%	0.0%	
C	23.0%	0.0%	0.0%	21.4%	0.0%	0.0%	26.3%	0.0%	0.0%	
D	8.2%	0.0%	0.0%	7.1%	0.0%	0.0%	10.5%	0.0%	0.0%	
E	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 10										
A	21.3%	0.0%	0.0%	21.4%	0.0%	0.0%	21.1%	0.0%	0.0%	
B	44.3%	0.0%	0.0%	52.4%	0.0%	0.0%	26.3%	0.0%	0.0%	
C	18.0%	0.0%	0.0%	14.3%	0.0%	0.0%	26.3%	0.0%	0.0%	
D	14.8%	0.0%	0.0%	11.9%	0.0%	0.0%	21.1%	0.0%	0.0%	
E	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	6.6%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	19.7%	0.0%	0.0%	26.2%	0.0%	0.0%	5.3%	0.0%	0.0%	
C	19.7%	0.0%	0.0%	21.4%	0.0%	0.0%	15.8%	0.0%	0.0%	
D	16.4%	0.0%	0.0%	16.7%	0.0%	0.0%	15.8%	0.0%	0.0%	
E	37.7%	0.0%	0.0%	26.2%	0.0%	0.0%	63.2%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 12										
A	3.3%	0.0%	0.0%	2.4%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	18.0%	0.0%	0.0%	19.0%	0.0%	0.0%	15.8%	0.0%	0.0%	
C	34.4%	0.0%	0.0%	35.7%	0.0%	0.0%	31.6%	0.0%	0.0%	
D	41.0%	0.0%	0.0%	38.1%	0.0%	0.0%	47.4%	0.0%	0.0%	
E	3.3%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 13										
A	4.9%	0.0%	0.0%	4.8%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	29.5%	0.0%	0.0%	28.6%	0.0%	0.0%	31.6%	0.0%	0.0%	
C	27.9%	0.0%	0.0%	28.6%	0.0%	0.0%	26.3%	0.0%	0.0%	
D	19.7%	0.0%	0.0%	21.4%	0.0%	0.0%	15.8%	0.0%	0.0%	
E	18.0%	0.0%	0.0%	16.7%	0.0%	0.0%	21.1%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 14										
A	8.2%	0.0%	0.0%	7.1%	0.0%	0.0%	10.5%	0.0%	0.0%	
B	37.7%	0.0%	0.0%	40.5%	0.0%	0.0%	31.6%	0.0%	0.0%	
C	37.7%	0.0%	0.0%	38.1%	0.0%	0.0%	36.8%	0.0%	0.0%	
D	16.4%	0.0%	0.0%	14.3%	0.0%	0.0%	21.1%	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)	61	0	0	42	0	0	19	0	0	
Optional Question 15										
A	8.2%	0.0%	0.0%	11.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	44.3%	0.0%	0.0%	40.5%	0.0%	0.0%	52.6%	0.0%	0.0%	
C	31.1%	0.0%	0.0%	31.0%	0.0%	0.0%	31.6%	0.0%	0.0%	
D	11.5%	0.0%	0.0%	9.5%	0.0%	0.0%	15.8%	0.0%	0.0%	
E	4.9%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
Graduate Only Faculty

University of Idaho	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	8.2%	0.0%	0.0%	9.5%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	36.1%	0.0%	0.0%	35.7%	0.0%	0.0%	36.8%	0.0%	0.0%	
C	31.1%	0.0%	0.0%	31.0%	0.0%	0.0%	31.6%	0.0%	0.0%	
D	23.0%	0.0%	0.0%	21.4%	0.0%	0.0%	26.3%	0.0%	0.0%	
E	1.6%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 17										
A	26.2%	0.0%	0.0%	26.2%	0.0%	0.0%	26.3%	0.0%	0.0%	
B	47.5%	0.0%	0.0%	47.6%	0.0%	0.0%	47.4%	0.0%	0.0%	
C	14.8%	0.0%	0.0%	16.7%	0.0%	0.0%	10.5%	0.0%	0.0%	
D	11.5%	0.0%	0.0%	9.5%	0.0%	0.0%	15.8%	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)	61	0	0	42	0	0	19	0	0	
Optional Question 18										
A	16.4%	0.0%	0.0%	21.4%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	41.0%	0.0%	0.0%	40.5%	0.0%	0.0%	42.1%	0.0%	0.0%	
C	19.7%	0.0%	0.0%	16.7%	0.0%	0.0%	26.3%	0.0%	0.0%	
D	19.7%	0.0%	0.0%	19.0%	0.0%	0.0%	21.1%	0.0%	0.0%	
E	3.3%	0.0%	0.0%	2.4%	0.0%	0.0%	5.3%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	0	0	
Optional Question 19										
A	13.1%	0.0%	0.0%	16.7%	0.0%	0.0%	5.3%	0.0%	0.0%	
B	44.3%	0.0%	0.0%	47.6%	0.0%	0.0%	36.8%	0.0%	0.0%	
C	19.7%	0.0%	0.0%	19.0%	0.0%	0.0%	21.1%	0.0%	0.0%	
D	16.4%	0.0%	0.0%	11.9%	0.0%	0.0%	26.3%	0.0%	0.0%	
E	6.6%	0.0%	0.0%	4.8%	0.0%	0.0%	10.5%	0.0%	0.0%	
Total(n)	61	0	0	42	0	0	19	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	10.3%	0.0%	0.0%	7.1%	0.0%	0.0%	18.8%	0.0%	0.0%	
C	31.0%	0.0%	0.0%	38.1%	0.0%	0.0%	12.5%	0.0%	0.0%	
D	37.9%	0.0%	0.0%	38.1%	0.0%	0.0%	37.5%	0.0%	0.0%	
E	20.7%	0.0%	0.0%	16.7%	0.0%	0.0%	31.3%	0.0%	0.0%	
Total(n)	58	0	0	42	0	0	16	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Other Respondents	26	169	282	15	86	130	11	83	152	
What is your principal activity in your current position at this institution?										
Administration	0.0%	1.8%	2.9%	0.0%	1.2%	2.3%	0.0%	2.4%	3.3%	
Teaching	11.5%	9.5%	13.9%	0.0%	3.5%	10.2%	27.3%	15.7%	17.1%	
Research	34.6%	48.2%	37.1%	46.7%	61.2%	52.3%	18.2%	34.9%	24.3%	
Services to clients and patients	19.2%	22.6%	23.9%	20.0%	20.0%	21.1%	18.2%	25.3%	26.3%	
Other	34.6%	17.9%	22.1%	33.3%	14.1%	14.1%	36.4%	21.7%	28.9%	
Total(n)	26	168	280	15	85	128	11	83	152	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	92.3%	91.1%	87.9%	93.3%	89.5%	84.5%	90.9%	92.8%	90.8%	
No	7.7%	8.9%	12.1%	6.7%	10.5%	15.5%	9.1%	7.2%	9.2%	
Total(n)	26	169	281	15	86	129	11	83	152	
What is your present academic rank?										
Professor	34.6%	21.1%	22.6%	40.0%	28.8%	27.7%	27.3%	14.1%	18.6%	
Associate professor	23.1%	25.2%	23.0%	26.7%	27.1%	25.7%	18.2%	23.4%	20.9%	
Assistant professor	38.5%	34.1%	36.1%	33.3%	20.3%	24.8%	45.5%	46.9%	45.0%	
Lecturer	0.0%	0.0%	1.3%	0.0%	0.0%	1.0%	0.0%	0.0%	1.6%	
Instructor	3.8%	19.5%	17.0%	0.0%	23.7%	20.8%	9.1%	15.6%	14.0%	
Total(n)	26	123	230	15	59	101	11	64	129	
What is your tenure status at this institution?										
Tenured	53.8%	37.1%	37.6%	60.0%	38.5%	38.0%	45.5%	35.8%	37.3%	
On tenure track, but not tenured	34.6%	17.4%	20.2%	33.3%	18.5%	14.8%	36.4%	16.4%	24.6%	
Not on tenure track, but institution has tenure system	11.5%	42.4%	40.5%	6.7%	36.9%	43.5%	18.2%	47.8%	38.1%	
Institution has no tenure system	0.0%	3.0%	1.7%	0.0%	6.2%	3.7%	0.0%	0.0%	0.0%	
Total(n)	26	132	242	15	65	108	11	67	134	
Are you currently serving in an administrative position as:										
Department chair	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Dean (associate or assistant)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	0.0%	3.0%	3.2%	0.0%	2.3%	2.3%	0.0%	3.6%	3.9%	
Not applicable	96.2%	89.9%	90.8%	100.0%	90.7%	92.3%	90.9%	89.2%	89.5%	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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.)	3.8%	2.4%	2.5%	0.0%	0.0%	0.8%	9.1%	4.8%	3.9%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	26.9%	31.4%	41.3%	20.0%	22.1%	26.4%	36.4%	41.0%	53.9%	
LL.B., J.D.	3.8%	2.4%	1.8%	0.0%	0.0%	0.8%	9.1%	4.8%	2.6%	
M.D., D.D.S. (or equivalent)	0.0%	7.7%	5.3%	0.0%	11.6%	7.8%	0.0%	3.6%	3.3%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	3.8%	1.2%	1.8%	0.0%	1.2%	0.8%	9.1%	1.2%	2.6%	
Ed.D.	0.0%	0.6%	0.7%	0.0%	0.0%	0.0%	0.0%	1.2%	1.3%	
Ph.D.	61.5%	54.4%	43.8%	80.0%	65.1%	59.7%	36.4%	43.4%	30.3%	
Other degree	0.0%	0.0%	2.8%	0.0%	0.0%	3.9%	0.0%	0.0%	2.0%	
None	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	169	281	15	86	129	11	83	152	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.7%	0.4%	0.0%	0.0%	0.0%	0.0%	1.4%	0.8%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	4.8%	0.7%	1.6%	0.0%	0.0%	0.9%	11.1%	1.4%	2.3%	
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%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
Ed.D.	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
Ph.D.	4.8%	6.5%	6.5%	0.0%	8.9%	7.8%	11.1%	4.1%	5.3%	
Other degree	0.0%	1.3%	1.6%	0.0%	1.3%	1.7%	0.0%	1.4%	1.5%	
None	90.5%	90.8%	89.1%	100.0%	89.9%	89.7%	77.8%	91.9%	88.6%	
Total(n)	21	153	248	12	79	116	9	74	132	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	61.5%	52.7%	40.9%	66.7%	59.3%	53.5%	54.5%	45.8%	30.3%	
Very important	23.1%	28.4%	33.8%	13.3%	23.3%	26.4%	36.4%	33.7%	40.1%	
Somewhat important	15.4%	16.6%	22.1%	20.0%	14.0%	17.8%	9.1%	19.3%	25.7%	
Not important	0.0%	2.4%	3.2%	0.0%	3.5%	2.3%	0.0%	1.2%	3.9%	
Total(n)	26	169	281	15	86	129	11	83	152	
Teaching										
Essential	34.6%	29.6%	35.9%	26.7%	20.9%	26.4%	45.5%	38.6%	44.1%	
Very important	34.6%	38.5%	38.1%	26.7%	38.4%	40.3%	45.5%	38.6%	36.2%	
Somewhat important	23.1%	23.7%	18.5%	33.3%	29.1%	22.5%	9.1%	18.1%	15.1%	
Not important	7.7%	8.3%	7.5%	13.3%	11.6%	10.9%	0.0%	4.8%	4.6%	
Total(n)	26	169	281	15	86	129	11	83	152	
Service										
Essential	50.0%	27.8%	31.4%	46.7%	25.6%	30.5%	54.5%	30.1%	32.2%	
Very important	19.2%	38.5%	36.4%	6.7%	32.6%	30.5%	36.4%	44.6%	41.4%	
Somewhat important	23.1%	27.2%	26.4%	33.3%	31.4%	29.7%	9.1%	22.9%	23.7%	
Not important	7.7%	6.5%	5.7%	13.3%	10.5%	9.4%	0.0%	2.4%	2.6%	
Total(n)	26	169	280	15	86	128	11	83	152	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	3.8%	1.2%	3.2%	0.0%	1.2%	3.9%	9.1%	1.2%	2.6%	Civic Minded
Taught an interdisciplinary course	11.5%	7.7%	12.1%	6.7%	7.1%	13.3%	18.2%	8.4%	11.2%	
Taught an ethnic studies course	0.0%	0.6%	1.4%	0.0%	1.2%	3.1%	0.0%	0.0%	0.0%	
Taught a women's studies course	0.0%	0.0%	1.4%	0.0%	0.0%	0.8%	0.0%	0.0%	2.0%	
Taught a service learning course	11.5%	3.6%	4.3%	20.0%	4.7%	5.5%	0.0%	2.4%	3.3%	
Taught an exclusively web-based course at this	7.7%	3.6%	6.1%	6.7%	3.5%	6.3%	9.1%	3.6%	5.9%	
Participated in a teaching enhancement workshop	23.1%	22.0%	32.6%	6.7%	16.5%	26.0%	45.5%	27.7%	38.2%	
Advised student groups involved in service/volunteer	11.5%	20.8%	22.9%	13.3%	24.7%	25.2%	9.1%	16.9%	21.1%	
Collaborated with the local community in	53.8%	40.2%	37.5%	46.7%	40.7%	39.1%	63.6%	39.8%	36.2%	
Conducted research or writing focused on international/global issues	7.7%	13.1%	12.9%	13.3%	14.1%	14.2%	0.0%	12.0%	11.8%	
Conducted research or writing focused on racial or ethnic minorities	7.7%	7.1%	7.9%	6.7%	4.7%	5.5%	9.1%	9.6%	9.9%	
Conducted research or writing focused on women and gender issues	3.8%	7.1%	7.9%	0.0%	3.5%	3.9%	9.1%	10.8%	11.2%	
Engaged undergraduates on <u>your</u> research project	23.1%	32.7%	32.5%	20.0%	40.0%	42.2%	27.3%	25.3%	24.3%	
Worked with undergraduates on a research project	56.0%	46.7%	46.6%	46.7%	51.8%	51.6%	70.0%	41.5%	42.4%	
Engaged in academic research that spans multiple	61.5%	56.8%	55.0%	66.7%	65.1%	63.3%	54.5%	48.2%	48.0%	
Taught a seminar for first-year students	23.1%	10.1%	13.6%	26.7%	10.6%	14.2%	18.2%	9.6%	13.2%	
Taught a capstone course	3.8%	1.2%	3.9%	0.0%	1.2%	3.9%	9.1%	1.2%	3.9%	
Taught in a learning community (e.g., FIG, linked courses)	3.8%	3.0%	4.7%	0.0%	3.5%	4.7%	9.1%	2.4%	4.6%	
Supervised an undergraduate thesis	7.7%	6.5%	7.9%	6.7%	5.9%	9.4%	9.1%	7.2%	6.6%	
Published op-ed pieces or editorials	7.7%	15.0%	12.6%	13.3%	18.8%	16.5%	0.0%	11.0%	9.3%	
Received funding for your work from foundations	26.9%	24.4%	18.3%	13.3%	27.1%	22.8%	45.5%	21.7%	14.5%	
Received funding for your work from state or federal government	68.0%	49.1%	34.5%	80.0%	57.6%	46.5%	50.0%	40.2%	24.5%	
Received funding for your work from business or industry	60.0%	22.2%	16.9%	73.3%	27.1%	22.0%	40.0%	17.1%	12.6%	
Total(n)	25	167	278	15	85	127	10	82	151	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many courses are you teaching this term?										
Mean	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	24	166	277	15	85	128	9	81	149	
Teach at least one course this term at another institution	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Course required for an undergraduate major										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Other undergraduate course										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Developmental/remedial course (not for credit)										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Non-credit course (other than above)										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.
Graduate course										
Teach at least one course	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean student enrollment	.	.	.	.	.	.	.	.	.
Have teaching/lab assistant or reader/grader assigned	.	.	.	.	.	.	.	.	.

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	26.9%	17.6%	19.9%	20.0%	15.3%	15.3%	36.4%	20.0%	23.6%	
I do not teach	73.1%	82.4%	80.1%	80.0%	84.7%	84.7%	63.6%	80.0%	76.4%	
Total(n)	26	165	272	15	85	124	11	80	148	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	3.8%	1.2%	1.4%	6.7%	1.2%	1.5%	0.0%	1.2%	1.3%	
Writing	11.5%	4.1%	3.5%	20.0%	5.8%	5.4%	0.0%	2.4%	2.0%	
Mathematics	7.7%	2.4%	1.8%	13.3%	3.5%	3.1%	0.0%	1.2%	0.7%	
ESL	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
General academic skills	11.5%	11.2%	12.4%	13.3%	8.1%	8.5%	9.1%	14.5%	15.8%	
Other subject areas	15.4%	16.0%	16.7%	13.3%	20.9%	20.8%	18.2%	10.8%	13.2%	
Total(n)	26	169	282	15	86	130	11	83	152	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	11.5%	14.8%	17.6%	6.7%	11.6%	10.9%	18.2%	18.1%	23.2%	
No	76.9%	68.6%	67.7%	80.0%	69.8%	71.1%	72.7%	67.5%	64.9%	
Not eligible	7.7%	11.8%	10.4%	13.3%	12.8%	11.7%	0.0%	10.8%	9.3%	
Not available	3.8%	4.7%	4.3%	0.0%	5.8%	6.3%	9.1%	3.6%	2.6%	
Total(n)	26	169	279	15	86	128	11	83	151	
Paid sabbatical leave										
Yes	19.2%	12.4%	13.2%	20.0%	10.5%	11.6%	18.2%	14.5%	14.6%	
No	65.4%	57.4%	60.0%	60.0%	65.1%	64.3%	72.7%	49.4%	56.3%	
Not eligible	11.5%	24.9%	22.5%	13.3%	18.6%	17.8%	9.1%	31.3%	26.5%	
Not available	3.8%	5.3%	4.3%	6.7%	5.8%	6.2%	0.0%	4.8%	2.6%	
Total(n)	26	169	280	15	86	129	11	83	151	
Travel funds paid by the institution										
Yes	42.3%	55.0%	61.6%	33.3%	48.8%	55.8%	54.5%	61.4%	66.4%	
No	53.8%	34.9%	30.2%	60.0%	43.0%	35.7%	45.5%	26.5%	25.7%	
Not eligible	3.8%	5.3%	4.3%	6.7%	4.7%	3.9%	0.0%	6.0%	4.6%	
Not available	0.0%	4.7%	3.9%	0.0%	3.5%	4.7%	0.0%	6.0%	3.3%	
Total(n)	26	169	281	15	86	129	11	83	152	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Internal grants for research										
Yes	42.3%	31.4%	29.6%	53.3%	37.2%	34.1%	27.3%	25.3%	25.8%	
No	57.7%	58.6%	61.1%	46.7%	55.8%	56.6%	72.7%	61.4%	64.9%	
Not eligible	0.0%	5.3%	4.6%	0.0%	3.5%	3.9%	0.0%	7.2%	5.3%	
Not available	0.0%	4.7%	4.6%	0.0%	3.5%	5.4%	0.0%	6.0%	4.0%	
Total(n)	26	169	280	15	86	129	11	83	151	
Training for administrative leadership										
Yes	11.5%	10.7%	10.8%	6.7%	5.8%	7.8%	18.2%	15.7%	13.2%	
No	84.6%	75.7%	78.1%	86.7%	80.2%	78.9%	81.8%	71.1%	77.5%	
Not eligible	3.8%	7.7%	6.5%	6.7%	5.8%	6.3%	0.0%	9.6%	6.6%	
Not available	0.0%	5.9%	4.7%	0.0%	8.1%	7.0%	0.0%	3.6%	2.6%	
Total(n)	26	169	279	15	86	128	11	83	151	
Received incentives to develop new courses										
Yes	0.0%	4.1%	6.4%	0.0%	3.5%	8.5%	0.0%	4.8%	4.6%	
No	92.3%	74.0%	73.2%	93.3%	77.9%	72.1%	90.9%	69.9%	74.2%	
Not eligible	3.8%	13.6%	13.2%	6.7%	10.5%	10.9%	0.0%	16.9%	15.2%	
Not available	3.8%	8.3%	7.1%	0.0%	8.1%	8.5%	9.1%	8.4%	6.0%	
Total(n)	26	169	280	15	86	129	11	83	151	
Received incentives to integrate new technology into your classroom										
Yes	0.0%	3.0%	6.5%	0.0%	2.3%	6.3%	0.0%	3.6%	6.6%	
No	92.3%	76.9%	77.1%	93.3%	80.2%	76.6%	90.9%	73.5%	77.5%	
Not eligible	0.0%	11.8%	10.4%	0.0%	9.3%	9.4%	0.0%	14.5%	11.3%	
Not available	7.7%	8.3%	6.1%	6.7%	8.1%	7.8%	9.1%	8.4%	4.6%	
Total(n)	26	169	279	15	86	128	11	83	151	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	16.0%	9.5%	16.8%	13.3%	8.1%	11.6%	20.0%	11.0%	21.2%	
1-2	24.0%	21.4%	23.6%	26.7%	17.4%	18.6%	20.0%	25.6%	27.8%	
3-4	8.0%	17.9%	16.4%	6.7%	17.4%	16.3%	10.0%	18.3%	16.6%	
5-10	24.0%	22.6%	18.9%	13.3%	18.6%	19.4%	40.0%	26.8%	18.5%	
11-20	0.0%	8.9%	9.3%	0.0%	9.3%	9.3%	0.0%	8.5%	9.3%	
21-50	8.0%	9.5%	6.8%	13.3%	14.0%	11.6%	0.0%	4.9%	2.6%	
51+	20.0%	10.1%	8.2%	26.7%	15.1%	13.2%	10.0%	4.9%	4.0%	
Total(n)	25	168	280	15	86	129	10	82	151	
Mean	3.72	3.69	3.34	4.07	4.06	3.84	3.20	3.30	2.91	
Standard deviation	2.17	1.79	1.81	2.37	1.91	1.92	1.81	1.57	1.60	
Significance	-			-			-			
Effect size	-	0.02	0.21	-	0.01	0.12	-	-0.06	0.18	
Chapters in edited volumes										Scholarly Productivity
None	48.0%	53.9%	56.7%	33.3%	46.5%	50.4%	70.0%	61.7%	62.0%	
1-2	24.0%	29.3%	28.9%	26.7%	31.4%	29.1%	20.0%	27.2%	28.7%	
3-4	4.0%	6.6%	6.1%	6.7%	9.3%	7.9%	0.0%	3.7%	4.7%	
5-10	20.0%	6.0%	5.4%	26.7%	8.1%	8.7%	10.0%	3.7%	2.7%	
11-20	4.0%	1.2%	0.7%	6.7%	1.2%	0.8%	0.0%	1.2%	0.7%	
21-50	0.0%	3.0%	2.2%	0.0%	3.5%	3.1%	0.0%	2.5%	1.3%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	167	277	15	86	127	10	81	150	
Mean	2.08	1.80	1.71	2.47	1.97	1.90	1.50	1.63	1.55	
Standard deviation	1.32	1.18	1.08	1.41	1.25	1.23	0.97	1.09	0.92	
Significance	-			-			-			
Effect size	-	0.24	0.34	-	0.40	0.46	-	-0.12	-0.05	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	56.0%	73.2%	76.3%	40.0%	68.6%	68.0%	80.0%	78.0%	83.4%	
1-2	40.0%	20.8%	16.5%	53.3%	26.7%	22.7%	20.0%	14.6%	11.3%	
3-4	0.0%	2.4%	3.9%	0.0%	0.0%	3.9%	0.0%	4.9%	4.0%	
5-10	4.0%	3.6%	3.2%	6.7%	4.7%	5.5%	0.0%	2.4%	1.3%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	168	279	15	86	128	10	82	151	
Mean	1.52	1.36	1.34	1.73	1.41	1.47	1.20	1.32	1.23	
Standard deviation	0.71	0.70	0.71	0.80	0.73	0.81	0.42	0.68	0.58	
Significance	-			-			-			
Effect size	-	0.23	0.25	-	0.44	0.32	-	-0.18	-0.05	
Other, such as patents or computer software products										
None	88.0%	83.9%	84.5%	86.7%	74.4%	74.8%	90.0%	93.9%	92.7%	
1-2	4.0%	10.1%	9.7%	0.0%	14.0%	13.4%	10.0%	6.1%	6.6%	
3-4	4.0%	3.6%	3.2%	6.7%	7.0%	6.3%	0.0%	0.0%	0.7%	
5-10	0.0%	1.2%	1.1%	0.0%	2.3%	2.4%	0.0%	0.0%	0.0%	
11-20	4.0%	1.2%	1.1%	6.7%	2.3%	2.4%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	168	278	15	86	127	10	82	151	
Mean	1.28	1.26	1.26	1.40	1.44	1.46	1.10	1.06	1.08	
Standard deviation	0.89	0.69	0.72	1.12	0.90	0.98	0.32	0.24	0.29	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.04	-0.06	-	0.17	0.07	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	96.2%	91.1%	90.0%	93.3%	89.5%	89.1%	100.0%	92.8%	90.8%	
1-2	3.8%	5.3%	5.3%	6.7%	5.8%	5.4%	0.0%	4.8%	5.3%	
3-4	0.0%	0.6%	2.1%	0.0%	1.2%	3.1%	0.0%	0.0%	1.3%	
5-10	0.0%	2.4%	1.8%	0.0%	3.5%	2.3%	0.0%	1.2%	1.3%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
51+	0.0%	0.6%	0.4%	0.0%	0.0%	0.0%	0.0%	1.2%	0.7%	
Total(n)	26	169	281	15	86	129	11	83	152	
Mean	1.04	1.17	1.19	1.07	1.19	1.19	1.00	1.16	1.19	
Standard deviation	0.20	0.69	0.69	0.26	0.62	0.60	0.00	0.76	0.77	
Significance	-			-			-			
Effect size	-	-0.19	-0.22	-	-0.19	-0.20	-	-0.21	-0.25	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	11.5%	22.5%	29.9%	6.7%	17.4%	21.7%	18.2%	27.7%	36.8%	
1-2	34.6%	39.1%	36.3%	20.0%	36.0%	34.9%	54.5%	42.2%	37.5%	
3-4	34.6%	24.3%	20.6%	53.3%	26.7%	24.0%	9.1%	21.7%	17.8%	
5-10	11.5%	11.2%	11.0%	13.3%	15.1%	15.5%	9.1%	7.2%	7.2%	
11-20	3.8%	2.4%	1.8%	6.7%	4.7%	3.9%	0.0%	0.0%	0.0%	
21-50	3.8%	0.6%	0.4%	0.0%	0.0%	0.0%	9.1%	1.2%	0.7%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	169	281	15	86	129	11	83	152	
Mean	2.73	2.34	2.20	2.93	2.53	2.45	2.45	2.13	1.98	
Standard deviation	1.19	1.06	1.06	0.96	1.09	1.11	1.44	0.98	0.97	
Significance	-		*	-			-			
Effect size	-	0.37	0.50	-	0.37	0.43	-	0.33	0.48	Scholarly Productivity

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	52.0%	42.9%	41.4%	60.0%	52.3%	52.7%	40.0%	32.9%	31.8%	
To some extent	48.0%	50.0%	51.4%	40.0%	41.9%	42.6%	60.0%	58.5%	58.9%	
Not at all	0.0%	7.1%	7.1%	0.0%	5.8%	4.7%	0.0%	8.5%	9.3%	
Total(n)	25	168	280	15	86	129	10	82	151	
Mean	2.52	2.36	2.34	2.60	2.47	2.48	2.40	2.24	2.23	
Standard deviation	0.51	0.61	0.61	0.51	0.61	0.59	0.52	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.26	0.30	-	0.21	0.20	-	0.27	0.28	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	30.8%	34.3%	40.6%	33.3%	34.9%	38.0%	27.3%	33.7%	42.8%	
To some extent	46.2%	51.5%	48.0%	46.7%	46.5%	48.1%	45.5%	56.6%	48.0%	
Not at all	23.1%	14.2%	11.4%	20.0%	18.6%	14.0%	27.3%	9.6%	9.2%	
Total(n)	26	169	281	15	86	129	11	83	152	
Mean	2.08	2.20	2.29	2.13	2.16	2.24	2.00	2.24	2.34	
Standard deviation	0.74	0.67	0.66	0.74	0.72	0.68	0.77	0.62	0.64	
Significance	-			-			-			
Effect size	-	-0.18	-0.32	-	-0.04	-0.16	-	-0.39	-0.53	
Experience close alignment between your work and your personal values										
To a great extent	61.5%	53.8%	55.9%	53.3%	52.3%	53.5%	72.7%	55.4%	57.9%	
To some extent	30.8%	40.2%	39.9%	33.3%	39.5%	39.5%	27.3%	41.0%	40.1%	
Not at all	7.7%	5.9%	4.3%	13.3%	8.1%	7.0%	0.0%	3.6%	2.0%	
Total(n)	26	169	281	15	86	129	11	83	152	
Mean	2.54	2.48	2.52	2.40	2.44	2.47	2.73	2.52	2.56	
Standard deviation	0.65	0.61	0.58	0.74	0.64	0.63	0.47	0.57	0.54	
Significance	-			-			-			
Effect size	-	0.10	0.03	-	-0.06	-0.11	-	0.37	0.31	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	46.2%	40.8%	37.4%	53.3%	48.8%	41.9%	36.4%	32.5%	33.6%	
To some extent	30.8%	37.3%	37.7%	20.0%	32.6%	32.6%	45.5%	42.2%	42.1%	
Not at all	23.1%	21.9%	24.9%	26.7%	18.6%	25.6%	18.2%	25.3%	24.3%	
Total(n)	26	169	281	15	86	129	11	83	152	
Mean	2.23	2.19	2.12	2.27	2.30	2.16	2.18	2.07	2.09	
Standard deviation	0.82	0.77	0.78	0.88	0.77	0.81	0.75	0.76	0.76	
Significance	-			-			-			
Effect size	-	0.05	0.14	-	-0.04	0.14	-	0.14	0.12	
Mentor new faculty										
To a great extent	11.5%	16.1%	15.0%	6.7%	18.8%	16.4%	18.2%	13.3%	13.8%	
To some extent	50.0%	38.7%	44.6%	46.7%	34.1%	40.6%	54.5%	43.4%	48.0%	
Not at all	38.5%	45.2%	40.4%	46.7%	47.1%	43.0%	27.3%	43.4%	38.2%	
Total(n)	26	168	280	15	85	128	11	83	152	
Mean	1.73	1.71	1.75	1.60	1.72	1.73	1.91	1.70	1.76	
Standard deviation	0.67	0.73	0.70	0.63	0.77	0.73	0.70	0.69	0.68	
Significance	-			-			-			
Effect size	-	0.03	-0.03	-	-0.16	-0.18	-	0.30	0.22	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Other Respondents

University of Idaho	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	54.5%	55.8%	60.6%	50.0%	49.3%	53.6%	60.0%	62.5%	66.4%	
Occasionally	9.1%	12.9%	12.6%	0.0%	18.7%	18.8%	20.0%	6.9%	7.5%	
Not at all	36.4%	31.3%	26.8%	50.0%	32.0%	27.7%	20.0%	30.6%	26.1%	
Total(n)	22	147	246	12	75	112	10	72	134	
Mean	2.18	2.24	2.34	2.00	2.17	2.26	2.40	2.32	2.40	
Standard deviation	0.96	0.90	0.87	1.04	0.89	0.87	0.84	0.92	0.88	
Significance	-			-			-			
Effect size	-	-0.07	-0.18	-	-0.19	-0.30	-	0.09	0.00	
Support their opinions with a logical argument										
Frequently	57.1%	49.0%	49.2%	50.0%	46.7%	48.2%	66.7%	51.4%	50.0%	
Occasionally	4.8%	24.8%	27.0%	0.0%	29.3%	30.4%	11.1%	20.0%	24.2%	
Not at all	38.1%	26.2%	23.8%	50.0%	24.0%	21.4%	22.2%	28.6%	25.8%	
Total(n)	21	145	244	12	75	112	9	70	132	
Mean	2.19	2.23	2.25	2.00	2.23	2.27	2.44	2.23	2.24	
Standard deviation	0.98	0.84	0.82	1.04	0.81	0.79	0.88	0.87	0.84	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	-0.28	-0.34	-	0.24	0.24	
Seek solutions to problems and explain them to others										
Frequently	30.0%	47.2%	49.8%	16.7%	44.0%	45.5%	50.0%	50.7%	53.4%	
Occasionally	25.0%	23.6%	24.7%	25.0%	25.3%	26.8%	25.0%	21.7%	22.9%	
Not at all	45.0%	29.2%	25.5%	58.3%	30.7%	27.7%	25.0%	27.5%	23.7%	
Total(n)	20	144	243	12	75	112	8	69	131	
Mean	1.85	2.18	2.24	1.58	2.13	2.18	2.25	2.23	2.30	
Standard deviation	0.88	0.86	0.83	0.79	0.86	0.84	0.89	0.86	0.83	
Significance	-		*	-	*	*	-			
Effect size	-	-0.38	-0.47	-	-0.64	-0.71	-	0.02	-0.06	
Revise their papers to improve their writing										
Frequently	23.8%	28.5%	30.0%	25.0%	25.3%	29.2%	22.2%	31.9%	30.7%	
Occasionally	28.6%	25.7%	24.6%	16.7%	25.3%	26.5%	44.4%	26.1%	22.8%	
Not at all	47.6%	45.8%	45.4%	58.3%	49.3%	44.2%	33.3%	42.0%	46.5%	
Total(n)	21	144	240	12	75	113	9	69	127	
Mean	1.76	1.83	1.85	1.67	1.76	1.85	1.89	1.90	1.84	
Standard deviation	0.83	0.85	0.86	0.89	0.84	0.85	0.78	0.86	0.87	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	-0.11	-0.21	-	-0.01	0.06	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	38.1%	45.1%	53.5%	33.3%	37.3%	43.9%	44.4%	53.6%	62.0%	
Occasionally	23.8%	26.4%	24.7%	16.7%	30.7%	29.8%	33.3%	21.7%	20.2%	
Not at all	38.1%	28.5%	21.8%	50.0%	32.0%	26.3%	22.2%	24.6%	17.8%	
Total(n)	21	144	243	12	75	114	9	69	129	
Mean	2.00	2.17	2.32	1.83	2.05	2.18	2.22	2.29	2.44	
Standard deviation	0.89	0.84	0.81	0.94	0.84	0.82	0.83	0.84	0.78	
Significance	-			-			-			
Effect size	-	-0.20	-0.40	-	-0.26	-0.43	-	-0.08	-0.28	
Take risks for potential gains										
Frequently	10.0%	20.4%	20.3%	8.3%	18.7%	22.3%	12.5%	22.4%	18.4%	
Occasionally	40.0%	35.2%	37.6%	41.7%	34.7%	34.8%	37.5%	35.8%	40.0%	
Not at all	50.0%	44.4%	42.2%	50.0%	46.7%	42.9%	50.0%	41.8%	41.6%	
Total(n)	20	142	237	12	75	112	8	67	125	
Mean	1.60	1.76	1.78	1.58	1.72	1.79	1.63	1.81	1.77	
Standard deviation	0.68	0.77	0.76	0.67	0.76	0.78	0.74	0.78	0.74	
Significance	-			-			-			
Effect size	-	-0.21	-0.24	-	-0.18	-0.27	-	-0.23	-0.19	
Seek alternative solutions to a problem										
Frequently	47.6%	44.4%	47.3%	41.7%	38.7%	43.9%	55.6%	50.7%	50.4%	
Occasionally	14.3%	30.6%	31.4%	8.3%	33.3%	32.5%	22.2%	27.5%	30.5%	
Not at all	38.1%	25.0%	21.2%	50.0%	28.0%	23.7%	22.2%	21.7%	19.1%	
Total(n)	21	144	245	12	75	114	9	69	131	
Mean	2.10	2.19	2.26	1.92	2.11	2.20	2.33	2.29	2.31	
Standard deviation	0.94	0.81	0.79	1.00	0.81	0.80	0.87	0.81	0.78	
Significance	-			-			-			
Effect size	-	-0.11	-0.20	-	-0.23	-0.35	-	0.05	0.03	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	63.6%	60.7%	66.9%	50.0%	53.9%	60.0%	80.0%	68.1%	72.9%	
Occasionally	4.5%	17.2%	16.9%	8.3%	23.7%	23.5%	0.0%	10.1%	11.3%	
Not at all	31.8%	22.1%	16.1%	41.7%	22.4%	16.5%	20.0%	21.7%	15.8%	
Total(n)	22	145	248	12	76	115	10	69	133	
Mean	2.32	2.39	2.51	2.08	2.32	2.43	2.60	2.46	2.57	
Standard deviation	0.95	0.83	0.76	1.00	0.82	0.76	0.84	0.83	0.75	
Significance	-			-			-			
Effect size	-	-0.08	-0.25	-	-0.29	-0.46	-	0.17	0.04	
Explore topics on their own, even though it was not required for a class										
Frequently	50.0%	46.2%	46.7%	33.3%	38.2%	41.7%	70.0%	55.1%	51.1%	
Occasionally	18.2%	29.0%	32.5%	25.0%	35.5%	34.8%	10.0%	21.7%	30.5%	
Not at all	31.8%	24.8%	20.7%	41.7%	26.3%	23.5%	20.0%	23.2%	18.3%	
Total(n)	22	145	246	12	76	115	10	69	131	
Mean	2.18	2.21	2.26	1.92	2.12	2.18	2.50	2.32	2.33	
Standard deviation	0.91	0.82	0.78	0.90	0.80	0.79	0.85	0.83	0.77	
Significance	-			-			-			
Effect size	-	-0.04	-0.10	-	-0.25	-0.33	-	0.22	0.22	
Accept mistakes as part of the learning process										
Frequently	50.0%	56.8%	61.7%	41.7%	52.6%	57.4%	60.0%	61.4%	65.4%	
Occasionally	13.6%	23.3%	21.8%	16.7%	26.3%	24.3%	10.0%	20.0%	19.5%	
Not at all	36.4%	19.9%	16.5%	41.7%	21.1%	18.3%	30.0%	18.6%	15.0%	
Total(n)	22	146	248	12	76	115	10	70	133	
Mean	2.14	2.37	2.45	2.00	2.32	2.39	2.30	2.43	2.50	
Standard deviation	0.94	0.80	0.76	0.95	0.80	0.78	0.95	0.79	0.74	
Significance	-			-			-			
Effect size	-	-0.29	-0.41	-	-0.40	-0.50	-	-0.16	-0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	42.9%	45.5%	47.5%	25.0%	40.8%	45.5%	66.7%	50.7%	49.2%	
Occasionally	23.8%	28.3%	28.1%	33.3%	35.5%	33.0%	11.1%	20.3%	23.8%	
Not at all	33.3%	26.2%	24.4%	41.7%	23.7%	21.4%	22.2%	29.0%	26.9%	
Total(n)	21	145	242	12	76	112	9	69	130	
Mean	2.10	2.19	2.23	1.83	2.17	2.24	2.44	2.22	2.22	
Standard deviation	0.89	0.83	0.82	0.83	0.79	0.79	0.88	0.87	0.85	
Significance	-			-			-			
Effect size	-	-0.11	-0.16	-	-0.43	-0.52	-	0.25	0.26	
Integrate skills and knowledge from different sources and experiences										
Frequently	54.5%	53.4%	58.3%	41.7%	44.7%	49.1%	70.0%	62.9%	66.2%	
Occasionally	13.6%	26.0%	25.5%	25.0%	32.9%	32.5%	0.0%	18.6%	19.5%	
Not at all	31.8%	20.5%	16.2%	33.3%	22.4%	18.4%	30.0%	18.6%	14.3%	
Total(n)	22	146	247	12	76	114	10	70	133	
Mean	2.23	2.33	2.42	2.08	2.22	2.31	2.40	2.44	2.52	
Standard deviation	0.92	0.80	0.75	0.90	0.79	0.77	0.97	0.79	0.73	
Significance	-			-			-			
Effect size	-	-0.13	-0.25	-	-0.18	-0.30	-	-0.05	-0.16	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	5.9%	3.1%	4.1%	8.3%	5.6%	5.6%	0.0%	0.0%	2.7%	
Most	11.8%	6.3%	6.8%	16.7%	8.3%	10.3%	0.0%	3.6%	3.6%	
Some	17.6%	11.8%	12.3%	16.7%	9.7%	12.1%	20.0%	14.5%	12.5%	
None	64.7%	78.7%	76.7%	58.3%	76.4%	72.0%	80.0%	81.8%	81.3%	
Total(n)	17	127	219	12	72	107	5	55	112	
Mean	1.59	1.34	1.38	1.75	1.43	1.50	1.20	1.22	1.28	
Standard deviation	0.94	0.74	0.79	1.06	0.87	0.89	0.45	0.50	0.66	
Significance	-			-			-			
Effect size	-	0.34	0.27	-	0.37	0.28	-	-0.04	-0.12	
Essay exams										
All	5.9%	3.9%	3.2%	8.3%	2.8%	2.8%	0.0%	5.5%	3.6%	
Most	0.0%	6.3%	6.4%	0.0%	5.6%	8.4%	0.0%	7.3%	4.5%	
Some	23.5%	13.4%	12.8%	16.7%	12.5%	14.0%	40.0%	14.5%	11.6%	
None	70.6%	76.4%	77.6%	75.0%	79.2%	74.8%	60.0%	72.7%	80.4%	
Total(n)	17	127	219	12	72	107	5	55	112	
Mean	1.41	1.38	1.35	1.42	1.32	1.39	1.40	1.45	1.31	
Standard deviation	0.80	0.78	0.74	0.90	0.71	0.76	0.55	0.86	0.72	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	0.14	0.04	-	-0.06	0.13	
Short-answer exams										
All	5.9%	6.3%	5.0%	8.3%	8.3%	7.5%	0.0%	3.7%	2.7%	
Most	11.8%	7.9%	8.3%	16.7%	5.6%	8.4%	0.0%	11.1%	8.1%	
Some	17.6%	16.7%	16.5%	8.3%	12.5%	15.9%	40.0%	22.2%	17.1%	
None	64.7%	69.0%	70.2%	66.7%	73.6%	68.2%	60.0%	63.0%	72.1%	
Total(n)	17	126	218	12	72	107	5	54	111	
Mean	1.59	1.52	1.48	1.67	1.49	1.55	1.40	1.56	1.41	
Standard deviation	0.94	0.89	0.85	1.07	0.93	0.93	0.55	0.84	0.76	
Significance	-			-			-			
Effect size	-	0.08	0.13	-	0.19	0.13	-	-0.19	-0.01	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	5.9%	4.7%	5.0%	8.3%	5.6%	5.6%	0.0%	3.6%	4.5%	
Most	0.0%	6.3%	7.7%	0.0%	4.2%	9.3%	0.0%	9.1%	6.3%	
Some	23.5%	12.6%	14.1%	16.7%	11.1%	13.9%	40.0%	14.5%	14.3%	
None	70.6%	76.4%	73.2%	75.0%	79.2%	71.3%	60.0%	72.7%	75.0%	
Total(n)	17	127	220	12	72	108	5	55	112	
Mean	1.41	1.39	1.45	1.42	1.36	1.49	1.40	1.44	1.40	
Standard deviation	0.80	0.81	0.84	0.90	0.81	0.88	0.55	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	0.07	-0.08	-	-0.05	0.00	
Weekly essay assignments										
All	0.0%	1.6%	1.4%	0.0%	2.8%	2.8%	0.0%	0.0%	0.0%	
Most	0.0%	1.6%	4.5%	0.0%	0.0%	5.6%	0.0%	3.6%	3.6%	
Some	17.6%	11.8%	10.9%	16.7%	11.1%	12.0%	20.0%	12.7%	9.8%	
None	82.4%	85.0%	83.2%	83.3%	86.1%	79.6%	80.0%	83.6%	86.6%	
Total(n)	17	127	220	12	72	108	5	55	112	
Mean	1.18	1.20	1.24	1.17	1.19	1.31	1.20	1.20	1.17	
Standard deviation	0.39	0.54	0.60	0.39	0.57	0.71	0.45	0.49	0.46	
Significance	-			-			-			
Effect size	-	-0.04	-0.10	-	-0.04	-0.20	-	0.00	0.07	
Student presentations										
All	0.0%	7.1%	6.8%	0.0%	4.2%	5.6%	0.0%	10.9%	8.0%	
Most	11.8%	7.9%	10.9%	16.7%	9.7%	14.8%	0.0%	5.5%	7.1%	
Some	17.6%	13.4%	13.2%	8.3%	9.7%	11.1%	40.0%	18.2%	15.2%	
None	70.6%	71.7%	69.1%	75.0%	76.4%	68.5%	60.0%	65.5%	69.6%	
Total(n)	17	127	220	12	72	108	5	55	112	
Mean	1.41	1.50	1.55	1.42	1.42	1.57	1.40	1.62	1.54	
Standard deviation	0.71	0.92	0.94	0.79	0.83	0.94	0.55	1.01	0.94	
Significance	-			-			-			
Effect size	-	-0.10	-0.15	-	0.00	-0.16	-	-0.22	-0.15	Student-Centered Pedagogy

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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>										
<u>Term/research papers</u>										
All	0.0%	3.1%	3.7%	0.0%	1.4%	3.7%	0.0%	5.5%	3.6%	
Most	5.9%	7.9%	9.1%	8.3%	8.3%	9.3%	0.0%	7.3%	8.9%	
Some	11.8%	13.4%	12.3%	8.3%	12.5%	13.1%	20.0%	14.5%	11.6%	
None	82.4%	75.6%	74.9%	83.3%	77.8%	73.8%	80.0%	72.7%	75.9%	
Total(n)	17	127	219	12	72	107	5	55	112	
Mean	1.24	1.39	1.42	1.25	1.33	1.43	1.20	1.45	1.40	
Standard deviation	0.56	0.77	0.80	0.62	0.69	0.81	0.45	0.86	0.80	
Significance	-			-			-			
Effect size	-	-0.19	-0.23	-	-0.12	-0.22	-	-0.29	-0.25	
<u>Student evaluations of each others' work</u>										
All	0.0%	0.8%	1.4%	0.0%	1.4%	0.9%	0.0%	0.0%	1.8%	
Most	0.0%	0.8%	4.6%	0.0%	0.0%	5.6%	0.0%	1.8%	3.6%	
Some	29.4%	15.0%	14.2%	25.0%	16.7%	16.7%	40.0%	12.7%	11.7%	
None	70.6%	83.5%	79.9%	75.0%	81.9%	76.9%	60.0%	85.5%	82.9%	
Total(n)	17	127	219	12	72	108	5	55	111	Student-Centered Pedagogy
Mean	1.29	1.19	1.27	1.25	1.21	1.31	1.40	1.16	1.24	
Standard deviation	0.47	0.47	0.61	0.45	0.50	0.62	0.55	0.42	0.61	
Significance	-			-			-			
Effect size	-	0.21	0.03	-	0.08	-0.10	-	0.57	0.26	
<u>Grading on a curve</u>										
All	0.0%	1.6%	1.4%	0.0%	0.0%	0.9%	0.0%	3.6%	1.8%	
Most	17.6%	4.8%	5.9%	16.7%	7.0%	8.4%	20.0%	1.8%	3.6%	
Some	0.0%	4.8%	6.4%	0.0%	2.8%	7.5%	0.0%	7.3%	5.4%	
None	82.4%	88.9%	86.3%	83.3%	90.1%	83.2%	80.0%	87.3%	89.3%	
Total(n)	17	126	219	12	71	107	5	55	112	
Mean	1.35	1.19	1.22	1.33	1.17	1.27	1.40	1.22	1.18	
Standard deviation	0.79	0.59	0.61	0.78	0.53	0.65	0.89	0.66	0.57	
Significance	-			-			-			
Effect size	-	0.27	0.21	-	0.30	0.09	-	0.27	0.39	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	5.9%	7.1%	6.5%	8.3%	7.0%	6.6%	0.0%	7.3%	6.3%	
Most	5.9%	5.6%	9.2%	8.3%	4.2%	10.4%	0.0%	7.3%	8.1%	
Some	5.9%	7.1%	7.4%	0.0%	5.6%	8.5%	20.0%	9.1%	6.3%	
None	82.4%	80.2%	77.0%	83.3%	83.1%	74.5%	80.0%	76.4%	79.3%	
Total(n)	17	126	217	12	71	106	5	55	111	
Mean	1.35	1.40	1.45	1.42	1.35	1.49	1.20	1.45	1.41	
Standard deviation	0.86	0.89	0.91	1.00	0.86	0.93	0.45	0.92	0.89	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	0.08	-0.08	-	-0.27	-0.24	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	27.8%	19.7%	22.4%	33.3%	13.9%	13.9%	16.7%	27.3%	30.4%	Student-Centered Pedagogy
Most	22.2%	14.2%	16.6%	25.0%	15.3%	19.4%	16.7%	12.7%	13.9%	
Some	11.1%	14.2%	14.3%	0.0%	12.5%	13.9%	33.3%	16.4%	14.8%	
None	38.9%	52.0%	46.6%	41.7%	58.3%	52.8%	33.3%	43.6%	40.9%	
Total(n)	18	127	223	12	72	108	6	55	115	
Mean	2.39	2.02	2.15	2.50	1.85	1.94	2.17	2.24	2.34	
Standard deviation	1.29	1.21	1.23	1.38	1.13	1.13	1.17	1.28	1.29	
Significance	-			-			-			
Effect size	-	0.31	0.20	-	0.58	0.50	-	-0.05	-0.13	
Cooperative learning (small groups)										
All	11.1%	8.7%	10.9%	8.3%	4.2%	4.7%	16.7%	14.5%	16.7%	Student-Centered Pedagogy
Most	16.7%	12.6%	13.1%	25.0%	12.5%	15.0%	0.0%	12.7%	11.4%	
Some	27.8%	18.9%	22.2%	25.0%	16.7%	19.6%	33.3%	21.8%	24.6%	
None	44.4%	59.8%	53.8%	41.7%	66.7%	60.7%	50.0%	50.9%	47.4%	
Total(n)	18	127	221	12	72	107	6	55	114	
Mean	1.94	1.70	1.81	2.00	1.54	1.64	1.83	1.91	1.97	
Standard deviation	1.06	0.99	1.04	1.04	0.87	0.90	1.17	1.11	1.12	
Significance	-			-			-			
Effect size	-	0.24	0.13	-	0.53	0.40	-	-0.07	-0.13	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	11.8%	7.1%	6.8%	16.7%	5.6%	5.6%	0.0%	9.3%	8.0%	
Most	23.5%	7.9%	6.8%	33.3%	9.7%	9.3%	0.0%	5.6%	4.5%	
Some	17.6%	15.1%	15.5%	8.3%	12.5%	16.8%	40.0%	18.5%	14.3%	
None	47.1%	69.8%	70.8%	41.7%	72.2%	68.2%	60.0%	66.7%	73.2%	
Total(n)	17	126	219	12	72	107	5	54	112	
Mean	2.00	1.52	1.50	2.25	1.49	1.52	1.40	1.57	1.47	
Standard deviation	1.12	0.92	0.90	1.22	0.89	0.88	0.55	0.96	0.91	
Significance	-		*	-	*	*	-			
Effect size	-	0.52	0.56	-	0.85	0.83	-	-0.18	-0.08	
Teaching assistants										
All	0.0%	1.6%	1.4%	0.0%	1.4%	1.9%	0.0%	1.9%	0.9%	
Most	0.0%	3.2%	5.0%	0.0%	2.8%	7.4%	0.0%	3.7%	2.7%	
Some	5.9%	11.1%	10.0%	8.3%	11.1%	13.0%	0.0%	11.1%	7.2%	
None	94.1%	84.1%	83.6%	91.7%	84.7%	77.8%	100.0%	83.3%	89.2%	
Total(n)	17	126	219	12	72	108	5	54	111	
Mean	1.06	1.22	1.24	1.08	1.21	1.33	1.00	1.24	1.15	
Standard deviation	0.24	0.58	0.61	0.29	0.56	0.70	0.00	0.61	0.49	
Significance	-			-			-			
Effect size	-	-0.28	-0.30	-	-0.23	-0.36	-	-0.39	-0.31	
Recitals/Demonstrations										
All	0.0%	2.4%	2.7%	0.0%	2.8%	2.8%	0.0%	1.9%	2.7%	
Most	0.0%	5.6%	6.8%	0.0%	5.6%	7.4%	0.0%	5.6%	6.3%	
Some	41.2%	19.0%	17.8%	33.3%	13.9%	15.7%	60.0%	25.9%	19.8%	
None	58.8%	73.0%	72.6%	66.7%	77.8%	74.1%	40.0%	66.7%	71.2%	
Total(n)	17	126	219	12	72	108	5	54	111	
Mean	1.41	1.37	1.40	1.33	1.33	1.39	1.60	1.43	1.41	
Standard deviation	0.51	0.70	0.74	0.49	0.71	0.75	0.55	0.69	0.73	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	0.00	-0.08	-	0.25	0.26	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	0.0%	4.0%	4.5%	0.0%	1.4%	2.8%	0.0%	7.4%	6.2%	
Most	17.6%	7.9%	11.3%	25.0%	8.3%	11.1%	0.0%	7.4%	11.5%	
Some	23.5%	18.3%	19.5%	16.7%	16.7%	19.4%	40.0%	20.4%	19.5%	
None	58.8%	69.8%	64.7%	58.3%	73.6%	66.7%	60.0%	64.8%	62.8%	
Total(n)	17	126	221	12	72	108	5	54	113	
Mean	1.59	1.46	1.56	1.67	1.38	1.50	1.40	1.57	1.61	
Standard deviation	0.80	0.81	0.86	0.89	0.70	0.80	0.55	0.92	0.92	
Significance	-			-			-			
Effect size	-	0.16	0.03	-	0.41	0.21	-	-0.18	-0.23	
Extensive lecturing										
All	0.0%	3.2%	4.1%	0.0%	4.2%	3.7%	0.0%	1.9%	4.5%	
Most	5.9%	7.1%	12.8%	0.0%	8.3%	13.9%	20.0%	5.6%	11.8%	
Some	41.2%	21.4%	22.0%	41.7%	19.4%	20.4%	40.0%	24.1%	23.6%	
None	52.9%	68.3%	61.0%	58.3%	68.1%	62.0%	40.0%	68.5%	60.0%	
Total(n)	17	126	218	12	72	108	5	54	110	
Mean	1.53	1.45	1.60	1.42	1.49	1.59	1.80	1.41	1.61	
Standard deviation	0.62	0.77	0.86	0.51	0.82	0.87	0.84	0.69	0.87	
Significance	-			-			-			
Effect size	-	0.10	-0.08	-	-0.09	-0.20	-	0.57	0.22	
Multiple drafts of written work										
All	0.0%	3.2%	2.3%	0.0%	1.4%	0.9%	0.0%	5.6%	3.6%	
Most	11.8%	4.0%	3.7%	8.3%	2.8%	3.7%	20.0%	5.6%	3.6%	
Some	17.6%	14.3%	17.4%	16.7%	13.9%	18.7%	20.0%	14.8%	16.2%	
None	70.6%	78.6%	76.6%	75.0%	81.9%	76.6%	60.0%	74.1%	76.6%	
Total(n)	17	126	218	12	72	107	5	54	111	
Mean	1.41	1.32	1.32	1.33	1.24	1.29	1.60	1.43	1.34	
Standard deviation	0.71	0.70	0.66	0.65	0.57	0.58	0.89	0.84	0.72	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	0.16	0.07	-	0.20	0.36	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	5.9%	3.2%	5.0%	8.3%	2.8%	4.6%	0.0%	3.7%	5.4%	
Most	5.9%	4.0%	6.8%	8.3%	4.2%	7.4%	0.0%	3.7%	6.3%	
Some	23.5%	15.9%	16.9%	16.7%	12.5%	16.7%	40.0%	20.4%	17.1%	
None	64.7%	77.0%	71.2%	66.7%	80.6%	71.3%	60.0%	72.2%	71.2%	
Total(n)	17	126	219	12	72	108	5	54	111	
Mean	1.53	1.33	1.46	1.58	1.29	1.45	1.40	1.39	1.46	
Standard deviation	0.87	0.70	0.83	1.00	0.68	0.82	0.55	0.74	0.84	
Significance	-			-			-			
Effect size	-	0.29	0.08	-	0.43	0.16	-	0.01	-0.07	
Reflective writing/journaling										Student-Centered Pedagogy
All	0.0%	0.8%	1.4%	0.0%	1.4%	0.9%	0.0%	0.0%	1.8%	
Most	5.9%	4.0%	5.9%	8.3%	2.8%	7.4%	0.0%	5.6%	4.5%	
Some	17.6%	11.9%	12.7%	16.7%	11.1%	12.0%	20.0%	13.0%	13.4%	
None	76.5%	83.3%	80.0%	75.0%	84.7%	79.6%	80.0%	81.5%	80.4%	
Total(n)	17	126	220	12	72	108	5	54	112	
Mean	1.29	1.22	1.29	1.33	1.21	1.30	1.20	1.24	1.28	
Standard deviation	0.59	0.55	0.64	0.65	0.56	0.65	0.45	0.55	0.63	
Significance	-			-			-			
Effect size	-	0.13	0.00	-	0.21	0.05	-	-0.07	-0.13	
Community service as part of coursework										Civic Minded Practice
All	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	
Most	5.9%	0.8%	3.2%	8.3%	1.4%	6.5%	0.0%	0.0%	0.0%	
Some	11.8%	8.7%	7.8%	16.7%	9.7%	7.4%	0.0%	7.4%	8.2%	
None	82.4%	90.5%	88.5%	75.0%	88.9%	86.1%	100.0%	92.6%	90.9%	
Total(n)	17	126	218	12	72	108	5	54	110	
Mean	1.24	1.10	1.16	1.33	1.13	1.20	1.00	1.07	1.11	
Standard deviation	0.56	0.33	0.47	0.65	0.37	0.54	0.00	0.26	0.39	
Significance	-			-			-			
Effect size	-	0.42	0.17	-	0.54	0.24	-	-0.27	-0.28	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Electronic quizzes with immediate feedback in class										
All	0.0%	0.8%	0.9%	0.0%	1.4%	0.9%	0.0%	0.0%	0.9%	
Most	0.0%	3.2%	2.7%	0.0%	0.0%	0.9%	0.0%	7.4%	4.5%	
Some	29.4%	14.3%	13.7%	41.7%	15.3%	16.7%	0.0%	13.0%	10.8%	
None	70.6%	81.7%	82.6%	58.3%	83.3%	81.5%	100.0%	79.6%	83.8%	
Total(n)	17	126	219	12	72	108	5	54	111	
Mean	1.29	1.23	1.22	1.42	1.19	1.21	1.00	1.28	1.23	
Standard deviation	0.47	0.54	0.53	0.51	0.49	0.49	0.00	0.60	0.57	
Significance	-			-			-			
Effect size	-	0.11	0.13	-	0.47	0.43	-	-0.47	-0.40	
Using real-life problems										
All	11.8%	7.1%	9.5%	16.7%	6.9%	8.3%	0.0%	7.4%	10.6%	
Most	17.6%	11.1%	16.3%	16.7%	9.7%	16.7%	20.0%	13.0%	15.9%	
Some	29.4%	17.5%	17.2%	25.0%	12.5%	12.0%	40.0%	24.1%	22.1%	
None	41.2%	64.3%	57.0%	41.7%	70.8%	63.0%	40.0%	55.6%	51.3%	
Total(n)	17	126	221	12	72	108	5	54	113	
Mean	2.00	1.61	1.78	2.08	1.53	1.70	1.80	1.72	1.86	
Standard deviation	1.06	0.95	1.03	1.16	0.93	1.03	0.84	0.96	1.04	
Significance	-			-			-			
Effect size	-	0.41	0.21	-	0.59	0.37	-	0.08	-0.06	
Using student inquiry to drive learning										
All	11.1%	6.3%	7.3%	8.3%	5.6%	5.6%	16.7%	7.3%	8.9%	
Most	11.1%	9.4%	12.8%	16.7%	8.3%	11.2%	0.0%	10.9%	14.3%	
Some	27.8%	18.9%	22.4%	25.0%	13.9%	18.7%	33.3%	25.5%	25.9%	
None	50.0%	65.4%	57.5%	50.0%	72.2%	64.5%	50.0%	56.4%	50.9%	
Total(n)	18	127	219	12	72	107	6	55	112	Student-Centered Pedagogy
Mean	1.83	1.57	1.70	1.83	1.47	1.58	1.83	1.69	1.81	
Standard deviation	1.04	0.90	0.95	1.03	0.87	0.90	1.17	0.94	0.99	
Significance	-			-			-			
Effect size	-	0.29	0.14	-	0.41	0.28	-	0.15	0.02	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	26.9%	24.1%	23.4%	13.3%	26.2%	25.2%	45.5%	22.0%	21.9%	
Very important	53.8%	44.0%	40.6%	60.0%	48.8%	45.7%	45.5%	39.0%	36.4%	
Somewhat important	3.8%	21.7%	26.6%	0.0%	11.9%	18.9%	9.1%	31.7%	33.1%	
Not important	15.4%	10.2%	9.4%	26.7%	13.1%	10.2%	0.0%	7.3%	8.6%	
Total(n)	26	166	278	15	84	127	11	82	151	
Mean	2.92	2.82	2.78	2.60	2.88	2.86	3.36	2.76	2.72	
Standard deviation	0.98	0.92	0.91	1.06	0.95	0.91	0.67	0.88	0.90	
Significance	-			-			-	*	*	
Effect size	-	0.11	0.15	-	-0.29	-0.29	-	0.68	0.71	
Influencing the political structure										
Essential	19.2%	5.5%	4.7%	20.0%	7.2%	5.6%	18.2%	3.7%	4.0%	
Very important	3.8%	15.8%	12.6%	6.7%	16.9%	13.5%	0.0%	14.6%	11.9%	
Somewhat important	38.5%	37.6%	43.0%	33.3%	33.7%	38.1%	45.5%	41.5%	47.0%	
Not important	38.5%	41.2%	39.7%	40.0%	42.2%	42.9%	36.4%	40.2%	37.1%	
Total(n)	26	165	277	15	83	126	11	82	151	
Mean	2.04	1.85	1.82	2.07	1.89	1.82	2.00	1.82	1.83	
Standard deviation	1.11	0.88	0.83	1.16	0.94	0.87	1.10	0.82	0.79	
Significance	-			-			-			
Effect size	-	0.22	0.27	-	0.19	0.29	-	0.22	0.22	
Influencing social values										
Essential	15.4%	9.0%	9.7%	6.7%	9.5%	8.7%	27.3%	8.5%	10.6%	Civic Minded Values
Very important	26.9%	35.5%	33.8%	26.7%	33.3%	32.3%	27.3%	37.8%	35.1%	
Somewhat important	34.6%	31.9%	38.5%	46.7%	32.1%	39.4%	18.2%	31.7%	37.7%	
Not important	23.1%	23.5%	18.0%	20.0%	25.0%	19.7%	27.3%	22.0%	16.6%	
Total(n)	26	166	278	15	84	127	11	82	151	Social Agency
Mean	2.35	2.30	2.35	2.20	2.27	2.30	2.55	2.33	2.40	
Standard deviation	1.02	0.93	0.89	0.86	0.95	0.88	1.21	0.92	0.89	
Significance	-			-			-			
Effect size	-	0.05	0.00	-	-0.07	-0.11	-	0.24	0.17	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	38.5%	38.0%	39.4%	40.0%	37.6%	43.0%	36.4%	38.3%	36.2%	
Very important	34.6%	34.3%	30.7%	46.7%	37.6%	33.6%	18.2%	30.9%	28.2%	
Somewhat important	7.7%	10.2%	10.8%	0.0%	10.6%	9.4%	18.2%	9.9%	12.1%	
Not important	19.2%	17.5%	19.1%	13.3%	14.1%	14.1%	27.3%	21.0%	23.5%	
Total(n)	26	166	277	15	85	128	11	81	149	
Mean	2.92	2.93	2.90	3.13	2.99	3.05	2.64	2.86	2.77	
Standard deviation	1.13	1.09	1.12	0.99	1.03	1.04	1.29	1.15	1.17	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	0.14	0.08	-	-0.19	-0.11	
Becoming very well off financially										
Essential	7.7%	7.8%	5.7%	13.3%	12.9%	10.2%	0.0%	2.4%	2.0%	
Very important	26.9%	28.1%	28.0%	20.0%	31.8%	32.0%	36.4%	24.4%	24.5%	
Somewhat important	61.5%	52.1%	51.6%	60.0%	47.1%	45.3%	63.6%	57.3%	57.0%	
Not important	3.8%	12.0%	14.7%	6.7%	8.2%	12.5%	0.0%	15.9%	16.6%	
Total(n)	26	167	279	15	85	128	11	82	151	
Mean	2.38	2.32	2.25	2.40	2.49	2.40	2.36	2.13	2.12	
Standard deviation	0.70	0.78	0.77	0.83	0.83	0.84	0.50	0.70	0.69	
Significance	-			-			-			
Effect size	-	0.08	0.17	-	-0.11	0.00	-	0.33	0.35	
Helping others who are in difficulty										
Essential	7.7%	19.8%	23.3%	6.7%	15.3%	20.3%	9.1%	24.4%	25.8%	
Very important	69.2%	53.9%	50.2%	73.3%	52.9%	48.4%	63.6%	54.9%	51.7%	
Somewhat important	23.1%	25.7%	24.7%	20.0%	30.6%	28.1%	27.3%	20.7%	21.9%	
Not important	0.0%	0.6%	1.8%	0.0%	1.2%	3.1%	0.0%	0.0%	0.7%	
Total(n)	26	167	279	15	85	128	11	82	151	
Mean	2.85	2.93	2.95	2.87	2.82	2.86	2.82	3.04	3.03	
Standard deviation	0.54	0.69	0.74	0.52	0.69	0.77	0.60	0.67	0.71	
Significance	-			-			-			
Effect size	-	-0.12	-0.14	-	0.07	0.01	-	-0.33	-0.30	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	3.8%	12.6%	15.1%	6.7%	11.8%	10.9%	0.0%	13.4%	18.5%	
Very important	34.6%	38.9%	41.9%	26.7%	32.9%	39.1%	45.5%	45.1%	44.4%	
Somewhat important	50.0%	38.9%	36.2%	53.3%	38.8%	38.3%	45.5%	39.0%	34.4%	
Not important	11.5%	9.6%	6.8%	13.3%	16.5%	11.7%	9.1%	2.4%	2.6%	
Total(n)	26	167	279	15	85	128	11	82	151	
Mean	2.31	2.54	2.65	2.27	2.40	2.49	2.36	2.70	2.79	
Standard deviation	0.74	0.83	0.82	0.80	0.90	0.84	0.67	0.73	0.77	
Significance	-		*	-			-			
Effect size	-	-0.28	-0.41	-	-0.14	-0.26	-	-0.47	-0.56	
Developing a meaningful philosophy of life										
Essential	38.5%	35.3%	39.1%	33.3%	34.1%	35.9%	45.5%	36.6%	41.7%	
Very important	46.2%	43.1%	43.4%	53.3%	37.6%	39.8%	36.4%	48.8%	46.4%	
Somewhat important	7.7%	17.4%	13.6%	0.0%	21.2%	17.2%	18.2%	13.4%	10.6%	
Not important	7.7%	4.2%	3.9%	13.3%	7.1%	7.0%	0.0%	1.2%	1.3%	
Total(n)	26	167	279	15	85	128	11	82	151	
Mean	3.15	3.10	3.18	3.07	2.99	3.05	3.27	3.21	3.28	
Standard deviation	0.88	0.83	0.81	0.96	0.92	0.90	0.79	0.72	0.71	
Significance	-			-			-			
Effect size	-	0.06	-0.04	-	0.09	0.02	-	0.08	-0.01	
Helping to promote racial understanding										
Essential	11.5%	21.6%	24.1%	6.7%	20.0%	22.0%	18.2%	23.2%	25.8%	
Very important	46.2%	40.1%	43.2%	40.0%	38.8%	40.2%	54.5%	41.5%	45.7%	
Somewhat important	26.9%	28.1%	25.2%	33.3%	24.7%	25.2%	18.2%	31.7%	25.2%	
Not important	15.4%	10.2%	7.6%	20.0%	16.5%	12.6%	9.1%	3.7%	3.3%	
Total(n)	26	167	278	15	85	127	11	82	151	Social Agency
Mean	2.54	2.73	2.84	2.33	2.62	2.72	2.82	2.84	2.94	
Standard deviation	0.90	0.91	0.88	0.90	0.99	0.95	0.87	0.82	0.80	
Significance	-			-			-			
Effect size	-	-0.21	-0.34	-	-0.29	-0.41	-	-0.02	-0.15	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	7.7%	19.9%	24.5%	6.7%	17.9%	22.8%	9.1%	22.0%	25.8%	
Very important	42.3%	30.7%	27.7%	46.7%	32.1%	28.3%	36.4%	29.3%	27.2%	
Somewhat important	30.8%	24.1%	23.0%	26.7%	25.0%	25.2%	36.4%	23.2%	21.2%	
Not important	19.2%	25.3%	24.8%	20.0%	25.0%	23.6%	18.2%	25.6%	25.8%	
Total(n)	26	166	278	15	84	127	11	82	151	
Mean	2.38	2.45	2.52	2.40	2.43	2.50	2.36	2.48	2.53	
Standard deviation	0.90	1.08	1.11	0.91	1.06	1.09	0.92	1.10	1.14	
Significance	-			-			-			
Effect size	-	-0.06	-0.13	-	-0.03	-0.09	-	-0.11	-0.15	
Making a theoretical contribution to science										
Essential	15.4%	13.2%	10.8%	6.7%	17.6%	16.4%	27.3%	8.5%	6.0%	
Very important	19.2%	31.1%	24.1%	33.3%	42.4%	35.2%	0.0%	19.5%	14.7%	
Somewhat important	34.6%	29.3%	31.7%	33.3%	24.7%	28.1%	36.4%	34.1%	34.7%	
Not important	30.8%	26.3%	33.5%	26.7%	15.3%	20.3%	36.4%	37.8%	44.7%	
Total(n)	26	167	278	15	85	128	11	82	150	
Mean	2.19	2.31	2.12	2.20	2.62	2.48	2.18	1.99	1.82	
Standard deviation	1.06	1.01	1.00	0.94	0.95	1.00	1.25	0.96	0.90	
Significance	-			-			-			
Effect size	-	-0.12	0.07	-	-0.44	-0.28	-	0.20	0.40	
Participating in a community action program										
Essential	3.8%	5.4%	5.4%	0.0%	5.9%	4.7%	9.1%	4.9%	6.0%	
Very important	23.1%	25.9%	24.3%	13.3%	23.5%	23.6%	36.4%	28.4%	24.8%	
Somewhat important	46.2%	47.0%	47.5%	60.0%	45.9%	44.1%	27.3%	48.1%	50.3%	
Not important	26.9%	21.7%	22.8%	26.7%	24.7%	27.6%	27.3%	18.5%	18.8%	
Total(n)	26	166	276	15	85	127	11	81	149	Social Agency
Mean	2.04	2.15	2.12	1.87	2.11	2.06	2.27	2.20	2.18	
Standard deviation	0.82	0.82	0.82	0.64	0.85	0.84	1.01	0.80	0.81	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	-0.28	-0.23	-	0.09	0.11	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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										
Essential	19.2%	10.8%	13.0%	20.0%	9.5%	11.8%	18.2%	12.2%	14.0%	Social Agency
Very important	23.1%	28.3%	33.2%	20.0%	29.8%	29.9%	27.3%	26.8%	36.0%	
Somewhat important	42.3%	46.4%	41.9%	33.3%	39.3%	41.7%	54.5%	53.7%	42.0%	
Not important	15.4%	14.5%	11.9%	26.7%	21.4%	16.5%	0.0%	7.3%	8.0%	
Total(n)	26	166	277	15	84	127	11	82	150	
Mean	2.46	2.36	2.47	2.33	2.27	2.37	2.64	2.44	2.56	
Standard deviation	0.99	0.86	0.87	1.11	0.91	0.90	0.81	0.80	0.83	
Significance	-			-			-			
Effect size	-	0.12	-0.01	-	0.07	-0.04	-	0.25	0.10	
Becoming a community leader										
Essential	7.7%	4.2%	4.0%	0.0%	2.4%	3.1%	18.2%	6.1%	4.7%	Social Agency
Very important	23.1%	16.9%	15.2%	33.3%	20.2%	16.5%	9.1%	13.4%	14.0%	
Somewhat important	23.1%	36.1%	37.2%	13.3%	35.7%	38.6%	36.4%	36.6%	36.0%	
Not important	46.2%	42.8%	43.7%	53.3%	41.7%	41.7%	36.4%	43.9%	45.3%	
Total(n)	26	166	277	15	84	127	11	82	150	
Mean	1.92	1.83	1.79	1.80	1.83	1.81	2.09	1.82	1.78	
Standard deviation	1.02	0.86	0.84	0.94	0.83	0.82	1.14	0.89	0.86	
Significance	-			-			-			
Effect size	-	0.10	0.15	-	-0.04	-0.01	-	0.30	0.36	
Mentoring the next generation of scholars										
Essential	23.1%	24.0%	22.9%	13.3%	24.7%	22.7%	36.4%	23.2%	23.2%	
Very important	26.9%	37.7%	41.2%	20.0%	36.5%	39.8%	36.4%	39.0%	42.4%	
Somewhat important	46.2%	29.9%	30.1%	60.0%	28.2%	30.5%	27.3%	31.7%	29.8%	
Not important	3.8%	8.4%	5.7%	6.7%	10.6%	7.0%	0.0%	6.1%	4.6%	
Total(n)	26	167	279	15	85	128	11	82	151	
Mean	2.69	2.77	2.81	2.40	2.75	2.78	3.09	2.79	2.84	
Standard deviation	0.88	0.91	0.85	0.83	0.95	0.88	0.83	0.87	0.83	
Significance	-			-			-			
Effect size	-	-0.09	-0.14	-	-0.37	-0.43	-	0.34	0.30	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	84.6%	80.4%	83.5%	86.7%	77.1%	77.4%	81.8%	83.8%	88.5%	
Very important	11.5%	17.2%	14.7%	6.7%	20.5%	20.2%	18.2%	13.8%	10.1%	
Somewhat important	0.0%	1.2%	1.1%	0.0%	1.2%	1.6%	0.0%	1.3%	0.7%	
Not important	3.8%	1.2%	0.7%	6.7%	1.2%	0.8%	0.0%	1.3%	0.7%	
Total(n)	26	163	272	15	83	124	11	80	148	
Mean	3.77	3.77	3.81	3.73	3.73	3.74	3.82	3.80	3.86	
Standard deviation	0.65	0.53	0.47	0.80	0.54	0.52	0.40	0.51	0.41	
Significance	-			-			-			
Effect size	-	0.00	-0.09	-	0.00	-0.02	-	0.04	-0.10	
Prepare students for employment after college										
Essential	44.0%	40.1%	43.9%	46.7%	43.4%	44.4%	40.0%	36.7%	43.5%	
Very important	48.0%	48.8%	45.0%	40.0%	49.4%	46.8%	60.0%	48.1%	43.5%	
Somewhat important	4.0%	8.0%	8.9%	6.7%	6.0%	7.3%	0.0%	10.1%	10.2%	
Not important	4.0%	3.1%	2.2%	6.7%	1.2%	1.6%	0.0%	5.1%	2.7%	
Total(n)	25	162	271	15	83	124	10	79	147	
Mean	3.32	3.26	3.31	3.27	3.35	3.34	3.40	3.16	3.28	
Standard deviation	0.75	0.74	0.72	0.88	0.65	0.69	0.52	0.81	0.76	
Significance	-			-			-			
Effect size	-	0.08	0.01	-	-0.12	-0.10	-	0.30	0.16	
Prepare students for graduate or advanced education										
Essential	28.0%	24.1%	26.6%	13.3%	22.9%	22.6%	50.0%	25.3%	29.9%	
Very important	40.0%	53.7%	53.5%	40.0%	53.0%	57.3%	40.0%	54.4%	50.3%	
Somewhat important	28.0%	20.4%	18.8%	40.0%	22.9%	19.4%	10.0%	17.7%	18.4%	
Not important	4.0%	1.9%	1.1%	6.7%	1.2%	0.8%	0.0%	2.5%	1.4%	
Total(n)	25	162	271	15	83	124	10	79	147	
Mean	2.92	3.00	3.06	2.60	2.98	3.02	3.40	3.03	3.09	
Standard deviation	0.86	0.72	0.70	0.83	0.72	0.67	0.70	0.73	0.73	
Significance	-			-		*	-			
Effect size	-	-0.11	-0.20	-	-0.53	-0.63	-	0.51	0.42	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	23.1%	35.2%	36.7%	20.0%	35.4%	34.4%	27.3%	35.0%	38.5%	
Very important	38.5%	38.9%	40.0%	40.0%	40.2%	43.4%	36.4%	37.5%	37.2%	
Somewhat important	23.1%	19.8%	19.6%	20.0%	18.3%	18.0%	27.3%	21.3%	20.9%	
Not important	15.4%	6.2%	3.7%	20.0%	6.1%	4.1%	9.1%	6.3%	3.4%	
Total(n)	26	162	270	15	82	122	11	80	148	
Mean	2.69	3.03	3.10	2.60	3.05	3.08	2.82	3.01	3.11	
Standard deviation	1.01	0.89	0.84	1.06	0.89	0.83	0.98	0.91	0.85	
Significance	-		*	-		*	-			
Effect size	-	-0.38	-0.49	-	-0.51	-0.58	-	-0.21	-0.34	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	15.4%	20.9%	21.7%	13.3%	20.5%	22.6%	18.2%	21.3%	20.9%	
Very important	23.1%	37.4%	40.4%	13.3%	37.3%	37.9%	36.4%	37.5%	42.6%	
Somewhat important	42.3%	31.9%	31.3%	46.7%	32.5%	33.1%	36.4%	31.3%	29.7%	
Not important	19.2%	9.8%	6.6%	26.7%	9.6%	6.5%	9.1%	10.0%	6.8%	
Total(n)	26	163	272	15	83	124	11	80	148	
Mean	2.35	2.69	2.77	2.13	2.69	2.77	2.64	2.70	2.78	
Standard deviation	0.98	0.91	0.86	0.99	0.91	0.88	0.92	0.92	0.86	
Significance	-		*	-	*	**	-			
Effect size	-	-0.37	-0.49	-	-0.62	-0.73	-	-0.07	-0.16	
Teach students the classic works of Western civilization										
Essential	8.0%	8.7%	8.6%	6.7%	11.0%	11.5%	10.0%	6.3%	6.1%	
Very important	20.0%	23.6%	25.3%	6.7%	19.5%	18.9%	40.0%	27.8%	30.6%	
Somewhat important	36.0%	42.2%	44.2%	46.7%	43.9%	45.9%	20.0%	40.5%	42.9%	
Not important	36.0%	25.5%	21.9%	40.0%	25.6%	23.8%	30.0%	25.3%	20.4%	
Total(n)	25	161	269	15	82	122	10	79	147	
Mean	2.00	2.16	2.20	1.80	2.16	2.18	2.30	2.15	2.22	
Standard deviation	0.96	0.91	0.88	0.86	0.94	0.93	1.06	0.88	0.84	
Significance	-			-			-			
Effect size	-	-0.18	-0.23	-	-0.38	-0.41	-	0.17	0.10	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	19.2%	22.7%	26.6%	13.3%	24.1%	27.6%	27.3%	21.3%	25.7%	
Very important	34.6%	44.2%	44.6%	40.0%	45.8%	42.3%	27.3%	42.5%	46.6%	
Somewhat important	26.9%	25.2%	22.9%	20.0%	22.9%	24.4%	36.4%	27.5%	21.6%	
Not important	19.2%	8.0%	5.9%	26.7%	7.2%	5.7%	9.1%	8.8%	6.1%	
Total(n)	26	163	271	15	83	123	11	80	148	
Mean	2.54	2.82	2.92	2.40	2.87	2.92	2.73	2.76	2.92	
Standard deviation	1.03	0.88	0.85	1.06	0.87	0.86	1.01	0.89	0.85	
Significance	-		*	-		*	-			
Effect size	-	-0.32	-0.45	-	-0.54	-0.60	-	-0.03	-0.22	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	19.2%	23.3%	29.4%	13.3%	24.1%	29.0%	27.3%	22.5%	29.7%	
Very important	38.5%	47.2%	44.1%	33.3%	43.4%	39.5%	45.5%	51.3%	48.0%	
Somewhat important	19.2%	19.6%	19.9%	20.0%	21.7%	24.2%	18.2%	17.5%	16.2%	
Not important	23.1%	9.8%	6.6%	33.3%	10.8%	7.3%	9.1%	8.8%	6.1%	
Total(n)	26	163	272	15	83	124	11	80	148	
Mean	2.54	2.84	2.96	2.27	2.81	2.90	2.91	2.88	3.01	
Standard deviation	1.07	0.90	0.87	1.10	0.93	0.91	0.94	0.86	0.84	
Significance	-		*	-	*	*	-			
Effect size	-	-0.33	-0.48	-	-0.58	-0.69	-	0.03	-0.12	
Instill in students a commitment to community service										Civic Minded Values
Essential	23.1%	17.2%	17.7%	13.3%	12.0%	11.4%	36.4%	22.5%	23.0%	
Very important	26.9%	38.0%	40.2%	20.0%	38.6%	39.8%	36.4%	37.5%	40.5%	
Somewhat important	30.8%	32.5%	32.5%	40.0%	36.1%	37.4%	18.2%	28.8%	28.4%	
Not important	19.2%	12.3%	9.6%	26.7%	13.3%	11.4%	9.1%	11.3%	8.1%	
Total(n)	26	163	271	15	83	123	11	80	148	
Mean	2.54	2.60	2.66	2.20	2.49	2.51	3.00	2.71	2.78	
Standard deviation	1.07	0.91	0.88	1.01	0.87	0.84	1.00	0.94	0.89	
Significance	-			-			-			
Effect size	-	-0.07	-0.14	-	-0.33	-0.37	-	0.31	0.25	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	23.1%	26.4%	29.2%	13.3%	19.3%	22.0%	36.4%	33.8%	35.1%	
Very important	38.5%	39.3%	42.1%	26.7%	39.8%	42.3%	54.5%	38.8%	41.9%	
Somewhat important	19.2%	26.4%	23.2%	33.3%	30.1%	27.6%	0.0%	22.5%	19.6%	
Not important	19.2%	8.0%	5.5%	26.7%	10.8%	8.1%	9.1%	5.0%	3.4%	
Total(n)	26	163	271	15	83	123	11	80	148	
Mean	2.65	2.84	2.95	2.27	2.67	2.78	3.18	3.01	3.09	
Standard deviation	1.06	0.91	0.86	1.03	0.91	0.88	0.87	0.88	0.82	
Significance	-			-		*	-			
Effect size	-	-0.21	-0.35	-	-0.44	-0.58	-	0.19	0.11	
Help master knowledge in a discipline										
Essential	50.0%	42.9%	44.5%	40.0%	43.4%	46.0%	63.6%	42.5%	43.2%	
Very important	38.5%	47.9%	46.3%	40.0%	47.0%	45.2%	36.4%	48.8%	47.3%	
Somewhat important	7.7%	8.0%	8.1%	13.3%	8.4%	8.1%	0.0%	7.5%	8.1%	
Not important	3.8%	1.2%	1.1%	6.7%	1.2%	0.8%	0.0%	1.3%	1.4%	
Total(n)	26	163	272	15	83	124	11	80	148	
Mean	3.35	3.33	3.34	3.13	3.33	3.36	3.64	3.33	3.32	
Standard deviation	0.80	0.67	0.67	0.92	0.68	0.67	0.50	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.03	0.01	-	-0.29	-0.34	-	0.46	0.47	
Develop creative capacities										
Essential	30.8%	34.4%	36.4%	26.7%	33.7%	34.7%	36.4%	35.0%	37.8%	
Very important	61.5%	53.4%	50.7%	60.0%	54.2%	53.2%	63.6%	52.5%	48.6%	
Somewhat important	3.8%	10.4%	11.0%	6.7%	10.8%	11.3%	0.0%	10.0%	10.8%	
Not important	3.8%	1.8%	1.8%	6.7%	1.2%	0.8%	0.0%	2.5%	2.7%	
Total(n)	26	163	272	15	83	124	11	80	148	
Mean	3.19	3.20	3.22	3.07	3.20	3.22	3.36	3.20	3.22	
Standard deviation	0.69	0.70	0.71	0.80	0.68	0.67	0.50	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.19	-0.22	-	0.22	0.19	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	12.0%	14.9%	18.7%	6.7%	9.6%	13.0%	20.0%	20.5%	23.4%	
Very important	24.0%	40.4%	44.0%	13.3%	37.3%	41.5%	40.0%	43.6%	46.2%	
Somewhat important	32.0%	29.8%	26.5%	33.3%	33.7%	30.1%	30.0%	25.6%	23.4%	
Not important	32.0%	14.9%	10.8%	46.7%	19.3%	15.4%	10.0%	10.3%	6.9%	
Total(n)	25	161	268	15	83	123	10	78	145	
Mean	2.16	2.55	2.71	1.80	2.37	2.52	2.70	2.74	2.86	
Standard deviation	1.03	0.92	0.89	0.94	0.91	0.91	0.95	0.90	0.85	
Significance	-		**	-	*	**	-			
Effect size	-	-0.42	-0.62	-	-0.63	-0.79	-	-0.04	-0.19	
Promote ability to write effectively										
Essential	56.0%	46.9%	50.6%	40.0%	36.1%	40.7%	80.0%	58.2%	58.9%	
Very important	40.0%	43.2%	42.0%	53.3%	54.2%	50.4%	20.0%	31.6%	34.9%	
Somewhat important	0.0%	7.4%	5.2%	0.0%	7.2%	6.5%	0.0%	7.6%	4.1%	
Not important	4.0%	2.5%	2.2%	6.7%	2.4%	2.4%	0.0%	2.5%	2.1%	
Total(n)	25	162	269	15	83	123	10	79	146	
Mean	3.48	3.35	3.41	3.27	3.24	3.29	3.80	3.46	3.51	
Standard deviation	0.71	0.73	0.69	0.80	0.69	0.70	0.42	0.75	0.68	
Significance	-			-			-			
Effect size	-	0.18	0.10	-	0.04	-0.03	-	0.45	0.43	
Help students evaluate the quality and reliability of information										
Essential	57.7%	58.9%	64.4%	53.3%	49.4%	56.1%	63.6%	68.8%	71.4%	
Very important	34.6%	35.6%	31.9%	33.3%	43.4%	38.2%	36.4%	27.5%	26.5%	
Somewhat important	3.8%	3.7%	2.6%	6.7%	4.8%	4.1%	0.0%	2.5%	1.4%	
Not important	3.8%	1.8%	1.1%	6.7%	2.4%	1.6%	0.0%	1.3%	0.7%	
Total(n)	26	163	270	15	83	123	11	80	147	
Mean	3.46	3.52	3.60	3.33	3.40	3.49	3.64	3.64	3.69	
Standard deviation	0.76	0.66	0.60	0.90	0.70	0.66	0.50	0.60	0.53	
Significance	-			-			-			
Effect size	-	-0.09	-0.23	-	-0.10	-0.24	-	0.00	-0.09	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Engage students in civil discourse around controversial issues										
Essential	28.0%	24.2%	27.0%	20.0%	15.7%	18.7%	40.0%	33.3%	34.0%	
Very important	24.0%	37.9%	37.1%	26.7%	42.2%	39.8%	20.0%	33.3%	34.7%	
Somewhat important	32.0%	28.6%	27.3%	33.3%	31.3%	30.1%	30.0%	25.6%	25.0%	
Not important	16.0%	9.3%	8.6%	20.0%	10.8%	11.4%	10.0%	7.7%	6.3%	
Total(n)	25	161	267	15	83	123	10	78	144	
Mean	2.64	2.77	2.82	2.47	2.63	2.66	2.90	2.92	2.97	
Standard deviation	1.08	0.92	0.93	1.06	0.88	0.91	1.10	0.95	0.92	
Significance	-			-			-			
Effect size	-	-0.14	-0.19	-	-0.18	-0.21	-	-0.02	-0.08	
Teach students tolerance and respect for different beliefs										
Essential	26.9%	34.4%	41.6%	13.3%	26.5%	34.1%	45.5%	42.5%	47.9%	
Very important	38.5%	41.7%	37.9%	33.3%	45.8%	39.0%	45.5%	37.5%	37.0%	
Somewhat important	15.4%	17.2%	14.9%	26.7%	18.1%	17.9%	0.0%	16.3%	12.3%	
Not important	19.2%	6.7%	5.6%	26.7%	9.6%	8.9%	9.1%	3.8%	2.7%	
Total(n)	26	163	269	15	83	123	11	80	146	
Mean	2.73	3.04	3.16	2.33	2.89	2.98	3.27	3.19	3.30	
Standard deviation	1.08	0.89	0.88	1.05	0.91	0.94	0.90	0.84	0.79	
Significance	-		*	-	*	*	-			
Effect size	-	-0.35	-0.49	-	-0.62	-0.69	-	0.10	-0.04	
Encourage students to become agents of social change										
Essential	19.2%	14.8%	16.3%	6.7%	11.0%	14.8%	36.4%	18.8%	17.6%	
Very important	19.2%	32.1%	33.3%	6.7%	24.4%	23.8%	36.4%	40.0%	41.2%	
Somewhat important	30.8%	34.6%	34.4%	46.7%	40.2%	37.7%	9.1%	28.8%	31.8%	
Not important	30.8%	18.5%	15.9%	40.0%	24.4%	23.8%	18.2%	12.5%	9.5%	
Total(n)	26	162	270	15	82	122	11	80	148	
Mean	2.27	2.43	2.50	1.80	2.22	2.30	2.91	2.65	2.67	
Standard deviation	1.12	0.96	0.95	0.86	0.94	0.99	1.14	0.93	0.88	
Significance	-			-			-			
Effect size	-	-0.17	-0.24	-	-0.45	-0.51	-	0.28	0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	69.2%	75.3%	69.0%	80.0%	78.8%	75.8%	54.5%	71.6%	63.1%	
1-4	19.2%	16.9%	19.5%	13.3%	16.5%	15.6%	27.3%	17.3%	22.8%	
5-8	3.8%	4.2%	5.1%	0.0%	2.4%	3.1%	9.1%	6.2%	6.7%	
9-12	3.8%	1.8%	2.2%	6.7%	2.4%	3.1%	0.0%	1.2%	1.3%	
13-16	3.8%	0.6%	1.4%	0.0%	0.0%	0.0%	9.1%	1.2%	2.7%	
17-20	0.0%	0.6%	1.1%	0.0%	0.0%	0.0%	0.0%	1.2%	2.0%	
21-34	0.0%	0.6%	1.4%	0.0%	0.0%	1.6%	0.0%	1.2%	1.3%	
35-44	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	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)	26	166	277	15	85	128	11	81	149	
Mean	1.54	1.40	1.58	1.33	1.28	1.46	1.82	1.52	1.69	
Standard deviation	1.03	0.90	1.21	0.82	0.63	1.14	1.25	1.11	1.25	
Significance	-			-			-			
Effect size	-	0.16	-0.03	-	0.08	-0.11	-	0.27	0.10	
Preparing for teaching (including reading student papers and grading)										
None	69.2%	75.9%	69.0%	80.0%	83.5%	78.9%	54.5%	67.9%	60.4%	
1-4	7.7%	13.9%	16.2%	6.7%	11.8%	10.9%	9.1%	16.0%	20.8%	
5-8	15.4%	5.4%	7.6%	6.7%	2.4%	3.9%	27.3%	8.6%	10.7%	
9-12	7.7%	2.4%	3.6%	6.7%	2.4%	3.9%	9.1%	2.5%	3.4%	
13-16	0.0%	1.2%	1.8%	0.0%	0.0%	0.8%	0.0%	2.5%	2.7%	
17-20	0.0%	0.6%	1.1%	0.0%	0.0%	0.8%	0.0%	1.2%	1.3%	
21-34	0.0%	0.6%	0.7%	0.0%	0.0%	0.8%	0.0%	1.2%	0.7%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	166	277	15	85	128	11	81	149	
Mean	1.62	1.43	1.59	1.40	1.24	1.42	1.91	1.64	1.74	
Standard deviation	1.02	0.97	1.12	0.91	0.61	1.02	1.14	1.22	1.19	
Significance	-			-			-			
Effect size	-	0.20	0.03	-	0.26	-0.02	-	0.22	0.14	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	66.7%	57.0%	48.6%	78.6%	58.3%	49.6%	50.0%	55.6%	47.7%	
1-4	25.0%	32.1%	32.2%	14.3%	33.3%	32.3%	40.0%	30.9%	32.2%	
5-8	4.2%	6.1%	8.3%	0.0%	4.8%	8.7%	10.0%	7.4%	8.1%	
9-12	4.2%	4.2%	7.2%	7.1%	3.6%	5.5%	0.0%	4.9%	8.7%	
13-16	0.0%	0.6%	1.8%	0.0%	0.0%	1.6%	0.0%	1.2%	2.0%	
17-20	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
21-34	0.0%	0.0%	0.7%	0.0%	0.0%	0.8%	0.0%	0.0%	0.7%	
35-44	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
45+	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
Total(n)	24	165	276	14	84	127	10	81	149	
Mean	1.46	1.59	1.89	1.36	1.54	1.87	1.60	1.65	1.91	
Standard deviation	0.78	0.83	1.25	0.84	0.75	1.28	0.70	0.91	1.22	
Significance	-			-			-			
Effect size	-	-0.16	-0.34	-	-0.24	-0.40	-	-0.05	-0.25	
Committee work and meetings										
None	12.0%	26.1%	22.8%	21.4%	29.8%	27.6%	0.0%	22.2%	18.8%	
1-4	52.0%	44.2%	41.7%	42.9%	44.0%	43.3%	63.6%	44.4%	40.3%	
5-8	12.0%	19.4%	22.8%	7.1%	19.0%	22.0%	18.2%	19.8%	23.5%	
9-12	20.0%	6.7%	6.9%	21.4%	4.8%	3.9%	18.2%	8.6%	9.4%	
13-16	0.0%	2.4%	3.3%	0.0%	0.0%	1.6%	0.0%	4.9%	4.7%	
17-20	4.0%	1.2%	1.8%	7.1%	2.4%	1.6%	0.0%	0.0%	2.0%	
21-34	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	165	276	14	84	127	11	81	149	
Mean	2.56	2.19	2.34	2.57	2.08	2.13	2.55	2.30	2.52	
Standard deviation	1.19	1.05	1.18	1.45	1.03	1.02	0.82	1.07	1.27	
Significance	-			-			-			
Effect size	-	0.35	0.19	-	0.48	0.43	-	0.23	0.02	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	37.5%	43.9%	40.4%	50.0%	48.8%	45.7%	20.0%	38.8%	35.8%	
1-4	45.8%	37.2%	36.0%	42.9%	34.5%	37.8%	50.0%	40.0%	34.5%	
5-8	4.2%	6.1%	9.5%	7.1%	7.1%	7.1%	0.0%	5.0%	11.5%	
9-12	12.5%	6.1%	5.8%	0.0%	3.6%	3.1%	30.0%	8.8%	8.1%	
13-16	0.0%	2.4%	2.9%	0.0%	2.4%	2.4%	0.0%	2.5%	3.4%	
17-20	0.0%	1.8%	2.9%	0.0%	0.0%	0.8%	0.0%	3.8%	4.7%	
21-34	0.0%	0.6%	1.1%	0.0%	0.0%	0.8%	0.0%	1.3%	1.4%	
35-44	0.0%	0.6%	0.7%	0.0%	1.2%	0.8%	0.0%	0.0%	0.7%	
45+	0.0%	1.2%	0.7%	0.0%	2.4%	1.6%	0.0%	0.0%	0.0%	
Total(n)	24	164	275	14	84	127	10	80	148	
Mean	1.92	2.04	2.16	1.57	1.96	1.98	2.40	2.13	2.32	
Standard deviation	0.97	1.50	1.53	0.65	1.59	1.50	1.17	1.39	1.53	
Significance	-			-			-			
Effect size	-	-0.08	-0.16	-	-0.25	-0.27	-	0.19	0.05	
Research and scholarly writing										
None	8.3%	9.7%	15.6%	7.1%	9.5%	13.4%	10.0%	9.9%	17.4%	
1-4	29.2%	27.3%	31.9%	21.4%	21.4%	22.8%	40.0%	33.3%	39.6%	
5-8	20.8%	15.8%	14.1%	21.4%	14.3%	15.0%	20.0%	17.3%	13.4%	
9-12	4.2%	6.1%	5.8%	7.1%	6.0%	7.1%	0.0%	6.2%	4.7%	
13-16	16.7%	6.1%	4.7%	28.6%	8.3%	5.5%	0.0%	3.7%	4.0%	
17-20	12.5%	6.1%	4.7%	7.1%	6.0%	5.5%	20.0%	6.2%	4.0%	
21-34	0.0%	9.1%	6.9%	0.0%	9.5%	7.1%	0.0%	8.6%	6.7%	
35-44	0.0%	9.1%	8.3%	0.0%	9.5%	12.6%	0.0%	8.6%	4.7%	
45+	8.3%	10.9%	8.0%	7.1%	15.5%	11.0%	10.0%	6.2%	5.4%	
Total(n)	24	165	276	14	84	127	10	81	149	
Mean	3.79	4.37	3.83	3.93	4.79	4.43	3.60	3.94	3.33	
Standard deviation	2.25	2.71	2.65	2.09	2.81	2.80	2.55	2.54	2.40	
Significance	-			-			-			
Effect size	-	-0.21	-0.02	-	-0.31	-0.18	-	-0.13	0.11	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	36.0%	54.5%	52.9%	50.0%	54.8%	52.4%	18.2%	54.3%	53.4%	
1-4	28.0%	19.4%	22.4%	14.3%	20.2%	21.4%	45.5%	18.5%	23.3%	
5-8	8.0%	7.9%	8.8%	7.1%	4.8%	7.9%	9.1%	11.1%	9.6%	
9-12	4.0%	3.6%	4.4%	0.0%	4.8%	7.1%	9.1%	2.5%	2.1%	
13-16	8.0%	3.6%	3.3%	14.3%	6.0%	4.8%	0.0%	1.2%	2.1%	
17-20	8.0%	4.2%	2.6%	7.1%	3.6%	2.4%	9.1%	4.9%	2.7%	
21-34	0.0%	2.4%	1.8%	0.0%	1.2%	0.8%	0.0%	3.7%	2.7%	
35-44	8.0%	3.0%	2.6%	7.1%	3.6%	2.4%	9.1%	2.5%	2.7%	
45+	0.0%	1.2%	1.1%	0.0%	1.2%	0.8%	0.0%	1.2%	1.4%	
Total(n)	25	165	272	14	84	126	11	81	146	
Mean	2.84	2.27	2.17	2.71	2.27	2.17	3.00	2.27	2.17	
Standard deviation	2.23	2.00	1.85	2.33	2.01	1.77	2.19	2.01	1.92	
Significance	-			-			-			
Effect size	-	0.29	0.36	-	0.22	0.31	-	0.36	0.43	
Consultation with clients/patients										
None	28.0%	51.5%	50.7%	35.7%	51.8%	54.0%	18.2%	51.2%	48.0%	
1-4	40.0%	20.0%	22.5%	42.9%	21.7%	22.2%	36.4%	18.3%	22.7%	
5-8	12.0%	10.9%	9.8%	7.1%	8.4%	8.7%	18.2%	13.4%	10.7%	
9-12	4.0%	3.0%	3.3%	0.0%	2.4%	1.6%	9.1%	3.7%	4.7%	
13-16	8.0%	3.6%	3.6%	7.1%	2.4%	2.4%	9.1%	4.9%	4.7%	
17-20	8.0%	5.5%	4.3%	7.1%	7.2%	5.6%	9.1%	3.7%	3.3%	
21-34	0.0%	2.4%	2.9%	0.0%	1.2%	1.6%	0.0%	3.7%	4.0%	
35-44	0.0%	2.4%	1.8%	0.0%	3.6%	2.4%	0.0%	1.2%	1.3%	
45+	0.0%	0.6%	1.1%	0.0%	1.2%	1.6%	0.0%	0.0%	0.7%	
Total(n)	25	165	276	14	83	126	11	82	150	
Mean	2.48	2.29	2.27	2.21	2.34	2.21	2.82	2.24	2.32	
Standard deviation	1.56	1.91	1.90	1.53	2.05	1.95	1.60	1.77	1.86	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	-0.06	0.00	-	0.33	0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	20.0%	48.5%	48.2%	21.4%	51.8%	56.3%	18.2%	45.1%	41.3%	Civic Minded Practice
1-4	48.0%	32.7%	37.3%	64.3%	31.3%	31.0%	27.3%	34.1%	42.7%	
5-8	32.0%	13.9%	10.1%	14.3%	10.8%	7.9%	54.5%	17.1%	12.0%	
9-12	0.0%	1.8%	1.4%	0.0%	1.2%	0.8%	0.0%	2.4%	2.0%	
13-16	0.0%	1.2%	1.1%	0.0%	1.2%	0.8%	0.0%	1.2%	1.3%	
17-20	0.0%	1.2%	1.1%	0.0%	2.4%	1.6%	0.0%	0.0%	0.7%	
21-34	0.0%	0.6%	0.7%	0.0%	1.2%	1.6%	0.0%	0.0%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	165	276	14	83	126	11	82	150	
Mean	2.12	1.81	1.76	1.93	1.81	1.70	2.36	1.80	1.81	
Standard deviation	0.73	1.06	1.02	0.62	1.20	1.15	0.81	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.29	0.35	-	0.10	0.20	-	0.63	0.61	
Outside consulting/freelance work										
None	76.0%	81.2%	80.7%	78.6%	77.1%	77.8%	72.7%	85.4%	83.2%	
1-4	16.0%	12.1%	13.5%	14.3%	15.7%	15.1%	18.2%	8.5%	12.1%	
5-8	4.0%	3.6%	3.3%	7.1%	4.8%	4.8%	0.0%	2.4%	2.0%	
9-12	4.0%	1.8%	1.5%	0.0%	1.2%	1.6%	9.1%	2.4%	1.3%	
13-16	0.0%	1.2%	0.7%	0.0%	1.2%	0.8%	0.0%	1.2%	0.7%	
17-20	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
21-34	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	165	275	14	83	126	11	82	149	
Mean	1.36	1.30	1.29	1.29	1.34	1.33	1.45	1.26	1.26	
Standard deviation	0.76	0.73	0.72	0.61	0.74	0.71	0.93	0.73	0.73	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	-0.07	-0.06	-	0.26	0.26	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	16.7%	13.4%	12.7%	28.6%	19.3%	17.5%	0.0%	7.4%	8.7%	
1-4	20.8%	20.1%	18.9%	21.4%	22.9%	19.0%	20.0%	17.3%	18.8%	
5-8	29.2%	26.2%	25.5%	21.4%	25.3%	30.2%	40.0%	27.2%	21.5%	
9-12	8.3%	10.4%	10.2%	7.1%	13.3%	11.9%	10.0%	7.4%	8.7%	
13-16	8.3%	9.1%	11.6%	7.1%	8.4%	8.7%	10.0%	9.9%	14.1%	
17-20	8.3%	9.1%	8.0%	14.3%	6.0%	4.8%	0.0%	12.3%	10.7%	
21-34	0.0%	3.7%	4.0%	0.0%	2.4%	3.2%	0.0%	4.9%	4.7%	
35-44	4.2%	3.7%	4.4%	0.0%	0.0%	3.2%	10.0%	7.4%	5.4%	
45+	4.2%	4.3%	4.7%	0.0%	2.4%	1.6%	10.0%	6.2%	7.4%	
Total(n)	24	164	275	14	83	126	10	81	149	
Mean	3.42	3.68	3.79	2.86	3.11	3.28	4.20	4.26	4.23	
Standard deviation	2.15	2.15	2.19	1.79	1.81	1.90	2.44	2.32	2.33	
Significance	-			-			-			
Effect size	-	-0.12	-0.17	-	-0.14	-0.22	-	-0.03	-0.01	
Commuting to campus										
None	25.0%	16.5%	12.4%	28.6%	19.3%	15.9%	20.0%	13.6%	9.4%	
1-4	54.2%	53.7%	54.2%	50.0%	55.4%	56.3%	60.0%	51.9%	52.3%	
5-8	12.5%	20.7%	23.3%	14.3%	16.9%	16.7%	10.0%	24.7%	28.9%	
9-12	4.2%	6.7%	8.4%	0.0%	4.8%	7.9%	10.0%	8.6%	8.7%	
13-16	0.0%	0.6%	0.7%	0.0%	0.0%	0.8%	0.0%	1.2%	0.7%	
17-20	0.0%	0.6%	0.4%	0.0%	1.2%	0.8%	0.0%	0.0%	0.0%	
21-34	4.2%	0.6%	0.4%	7.1%	1.2%	0.8%	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%	0.6%	0.4%	0.0%	1.2%	0.8%	0.0%	0.0%	0.0%	
Total(n)	24	164	275	14	83	126	10	81	149	
Mean	2.17	2.29	2.36	2.21	2.27	2.32	2.10	2.32	2.39	
Standard deviation	1.27	1.08	0.98	1.53	1.26	1.16	0.88	0.86	0.80	
Significance	-			-			-			
Effect size	-	-0.11	-0.19	-	-0.05	-0.09	-	-0.26	-0.36	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	83.3%	88.3%	89.0%	78.6%	85.5%	84.1%	90.0%	91.3%	93.2%	
1-4	4.2%	6.1%	4.4%	7.1%	8.4%	7.1%	0.0%	3.8%	2.0%	
5-8	8.3%	3.1%	2.9%	7.1%	2.4%	3.2%	10.0%	3.8%	2.7%	
9-12	0.0%	0.6%	1.1%	0.0%	0.0%	0.8%	0.0%	1.3%	1.4%	
13-16	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
17-20	4.2%	1.2%	0.7%	7.1%	2.4%	1.6%	0.0%	0.0%	0.0%	
21-34	0.0%	0.6%	1.1%	0.0%	1.2%	1.6%	0.0%	0.0%	0.7%	
35-44	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	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)	24	163	273	14	83	126	10	80	147	
Mean	1.42	1.24	1.28	1.57	1.33	1.42	1.20	1.15	1.16	
Standard deviation	1.14	0.84	1.00	1.40	1.06	1.26	0.63	0.53	0.69	
Significance	-			-			-			
Effect size	-	0.21	0.14	-	0.23	0.12	-	0.09	0.06	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	3.8%	14.3%	20.0%	6.7%	22.1%	20.2%	0.0%	6.1%	19.9%	
No	96.2%	85.7%	80.0%	93.3%	77.9%	79.8%	100.0%	93.9%	80.1%	
Total(n)	26	168	280	15	86	129	11	82	151	
Are you a U.S. citizen?										
Yes	92.3%	79.2%	84.3%	86.7%	70.9%	76.0%	100.0%	87.8%	91.4%	
No	7.7%	20.8%	15.7%	13.3%	29.1%	24.0%	0.0%	12.2%	8.6%	
Total(n)	26	168	280	15	86	129	11	82	151	
Do you plan to retire within the next three years?										
Yes	15.4%	13.1%	15.4%	26.7%	12.8%	14.0%	0.0%	13.4%	16.7%	
No	84.6%	86.9%	84.6%	73.3%	87.2%	86.0%	100.0%	86.6%	83.3%	
Total(n)	26	168	279	15	86	129	11	82	150	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	50.0%	31.1%	33.1%	46.7%	27.1%	29.7%	54.5%	35.4%	36.0%	
No	50.0%	68.9%	66.9%	53.3%	72.9%	70.3%	45.5%	64.6%	64.0%	
Total(n)	26	167	278	15	85	128	11	82	150	
Have you been sexually harassed at this institution?										
Yes	3.8%	4.2%	3.9%	0.0%	0.0%	0.0%	9.1%	8.5%	7.3%	
No	96.2%	95.8%	96.1%	100.0%	100.0%	100.0%	90.9%	91.5%	92.7%	
Total(n)	26	168	279	15	86	129	11	82	150	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	3.8%	10.7%	12.2%	6.7%	1.2%	2.3%	0.0%	20.7%	20.7%	
No	96.2%	89.3%	87.8%	93.3%	98.8%	97.7%	100.0%	79.3%	79.3%	
Total(n)	26	168	279	15	86	129	11	82	150	
Have you ever received an award for outstanding teaching?										
Yes	30.8%	18.6%	18.3%	33.3%	21.2%	21.1%	27.3%	15.9%	16.0%	
No	69.2%	81.4%	81.7%	66.7%	78.8%	78.9%	72.7%	84.1%	84.0%	
Total(n)	26	167	278	15	85	128	11	82	150	
Is (or was) your spouse/partner an academic?										
Yes	19.2%	25.9%	29.1%	13.3%	23.3%	28.7%	27.3%	28.8%	29.5%	
No	80.8%	74.1%	70.9%	86.7%	76.7%	71.3%	72.7%	71.3%	70.5%	
Total(n)	26	166	278	15	86	129	11	80	149	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	19.2%	14.3%	17.2%	26.7%	10.5%	12.4%	9.1%	18.3%	21.3%	
No	80.8%	85.7%	82.8%	73.3%	89.5%	87.6%	90.9%	81.7%	78.7%	
Total(n)	26	168	279	15	86	129	11	82	150	
Considered leaving academe for another job?										
Yes	53.8%	43.5%	40.5%	60.0%	46.5%	45.0%	45.5%	40.2%	36.7%	
No	46.2%	56.5%	59.5%	40.0%	53.5%	55.0%	54.5%	59.8%	63.3%	
Total(n)	26	168	279	15	86	129	11	82	150	
Considered leaving this institution for another?										
Yes	57.7%	51.8%	47.7%	60.0%	58.1%	54.3%	54.5%	45.1%	42.0%	
No	42.3%	48.2%	52.3%	40.0%	41.9%	45.7%	45.5%	54.9%	58.0%	
Total(n)	26	168	279	15	86	129	11	82	150	
Changed academic institutions?										
Yes	15.4%	20.2%	17.2%	20.0%	25.6%	22.5%	9.1%	14.6%	12.7%	
No	84.6%	79.8%	82.8%	80.0%	74.4%	77.5%	90.9%	85.4%	87.3%	
Total(n)	26	168	279	15	86	129	11	82	150	
Engaged in paid consulting outside of your institution?										
Yes	34.6%	24.4%	20.4%	46.7%	25.6%	24.8%	18.2%	23.2%	16.7%	
No	65.4%	75.6%	79.6%	53.3%	74.4%	75.2%	81.8%	76.8%	83.3%	
Total(n)	26	168	279	15	86	129	11	82	150	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	50.0%	42.9%	41.2%	60.0%	43.0%	41.1%	36.4%	42.7%	41.3%	
No	50.0%	57.1%	58.8%	40.0%	57.0%	58.9%	63.6%	57.3%	58.7%	
Total(n)	26	168	279	15	86	129	11	82	150	
Received at least one firm job offer?										
Yes	26.9%	28.0%	26.2%	33.3%	34.9%	34.9%	18.2%	20.7%	18.7%	
No	73.1%	72.0%	73.8%	66.7%	65.1%	65.1%	81.8%	79.3%	81.3%	
Total(n)	26	168	279	15	86	129	11	82	150	
Requested/sought an early promotion?										
Yes	7.7%	10.7%	9.7%	6.7%	12.8%	11.6%	9.1%	8.5%	8.0%	
No	92.3%	89.3%	90.3%	93.3%	87.2%	88.4%	90.9%	91.5%	92.0%	
Total(n)	26	168	279	15	86	129	11	82	150	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	19.2%	24.6%	29.0%	20.0%	27.1%	27.3%	18.2%	22.0%	30.5%	
Probably yes	42.3%	41.9%	39.4%	40.0%	41.2%	40.6%	45.5%	42.7%	38.4%	
Not sure	23.1%	19.8%	19.7%	26.7%	17.6%	19.5%	18.2%	22.0%	19.9%	
Probably no	15.4%	9.6%	8.2%	13.3%	9.4%	8.6%	18.2%	9.8%	7.9%	
Definitely no	0.0%	4.2%	3.6%	0.0%	4.7%	3.9%	0.0%	3.7%	3.3%	
Total(n)	26	167	279	15	85	128	11	82	151	
Mean	3.65	3.73	3.82	3.67	3.76	3.79	3.64	3.70	3.85	
Standard deviation	0.98	1.07	1.05	0.98	1.10	1.06	1.03	1.04	1.05	
Significance	-			-			-			
Effect size	-	-0.07	-0.16	-	-0.08	-0.11	-	-0.06	-0.20	
Still want to be a college professor?										
Definitely yes	30.8%	27.6%	32.0%	33.3%	33.3%	35.4%	27.3%	21.5%	29.0%	
Probably yes	30.8%	39.9%	39.0%	26.7%	36.9%	39.4%	36.4%	43.0%	38.6%	
Not sure	26.9%	23.3%	21.7%	20.0%	19.0%	16.5%	36.4%	27.8%	26.2%	
Probably no	11.5%	7.4%	5.9%	20.0%	8.3%	7.1%	0.0%	6.3%	4.8%	
Definitely no	0.0%	1.8%	1.5%	0.0%	2.4%	1.6%	0.0%	1.3%	1.4%	
Total(n)	26	163	272	15	84	127	11	79	145	
Mean	3.81	3.84	3.94	3.73	3.90	4.00	3.91	3.77	3.89	
Standard deviation	1.02	0.97	0.95	1.16	1.04	0.98	0.83	0.91	0.93	
Significance	-			-			-			
Effect size	-	-0.03	-0.14	-	-0.16	-0.28	-	0.15	0.02	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	32.0%	36.5%	38.6%	28.6%	34.9%	36.0%	36.4%	38.2%	40.8%	
Somewhat descriptive	52.0%	54.7%	54.3%	57.1%	54.2%	54.4%	45.5%	55.3%	54.2%	
Not descriptive	16.0%	8.8%	7.1%	14.3%	10.8%	9.6%	18.2%	6.6%	4.9%	
Total(n)	25	159	267	14	83	125	11	76	142	
Mean	2.16	2.28	2.31	2.14	2.24	2.26	2.18	2.32	2.36	
Standard deviation	0.69	0.62	0.60	0.66	0.64	0.62	0.75	0.59	0.58	
Significance	-			-			-			
Effect size	-	-0.19	-0.25	-	-0.16	-0.19	-	-0.24	-0.31	
The faculty are typically at odds with campus administration										
Very descriptive	16.7%	13.2%	14.3%	23.1%	15.9%	14.6%	9.1%	10.4%	14.0%	
Somewhat descriptive	54.2%	44.0%	41.4%	53.8%	42.7%	41.5%	54.5%	45.5%	41.3%	
Not descriptive	29.2%	42.8%	44.4%	23.1%	41.5%	43.9%	36.4%	44.2%	44.8%	
Total(n)	24	159	266	13	82	123	11	77	143	
Mean	1.88	1.70	1.70	2.00	1.74	1.71	1.73	1.66	1.69	
Standard deviation	0.68	0.69	0.71	0.71	0.72	0.71	0.65	0.66	0.70	
Significance	-			-			-			
Effect size	-	0.26	0.25	-	0.36	0.41	-	0.11	0.06	
Faculty here respect each other										
Very descriptive	28.0%	39.1%	42.6%	28.6%	40.5%	42.9%	27.3%	37.7%	42.4%	
Somewhat descriptive	60.0%	54.0%	49.6%	57.1%	52.4%	49.2%	63.6%	55.8%	50.0%	
Not descriptive	12.0%	6.8%	7.8%	14.3%	7.1%	7.9%	9.1%	6.5%	7.6%	
Total(n)	25	161	270	14	84	126	11	77	144	
Mean	2.16	2.32	2.35	2.14	2.33	2.35	2.18	2.31	2.35	
Standard deviation	0.62	0.60	0.62	0.66	0.61	0.62	0.60	0.59	0.62	
Significance	-			-			-			
Effect size	-	-0.27	-0.31	-	-0.31	-0.34	-	-0.22	-0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	8.3%	7.8%	6.1%	15.4%	12.3%	9.8%	0.0%	2.7%	2.9%	
Somewhat descriptive	37.5%	30.5%	26.3%	38.5%	28.4%	27.6%	36.4%	32.9%	25.2%	
Not descriptive	54.2%	61.7%	67.6%	46.2%	59.3%	62.6%	63.6%	64.4%	71.9%	
Total(n)	24	154	262	13	81	123	11	73	139	
Mean	1.54	1.46	1.39	1.69	1.53	1.47	1.36	1.38	1.31	
Standard deviation	0.66	0.64	0.60	0.75	0.71	0.67	0.50	0.54	0.52	
Significance	-			-			-			
Effect size	-	0.13	0.25	-	0.23	0.33	-	-0.04	0.10	
Faculty are rewarded for being good teachers										
Very descriptive	4.3%	17.4%	22.7%	0.0%	12.5%	17.1%	9.1%	22.7%	27.7%	
Somewhat descriptive	60.9%	61.3%	55.3%	66.7%	65.0%	56.9%	54.5%	57.3%	53.9%	
Not descriptive	34.8%	21.3%	22.0%	33.3%	22.5%	26.0%	36.4%	20.0%	18.4%	
Total(n)	23	155	264	12	80	123	11	75	141	
Mean	1.70	1.96	2.01	1.67	1.90	1.91	1.73	2.03	2.09	
Standard deviation	0.56	0.62	0.67	0.49	0.59	0.65	0.65	0.66	0.68	
Significance	-		*	-			-			
Effect size	-	-0.42	-0.46	-	-0.39	-0.37	-	-0.45	-0.53	
There is respect for the expression of diverse values and beliefs										
Very descriptive	12.0%	29.7%	31.8%	7.1%	28.0%	29.6%	18.2%	31.6%	33.8%	
Somewhat descriptive	68.0%	56.3%	56.2%	71.4%	53.7%	54.4%	63.6%	59.2%	57.7%	
Not descriptive	20.0%	13.9%	12.0%	21.4%	18.3%	16.0%	18.2%	9.2%	8.5%	
Total(n)	25	158	267	14	82	125	11	76	142	
Mean	1.92	2.16	2.20	1.86	2.10	2.14	2.00	2.22	2.25	
Standard deviation	0.57	0.64	0.63	0.53	0.68	0.66	0.63	0.60	0.60	
Significance	-		*	-			-			
Effect size	-	-0.38	-0.44	-	-0.35	-0.42	-	-0.37	-0.42	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	8.0%	21.4%	24.1%	0.0%	21.0%	23.0%	18.2%	21.9%	25.2%	
Somewhat descriptive	56.0%	55.2%	54.8%	57.1%	50.6%	51.6%	54.5%	60.3%	57.6%	
Not descriptive	36.0%	23.4%	21.1%	42.9%	28.4%	25.4%	27.3%	17.8%	17.3%	
Total(n)	25	154	261	14	81	122	11	73	139	
Mean	1.72	1.98	2.03	1.57	1.93	1.98	1.91	2.04	2.08	
Standard deviation	0.61	0.67	0.67	0.51	0.70	0.70	0.70	0.63	0.65	
Significance	-		*	-		*	-			
Effect size	-	-0.39	-0.46	-	-0.51	-0.59	-	-0.21	-0.26	
Administrators consider faculty concerns when making policy										
Very descriptive	4.0%	11.9%	14.9%	0.0%	12.2%	13.8%	9.1%	11.5%	15.9%	
Somewhat descriptive	56.0%	61.3%	61.6%	57.1%	57.3%	61.0%	54.5%	65.4%	62.1%	
Not descriptive	40.0%	26.9%	23.5%	42.9%	30.5%	25.2%	36.4%	23.1%	22.1%	
Total(n)	25	160	268	14	82	123	11	78	145	
Mean	1.64	1.85	1.91	1.57	1.82	1.89	1.73	1.88	1.94	
Standard deviation	0.57	0.61	0.62	0.51	0.63	0.62	0.65	0.58	0.61	
Significance	-		*	-			-			
Effect size	-	-0.34	-0.44	-	-0.40	-0.52	-	-0.26	-0.34	
The administration is open about its policies										
Very descriptive	8.3%	15.2%	18.0%	7.7%	16.0%	15.4%	9.1%	14.3%	20.1%	
Somewhat descriptive	54.2%	58.2%	58.8%	61.5%	56.8%	61.0%	45.5%	59.7%	56.9%	
Not descriptive	37.5%	26.6%	23.2%	30.8%	27.2%	23.6%	45.5%	26.0%	22.9%	
Total(n)	24	158	267	13	81	123	11	77	144	
Mean	1.71	1.89	1.95	1.77	1.89	1.92	1.64	1.88	1.97	
Standard deviation	0.62	0.64	0.64	0.60	0.65	0.62	0.67	0.63	0.66	
Significance	-			-			-			
Effect size	-	-0.28	-0.38	-	-0.18	-0.24	-	-0.38	-0.50	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	16.7%	14.9%	15.8%	0.0%	7.2%	9.5%	44.4%	23.1%	21.2%	
Somewhat	41.7%	56.5%	56.3%	46.7%	59.0%	56.3%	33.3%	53.8%	56.2%	
Not at all	41.7%	28.6%	27.9%	53.3%	33.7%	34.1%	22.2%	23.1%	22.6%	
Total(n)	24	161	272	15	83	126	9	78	146	
Mean	1.75	1.86	1.88	1.47	1.73	1.75	2.22	2.00	1.99	
Standard deviation	0.74	0.65	0.65	0.52	0.59	0.62	0.83	0.68	0.66	
Significance	-			-			-			
Effect size	-	-0.17	-0.20	-	-0.44	-0.45	-	0.32	0.35	
Child care										
Extensive	11.8%	14.9%	13.9%	0.0%	11.5%	11.5%	40.0%	19.0%	16.7%	
Somewhat	29.4%	43.6%	43.1%	33.3%	44.2%	42.3%	20.0%	42.9%	43.9%	
Not at all	58.8%	41.5%	43.1%	66.7%	44.2%	46.2%	40.0%	38.1%	39.4%	
Total(n)	17	94	144	12	52	78	5	42	66	
Mean	1.53	1.73	1.71	1.33	1.67	1.65	2.00	1.81	1.77	
Standard deviation	0.72	0.71	0.70	0.49	0.68	0.68	1.00	0.74	0.72	
Significance	-			-			-			
Effect size	-	-0.28	-0.26	-	-0.50	-0.47	-	0.26	0.32	
Care of elderly parent										
Extensive	11.1%	11.5%	15.7%	0.0%	6.3%	8.0%	40.0%	18.4%	23.8%	
Somewhat	27.8%	34.5%	32.0%	23.1%	26.6%	25.0%	40.0%	44.9%	39.3%	
Not at all	61.1%	54.0%	52.3%	76.9%	67.2%	67.0%	20.0%	36.7%	36.9%	
Total(n)	18	113	172	13	64	88	5	49	84	
Mean	1.50	1.58	1.63	1.23	1.39	1.41	2.20	1.82	1.87	
Standard deviation	0.71	0.69	0.74	0.44	0.61	0.64	0.84	0.73	0.77	
Significance	-			-			-			
Effect size	-	-0.12	-0.18	-	-0.26	-0.28	-	0.52	0.43	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	21.7%	13.8%	12.0%	6.7%	10.6%	10.2%	50.0%	17.6%	13.7%	
Somewhat	39.1%	36.5%	38.0%	46.7%	36.5%	38.6%	25.0%	36.5%	37.4%	
Not at all	39.1%	49.7%	50.0%	46.7%	52.9%	51.2%	25.0%	45.9%	48.9%	
Total(n)	23	159	266	15	85	127	8	74	139	
Mean	1.83	1.64	1.62	1.60	1.58	1.59	2.25	1.72	1.65	
Standard deviation	0.78	0.71	0.69	0.63	0.68	0.67	0.89	0.75	0.71	
Significance	-			-			-		*	
Effect size	-	0.27	0.30	-	0.03	0.01	-	0.71	0.85	
Health of spouse/partner										
Extensive	5.0%	8.5%	9.9%	0.0%	9.7%	11.6%	16.7%	7.0%	8.2%	
Somewhat	35.0%	31.0%	30.2%	42.9%	34.7%	32.1%	16.7%	26.3%	28.2%	
Not at all	60.0%	60.5%	59.9%	57.1%	55.6%	56.3%	66.7%	66.7%	63.6%	
Total(n)	20	129	222	14	72	112	6	57	110	
Mean	1.45	1.48	1.50	1.43	1.54	1.55	1.50	1.40	1.45	
Standard deviation	0.60	0.65	0.67	0.51	0.67	0.70	0.84	0.62	0.64	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	-0.16	-0.17	-	0.16	0.08	
Review/promotion process										
Extensive	33.3%	17.6%	18.6%	40.0%	16.2%	15.0%	22.2%	18.9%	21.7%	
Somewhat	37.5%	42.6%	38.0%	26.7%	41.9%	36.3%	55.6%	43.2%	39.5%	
Not at all	29.2%	39.9%	43.4%	33.3%	41.9%	48.7%	22.2%	37.8%	38.8%	
Total(n)	24	148	242	15	74	113	9	74	129	
Mean	2.04	1.78	1.75	2.07	1.74	1.66	2.00	1.81	1.83	
Standard deviation	0.81	0.73	0.75	0.88	0.72	0.73	0.71	0.73	0.76	
Significance	-			-			-		*	
Effect size	-	0.36	0.39	-	0.46	0.56	-	0.26	0.22	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	0.0%	5.3%	5.6%	0.0%	3.8%	4.2%	0.0%	6.8%	6.8%	
Somewhat	17.4%	24.3%	23.0%	14.3%	22.8%	21.0%	22.2%	26.0%	24.8%	
Not at all	82.6%	70.4%	71.4%	85.7%	73.4%	74.8%	77.8%	67.1%	68.4%	
Total(n)	23	152	252	14	79	119	9	73	133	
Mean	1.17	1.35	1.34	1.14	1.30	1.29	1.22	1.40	1.38	
Standard deviation	0.39	0.58	0.58	0.36	0.54	0.54	0.44	0.62	0.61	
Significance	-			-			-			
Effect size	-	-0.31	-0.29	-	-0.30	-0.28	-	-0.29	-0.26	
Personal finances										
Extensive	12.5%	16.0%	17.2%	6.7%	11.9%	15.2%	22.2%	20.3%	18.9%	
Somewhat	58.3%	54.0%	53.7%	53.3%	57.1%	51.2%	66.7%	50.6%	55.9%	
Not at all	29.2%	30.1%	29.1%	40.0%	31.0%	33.6%	11.1%	29.1%	25.2%	
Total(n)	24	163	268	15	84	125	9	79	143	
Mean	1.83	1.86	1.88	1.67	1.81	1.82	2.11	1.91	1.94	
Standard deviation	0.64	0.67	0.67	0.62	0.63	0.68	0.60	0.70	0.66	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	-0.22	-0.22	-	0.29	0.26	
Committee work										
Extensive	8.3%	4.1%	6.4%	0.0%	2.6%	2.6%	22.2%	5.6%	9.5%	
Somewhat	45.8%	44.2%	47.4%	40.0%	44.7%	45.6%	55.6%	43.7%	48.9%	
Not at all	45.8%	51.7%	46.2%	60.0%	52.6%	51.8%	22.2%	50.7%	41.6%	
Total(n)	24	147	251	15	76	114	9	71	137	
Mean	1.63	1.52	1.60	1.40	1.50	1.51	2.00	1.55	1.68	
Standard deviation	0.65	0.58	0.61	0.51	0.55	0.55	0.71	0.60	0.64	
Significance	-			-			-	*		
Effect size	-	0.19	0.05	-	-0.18	-0.20	-	0.75	0.50	Career Related Stress

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	0.0%	4.1%	8.0%	0.0%	3.9%	4.3%	0.0%	4.2%	11.0%	
Somewhat	32.0%	28.6%	35.1%	33.3%	23.7%	31.3%	30.0%	33.8%	38.2%	
Not at all	68.0%	67.3%	57.0%	66.7%	72.4%	64.3%	70.0%	62.0%	50.7%	
Total(n)	25	147	251	15	76	115	10	71	136	
Mean	1.32	1.37	1.51	1.33	1.32	1.40	1.30	1.42	1.60	
Standard deviation	0.48	0.56	0.64	0.49	0.55	0.57	0.48	0.58	0.68	
Significance	-			-			-			
Effect size	-	-0.09	-0.30	-	0.02	-0.12	-	-0.21	-0.44	
Colleagues										
Extensive	0.0%	8.6%	11.4%	0.0%	8.3%	8.7%	0.0%	8.9%	13.6%	
Somewhat	52.0%	41.7%	45.1%	53.3%	41.7%	44.4%	50.0%	41.8%	45.6%	
Not at all	48.0%	49.7%	43.6%	46.7%	50.0%	46.8%	50.0%	49.4%	40.8%	
Total(n)	25	163	273	15	84	126	10	79	147	
Mean	1.52	1.59	1.68	1.53	1.58	1.62	1.50	1.59	1.73	
Standard deviation	0.51	0.65	0.67	0.52	0.64	0.64	0.53	0.65	0.69	
Significance	-			-			-			
Effect size	-	-0.11	-0.24	-	-0.08	-0.14	-	-0.14	-0.33	
Students										
Extensive	4.5%	1.3%	1.5%	0.0%	0.0%	0.0%	10.0%	2.7%	2.9%	
Somewhat	13.6%	29.8%	27.8%	16.7%	29.9%	29.4%	10.0%	29.7%	26.4%	
Not at all	81.8%	68.9%	70.7%	83.3%	70.1%	70.6%	80.0%	67.6%	70.7%	
Total(n)	22	151	259	12	77	119	10	74	140	
Mean	1.23	1.32	1.31	1.17	1.30	1.29	1.30	1.35	1.32	
Standard deviation	0.53	0.50	0.50	0.39	0.46	0.46	0.67	0.53	0.53	
Significance	-			-			-			
Effect size	-	-0.18	-0.16	-	-0.28	-0.26	-	-0.09	-0.04	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										Career Related Stress
Extensive	32.0%	29.0%	26.0%	33.3%	33.3%	30.2%	30.0%	24.4%	22.1%	
Somewhat	48.0%	51.2%	48.5%	40.0%	45.2%	42.9%	60.0%	57.7%	53.7%	
Not at all	20.0%	19.8%	25.6%	26.7%	21.4%	27.0%	10.0%	17.9%	24.3%	
Total(n)	25	162	262	15	84	126	10	78	136	
Mean	2.12	2.09	2.00	2.07	2.12	2.03	2.20	2.06	1.98	
Standard deviation	0.73	0.69	0.72	0.80	0.73	0.76	0.63	0.65	0.68	
Significance	-			-			-			
Effect size	-	0.04	0.17	-	-0.07	0.05	-	0.22	0.32	
Institutional procedures and "red tape"										Career Related Stress
Extensive	28.0%	18.8%	18.1%	33.3%	23.8%	23.2%	20.0%	13.2%	13.6%	
Somewhat	52.0%	50.0%	50.9%	53.3%	38.1%	40.0%	50.0%	63.2%	60.7%	
Not at all	20.0%	31.3%	30.9%	13.3%	38.1%	36.8%	30.0%	23.7%	25.7%	
Total(n)	25	160	265	15	84	125	10	76	140	
Mean	2.08	1.88	1.87	2.20	1.86	1.86	1.90	1.89	1.88	
Standard deviation	0.70	0.70	0.69	0.68	0.78	0.77	0.74	0.60	0.62	
Significance	-			-			-			
Effect size	-	0.29	0.30	-	0.44	0.44	-	0.02	0.03	
Teaching load										Career Related Stress
Extensive	0.0%	1.1%	3.7%	0.0%	2.0%	1.3%	0.0%	0.0%	6.1%	
Somewhat	17.6%	18.9%	21.6%	10.0%	14.3%	16.3%	28.6%	24.4%	26.8%	
Not at all	82.4%	80.0%	74.7%	90.0%	83.7%	82.5%	71.4%	75.6%	67.1%	
Total(n)	17	90	162	10	49	80	7	41	82	
Mean	1.18	1.21	1.29	1.10	1.18	1.19	1.29	1.24	1.39	
Standard deviation	0.39	0.44	0.53	0.32	0.44	0.42	0.49	0.43	0.60	
Significance	-			-			-			
Effect size	-	-0.07	-0.21	-	-0.18	-0.21	-	0.12	-0.17	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	0.0%	5.8%	5.6%	0.0%	3.7%	4.7%	0.0%	8.2%	6.7%	
Somewhat	38.9%	43.7%	42.5%	33.3%	44.4%	40.0%	50.0%	42.9%	45.3%	
Not at all	61.1%	50.5%	51.9%	66.7%	51.9%	55.3%	50.0%	49.0%	48.0%	
Total(n)	18	103	160	12	54	85	6	49	75	
Mean	1.39	1.55	1.54	1.33	1.52	1.49	1.50	1.59	1.59	
Standard deviation	0.50	0.61	0.60	0.49	0.57	0.59	0.55	0.64	0.62	
Significance	-			-			-			
Effect size	-	-0.26	-0.25	-	-0.33	-0.27	-	-0.14	-0.15	
Friction with spouse/partner										
Extensive	10.0%	5.6%	7.0%	7.1%	4.3%	5.5%	16.7%	7.0%	8.5%	
Somewhat	15.0%	29.4%	27.0%	7.1%	29.0%	27.5%	33.3%	29.8%	26.4%	
Not at all	75.0%	65.1%	66.0%	85.7%	66.7%	67.0%	50.0%	63.2%	65.1%	
Total(n)	20	126	215	14	69	109	6	57	106	
Mean	1.35	1.40	1.41	1.21	1.38	1.39	1.67	1.44	1.43	
Standard deviation	0.67	0.60	0.62	0.58	0.57	0.59	0.82	0.63	0.65	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	-0.30	-0.31	-	0.37	0.37	
Lack of personal time										
Extensive	28.0%	21.1%	22.0%	13.3%	20.0%	18.0%	50.0%	22.2%	25.5%	Career Related Stress
Somewhat	44.0%	57.2%	55.2%	53.3%	54.1%	54.7%	30.0%	60.5%	55.7%	
Not at all	28.0%	21.7%	22.7%	33.3%	25.9%	27.3%	20.0%	17.3%	18.8%	
Total(n)	25	166	277	15	85	128	10	81	149	
Mean	2.00	1.99	1.99	1.80	1.94	1.91	2.30	2.05	2.07	
Standard deviation	0.76	0.66	0.67	0.68	0.68	0.67	0.82	0.63	0.66	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	-0.21	-0.16	-	0.40	0.35	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	12.0%	7.9%	9.4%	6.7%	2.4%	3.1%	20.0%	13.8%	14.9%	
Somewhat	64.0%	56.4%	48.6%	66.7%	54.1%	44.5%	60.0%	58.8%	52.0%	
Not at all	24.0%	35.8%	42.0%	26.7%	43.5%	52.3%	20.0%	27.5%	33.1%	
Total(n)	25	165	276	15	85	128	10	80	148	
Mean	1.88	1.72	1.67	1.80	1.59	1.51	2.00	1.86	1.82	
Standard deviation	0.60	0.60	0.64	0.56	0.54	0.56	0.67	0.63	0.67	
Significance	-			-			-			
Effect size	-	0.27	0.33	-	0.39	0.52	-	0.22	0.27	
Job security										
Extensive	20.0%	20.1%	16.4%	26.7%	24.1%	20.8%	10.0%	16.0%	12.7%	
Somewhat	40.0%	35.4%	34.2%	40.0%	34.9%	33.6%	40.0%	35.8%	34.7%	
Not at all	40.0%	44.5%	49.5%	33.3%	41.0%	45.6%	50.0%	48.1%	52.7%	
Total(n)	25	164	275	15	83	125	10	81	150	
Mean	1.80	1.76	1.67	1.93	1.83	1.75	1.60	1.68	1.60	
Standard deviation	0.76	0.77	0.74	0.80	0.79	0.78	0.70	0.74	0.70	
Significance	-			-			-			
Effect size	-	0.05	0.18	-	0.13	0.23	-	-0.11	0.00	
Being part of a dual career couple										
Extensive	29.4%	12.0%	9.9%	18.2%	10.0%	8.5%	50.0%	14.0%	11.0%	
Somewhat	11.8%	29.9%	32.5%	18.2%	25.0%	24.5%	0.0%	35.1%	39.4%	
Not at all	58.8%	58.1%	57.6%	63.6%	65.0%	67.0%	50.0%	50.9%	49.5%	
Total(n)	17	117	203	11	60	94	6	57	109	
Mean	1.71	1.54	1.52	1.55	1.45	1.41	2.00	1.63	1.61	
Standard deviation	0.92	0.70	0.67	0.82	0.67	0.65	1.10	0.72	0.68	
Significance	-			-			-			
Effect size	-	0.24	0.28	-	0.15	0.22	-	0.51	0.57	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	20.0%	8.1%	9.8%	12.5%	3.1%	5.7%	28.6%	13.8%	13.4%	
Somewhat	20.0%	34.1%	39.3%	25.0%	29.2%	34.3%	14.3%	39.7%	43.7%	
Not at all	60.0%	57.7%	50.9%	62.5%	67.7%	60.0%	57.1%	46.6%	42.9%	
Total(n)	15	123	224	8	65	105	7	58	119	
Mean	1.60	1.50	1.59	1.50	1.35	1.46	1.71	1.67	1.71	
Standard deviation	0.83	0.64	0.66	0.76	0.54	0.60	0.95	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.16	0.02	-	0.28	0.07	-	0.06	0.00	
Self-imposed high expectations										
Extensive	28.0%	23.3%	20.9%	13.3%	20.0%	18.3%	50.0%	26.9%	23.1%	
Somewhat	48.0%	52.8%	57.5%	53.3%	48.2%	52.4%	40.0%	57.7%	61.9%	
Not at all	24.0%	23.9%	21.6%	33.3%	31.8%	29.4%	10.0%	15.4%	15.0%	
Total(n)	25	163	273	15	85	126	10	78	147	
Mean	2.04	1.99	1.99	1.80	1.88	1.89	2.40	2.12	2.08	
Standard deviation	0.73	0.69	0.65	0.68	0.71	0.68	0.70	0.64	0.61	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	-0.11	-0.13	-	0.44	0.52	
Change in work responsibilities										
Extensive	13.0%	15.4%	15.3%	7.1%	14.5%	13.8%	22.2%	16.4%	16.5%	
Somewhat	39.1%	41.7%	41.6%	42.9%	39.8%	37.4%	33.3%	43.8%	45.3%	
Not at all	47.8%	42.9%	43.1%	50.0%	45.8%	48.8%	44.4%	39.7%	38.1%	
Total(n)	23	156	262	14	83	123	9	73	139	
Mean	1.65	1.72	1.72	1.57	1.69	1.65	1.78	1.77	1.78	
Standard deviation	0.71	0.71	0.71	0.65	0.71	0.71	0.83	0.72	0.71	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.17	-0.11	-	0.01	0.00	

2010-11 HERI Faculty Survey
Institutional Profile Report
 Other Respondents

University of Idaho	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	60.0%	28.0%	25.9%	80.0%	31.0%	26.4%	30.0%	24.7%	25.5%	
Somewhat	40.0%	46.6%	46.3%	20.0%	41.7%	40.0%	70.0%	51.9%	51.7%	
Not at all	0.0%	25.5%	27.8%	0.0%	27.4%	33.6%	0.0%	23.4%	22.8%	
Total(n)	25	161	270	15	84	125	10	77	145	
Mean	2.60	2.02	1.98	2.80	2.04	1.93	2.30	2.01	2.03	
Standard deviation	0.50	0.73	0.73	0.41	0.77	0.77	0.48	0.70	0.70	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.79	0.85	-	0.99	1.13	-	0.41	0.39	
How satisfied are you with the following aspects of your job?										
Salary										Job Satisfaction: Compensation
Very satisfied	3.8%	6.5%	8.2%	6.7%	4.7%	7.0%	0.0%	8.4%	9.3%	
Satisfied	26.9%	37.9%	42.3%	26.7%	36.0%	38.3%	27.3%	39.8%	45.7%	
Marginally satisfied	46.2%	30.2%	30.5%	46.7%	32.6%	34.4%	45.5%	27.7%	27.2%	
Not satisfied	23.1%	25.4%	19.0%	20.0%	26.7%	20.3%	27.3%	24.1%	17.9%	
Total(n)	26	169	279	15	86	128	11	83	151	
Mean	2.12	2.25	2.40	2.20	2.19	2.32	2.00	2.33	2.46	
Standard deviation	0.82	0.91	0.89	0.86	0.89	0.88	0.77	0.94	0.89	
Significance	-			-			-			
Effect size	-	-0.14	-0.31	-	0.01	-0.14	-	-0.35	-0.52	
Health benefits										
Very satisfied	7.7%	14.0%	17.3%	13.3%	14.5%	17.1%	0.0%	13.6%	17.6%	
Satisfied	34.6%	51.8%	52.8%	33.3%	53.0%	54.5%	36.4%	50.6%	51.4%	
Marginally satisfied	26.9%	23.2%	21.4%	13.3%	16.9%	17.1%	45.5%	29.6%	25.0%	
Not satisfied	30.8%	11.0%	8.5%	40.0%	15.7%	11.4%	18.2%	6.2%	6.1%	
Total(n)	26	164	271	15	83	123	11	81	148	
Mean	2.19	2.69	2.79	2.20	2.66	2.77	2.18	2.72	2.80	
Standard deviation	0.98	0.85	0.83	1.15	0.91	0.87	0.75	0.78	0.80	
Significance	-	**	***	-		*	-	*	*	
Effect size	-	-0.59	-0.72	-	-0.51	-0.66	-	-0.69	-0.78	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	3.8%	13.2%	16.7%	6.7%	11.1%	14.3%	0.0%	15.4%	18.8%	
Satisfied	30.8%	43.4%	49.8%	26.7%	40.7%	44.5%	36.4%	46.2%	54.2%	
Marginally satisfied	38.5%	28.3%	21.7%	40.0%	24.7%	23.5%	36.4%	32.1%	20.1%	
Not satisfied	26.9%	15.1%	11.8%	26.7%	23.5%	17.6%	27.3%	6.4%	6.9%	
Total(n)	26	159	263	15	81	119	11	78	144	
Mean	2.12	2.55	2.71	2.13	2.40	2.55	2.09	2.71	2.85	
Standard deviation	0.86	0.90	0.88	0.92	0.97	0.95	0.83	0.81	0.80	
Significance	-	*	**	-			-	*	**	
Effect size	-	-0.48	-0.67	-	-0.28	-0.44	-	-0.77	-0.95	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	3.8%	9.5%	11.8%	0.0%	7.4%	11.6%	9.1%	11.7%	12.1%	
Satisfied	61.5%	57.6%	57.3%	53.3%	59.3%	57.0%	72.7%	55.8%	57.4%	
Marginally satisfied	11.5%	19.0%	18.7%	6.7%	17.3%	18.2%	18.2%	20.8%	19.1%	
Not satisfied	23.1%	13.9%	12.2%	40.0%	16.0%	13.2%	0.0%	11.7%	11.3%	
Total(n)	26	158	262	15	81	121	11	77	141	
Mean	2.46	2.63	2.69	2.13	2.58	2.67	2.91	2.68	2.70	
Standard deviation	0.90	0.84	0.84	0.99	0.85	0.85	0.54	0.83	0.83	
Significance	-			-		*	-			
Effect size	-	-0.20	-0.27	-	-0.53	-0.64	-	0.28	0.25	
Teaching load										Job Satisfaction: Compensation
Very satisfied	0.0%	10.2%	10.3%	0.0%	6.3%	11.1%	0.0%	14.8%	9.5%	
Satisfied	62.5%	49.2%	53.8%	33.3%	50.0%	51.9%	80.0%	48.1%	55.6%	
Marginally satisfied	37.5%	30.5%	24.8%	66.7%	31.3%	27.8%	20.0%	29.6%	22.2%	
Not satisfied	0.0%	10.2%	11.1%	0.0%	12.5%	9.3%	0.0%	7.4%	12.7%	
Total(n)	8	59	117	3	32	54	5	27	63	
Mean	2.63	2.59	2.63	2.33	2.50	2.65	2.80	2.70	2.62	
Standard deviation	0.52	0.81	0.82	0.58	0.80	0.80	0.45	0.82	0.83	
Significance	-			-			-			
Effect size	-	0.05	0.00	-	-0.21	-0.40	-	0.12	0.22	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	0.0%	11.1%	13.6%	0.0%	9.4%	12.2%	0.0%	12.7%	14.7%	
Satisfied	46.7%	46.3%	47.1%	25.0%	41.5%	42.2%	71.4%	50.9%	50.9%	
Marginally satisfied	33.3%	32.4%	28.6%	50.0%	35.8%	33.3%	14.3%	29.1%	25.0%	
Not satisfied	20.0%	10.2%	10.7%	25.0%	13.2%	12.2%	14.3%	7.3%	9.5%	
Total(n)	15	108	206	8	53	90	7	55	116	
Mean	2.27	2.58	2.64	2.00	2.47	2.54	2.57	2.69	2.71	
Standard deviation	0.80	0.82	0.85	0.76	0.85	0.86	0.79	0.79	0.83	
Significance	-			-			-			
Effect size	-	-0.38	-0.44	-	-0.55	-0.63	-	-0.15	-0.17	
Office/lab space										
Very satisfied	8.3%	18.4%	20.6%	7.1%	13.9%	17.5%	10.0%	22.8%	23.1%	
Satisfied	50.0%	43.0%	44.6%	42.9%	45.6%	46.7%	60.0%	40.5%	42.9%	
Marginally satisfied	12.5%	23.4%	19.5%	14.3%	21.5%	18.3%	10.0%	25.3%	20.4%	
Not satisfied	29.2%	15.2%	15.4%	35.7%	19.0%	17.5%	20.0%	11.4%	13.6%	
Total(n)	24	158	267	14	79	120	10	79	147	
Mean	2.38	2.65	2.70	2.21	2.54	2.64	2.60	2.75	2.76	
Standard deviation	1.01	0.95	0.96	1.05	0.96	0.97	0.97	0.94	0.96	
Significance	-			-			-			
Effect size	-	-0.28	-0.33	-	-0.34	-0.44	-	-0.16	-0.17	
Autonomy and independence										
Very satisfied	12.0%	24.8%	28.4%	6.7%	21.4%	26.8%	20.0%	28.4%	29.7%	
Satisfied	72.0%	47.9%	46.9%	66.7%	48.8%	46.5%	80.0%	46.9%	47.3%	
Marginally satisfied	12.0%	20.6%	17.8%	20.0%	22.6%	18.9%	0.0%	18.5%	16.9%	
Not satisfied	4.0%	6.7%	6.9%	6.7%	7.1%	7.9%	0.0%	6.2%	6.1%	
Total(n)	25	165	275	15	84	127	10	81	148	Job Satisfaction: Workplace
Mean	2.92	2.91	2.97	2.73	2.85	2.92	3.20	2.98	3.01	
Standard deviation	0.64	0.85	0.86	0.70	0.84	0.88	0.42	0.85	0.85	
Significance	-			-			-			
Effect size	-	0.01	-0.06	-	-0.14	-0.22	-	0.26	0.22	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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: Workplace
Professional relationships with other faculty										
Very satisfied	26.9%	24.0%	24.3%	26.7%	21.4%	23.8%	27.3%	26.5%	24.7%	
Satisfied	61.5%	49.7%	49.3%	60.0%	50.0%	45.2%	63.6%	49.4%	52.7%	
Marginally satisfied	11.5%	19.8%	19.6%	13.3%	20.2%	22.2%	9.1%	19.3%	17.3%	
Not satisfied	0.0%	6.6%	6.9%	0.0%	8.3%	8.7%	0.0%	4.8%	5.3%	
Total(n)	26	167	276	15	84	126	11	83	150	
Mean	3.15	2.91	2.91	3.13	2.85	2.84	3.18	2.98	2.97	
Standard deviation	0.61	0.83	0.84	0.64	0.86	0.89	0.60	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.29	0.29	-	0.33	0.33	-	0.25	0.26	
Social relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	13.0%	13.8%	15.5%	8.3%	11.4%	14.9%	18.2%	16.3%	16.1%	
Satisfied	60.9%	49.1%	47.7%	66.7%	49.4%	43.8%	54.5%	48.8%	51.0%	
Marginally satisfied	21.7%	25.2%	23.9%	25.0%	26.6%	25.6%	18.2%	23.8%	22.4%	
Not satisfied	4.3%	11.9%	12.9%	0.0%	12.7%	15.7%	9.1%	11.3%	10.5%	
Total(n)	23	159	264	12	79	121	11	80	143	
Mean	2.83	2.65	2.66	2.83	2.59	2.58	2.82	2.70	2.73	
Standard deviation	0.72	0.87	0.89	0.58	0.86	0.93	0.87	0.88	0.86	
Significance	-			-			-			
Effect size	-	0.21	0.19	-	0.28	0.27	-	0.14	0.10	
Competency of colleagues										Job Satisfaction: Workplace
Very satisfied	16.0%	22.7%	23.7%	20.0%	19.3%	20.0%	10.0%	26.3%	26.8%	
Satisfied	64.0%	58.3%	54.7%	53.3%	56.6%	52.0%	80.0%	60.0%	57.0%	
Marginally satisfied	20.0%	14.1%	15.3%	26.7%	18.1%	20.8%	10.0%	10.0%	10.7%	
Not satisfied	0.0%	4.9%	6.2%	0.0%	6.0%	7.2%	0.0%	3.8%	5.4%	
Total(n)	25	163	274	15	83	125	10	80	149	
Mean	2.96	2.99	2.96	2.93	2.89	2.85	3.00	3.09	3.05	
Standard deviation	0.61	0.75	0.80	0.70	0.78	0.82	0.47	0.72	0.77	
Significance	-			-			-			
Effect size	-	-0.04	0.00	-	0.05	0.10	-	-0.13	-0.06	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	8.0%	13.4%	16.2%	13.3%	12.0%	14.5%	0.0%	14.8%	17.6%	
Satisfied	56.0%	45.1%	46.0%	46.7%	47.0%	47.6%	70.0%	43.2%	44.6%	
Marginally satisfied	24.0%	24.4%	21.3%	20.0%	19.3%	17.7%	30.0%	29.6%	24.3%	
Not satisfied	12.0%	17.1%	16.5%	20.0%	21.7%	20.2%	0.0%	12.3%	13.5%	
Total(n)	25	164	272	15	83	124	10	81	148	
Mean	2.60	2.55	2.62	2.53	2.49	2.56	2.70	2.60	2.66	
Standard deviation	0.82	0.93	0.95	0.99	0.97	0.97	0.48	0.89	0.92	
Significance	-			-			-			
Effect size	-	0.05	-0.02	-	0.04	-0.03	-	0.11	0.04	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	16.0%	16.6%	17.2%	20.0%	18.2%	16.8%	10.0%	15.0%	17.4%	
Satisfied	44.0%	40.8%	37.7%	46.7%	44.2%	41.2%	40.0%	37.5%	34.9%	
Marginally satisfied	24.0%	22.3%	22.0%	13.3%	20.8%	22.7%	40.0%	23.8%	21.5%	
Not satisfied	16.0%	20.4%	23.1%	20.0%	16.9%	19.3%	10.0%	23.8%	26.2%	
Total(n)	25	157	268	15	77	119	10	80	149	
Mean	2.60	2.54	2.49	2.67	2.64	2.55	2.50	2.44	2.44	
Standard deviation	0.96	1.00	1.03	1.05	0.97	0.99	0.85	1.02	1.06	
Significance	-			-			-			
Effect size	-	0.06	0.11	-	0.03	0.12	-	0.06	0.06	
Course assignments										Job Satisfaction: Workplace
Very satisfied	0.0%	11.1%	15.8%	0.0%	0.0%	12.1%	0.0%	22.2%	18.6%	
Satisfied	33.3%	50.0%	52.6%	0.0%	44.4%	48.5%	50.0%	55.6%	55.8%	
Marginally satisfied	50.0%	33.3%	22.4%	50.0%	44.4%	30.3%	50.0%	22.2%	16.3%	
Not satisfied	16.7%	5.6%	9.2%	50.0%	11.1%	9.1%	0.0%	0.0%	9.3%	
Total(n)	6	36	76	2	18	33	4	18	43	
Mean	2.17	2.67	2.75	1.50	2.33	2.64	2.50	3.00	2.84	
Standard deviation	0.75	0.76	0.83	0.71	0.69	0.82	0.58	0.69	0.84	
Significance	-			-			-			
Effect size	-	-0.66	-0.70	-	-1.20	-1.39	-	-0.72	-0.40	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	0.0%	14.3%	22.9%	0.0%	5.6%	23.5%	0.0%	20.8%	22.4%	
Satisfied	42.9%	52.4%	53.0%	0.0%	50.0%	47.1%	60.0%	54.2%	57.1%	
Marginally satisfied	28.6%	21.4%	16.9%	0.0%	27.8%	20.6%	40.0%	16.7%	14.3%	
Not satisfied	28.6%	11.9%	7.2%	100.0%	16.7%	8.8%	0.0%	8.3%	6.1%	
Total(n)	7	42	83	2	18	34	5	24	49	
Mean	2.14	2.69	2.92	1.00	2.44	2.85	2.60	2.88	2.96	
Standard deviation	0.90	0.87	0.83	0.00	0.86	0.89	0.55	0.85	0.79	
Significance	-		*	-	*	**	-			
Effect size	-	-0.63	-0.94	-	-1.67	-2.08	-	-0.33	-0.46	
Availability of child care at this institution										
Very satisfied	0.0%	3.0%	1.9%	0.0%	0.0%	0.0%	0.0%	5.3%	2.9%	
Satisfied	33.3%	27.3%	26.9%	0.0%	28.6%	23.5%	100.0%	26.3%	28.6%	
Marginally satisfied	0.0%	12.1%	11.5%	0.0%	21.4%	17.6%	0.0%	5.3%	8.6%	
Not satisfied	66.7%	57.6%	59.6%	100.0%	50.0%	58.8%	0.0%	63.2%	60.0%	
Total(n)	3	33	52	2	14	17	1	19	35	
Mean	1.67	1.76	1.71	1.00	1.79	1.65	3.00	1.74	1.74	
Standard deviation	1.15	0.97	0.94	0.00	0.89	0.86	.	1.05	0.98	
Significance	-			-			-			
Effect size	-	-0.09	-0.04	-	-0.89	-0.76	-	1.20	1.29	
Prospects for career advancement										
Very satisfied	0.0%	4.0%	5.7%	0.0%	4.0%	6.4%	0.0%	4.1%	5.2%	
Satisfied	39.1%	33.6%	36.3%	30.8%	32.0%	32.7%	50.0%	35.1%	39.3%	
Marginally satisfied	39.1%	38.3%	33.1%	30.8%	32.0%	29.1%	50.0%	44.6%	36.3%	
Not satisfied	21.7%	24.2%	24.9%	38.5%	32.0%	31.8%	0.0%	16.2%	19.3%	
Total(n)	23	149	245	13	75	110	10	74	135	
Mean	2.17	2.17	2.23	1.92	2.08	2.14	2.50	2.27	2.30	
Standard deviation	0.78	0.84	0.89	0.86	0.90	0.94	0.53	0.78	0.84	
Significance	-			-			-			
Effect size	-	0.00	-0.07	-	-0.18	-0.23	-	0.29	0.24	
										Job Satisfaction: Compensation

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	8.7%	9.3%	10.9%	7.1%	8.0%	12.1%	11.1%	10.5%	9.9%	
Satisfied	43.5%	42.4%	42.4%	50.0%	42.7%	38.8%	33.3%	42.1%	45.4%	
Marginally satisfied	21.7%	28.5%	25.7%	21.4%	29.3%	30.2%	22.2%	27.6%	22.0%	
Not satisfied	26.1%	19.9%	21.0%	21.4%	20.0%	19.0%	33.3%	19.7%	22.7%	
Total(n)	23	151	257	14	75	116	9	76	141	
Mean	2.35	2.41	2.43	2.43	2.39	2.44	2.22	2.43	2.43	
Standard deviation	0.98	0.91	0.94	0.94	0.90	0.94	1.09	0.93	0.95	
Significance	-			-			-			
Effect size	-	-0.07	-0.09	-	0.04	-0.01	-	-0.23	-0.22	
Overall job satisfaction										
Very satisfied	0.0%	12.0%	13.3%	0.0%	11.9%	14.2%	0.0%	12.2%	12.6%	
Satisfied	64.0%	53.0%	53.6%	53.3%	47.6%	48.8%	80.0%	58.5%	57.6%	
Marginally satisfied	28.0%	28.3%	27.0%	33.3%	32.1%	29.1%	20.0%	24.4%	25.2%	
Not satisfied	8.0%	6.6%	6.1%	13.3%	8.3%	7.9%	0.0%	4.9%	4.6%	
Total(n)	25	166	278	15	84	127	10	82	151	
Mean	2.56	2.70	2.74	2.40	2.63	2.69	2.80	2.78	2.78	
Standard deviation	0.65	0.76	0.76	0.74	0.80	0.81	0.42	0.72	0.72	
Significance	-			-			-			
Effect size	-	-0.18	-0.24	-	-0.29	-0.36	-	0.03	0.03	
Tuition remission for your children/dependents										
Very satisfied	0.0%	10.9%	18.8%	0.0%	12.5%	20.0%	0.0%	8.7%	17.4%	
Satisfied	0.0%	30.9%	33.3%	0.0%	31.3%	34.0%	0.0%	30.4%	32.6%	
Marginally satisfied	25.0%	14.5%	14.6%	20.0%	21.9%	18.0%	33.3%	4.3%	10.9%	
Not satisfied	75.0%	43.6%	33.3%	80.0%	34.4%	28.0%	66.7%	56.5%	39.1%	
Total(n)	8	55	96	5	32	50	3	23	46	
Mean	1.25	2.09	2.38	1.20	2.22	2.46	1.33	1.91	2.28	
Standard deviation	0.46	1.09	1.14	0.45	1.07	1.11	0.58	1.12	1.17	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.77	-0.99	-	-0.95	-1.14	-	-0.52	-0.81	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	4.3%	11.1%	15.3%	7.1%	12.3%	13.8%	0.0%	9.7%	16.5%	
Agree somewhat	65.2%	60.1%	61.8%	57.1%	58.0%	60.2%	77.8%	62.5%	63.3%	
Disagree somewhat	30.4%	25.5%	19.5%	35.7%	25.9%	22.8%	22.2%	25.0%	16.5%	
Disagree strongly	0.0%	3.3%	3.4%	0.0%	3.7%	3.3%	0.0%	2.8%	3.6%	
Total(n)	23	153	262	14	81	123	9	72	139	
Mean	2.74	2.79	2.89	2.71	2.79	2.85	2.78	2.79	2.93	
Standard deviation	0.54	0.68	0.69	0.61	0.70	0.69	0.44	0.65	0.69	
Significance	-			-			-			
Effect size	-	-0.07	-0.22	-	-0.11	-0.20	-	-0.02	-0.22	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	4.5%	8.0%	9.9%	0.0%	5.0%	6.6%	11.1%	11.4%	12.9%	
Agree somewhat	22.7%	37.3%	41.1%	15.4%	37.5%	38.0%	33.3%	37.1%	43.9%	
Disagree somewhat	54.5%	42.7%	37.9%	53.8%	40.0%	38.0%	55.6%	45.7%	37.9%	
Disagree strongly	18.2%	12.0%	11.1%	30.8%	17.5%	17.4%	0.0%	5.7%	5.3%	
Total(n)	22	150	253	13	80	121	9	70	132	
Mean	2.14	2.41	2.50	1.85	2.30	2.34	2.56	2.54	2.64	
Standard deviation	0.77	0.80	0.82	0.69	0.82	0.84	0.73	0.77	0.77	
Significance	-		*	-		*	-			
Effect size	-	-0.34	-0.44	-	-0.55	-0.58	-	0.03	-0.10	
Faculty feel that most students are well-prepared academically										
Agree strongly	4.3%	5.9%	6.5%	7.7%	7.5%	9.0%	0.0%	4.1%	4.3%	
Agree somewhat	52.2%	45.1%	40.4%	53.8%	52.5%	46.7%	50.0%	37.0%	34.8%	
Disagree somewhat	39.1%	38.6%	40.0%	38.5%	32.5%	34.4%	40.0%	45.2%	44.9%	
Disagree strongly	4.3%	10.5%	13.1%	0.0%	7.5%	9.8%	10.0%	13.7%	15.9%	
Total(n)	23	153	260	13	80	122	10	73	138	
Mean	2.57	2.46	2.40	2.69	2.60	2.55	2.40	2.32	2.28	
Standard deviation	0.66	0.76	0.80	0.63	0.74	0.79	0.70	0.76	0.78	
Significance	-			-			-			
Effect size	-	0.14	0.21	-	0.12	0.18	-	0.11	0.15	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	4.5%	12.0%	14.8%	0.0%	9.0%	11.8%	11.1%	15.3%	17.5%	
Agree somewhat	40.9%	50.0%	49.6%	30.8%	47.4%	46.2%	55.6%	52.8%	52.6%	
Disagree somewhat	22.7%	26.7%	27.7%	23.1%	28.2%	30.3%	22.2%	25.0%	25.5%	
Disagree strongly	31.8%	11.3%	7.8%	46.2%	15.4%	11.8%	11.1%	6.9%	4.4%	
Total(n)	22	150	256	13	78	119	9	72	137	
Mean	2.18	2.63	2.71	1.85	2.50	2.58	2.67	2.76	2.83	
Standard deviation	0.96	0.84	0.81	0.90	0.86	0.85	0.87	0.80	0.76	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.54	-0.65	-	-0.76	-0.86	-	-0.11	-0.21	
This institution should hire more women faculty										
Agree strongly	4.5%	10.7%	13.2%	0.0%	7.8%	10.1%	11.1%	13.9%	15.9%	
Agree somewhat	36.4%	49.7%	45.5%	23.1%	41.6%	39.5%	55.6%	58.3%	50.7%	
Disagree somewhat	36.4%	30.2%	34.6%	38.5%	36.4%	39.5%	33.3%	23.6%	30.4%	
Disagree strongly	22.7%	9.4%	6.6%	38.5%	14.3%	10.9%	0.0%	4.2%	2.9%	
Total(n)	22	149	257	13	77	119	9	72	138	
Mean	2.23	2.62	2.65	1.85	2.43	2.49	2.78	2.82	2.80	
Standard deviation	0.87	0.80	0.79	0.80	0.83	0.82	0.67	0.72	0.74	
Significance	-	*	*	-	*	**	-			
Effect size	-	-0.49	-0.53	-	-0.70	-0.78	-	-0.06	-0.03	
Student Affairs staff have the support and respect of faculty										
Agree strongly	4.5%	11.6%	14.2%	0.0%	10.3%	10.1%	11.1%	13.0%	17.9%	
Agree somewhat	68.2%	69.4%	65.6%	69.2%	69.2%	67.2%	66.7%	69.6%	64.2%	
Disagree somewhat	18.2%	15.6%	17.4%	15.4%	15.4%	17.6%	22.2%	15.9%	17.2%	
Disagree strongly	9.1%	3.4%	2.8%	15.4%	5.1%	5.0%	0.0%	1.4%	0.7%	
Total(n)	22	147	253	13	78	119	9	69	134	
Mean	2.68	2.89	2.91	2.54	2.85	2.82	2.89	2.94	2.99	
Standard deviation	0.72	0.63	0.65	0.78	0.67	0.67	0.60	0.59	0.62	
Significance	-			-			-			
Effect size	-	-0.33	-0.35	-	-0.46	-0.42	-	-0.08	-0.16	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are committed to the welfare of this institution										
Agree strongly	22.7%	23.4%	29.4%	15.4%	18.8%	23.8%	33.3%	28.4%	34.3%	
Agree somewhat	68.2%	64.3%	58.4%	69.2%	65.0%	60.7%	66.7%	63.5%	56.4%	
Disagree somewhat	9.1%	11.0%	10.3%	15.4%	13.8%	12.3%	0.0%	8.1%	8.6%	
Disagree strongly	0.0%	1.3%	1.9%	0.0%	2.5%	3.3%	0.0%	0.0%	0.7%	
Total(n)	22	154	262	13	80	122	9	74	140	
Mean	3.14	3.10	3.15	3.00	3.00	3.05	3.33	3.20	3.24	
Standard deviation	0.56	0.62	0.67	0.58	0.66	0.70	0.50	0.57	0.63	
Significance	-			-			-			
Effect size	-	0.06	-0.01	-	0.00	-0.07	-	0.23	0.14	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	14.3%	15.9%	25.1%	0.0%	11.5%	19.2%	33.3%	20.5%	30.2%	
Agree somewhat	81.0%	65.6%	57.9%	100.0%	70.5%	64.2%	55.6%	60.3%	52.5%	
Disagree somewhat	4.8%	14.6%	13.5%	0.0%	14.1%	13.3%	11.1%	15.1%	13.7%	
Disagree strongly	0.0%	4.0%	3.5%	0.0%	3.8%	3.3%	0.0%	4.1%	3.6%	
Total(n)	21	151	259	12	78	120	9	73	139	
Mean	3.10	2.93	3.05	3.00	2.90	2.99	3.22	2.97	3.09	
Standard deviation	0.44	0.68	0.72	0.00	0.64	0.68	0.67	0.73	0.76	
Significance	-			-			-			
Effect size	-	0.25	0.07	-	0.16	0.01	-	0.34	0.17	
There is a lot of campus racial conflict here										
Agree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	9.1%	9.0%	10.6%	7.7%	8.8%	9.8%	11.1%	9.2%	11.3%	
Disagree somewhat	31.8%	38.5%	41.7%	15.4%	35.0%	34.4%	55.6%	42.1%	47.9%	
Disagree strongly	59.1%	52.6%	47.7%	76.9%	56.3%	55.7%	33.3%	48.7%	40.8%	
Total(n)	22	156	264	13	80	122	9	76	142	
Mean	1.50	1.56	1.63	1.31	1.53	1.54	1.78	1.61	1.70	
Standard deviation	0.67	0.65	0.67	0.63	0.66	0.67	0.67	0.65	0.66	
Significance	-			-			-			
Effect size	-	-0.09	-0.19	-	-0.33	-0.34	-	0.26	0.12	

University of Idaho	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	12.5%	16.4%	16.3%	0.0%	12.3%	13.9%	30.0%	20.5%	18.3%	
Agree somewhat	66.7%	59.1%	57.6%	71.4%	63.0%	59.0%	60.0%	55.1%	56.3%	
Disagree somewhat	16.7%	17.0%	19.3%	28.6%	16.0%	19.7%	0.0%	17.9%	19.0%	
Disagree strongly	4.2%	7.5%	6.8%	0.0%	8.6%	7.4%	10.0%	6.4%	6.3%	
Total(n)	24	159	264	14	81	122	10	78	142	
Mean	2.88	2.84	2.83	2.71	2.79	2.80	3.10	2.90	2.87	
Standard deviation	0.68	0.78	0.78	0.47	0.77	0.77	0.88	0.80	0.78	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	-0.10	-0.12	-	0.25	0.29	
My teaching is valued by faculty in my department										
Agree strongly	13.6%	15.3%	18.5%	0.0%	9.6%	11.6%	33.3%	21.9%	24.6%	
Agree somewhat	54.5%	52.6%	54.6%	53.8%	53.4%	54.5%	55.6%	51.6%	54.8%	
Disagree somewhat	27.3%	23.4%	19.3%	46.2%	26.0%	23.2%	0.0%	20.3%	15.9%	
Disagree strongly	4.5%	8.8%	7.6%	0.0%	11.0%	10.7%	11.1%	6.3%	4.8%	
Total(n)	22	137	238	13	73	112	9	64	126	
Mean	2.77	2.74	2.84	2.54	2.62	2.67	3.11	2.89	2.99	
Standard deviation	0.75	0.82	0.81	0.52	0.81	0.82	0.93	0.82	0.77	
Significance	-			-			-			
Effect size	-	0.04	-0.09	-	-0.10	-0.16	-	0.27	0.16	
Faculty of color are treated fairly here										
Agree strongly	42.9%	40.8%	38.1%	41.7%	41.8%	42.5%	44.4%	39.7%	34.1%	
Agree somewhat	57.1%	49.7%	50.8%	58.3%	49.4%	46.7%	55.6%	50.0%	54.5%	
Disagree somewhat	0.0%	8.8%	10.3%	0.0%	7.6%	9.2%	0.0%	10.3%	11.4%	
Disagree strongly	0.0%	0.7%	0.8%	0.0%	1.3%	1.7%	0.0%	0.0%	0.0%	
Total(n)	21	147	252	12	79	120	9	68	132	
Mean	3.43	3.31	3.26	3.42	3.32	3.30	3.44	3.29	3.23	
Standard deviation	0.51	0.66	0.67	0.51	0.67	0.71	0.53	0.65	0.64	
Significance	-			-			-			
Effect size	-	0.18	0.25	-	0.15	0.17	-	0.23	0.33	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	50.0%	41.3%	37.6%	50.0%	45.7%	43.9%	50.0%	36.5%	32.1%	
Agree somewhat	45.8%	47.1%	51.3%	50.0%	49.4%	49.6%	40.0%	44.6%	52.9%	
Disagree somewhat	4.2%	7.7%	7.2%	0.0%	3.7%	4.1%	10.0%	12.2%	10.0%	
Disagree strongly	0.0%	3.9%	3.8%	0.0%	1.2%	2.4%	0.0%	6.8%	5.0%	
Total(n)	24	155	263	14	81	123	10	74	140	
Mean	3.46	3.26	3.23	3.50	3.40	3.35	3.40	3.11	3.12	
Standard deviation	0.59	0.76	0.74	0.52	0.63	0.68	0.70	0.87	0.78	
Significance	-			-			-			
Effect size	-	0.26	0.31	-	0.16	0.22	-	0.33	0.36	
Gay and lesbian faculty are treated fairly here										
Agree strongly	31.8%	29.1%	27.1%	23.1%	28.9%	29.3%	44.4%	29.2%	25.2%	
Agree somewhat	59.1%	60.8%	59.8%	76.9%	61.8%	59.5%	33.3%	59.7%	60.0%	
Disagree somewhat	9.1%	8.8%	9.2%	0.0%	6.6%	6.9%	22.2%	11.1%	11.1%	
Disagree strongly	0.0%	1.4%	4.0%	0.0%	2.6%	4.3%	0.0%	0.0%	3.7%	
Total(n)	22	148	251	13	76	116	9	72	135	
Mean	3.23	3.18	3.10	3.23	3.17	3.14	3.22	3.18	3.07	
Standard deviation	0.61	0.64	0.72	0.44	0.66	0.72	0.83	0.61	0.71	
Significance	-			-			-			
Effect size	-	0.08	0.18	-	0.09	0.13	-	0.07	0.21	
Faculty are sufficiently involved in campus decision making										
Agree strongly	8.3%	10.9%	12.2%	7.1%	10.0%	12.4%	10.0%	11.8%	12.1%	
Agree somewhat	41.7%	51.9%	52.3%	42.9%	53.8%	52.9%	40.0%	50.0%	51.8%	
Disagree somewhat	33.3%	27.6%	25.2%	28.6%	23.8%	21.5%	40.0%	31.6%	28.4%	
Disagree strongly	16.7%	9.6%	10.3%	21.4%	12.5%	13.2%	10.0%	6.6%	7.8%	
Total(n)	24	156	262	14	80	121	10	76	141	
Mean	2.42	2.64	2.66	2.36	2.61	2.64	2.50	2.67	2.68	
Standard deviation	0.88	0.80	0.82	0.93	0.83	0.86	0.85	0.77	0.79	
Significance	-			-			-			
Effect size	-	-0.28	-0.29	-	-0.30	-0.33	-	-0.22	-0.23	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	4.3%	10.8%	14.7%	0.0%	8.8%	14.8%	10.0%	13.0%	14.7%	
Agree somewhat	73.9%	64.3%	61.9%	69.2%	68.8%	61.5%	80.0%	59.7%	62.2%	
Disagree somewhat	17.4%	19.7%	19.6%	23.1%	16.3%	18.9%	10.0%	23.4%	20.3%	
Disagree strongly	4.3%	5.1%	3.8%	7.7%	6.3%	4.9%	0.0%	3.9%	2.8%	
Total(n)	23	157	265	13	80	122	10	77	143	
Mean	2.78	2.81	2.88	2.62	2.80	2.86	3.00	2.82	2.89	
Standard deviation	0.60	0.69	0.69	0.65	0.68	0.72	0.47	0.70	0.67	
Significance	-			-			-			
Effect size	-	-0.04	-0.14	-	-0.26	-0.33	-	0.26	0.16	
This institution takes responsibility for educating underprepared students										
Agree strongly	9.1%	10.7%	15.6%	7.7%	11.5%	16.0%	11.1%	9.7%	15.3%	
Agree somewhat	77.3%	66.0%	60.9%	76.9%	69.2%	62.2%	77.8%	62.5%	59.9%	
Disagree somewhat	9.1%	19.3%	20.7%	7.7%	15.4%	19.3%	11.1%	23.6%	21.9%	
Disagree strongly	4.5%	4.0%	2.7%	7.7%	3.8%	2.5%	0.0%	4.2%	2.9%	
Total(n)	22	150	256	13	78	119	9	72	137	
Mean	2.91	2.83	2.89	2.85	2.88	2.92	3.00	2.78	2.88	
Standard deviation	0.61	0.66	0.68	0.69	0.64	0.67	0.50	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.12	0.03	-	-0.05	-0.10	-	0.32	0.17	
The criteria for advancement and promotion decisions are clear										
Agree strongly	0.0%	8.3%	14.1%	0.0%	3.8%	10.7%	0.0%	13.0%	17.0%	
Agree somewhat	75.0%	58.0%	53.8%	78.6%	58.8%	53.7%	70.0%	57.1%	53.9%	
Disagree somewhat	20.8%	22.3%	22.9%	14.3%	26.3%	27.3%	30.0%	18.2%	19.1%	
Disagree strongly	4.2%	11.5%	9.2%	7.1%	11.3%	8.3%	0.0%	11.7%	9.9%	
Total(n)	24	157	262	14	80	121	10	77	141	
Mean	2.71	2.63	2.73	2.71	2.55	2.67	2.70	2.71	2.78	
Standard deviation	0.55	0.79	0.82	0.61	0.74	0.78	0.48	0.84	0.85	
Significance	-			-			-			
Effect size	-	0.10	-0.02	-	0.22	0.05	-	-0.01	-0.09	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	10.0%	7.9%	8.6%	0.0%	6.7%	6.1%	22.2%	9.2%	10.9%	
Agree somewhat	40.0%	28.6%	29.2%	63.6%	32.0%	31.3%	11.1%	24.6%	27.3%	
Disagree somewhat	45.0%	51.4%	47.3%	27.3%	46.7%	46.1%	66.7%	56.9%	48.4%	
Disagree strongly	5.0%	12.1%	14.8%	9.1%	14.7%	16.5%	0.0%	9.2%	13.3%	
Total(n)	20	140	243	11	75	115	9	65	128	
Mean	2.55	2.32	2.32	2.55	2.31	2.27	2.56	2.34	2.36	
Standard deviation	0.76	0.79	0.83	0.69	0.80	0.81	0.88	0.78	0.85	
Significance	-			-			-			
Effect size	-	0.29	0.28	-	0.30	0.35	-	0.28	0.24	
There is adequate support for faculty development										
Agree strongly	0.0%	7.0%	12.1%	0.0%	3.7%	8.1%	0.0%	10.5%	15.6%	
Agree somewhat	58.3%	52.2%	50.0%	57.1%	59.3%	55.3%	60.0%	44.7%	45.4%	
Disagree somewhat	33.3%	29.9%	28.8%	28.6%	23.5%	24.4%	40.0%	36.8%	32.6%	
Disagree strongly	8.3%	10.8%	9.1%	14.3%	13.6%	12.2%	0.0%	7.9%	6.4%	
Total(n)	24	157	264	14	81	123	10	76	141	
Mean	2.50	2.55	2.65	2.43	2.53	2.59	2.60	2.58	2.70	
Standard deviation	0.66	0.78	0.81	0.76	0.78	0.81	0.52	0.79	0.81	
Significance	-			-			-			
Effect size	-	-0.06	-0.19	-	-0.13	-0.20	-	0.03	-0.12	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	13.6%	29.1%	31.8%	15.4%	25.9%	26.8%	11.1%	32.5%	36.1%	
High priority	72.7%	53.8%	51.3%	69.2%	54.3%	52.8%	77.8%	53.2%	50.0%	
Medium priority	13.6%	12.7%	13.5%	15.4%	13.6%	15.4%	11.1%	11.7%	11.8%	
Low priority	0.0%	4.4%	3.4%	0.0%	6.2%	4.9%	0.0%	2.6%	2.1%	
Total(n)	22	158	267	13	81	123	9	77	144	
Mean	3.00	3.08	3.12	3.00	3.00	3.02	3.00	3.16	3.20	
Standard deviation	0.53	0.77	0.76	0.58	0.81	0.79	0.50	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.10	-0.16	-	0.00	-0.03	-	-0.22	-0.28	
To develop a sense of community among students and faculty										
Highest priority	9.1%	10.9%	11.7%	7.7%	11.1%	10.6%	11.1%	10.7%	12.7%	
High priority	50.0%	48.1%	48.7%	46.2%	43.2%	45.5%	55.6%	53.3%	51.4%	
Medium priority	31.8%	28.2%	30.9%	30.8%	29.6%	33.3%	33.3%	26.7%	28.9%	
Low priority	9.1%	12.8%	8.7%	15.4%	16.0%	10.6%	0.0%	9.3%	7.0%	
Total(n)	22	156	265	13	81	123	9	75	142	
Mean	2.59	2.57	2.63	2.46	2.49	2.56	2.78	2.65	2.70	
Standard deviation	0.80	0.85	0.80	0.88	0.90	0.82	0.67	0.80	0.78	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	-0.03	-0.12	-	0.16	0.10	
To facilitate student involvement in community service										
Highest priority	4.5%	7.1%	8.4%	7.7%	8.8%	8.3%	0.0%	5.3%	8.5%	Institutional Priority: Civic Engagement
High priority	45.5%	41.3%	42.6%	30.8%	36.3%	37.2%	66.7%	46.7%	47.2%	
Medium priority	36.4%	38.1%	39.9%	46.2%	40.0%	44.6%	22.2%	36.0%	35.9%	
Low priority	13.6%	13.5%	9.1%	15.4%	15.0%	9.9%	11.1%	12.0%	8.5%	
Total(n)	22	155	263	13	80	121	9	75	142	
Mean	2.41	2.42	2.50	2.31	2.39	2.44	2.56	2.45	2.56	
Standard deviation	0.80	0.81	0.78	0.85	0.85	0.78	0.73	0.78	0.77	
Significance	-			-			-			
Effect size	-	-0.01	-0.12	-	-0.09	-0.17	-	0.14	0.00	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	4.5%	5.8%	6.8%	7.7%	6.3%	8.2%	0.0%	5.4%	5.7%	
High priority	22.7%	34.4%	34.6%	7.7%	31.3%	28.7%	44.4%	37.8%	39.7%	
Medium priority	36.4%	37.0%	39.2%	38.5%	38.8%	45.1%	33.3%	35.1%	34.0%	
Low priority	36.4%	22.7%	19.4%	46.2%	23.8%	18.0%	22.2%	21.6%	20.6%	
Total(n)	22	154	263	13	80	122	9	74	141	
Mean	1.95	2.23	2.29	1.77	2.20	2.27	2.22	2.27	2.30	
Standard deviation	0.90	0.87	0.86	0.93	0.88	0.85	0.83	0.86	0.86	
Significance	-			-		*	-			
Effect size	-	-0.32	-0.40	-	-0.49	-0.59	-	-0.06	-0.09	
To increase or maintain institutional prestige										
Highest priority	22.7%	29.0%	24.2%	23.1%	24.1%	22.1%	22.2%	34.2%	25.9%	
High priority	59.1%	47.1%	45.7%	53.8%	44.3%	42.6%	66.7%	50.0%	48.3%	
Medium priority	9.1%	21.3%	24.9%	7.7%	26.6%	27.9%	11.1%	15.8%	22.4%	
Low priority	9.1%	2.6%	5.3%	15.4%	5.1%	7.4%	0.0%	0.0%	3.5%	
Total(n)	22	155	265	13	79	122	9	76	143	
Mean	2.95	3.03	2.89	2.85	2.87	2.80	3.11	3.18	2.97	
Standard deviation	0.84	0.78	0.83	0.99	0.84	0.87	0.60	0.69	0.79	
Significance	-			-			-			
Effect size	-	-0.10	0.07	-	-0.02	0.06	-	-0.10	0.18	
To hire faculty 'stars'										
Highest priority	4.5%	13.7%	9.5%	0.0%	9.0%	7.4%	11.1%	18.7%	11.3%	
High priority	27.3%	36.6%	31.6%	15.4%	37.2%	33.1%	44.4%	36.0%	30.3%	
Medium priority	40.9%	29.4%	33.5%	38.5%	25.6%	29.8%	44.4%	33.3%	36.6%	
Low priority	27.3%	20.3%	25.5%	46.2%	28.2%	29.8%	0.0%	12.0%	21.8%	
Total(n)	22	153	263	13	78	121	9	75	142	
Mean	2.09	2.44	2.25	1.69	2.27	2.18	2.67	2.61	2.31	
Standard deviation	0.87	0.97	0.94	0.75	0.98	0.95	0.71	0.93	0.94	
Significance	-			-	*		-			
Effect size	-	-0.36	-0.17	-	-0.59	-0.52	-	0.06	0.38	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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: Commit- ment to Diversity
Highest priority	13.6%	10.3%	9.2%	7.7%	7.6%	8.4%	22.2%	13.2%	9.9%	
High priority	22.7%	32.9%	36.0%	30.8%	30.4%	31.9%	11.1%	35.5%	39.4%	
Medium priority	40.9%	43.9%	43.3%	30.8%	43.0%	43.7%	55.6%	44.7%	43.0%	
Low priority	22.7%	12.9%	11.5%	30.8%	19.0%	16.0%	11.1%	6.6%	7.7%	
Total(n)	22	155	261	13	79	119	9	76	142	
Mean	2.27	2.41	2.43	2.15	2.27	2.33	2.44	2.55	2.51	
Standard deviation	0.98	0.84	0.81	0.99	0.86	0.84	1.01	0.81	0.78	
Significance	-			-			-			
Effect size	-	-0.17	-0.20	-	-0.14	-0.21	-	-0.14	-0.09	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	18.2%	34.6%	29.4%	15.4%	28.8%	29.5%	22.2%	40.8%	29.4%	
High priority	50.0%	43.6%	44.2%	53.8%	40.0%	40.2%	44.4%	47.4%	47.6%	
Medium priority	18.2%	16.0%	18.9%	15.4%	22.5%	23.0%	22.2%	9.2%	15.4%	
Low priority	13.6%	5.8%	7.5%	15.4%	8.8%	7.4%	11.1%	2.6%	7.7%	
Total(n)	22	156	265	13	80	122	9	76	143	
Mean	2.73	3.07	2.95	2.69	2.89	2.92	2.78	3.26	2.99	
Standard deviation	0.94	0.86	0.89	0.95	0.93	0.91	0.97	0.74	0.87	
Significance	-			-			-			
Effect size	-	-0.40	-0.25	-	-0.22	-0.25	-	-0.65	-0.24	
To create a diverse multi-cultural campus environment										Institutional Priority: Commit- ment to Diversity
Highest priority	13.6%	14.9%	14.4%	15.4%	11.4%	13.1%	11.1%	18.7%	15.5%	
High priority	22.7%	37.7%	39.8%	15.4%	36.7%	37.7%	33.3%	38.7%	41.5%	
Medium priority	40.9%	39.0%	37.9%	38.5%	39.2%	39.3%	44.4%	38.7%	36.6%	
Low priority	22.7%	8.4%	8.0%	30.8%	12.7%	9.8%	11.1%	4.0%	6.3%	
Total(n)	22	154	264	13	79	122	9	75	142	
Mean	2.27	2.59	2.61	2.15	2.47	2.54	2.44	2.72	2.66	
Standard deviation	0.98	0.84	0.83	1.07	0.86	0.84	0.88	0.81	0.82	
Significance	-			-			-			
Effect size	-	-0.38	-0.41	-	-0.37	-0.46	-	-0.35	-0.27	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote gender equity among faculty										
Highest priority	0.0%	8.4%	6.8%	0.0%	10.1%	8.3%	0.0%	6.7%	5.6%	
High priority	36.4%	39.0%	40.3%	46.2%	44.3%	46.3%	22.2%	33.3%	35.2%	
Medium priority	36.4%	40.3%	39.5%	23.1%	34.2%	35.5%	55.6%	46.7%	43.0%	
Low priority	27.3%	12.3%	13.3%	30.8%	11.4%	9.9%	22.2%	13.3%	16.2%	
Total(n)	22	154	263	13	79	121	9	75	142	
Mean	2.09	2.44	2.41	2.15	2.53	2.53	2.00	2.33	2.30	
Standard deviation	0.81	0.82	0.80	0.90	0.83	0.79	0.71	0.79	0.81	
Significance	-			-			-			
Effect size	-	-0.43	-0.40	-	-0.46	-0.48	-	-0.42	-0.37	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	9.1%	8.6%	9.3%	15.4%	10.0%	10.8%	0.0%	6.9%	7.9%	Institutional Priority: Civic Engage- ment
High priority	13.6%	34.9%	34.0%	15.4%	37.5%	35.0%	11.1%	31.9%	33.1%	
Medium priority	45.5%	38.2%	39.8%	30.8%	33.8%	37.5%	66.7%	43.1%	41.7%	
Low priority	31.8%	18.4%	17.0%	38.5%	18.8%	16.7%	22.2%	18.1%	17.3%	
Total(n)	22	152	259	13	80	120	9	72	139	
Mean	2.00	2.34	2.36	2.08	2.39	2.40	1.89	2.28	2.32	
Standard deviation	0.93	0.88	0.87	1.12	0.91	0.89	0.60	0.84	0.85	
Significance	-			-			-			
Effect size	-	-0.39	-0.41	-	-0.34	-0.36	-	-0.46	-0.51	
To create and sustain partnerships with surrounding communities										
Highest priority	18.2%	12.9%	13.7%	15.4%	11.4%	12.6%	22.2%	14.5%	14.7%	Institutional Priority: Civic Engage- ment
High priority	27.3%	38.1%	42.0%	23.1%	38.0%	40.3%	33.3%	38.2%	43.4%	
Medium priority	18.2%	30.3%	29.4%	15.4%	27.8%	27.7%	22.2%	32.9%	30.8%	
Low priority	36.4%	18.7%	14.9%	46.2%	22.8%	19.3%	22.2%	14.5%	11.2%	
Total(n)	22	155	262	13	79	119	9	76	143	
Mean	2.27	2.45	2.55	2.08	2.38	2.46	2.56	2.53	2.62	
Standard deviation	1.16	0.94	0.91	1.19	0.96	0.95	1.13	0.92	0.87	
Significance	-			-			-			
Effect size	-	-0.19	-0.31	-	-0.31	-0.40	-	0.03	-0.07	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	47.8%	44.7%	36.5%	35.7%	42.0%	36.6%	66.7%	47.4%	36.4%	
High priority	34.8%	35.2%	36.1%	35.7%	37.0%	36.6%	33.3%	33.3%	35.7%	
Medium priority	13.0%	17.0%	21.4%	21.4%	17.3%	22.8%	0.0%	16.7%	20.3%	
Low priority	4.3%	3.1%	6.0%	7.1%	3.7%	4.1%	0.0%	2.6%	7.7%	
Total(n)	23	159	266	14	81	123	9	78	143	
Mean	3.26	3.21	3.03	3.00	3.17	3.06	3.67	3.26	3.01	
Standard deviation	0.86	0.84	0.91	0.96	0.85	0.87	0.50	0.83	0.94	
Significance	-			-			-		*	
Effect size	-	0.06	0.25	-	-0.20	-0.07	-	0.49	0.70	
To increase the representation of minorities in the faculty and administration										Institutional Priority: Commit- ment to Diversity
Highest priority	4.5%	10.3%	10.6%	7.7%	11.4%	13.2%	0.0%	9.2%	8.5%	
High priority	18.2%	33.5%	33.1%	15.4%	31.6%	31.4%	22.2%	35.5%	34.5%	
Medium priority	36.4%	41.3%	41.8%	23.1%	39.2%	36.4%	55.6%	43.4%	46.5%	
Low priority	40.9%	14.8%	14.4%	53.8%	17.7%	19.0%	22.2%	11.8%	10.6%	
Total(n)	22	155	263	13	79	121	9	76	142	
Mean	1.86	2.39	2.40	1.77	2.37	2.39	2.00	2.42	2.41	
Standard deviation	0.89	0.86	0.86	1.01	0.91	0.94	0.71	0.82	0.79	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.62	-0.63	-	-0.66	-0.66	-	-0.51	-0.52	
To strengthen links with the for-profit, corporate sector										
Highest priority	17.4%	25.0%	18.9%	14.3%	23.8%	18.2%	22.2%	26.3%	19.6%	
High priority	39.1%	37.8%	39.0%	42.9%	33.8%	38.0%	33.3%	42.1%	39.9%	
Medium priority	26.1%	25.6%	29.9%	14.3%	27.5%	28.9%	44.4%	23.7%	30.8%	
Low priority	17.4%	11.5%	12.1%	28.6%	15.0%	14.9%	0.0%	7.9%	9.8%	
Total(n)	23	156	264	14	80	121	9	76	143	
Mean	2.57	2.76	2.65	2.43	2.66	2.60	2.78	2.87	2.69	
Standard deviation	0.99	0.96	0.92	1.09	1.01	0.95	0.83	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.20	-0.09	-	-0.23	-0.18	-	-0.10	0.10	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	13.6%	12.3%	14.9%	23.1%	12.7%	15.0%	0.0%	12.0%	14.8%	
High priority	45.5%	38.3%	41.6%	15.4%	27.8%	30.8%	88.9%	49.3%	50.7%	
Medium priority	18.2%	39.6%	35.5%	30.8%	44.3%	40.8%	0.0%	34.7%	31.0%	
Low priority	22.7%	9.7%	8.0%	30.8%	15.2%	13.3%	11.1%	4.0%	3.5%	
Total(n)	22	154	262	13	79	120	9	75	142	
Mean	2.50	2.53	2.63	2.31	2.38	2.48	2.78	2.69	2.77	
Standard deviation	1.01	0.83	0.83	1.18	0.90	0.91	0.67	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.04	-0.16	-	-0.08	-0.19	-	0.12	0.01	
To increase the representation of women in the faculty and administration										
Highest priority	9.1%	10.3%	9.5%	15.4%	13.8%	12.5%	0.0%	6.6%	7.0%	
High priority	4.5%	26.3%	26.0%	0.0%	25.0%	25.0%	11.1%	27.6%	26.8%	
Medium priority	59.1%	48.1%	47.7%	53.8%	48.8%	48.3%	66.7%	47.4%	47.2%	
Low priority	27.3%	15.4%	16.8%	30.8%	12.5%	14.2%	22.2%	18.4%	19.0%	
Total(n)	22	156	262	13	80	120	9	76	142	
Mean	1.95	2.31	2.28	2.00	2.40	2.36	1.89	2.22	2.22	
Standard deviation	0.84	0.86	0.86	1.00	0.88	0.88	0.60	0.83	0.83	
Significance	-			-			-			
Effect size	-	-0.42	-0.38	-	-0.45	-0.41	-	-0.40	-0.40	
To develop an appreciation for multiculturalism										
Highest priority	13.6%	15.6%	18.7%	15.4%	11.3%	16.5%	11.1%	20.3%	20.6%	
High priority	18.2%	34.4%	35.9%	15.4%	35.0%	33.9%	22.2%	33.8%	37.6%	
Medium priority	54.5%	40.9%	36.6%	53.8%	42.5%	38.0%	55.6%	39.2%	35.5%	
Low priority	13.6%	9.1%	8.8%	15.4%	11.3%	11.6%	11.1%	6.8%	6.4%	
Total(n)	22	154	262	13	80	121	9	74	141	
Mean	2.32	2.56	2.65	2.31	2.46	2.55	2.33	2.68	2.72	
Standard deviation	0.89	0.86	0.88	0.95	0.84	0.90	0.87	0.88	0.86	
Significance	-			-			-			
Effect size	-	-0.28	-0.38	-	-0.18	-0.27	-	-0.40	-0.45	

Other Respondents

University of Idaho	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	19.2%	12.5%	11.5%	26.7%	15.1%	14.0%	9.1%	9.8%	9.4%	
Agree somewhat	69.2%	60.1%	57.2%	60.0%	58.1%	58.1%	81.8%	62.2%	56.4%	
Disagree somewhat	7.7%	21.4%	24.5%	6.7%	19.8%	20.2%	9.1%	23.2%	28.2%	
Disagree strongly	3.8%	6.0%	6.8%	6.7%	7.0%	7.8%	0.0%	4.9%	6.0%	
Total(n)	26	168	278	15	86	129	11	82	149	
Mean	3.04	2.79	2.73	3.07	2.81	2.78	3.00	2.77	2.69	
Standard deviation	0.66	0.73	0.75	0.80	0.77	0.78	0.45	0.69	0.73	
Significance	-		*	-			-			
Effect size	-	0.34	0.41	-	0.34	0.37	-	0.33	0.42	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	11.5%	6.6%	5.1%	20.0%	10.6%	7.8%	0.0%	2.4%	2.7%	
Agree somewhat	26.9%	26.9%	26.4%	33.3%	29.4%	31.3%	18.2%	24.4%	22.3%	
Disagree somewhat	30.8%	39.5%	40.6%	33.3%	40.0%	39.1%	27.3%	39.0%	41.9%	
Disagree strongly	30.8%	26.9%	27.9%	13.3%	20.0%	21.9%	54.5%	34.1%	33.1%	
Total(n)	26	167	276	15	85	128	11	82	148	
Mean	2.19	2.13	2.09	2.60	2.31	2.25	1.64	1.95	1.95	
Standard deviation	1.02	0.89	0.86	0.99	0.91	0.89	0.81	0.83	0.81	
Significance	-			-			-			
Effect size	-	0.07	0.12	-	0.32	0.39	-	-0.37	-0.38	
Colleges should be actively involved in solving social problems										
Agree strongly	3.8%	12.7%	17.1%	6.7%	18.8%	19.5%	0.0%	6.2%	15.0%	
Agree somewhat	65.4%	54.2%	52.4%	60.0%	45.9%	47.7%	72.7%	63.0%	56.5%	
Disagree somewhat	15.4%	24.7%	23.6%	13.3%	22.4%	21.1%	18.2%	27.2%	25.9%	
Disagree strongly	15.4%	8.4%	6.9%	20.0%	12.9%	11.7%	9.1%	3.7%	2.7%	
Total(n)	26	166	275	15	85	128	11	81	147	
Mean	2.58	2.71	2.80	2.53	2.71	2.75	2.64	2.72	2.84	
Standard deviation	0.81	0.79	0.80	0.92	0.92	0.90	0.67	0.64	0.70	
Significance	-			-			-			
Effect size	-	-0.16	-0.28	-	-0.20	-0.24	-	-0.13	-0.29	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	20.0%	24.7%	31.2%	13.3%	23.5%	27.3%	30.0%	25.9%	34.5%	
Agree somewhat	60.0%	60.2%	56.5%	66.7%	56.5%	53.9%	50.0%	64.2%	58.8%	
Disagree somewhat	16.0%	12.0%	9.8%	13.3%	14.1%	14.1%	20.0%	9.9%	6.1%	
Disagree strongly	4.0%	3.0%	2.5%	6.7%	5.9%	4.7%	0.0%	0.0%	0.7%	
Total(n)	25	166	276	15	85	128	10	81	148	
Mean	2.96	3.07	3.16	2.87	2.98	3.04	3.10	3.16	3.27	
Standard deviation	0.73	0.70	0.70	0.74	0.79	0.78	0.74	0.58	0.60	
Significance	-			-			-			
Effect size	-	-0.16	-0.29	-	-0.14	-0.22	-	-0.10	-0.28	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	53.8%	42.9%	46.2%	46.7%	33.7%	35.9%	63.6%	52.4%	55.0%	
Agree somewhat	42.3%	50.6%	48.0%	53.3%	59.3%	57.0%	27.3%	41.5%	40.3%	
Disagree somewhat	3.8%	4.8%	4.7%	0.0%	3.5%	4.7%	9.1%	6.1%	4.7%	
Disagree strongly	0.0%	1.8%	1.1%	0.0%	3.5%	2.3%	0.0%	0.0%	0.0%	
Total(n)	26	168	277	15	86	128	11	82	149	
Mean	3.50	3.35	3.39	3.47	3.23	3.27	3.55	3.46	3.50	
Standard deviation	0.58	0.66	0.63	0.52	0.68	0.66	0.69	0.61	0.59	
Significance	-			-			-			
Effect size	-	0.23	0.17	-	0.35	0.30	-	0.15	0.08	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	3.8%	4.2%	3.2%	6.7%	8.1%	6.3%	0.0%	0.0%	0.7%	
Agree somewhat	30.8%	26.8%	23.5%	40.0%	38.4%	32.0%	18.2%	14.6%	16.1%	
Disagree somewhat	38.5%	43.5%	46.6%	33.3%	31.4%	39.1%	45.5%	56.1%	53.0%	
Disagree strongly	26.9%	25.6%	26.7%	20.0%	22.1%	22.7%	36.4%	29.3%	30.2%	
Total(n)	26	168	277	15	86	128	11	82	149	
Mean	2.12	2.10	2.03	2.33	2.33	2.22	1.82	1.85	1.87	
Standard deviation	0.86	0.83	0.80	0.90	0.91	0.87	0.75	0.65	0.69	
Significance	-			-			-			
Effect size	-	0.02	0.11	-	0.00	0.13	-	-0.05	-0.07	

University of Idaho	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	7.7%	5.4%	7.2%	13.3%	8.1%	10.9%	0.0%	2.4%	4.0%	
Agree somewhat	0.0%	25.6%	27.1%	0.0%	29.1%	29.7%	0.0%	22.0%	24.8%	
Disagree somewhat	38.5%	37.5%	36.1%	40.0%	31.4%	30.5%	36.4%	43.9%	40.9%	
Disagree strongly	53.8%	31.5%	29.6%	46.7%	31.4%	28.9%	63.6%	31.7%	30.2%	
Total(n)	26	168	277	15	86	128	11	82	149	
Mean	1.62	2.05	2.12	1.80	2.14	2.23	1.36	1.95	2.03	
Standard deviation	0.85	0.89	0.92	1.01	0.96	0.99	0.50	0.80	0.85	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.48	-0.54	-	-0.35	-0.43	-	-0.74	-0.79	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	15.4%	19.0%	24.2%	13.3%	16.3%	20.3%	18.2%	22.0%	27.5%	
Agree somewhat	73.1%	67.9%	62.8%	80.0%	70.9%	64.8%	63.6%	64.6%	61.1%	
Disagree somewhat	3.8%	10.7%	11.2%	0.0%	9.3%	12.5%	9.1%	12.2%	10.1%	
Disagree strongly	7.7%	2.4%	1.8%	6.7%	3.5%	2.3%	9.1%	1.2%	1.3%	
Total(n)	26	168	277	15	86	128	11	82	149	
Mean	2.96	3.04	3.09	3.00	3.00	3.03	2.91	3.07	3.15	
Standard deviation	0.72	0.63	0.65	0.65	0.63	0.65	0.83	0.62	0.64	
Significance	-			-			-			
Effect size	-	-0.13	-0.20	-	0.00	-0.05	-	-0.26	-0.38	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	7.7%	13.9%	12.1%	6.7%	16.5%	15.0%	9.1%	11.3%	9.7%	
Agree somewhat	42.3%	49.1%	50.7%	33.3%	45.9%	48.0%	54.5%	52.5%	53.1%	
Disagree somewhat	11.5%	24.2%	27.6%	13.3%	23.5%	25.2%	9.1%	25.0%	29.7%	
Disagree strongly	38.5%	12.7%	9.6%	46.7%	14.1%	11.8%	27.3%	11.3%	7.6%	
Total(n)	26	165	272	15	85	127	11	80	145	
Mean	2.19	2.64	2.65	2.00	2.65	2.66	2.45	2.64	2.65	
Standard deviation	1.06	0.88	0.81	1.07	0.92	0.87	1.04	0.83	0.76	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.51	-0.57	-	-0.71	-0.76	-	-0.23	-0.26	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	34.6%	28.3%	31.1%	40.0%	33.7%	39.1%	27.3%	22.5%	24.1%	
Agree somewhat	30.8%	34.9%	32.2%	33.3%	29.1%	25.0%	27.3%	41.3%	38.6%	
Disagree somewhat	19.2%	26.5%	28.2%	13.3%	22.1%	23.4%	27.3%	31.3%	32.4%	
Disagree strongly	15.4%	10.2%	8.4%	13.3%	15.1%	12.5%	18.2%	5.0%	4.8%	
Total(n)	26	166	273	15	86	128	11	80	145	
Mean	2.85	2.81	2.86	3.00	2.81	2.91	2.64	2.81	2.82	
Standard deviation	1.08	0.96	0.96	1.07	1.07	1.06	1.12	0.84	0.86	
Significance	-			-			-			
Effect size	-	0.04	-0.01	-	0.18	0.08	-	-0.20	-0.21	
This institution should not offer remedial/developmental education										
Agree strongly	12.0%	6.1%	5.5%	21.4%	8.4%	8.8%	0.0%	3.7%	2.7%	
Agree somewhat	28.0%	18.9%	17.3%	28.6%	19.3%	18.4%	27.3%	18.5%	16.4%	
Disagree somewhat	40.0%	50.6%	50.2%	28.6%	51.8%	51.2%	54.5%	49.4%	49.3%	
Disagree strongly	20.0%	24.4%	26.9%	21.4%	20.5%	21.6%	18.2%	28.4%	31.5%	
Total(n)	25	164	271	14	83	125	11	81	146	
Mean	2.32	2.07	2.01	2.50	2.16	2.14	2.09	1.98	1.90	
Standard deviation	0.95	0.82	0.82	1.09	0.85	0.86	0.70	0.79	0.76	
Significance	-			-			-			
Effect size	-	0.30	0.38	-	0.40	0.42	-	0.14	0.25	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$20,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	14.3%	4.0%	0.0%	0.0%	0.0%	0.0%	20.0%	5.9%	
\$40,000 - \$49,999	0.0%	0.0%	8.0%	0.0%	0.0%	12.5%	0.0%	0.0%	5.9%	
\$50,000 - \$59,999	0.0%	14.3%	32.0%	0.0%	0.0%	12.5%	0.0%	20.0%	41.2%	
\$60,000 - \$69,999	0.0%	0.0%	4.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	
\$70,000 - \$79,999	0.0%	57.1%	20.0%	0.0%	100.0%	25.0%	0.0%	40.0%	17.6%	
\$80,000 - \$89,999	0.0%	0.0%	12.0%	0.0%	0.0%	12.5%	0.0%	0.0%	11.8%	
\$90,000 - \$99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 - \$124,999	0.0%	14.3%	16.0%	0.0%	0.0%	12.5%	0.0%	20.0%	17.6%	
\$125,000 - \$149,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$150,000 or more	0.0%	0.0%	4.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	
Total(n)	0	7	25	0	2	8	0	5	17	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	1.4%	1.0%	0.0%	2.9%	2.1%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	1.4%	1.0%	0.0%	2.9%	2.1%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	10.0%	11.6%	7.7%	8.3%	14.5%	10.6%	12.5%	8.7%	5.3%	
\$40,000 - \$49,999	15.0%	21.7%	20.8%	0.0%	13.0%	13.8%	37.5%	30.4%	26.5%	
\$50,000 - \$59,999	5.0%	18.8%	22.2%	8.3%	11.6%	12.8%	0.0%	26.1%	30.1%	
\$60,000 - \$69,999	25.0%	13.8%	14.5%	33.3%	11.6%	14.9%	12.5%	15.9%	14.2%	
\$70,000 - \$79,999	30.0%	11.6%	12.6%	33.3%	17.4%	16.0%	25.0%	5.8%	9.7%	
\$80,000 - \$89,999	0.0%	2.9%	4.3%	0.0%	4.3%	5.3%	0.0%	1.4%	3.5%	
\$90,000 - \$99,999	5.0%	4.3%	4.3%	8.3%	2.9%	3.2%	0.0%	5.8%	5.3%	
\$100,000 - \$124,999	0.0%	5.8%	6.3%	0.0%	11.6%	12.8%	0.0%	0.0%	0.9%	
\$125,000 - \$149,999	0.0%	2.2%	1.4%	0.0%	2.9%	2.1%	0.0%	1.4%	0.9%	
\$150,000 or more	10.0%	4.3%	3.9%	8.3%	4.3%	4.3%	12.5%	4.3%	3.5%	
Total(n)	20	138	207	12	69	94	8	69	113	
Your base institutional salary reported above is based on:										
Less than 9 months	4.3%	2.6%	2.5%	7.1%	5.2%	3.7%	0.0%	0.0%	1.5%	
9/10 months	0.0%	4.6%	10.3%	0.0%	2.6%	7.3%	0.0%	6.7%	12.7%	
11/12 months	95.7%	92.8%	87.2%	92.9%	92.2%	89.0%	100.0%	93.3%	85.8%	
Total(n)	23	152	243	14	77	109	9	75	134	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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%	58.3%	67.9%	66.3%	50.0%	61.9%	59.5%	70.0%	74.1%	72.1%	
75% to 99%	25.0%	17.0%	17.9%	35.7%	19.0%	18.3%	10.0%	14.8%	17.7%	
74% to 50%	4.2%	3.0%	3.7%	7.1%	4.8%	5.6%	0.0%	1.2%	2.0%	
25% to 49%	0.0%	3.0%	3.3%	0.0%	4.8%	6.3%	0.0%	1.2%	0.7%	
1% to 24%	0.0%	4.2%	5.1%	0.0%	6.0%	6.3%	0.0%	2.5%	4.1%	
0%	12.5%	4.8%	3.7%	7.1%	3.6%	4.0%	20.0%	6.2%	3.4%	
Total(n)	24	165	273	14	84	126	10	81	147	
Other income from this institution										
100%	0.0%	0.6%	0.4%	0.0%	0.0%	0.0%	0.0%	1.3%	0.7%	
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%	0.6%	0.4%	0.0%	1.2%	0.8%	0.0%	0.0%	0.0%	
25% to 49%	0.0%	2.5%	1.9%	0.0%	3.6%	3.3%	0.0%	1.3%	0.7%	
1% to 24%	4.3%	2.5%	4.7%	7.1%	2.4%	3.3%	0.0%	2.6%	5.9%	
0%	95.7%	93.7%	92.6%	92.9%	92.8%	92.6%	100.0%	94.7%	92.6%	
Total(n)	23	159	257	14	83	121	9	76	136	
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%	1.2%	0.0%	0.0%	1.7%	0.0%	0.0%	0.7%	
74% to 50%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
25% to 49%	0.0%	0.6%	0.4%	0.0%	0.0%	0.0%	0.0%	1.3%	0.7%	
1% to 24%	0.0%	1.9%	2.0%	0.0%	2.4%	1.7%	0.0%	1.3%	2.2%	
0%	100.0%	97.5%	96.1%	100.0%	97.6%	96.6%	100.0%	97.4%	95.6%	
Total(n)	23	158	256	14	82	119	9	76	137	
Non-academic income										
100%	8.7%	3.8%	3.5%	0.0%	2.4%	3.3%	22.2%	5.3%	3.7%	
75% to 99%	4.3%	5.0%	3.9%	7.1%	7.2%	5.7%	0.0%	2.6%	2.2%	
74% to 50%	0.0%	1.3%	3.5%	0.0%	2.4%	6.5%	0.0%	0.0%	0.7%	
25% to 49%	4.3%	4.4%	2.7%	7.1%	6.0%	4.1%	0.0%	2.6%	1.5%	
1% to 24%	26.1%	15.1%	14.3%	35.7%	18.1%	17.1%	11.1%	11.8%	11.8%	
0%	56.5%	70.4%	72.2%	50.0%	63.9%	63.4%	66.7%	77.6%	80.1%	
Total(n)	23	159	259	14	83	123	9	76	136	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	8.0%	6.7%	7.4%	0.0%	8.1%	9.4%	20.0%	5.1%	5.6%	
1986 - 1980	8.0%	14.5%	12.2%	6.7%	12.8%	11.7%	10.0%	16.5%	12.6%	
1971 - 1975	12.0%	14.5%	13.7%	13.3%	16.3%	13.3%	10.0%	12.7%	14.0%	
1966 - 1970	12.0%	12.7%	13.7%	13.3%	15.1%	14.1%	10.0%	10.1%	13.3%	
1961 - 1965	20.0%	17.0%	12.5%	20.0%	16.3%	13.3%	20.0%	17.7%	11.9%	
1956 - 1960	0.0%	7.9%	8.1%	0.0%	5.8%	6.3%	0.0%	10.1%	9.8%	
1951 - 1955	8.0%	8.5%	10.3%	13.3%	5.8%	7.8%	0.0%	11.4%	12.6%	
1946 - 1950	24.0%	12.1%	15.1%	26.7%	11.6%	14.8%	20.0%	12.7%	15.4%	
1941 - 1945	4.0%	4.2%	4.4%	6.7%	5.8%	4.7%	0.0%	2.5%	4.2%	
1940 or earlier	4.0%	1.8%	2.6%	0.0%	2.3%	4.7%	10.0%	1.3%	0.7%	
Total(n)	25	165	271	15	86	128	10	79	143	
Year of highest degree now held										
1973 or earlier	8.0%	5.6%	5.6%	6.7%	7.2%	8.1%	10.0%	3.8%	3.5%	
1974 - 1978	4.0%	5.6%	6.4%	6.7%	7.2%	6.5%	0.0%	3.8%	6.3%	
1979 - 1983	0.0%	4.3%	5.2%	0.0%	2.4%	4.8%	0.0%	6.4%	5.6%	
1984 - 1988	8.0%	5.6%	6.0%	13.3%	6.0%	5.6%	0.0%	5.1%	6.3%	
1989 - 1993	16.0%	13.0%	13.9%	13.3%	10.8%	12.1%	20.0%	15.4%	15.4%	
1994 - 1998	12.0%	11.8%	12.0%	6.7%	8.4%	9.7%	20.0%	15.4%	14.0%	
1999 - 2003	20.0%	19.3%	18.7%	26.7%	21.7%	18.5%	10.0%	16.7%	18.9%	
2004 - 2008	32.0%	23.6%	22.1%	26.7%	24.1%	21.8%	40.0%	23.1%	22.4%	
2009 or later	0.0%	11.2%	10.1%	0.0%	12.0%	12.9%	0.0%	10.3%	7.7%	
Total(n)	25	161	267	15	83	124	10	78	143	
Year of appointment at present institution										
1973 or earlier	4.0%	3.9%	3.5%	0.0%	3.8%	4.2%	10.0%	3.9%	2.8%	
1974 - 1978	8.0%	2.6%	2.7%	13.3%	3.8%	3.4%	0.0%	1.3%	2.1%	
1979 - 1983	4.0%	3.9%	3.5%	6.7%	5.1%	3.4%	0.0%	2.6%	3.5%	
1984 - 1988	0.0%	3.2%	3.9%	0.0%	3.8%	4.2%	0.0%	2.6%	3.5%	
1989 - 1993	8.0%	7.1%	7.7%	6.7%	5.1%	9.3%	10.0%	9.2%	6.4%	
1994 - 1998	4.0%	10.3%	10.0%	0.0%	7.6%	7.6%	10.0%	13.2%	12.1%	
1999 - 2003	20.0%	19.4%	18.5%	33.3%	20.3%	16.1%	0.0%	18.4%	20.6%	
2004 - 2008	36.0%	22.6%	24.7%	26.7%	20.3%	21.2%	50.0%	25.0%	27.7%	
2009 or later	16.0%	27.1%	25.5%	13.3%	30.4%	30.5%	20.0%	23.7%	21.3%	
Total(n)	25	155	259	15	79	118	10	76	141	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	7.7%	5.3%	3.9%	0.0%	3.3%	4.2%	25.0%	7.4%	3.7%	
1974 - 1978	0.0%	1.8%	2.9%	0.0%	3.3%	6.3%	0.0%	0.0%	0.0%	
1979 - 1983	7.7%	7.0%	6.9%	11.1%	6.7%	6.3%	0.0%	7.4%	7.4%	
1984 - 1988	15.4%	10.5%	7.8%	22.2%	16.7%	10.4%	0.0%	3.7%	5.6%	
1989 - 1993	7.7%	8.8%	6.9%	11.1%	16.7%	10.4%	0.0%	0.0%	3.7%	
1994 - 1998	7.7%	8.8%	14.7%	11.1%	10.0%	16.7%	0.0%	7.4%	13.0%	
1999 - 2003	0.0%	14.0%	15.7%	0.0%	6.7%	14.6%	0.0%	22.2%	16.7%	
2004 - 2008	30.8%	26.3%	25.5%	33.3%	23.3%	20.8%	25.0%	29.6%	29.6%	
2009 or later	23.1%	17.5%	15.7%	11.1%	13.3%	10.4%	50.0%	22.2%	20.4%	
Total(n)	13	57	102	9	30	48	4	27	54	
Aggregated Major										
Agriculture or Forestry (General Area 1)	52.0%	11.4%	7.9%	60.0%	16.3%	12.4%	40.0%	6.2%	4.0%	
Biological Sciences (General Area 5)	8.0%	16.2%	12.2%	13.3%	16.3%	14.0%	0.0%	16.0%	10.7%	
Business (General Area 6)	0.0%	0.0%	0.7%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	
Education (General Area 10 and Specific Discipline 2102)	4.0%	4.2%	4.7%	6.7%	2.3%	2.3%	0.0%	6.2%	6.7%	
Engineering (General Area 11)	4.0%	5.4%	4.3%	6.7%	9.3%	7.8%	0.0%	1.2%	1.3%	
English (General Area 12)	4.0%	1.8%	2.5%	6.7%	1.2%	3.1%	0.0%	2.5%	2.0%	
Health-related (General Area 15)	0.0%	9.0%	8.6%	0.0%	15.1%	13.2%	0.0%	2.5%	4.7%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.0%	0.7%	0.0%	0.0%	0.8%	0.0%	0.0%	0.7%	
Humanities (General Area 14,24)	0.0%	1.2%	0.7%	0.0%	1.2%	0.8%	0.0%	1.2%	0.7%	
Fine Arts (General Area 2,4,22)	0.0%	0.6%	1.1%	0.0%	0.0%	0.8%	0.0%	1.2%	1.3%	
Mathematics or Statistics (General Area 18)	0.0%	0.6%	1.4%	0.0%	1.2%	2.3%	0.0%	0.0%	0.7%	
Physical Sciences (General Area 25)	8.0%	11.4%	9.4%	0.0%	14.0%	14.0%	20.0%	8.6%	5.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	3.6%	4.3%	0.0%	1.2%	3.1%	0.0%	6.2%	5.4%	
Other Technical (General Area 8,19,28)	0.0%	1.8%	2.2%	0.0%	2.3%	3.1%	0.0%	1.2%	1.3%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	20.0%	32.9%	39.2%	6.7%	19.8%	20.9%	40.0%	46.9%	55.0%	
Total(n)	25	167	278	15	86	129	10	81	149	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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)	52.0%	10.8%	7.2%	60.0%	14.0%	10.0%	40.0%	7.4%	4.8%	
Biological Sciences (General Area 5)	4.0%	13.8%	11.2%	6.7%	11.6%	11.5%	0.0%	16.0%	10.9%	
Business (General Area 6)	0.0%	0.6%	1.1%	0.0%	0.0%	1.5%	0.0%	1.2%	0.7%	
Education (General Area 10 and Specific Discipline 2102)	4.0%	4.8%	5.1%	6.7%	3.5%	4.6%	0.0%	6.2%	5.4%	
Engineering (General Area 11)	4.0%	6.0%	5.1%	6.7%	10.5%	10.0%	0.0%	1.2%	0.7%	
English (General Area 12)	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
Health-related (General Area 15)	0.0%	11.4%	9.7%	0.0%	17.4%	12.3%	0.0%	4.9%	7.5%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
Humanities (General Area 14,24)	0.0%	0.6%	0.4%	0.0%	1.2%	0.8%	0.0%	0.0%	0.0%	
Fine Arts (General Area 2,4,22)	0.0%	0.6%	0.4%	0.0%	0.0%	0.0%	0.0%	1.2%	0.7%	
Mathematics or Statistics (General Area 18)	0.0%	0.6%	1.1%	0.0%	1.2%	1.5%	0.0%	0.0%	0.7%	
Physical Sciences (General Area 25)	8.0%	9.0%	6.9%	0.0%	9.3%	8.5%	20.0%	8.6%	5.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	3.0%	2.2%	0.0%	1.2%	1.5%	0.0%	4.9%	2.7%	
Other Technical (General Area 8,19,28)	0.0%	1.8%	2.2%	0.0%	2.3%	3.8%	0.0%	1.2%	0.7%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	28.0%	37.1%	46.9%	20.0%	27.9%	33.1%	40.0%	46.9%	59.2%	
Total(n)	25	167	277	15	86	130	10	81	147	

2010-11 HERI Faculty Survey
Institutional Profile Report
Other Respondents

University of Idaho	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	73.1%	71.1%	70.5%	73.3%	71.4%	66.4%	72.7%	70.7%	74.0%	
1	3.8%	11.4%	10.4%	0.0%	9.5%	10.9%	9.1%	13.4%	10.0%	
2	19.2%	15.1%	14.4%	20.0%	14.3%	14.1%	18.2%	15.9%	14.7%	
3	3.8%	1.8%	3.2%	6.7%	3.6%	5.5%	0.0%	0.0%	1.3%	
4+	0.0%	0.6%	1.4%	0.0%	1.2%	3.1%	0.0%	0.0%	0.0%	
Total(n)	26	166	278	15	84	128	11	82	150	
18 years or older										
0	68.0%	65.7%	67.6%	60.0%	64.7%	61.7%	80.0%	66.7%	72.7%	
1	4.0%	10.8%	9.7%	6.7%	11.8%	10.9%	0.0%	9.9%	8.7%	
2	16.0%	15.1%	15.1%	20.0%	12.9%	17.2%	10.0%	17.3%	13.3%	
3	8.0%	6.0%	4.7%	6.7%	7.1%	5.5%	10.0%	4.9%	4.0%	
4+	4.0%	2.4%	2.9%	6.7%	3.5%	4.7%	0.0%	1.2%	1.3%	
Total(n)	25	166	278	15	85	128	10	81	150	
How would you characterize your political views?										
Far left	0.0%	5.6%	6.2%	0.0%	3.6%	4.0%	0.0%	7.6%	8.2%	
Liberal	32.0%	42.6%	44.0%	26.7%	36.1%	34.9%	40.0%	49.4%	51.7%	
Middle of the road	44.0%	38.9%	36.6%	40.0%	47.0%	46.8%	50.0%	30.4%	27.9%	
Conservative	24.0%	12.3%	12.8%	33.3%	13.3%	14.3%	10.0%	11.4%	11.6%	
Far right	0.0%	0.6%	0.4%	0.0%	0.0%	0.0%	0.0%	1.3%	0.7%	
Total(n)	25	162	273	15	83	126	10	79	147	
Are you currently: (Mark one)										
Single	19.2%	22.5%	18.1%	6.7%	20.9%	15.4%	36.4%	24.1%	20.4%	
Married	73.1%	69.2%	71.6%	86.7%	74.4%	77.7%	54.5%	63.9%	66.4%	
Unmarried, living with partner	0.0%	2.4%	5.0%	0.0%	1.2%	2.3%	0.0%	3.6%	7.2%	
Divorced	7.7%	4.7%	3.2%	6.7%	3.5%	3.1%	9.1%	6.0%	3.3%	
Widowed	0.0%	1.2%	1.1%	0.0%	0.0%	0.0%	0.0%	2.4%	2.0%	
Separated	0.0%	0.0%	1.1%	0.0%	0.0%	1.5%	0.0%	0.0%	0.7%	
Total(n)	26	169	282	15	86	130	11	83	152	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	84.6%	71.6%	77.3%	73.3%	60.5%	64.6%	100.0%	83.1%	88.2%	
No	15.4%	28.4%	22.7%	26.7%	39.5%	35.4%	0.0%	16.9%	11.8%	
Total(n)	26	169	282	15	86	130	11	83	152	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	3.8%	1.8%	2.1%	6.7%	2.4%	1.6%	0.0%	1.2%	2.6%	
Asian American/Asian	11.5%	21.6%	15.0%	13.3%	33.3%	25.0%	9.1%	9.6%	6.6%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.7%	0.0%	0.0%	0.8%	0.0%	0.0%	0.7%	
African American/Black	0.0%	2.4%	2.1%	0.0%	3.6%	3.9%	0.0%	1.2%	0.7%	
Mexican American/Chicano	3.8%	1.2%	1.4%	6.7%	1.2%	1.6%	0.0%	1.2%	1.3%	
Puerto Rican	0.0%	1.2%	1.4%	0.0%	0.0%	0.8%	0.0%	2.4%	2.0%	
Other Latino	3.8%	5.4%	3.9%	6.7%	4.8%	4.7%	0.0%	6.0%	3.3%	
White/Caucasian	84.6%	70.1%	76.8%	73.3%	58.3%	65.6%	100.0%	81.9%	86.2%	
Other	7.7%	4.8%	3.9%	13.3%	4.8%	4.7%	0.0%	4.8%	3.3%	
Total(n)	26	167	280	15	84	128	11	83	152	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Asian	7.7%	20.4%	14.6%	13.3%	33.3%	25.0%	0.0%	7.2%	5.9%	
Black	0.0%	2.4%	1.8%	0.0%	3.6%	3.1%	0.0%	1.2%	0.7%	
Hispanic	0.0%	3.0%	3.2%	0.0%	1.2%	2.3%	0.0%	4.8%	3.9%	
White	69.2%	62.3%	70.0%	53.3%	50.0%	57.8%	90.9%	74.7%	80.3%	
Other	7.7%	3.6%	2.9%	13.3%	3.6%	3.1%	0.0%	3.6%	2.6%	
Two or more races/ethnicities	15.4%	8.4%	7.5%	20.0%	8.3%	8.6%	9.1%	8.4%	6.6%	
Total (n)	26	167	280	15	84	128	11	83	152	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	15.4%	0.0%	0.0%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	50.0%	0.0%	0.0%	26.7%	0.0%	0.0%	81.8%	0.0%	0.0%	
C	26.9%	0.0%	0.0%	33.3%	0.0%	0.0%	18.2%	0.0%	0.0%	
D	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 2										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	50.0%	0.0%	0.0%	46.7%	0.0%	0.0%	54.5%	0.0%	0.0%	
C	19.2%	0.0%	0.0%	6.7%	0.0%	0.0%	36.4%	0.0%	0.0%	
D	23.1%	0.0%	0.0%	33.3%	0.0%	0.0%	9.1%	0.0%	0.0%	
E	7.7%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 3										
A	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
B	65.4%	0.0%	0.0%	53.3%	0.0%	0.0%	81.8%	0.0%	0.0%	
C	15.4%	0.0%	0.0%	20.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
D	11.5%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 4										
A	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	50.0%	0.0%	0.0%	46.7%	0.0%	0.0%	54.5%	0.0%	0.0%	
C	34.6%	0.0%	0.0%	26.7%	0.0%	0.0%	45.5%	0.0%	0.0%	
D	7.7%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 5										
A	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	38.5%	0.0%	0.0%	40.0%	0.0%	0.0%	36.4%	0.0%	0.0%	
C	38.5%	0.0%	0.0%	26.7%	0.0%	0.0%	54.5%	0.0%	0.0%	
D	19.2%	0.0%	0.0%	26.7%	0.0%	0.0%	9.1%	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	15	0	0	11	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	38.5%	0.0%	0.0%	33.3%	0.0%	0.0%	45.5%	0.0%	0.0%	
C	38.5%	0.0%	0.0%	33.3%	0.0%	0.0%	45.5%	0.0%	0.0%	
D	19.2%	0.0%	0.0%	26.7%	0.0%	0.0%	9.1%	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	15	0	0	11	0	0	
Optional Question 7										
A	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	34.6%	0.0%	0.0%	33.3%	0.0%	0.0%	36.4%	0.0%	0.0%	
C	26.9%	0.0%	0.0%	13.3%	0.0%	0.0%	45.5%	0.0%	0.0%	
D	34.6%	0.0%	0.0%	46.7%	0.0%	0.0%	18.2%	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	15	0	0	11	0	0	
Optional Question 8										
A	23.1%	0.0%	0.0%	33.3%	0.0%	0.0%	9.1%	0.0%	0.0%	
B	50.0%	0.0%	0.0%	26.7%	0.0%	0.0%	81.8%	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	26.9%	0.0%	0.0%	40.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 9										
A	15.4%	0.0%	0.0%	20.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
B	50.0%	0.0%	0.0%	40.0%	0.0%	0.0%	63.6%	0.0%	0.0%	
C	15.4%	0.0%	0.0%	13.3%	0.0%	0.0%	18.2%	0.0%	0.0%	
D	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	15.4%	0.0%	0.0%	20.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 10										
A	11.5%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	46.2%	0.0%	0.0%	40.0%	0.0%	0.0%	54.5%	0.0%	0.0%	
C	23.1%	0.0%	0.0%	20.0%	0.0%	0.0%	27.3%	0.0%	0.0%	
D	11.5%	0.0%	0.0%	13.3%	0.0%	0.0%	9.1%	0.0%	0.0%	
E	7.7%	0.0%	0.0%	6.7%	0.0%	0.0%	9.1%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	26.9%	0.0%	0.0%	13.3%	0.0%	0.0%	45.5%	0.0%	0.0%	
C	23.1%	0.0%	0.0%	33.3%	0.0%	0.0%	9.1%	0.0%	0.0%	
D	11.5%	0.0%	0.0%	13.3%	0.0%	0.0%	9.1%	0.0%	0.0%	
E	34.6%	0.0%	0.0%	33.3%	0.0%	0.0%	36.4%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 12										
A	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	26.9%	0.0%	0.0%	13.3%	0.0%	0.0%	45.5%	0.0%	0.0%	
C	38.5%	0.0%	0.0%	40.0%	0.0%	0.0%	36.4%	0.0%	0.0%	
D	26.9%	0.0%	0.0%	40.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
E	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	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	23.1%	0.0%	0.0%	20.0%	0.0%	0.0%	27.3%	0.0%	0.0%	
C	23.1%	0.0%	0.0%	20.0%	0.0%	0.0%	27.3%	0.0%	0.0%	
D	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	50.0%	0.0%	0.0%	53.3%	0.0%	0.0%	45.5%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 14										
A	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	53.8%	0.0%	0.0%	40.0%	0.0%	0.0%	72.7%	0.0%	0.0%	
C	19.2%	0.0%	0.0%	20.0%	0.0%	0.0%	18.2%	0.0%	0.0%	
D	15.4%	0.0%	0.0%	20.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
E	7.7%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 15										
A	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
B	50.0%	0.0%	0.0%	40.0%	0.0%	0.0%	63.6%	0.0%	0.0%	
C	23.1%	0.0%	0.0%	20.0%	0.0%	0.0%	27.3%	0.0%	0.0%	
D	15.4%	0.0%	0.0%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	7.7%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	

2010-11 HERI Faculty Survey
Institutional Profile Report

Other Respondents

University of Idaho	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	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	53.8%	0.0%	0.0%	33.3%	0.0%	0.0%	81.8%	0.0%	0.0%	
C	15.4%	0.0%	0.0%	20.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
D	19.2%	0.0%	0.0%	26.7%	0.0%	0.0%	9.1%	0.0%	0.0%	
E	7.7%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 17										
A	57.7%	0.0%	0.0%	60.0%	0.0%	0.0%	54.5%	0.0%	0.0%	
B	30.8%	0.0%	0.0%	20.0%	0.0%	0.0%	45.5%	0.0%	0.0%	
C	3.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	7.7%	0.0%	0.0%	13.3%	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	15	0	0	11	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	26.9%	0.0%	0.0%	13.3%	0.0%	0.0%	45.5%	0.0%	0.0%	
C	57.7%	0.0%	0.0%	73.3%	0.0%	0.0%	36.4%	0.0%	0.0%	
D	7.7%	0.0%	0.0%	6.7%	0.0%	0.0%	9.1%	0.0%	0.0%	
E	7.7%	0.0%	0.0%	6.7%	0.0%	0.0%	9.1%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	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	38.5%	0.0%	0.0%	26.7%	0.0%	0.0%	54.5%	0.0%	0.0%	
C	42.3%	0.0%	0.0%	53.3%	0.0%	0.0%	27.3%	0.0%	0.0%	
D	7.7%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	11.5%	0.0%	0.0%	6.7%	0.0%	0.0%	18.2%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	
Optional Question 20										
A	19.2%	0.0%	0.0%	20.0%	0.0%	0.0%	18.2%	0.0%	0.0%	
B	26.9%	0.0%	0.0%	20.0%	0.0%	0.0%	36.4%	0.0%	0.0%	
C	11.5%	0.0%	0.0%	13.3%	0.0%	0.0%	9.1%	0.0%	0.0%	
D	26.9%	0.0%	0.0%	40.0%	0.0%	0.0%	9.1%	0.0%	0.0%	
E	15.4%	0.0%	0.0%	6.7%	0.0%	0.0%	27.3%	0.0%	0.0%	
Total(n)	26	0	0	15	0	0	11	0	0	

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

University of Idaho	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	212	3,501	12,040	137	2,023	6,678	75	1,478	5,362
What is your principal activity in your current position at this institution?									
Administration	8.1%	8.4%	7.0%	10.3%	8.4%	7.2%	4.0%	8.3%	6.7%
Teaching	70.1%	70.1%	73.4%	66.2%	67.6%	70.7%	77.3%	74.1%	77.6%
Research	17.5%	20.1%	18.3%	19.1%	22.8%	21.1%	14.7%	15.7%	14.0%
Services to clients and patients	2.4%	0.6%	0.6%	2.2%	0.6%	0.5%	2.7%	0.6%	0.6%
Other	1.9%	0.8%	0.7%	2.2%	0.6%	0.5%	1.3%	1.3%	1.1%
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	33.5%	31.9%	33.4%	40.1%	38.6%	40.5%	21.3%	21.0%	22.6%
Associate professor	28.3%	24.5%	24.6%	30.7%	23.7%	23.6%	24.0%	25.8%	26.0%
Assistant professor	25.5%	24.9%	25.9%	21.9%	22.4%	22.9%	32.0%	28.9%	30.5%
Lecturer	5.2%	10.2%	9.1%	2.9%	9.1%	7.9%	9.3%	12.0%	10.9%
Instructor	7.5%	8.5%	7.0%	4.4%	6.2%	5.1%	13.3%	12.3%	10.0%
What is your tenure status at this institution?									
Tenured	62.3%	56.2%	56.2%	70.1%	62.2%	62.4%	48.0%	46.5%	46.8%
On tenure track, but not tenured	24.5%	20.6%	22.2%	21.2%	18.8%	19.9%	30.7%	23.6%	25.6%
Not on tenure track, but institution has tenure system	13.2%	23.0%	21.0%	8.8%	18.9%	17.3%	21.3%	29.7%	26.7%
Institution has no tenure system	0.0%	0.2%	0.6%	0.0%	0.1%	0.4%	0.0%	0.3%	0.9%
Are you currently serving in an administrative position as:									
Department chair	9.9%	7.5%	8.3%	13.1%	8.7%	9.8%	4.0%	5.5%	6.1%
Dean (associate or assistant)	1.9%	2.6%	2.0%	0.7%	2.4%	2.0%	4.0%	3.0%	2.1%
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Vice-president	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%
Provost	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%
Other	9.9%	14.7%	14.7%	10.2%	14.4%	14.3%	9.3%	15.2%	15.4%
Not applicable	75.0%	67.0%	66.3%	72.3%	64.7%	63.9%	80.0%	70.7%	70.1%

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

University of Idaho	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.)	0.9%	1.3%	1.0%	0.7%	1.6%	1.2%	1.3%	0.9%	0.8%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	17.9%	16.6%	16.3%	13.9%	12.6%	12.5%	25.3%	23.1%	22.1%
LL.B., J.D.	0.0%	0.5%	0.8%	0.0%	0.5%	0.8%	0.0%	0.6%	0.8%
M.D., D.D.S. (or equivalent)	0.0%	0.6%	0.5%	0.0%	0.7%	0.6%	0.0%	0.4%	0.4%
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.5%	0.6%	0.5%	0.7%	0.7%	0.6%	0.0%	0.3%	0.3%
Ed.D.	1.4%	1.4%	2.3%	0.7%	1.0%	1.3%	2.7%	2.0%	3.7%
Ph.D.	78.3%	77.8%	77.2%	83.2%	81.7%	81.6%	69.3%	71.4%	70.5%
Other degree	0.9%	1.2%	1.3%	0.7%	1.2%	1.3%	1.3%	1.2%	1.3%
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	1.6%	1.2%	1.2%	1.6%	1.2%	1.3%	1.5%	1.2%	1.0%
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%
Ed.D.	0.0%	0.6%	0.6%	0.0%	0.2%	0.3%	0.0%	1.2%	1.1%
Ph.D.	3.7%	3.2%	3.3%	0.8%	2.3%	2.4%	9.1%	4.8%	4.6%
Other degree	1.1%	0.3%	0.8%	0.8%	0.2%	0.5%	1.5%	0.5%	1.2%
None	93.7%	94.3%	93.8%	96.7%	95.6%	95.1%	87.9%	92.0%	91.8%
Noted as being personally "essential" or "very important":									
Research	88.7%	82.3%	80.5%	92.7%	84.5%	82.9%	81.3%	78.7%	76.8%
Teaching	97.6%	96.6%	96.7%	97.8%	96.0%	96.4%	97.3%	97.5%	97.0%
Service	66.0%	61.3%	61.4%	64.2%	60.1%	60.0%	69.3%	63.2%	63.4%

2010-11 Faculty Survey
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University of Idaho	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
During the past two years, have you engaged in any of the following activities?									
Taught an honors course	12.8%	23.0%	21.8%	15.3%	24.9%	23.0%	8.1%	19.9%	19.9%
Taught an interdisciplinary course	56.1%	45.4%	46.3%	56.9%	47.0%	47.9%	54.7%	42.7%	43.9%
Taught an ethnic studies course	6.6%	9.8%	10.6%	3.6%	7.9%	8.7%	12.0%	12.9%	13.6%
Taught a women's studies course	4.2%	5.8%	6.4%	1.5%	1.9%	2.0%	9.3%	12.2%	13.1%
Taught a service learning course	28.8%	15.9%	17.2%	26.3%	13.2%	14.6%	33.3%	20.2%	21.1%
Taught an exclusively web-based course at this	24.2%	14.0%	14.6%	19.0%	12.0%	12.4%	33.8%	17.2%	18.0%
Participated in a teaching enhancement workshop	44.8%	53.4%	55.6%	43.1%	48.4%	49.7%	48.0%	61.6%	64.7%
Advised student groups involved in service/volunteer work	43.9%	41.0%	42.6%	40.9%	38.6%	40.7%	49.3%	44.9%	45.6%
Collaborated with the local community in research/teaching	54.2%	41.4%	42.4%	46.7%	38.2%	39.4%	68.0%	46.5%	47.0%
Conducted research or writing focused on international/global issues	35.8%	32.0%	32.3%	36.5%	34.4%	33.9%	34.7%	28.1%	29.9%
Conducted research or writing focused on racial or ethnic minorities	17.0%	23.4%	23.2%	11.7%	19.9%	20.0%	26.7%	29.2%	28.3%
Conducted research or writing focused on women and gender issues	15.1%	20.2%	20.3%	9.5%	12.9%	13.6%	25.3%	32.2%	30.6%
Engaged undergraduates on <u>your</u> research project	63.7%	52.5%	52.6%	69.3%	56.5%	57.2%	53.3%	46.1%	45.4%
Worked with undergraduates on a research project	72.2%	64.6%	66.2%	76.6%	68.0%	69.8%	64.0%	59.1%	60.7%
Engaged in academic research that spans multiple disciplines	75.9%	68.6%	67.0%	76.6%	72.6%	70.8%	74.7%	62.1%	61.1%
Taught a seminar for first-year students	23.6%	23.8%	24.7%	22.6%	23.7%	24.7%	25.3%	24.0%	24.8%
Taught a capstone course	30.2%	34.0%	34.7%	31.4%	35.3%	35.2%	28.0%	31.9%	33.9%
Taught in a learning community (e.g., FIG, linked courses)	4.7%	9.0%	8.2%	3.6%	8.3%	7.6%	6.7%	10.0%	9.3%
Supervised an undergraduate thesis	24.1%	37.0%	36.9%	27.7%	39.2%	38.4%	17.3%	33.5%	34.7%
Published op-ed pieces or editorials	16.0%	14.8%	15.6%	14.6%	18.2%	18.5%	18.7%	9.3%	11.2%
Received funding for your work from foundations	24.5%	20.7%	22.3%	25.5%	22.4%	24.3%	22.7%	18.0%	19.4%
Received funding for your work from state or federal government	56.6%	37.3%	33.7%	64.2%	42.3%	38.2%	42.7%	29.4%	26.7%
Received funding for your work from business or industry	25.0%	13.5%	12.0%	33.6%	17.4%	15.3%	9.3%	7.2%	6.9%

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

University of Idaho	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	2.40	2.24	2.42	2.36	2.23	2.37	2.47	2.24	2.49
Median	2	2	2	2	2	2	2	2	2
Mode	2	2	2	2	2	2	2	2	2
Teach at least one course this term at another institution	3.8%	2.2%	2.8%	5.1%	1.6%	2.4%	1.3%	3.1%	3.4%
Type of course taught this term "at this institution"									
General education course									
Teach at least one course	11.8%	19.1%	23.3%	10.9%	18.2%	23.1%	13.3%	20.6%	23.6%
Mean student enrollment	48.5	64.9	56.0	56.6	70.9	61.8	36.3	56.3	47.3
Have teaching/lab assistant or reader/grader assigned	46.7%	35.1%	28.7%	36.7%	38.0%	30.8%	61.7%	31.0%	25.5%
Course required for an undergraduate major									
Teach at least one course	78.8%	69.5%	68.3%	80.3%	71.1%	68.1%	76.0%	66.9%	68.7%
Mean student enrollment	37.0	45.1	39.5	33.5	45.3	39.6	43.6	44.7	39.5
Have teaching/lab assistant or reader/grader assigned	33.2%	29.1%	27.3%	32.0%	32.3%	30.1%	35.5%	23.7%	23.0%
Other undergraduate course									
Teach at least one course	26.9%	29.2%	30.6%	28.5%	29.8%	31.7%	24.0%	28.2%	29.1%
Mean student enrollment	23.9	32.0	27.9	25.1	31.4	28.0	21.5	32.9	27.8
Have teaching/lab assistant or reader/grader assigned	23.4%	18.6%	19.5%	16.2%	18.7%	20.8%	38.9%	18.5%	17.1%
Developmental/remedial course (not for credit)									
Teach at least one course	0.5%	0.4%	0.6%	0.7%	0.2%	0.5%	0.0%	0.6%	0.9%
Mean student enrollment	80.0	43.3	30.8	80.0	26.8	26.6	.	53.8	34.1
Have teaching/lab assistant or reader/grader assigned	0.0%	7.4%	19.2%	0.0%	12.2%	22.0%	.	4.4%	17.1%
Non-credit course (other than above)									
Teach at least one course	2.8%	1.1%	1.0%	0.0%	1.1%	1.0%	8.0%	1.2%	1.0%
Mean student enrollment	23.1	31.9	27.2	.	39.0	29.8	23.1	22.0	23.2
Have teaching/lab assistant or reader/grader assigned	18.8%	5.8%	5.8%	.	5.2%	5.0%	18.8%	6.6%	7.1%
Graduate course									
Teach at least one course	28.8%	25.7%	25.5%	33.6%	26.5%	25.9%	20.0%	24.5%	24.7%
Mean student enrollment	13.9	14.9	14.2	14.9	14.6	13.9	10.6	15.5	14.5
Have teaching/lab assistant or reader/grader assigned	7.7%	7.4%	8.1%	8.0%	8.0%	9.9%	6.7%	6.3%	5.2%
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%

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

University of Idaho	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	5.7%	6.3%	5.9%	2.9%	7.0%	5.8%	10.7%	5.3%	6.2%
Writing	11.3%	14.2%	13.4%	6.6%	13.1%	12.1%	20.0%	16.0%	15.4%
Mathematics	5.2%	4.9%	5.1%	5.8%	4.8%	5.4%	4.0%	5.0%	4.8%
ESL	0.5%	1.3%	1.1%	0.0%	0.5%	0.5%	1.3%	2.7%	2.0%
General academic skills	10.8%	12.9%	11.6%	9.5%	10.7%	10.1%	13.3%	16.3%	13.8%
Other subject areas	13.7%	7.5%	6.8%	11.7%	7.3%	6.5%	17.3%	7.8%	7.3%
Have you engaged in any of the following professional development opportunities at your institution?									
Paid workshops outside the institution focused on teaching									
Yes	19.8%	19.0%	20.6%	22.6%	16.9%	18.0%	14.7%	22.3%	24.7%
No	69.3%	72.6%	71.7%	68.6%	76.0%	75.8%	70.7%	67.0%	65.4%
Not eligible	2.8%	2.3%	1.9%	2.2%	2.4%	1.9%	4.0%	2.1%	1.8%
Not available	8.0%	6.2%	5.8%	6.6%	4.7%	4.4%	10.7%	8.6%	8.1%
Paid sabbatical leave									
Yes	23.1%	31.1%	33.6%	24.1%	35.0%	37.6%	21.3%	24.6%	27.6%
No	57.1%	48.5%	46.6%	61.3%	49.3%	46.8%	49.3%	47.3%	46.4%
Not eligible	17.9%	17.3%	16.9%	13.1%	13.1%	13.3%	26.7%	24.0%	22.3%
Not available	1.9%	3.1%	2.9%	1.5%	2.5%	2.3%	2.7%	4.2%	3.7%
Travel funds paid by the institution									
Yes	63.2%	73.8%	74.5%	63.5%	73.6%	73.3%	62.7%	74.2%	76.2%
No	32.5%	21.2%	20.9%	33.6%	21.9%	22.8%	30.7%	20.0%	18.2%
Not eligible	1.9%	3.3%	2.8%	2.2%	2.6%	2.3%	1.3%	4.3%	3.7%
Not available	2.4%	1.7%	1.8%	0.7%	1.8%	1.6%	5.3%	1.6%	1.9%
Internal grants for research									
Yes	50.9%	50.2%	49.5%	55.5%	52.8%	52.1%	42.7%	46.0%	45.6%
No	44.3%	44.3%	45.2%	41.6%	42.3%	43.7%	49.3%	47.5%	47.6%
Not eligible	1.9%	4.2%	3.9%	1.5%	3.7%	3.2%	2.7%	5.1%	4.9%
Not available	2.8%	1.3%	1.4%	1.5%	1.2%	1.1%	5.3%	1.4%	1.8%

2010-11 Faculty Survey
Institutional Profile Report
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University of Idaho	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Have you engaged in any of the following professional development opportunities at your institution?									
Training for administrative leadership									
Yes	17.5%	12.3%	12.7%	18.2%	11.5%	12.8%	16.0%	13.7%	12.6%
No	70.3%	77.0%	76.7%	72.3%	80.0%	78.9%	66.7%	72.1%	73.4%
Not eligible	7.1%	6.3%	5.3%	5.8%	5.1%	4.3%	9.3%	8.1%	6.9%
Not available	5.2%	4.4%	5.3%	3.6%	3.4%	4.0%	8.0%	6.1%	7.2%
Received incentives to develop new courses									
Yes	22.2%	20.4%	21.4%	21.9%	20.9%	21.5%	22.7%	19.5%	21.2%
No	71.2%	71.2%	70.7%	73.7%	71.8%	72.0%	66.7%	70.2%	68.8%
Not eligible	0.9%	2.8%	2.3%	0.0%	3.3%	2.4%	2.7%	2.0%	2.2%
Not available	5.7%	5.6%	5.6%	4.4%	4.0%	4.1%	8.0%	8.2%	7.8%
Received incentives to integrate new technology into your classroom									
Yes	16.5%	16.7%	18.0%	15.3%	16.3%	17.7%	18.7%	17.3%	18.4%
No	75.0%	76.7%	75.4%	78.1%	77.8%	76.8%	69.3%	75.0%	73.2%
Not eligible	1.4%	2.1%	1.9%	0.7%	2.5%	1.9%	2.7%	1.5%	1.9%
Not available	7.1%	4.4%	4.8%	5.8%	3.3%	3.7%	9.3%	6.2%	6.6%
How many of the following have you published?									
Articles in academic or professional journals									
None	15.6%	15.9%	16.2%	13.1%	13.1%	12.9%	20.0%	20.2%	21.2%
1-2	12.7%	16.0%	16.5%	9.5%	12.8%	14.0%	18.7%	21.2%	20.4%
3-4	11.8%	10.6%	12.2%	10.2%	9.4%	10.8%	14.7%	12.7%	14.5%
5-10	15.6%	16.5%	17.2%	13.1%	16.1%	16.4%	20.0%	17.1%	18.5%
11-20	14.2%	15.1%	14.3%	14.6%	15.1%	14.9%	13.3%	15.2%	13.4%
21-50	17.9%	15.7%	13.5%	21.9%	19.1%	16.6%	10.7%	10.3%	8.8%
51+	12.3%	10.1%	9.9%	17.5%	14.3%	14.4%	2.7%	3.4%	3.0%
Chapters in edited volumes									
None	44.5%	41.2%	42.8%	40.1%	37.9%	39.5%	52.7%	46.5%	47.9%
1-2	29.4%	25.1%	24.9%	29.9%	24.3%	23.8%	28.4%	26.3%	26.6%
3-4	10.9%	15.0%	13.1%	13.1%	16.6%	14.1%	6.8%	12.6%	11.6%
5-10	12.8%	11.6%	11.8%	13.9%	13.4%	13.9%	10.8%	8.8%	8.6%
11-20	2.4%	4.7%	4.7%	2.9%	5.0%	5.3%	1.4%	4.2%	3.7%
21-50	0.0%	1.9%	2.2%	0.0%	2.2%	2.7%	0.0%	1.4%	1.4%
51+	0.0%	0.5%	0.5%	0.0%	0.7%	0.7%	0.0%	0.1%	0.2%

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

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How many of the following have you published?									
Books, manuals, or monographs									
None	70.1%	60.3%	60.4%	67.2%	57.6%	57.0%	75.7%	64.7%	65.6%
1-2	20.9%	24.9%	24.3%	22.6%	25.7%	25.2%	17.6%	23.6%	22.9%
3-4	5.2%	8.7%	8.4%	6.6%	9.6%	9.2%	2.7%	7.2%	7.2%
5-10	3.3%	4.6%	5.2%	3.6%	5.3%	6.3%	2.7%	3.5%	3.6%
11-20	0.5%	1.1%	1.3%	0.0%	1.2%	1.8%	1.4%	0.8%	0.5%
21-50	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.1%	0.1%
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Other, such as patents or computer software products									
None	77.8%	85.3%	85.8%	71.5%	80.6%	81.6%	89.3%	92.8%	92.2%
1-2	11.8%	8.6%	7.8%	16.1%	10.9%	9.9%	4.0%	4.9%	4.6%
3-4	7.5%	2.9%	2.8%	8.0%	4.0%	3.7%	6.7%	1.2%	1.4%
5-10	2.4%	2.0%	1.9%	3.6%	2.9%	2.7%	0.0%	0.6%	0.8%
11-20	0.5%	0.7%	0.9%	0.7%	0.8%	1.3%	0.0%	0.4%	0.3%
21-50	0.0%	0.1%	0.5%	0.0%	0.2%	0.4%	0.0%	0.1%	0.6%
51+	0.0%	0.4%	0.3%	0.0%	0.6%	0.5%	0.0%	0.0%	0.1%
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?									
None	84.9%	85.8%	85.1%	86.1%	86.2%	85.6%	82.7%	85.1%	84.3%
1-2	3.8%	4.9%	5.2%	2.9%	4.1%	4.5%	5.3%	6.2%	6.3%
3-4	1.4%	2.3%	2.9%	2.2%	2.0%	2.7%	0.0%	2.7%	3.4%
5-10	4.2%	3.6%	3.8%	2.9%	3.4%	3.7%	6.7%	4.1%	4.1%
11-20	1.9%	1.4%	1.4%	1.5%	1.7%	1.6%	2.7%	0.8%	0.9%
21-50	1.4%	1.1%	0.9%	1.5%	1.3%	1.1%	1.3%	0.9%	0.7%
51+	2.4%	0.9%	0.7%	2.9%	1.3%	0.9%	1.3%	0.2%	0.4%

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

University of Idaho	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	22.6%	23.9%	25.5%	17.5%	19.7%	21.7%	32.0%	30.8%	31.4%
1-2	25.0%	28.1%	29.1%	24.8%	26.7%	27.8%	25.3%	30.4%	31.1%
3-4	25.9%	24.7%	23.4%	24.1%	25.9%	24.4%	29.3%	22.9%	22.0%
5-10	22.2%	17.2%	16.4%	28.5%	19.6%	18.5%	10.7%	13.3%	13.1%
11-20	2.8%	4.8%	4.1%	2.9%	6.4%	5.5%	2.7%	2.2%	2.1%
21-50	0.9%	1.0%	1.2%	1.5%	1.3%	1.7%	0.0%	0.4%	0.5%
51+	0.5%	0.2%	0.2%	0.7%	0.4%	0.4%	0.0%	0.0%	0.0%
Do you, "to a great extent":									
Feel that the training you received in graduate school prepared you well for your role as a faculty member	48.1%	50.3%	50.0%	51.1%	52.4%	51.9%	42.7%	46.8%	46.9%
Achieve a healthy balance between your personal life and your professional life	20.8%	31.3%	32.0%	24.8%	37.0%	36.8%	13.3%	21.9%	24.7%
Experience close alignment between your work and your personal values	56.1%	61.5%	62.2%	62.0%	63.6%	64.2%	45.3%	58.2%	59.1%
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar	34.0%	30.3%	29.0%	24.8%	26.6%	25.3%	50.7%	36.5%	34.6%
Mentor new faculty	18.9%	19.9%	20.7%	19.0%	20.0%	20.3%	18.7%	19.7%	21.3%

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

University of Idaho	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	92.9%	94.7%	94.9%	92.7%	93.7%	93.6%	93.3%	96.3%	96.8%
Support their opinions with a logical argument	74.5%	81.5%	82.1%	70.1%	79.9%	79.8%	82.7%	84.2%	85.6%
Seek solutions to problems and explain them to others	71.7%	69.8%	71.3%	67.9%	67.7%	68.9%	78.7%	73.1%	75.1%
Revise their papers to improve their writing	50.5%	52.3%	53.8%	48.2%	47.5%	48.3%	54.7%	60.0%	62.1%
Evaluate the quality or reliability of information they receive	69.3%	67.3%	68.1%	67.9%	63.6%	63.6%	72.0%	73.3%	75.0%
Take risks for potential gains	38.4%	35.6%	36.2%	37.2%	33.7%	34.2%	40.5%	38.8%	39.4%
Seek alternative solutions to a problem	63.7%	57.5%	59.3%	60.6%	54.8%	56.7%	69.3%	62.0%	63.4%
Look up scientific research articles and resources	50.5%	53.3%	54.9%	49.6%	51.0%	52.6%	52.0%	57.0%	58.3%
Explore topics on their own, even though it was not required for a class	54.7%	51.5%	53.1%	51.1%	49.7%	51.3%	61.3%	54.5%	55.9%
Accept mistakes as part of the learning process	71.2%	71.5%	73.2%	68.6%	69.0%	70.6%	76.0%	75.6%	77.0%
Seek feedback on their academic work	66.0%	71.3%	72.5%	65.0%	66.6%	67.9%	68.0%	78.9%	79.5%
Integrate skills and knowledge from different sources and experiences	74.1%	75.0%	75.6%	70.8%	71.9%	72.4%	80.0%	79.9%	80.4%

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

University of Idaho	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	24.5%	28.5%	29.2%	21.9%	27.2%	28.1%	29.3%	30.6%	30.9%
Essay exams	38.9%	40.1%	40.3%	38.0%	39.3%	39.9%	40.5%	41.4%	40.8%
Short-answer exams	49.5%	44.4%	44.1%	47.4%	43.5%	44.1%	53.3%	45.8%	44.2%
Quizzes	34.4%	39.6%	38.6%	32.8%	39.5%	38.5%	37.3%	39.8%	38.7%
Weekly essay assignments	18.5%	18.8%	19.7%	14.0%	15.1%	16.1%	26.7%	24.8%	25.2%
Student presentations	45.3%	39.3%	41.8%	41.6%	31.9%	35.2%	52.0%	51.4%	51.9%
Term/research papers	40.6%	39.8%	42.6%	37.2%	37.4%	40.5%	46.7%	43.7%	45.8%
Student evaluations of each others' work	18.4%	19.9%	20.1%	16.8%	16.6%	16.1%	21.3%	25.2%	26.2%
Grading on a curve	21.3%	19.9%	18.7%	26.3%	23.8%	22.6%	12.2%	13.6%	12.6%
Competency-based grading	47.4%	45.1%	47.1%	48.2%	43.2%	45.1%	45.9%	48.2%	50.2%
Class discussions	78.8%	80.7%	81.4%	75.2%	76.9%	77.4%	85.3%	86.9%	87.5%
Cooperative learning (small groups)	54.5%	53.7%	54.7%	44.1%	44.5%	46.6%	73.3%	68.5%	67.0%
Experiential learning/Field studies	35.8%	23.4%	24.9%	32.1%	20.2%	21.3%	42.7%	28.6%	30.6%
Teaching assistants	19.4%	14.5%	14.3%	17.6%	16.0%	15.8%	22.7%	12.0%	12.1%
Recitals/Demonstrations	15.6%	18.2%	18.9%	15.3%	16.9%	18.1%	16.0%	20.4%	20.2%
Group projects	37.7%	30.4%	30.7%	33.6%	26.8%	27.3%	45.3%	36.2%	35.8%
Extensive lecturing	52.6%	47.4%	46.4%	60.6%	54.1%	53.8%	37.8%	36.4%	35.0%
Multiple drafts of written work	22.2%	21.7%	22.8%	18.2%	18.4%	19.3%	29.3%	27.2%	28.2%
Student-selected topics for course content	19.8%	18.0%	19.3%	12.4%	14.8%	16.9%	33.3%	23.2%	23.1%
Reflective writing/journaling	20.3%	15.8%	16.4%	14.6%	10.9%	11.6%	30.7%	23.8%	23.7%
Community service as part of coursework	12.7%	5.3%	5.4%	7.3%	3.3%	3.5%	22.7%	8.5%	8.3%
Electronic quizzes with immediate feedback in class	2.8%	7.4%	7.6%	2.9%	5.7%	6.4%	2.7%	10.1%	9.5%
Using real-life problems	61.8%	54.5%	54.8%	60.6%	52.1%	52.3%	64.0%	58.4%	58.7%
Using student inquiry to drive learning	44.3%	43.7%	45.2%	39.4%	40.3%	41.5%	53.3%	49.3%	50.9%

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

University of Idaho	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	77.8%	70.8%	70.7%	79.6%	74.0%	74.2%	74.7%	65.5%	65.4%
Influencing the political structure	27.0%	22.2%	23.1%	22.1%	19.9%	21.2%	36.0%	25.8%	26.1%
Influencing social values	48.1%	45.8%	47.0%	39.4%	40.1%	41.3%	64.0%	55.0%	55.7%
Raising a family	74.5%	71.8%	72.8%	80.3%	73.4%	75.7%	64.0%	69.3%	68.5%
Becoming very well off financially	26.4%	25.7%	26.2%	27.7%	28.2%	28.9%	24.0%	21.6%	22.1%
Helping others who are in difficulty	74.1%	70.7%	71.3%	74.5%	66.5%	67.4%	73.3%	77.6%	77.2%
Adopting 'green' practices to protect the environment	62.7%	58.5%	56.5%	59.9%	54.5%	52.3%	68.0%	64.9%	62.9%
Developing a meaningful philosophy of life	84.4%	81.7%	81.2%	83.9%	79.9%	78.8%	85.3%	84.5%	85.0%
Helping to promote racial understanding	70.3%	72.4%	71.4%	67.2%	66.6%	65.7%	76.0%	81.8%	80.2%
Integrating spirituality into my life	42.5%	39.8%	43.5%	42.3%	36.9%	39.9%	42.7%	44.5%	49.1%
Making a theoretical contribution to science	46.2%	41.4%	40.8%	49.6%	46.7%	45.9%	40.0%	32.8%	33.1%
Participating in a community action program	29.7%	25.7%	27.2%	22.6%	22.6%	23.8%	42.7%	30.6%	32.5%
Keeping up to date with political affairs	52.8%	59.1%	59.8%	54.0%	59.2%	59.8%	50.7%	59.1%	59.9%
Becoming a community leader	20.9%	17.2%	17.9%	16.1%	16.1%	16.6%	29.7%	18.9%	19.9%
Mentoring the next generation of scholars	82.5%	77.5%	78.4%	80.3%	75.2%	76.4%	86.7%	81.2%	81.5%

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

University of Idaho	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	99.5%	99.5%	99.5%	99.3%	99.3%	99.4%	100.0%	99.8%	99.7%
Prepare students for employment after college	86.3%	76.4%	77.7%	85.3%	74.4%	75.5%	88.0%	79.6%	81.0%
Prepare students for graduate or advanced education	69.8%	72.2%	74.4%	70.8%	70.7%	73.0%	68.0%	74.7%	76.6%
Develop moral character	70.6%	64.8%	66.4%	69.3%	61.8%	63.1%	73.0%	69.7%	71.4%
Provide for students' emotional development	49.8%	46.6%	48.0%	46.7%	40.4%	42.3%	55.4%	56.7%	56.6%
Teach students the classic works of Western civilization	26.9%	24.8%	26.6%	24.8%	26.9%	28.7%	30.7%	21.2%	23.3%
Help students develop personal values	63.0%	57.9%	61.3%	61.3%	53.7%	57.1%	66.2%	64.7%	67.9%
Enhance students' self-understanding	67.0%	67.4%	68.8%	60.6%	62.7%	64.6%	78.7%	75.0%	75.4%
Instill in students a commitment to community service	49.1%	39.4%	42.0%	40.9%	33.8%	36.3%	64.0%	48.5%	50.9%
Enhance students' knowledge of and appreciation for other racial/ethnic groups	67.0%	67.7%	68.5%	59.9%	58.6%	59.8%	80.0%	82.4%	81.8%
Help master knowledge in a discipline	92.9%	94.0%	94.1%	91.2%	93.3%	93.6%	96.0%	95.2%	94.9%
Develop creative capacities	80.7%	78.2%	79.3%	82.5%	77.9%	79.5%	77.3%	78.7%	78.9%
Instill a basic appreciation of the liberal arts	54.2%	61.6%	63.8%	54.0%	58.8%	61.0%	54.7%	66.2%	68.1%
Promote ability to write effectively	91.5%	89.6%	90.5%	90.5%	87.0%	88.2%	93.3%	94.0%	94.1%
Help students evaluate the quality and reliability of information	96.2%	95.6%	95.7%	94.9%	94.7%	94.7%	98.7%	97.1%	97.2%
Engage students in civil discourse around controversial issues	60.2%	64.2%	65.1%	52.6%	58.3%	59.2%	74.3%	73.9%	74.1%
Teach students tolerance and respect for different beliefs	77.8%	77.0%	77.4%	67.9%	70.2%	70.8%	96.0%	88.1%	87.4%
Encourage students to become agents of social change	46.7%	48.4%	49.9%	35.0%	39.5%	40.5%	68.0%	62.9%	64.4%

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

University of Idaho	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	4.2%	6.7%	6.2%	3.6%	6.1%	5.7%	5.3%	7.8%	6.8%
1-4	22.6%	19.6%	17.5%	20.4%	20.0%	18.6%	26.7%	18.9%	15.8%
5-8	44.3%	40.6%	36.6%	43.8%	41.0%	37.6%	45.3%	40.0%	35.1%
9-12	18.4%	22.1%	26.2%	21.2%	22.7%	26.1%	13.3%	21.1%	26.5%
13-16	7.5%	5.7%	8.0%	7.3%	5.1%	6.9%	8.0%	6.6%	9.7%
17-20	2.4%	3.4%	3.5%	3.6%	3.4%	3.3%	0.0%	3.6%	3.7%
21-34	0.5%	1.5%	1.7%	0.0%	1.5%	1.6%	1.3%	1.6%	1.8%
35-44	0.0%	0.2%	0.2%	0.0%	0.1%	0.1%	0.0%	0.2%	0.4%
45+	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	0.0%	0.2%	0.3%
Preparing for teaching (including reading student papers and grading)									
None	3.8%	5.6%	5.2%	2.9%	5.1%	5.0%	5.3%	6.5%	5.5%
1-4	13.7%	13.9%	12.3%	15.3%	16.1%	13.9%	10.7%	10.5%	9.9%
5-8	23.6%	25.1%	25.3%	24.8%	26.7%	27.7%	21.3%	22.5%	21.6%
9-12	20.8%	22.6%	22.6%	20.4%	23.5%	23.6%	21.3%	21.3%	21.1%
13-16	11.3%	12.2%	13.3%	12.4%	11.0%	12.2%	9.3%	14.2%	14.8%
17-20	14.6%	11.5%	11.5%	10.2%	9.7%	9.8%	22.7%	14.3%	14.1%
21-34	9.0%	6.9%	7.6%	11.7%	6.4%	6.5%	4.0%	7.8%	9.2%
35-44	3.3%	1.2%	1.5%	2.2%	0.7%	0.9%	5.3%	1.9%	2.5%
45+	0.0%	0.9%	0.8%	0.0%	0.8%	0.6%	0.0%	1.1%	1.1%
Advising and counseling of students									
None	5.2%	5.1%	4.4%	2.2%	4.9%	4.2%	10.7%	5.5%	4.6%
1-4	54.7%	59.0%	57.3%	61.3%	59.2%	58.0%	42.7%	58.6%	56.2%
5-8	26.9%	25.3%	26.5%	27.7%	25.7%	26.5%	25.3%	24.7%	26.4%
9-12	7.5%	6.9%	7.8%	5.1%	6.9%	7.5%	12.0%	6.8%	8.3%
13-16	3.8%	1.8%	2.3%	2.9%	1.7%	2.4%	5.3%	1.9%	2.1%
17-20	1.4%	1.2%	1.2%	0.7%	1.3%	1.1%	2.7%	1.2%	1.4%
21-34	0.0%	0.6%	0.5%	0.0%	0.3%	0.3%	0.0%	1.2%	0.9%
35-44	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.1%
45+	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%

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

University of Idaho	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	5.2%	8.7%	7.7%	4.4%	8.7%	8.0%	6.7%	8.7%	7.2%
1-4	56.1%	56.1%	57.2%	60.6%	56.8%	58.2%	48.0%	54.8%	55.7%
5-8	28.8%	23.7%	24.1%	26.3%	24.0%	23.9%	33.3%	23.1%	24.3%
9-12	5.7%	7.2%	7.0%	5.8%	6.6%	6.5%	5.3%	8.2%	7.8%
13-16	0.9%	2.4%	2.3%	0.7%	2.2%	1.9%	1.3%	2.8%	2.8%
17-20	2.4%	1.5%	1.3%	1.5%	1.2%	1.1%	4.0%	1.9%	1.7%
21-34	0.9%	0.3%	0.3%	0.7%	0.3%	0.3%	1.3%	0.3%	0.4%
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
45+	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%
Other administration									
None	36.2%	32.5%	31.3%	35.3%	31.6%	31.5%	37.8%	34.0%	31.0%
1-4	37.1%	36.4%	39.1%	37.5%	38.9%	39.5%	36.5%	32.4%	38.5%
5-8	11.4%	14.0%	13.6%	11.0%	14.4%	14.2%	12.2%	13.3%	12.7%
9-12	5.2%	6.9%	6.6%	4.4%	5.9%	5.8%	6.8%	8.6%	8.0%
13-16	2.9%	3.4%	3.4%	2.9%	2.8%	3.2%	2.7%	4.4%	3.6%
17-20	3.8%	2.8%	2.7%	5.1%	2.7%	2.6%	1.4%	3.0%	2.8%
21-34	1.4%	3.0%	2.4%	1.5%	3.0%	2.5%	1.4%	3.0%	2.4%
35-44	1.4%	0.7%	0.6%	1.5%	0.5%	0.6%	1.4%	1.1%	0.8%
45+	0.5%	0.2%	0.2%	0.7%	0.2%	0.2%	0.0%	0.3%	0.2%
Research and scholarly writing									
None	9.0%	12.2%	11.8%	6.6%	9.2%	9.0%	13.3%	17.1%	16.2%
1-4	27.4%	25.4%	27.4%	25.5%	23.6%	24.9%	30.7%	28.4%	31.2%
5-8	18.9%	19.7%	19.1%	17.5%	18.6%	19.0%	21.3%	21.4%	19.2%
9-12	12.7%	13.6%	13.9%	10.2%	14.5%	15.1%	17.3%	12.3%	11.9%
13-16	11.3%	7.9%	7.7%	15.3%	8.9%	7.9%	4.0%	6.3%	7.4%
17-20	7.1%	7.2%	6.7%	8.8%	8.2%	7.5%	4.0%	5.6%	5.5%
21-34	7.5%	7.5%	7.3%	8.0%	8.9%	9.0%	6.7%	5.3%	4.8%
35-44	3.8%	4.1%	3.9%	5.1%	5.0%	4.8%	1.3%	2.7%	2.5%
45+	2.4%	2.3%	2.2%	2.9%	3.1%	2.8%	1.3%	1.0%	1.4%

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

University of Idaho	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	50.5%	59.8%	59.3%	48.9%	57.7%	57.9%	53.3%	63.2%	61.4%
1-4	32.5%	23.3%	24.5%	29.2%	24.4%	24.9%	38.7%	21.5%	23.9%
5-8	9.4%	9.2%	8.7%	12.4%	9.8%	9.3%	4.0%	8.2%	7.9%
9-12	5.2%	4.1%	3.9%	6.6%	4.8%	4.5%	2.7%	2.9%	3.1%
13-16	1.4%	1.5%	1.4%	2.2%	1.1%	1.2%	0.0%	2.1%	1.7%
17-20	0.0%	1.2%	1.1%	0.0%	1.3%	1.2%	0.0%	1.2%	1.1%
21-34	0.9%	0.5%	0.5%	0.7%	0.7%	0.6%	1.3%	0.4%	0.3%
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%
45+	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	0.0%	0.4%	0.3%
Consultation with clients/patients									
None	73.6%	84.7%	84.2%	70.8%	85.0%	84.4%	78.7%	84.2%	83.9%
1-4	16.5%	10.1%	10.7%	19.7%	9.9%	10.6%	10.7%	10.6%	10.7%
5-8	7.1%	2.8%	2.7%	8.0%	3.1%	2.8%	5.3%	2.5%	2.6%
9-12	1.9%	1.3%	1.3%	0.7%	0.9%	1.0%	4.0%	2.0%	1.7%
13-16	0.9%	0.4%	0.4%	0.7%	0.4%	0.4%	1.3%	0.4%	0.5%
17-20	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.2%	0.4%
21-34	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.1%
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%
Community or public service									
None	46.7%	49.9%	47.8%	51.8%	52.1%	50.2%	37.3%	46.2%	44.0%
1-4	36.8%	41.0%	42.7%	29.9%	39.0%	40.2%	49.3%	44.2%	46.7%
5-8	12.3%	6.7%	6.9%	13.9%	6.8%	7.1%	9.3%	6.7%	6.6%
9-12	3.3%	1.5%	1.6%	3.6%	1.4%	1.6%	2.7%	1.7%	1.6%
13-16	0.9%	0.5%	0.5%	0.7%	0.3%	0.5%	1.3%	0.7%	0.6%
17-20	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.4%
21-34	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%
35-44	0.0%	0.1%	0.0%	0.0%	0.1%	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%	0.0%

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

University of Idaho	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	73.1%	73.3%	71.8%	70.8%	70.5%	69.2%	77.3%	77.8%	75.9%
1-4	21.7%	21.1%	21.7%	23.4%	23.4%	23.8%	18.7%	17.5%	18.4%
5-8	5.2%	4.1%	4.6%	5.8%	4.4%	5.1%	4.0%	3.5%	3.8%
9-12	0.0%	0.9%	1.1%	0.0%	1.1%	1.2%	0.0%	0.6%	1.1%
13-16	0.0%	0.3%	0.4%	0.0%	0.2%	0.4%	0.0%	0.4%	0.4%
17-20	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.2%	0.2%
21-34	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
35-44	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%
Household/childcare duties									
None	9.9%	9.3%	9.4%	13.1%	11.7%	11.9%	4.0%	5.4%	5.7%
1-4	20.3%	18.0%	17.9%	21.9%	20.2%	18.9%	17.3%	14.3%	16.2%
5-8	23.6%	25.6%	25.2%	19.0%	26.4%	26.0%	32.0%	24.4%	24.1%
9-12	17.5%	16.5%	16.1%	19.0%	18.1%	17.4%	14.7%	13.9%	14.1%
13-16	9.4%	8.5%	8.7%	8.8%	8.1%	8.2%	10.7%	9.0%	9.3%
17-20	9.9%	8.6%	8.7%	10.2%	7.5%	7.9%	9.3%	10.5%	10.0%
21-34	5.7%	5.5%	5.8%	5.1%	4.2%	4.8%	6.7%	7.5%	7.3%
35-44	1.9%	4.0%	4.2%	1.5%	2.0%	2.8%	2.7%	7.1%	6.4%
45+	1.9%	4.1%	3.9%	1.5%	1.7%	2.0%	2.7%	7.8%	6.8%
Commuting to campus									
None	10.9%	7.4%	6.6%	8.8%	8.0%	7.1%	14.9%	6.5%	5.9%
1-4	73.5%	62.7%	59.6%	78.8%	66.0%	62.4%	63.5%	57.4%	55.4%
5-8	13.3%	22.3%	24.1%	11.7%	19.3%	21.9%	16.2%	27.3%	27.5%
9-12	2.4%	6.0%	7.8%	0.7%	5.7%	7.2%	5.4%	6.6%	8.7%
13-16	0.0%	1.2%	1.4%	0.0%	0.8%	1.2%	0.0%	1.9%	1.8%
17-20	0.0%	0.2%	0.3%	0.0%	0.1%	0.1%	0.0%	0.2%	0.5%
21-34	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
35-44	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%

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

University of Idaho	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	89.6%	90.7%	90.0%	86.9%	90.1%	90.1%	94.7%	91.8%	89.9%
1-4	7.1%	5.3%	5.4%	8.8%	6.1%	5.7%	4.0%	4.1%	5.0%
5-8	2.8%	2.0%	2.2%	4.4%	1.7%	2.0%	0.0%	2.5%	2.5%
9-12	0.5%	0.8%	1.1%	0.0%	0.6%	0.9%	1.3%	1.1%	1.4%
13-16	0.0%	0.3%	0.4%	0.0%	0.5%	0.4%	0.0%	0.1%	0.3%
17-20	0.0%	0.4%	0.4%	0.0%	0.5%	0.4%	0.0%	0.2%	0.4%
21-34	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.1%	0.1%
35-44	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.3%
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%
General activities									
Are you a member of a faculty union?	12.3%	36.2%	30.3%	10.9%	34.3%	28.5%	14.9%	39.3%	33.1%
Are you a U.S. citizen?	89.6%	91.2%	91.7%	88.3%	90.9%	91.4%	92.0%	91.6%	92.2%
Do you plan to retire within the next three years?	9.9%	9.8%	10.0%	8.8%	10.5%	10.4%	12.0%	8.7%	9.3%
Do you use your scholarship to address local community needs?	51.9%	37.2%	37.5%	51.1%	34.2%	34.5%	53.3%	42.2%	42.1%
Have you been sexually harassed at this institution?	7.1%	4.7%	4.7%	2.9%	1.9%	1.9%	14.7%	9.1%	9.0%
Have you ever interrupted your professional career for more than one year for family reasons?	11.3%	10.8%	10.7%	6.6%	5.1%	5.7%	20.0%	19.9%	18.3%
Have you ever received an award for outstanding teaching?	50.9%	44.8%	43.5%	56.9%	47.0%	45.7%	40.0%	41.3%	40.2%
Is (or was) your spouse/partner an academic?	35.8%	35.1%	33.9%	37.2%	33.4%	32.8%	33.3%	37.8%	35.5%
During the past two years, have you:									
Considered early retirement?	25.9%	20.6%	20.3%	25.5%	22.1%	21.2%	26.7%	18.2%	18.9%
Considered leaving academe for another job?	44.3%	31.7%	31.4%	43.1%	30.0%	29.0%	46.7%	34.6%	35.1%
Considered leaving this institution for another?	62.7%	49.5%	48.3%	62.0%	51.2%	49.0%	64.0%	46.7%	47.3%
Changed academic institutions?	9.4%	16.9%	16.7%	9.5%	15.0%	15.2%	9.3%	20.1%	19.0%
Engaged in paid consulting outside of your institution?	36.8%	37.4%	38.0%	38.0%	40.5%	41.1%	34.7%	32.2%	33.3%
Engaged in public service/professional consulting without pay?	67.0%	57.7%	58.1%	67.2%	58.8%	59.6%	66.7%	56.0%	55.7%
Received at least one firm job offer?	27.8%	24.7%	25.5%	32.8%	23.1%	24.8%	18.7%	27.1%	26.5%
Requested/sought an early promotion?	7.1%	8.2%	8.2%	8.0%	8.9%	9.0%	5.3%	7.1%	7.0%

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

University of Idaho	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	18.9%	31.5%	35.5%	19.7%	31.6%	36.0%	17.3%	31.3%	34.7%
Probably yes	36.3%	35.9%	33.8%	38.7%	35.1%	33.7%	32.0%	37.2%	34.0%
Not sure	23.6%	18.5%	17.1%	19.0%	18.2%	16.4%	32.0%	19.0%	18.0%
Probably no	14.6%	8.2%	8.2%	14.6%	8.4%	8.3%	14.7%	7.9%	8.1%
Definitely no	6.6%	5.9%	5.4%	8.0%	6.8%	5.5%	4.0%	4.6%	5.2%
Still want to be a college professor?									
Definitely yes	49.5%	59.6%	61.1%	59.1%	64.2%	64.4%	32.0%	52.1%	56.1%
Probably yes	31.6%	27.2%	26.4%	24.8%	23.8%	24.1%	44.0%	32.7%	29.9%
Not sure	14.2%	10.0%	9.3%	10.9%	9.3%	8.5%	20.0%	11.1%	10.5%
Probably no	4.2%	2.7%	2.6%	5.1%	2.1%	2.3%	2.7%	3.6%	3.0%
Definitely no	0.5%	0.6%	0.7%	0.0%	0.7%	0.8%	1.3%	0.4%	0.6%
Attributes noted as being "very descriptive" of your institution									
It is easy for students to see faculty outside of regular office hours	59.4%	43.5%	48.5%	63.5%	45.6%	49.1%	52.0%	40.1%	47.6%
The faculty are typically at odds with campus administration	31.1%	21.4%	20.1%	33.6%	22.2%	20.0%	26.7%	20.1%	20.1%
Faculty here respect each other	41.0%	44.9%	47.0%	44.5%	44.1%	47.0%	34.7%	46.4%	46.8%
Most students are treated like "numbers in a book"	4.7%	6.6%	5.4%	3.6%	7.2%	5.7%	6.7%	5.7%	5.1%
Faculty are rewarded for being good teachers	8.5%	13.8%	14.9%	11.7%	13.6%	14.9%	2.7%	14.2%	14.8%
There is respect for the expression of diverse values and beliefs	21.2%	33.8%	35.4%	24.8%	31.1%	34.4%	14.7%	38.0%	37.0%
Faculty are rewarded for their efforts to use instructional technology	6.6%	13.2%	14.9%	5.8%	12.3%	13.2%	8.0%	14.9%	17.6%
Administrators consider faculty concerns when making policy	5.7%	11.5%	13.4%	6.6%	12.6%	14.2%	4.1%	9.7%	12.3%
The administration is open about its policies	5.2%	14.4%	15.7%	5.8%	14.2%	15.6%	4.1%	14.8%	16.0%

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

University of Idaho	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	77.2%	74.4%	74.2%	75.8%	69.7%	70.6%	79.7%	81.8%	79.6%
Child care	57.0%	55.0%	55.2%	48.2%	49.4%	50.4%	80.6%	64.5%	63.5%
Care of elderly parent	44.8%	49.6%	50.1%	44.2%	46.1%	46.3%	45.8%	55.7%	56.4%
My physical health	57.9%	54.0%	54.1%	56.5%	50.3%	51.1%	60.6%	60.1%	58.8%
Health of spouse/partner	49.7%	46.2%	44.8%	51.6%	48.5%	47.1%	45.9%	42.2%	40.8%
Review/promotion process	64.4%	59.8%	58.4%	61.7%	56.7%	53.6%	69.4%	65.0%	66.0%
Subtle discrimination (e.g., prejudice, racism, sexism)	30.9%	28.8%	28.5%	18.3%	21.9%	20.4%	52.9%	39.9%	40.9%
Personal finances	70.0%	65.5%	65.0%	69.1%	63.8%	63.3%	71.6%	68.1%	67.7%
Committee work	66.3%	60.9%	61.4%	64.9%	58.4%	58.3%	69.1%	65.0%	66.1%
Faculty meetings	61.7%	53.3%	53.7%	64.4%	51.0%	51.3%	56.8%	57.0%	57.3%
Colleagues	65.1%	62.2%	61.5%	65.0%	60.7%	59.3%	65.3%	64.8%	64.9%
Students	59.2%	60.3%	59.6%	58.1%	56.9%	55.5%	61.3%	65.8%	66.0%
Research or publishing demands	76.6%	74.5%	72.8%	77.6%	73.2%	71.2%	74.6%	76.7%	75.3%
Institutional procedures and "red tape"	87.6%	75.5%	73.1%	86.9%	75.3%	72.9%	89.0%	75.9%	73.3%
Teaching load	68.1%	61.9%	61.6%	68.6%	61.6%	60.1%	67.1%	62.4%	63.8%
Children's problems	52.2%	49.1%	48.0%	51.1%	44.2%	43.7%	54.8%	57.5%	55.5%
Friction with spouse/partner	37.4%	32.8%	33.2%	38.5%	32.4%	33.1%	35.0%	33.5%	33.4%
Lack of personal time	87.3%	81.5%	82.1%	83.2%	77.3%	78.3%	94.7%	88.3%	87.9%
Keeping up with information technology	58.5%	51.1%	51.9%	56.2%	48.2%	49.3%	62.7%	55.9%	55.8%
Job security	50.7%	41.1%	39.2%	45.2%	36.0%	34.6%	60.8%	49.5%	46.3%
Being part of a dual career couple	55.1%	50.5%	49.5%	50.5%	44.9%	43.7%	64.3%	60.0%	59.0%
Working with underprepared students	77.4%	78.1%	74.9%	78.8%	77.0%	72.9%	74.7%	79.7%	78.0%
Self-imposed high expectations	85.3%	85.1%	85.0%	81.6%	82.9%	82.2%	92.0%	88.9%	89.2%
Change in work responsibilities	52.5%	50.8%	49.3%	44.6%	45.9%	43.6%	66.2%	59.0%	58.2%
Institutional budget cuts	95.8%	86.1%	76.9%	96.4%	84.6%	74.7%	94.7%	88.5%	80.3%

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

University of Idaho	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	28.3%	47.0%	48.8%	31.4%	47.5%	50.3%	22.7%	46.2%	46.6%
Health benefits	33.3%	72.3%	73.3%	30.9%	70.7%	71.8%	37.8%	74.9%	75.7%
Retirement benefits	41.3%	67.1%	69.8%	43.3%	67.6%	70.2%	37.8%	66.4%	69.2%
Opportunity for scholarly pursuits	42.2%	60.1%	60.8%	46.3%	63.2%	64.9%	34.3%	54.9%	54.3%
Teaching load	51.9%	59.1%	59.3%	52.6%	59.0%	60.8%	50.7%	59.3%	57.0%
Quality of students	50.5%	48.6%	52.9%	48.2%	43.8%	50.1%	54.7%	56.5%	57.2%
Office/lab space	72.5%	69.8%	70.1%	77.9%	68.7%	69.8%	62.7%	71.6%	70.5%
Autonomy and independence	83.9%	86.0%	85.6%	83.9%	86.0%	86.0%	83.8%	85.9%	85.0%
Professional relationships with other faculty	75.0%	76.0%	75.8%	75.9%	74.5%	75.0%	73.3%	78.4%	76.9%
Social relationships with other faculty	66.7%	63.8%	64.1%	61.2%	61.4%	62.2%	76.7%	67.9%	67.1%
Competency of colleagues	73.9%	77.0%	78.2%	71.3%	75.8%	77.7%	78.7%	79.0%	78.9%
Job security	60.7%	71.2%	72.9%	62.8%	75.4%	76.5%	56.8%	64.3%	67.4%
Departmental leadership	62.6%	66.6%	67.6%	68.4%	66.3%	68.6%	52.0%	67.1%	66.2%
Course assignments	74.5%	81.2%	82.0%	77.9%	80.6%	82.3%	68.1%	82.2%	81.6%
Freedom to determine course content	93.8%	92.0%	91.8%	94.9%	92.2%	92.6%	91.8%	91.6%	90.6%
Availability of child care at this institution	28.2%	25.1%	27.7%	36.4%	30.8%	31.9%	17.6%	17.9%	22.4%
Prospects for career advancement	37.4%	52.2%	53.8%	43.7%	53.6%	55.4%	26.1%	50.0%	51.3%
Clerical/administrative support	43.9%	55.2%	57.2%	46.7%	54.7%	57.8%	38.7%	56.0%	56.3%
Overall job satisfaction	59.0%	73.2%	74.1%	59.9%	72.3%	74.4%	57.3%	74.6%	73.7%
Tuition remission for your children/dependents	17.1%	56.1%	62.9%	15.6%	54.7%	62.6%	21.4%	58.3%	63.4%

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

University of Idaho	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	83.5%	76.6%	78.4%	83.9%	75.9%	77.0%	82.7%	77.8%	80.7%
Racial and ethnic diversity should be more strongly reflected in the curriculum	55.0%	49.4%	51.2%	47.4%	43.6%	44.7%	68.9%	58.8%	61.1%
Faculty feel that most students are well-prepared academically	34.9%	31.4%	38.6%	34.3%	31.1%	38.0%	36.0%	31.8%	39.5%
This institution should hire more faculty of color	72.4%	72.1%	71.1%	67.2%	69.1%	67.7%	82.2%	76.9%	76.4%
This institution should hire more women faculty	65.2%	63.2%	62.3%	59.1%	59.1%	58.1%	76.7%	69.9%	68.6%
Student Affairs staff have the support and respect of faculty	80.3%	74.2%	76.2%	80.0%	72.1%	74.3%	80.8%	77.6%	79.3%
Faculty are committed to the welfare of this institution	90.6%	88.0%	89.3%	92.7%	87.4%	89.0%	86.7%	89.0%	89.8%
Faculty here are strongly interested in the academic problems of undergraduates	86.3%	81.7%	83.9%	89.1%	81.7%	84.4%	81.3%	81.9%	83.2%
There is a lot of campus racial conflict here	8.0%	10.0%	8.8%	5.8%	8.0%	6.9%	12.0%	13.4%	11.7%
My research is valued by faculty in my department	72.9%	73.9%	74.5%	79.4%	75.9%	76.9%	60.8%	70.6%	70.8%
My teaching is valued by faculty in my department	86.8%	86.5%	87.2%	88.3%	85.9%	87.2%	84.0%	87.6%	87.2%
Faculty of color are treated fairly here	81.4%	89.2%	90.2%	88.2%	90.9%	92.0%	68.9%	86.4%	87.3%
Women faculty are treated fairly here	81.0%	87.9%	87.8%	91.2%	91.7%	92.5%	62.2%	81.6%	80.4%
Gay and lesbian faculty are treated fairly here	78.2%	88.1%	88.0%	86.6%	89.7%	89.7%	62.5%	85.4%	85.5%
Faculty are sufficiently involved in campus decision making	37.7%	53.3%	54.8%	38.0%	52.7%	54.8%	37.3%	54.4%	54.7%
My values are congruent with the dominant institutional values	56.4%	66.0%	70.2%	55.5%	65.2%	70.3%	58.1%	67.4%	70.0%
This institution takes responsibility for educating underprepared students	65.2%	61.1%	62.6%	72.3%	61.8%	63.2%	52.1%	59.8%	61.7%
The criteria for advancement and promotion decisions are clear	61.3%	71.1%	70.8%	67.2%	72.0%	72.9%	50.7%	69.6%	67.6%
Most of the students I teach lack the basic skills for college level work	33.5%	38.5%	37.0%	29.2%	37.7%	35.6%	41.3%	39.9%	39.0%
There is adequate support for faculty development	37.3%	60.4%	62.7%	38.0%	60.7%	64.0%	36.0%	59.8%	60.8%

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

University of Idaho	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	75.9%	75.4%	78.2%	81.8%	75.4%	78.8%	65.3%	75.4%	77.3%
To develop a sense of community among students and faculty	52.8%	46.4%	48.8%	56.9%	47.0%	48.8%	45.3%	45.4%	48.7%
To facilitate student involvement in community service	43.4%	33.3%	38.7%	40.9%	31.8%	36.5%	48.0%	35.8%	42.3%
To help students learn how to bring about change in society	34.0%	26.7%	30.7%	35.8%	26.2%	29.2%	30.7%	27.6%	32.9%
To increase or maintain institutional prestige	69.3%	74.8%	73.2%	69.3%	74.1%	73.2%	69.3%	76.1%	73.1%
To hire faculty 'stars'	29.7%	43.4%	41.8%	30.7%	42.9%	41.9%	28.0%	44.2%	41.7%
To recruit more minority students	37.3%	45.1%	45.8%	40.9%	45.1%	46.4%	30.7%	45.2%	44.9%
To enhance the institution's national image	72.2%	82.1%	77.3%	73.0%	80.8%	77.0%	70.7%	84.1%	77.8%
To create a diverse multi-cultural campus environment	35.4%	48.4%	48.7%	40.1%	47.6%	49.0%	26.7%	49.9%	48.3%
To promote gender equity among faculty	41.7%	45.9%	46.3%	51.5%	52.3%	53.7%	24.0%	35.3%	34.7%
To provide resources for faculty to engage in community-based teaching or research	29.0%	26.9%	28.5%	31.9%	25.5%	26.7%	24.0%	29.2%	31.2%
To create and sustain partnerships with surrounding communities	46.4%	37.6%	42.0%	47.1%	34.4%	39.7%	45.3%	42.8%	45.7%
To pursue extramural funding	86.3%	80.3%	71.5%	88.2%	79.0%	72.2%	82.7%	82.3%	70.4%
To increase the representation of minorities in the faculty and administration	27.1%	39.3%	39.3%	30.9%	39.1%	40.0%	20.3%	39.7%	38.1%
To strengthen links with the for-profit, corporate sector	56.7%	57.6%	52.9%	57.8%	56.9%	53.0%	54.8%	58.7%	52.9%
To develop leadership ability among students	49.8%	43.7%	48.3%	55.1%	42.3%	47.6%	40.0%	46.1%	49.4%
To increase the representation of women in the faculty and administration	33.0%	35.8%	35.7%	40.0%	40.6%	41.3%	20.3%	27.8%	27.0%
To develop an appreciation for multiculturalism	37.0%	49.0%	48.1%	42.6%	49.0%	49.0%	26.7%	49.0%	46.7%

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

University of Idaho	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Do you agree "strongly" or "somewhat"?									
The chief benefit of a college education is that it increases one's earning power	66.5%	56.6%	55.9%	68.6%	54.7%	53.9%	62.7%	59.8%	59.0%
Promoting diversity leads to the admission of too many underprepared students	20.9%	24.3%	24.7%	24.1%	27.8%	28.1%	14.9%	18.5%	19.5%
Colleges should be actively involved in solving social problems	75.0%	74.4%	74.5%	71.5%	71.7%	72.2%	81.3%	79.0%	78.1%
Colleges should encourage students to be involved in community service activities	87.3%	84.3%	86.1%	83.2%	81.2%	83.0%	94.7%	89.3%	90.8%
A racially/ethnically diverse student body enhances the educational experience of all students	94.8%	94.8%	94.8%	94.2%	93.1%	93.0%	95.9%	97.5%	97.5%
Realistically, an individual can do little to bring about changes in society	16.0%	21.0%	20.1%	21.2%	25.8%	24.3%	6.7%	13.0%	13.7%
Colleges should be concerned with facilitating undergraduate students' spiritual development	18.6%	21.3%	26.1%	22.2%	21.7%	26.3%	12.0%	20.6%	25.7%
Colleges have a responsibility to work with their surrounding communities to address local issues	87.2%	86.3%	87.3%	86.0%	83.7%	85.5%	89.3%	90.5%	90.2%
Private funding sources often prevent researchers from being completely objective in the conduct of their work	58.3%	60.5%	58.7%	53.7%	59.9%	57.9%	66.7%	61.5%	60.0%
Colleges should prohibit racist/sexist speech on campus	67.9%	61.0%	62.0%	61.5%	57.3%	57.3%	79.7%	67.0%	69.4%
This institution should not offer remedial/developmental education	21.8%	19.8%	22.3%	26.5%	23.3%	25.7%	13.3%	14.0%	17.1%

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

University of Idaho	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%	0.5%	0.4%	0.0%	0.5%	0.3%	0.0%	0.4%	0.4%
\$20,000 - \$29,999	1.2%	0.7%	0.5%	0.0%	0.6%	0.4%	3.3%	0.9%	0.6%
\$30,000 - \$39,999	3.6%	4.3%	3.7%	1.9%	2.7%	2.3%	6.7%	6.8%	5.8%
\$40,000 - \$49,999	11.4%	9.9%	9.9%	6.6%	7.5%	7.6%	20.0%	13.7%	13.5%
\$50,000 - \$59,999	25.9%	18.6%	17.6%	21.7%	15.8%	14.9%	33.3%	23.1%	21.8%
\$60,000 - \$69,999	14.5%	15.7%	16.3%	13.2%	15.2%	14.6%	16.7%	16.4%	19.0%
\$70,000 - \$79,999	15.7%	14.7%	14.2%	19.8%	14.8%	14.2%	8.3%	14.4%	14.0%
\$80,000 - \$89,999	13.9%	10.1%	10.3%	18.9%	11.9%	12.1%	5.0%	7.2%	7.4%
\$90,000 - \$99,999	10.2%	7.7%	7.9%	14.2%	8.2%	8.7%	3.3%	7.0%	6.8%
\$100,000 - \$124,999	3.6%	10.9%	10.7%	3.8%	13.4%	13.0%	3.3%	6.9%	7.1%
\$125,000 - \$149,999	0.0%	4.2%	4.2%	0.0%	5.6%	5.5%	0.0%	2.0%	2.0%
\$150,000 or more	0.0%	2.9%	4.5%	0.0%	3.8%	6.3%	0.0%	1.3%	1.7%
11/12 month contract									
Less than \$20,000	0.0%	0.5%	0.6%	0.0%	0.7%	0.4%	0.0%	0.1%	0.9%
\$20,000 - \$29,999	0.0%	1.4%	0.8%	0.0%	0.0%	0.1%	0.0%	3.8%	1.8%
\$30,000 - \$39,999	7.9%	3.9%	2.9%	8.3%	2.7%	2.2%	7.1%	5.9%	3.9%
\$40,000 - \$49,999	10.5%	10.2%	8.8%	8.3%	9.1%	8.3%	14.3%	12.1%	9.4%
\$50,000 - \$59,999	7.9%	17.7%	14.3%	4.2%	18.1%	13.9%	14.3%	16.8%	15.1%
\$60,000 - \$69,999	23.7%	14.5%	17.1%	12.5%	12.6%	14.7%	42.9%	17.8%	20.7%
\$70,000 - \$79,999	15.8%	8.7%	10.4%	20.8%	9.0%	8.7%	7.1%	8.3%	12.9%
\$80,000 - \$89,999	13.2%	8.1%	8.8%	16.7%	7.2%	8.9%	7.1%	9.6%	8.6%
\$90,000 - \$99,999	2.6%	8.8%	9.3%	4.2%	10.7%	11.5%	0.0%	5.6%	6.1%
\$100,000 - \$124,999	5.3%	12.0%	13.0%	8.3%	11.4%	12.2%	0.0%	13.1%	14.2%
\$125,000 - \$149,999	7.9%	7.3%	7.4%	12.5%	8.7%	9.2%	0.0%	4.9%	4.7%
\$150,000 or more	5.3%	6.9%	6.6%	4.2%	9.8%	10.0%	7.1%	1.8%	1.7%
Your base institutional salary reported above is based on:									
Less than 9 months	3.3%	2.9%	4.2%	4.4%	3.3%	4.1%	1.3%	2.2%	4.3%
9/10 months	78.8%	76.8%	72.9%	78.1%	76.1%	73.6%	80.0%	78.1%	71.9%
11/12 months	17.9%	20.3%	22.9%	17.5%	20.7%	22.3%	18.7%	19.7%	23.7%

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

University of Idaho	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%	49.1%	48.8%	45.4%	46.0%	44.1%	40.8%	54.7%	56.7%	52.7%
75% to 99%	40.6%	41.8%	43.9%	44.5%	44.2%	46.6%	33.3%	37.9%	39.7%
74% to 50%	8.0%	7.2%	8.5%	6.6%	9.1%	10.3%	10.7%	4.0%	5.8%
25% to 49%	2.4%	1.7%	1.6%	2.9%	2.0%	1.7%	1.3%	1.2%	1.3%
1% to 24%	0.0%	0.3%	0.5%	0.0%	0.4%	0.5%	0.0%	0.2%	0.5%
0%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%
Other income from this institution									
100%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%
74% to 50%	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.1%
25% to 49%	5.3%	5.4%	4.7%	5.2%	6.1%	5.4%	5.6%	4.2%	3.5%
1% to 24%	23.3%	26.3%	28.9%	26.1%	29.1%	32.1%	18.1%	21.6%	24.0%
0%	71.4%	67.8%	65.9%	68.7%	64.0%	61.8%	76.4%	74.1%	72.3%
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%	0.1%	0.1%	0.0%	0.0%	0.1%
74% to 50%	1.0%	0.2%	0.2%	0.8%	0.3%	0.2%	1.4%	0.1%	0.2%
25% to 49%	0.0%	0.7%	0.8%	0.0%	0.6%	0.7%	0.0%	0.9%	0.8%
1% to 24%	3.9%	4.7%	5.3%	2.3%	5.2%	5.6%	6.9%	4.0%	4.8%
0%	95.1%	94.3%	93.7%	97.0%	93.8%	93.4%	91.7%	95.1%	94.1%
Non-academic income									
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
75% to 99%	0.0%	0.5%	0.5%	0.0%	0.5%	0.5%	0.0%	0.5%	0.6%
74% to 50%	2.4%	1.4%	1.9%	2.3%	1.3%	1.6%	2.8%	1.6%	2.2%
25% to 49%	4.9%	4.1%	4.9%	3.8%	4.9%	5.6%	6.9%	2.7%	3.7%
1% to 24%	24.9%	23.9%	25.7%	29.3%	26.6%	28.6%	16.7%	19.4%	21.4%
0%	67.8%	70.2%	67.0%	64.7%	66.7%	63.7%	73.6%	75.9%	72.0%

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

University of Idaho	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please enter the four-digit year that each of the following occurred.									
Year of birth									
1981 or later	0.5%	2.6%	2.5%	0.0%	1.8%	1.7%	1.4%	3.9%	3.7%
1986 - 1980	10.5%	10.2%	9.6%	7.4%	10.9%	10.1%	16.4%	9.1%	8.9%
1971 - 1975	10.0%	10.7%	10.6%	8.8%	9.8%	9.5%	12.3%	12.1%	12.4%
1966 - 1970	13.4%	14.7%	13.7%	14.7%	11.9%	11.9%	11.0%	19.3%	16.6%
1961 - 1965	13.9%	11.9%	12.3%	13.2%	11.3%	11.5%	15.1%	12.7%	13.4%
1956 - 1960	13.4%	13.7%	14.0%	15.4%	13.9%	13.4%	9.6%	13.5%	14.9%
1951 - 1955	20.6%	16.3%	16.5%	20.6%	17.7%	18.4%	20.5%	13.8%	13.5%
1946 - 1950	13.4%	13.1%	13.0%	14.7%	14.1%	14.0%	11.0%	11.5%	11.5%
1941 - 1945	4.3%	5.4%	5.6%	5.1%	6.6%	6.7%	2.7%	3.4%	3.9%
1940 or earlier	0.0%	1.5%	2.2%	0.0%	1.9%	2.8%	0.0%	0.7%	1.2%
Year of highest degree now held									
1973 or earlier	2.9%	4.8%	5.1%	3.8%	6.3%	6.8%	1.4%	2.4%	2.5%
1974 - 1978	4.9%	7.8%	7.6%	6.8%	10.3%	9.7%	1.4%	3.9%	4.2%
1979 - 1983	11.7%	10.4%	10.2%	11.3%	12.4%	12.3%	12.5%	7.1%	6.9%
1984 - 1988	13.2%	10.6%	11.0%	16.5%	13.0%	12.6%	6.9%	6.7%	8.5%
1989 - 1993	14.1%	12.6%	12.7%	15.8%	11.2%	12.3%	11.1%	14.9%	13.4%
1994 - 1998	13.7%	13.3%	13.5%	11.3%	10.8%	11.7%	18.1%	17.3%	16.3%
1999 - 2003	15.1%	15.2%	14.6%	16.5%	13.6%	12.7%	12.5%	17.8%	17.7%
2004 - 2008	19.0%	16.9%	17.1%	15.8%	15.8%	15.1%	25.0%	18.7%	20.2%
2009 or later	5.4%	8.4%	8.3%	2.3%	6.6%	7.0%	11.1%	11.3%	10.4%
Year of appointment at present institution									
1973 or earlier	0.5%	1.6%	1.8%	0.8%	1.9%	2.2%	0.0%	1.2%	1.1%
1974 - 1978	3.0%	2.5%	2.7%	3.8%	3.4%	3.7%	1.4%	1.0%	1.0%
1979 - 1983	3.9%	5.9%	6.2%	3.8%	7.9%	8.2%	4.2%	2.5%	3.0%
1984 - 1988	10.8%	9.0%	9.3%	13.0%	11.1%	11.3%	6.9%	5.5%	6.1%
1989 - 1993	13.3%	10.3%	10.7%	14.5%	11.3%	11.7%	11.1%	8.8%	9.2%
1994 - 1998	10.8%	11.4%	11.5%	11.5%	11.1%	11.1%	9.7%	11.8%	12.0%
1999 - 2003	19.2%	14.3%	14.0%	18.3%	12.8%	12.5%	20.8%	16.6%	16.2%
2004 - 2008	30.5%	23.1%	22.7%	27.5%	20.6%	20.1%	36.1%	27.2%	26.7%
2009 or later	7.9%	21.9%	21.4%	6.9%	19.7%	19.2%	9.7%	25.3%	24.8%

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

University of Idaho	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	0.0%	1.0%	1.6%	0.0%	1.2%	2.1%	0.0%	0.5%	0.5%
1974 - 1978	0.8%	2.2%	2.5%	1.1%	2.7%	2.8%	0.0%	1.2%	1.9%
1979 - 1983	3.1%	5.4%	5.4%	4.2%	6.4%	6.5%	0.0%	3.2%	3.0%
1984 - 1988	6.9%	10.6%	10.0%	5.3%	12.8%	11.8%	11.4%	5.9%	6.3%
1989 - 1993	14.6%	15.2%	14.4%	16.8%	17.4%	16.0%	8.6%	10.5%	11.0%
1994 - 1998	18.5%	17.0%	18.5%	20.0%	16.5%	18.8%	14.3%	18.0%	17.8%
1999 - 2003	23.8%	16.7%	16.0%	20.0%	14.8%	14.9%	34.3%	21.1%	18.3%
2004 - 2008	25.4%	20.4%	19.6%	26.3%	18.0%	16.7%	22.9%	25.9%	25.6%
2009 or later	6.9%	11.4%	12.1%	6.3%	10.3%	10.4%	8.6%	13.8%	15.7%

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

University of Idaho	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)	15.7%	3.3%	2.2%	16.1%	3.8%	2.6%	15.1%	2.4%	1.6%
Biological Sciences (General Area 5)	8.1%	7.4%	6.9%	8.8%	7.2%	6.9%	6.8%	7.8%	7.0%
Business (General Area 6)	5.7%	3.8%	4.4%	5.8%	4.0%	4.9%	5.5%	3.5%	3.7%
Education (General Area 10 and Specific Discipline 2102)	8.1%	6.1%	7.0%	5.1%	4.2%	4.5%	13.7%	9.3%	10.8%
Engineering (General Area 11)	9.0%	6.0%	5.6%	13.1%	8.2%	7.7%	1.4%	2.4%	2.3%
English (General Area 12)	3.8%	6.1%	6.5%	4.4%	4.1%	5.0%	2.7%	9.3%	8.8%
Health-related (General Area 15)	1.4%	4.1%	4.4%	0.0%	2.1%	1.9%	4.1%	7.4%	8.3%
History or Political Science (Specific Discipline 3007,3009)	4.8%	7.1%	7.6%	4.4%	7.8%	8.1%	5.5%	6.1%	6.8%
Humanities (General Area 14,24)	2.9%	10.8%	9.5%	2.2%	11.3%	9.9%	4.1%	10.1%	8.9%
Fine Arts (General Area 2,4,22)	10.5%	7.6%	7.3%	10.2%	7.7%	7.4%	11.0%	7.3%	7.1%
Mathematics or Statistics (General Area 18)	2.9%	4.8%	4.8%	2.9%	5.9%	6.0%	2.7%	3.1%	2.9%
Physical Sciences (General Area 25)	8.6%	6.9%	7.4%	9.5%	9.7%	9.8%	6.8%	2.5%	3.7%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	7.1%	15.0%	15.0%	8.0%	13.5%	14.1%	5.5%	17.3%	16.4%
Other Technical (General Area 8,19,28)	1.4%	2.5%	2.5%	2.2%	3.0%	3.2%	0.0%	1.7%	1.6%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	10.0%	8.5%	8.9%	7.3%	7.6%	8.1%	15.1%	9.8%	10.1%
Aggregated Department									
Agriculture or Forestry (General Area 1)	19.0%	3.4%	2.1%	18.2%	3.9%	2.5%	20.5%	2.5%	1.5%
Biological Sciences (General Area 5)	5.2%	6.5%	6.3%	5.8%	6.9%	6.5%	4.1%	5.8%	6.0%
Business (General Area 6)	6.2%	4.2%	5.1%	6.6%	4.8%	6.0%	5.5%	3.1%	3.9%
Education (General Area 10 and Specific Discipline 2102)	5.2%	4.4%	4.6%	2.2%	3.2%	2.9%	11.0%	6.4%	7.3%
Engineering (General Area 11)	8.1%	6.6%	6.0%	11.7%	8.9%	8.4%	1.4%	2.8%	2.4%
English (General Area 12)	4.8%	6.1%	6.7%	5.1%	4.2%	5.4%	4.1%	9.1%	8.7%
Health-related (General Area 15)	0.5%	4.3%	5.2%	0.7%	2.0%	2.3%	0.0%	8.2%	9.8%
History or Political Science (Specific Discipline 3007,3009)	4.8%	7.2%	7.3%	5.1%	7.9%	7.6%	4.1%	6.1%	6.7%
Humanities (General Area 14,24)	2.4%	10.5%	9.4%	1.5%	10.7%	9.5%	4.1%	10.2%	9.3%
Fine Arts (General Area 2,4,22)	11.0%	7.9%	7.6%	10.9%	8.1%	7.6%	11.0%	7.6%	7.6%
Mathematics or Statistics (General Area 18)	2.9%	4.4%	4.6%	2.2%	5.5%	5.7%	4.1%	2.6%	2.9%
Physical Sciences (General Area 25)	7.6%	5.9%	6.6%	8.8%	8.3%	8.7%	5.5%	2.1%	3.5%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	5.7%	14.0%	13.5%	5.1%	12.3%	12.5%	6.8%	16.6%	15.1%
Other Technical (General Area 8,19,28)	1.9%	2.7%	2.9%	2.9%	3.2%	3.7%	0.0%	1.9%	1.8%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.8%	11.9%	11.9%	13.1%	10.0%	10.8%	17.8%	15.0%	13.6%

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

University of Idaho	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	60.8%	62.5%	61.9%	58.8%	63.5%	61.4%	64.4%	60.8%	62.8%
1	14.8%	18.9%	18.7%	14.7%	18.4%	18.4%	15.1%	19.7%	19.1%
2	16.3%	14.5%	14.7%	18.4%	13.2%	14.2%	12.3%	16.7%	15.4%
3	6.2%	3.1%	3.3%	5.1%	3.6%	4.1%	8.2%	2.1%	1.9%
4+	1.9%	1.1%	1.4%	2.9%	1.3%	1.9%	0.0%	0.7%	0.8%
18 years or older									
0	59.0%	62.3%	60.5%	52.6%	58.5%	56.8%	70.7%	68.5%	66.1%
1	13.2%	11.7%	12.4%	14.6%	12.1%	12.5%	10.7%	11.0%	12.2%
2	19.3%	16.8%	16.7%	21.9%	19.2%	18.8%	14.7%	13.0%	13.4%
3	6.6%	6.3%	6.5%	8.8%	7.0%	7.1%	2.7%	5.2%	5.5%
4+	1.9%	2.8%	3.9%	2.2%	3.2%	4.8%	1.3%	2.3%	2.7%
How would you characterize your political views?									
Far left	6.2%	13.3%	12.9%	5.1%	12.8%	12.7%	8.0%	14.1%	13.1%
Liberal	50.7%	52.4%	51.0%	47.8%	49.5%	47.9%	56.0%	57.2%	55.6%
Middle of the road	28.4%	24.7%	25.1%	28.7%	26.6%	26.8%	28.0%	21.7%	22.6%
Conservative	14.2%	9.2%	10.7%	17.6%	10.7%	12.1%	8.0%	6.9%	8.4%
Far right	0.5%	0.3%	0.4%	0.7%	0.5%	0.5%	0.0%	0.1%	0.2%
Are you currently: (Mark one)									
Single	10.8%	10.4%	11.0%	8.8%	8.8%	8.7%	14.7%	13.0%	14.5%
Married	78.8%	76.7%	75.9%	86.9%	81.0%	81.8%	64.0%	69.7%	66.9%
Unmarried, living with partner	3.3%	5.9%	5.8%	1.5%	5.2%	4.7%	6.7%	7.0%	7.5%
Divorced	5.2%	5.3%	5.1%	2.2%	4.0%	3.5%	10.7%	7.2%	7.6%
Widowed	1.9%	1.1%	1.2%	0.7%	0.3%	0.5%	4.0%	2.4%	2.3%
Separated	0.0%	0.6%	1.0%	0.0%	0.6%	0.8%	0.0%	0.6%	1.2%
Is English your native language?									
Yes	89.2%	85.5%	86.6%	87.6%	85.0%	86.3%	92.0%	86.3%	87.1%
No	10.8%	14.5%	13.4%	12.4%	15.0%	13.7%	8.0%	13.7%	12.9%

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

University of Idaho	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian/Alaska Native	3.8%	2.3%	1.9%	2.2%	2.1%	1.8%	6.8%	2.6%	2.2%
Asian American/Asian	5.7%	5.4%	5.5%	5.9%	6.4%	6.4%	5.4%	3.7%	4.1%
Native Hawaiian/Pacific Islander	0.0%	0.4%	0.2%	0.0%	0.4%	0.3%	0.0%	0.2%	0.2%
African American/Black	0.5%	3.5%	3.7%	0.7%	4.0%	3.7%	0.0%	2.7%	3.8%
Mexican American/Chicano	1.9%	1.3%	1.3%	1.5%	1.1%	1.4%	2.7%	1.6%	1.1%
Puerto Rican	0.0%	0.5%	0.6%	0.0%	0.3%	0.3%	0.0%	0.9%	1.1%
Other Latino	1.0%	3.2%	2.4%	1.5%	3.3%	2.4%	0.0%	3.0%	2.6%
White/Caucasian	91.0%	86.0%	86.2%	90.4%	84.5%	85.1%	91.9%	88.6%	87.9%
Other	2.9%	4.3%	3.7%	2.9%	4.3%	3.8%	2.7%	4.2%	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 Cleveland State University**	OH
463 Florida State University**	FL
2022 North Dakota State University-Main Campus**	ND
55 Northern Arizona University**	AZ
1286 Oakland University**	MI
2088 Ohio State University-Main Campus**	OH
774 Purdue University-Main Campus**	IN
699 Southern Illinois University Carbondale**	IL
28 The University of Alabama**	AL
7306 The University of Texas at San Antonio**	TX
109 University of Arkansas at Little Rock**	AR
257 University of California-Los Angeles**	CA
5794 University of California-Santa Cruz**	CA
383 University of Connecticut-Storrs**	CT
1023 University of Louisiana at Lafayette**	LA
1209 University of Massachusetts-Boston**	MA
1506 University of Missouri-Kansas City**	MO
1939 University of North Carolina at Charlotte**	NC
2212 University of Oregon**	OR
2764 University of Vermont**	VT
2732 Utah State University**	UT
1295 Wayne State University**	MI

Private Universities

1729 Adelphi University*	NY
414 American University*	DC
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 Anderson University**	IN
5753 Biola University**	CA
1142 Boston College**	MA
2238 Carnegie Mellon University**	PA
1151 Clark University**	MA
2942 Edgewood College**	WI
424 Howard University**	DC
1085 Johns Hopkins University**	MD
657 Loyola University Chicago**	IL
2954 Marquette University**	WI
1173 Massachusetts Institute of Technology**	MA
1831 Rensselaer Polytechnic Institute**	NY
2645 Rice University**	TX
1841 Saint John Fisher College**	NY
1354 Saint Mary's University of Minnesota**	MN
1676 Seton Hall University**	NJ
2657 Southern Methodist University**	TX
703 University of Chicago**	IL
2341 University of Pennsylvania**	PA
266 University of San Francisco**	CA
268 University of Southern California**	CA
1333 University of St Thomas-St Paul**	MN

* 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

* Participating Institution in National Norms

** 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

* Participating Institution in National Norms

** Supplemental Sample in National Norms

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

Private Nonsectarian 4yr Colleges

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

* Participating Institution in National Norms

** Supplemental Sample in National Norms

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 Alvernia College**	PA
1933 Belmont Abbey College**	NC
7072 Benedictine College**	KS
2523 Christian Brothers University**	TN
1328 College of Saint Benedict**	MN
1573 Creighton University**	NE
5834 Divine Word College**	IA
1495 Fontbonne University**	MO
1648 Georgian Court University**	NJ
2265 Gwynedd Mercy College**	PA
1013 Loyola University New Orleans**	LA
2799 Marymount University**	VA
2291 Mount Aloysius College**	PA
5888 Neumann University**	PA
1078 Notre Dame of Maryland University**	MD

Catholic 4yr Colleges

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

** Supplemental Sample in National Norms

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

* Participating Institution in National Norms

** Supplemental Sample in National Norms

2yr Colleges

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

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