

2017 HERI Faculty Survey Data

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Full-time Undergraduate Faculty	252	121	130	27	224	218	33
Are you considered a full-time employee of your institution for at least nine months of the current academic year?							
Yes	71.8%	76.9%	66.9%	74.1%	71.4%	71.1%	75.8%
No	28.2%	23.1%	33.1%	25.9%	28.6%	28.9%	24.2%
Total(n)	252	121	130	27	224	218	33
What is your present academic rank?							
Professor	30.6%	43.0%	19.2%	29.6%	30.4%	32.6%	18.2%
Associate professor	21.0%	17.4%	23.8%	14.8%	21.9%	19.7%	27.3%
Assistant professor	16.3%	13.2%	19.2%	33.3%	14.3%	15.1%	24.2%
Lecturer	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Instructor	32.1%	26.4%	37.7%	22.2%	33.5%	32.6%	30.3%
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	252	121	130	27	224	218	33
What is your tenure status at this institution?							
Tenured	54.4%	62.8%	46.2%	44.4%	55.8%	55.5%	48.5%
On tenure track, but not tenured	13.5%	10.7%	16.2%	33.3%	10.7%	11.9%	21.2%
Not on tenure track, but institution has tenure system	32.1%	26.4%	37.7%	22.2%	33.5%	32.6%	30.3%
Institution has no tenure system	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	252	121	130	27	224	218	33
Are you retired from this institution?							
Yes	1.6%	0.8%	2.3%	3.7%	0.9%	1.8%	0.0%
No	98.4%	99.2%	97.7%	96.3%	99.1%	98.2%	100.0%
Total(n)	252	121	130	27	224	218	33
<u>PART-TIME ONLY</u>							
If given the choice, I would prefer to work full-time at this institution							
Yes	66.2%	66.7%	65.9%	66.7%	66.1%	61.7%	100.0%
No	33.8%	33.3%	34.1%	33.3%	33.9%	38.3%	0.0%
Total(n)	68	27	41	6	62	60	8
Have you ever sought a full-time teaching position at this or another institution?							
Yes	64.7%	63.0%	65.9%	66.7%	64.5%	63.3%	75.0%
No	35.3%	37.0%	34.1%	33.3%	35.5%	36.7%	25.0%
Total(n)	68	27	41	6	62	60	8
If yes above, how long ago did you pursue a full-time position at this or another institution?							
Currently seeking a position	18.2%	29.4%	11.1%	25.0%	17.5%	18.4%	16.7%
Within the last year	11.4%	5.9%	14.8%	25.0%	10.0%	7.9%	33.3%
1 to 2 years ago	20.5%	11.8%	25.9%	0.0%	22.5%	21.1%	16.7%
3 to 5 years ago	9.1%	5.9%	11.1%	0.0%	10.0%	7.9%	16.7%
More than 5 years ago	40.9%	47.1%	37.0%	50.0%	40.0%	44.7%	16.7%
Total(n)	44	17	27	4	40	38	6
My full-time professional career is outside of academia							
Yes	25.0%	40.7%	14.6%	16.7%	25.8%	26.7%	12.5%
No	75.0%	59.3%	85.4%	83.3%	74.2%	73.3%	87.5%
Total(n)	68	27	41	6	62	60	8

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
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							
Strongly agree	69.4%	62.5%	73.7%	66.7%	69.6%	67.3%	85.7%
Agree somewhat	21.0%	25.0%	18.4%	33.3%	19.6%	21.8%	14.3%
Disagree somewhat	4.8%	4.2%	5.3%	0.0%	5.4%	5.5%	0.0%
Strongly disagree	4.8%	8.3%	2.6%	0.0%	5.4%	5.5%	0.0%
Total(n)	62	24	38	6	56	55	7
Mean	3.55	3.42	3.63	3.67	3.54	3.51	3.86
Standard deviation	0.80	0.93	0.71	0.52	0.83	0.84	0.38
Significance	0.10	0.19	0.12	0.21	0.11	0.11	0.14
Effect size	0.65	0.86	0.51	0.27	0.69	0.70	0.14
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:							
Compensation is not a major consideration in my decision to teach part-time							
Agree strongly	10.7%	16.7%	6.3%	0.0%	11.8%	12.0%	0.0%
Agree somewhat	30.4%	33.3%	28.1%	20.0%	31.4%	34.0%	0.0%
Disagree somewhat	21.4%	20.8%	21.9%	20.0%	21.6%	20.0%	33.3%
Strongly disagree	37.5%	29.2%	43.8%	60.0%	35.3%	34.0%	66.7%
Total(n)	56	24	32	5	51	50	6
Mean	2.14	2.38	1.97	1.60	2.20	2.24	1.33
Standard deviation	1.05	1.10	1.00	0.89	1.06	1.06	0.52
Significance	0.14	0.22	0.18	0.40	0.15	0.15	0.21
Effect size	1.11	1.20	1.00	0.80	1.12	1.12	0.27
Part-time teaching is a stepping-stone to a full-time position							
Strongly agree	17.9%	17.4%	18.2%	40.0%	15.7%	20.4%	0.0%
Agree somewhat	30.4%	21.7%	36.4%	0.0%	33.3%	26.5%	57.1%
Disagree somewhat	14.3%	13.0%	15.2%	0.0%	15.7%	12.2%	28.6%
Strongly disagree	37.5%	47.8%	30.3%	60.0%	35.3%	40.8%	14.3%
Total(n)	56	23	33	5	51	49	7
Mean	2.29	2.09	2.42	2.20	2.29	2.27	2.43
Standard deviation	1.16	1.20	1.12	1.64	1.12	1.20	0.79
Significance	0.15	0.25	0.19	0.73	0.16	0.17	0.30
Effect size	1.34	1.45	1.25	2.70	1.25	1.45	0.62
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need							
Strongly agree	53.4%	54.5%	52.8%	60.0%	52.8%	51.0%	71.4%
Agree somewhat	6.9%	9.1%	5.6%	20.0%	5.7%	7.8%	0.0%
Disagree somewhat	12.1%	9.1%	13.9%	20.0%	11.3%	11.8%	14.3%
Strongly disagree	27.6%	27.3%	27.8%	0.0%	30.2%	29.4%	14.3%
Total(n)	58	22	36	5	53	51	7
Mean	2.86	2.91	2.83	3.40	2.81	2.80	3.29
Standard deviation	1.33	1.34	1.34	0.89	1.36	1.34	1.25
Significance	0.17	0.29	0.22	0.40	0.19	0.19	0.47
Effect size	1.77	1.80	1.80	0.80	1.85	1.80	1.57

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	Total	Men	Women	Non-White	White	Straight	LGBQO
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:							
Teaching part-time fits my current lifestyle							
Strongly agree	40.0%	45.8%	36.1%	33.3%	40.7%	43.4%	14.3%
Agree somewhat	38.3%	41.7%	36.1%	33.3%	38.9%	39.6%	28.6%
Disagree somewhat	15.0%	8.3%	19.4%	0.0%	16.7%	11.3%	42.9%
Strongly disagree	6.7%	4.2%	8.3%	33.3%	3.7%	5.7%	14.3%
Total(n)	60	24	36	6	54	53	7
Mean	3.12	3.29	3.00	2.67	3.17	3.21	2.43
Standard deviation	0.90	0.81	0.96	1.37	0.84	0.86	0.98
Significance	0.12	0.16	0.16	0.56	0.11	0.12	0.37
Effect size	0.82	0.65	0.91	1.87	0.71	0.74	0.95
Full-time positions were not available							
Strongly agree	37.5%	40.9%	35.3%	50.0%	36.0%	34.7%	57.1%
Agree somewhat	25.0%	13.6%	32.4%	0.0%	28.0%	22.4%	42.9%
Disagree somewhat	23.2%	22.7%	23.5%	16.7%	24.0%	26.5%	0.0%
Strongly disagree	14.3%	22.7%	8.8%	33.3%	12.0%	16.3%	0.0%
Total(n)	56	22	34	6	50	49	7
Mean	2.86	2.73	2.94	2.67	2.88	2.76	3.57
Standard deviation	1.09	1.24	0.98	1.51	1.04	1.11	0.53
Significance	0.15	0.26	0.17	0.61	0.15	0.16	0.20
Effect size	1.18	1.54	0.97	2.27	1.09	1.23	0.29
My expertise in my chosen profession is relevant to the course(s) I teach							
Strongly agree	80.3%	91.7%	73.0%	100.0%	78.2%	79.6%	85.7%
Agree somewhat	16.4%	8.3%	21.6%	0.0%	18.2%	18.5%	0.0%
Disagree somewhat	1.6%	0.0%	2.7%	0.0%	1.8%	1.9%	0.0%
Strongly disagree	1.6%	0.0%	2.7%	0.0%	1.8%	0.0%	14.3%
Total(n)	61	24	37	6	55	54	7
Mean	3.75	3.92	3.65	4.00	3.73	3.78	3.57
Standard deviation	0.57	0.28	0.68	0.00	0.59	0.46	1.13
Significance	0.07	0.06	0.11	0.00	0.08	0.06	0.43
Effect size	0.32	0.08	0.46	0.00	0.35	0.21	1.29
Mark all institutional resources available to you in your last term as part-time faculty							
Use of private office	10.7%	6.6%	14.6%	18.5%	9.8%	10.1%	15.2%
Shared office space	12.7%	13.2%	12.3%	7.4%	13.4%	13.8%	6.1%
A personal computer	19.8%	18.2%	21.5%	22.2%	19.6%	20.6%	15.2%
An email account	24.6%	19.8%	29.2%	22.2%	25.0%	25.2%	21.2%
A phone/voicemail	19.0%	15.7%	22.3%	22.2%	18.8%	18.8%	21.2%
Professional development funds	10.3%	8.3%	12.3%	11.1%	10.3%	10.1%	12.1%
Printer access (i.e., free printing)	21.0%	18.2%	23.8%	22.2%	21.0%	22.0%	15.2%
Total(n)	252	121	130	27	224	218	33

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Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Please indicate your agreement with the following statements:							
Are given specific training before teaching							
Strongly agree	4.8%	4.0%	5.3%	0.0%	5.2%	3.6%	14.3%
Agree somewhat	23.8%	36.0%	15.8%	60.0%	20.7%	23.2%	28.6%
Disagree somewhat	33.3%	36.0%	31.6%	40.0%	32.8%	37.5%	0.0%
Strongly disagree	38.1%	24.0%	47.4%	0.0%	41.4%	35.7%	57.1%
Total(n)	63	25	38	5	58	56	7
Mean	1.95	2.20	1.79	2.60	1.90	1.95	2.00
Standard deviation	0.91	0.87	0.91	0.55	0.91	0.86	1.29
Significance	0.11	0.17	0.15	0.24	0.12	0.12	0.49
Effect size	0.82	0.75	0.82	0.30	0.83	0.74	1.67
Rarely get hired into full-time positions							
Strongly agree	45.5%	47.6%	44.1%	20.0%	48.0%	47.9%	28.6%
Agree somewhat	30.9%	23.8%	35.3%	60.0%	28.0%	27.1%	57.1%
Disagree somewhat	20.0%	28.6%	14.7%	20.0%	20.0%	20.8%	14.3%
Strongly disagree	3.6%	0.0%	5.9%	0.0%	4.0%	4.2%	0.0%
Total(n)	55	21	34	5	50	48	7
Mean	3.18	3.19	3.18	3.00	3.20	3.19	3.14
Standard deviation	0.88	0.87	0.90	0.71	0.90	0.91	0.69
Significance	0.12	0.19	0.15	0.32	0.13	0.13	0.26
Effect size	0.78	0.76	0.82	0.50	0.82	0.84	0.48
Receive respect from students							
Strongly agree	46.0%	52.0%	42.1%	20.0%	48.3%	48.2%	28.6%
Agree somewhat	41.3%	36.0%	44.7%	60.0%	39.7%	39.3%	57.1%
Disagree somewhat	9.5%	8.0%	10.5%	20.0%	8.6%	8.9%	14.3%
Strongly disagree	3.2%	4.0%	2.6%	0.0%	3.4%	3.6%	0.0%
Total(n)	63	25	38	5	58	56	7
Mean	3.30	3.36	3.26	3.00	3.33	3.32	3.14
Standard deviation	0.78	0.81	0.76	0.71	0.78	0.79	0.69
Significance	0.10	0.16	0.12	0.32	0.10	0.11	0.26
Effect size	0.60	0.66	0.58	0.50	0.61	0.62	0.48
Are primarily responsible for introductory classes							
Strongly agree	32.2%	26.1%	36.1%	66.7%	30.4%	32.7%	28.6%
Agree somewhat	37.3%	34.8%	38.9%	33.3%	37.5%	34.6%	57.1%
Disagree somewhat	18.6%	17.4%	19.4%	0.0%	19.6%	19.2%	14.3%
Strongly disagree	11.9%	21.7%	5.6%	0.0%	12.5%	13.5%	0.0%
Total(n)	59	23	36	3	56	52	7
Mean	2.90	2.65	3.06	3.67	2.86	2.87	3.14
Standard deviation	0.99	1.11	0.89	0.58	1.00	1.03	0.69
Significance	0.13	0.23	0.15	0.33	0.13	0.14	0.26
Effect size	0.99	1.24	0.80	0.33	1.00	1.06	0.48

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Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Have no guarantee of employment security							
Strongly agree	66.1%	62.5%	68.4%	40.0%	68.4%	63.6%	85.7%
Agree somewhat	19.4%	16.7%	21.1%	40.0%	17.5%	21.8%	0.0%
Disagree somewhat	12.9%	20.8%	7.9%	20.0%	12.3%	12.7%	14.3%
Strongly disagree	1.6%	0.0%	2.6%	0.0%	1.8%	1.8%	0.0%
Total(n)	62	24	38	5	57	55	7
Mean	3.50	3.42	3.55	3.20	3.53	3.47	3.71
Standard deviation	0.78	0.83	0.76	0.84	0.78	0.79	0.76
Significance	0.10	0.17	0.12	0.37	0.10	0.11	0.29
Effect size	0.61	0.69	0.58	0.70	0.61	0.62	0.57
Please indicate your agreement with the following statements:							
Have access to support services							
Strongly agree	34.4%	44.0%	27.8%	40.0%	33.9%	34.5%	33.3%
Agree somewhat	45.9%	48.0%	44.4%	40.0%	46.4%	49.1%	16.7%
Disagree somewhat	13.1%	8.0%	16.7%	20.0%	12.5%	12.7%	16.7%
Strongly disagree	6.6%	0.0%	11.1%	0.0%	7.1%	3.6%	33.3%
Total(n)	61	25	36	5	56	55	6
Mean	3.08	3.36	2.89	3.20	3.07	3.15	2.50
Standard deviation	0.86	0.64	0.95	0.84	0.87	0.78	1.38
Significance	0.11	0.13	0.16	0.37	0.12	0.11	0.56
Effect size	0.74	0.41	0.90	0.70	0.76	0.61	1.90
Are compensated for advising/counseling students							
Strongly agree	1.6%	0.0%	2.6%	0.0%	1.7%	1.8%	0.0%
Agree somewhat	14.3%	20.0%	10.5%	40.0%	12.1%	14.3%	14.3%
Disagree somewhat	38.1%	28.0%	44.7%	40.0%	37.9%	35.7%	57.1%
Strongly disagree	46.0%	52.0%	42.1%	20.0%	48.3%	48.2%	28.6%
Total(n)	63	25	38	5	58	56	7
Mean	1.71	1.68	1.74	2.20	1.67	1.70	1.86
Standard deviation	0.77	0.80	0.76	0.84	0.76	0.78	0.69
Significance	0.10	0.16	0.12	0.37	0.10	0.10	0.26
Effect size	0.59	0.64	0.58	0.70	0.58	0.62	0.48
Are required to attend meetings							
Strongly agree	3.3%	0.0%	5.4%	0.0%	3.6%	3.8%	0.0%
Agree somewhat	21.7%	17.4%	24.3%	50.0%	19.6%	20.8%	28.6%
Disagree somewhat	30.0%	21.7%	35.1%	50.0%	28.6%	34.0%	0.0%
Strongly disagree	45.0%	60.9%	35.1%	0.0%	48.2%	41.5%	71.4%
Total(n)	60	23	37	4	56	53	7
Mean	1.83	1.57	2.00	2.50	1.79	1.87	1.57
Standard deviation	0.89	0.79	0.91	0.58	0.89	0.88	0.98
Significance	0.11	0.16	0.15	0.29	0.12	0.12	0.37
Effect size	0.79	0.62	0.83	0.33	0.79	0.77	0.95

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Western Washington University		Gender (only 1 transgender resp.)			Race		Sexual Orientation	
		Total	Men	Women	Non-White	White	Straight	LGBQO
Please indicate your agreement with the following statements:								
Have good working relationships with the administration								
Strongly agree	23.8%	36.0%	15.8%	20.0%	24.1%	26.8%	0.0%	
Agree somewhat	57.1%	52.0%	60.5%	80.0%	55.2%	55.4%	71.4%	
Disagree somewhat	17.5%	12.0%	21.1%	0.0%	19.0%	17.9%	14.3%	
Strongly disagree	1.6%	0.0%	2.6%	0.0%	1.7%	0.0%	14.3%	
Total(n)	63	25	38	5	58	56	7	
Mean	3.03	3.24	2.89	3.20	3.02	3.09	2.57	
Standard deviation	0.69	0.66	0.69	0.45	0.71	0.67	0.79	
Significance	0.09	0.13	0.11	0.20	0.09	0.09	0.30	
Effect size	0.48	0.44	0.48	0.20	0.51	0.45	0.62	
Are respected by full-time faculty								
Strongly agree	23.4%	28.0%	20.5%	40.0%	22.0%	22.8%	28.6%	
Agree somewhat	42.2%	52.0%	35.9%	40.0%	42.4%	43.9%	28.6%	
Disagree somewhat	23.4%	12.0%	30.8%	20.0%	23.7%	22.8%	28.6%	
Strongly disagree	10.9%	8.0%	12.8%	0.0%	11.9%	10.5%	14.3%	
Total(n)	64	25	39	5	59	57	7	
Mean	2.78	3.00	2.64	3.20	2.75	2.79	2.71	
Standard deviation	0.93	0.87	0.96	0.84	0.94	0.92	1.11	
Significance	0.12	0.17	0.15	0.37	0.12	0.12	0.42	
Effect size	0.87	0.75	0.92	0.70	0.88	0.85	1.24	
Are paid fairly								
Strongly agree	4.8%	8.0%	2.6%	0.0%	5.2%	5.4%	0.0%	
Agree somewhat	36.5%	48.0%	28.9%	40.0%	36.2%	35.7%	42.9%	
Disagree somewhat	27.0%	32.0%	23.7%	20.0%	27.6%	28.6%	14.3%	
Strongly disagree	31.7%	12.0%	44.7%	40.0%	31.0%	30.4%	42.9%	
Total(n)	63	25	38	5	58	56	7	
Mean	2.14	2.52	1.89	2.00	2.16	2.16	2.00	
Standard deviation	0.93	0.82	0.92	1.00	0.93	0.93	1.00	
Significance	0.12	0.16	0.15	0.45	0.12	0.12	0.38	
Effect size	0.87	0.68	0.85	1.00	0.87	0.86	1.00	
Please indicate your agreement with the following statements:								
Have input in course designs								
Strongly agree	36.5%	44.0%	31.6%	40.0%	36.2%	35.7%	42.9%	
Agree somewhat	38.1%	36.0%	39.5%	60.0%	36.2%	42.9%	0.0%	
Disagree somewhat	14.3%	12.0%	15.8%	0.0%	15.5%	12.5%	28.6%	
Strongly disagree	11.1%	8.0%	13.2%	0.0%	12.1%	8.9%	28.6%	
Total(n)	63	25	38	5	58	56	7	
Mean	3.00	3.16	2.89	3.40	2.97	3.05	2.57	
Standard deviation	0.98	0.94	1.01	0.55	1.01	0.92	1.40	
Significance	0.12	0.19	0.16	0.24	0.13	0.12	0.53	
Effect size	0.97	0.89	1.02	0.30	1.02	0.85	1.95	

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Are included in faculty governance							
Strongly agree	4.8%	8.0%	2.6%	0.0%	5.2%	5.4%	0.0%
Agree somewhat	25.4%	36.0%	18.4%	60.0%	22.4%	28.6%	0.0%
Disagree somewhat	31.7%	20.0%	39.5%	20.0%	32.8%	30.4%	42.9%
Strongly disagree	38.1%	36.0%	39.5%	20.0%	39.7%	35.7%	57.1%
Total(n)	63	25	38	5	58	56	7
Mean	1.97	2.16	1.84	2.40	1.93	2.04	1.43
Standard deviation	0.92	1.03	0.82	0.89	0.92	0.93	0.53
Significance	0.12	0.21	0.13	0.40	0.12	0.12	0.20
Effect size	0.84	1.06	0.68	0.80	0.84	0.87	0.29
Besides this institution, at how many other institutions do you teach?							
Mean	1.4	1.4	1.4	1.3	1.4	1.4	1.4
Median	1	1	1	1	1	1	1
Mode	1	1	1	1	1	1	1
Total(n)	67	26	41	6	61	60	7
For the current term, how far in advance of the beginning of the term did you receive your course assignments?							
More than three months	67.2%	76.9%	61.0%	66.7%	67.2%	64.4%	87.5%
1-3 months	17.9%	11.5%	22.0%	0.0%	19.7%	18.6%	12.5%
3-4 weeks	6.0%	7.7%	4.9%	16.7%	4.9%	6.8%	0.0%
1-2 weeks	3.0%	0.0%	4.9%	0.0%	3.3%	3.4%	0.0%
Less than 1 week	6.0%	3.8%	7.3%	16.7%	4.9%	6.8%	0.0%
Total(n)	67	26	41	6	61	59	8
Mean	4.37	4.58	4.24	4.00	4.41	4.31	4.88
Standard deviation	1.13	0.95	1.22	1.67	1.07	1.18	0.35
Significance	0.14	0.19	0.19	0.68	0.14	0.15	0.13
Effect Size	1.27	0.89	1.49	2.80	1.15	1.39	0.13
What is your principal activity in your current position at this institution?							
Administration	7.3%	8.3%	6.3%	0.0%	8.1%	8.4%	0.0%
Teaching	88.3%	87.5%	89.0%	100.0%	86.5%	88.3%	87.9%
Research	1.2%	0.8%	1.6%	0.0%	1.4%	0.9%	3.0%
Services to clients and patients	0.8%	1.7%	0.0%	0.0%	1.4%	0.5%	3.0%
Other	2.4%	1.7%	3.1%	0.0%	2.7%	1.9%	6.1%
Total(n)	248	120	127	26	222	214	33
Personally, how important to you is:							
Research							
Essential	43.9%	43.0%	44.2%	60.9%	42.4%	41.3%	61.3%
Very important	31.6%	36.0%	27.4%	26.1%	31.2%	32.7%	22.6%
Somewhat important	18.0%	14.9%	21.2%	13.0%	19.0%	18.4%	16.1%
Not important	6.6%	6.1%	7.1%	0.0%	7.3%	7.7%	0.0%
Total(n)	228	114	113	23	205	196	31
Teaching							
Essential	74.9%	71.7%	78.6%	80.8%	75.1%	75.1%	75.8%
Very important	23.5%	26.7%	20.6%	19.2%	23.1%	23.5%	21.2%
Somewhat important	1.6%	1.7%	0.8%	0.0%	1.8%	1.4%	3.0%
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	247	120	126	26	221	213	33

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Personally, how important to you is:							
Service							
Essential	20.3%	22.8%	17.9%	26.1%	19.6%	19.6%	25.0%
Very important	49.8%	44.7%	55.4%	39.1%	51.0%	50.5%	46.9%
Somewhat important	26.0%	27.2%	24.1%	30.4%	25.5%	25.3%	28.1%
Not important	4.0%	5.3%	2.7%	4.3%	3.9%	4.6%	0.0%
Total(n)	227	114	112	23	204	194	32
How many courses are you teaching this term?							
Mean	2.97	3.00	2.95	3.11	2.96	2.94	3.18
Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Mode	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Total(n)	252	121	130	27	224	218	33
How many courses are you teaching this term are:							
General education courses							
Mean	1.39	1.35	1.43	1.40	1.39	1.36	1.58
Median	1	1	1	1	1	1	2
Mode	1	1	1	1	1	1	2
Total(n)	180	88	91	20	159	156	24
Courses required for an undergraduate major							
Mean	1.98	1.94	2.02	1.78	2.01	1.97	2.04
Median	2	2	2	2	2	2	2
Mode	2	2	2	2	2	2	2
Total(n)	211	103	107	23	186	183	27
Other undergraduate credit courses							
Mean	1.59	1.53	1.64	1.85	1.56	1.56	1.76
Median	2	1	2	2	2	2	2
Mode	2	1	2	2	1	2	2
Total(n)	176	85	90	20	155	151	25
Developmental/remedial courses (not for credit)							
Mean	1.03	1.01	1.04	1.21	1.01	1.02	1.05
Median	1	1	1	1	1	1	1
Mode	1	1	1	1	1	1	1
Total(n)	150	75	74	14	135	129	21
Graduate courses							
Mean	1.24	1.23	1.24	1.33	1.22	1.24	1.23
Median	1	1	1	1	1	1	1
Mode	1	1	1	1	1	1	1
Total(n)	165	81	83	18	146	143	22
How many of these courses that you are teaching this term are being taught:							
At this institution							
Mean	2.24	2.20	2.28	2.29	2.24	2.21	2.42
Median	2	2	2	2	2	2	2
Mode	2	2	2	2	2	2	2
Total(n)	225	108	116	24	199	193	31

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
How many of these courses that you are teaching this term are being taught:							
At another institution							
Mean	1.17	1.15	1.19	1.68	1.11	1.16	1.23
Median	1	1	1	1	1	1	1
Mode	1	1	1	1	1	1	1
Total(n)	188	97	90	19	167	165	22
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)							
Undergraduate credit courses	77.3%	81.8%	72.7%	100.0%	76.2%	80.0%	50.0%
Graduate courses	4.5%	0.0%	9.1%	0.0%	4.8%	5.0%	0.0%
Non-credit courses	4.5%	9.1%	0.0%	0.0%	4.8%	5.0%	0.0%
I do not teach	13.6%	9.1%	18.2%	0.0%	14.3%	10.0%	50.0%
Total(n)	22	11	11	2	21	20	2
In the past year, have you worked with or taught undergraduate students at this institution?							
Yes	98.0%	98.3%	97.7%	92.6%	98.7%	98.6%	93.9%
No	2.0%	1.7%	2.3%	7.4%	1.3%	1.4%	6.1%
Total(n)	252	121	130	27	224	218	33
In the past year, have you worked with or taught graduate students at this institution?							
Yes	48.4%	50.4%	46.9%	57.7%	47.1%	47.2%	57.6%
No	51.6%	49.6%	53.1%	42.3%	52.9%	52.8%	42.4%
Total(n)	248	119	128	26	221	214	33
FACULTY WHO TAUGHT GRADUATE COURSES ONLY							
In the past two years, to what extent have you:							
Met with graduate students to discuss their research interests							
To a very large extent	21.8%	20.0%	23.7%	33.3%	20.4%	19.0%	36.8%
To a large extent	24.4%	21.7%	27.1%	33.3%	23.3%	25.0%	21.1%
To some extent	28.6%	31.7%	25.4%	20.0%	31.1%	29.0%	26.3%
To a small extent	15.1%	18.3%	11.9%	6.7%	16.5%	17.0%	5.3%
Not at all	10.1%	8.3%	11.9%	6.7%	8.7%	10.0%	10.5%
Total(n)	119	60	59	15	103	100	19
Mentored graduate students							
To a very large extent	29.7%	22.4%	36.7%	40.0%	28.4%	29.3%	31.6%
To a large extent	25.4%	29.3%	21.7%	26.7%	25.5%	24.2%	31.6%
To some extent	21.2%	24.1%	18.3%	20.0%	20.6%	22.2%	15.8%
To a small extent	17.8%	17.2%	18.3%	6.7%	18.6%	19.2%	10.5%
Not at all	5.9%	6.9%	5.0%	6.7%	6.9%	5.1%	10.5%
Total(n)	118	58	60	15	102	99	19
Helped graduate students access professional networks							
To a very large extent	11.9%	3.4%	20.3%	20.0%	10.8%	10.0%	22.2%
To a large extent	29.7%	33.9%	25.4%	40.0%	28.4%	32.0%	16.7%
To some extent	25.4%	28.8%	22.0%	20.0%	26.5%	24.0%	33.3%
To a small extent	16.1%	20.3%	11.9%	13.3%	15.7%	17.0%	11.1%
Not at all	16.9%	13.6%	20.3%	6.7%	18.6%	17.0%	16.7%
Total(n)	118	59	59	15	102	100	18

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
In the past two years, to what extent have you:							
Presented with graduate students at conferences							
To a very large extent	5.9%	5.1%	6.8%	7.1%	5.8%	5.1%	10.5%
To a large extent	6.8%	5.1%	8.5%	14.3%	5.8%	7.1%	5.3%
To some extent	16.1%	11.9%	20.3%	21.4%	15.5%	17.2%	10.5%
To a small extent	5.1%	5.1%	5.1%	7.1%	4.9%	4.0%	10.5%
Not at all	66.1%	72.9%	59.3%	50.0%	68.0%	66.7%	63.2%
Total(n)	118	59	59	14	103	99	19
Published with graduate students							
To a very large extent	3.4%	3.4%	3.4%	6.7%	3.0%	4.0%	0.0%
To a large extent	6.0%	5.1%	6.9%	13.3%	5.0%	6.0%	5.9%
To some extent	12.0%	11.9%	12.1%	13.3%	11.9%	12.0%	11.8%
To a small extent	6.0%	3.4%	8.6%	0.0%	6.9%	6.0%	5.9%
Not at all	72.6%	76.3%	69.0%	66.7%	73.3%	72.0%	76.5%
Total(n)	117	59	58	15	101	100	17
Included graduate students in research grant writing							
To a very large extent	2.5%	3.3%	1.7%	7.1%	1.9%	2.0%	5.3%
To a large extent	3.4%	1.7%	5.2%	7.1%	2.9%	3.0%	5.3%
To some extent	7.6%	6.7%	8.6%	0.0%	8.7%	6.1%	15.8%
To a small extent	11.0%	10.0%	12.1%	0.0%	11.7%	10.1%	15.8%
Not at all	75.4%	78.3%	72.4%	85.7%	74.8%	78.8%	57.9%
Total(n)	118	60	58	14	103	99	19
In the past two years, how many letters of recommendation have you written for graduate students?							
Mean	2.29	2.15	2.43	2.20	2.31	2.34	2.05
Median	2	2	2	2	2	2	2
Mode	2	2	2	2	2	2	2
Total(n)	120	60	60	15	104	101	19
In the past two years, how many times have you served on a master's thesis?							
Mean	4.28	5.05	3.50	5.67	4.05	4.59	2.58
Median	3	4	3	6	3	3	2
Mode	1	1	1	6	1	1	1
Total(n)	120	60	60	15	104	101	19
In the past two years, how many times have you chaired a master's thesis?							
Mean	2.28	2.43	2.11	2.82	2.21	2.39	1.55
Median	2	2	2	1	2	2	1
Mode	1	1.00(a)	1	1	2	1.00(a)	1
Total(n)	82	44	38	11	70	71	11
In the past two years year, how many times have you served on a dissertation?							
Mean	1.86	2.16	1.57	1.47	1.92	1.96	1.28
Median	1	1	1	1	1	1	1
Mode	1	1	1	1	1	1	1
Total(n)	118	58	60	15	102	100	18

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
In the past two years year, how many times have you chaired a dissertation?							
Mean	1.52	1.50	1.57	1.00	1.61	1.58	1.00
Median	1	1	1	1	1	1	1
Mode	1	1	1	1	1	1	1
Total(n)	21	14	7	3	18	19	2
Rate your agreement with the following statements:							
Graduate students in this program must compete for reeseach opportunities							
Strongly agree	17.2%	15.3%	19.3%	50.0%	12.7%	13.3%	38.9%
Agree somewhat	32.8%	32.2%	33.3%	21.4%	34.3%	31.6%	38.9%
Disagree somewhat	25.9%	30.5%	21.1%	21.4%	27.5%	28.6%	11.1%
Strongly disagree	24.1%	22.0%	26.3%	7.1%	25.5%	26.5%	11.1%
Total(n)	116	59	57	14	102	98	18
Mean	2.43	2.41	2.46	3.14	2.34	2.32	3.06
Standard deviation	1.04	1.00	1.09	1.03	1.00	1.01	1.00
Significance	0.10	0.13	0.14	0.27	0.10	0.10	0.24
Effect size	1.08	1.00	1.18	1.05	1.00	1.02	1.00
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills							
Strongly agree	50.9%	47.5%	54.4%	35.7%	52.9%	49.0%	61.1%
Agree somewhat	30.2%	33.9%	26.3%	50.0%	28.4%	30.6%	27.8%
Disagree somewhat	14.7%	13.6%	15.8%	14.3%	14.7%	15.3%	11.1%
Strongly disagree	4.3%	5.1%	3.5%	0.0%	3.9%	5.1%	0.0%
Total(n)	116	59	57	14	102	98	18
Mean	3.28	3.24	3.32	3.21	3.30	3.23	3.50
Standard deviation	0.87	0.88	0.87	0.70	0.87	0.89	0.71
Significance	0.08	0.11	0.12	0.19	0.09	0.09	0.17
Effect size	0.76	0.77	0.76	0.49	0.75	0.80	0.50
This graduate program enrolls too many international students							
Strongly agree	24.6%	26.3%	22.8%	50.0%	21.0%	19.6%	52.9%
Agree somewhat	28.9%	21.1%	36.8%	35.7%	29.0%	28.9%	29.4%
Disagree somewhat	37.7%	47.4%	28.1%	14.3%	41.0%	41.2%	17.6%
Strongly disagree	8.8%	5.3%	12.3%	0.0%	9.0%	10.3%	0.0%
Total(n)	114	57	57	14	100	97	17
Mean	2.69	2.68	2.70	3.36	2.62	2.58	3.35
Standard deviation	0.94	0.93	0.96	0.74	0.92	0.92	0.79
Significance	0.09	0.12	0.13	0.20	0.09	0.09	0.19
Effect size	0.89	0.86	0.93	0.55	0.84	0.85	0.62
Graduate students work well together in this program							
Strongly agree	50.0%	52.7%	47.3%	41.7%	50.0%	53.8%	29.4%
Agree somewhat	44.5%	38.2%	50.9%	41.7%	45.9%	40.9%	64.7%
Disagree somewhat	3.6%	5.5%	1.8%	8.3%	3.1%	4.3%	0.0%
Strongly disagree	1.8%	3.6%	0.0%	8.3%	1.0%	1.1%	5.9%
Total(n)	110	55	55	12	98	93	17
Mean	3.43	3.40	3.45	3.17	3.45	3.47	3.18
Standard deviation	0.66	0.76	0.54	0.94	0.61	0.64	0.73
Significance	0.06	0.10	0.07	0.27	0.06	0.07	0.18
Effect size	0.43	0.58	0.29	0.88	0.37	0.40	0.53

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Rate your agreement with the following statements:							
I have encountered instances of academic dishonesty among graduate students							
Strongly agree	2.6%	1.8%	3.5%	7.7%	2.0%	1.0%	11.1%
Agree somewhat	6.1%	10.5%	1.8%	0.0%	6.9%	5.2%	11.1%
Disagree somewhat	11.4%	14.0%	8.8%	15.4%	10.9%	13.5%	0.0%
Strongly disagree	79.8%	73.7%	86.0%	76.9%	80.2%	80.2%	77.8%
Total(n)	114	57	57	13	101	96	18
Mean	1.32	1.40	1.23	1.38	1.31	1.27	1.56
Standard deviation	0.71	0.75	0.66	0.87	0.69	0.61	1.10
Significance	0.07	0.10	0.09	0.24	0.07	0.06	0.26
Effect size	0.50	0.57	0.43	0.76	0.47	0.37	1.20
Graduate students in this program are trained to conduct research responsibly and ethically							
Strongly agree	45.6%	46.6%	44.6%	57.1%	44.0%	49.5%	23.5%
Agree somewhat	47.4%	46.6%	48.2%	35.7%	49.0%	43.3%	70.6%
Disagree somewhat	7.0%	6.9%	7.1%	7.1%	7.0%	7.2%	5.9%
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	114	58	56	14	100	97	17
Mean	3.39	3.40	3.38	3.50	3.37	3.42	3.18
Standard deviation	0.62	0.62	0.62	0.65	0.61	0.63	0.53
Significance	0.06	0.08	0.08	0.17	0.06	0.06	0.13
Effect size	0.38	0.38	0.38	0.42	0.38	0.39	0.28
Graduate students in this program receive adequate instruction on becoming good teachers							
Strongly agree	27.8%	22.4%	33.3%	28.6%	26.7%	28.6%	23.5%
Agree somewhat	33.0%	41.4%	24.6%	35.7%	33.7%	31.6%	41.2%
Disagree somewhat	28.7%	31.0%	26.3%	28.6%	28.7%	28.6%	29.4%
Strongly disagree	10.4%	5.2%	15.8%	7.1%	10.9%	11.2%	5.9%
Total(n)	115	58	57	14	101	98	17
Mean	2.78	2.81	2.75	2.86	2.76	2.78	2.82
Standard deviation	0.97	0.85	1.09	0.95	0.97	0.99	0.88
Significance	0.09	0.11	0.14	0.25	0.10	0.10	0.21
Effect size	0.94	0.72	1.19	0.90	0.94	0.98	0.78
Rate your agreement with the following statements:							
Graduate faculty in my department are good mentors							
Strongly agree	49.1%	50.0%	48.2%	30.8%	51.5%	53.1%	25.0%
Agree somewhat	36.8%	36.2%	37.5%	46.2%	35.6%	36.7%	37.5%
Disagree somewhat	11.4%	12.1%	10.7%	15.4%	10.9%	8.2%	31.3%
Strongly disagree	2.6%	1.7%	3.6%	7.7%	2.0%	2.0%	6.3%
Total(n)	114	58	56	13	101	98	16
Mean	3.32	3.34	3.30	3.00	3.37	3.41	2.81
Standard deviation	0.78	0.76	0.81	0.91	0.76	0.73	0.91
Significance	0.07	0.10	0.11	0.25	0.08	0.07	0.23
Effect size	0.61	0.58	0.65	0.83	0.57	0.53	0.83

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Most graduate students in this program move on to faculty positions							
Strongly agree	1.8%	3.4%	0.0%	0.0%	2.0%	1.0%	5.6%
Agree somewhat	17.5%	15.3%	20.0%	14.3%	18.0%	17.7%	16.7%
Disagree somewhat	36.0%	39.0%	32.7%	7.1%	40.0%	34.4%	44.4%
Strongly disagree	44.7%	42.4%	47.3%	78.6%	40.0%	46.9%	33.3%
Total(n)	114	59	55	14	100	96	18
Mean	1.76	1.80	1.73	1.36	1.82	1.73	1.94
Standard deviation	0.80	0.83	0.78	0.74	0.80	0.79	0.87
Significance	0.08	0.11	0.11	0.20	0.08	0.08	0.21
Effect size	0.64	0.68	0.61	0.55	0.63	0.62	0.76
Most graduate students in this program move into positions outside of academia							
Strongly agree	34.8%	39.0%	30.2%	61.5%	31.3%	34.7%	35.3%
Agree somewhat	55.4%	52.5%	58.5%	38.5%	58.6%	54.7%	58.8%
Disagree somewhat	8.0%	6.8%	9.4%	0.0%	8.1%	8.4%	5.9%
Strongly disagree	1.8%	1.7%	1.9%	0.0%	2.0%	2.1%	0.0%
Total(n)	112	59	53	13	99	95	17
Mean	3.23	3.29	3.17	3.62	3.19	3.22	3.29
Standard deviation	0.67	0.67	0.67	0.51	0.67	0.69	0.59
Significance	0.06	0.09	0.09	0.14	0.07	0.07	0.14
Effect size	0.45	0.45	0.45	0.26	0.44	0.47	0.35
During the past two years, have you engaged in any of the following activities?							
Advised student groups involved in service/volunteer work	56.0%	55.5%	56.2%	63.0%	55.0%	53.2%	75.8%
Collaborated with the local community in research/teaching	53.8%	54.6%	53.5%	46.2%	54.5%	52.3%	65.6%
Conducted research or writing focused on international/global issues	46.6%	45.8%	47.7%	48.1%	45.7%	44.4%	59.4%
Conducted research or writing focused on racial or ethnic minorities	41.4%	37.1%	44.9%	46.2%	41.5%	37.1%	69.7%
Conducted research or writing focused on women and gender issues	37.2%	29.6%	43.7%	38.5%	37.7%	32.4%	71.0%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	19.4%	15.7%	22.3%	26.9%	19.1%	14.1%	56.7%
Conducted research or writing focused on biomedical science fields	9.9%	9.8%	10.1%	24.0%	8.7%	10.8%	3.6%
Engaged in academic research that spans multiple disciplines	71.0%	68.4%	73.1%	74.1%	71.4%	70.1%	78.8%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	55.3%	58.8%	52.4%	51.9%	56.0%	54.2%	63.6%
Written research grants	48.0%	49.6%	46.9%	51.9%	47.3%	50.2%	34.4%
Received funding for your work from foundations	20.9%	20.0%	21.9%	11.1%	22.2%	20.4%	25.0%
Received funding for your work from state or federal government	32.5%	41.9%	24.2%	14.8%	34.9%	35.7%	12.5%
Received funding for your work from business or industry	8.0%	10.6%	5.7%	7.4%	8.1%	8.8%	3.2%
Total(n)	237	113	123	27	209	205	31

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
During the past two years, have you engaged in any of the following activities?							
Taught an honors course	10.0%	11.5%	8.8%	3.7%	10.9%	10.5%	6.9%
Taught an interdisciplinary course	44.6%	41.4%	47.2%	57.7%	43.2%	42.6%	60.0%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	22.1%	14.5%	28.6%	40.7%	19.8%	17.1%	56.3%
Taught a service learning course	21.4%	17.2%	24.6%	14.8%	21.9%	18.8%	41.4%
Taught a course exclusively online	15.5%	15.5%	15.6%	14.8%	16.1%	14.9%	20.0%
Participated in organized activities around enhancing pedagogy and student learning	73.6%	69.5%	77.2%	73.1%	73.1%	71.5%	87.1%
Taught a seminar for first-year students	16.6%	14.8%	18.4%	22.2%	16.4%	15.7%	23.3%
Participated in the development of curriculum (enhancing an existing course)	89.6%	92.5%	86.7%	92.3%	89.2%	90.3%	83.9%
Total(n)	249	120	128	26	222	217	31
In the past two years, to what extent have you:							
Presented with undergraduate students at conferences							
To a very large extent	4.9%	5.1%	4.8%	11.5%	4.1%	4.8%	6.3%
To a large extent	6.6%	5.1%	8.1%	7.7%	6.5%	6.2%	9.4%
To some extent	9.5%	11.0%	8.1%	11.5%	9.2%	8.1%	18.8%
To a small extent	8.6%	11.0%	6.5%	11.5%	8.3%	9.0%	6.3%
Not at all	70.4%	67.8%	72.6%	57.7%	71.9%	71.9%	59.4%
Total(n)	243	118	124	26	217	210	32
Published with undergraduates							
To a very large extent	2.6%	3.5%	1.7%	4.0%	2.4%	2.0%	7.1%
To a large extent	5.1%	6.1%	4.2%	8.0%	4.8%	5.4%	3.6%
To some extent	9.8%	9.6%	10.1%	12.0%	9.6%	10.2%	7.1%
To a small extent	4.7%	4.4%	5.0%	4.0%	4.8%	4.4%	7.1%
Not at all	77.8%	76.3%	79.0%	72.0%	78.5%	78.0%	75.0%
Total(n)	234	114	119	25	209	205	28
Engaged with undergraduates on your research projects							
To a very large extent	11.5%	14.3%	8.9%	19.2%	10.6%	11.0%	15.2%
To a large extent	12.8%	7.6%	17.9%	15.4%	12.4%	12.4%	15.2%
To some extent	18.1%	22.7%	13.8%	19.2%	18.0%	19.6%	9.1%
To a small extent	13.6%	15.1%	12.2%	11.5%	13.8%	12.9%	15.2%
Not at all	44.0%	40.3%	47.2%	34.6%	45.2%	44.0%	45.5%
Total(n)	243	119	123	26	217	209	33
Worked with undergraduates on their research projects							
To a very large extent	17.1%	17.6%	16.8%	23.1%	16.9%	14.7%	33.3%
To a large extent	14.3%	16.0%	12.8%	11.5%	15.1%	14.2%	15.2%
To some extent	21.6%	21.0%	21.6%	23.1%	21.5%	21.3%	24.2%
To a small extent	13.9%	14.3%	13.6%	11.5%	14.2%	13.3%	18.2%
Not at all	33.1%	31.1%	35.2%	30.8%	32.4%	36.5%	9.1%
Total(n)	245	119	125	26	219	211	33

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
How would you rate the overall experience of working with undergraduates on research projects?							
Excellent	24.6%	26.7%	22.0%	23.1%	25.2%	24.8%	24.2%
Good	39.5%	39.2%	40.2%	42.3%	39.6%	36.9%	57.6%
Fair	8.9%	10.8%	7.1%	11.5%	8.6%	9.8%	3.0%
Poor	2.0%	2.5%	1.6%	0.0%	2.3%	1.9%	3.0%
I have not worked with undergraduates on research projects	25.0%	20.8%	29.1%	23.1%	24.3%	26.6%	12.1%
Total(n)	248	120	127	26	222	214	33
How many undergraduate students do you advise?							
Mean	8.57	8.86	8.26	8.77	8.53	8.41	9.70
Median	11	11	11	11	11	11	11
Mode	1	1	1	11	1	1	1
Total(n)	247	120	126	26	221	213	33
With respect to your undergraduate advisees, how often have you:							
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)							
Frequently	48.9%	47.9%	50.6%	52.2%	48.1%	45.9%	70.8%
Occasionally	42.9%	46.8%	38.2%	34.8%	44.4%	44.7%	29.2%
Not at All	8.2%	5.3%	11.2%	13.0%	7.5%	9.4%	0.0%
Total(n)	184	94	89	23	160	159	24
Mean	2.41	2.43	2.39	2.39	2.41	2.36	2.71
Standard deviation	0.64	0.60	0.68	0.72	0.63	0.65	0.46
Significance	0.05	0.06	0.07	0.15	0.05	0.05	0.09
Effect size	0.41	0.35	0.47	0.52	0.39	0.42	0.22
Helped them plan their course of study							
Frequently	74.6%	73.7%	75.3%	78.3%	73.9%	76.9%	58.3%
Occasionally	19.5%	22.1%	16.9%	8.7%	21.1%	16.3%	41.7%
Not at All	5.9%	4.2%	7.9%	13.0%	5.0%	6.9%	0.0%
Total(n)	185	95	89	23	161	160	24
Mean	2.69	2.69	2.67	2.65	2.69	2.70	2.58
Standard deviation	0.58	0.55	0.62	0.71	0.56	0.59	0.50
Significance	0.04	0.06	0.07	0.15	0.04	0.05	0.10
Effect size	0.34	0.30	0.38	0.51	0.32	0.35	0.25
Discussed their academic performance							
Frequently	55.5%	51.6%	60.2%	65.2%	54.4%	54.8%	62.5%
Occasionally	37.4%	43.0%	30.7%	26.1%	38.6%	37.6%	33.3%
Not at All	7.1%	5.4%	9.1%	8.7%	7.0%	7.6%	4.2%
Total(n)	182	93	88	23	158	157	24
Mean	2.48	2.46	2.51	2.57	2.47	2.47	2.58
Standard deviation	0.63	0.60	0.66	0.66	0.63	0.64	0.58
Significance	0.05	0.06	0.07	0.14	0.05	0.05	0.12
Effect size	0.39	0.36	0.44	0.44	0.39	0.40	0.34

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)							
Frequently	56.5%	52.1%	61.8%	56.5%	56.3%	57.9%	50.0%
Occasionally	38.0%	44.7%	30.3%	39.1%	38.1%	36.5%	45.8%
Not at All	5.4%	3.2%	7.9%	4.3%	5.6%	5.7%	4.2%
Total(n)	184	94	89	23	160	159	24
Mean	2.51	2.49	2.54	2.52	2.51	2.52	2.46
Standard deviation	0.60	0.56	0.64	0.59	0.60	0.60	0.59
Significance	0.04	0.06	0.07	0.12	0.05	0.05	0.12
Effect size	0.36	0.32	0.41	0.35	0.36	0.37	0.35
Discussed career and post-graduation goals							
Frequently	74.5%	66.0%	83.1%	73.9%	74.4%	74.2%	79.2%
Occasionally	22.8%	31.9%	13.5%	21.7%	23.1%	22.6%	20.8%
Not at All	2.7%	2.1%	3.4%	4.3%	2.5%	3.1%	0.0%
Total(n)	184	94	89	23	160	159	24
Mean	2.72	2.64	2.80	2.70	2.72	2.71	2.79
Standard deviation	0.51	0.53	0.48	0.56	0.50	0.52	0.41
Significance	0.04	0.05	0.05	0.12	0.04	0.04	0.08
Effect size	0.26	0.28	0.23	0.31	0.25	0.27	0.17
Have you engaged in any of the following professional development opportunities at your institution?							
Funded workshops outside the institution focused on teaching							
Yes	42.8%	37.8%	48.0%	56.0%	41.3%	41.6%	51.5%
No	50.2%	56.3%	43.9%	40.0%	51.4%	51.7%	42.4%
Not eligible	4.5%	4.2%	4.9%	0.0%	5.0%	4.8%	3.0%
Not available	2.5%	1.7%	3.3%	4.0%	2.3%	1.9%	3.0%
Total(n)	243	119	123	25	218	209	33
Funded workshops outside the institution focused on research skills development							
Yes	8.7%	9.5%	8.0%	7.7%	8.8%	7.7%	15.6%
No	75.6%	81.0%	70.4%	69.2%	76.4%	77.0%	68.8%
Not eligible	5.8%	3.4%	8.0%	0.0%	6.5%	6.2%	3.1%
Not available	9.9%	6.0%	13.6%	23.1%	8.3%	9.1%	12.5%
Total(n)	242	116	125	26	216	209	32
Funded workshops outside the institution focused on grant writing							
Yes	5.4%	3.5%	7.2%	12.5%	4.6%	4.8%	9.4%
No	83.8%	91.3%	76.8%	79.2%	83.9%	85.1%	75.0%
Not eligible	5.4%	2.6%	8.0%	0.0%	6.0%	5.8%	3.1%
Not available	5.4%	2.6%	8.0%	8.3%	5.5%	4.3%	12.5%
Total(n)	241	115	125	24	217	208	32
Paid sabbatical leave							
Yes	15.7%	19.8%	12.0%	15.4%	15.7%	15.8%	15.6%
No	51.2%	52.6%	49.6%	53.8%	51.4%	52.6%	43.8%
Not eligible	26.0%	22.4%	29.6%	15.4%	26.9%	24.9%	31.3%
Not available	7.0%	5.2%	8.8%	15.4%	6.0%	6.7%	9.4%
Total(n)	242	116	125	26	216	209	32

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Travel funds paid by the institution							
Yes	63.3%	65.3%	61.1%	68.0%	62.7%	61.6%	72.7%
No	25.7%	27.1%	24.6%	32.0%	25.0%	27.5%	15.2%
Not eligible	7.3%	5.1%	9.5%	0.0%	8.2%	6.6%	12.1%
Not available	3.7%	2.5%	4.8%	0.0%	4.1%	4.3%	0.0%
Total(n)	245	118	126	25	220	211	33
Internal grants for research							
Yes	27.5%	27.1%	28.0%	38.5%	25.2%	28.1%	21.2%
No	59.4%	66.9%	52.0%	61.5%	59.6%	59.5%	60.6%
Not eligible	9.4%	4.2%	14.4%	0.0%	10.6%	8.6%	15.2%
Not available	3.7%	1.7%	5.6%	0.0%	4.6%	3.8%	3.0%
Total(n)	244	118	125	26	218	210	33
Training for administrative leadership							
Yes	12.3%	17.8%	6.4%	7.7%	12.4%	12.8%	9.4%
No	65.2%	67.8%	63.2%	73.1%	64.2%	66.4%	59.4%
Not eligible	12.3%	9.3%	15.2%	3.8%	12.8%	10.4%	21.9%
Not available	10.2%	5.1%	15.2%	15.4%	10.6%	10.4%	9.4%
Total(n)	244	118	125	26	218	211	32
Received incentives to develop new courses							
Yes	16.5%	18.8%	14.5%	23.1%	16.2%	17.2%	12.5%
No	68.6%	72.6%	64.5%	69.2%	68.1%	67.5%	75.0%
Not eligible	6.2%	4.3%	8.1%	0.0%	6.9%	5.7%	9.4%
Not available	8.7%	4.3%	12.9%	7.7%	8.8%	9.6%	3.1%
Total(n)	242	117	124	26	216	209	32
Have you engaged in any of the following professional development opportunities at your institution?							
Received incentives to integrate new technology into your classroom							
Yes	15.8%	16.4%	15.3%	34.6%	13.5%	14.9%	21.9%
No	73.4%	76.7%	70.2%	57.7%	75.3%	73.1%	75.0%
Not eligible	3.7%	2.6%	4.8%	0.0%	4.2%	3.8%	3.1%
Not available	7.1%	4.3%	9.7%	7.7%	7.0%	8.2%	0.0%
Total(n)	241	116	124	26	215	208	32
Received resources to integrate culturally-competent practices into your classroom							
Yes	34.3%	29.9%	37.9%	34.6%	34.3%	34.1%	36.4%
No	54.5%	60.7%	49.2%	57.7%	54.2%	53.8%	57.6%
Not eligible	2.9%	2.6%	3.2%	0.0%	3.2%	3.4%	0.0%
Not available	8.3%	6.8%	9.7%	7.7%	8.3%	8.7%	6.1%
Total(n)	242	117	124	26	216	208	33

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
How many of the following have you published?							
Articles in academic or professional journals							
None	22.4%	16.7%	27.9%	14.8%	23.9%	22.2%	24.2%
1-2	15.2%	15.8%	14.0%	18.5%	14.9%	13.4%	27.3%
3-4	12.0%	12.5%	11.6%	14.8%	11.3%	13.0%	3.0%
5-10	19.6%	15.8%	23.3%	22.2%	19.4%	19.9%	18.2%
11-20	17.6%	22.5%	13.2%	18.5%	17.6%	17.6%	18.2%
21-50	10.0%	12.5%	7.8%	7.4%	9.9%	11.1%	3.0%
51+	3.2%	4.2%	2.3%	3.7%	3.2%	2.8%	6.1%
Total(n)	250	120	129	27	222	216	33
Mean	3.38	3.66	3.12	3.48	3.34	3.42	3.12
Standard deviation	1.80	1.81	1.76	1.70	1.81	1.79	1.87
Significance	0.11	0.17	0.15	0.33	0.12	0.12	0.32
Effect size	3.23	3.27	3.09	2.87	3.29	3.21	3.48
Chapters in edited volumes							
None	50.2%	52.2%	48.8%	38.5%	52.4%	51.0%	43.8%
1-2	25.5%	20.4%	29.6%	30.8%	25.0%	26.7%	18.8%
3-4	11.7%	14.2%	9.6%	19.2%	10.8%	10.7%	18.8%
5-10	6.7%	6.2%	7.2%	3.8%	6.6%	5.8%	12.5%
11-20	4.2%	4.4%	4.0%	7.7%	3.3%	4.4%	3.1%
21-50	1.3%	1.8%	0.8%	0.0%	1.4%	1.0%	3.1%
51+	0.4%	0.9%	0.0%	0.0%	0.5%	0.5%	0.0%
Total(n)	239	113	125	26	212	206	32
Mean	1.95	1.99	1.90	2.12	1.90	1.91	2.22
Standard deviation	1.25	1.35	1.17	1.21	1.24	1.23	1.39
Significance	0.08	0.13	0.10	0.24	0.09	0.09	0.24
Effect size	1.57	1.83	1.36	1.47	1.53	1.52	1.92
How many of the following have you published?							
Books, manuals, or monographs							
None	61.6%	51.7%	70.4%	65.4%	61.9%	63.3%	48.4%
1-2	27.3%	32.8%	22.4%	30.8%	27.0%	26.2%	35.5%
3-4	7.0%	11.2%	3.2%	0.0%	7.9%	7.1%	6.5%
5-10	3.3%	2.6%	4.0%	3.8%	2.3%	2.4%	9.7%
11-20	0.4%	0.9%	0.0%	0.0%	0.5%	0.5%	0.0%
21-50	0.4%	0.9%	0.0%	0.0%	0.5%	0.5%	0.0%
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	242	116	125	26	215	210	31
Mean	1.55	1.71	1.41	1.42	1.54	1.52	1.77
Standard deviation	0.85	0.93	0.74	0.70	0.84	0.83	0.96
Significance	0.05	0.09	0.07	0.14	0.06	0.06	0.17
Effect size	0.72	0.87	0.55	0.49	0.70	0.69	0.91

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Other, such as patents or computer software products							
None	75.0%	68.1%	81.5%	76.0%	75.2%	75.0%	74.2%
1-2	14.4%	19.8%	9.2%	12.0%	14.8%	15.7%	6.5%
3-4	4.7%	6.0%	3.4%	12.0%	3.8%	3.9%	9.7%
5-10	3.8%	4.3%	3.4%	0.0%	3.8%	3.9%	3.2%
11-20	1.3%	0.9%	1.7%	0.0%	1.4%	1.0%	3.2%
21-50	0.8%	0.9%	0.8%	0.0%	1.0%	0.5%	3.2%
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	236	116	119	25	210	204	31
Mean	1.44	1.53	1.37	1.36	1.44	1.42	1.65
Standard deviation	0.95	0.96	0.94	0.70	0.96	0.88	1.31
Significance	0.06	0.09	0.09	0.14	0.07	0.06	0.23
Effect size	0.89	0.91	0.88	0.49	0.92	0.78	1.70
In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?							
None	83.7%	84.2%	83.1%	88.9%	83.0%	85.7%	69.7%
1-2	6.8%	8.3%	5.4%	7.4%	6.7%	6.5%	9.1%
3-4	1.2%	1.7%	0.8%	0.0%	1.3%	1.4%	0.0%
5-10	2.0%	0.8%	3.1%	0.0%	2.2%	1.8%	3.0%
11-20	3.6%	0.8%	6.2%	3.7%	3.6%	2.8%	9.1%
21+	2.8%	4.2%	1.5%	0.0%	3.1%	1.8%	9.1%
Total(n)	251	120	130	27	223	217	33
Mean	1.43	1.38	1.48	1.22	1.46	1.35	2.00
Standard deviation	1.18	1.12	1.23	0.80	1.21	1.03	1.79
Significance	0.07	0.10	0.11	0.15	0.08	0.07	0.31
Effect size	1.38	1.26	1.51	0.64	1.47	1.07	3.19
How many these exhibitions or performances in the fine or applied arts were:							
Solo/Individual							
None	26.7%	35.3%	15.4%	0.0%	28.6%	28.6%	22.2%
1-2	40.0%	47.1%	30.8%	50.0%	39.3%	42.9%	33.3%
3-4	10.0%	11.8%	7.7%	0.0%	10.7%	9.5%	11.1%
5-10	10.0%	0.0%	23.1%	0.0%	10.7%	9.5%	11.1%
11-20	13.3%	5.9%	23.1%	50.0%	10.7%	9.5%	22.2%
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	30	17	13	2	28	21	9
Mean	2.43	1.94	3.08	3.50	2.36	2.29	2.78
Standard deviation	1.36	1.03	1.50	2.12	1.31	1.27	1.56
Significance	0.25	0.25	0.42	1.50	0.25	0.28	0.52
Effect size	1.84	1.06	2.24	4.50	1.72	1.61	2.44

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
How many these exhibitions or performances in the fine or applied arts were:							
Collaborative							
None	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1-2	42.1%	50.0%	36.4%	66.7%	40.0%	48.3%	22.2%
3-4	18.4%	12.5%	22.7%	33.3%	17.1%	17.2%	22.2%
5-10	7.9%	0.0%	13.6%	0.0%	8.6%	6.9%	11.1%
11-20	18.4%	12.5%	22.7%	0.0%	20.0%	17.2%	22.2%
21+	13.2%	25.0%	4.5%	0.0%	14.3%	10.3%	22.2%
Total(n)	38	16	22	3	35	29	9
Mean	3.42	3.50	3.36	2.33	3.51	3.24	4.00
Standard deviation	1.52	1.79	1.33	0.58	1.54	1.48	1.58
Significance	0.25	0.45	0.28	0.33	0.26	0.27	0.53
Effect size	2.30	3.20	1.77	0.33	2.37	2.19	2.50
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?							
None	28.7%	24.0%	33.3%	33.3%	28.7%	29.5%	24.2%
1	13.1%	11.6%	14.7%	7.4%	13.5%	12.9%	12.1%
2	15.1%	19.0%	11.6%	11.1%	15.7%	14.7%	18.2%
3	11.6%	9.9%	12.4%	11.1%	11.7%	10.6%	18.2%
4	10.4%	13.2%	7.8%	11.1%	10.3%	10.6%	9.1%
5	6.8%	6.6%	7.0%	11.1%	6.7%	7.4%	3.0%
6	4.0%	4.1%	3.9%	0.0%	4.5%	4.1%	3.0%
7-10	4.8%	6.6%	3.1%	11.1%	3.1%	5.1%	3.0%
More than 10	5.6%	5.0%	6.2%	3.7%	5.8%	5.1%	9.1%
Total(n)	251	121	129	27	223	217	33
Mean	3.55	3.76	3.36	3.70	3.50	3.54	3.67
Standard deviation	2.44	2.42	2.47	2.61	2.41	2.45	2.48
Significance	0.15	0.22	0.22	0.50	0.16	0.17	0.43
Effect size	5.98	5.87	6.09	6.83	5.79	5.99	6.17
How many of these publications in the past three years have been solo-authored?							
None	35.6%	37.6%	33.8%	37.5%	35.2%	38.0%	20.0%
1	20.9%	18.8%	23.4%	12.5%	22.8%	20.4%	24.0%
2	15.3%	16.5%	14.3%	18.8%	15.2%	13.9%	24.0%
3	6.7%	7.1%	5.2%	0.0%	7.6%	7.3%	4.0%
4	8.0%	12.9%	2.6%	12.5%	7.6%	8.0%	8.0%
5	5.5%	2.4%	9.1%	12.5%	4.1%	5.1%	8.0%
6	3.1%	1.2%	5.2%	0.0%	2.8%	3.6%	0.0%
7-10	3.1%	2.4%	3.9%	0.0%	3.4%	2.2%	8.0%
More than 10	1.8%	1.2%	2.6%	6.3%	1.4%	1.5%	4.0%
Total(n)	163	85	77	16	145	137	25
Mean	2.86	2.69	3.03	3.13	2.79	2.77	3.44
Standard deviation	2.11	1.91	2.32	2.42	2.04	2.05	2.36
Significance	0.17	0.21	0.26	0.60	0.17	0.18	0.47
Effect size	4.44	3.64	5.37	5.85	4.17	4.21	5.59

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Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
How many of these publications in the past three years have been co-authored?							
None	18.9%	14.6%	22.8%	22.2%	18.8%	18.6%	21.7%
1	25.4%	25.8%	25.3%	5.6%	26.8%	24.8%	26.1%
2	17.8%	21.3%	13.9%	22.2%	17.4%	17.2%	21.7%
3	16.6%	15.7%	17.7%	22.2%	15.4%	17.2%	13.0%
4	7.7%	9.0%	6.3%	16.7%	7.4%	8.3%	4.3%
5	3.6%	1.1%	6.3%	5.6%	3.4%	3.4%	4.3%
6	1.2%	1.1%	1.3%	0.0%	1.3%	1.4%	0.0%
7-10	4.7%	6.7%	2.5%	5.6%	4.7%	4.8%	4.3%
More than 10	4.1%	4.5%	3.8%	0.0%	4.7%	4.1%	4.3%
Total(n)	169	89	79	18	149	145	23
Mean	3.33	3.47	3.19	3.50	3.33	3.37	3.13
Standard deviation	2.14	2.19	2.09	1.92	2.19	2.15	2.16
Significance	0.16	0.23	0.24	0.45	0.18	0.18	0.45
Effect size	4.59	4.77	4.39	3.68	4.78	4.62	4.66
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	7.3%	7.6%	7.2%	7.7%	7.3%	7.6%	6.1%
1-4	19.2%	18.5%	20.0%	7.7%	20.1%	19.0%	18.2%
5-8	32.7%	36.1%	28.8%	50.0%	30.6%	32.2%	36.4%
9-12	26.9%	26.1%	28.0%	15.4%	28.8%	27.5%	24.2%
13-16	7.8%	7.6%	8.0%	11.5%	7.3%	8.1%	6.1%
17-20	4.1%	1.7%	6.4%	3.8%	4.1%	3.3%	9.1%
21+	2.0%	2.5%	1.6%	3.8%	1.8%	2.4%	0.0%
Total(n)	245	119	125	26	219	211	33
Mean	3.29	3.23	3.35	3.42	3.28	3.29	3.33
Standard deviation	1.30	1.25	1.35	1.36	1.29	1.30	1.29
Significance	0.08	0.11	0.12	0.27	0.09	0.09	0.22
Effect size	1.68	1.57	1.81	1.85	1.66	1.69	1.67
Preparing for teaching (including reading student papers and grading)							
None	6.8%	7.1%	6.6%	7.7%	6.7%	6.9%	6.5%
1-4	12.7%	15.9%	9.8%	7.7%	13.3%	14.2%	3.2%
5-8	20.3%	21.2%	19.7%	15.4%	21.4%	18.6%	32.3%
9-12	21.6%	21.2%	22.1%	19.2%	21.4%	22.1%	16.1%
13-16	16.1%	17.7%	14.8%	23.1%	15.2%	16.7%	12.9%
17-20	11.9%	10.6%	13.1%	19.2%	11.0%	11.8%	12.9%
21+	10.6%	6.2%	13.9%	7.7%	11.0%	9.8%	16.1%
Total(n)	236	113	122	26	210	204	31
Mean	4.06	3.83	4.24	4.31	4.02	4.02	4.29
Standard deviation	1.71	1.63	1.75	1.69	1.71	1.70	1.77
Significance	0.11	0.15	0.16	0.33	0.12	0.12	0.32
Effect size	2.92	2.64	3.08	2.86	2.94	2.91	3.15

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
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	8.6%	8.6%	8.7%	16.0%	7.8%	9.1%	6.1%
1-4	55.6%	52.6%	57.9%	40.0%	57.3%	53.1%	69.7%
5-8	23.0%	26.7%	19.8%	24.0%	22.9%	24.9%	12.1%
9-12	7.4%	6.9%	7.9%	8.0%	7.3%	8.1%	3.0%
13-16	2.5%	3.4%	1.6%	0.0%	2.8%	1.9%	6.1%
17-20	1.6%	0.9%	2.4%	4.0%	1.4%	1.4%	3.0%
21+	1.2%	0.9%	1.6%	8.0%	0.5%	1.4%	0.0%
Total(n)	243	116	126	25	218	209	33
Mean	2.49	2.50	2.49	2.80	2.46	2.51	2.42
Standard deviation	1.08	1.03	1.14	1.68	0.99	1.08	1.09
Significance	0.07	0.10	0.10	0.34	0.07	0.07	0.19
Effect size	1.17	1.05	1.29	2.83	0.98	1.17	1.19
Committee work and meetings							
None	16.7%	13.9%	19.4%	8.0%	17.7%	16.5%	18.2%
1-4	46.7%	47.8%	46.0%	52.0%	45.6%	46.1%	48.5%
5-8	20.8%	21.7%	19.4%	32.0%	19.5%	22.8%	9.1%
9-12	7.9%	5.2%	10.5%	0.0%	9.3%	6.3%	18.2%
13-16	4.2%	6.1%	2.4%	4.0%	4.2%	4.4%	3.0%
17-20	1.7%	1.7%	1.6%	4.0%	1.4%	1.5%	3.0%
21+	2.1%	3.5%	0.8%	0.0%	2.3%	2.4%	0.0%
Total(n)	240	115	124	25	215	206	33
Mean	2.50	2.61	2.39	2.52	2.50	2.50	2.48
Standard deviation	1.27	1.38	1.16	1.08	1.30	1.28	1.25
Significance	0.08	0.13	0.10	0.22	0.09	0.09	0.22
Effect size	1.62	1.91	1.34	1.18	1.68	1.64	1.57
Research and scholarly writing							
None	22.0%	16.4%	26.6%	19.2%	22.8%	22.2%	21.2%
1-4	36.1%	37.9%	34.7%	26.9%	36.7%	37.2%	30.3%
5-8	20.7%	24.1%	17.7%	30.8%	20.0%	20.3%	24.2%
9-12	10.0%	11.2%	8.9%	3.8%	10.2%	9.7%	9.1%
13-16	4.1%	3.4%	4.8%	7.7%	3.7%	3.4%	9.1%
17-20	2.9%	2.6%	3.2%	7.7%	2.3%	2.9%	3.0%
21+	4.1%	4.3%	4.0%	3.8%	4.2%	4.3%	3.0%
Total(n)	241	116	124	26	215	207	33
Mean	2.63	2.72	2.56	2.92	2.59	2.61	2.76
Standard deviation	1.52	1.47	1.57	1.67	1.50	1.52	1.54
Significance	0.10	0.14	0.14	0.33	0.10	0.11	0.27
Effect size	2.31	2.15	2.46	2.79	2.25	2.31	2.38

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
During the present term, how many hours per week on average do you actually spend on each of the following activities?							
Other creative products/performances							
None	60.2%	56.4%	63.3%	44.0%	63.1%	60.4%	60.6%
1-4	23.8%	26.4%	21.7%	44.0%	20.4%	24.4%	18.2%
5-8	8.7%	9.1%	8.3%	8.0%	8.7%	8.1%	12.1%
9-12	4.3%	5.5%	3.3%	4.0%	4.4%	4.1%	6.1%
13-16	0.9%	0.9%	0.8%	0.0%	1.0%	1.0%	0.0%
17-20	1.3%	0.9%	1.7%	0.0%	1.5%	1.5%	0.0%
21+	0.9%	0.9%	0.8%	0.0%	1.0%	0.5%	3.0%
Total(n)	231	110	120	25	206	197	33
Mean	1.69	1.75	1.65	1.72	1.68	1.68	1.79
Standard deviation	1.13	1.13	1.14	0.79	1.17	1.10	1.32
Significance	0.07	0.11	0.10	0.16	0.08	0.08	0.23
Effect size	1.27	1.27	1.29	0.63	1.36	1.21	1.73
Community or public service							
None	37.9%	39.8%	36.3%	34.6%	39.2%	40.5%	21.9%
1-4	49.0%	46.6%	50.8%	57.7%	47.0%	47.1%	59.4%
5-8	9.5%	8.5%	10.5%	3.8%	10.1%	9.0%	12.5%
9-12	1.2%	1.7%	0.8%	0.0%	1.4%	1.4%	0.0%
13-16	1.2%	1.7%	0.8%	3.8%	0.9%	1.0%	3.1%
17-20	0.8%	1.7%	0.0%	0.0%	0.9%	0.5%	3.1%
21+	0.4%	0.0%	0.8%	0.0%	0.5%	0.5%	0.0%
Total(n)	243	118	124	26	217	210	32
Mean	1.83	1.84	1.82	1.81	1.82	1.79	2.13
Standard deviation	0.92	0.98	0.87	0.85	0.93	0.89	1.07
Significance	0.06	0.09	0.08	0.17	0.06	0.06	0.19
Effect size	0.84	0.96	0.75	0.72	0.87	0.79	1.15
Outside consulting/freelance work							
None	72.9%	70.7%	74.8%	84.0%	71.2%	73.4%	68.8%
1-4	17.1%	18.1%	16.3%	12.0%	17.7%	16.9%	18.8%
5-8	6.3%	6.9%	5.7%	0.0%	7.0%	5.8%	9.4%
9-12	1.7%	0.9%	2.4%	0.0%	1.9%	1.9%	0.0%
13-16	0.8%	0.9%	0.8%	0.0%	0.9%	0.5%	3.1%
17-20	0.8%	1.7%	0.0%	0.0%	1.4%	1.0%	0.0%
21+	0.4%	0.9%	0.0%	4.0%	0.0%	0.5%	0.0%
Total(n)	240	116	123	25	215	207	32
Mean	1.45	1.52	1.38	1.36	1.48	1.44	1.50
Standard deviation	0.93	1.08	0.77	1.22	0.95	0.94	0.92
Significance	0.06	0.10	0.07	0.24	0.06	0.07	0.16
Effect size	0.87	1.16	0.60	1.49	0.90	0.88	0.84

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Household/childcare duties							
None	9.5%	13.7%	5.6%	3.8%	10.2%	8.1%	18.8%
1-4	11.9%	11.1%	12.8%	0.0%	13.4%	11.9%	12.5%
5-8	20.2%	23.9%	16.8%	19.2%	19.9%	20.5%	18.8%
9-12	14.0%	17.1%	11.2%	23.1%	13.0%	13.8%	15.6%
13-16	11.1%	10.3%	12.0%	11.5%	10.6%	11.0%	9.4%
17-20	11.5%	8.5%	14.4%	23.1%	10.2%	11.4%	12.5%
21+	21.8%	15.4%	27.2%	19.2%	22.7%	23.3%	12.5%
Total(n)	243	117	125	26	216	210	32
Mean	4.27	3.86	4.63	4.85	4.22	4.35	3.72
Standard deviation	2.00	1.94	1.99	1.64	2.04	1.99	2.04
Significance	0.13	0.18	0.18	0.32	0.14	0.14	0.36
Effect size	4.01	3.76	3.96	2.70	4.18	3.97	4.14
During the present term, how many hours per week on average do you actually spend on each of the following activities?							
Serving as a caregiver for another adult							
None	85.5%	86.0%	84.9%	80.0%	86.6%	85.6%	84.4%
1-4	9.4%	7.9%	10.9%	20.0%	7.7%	8.5%	15.6%
5-8	3.4%	3.5%	3.4%	0.0%	3.8%	4.0%	0.0%
9-12	0.4%	0.9%	0.0%	0.0%	0.5%	0.5%	0.0%
13-16	0.4%	0.9%	0.0%	0.0%	0.5%	0.5%	0.0%
17-20	0.4%	0.9%	0.0%	0.0%	0.5%	0.5%	0.0%
21+	0.4%	0.0%	0.8%	0.0%	0.5%	0.5%	0.0%
Total(n)	234	114	119	25	209	201	32
Mean	1.24	1.25	1.23	1.20	1.24	1.25	1.16
Standard deviation	0.74	0.77	0.71	0.41	0.77	0.78	0.37
Significance	0.05	0.07	0.06	0.08	0.05	0.06	0.07
Effect size	0.54	0.60	0.50	0.17	0.59	0.61	0.14
Other employment, outside of academia							
None	87.9%	87.9%	87.7%	88.0%	88.3%	88.3%	84.8%
1-4	4.2%	6.0%	2.5%	4.0%	3.8%	3.9%	6.1%
5-8	2.1%	1.7%	2.5%	4.0%	1.9%	1.5%	6.1%
9-12	0.8%	0.0%	1.6%	0.0%	0.9%	1.0%	0.0%
13-16	1.7%	0.9%	2.5%	0.0%	1.9%	1.5%	3.0%
17-20	0.4%	0.0%	0.8%	0.0%	0.5%	0.5%	0.0%
21+	2.9%	3.4%	2.5%	4.0%	2.8%	3.4%	0.0%
Total(n)	239	116	122	25	213	205	33
Mean	1.37	1.34	1.41	1.36	1.37	1.39	1.30
Standard deviation	1.22	1.19	1.26	1.25	1.22	1.28	0.85
Significance	0.08	0.11	0.11	0.25	0.08	0.09	0.15
Effect size	1.50	1.41	1.60	1.57	1.50	1.63	0.72

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Personal time							
None	3.7%	2.6%	4.9%	8.0%	3.2%	2.4%	12.5%
1-4	26.6%	18.8%	34.1%	56.0%	23.6%	26.4%	28.1%
5-8	26.6%	29.1%	24.4%	4.0%	29.2%	28.8%	12.5%
9-12	21.2%	22.2%	20.3%	12.0%	21.8%	18.8%	34.4%
13-16	12.4%	14.5%	9.8%	8.0%	13.0%	13.0%	9.4%
17-20	5.0%	6.0%	4.1%	8.0%	4.6%	5.3%	3.1%
21+	4.6%	6.8%	2.4%	4.0%	4.6%	5.3%	0.0%
Total(n)	241	117	123	25	216	208	32
Mean	3.45	3.73	3.18	2.96	3.50	3.50	3.09
Standard deviation	1.45	1.49	1.37	1.67	1.42	1.46	1.35
Significance	0.09	0.14	0.12	0.33	0.10	0.10	0.24
Effect size	2.11	2.22	1.87	2.79	2.02	2.14	1.83
In your interactions with undergraduates, how often do you encourage them to:							
Ask questions in class							
Frequently	94.7%	94.1%	95.2%	100.0%	94.1%	94.3%	97.0%
Occasionally	4.5%	5.1%	4.0%	0.0%	5.0%	5.2%	0.0%
Not at all	0.8%	0.8%	0.8%	0.0%	0.9%	0.5%	3.0%
Total(n)	244	118	125	25	219	210	33
Mean	2.94	2.93	2.94	3.00	2.93	2.94	2.94
Standard deviation	0.27	0.28	0.26	0.00	0.29	0.26	0.35
Significance	0.02	0.03	0.02	0.00	0.02	0.02	0.06
Effect size	0.07	0.08	0.07	0.00	0.08	0.07	0.12
Support their opinions with a logical argument							
Frequently	84.0%	81.2%	86.5%	88.0%	84.0%	83.8%	87.9%
Occasionally	14.3%	17.1%	11.9%	12.0%	14.2%	14.8%	9.1%
Not at all	1.6%	1.7%	1.6%	0.0%	1.8%	1.4%	3.0%
Total(n)	244	117	126	25	219	210	33
Mean	2.82	2.79	2.85	2.88	2.82	2.82	2.85
Standard deviation	0.42	0.45	0.40	0.33	0.43	0.42	0.44
Significance	0.03	0.04	0.04	0.07	0.03	0.03	0.08
Effect size	0.18	0.20	0.16	0.11	0.18	0.17	0.20
In your interactions with undergraduates, how often do you encourage them to:							
Seek solutions to problems and explain them to others							
Frequently	78.8%	79.3%	78.2%	84.0%	78.2%	79.2%	75.8%
Occasionally	19.9%	19.0%	21.0%	16.0%	20.4%	20.3%	18.2%
Not at all	1.2%	1.7%	0.8%	0.0%	1.4%	0.5%	6.1%
Total(n)	241	116	124	25	216	207	33
Mean	2.78	2.78	2.77	2.84	2.77	2.79	2.70
Standard deviation	0.45	0.46	0.44	0.37	0.45	0.42	0.59
Significance	0.03	0.04	0.04	0.07	0.03	0.03	0.10
Effect size	0.20	0.21	0.19	0.14	0.21	0.18	0.34

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Analyze multiple sources of information before coming to a conclusion							
Frequently	69.7%	70.7%	68.5%	72.0%	69.9%	68.6%	78.8%
Occasionally	27.0%	28.4%	26.0%	28.0%	26.9%	28.6%	18.2%
Not at all	3.3%	0.9%	5.5%	0.0%	3.2%	2.9%	3.0%
Total(n)	244	116	127	25	219	210	33
Mean	2.66	2.70	2.63	2.72	2.67	2.66	2.76
Standard deviation	0.54	0.48	0.59	0.46	0.54	0.53	0.50
Significance	0.03	0.04	0.05	0.09	0.04	0.04	0.09
Effect size	0.29	0.23	0.35	0.21	0.29	0.28	0.25
Evaluate the quality or reliability of information they receive							
Frequently	70.1%	69.0%	70.9%	72.0%	70.3%	69.0%	78.8%
Occasionally	26.6%	27.6%	26.0%	28.0%	26.5%	28.6%	15.2%
Not at all	3.3%	3.4%	3.1%	0.0%	3.2%	2.4%	6.1%
Total(n)	244	116	127	25	219	210	33
Mean	2.67	2.66	2.68	2.72	2.67	2.67	2.73
Standard deviation	0.54	0.55	0.53	0.46	0.53	0.52	0.57
Significance	0.03	0.05	0.05	0.09	0.04	0.04	0.10
Effect size	0.29	0.30	0.28	0.21	0.29	0.27	0.33
Take risks for potential gains							
Frequently	46.4%	40.9%	51.2%	50.0%	46.0%	44.4%	60.6%
Occasionally	42.7%	44.3%	41.5%	37.5%	43.3%	44.4%	30.3%
Not at all	10.9%	14.8%	7.3%	12.5%	10.7%	11.2%	9.1%
Total(n)	239	115	123	24	215	205	33
Mean	2.36	2.26	2.44	2.38	2.35	2.33	2.52
Standard deviation	0.67	0.70	0.63	0.71	0.67	0.67	0.67
Significance	0.04	0.07	0.06	0.15	0.05	0.05	0.12
Effect size	0.45	0.49	0.40	0.51	0.44	0.45	0.45
In your interactions with undergraduates, how often do you encourage them to:							
Seek alternative solutions to a problem							
Frequently	71.7%	72.4%	70.9%	88.5%	70.2%	71.6%	75.0%
Occasionally	26.6%	25.0%	28.3%	11.5%	28.0%	27.0%	21.9%
Not at all	1.6%	2.6%	0.8%	0.0%	1.8%	1.4%	3.1%
Total(n)	244	116	127	26	218	211	32
Mean	2.70	2.70	2.70	2.88	2.68	2.70	2.72
Standard deviation	0.49	0.51	0.48	0.33	0.50	0.49	0.52
Significance	0.03	0.05	0.04	0.06	0.03	0.03	0.09
Effect size	0.24	0.26	0.23	0.11	0.25	0.24	0.27
Look up scientific research articles and resources							
Frequently	51.9%	49.1%	54.0%	65.4%	51.2%	51.7%	54.5%
Occasionally	30.5%	34.5%	27.0%	26.9%	30.4%	31.1%	27.3%
Not at all	17.7%	16.4%	19.0%	7.7%	18.4%	17.2%	18.2%
Total(n)	243	116	126	26	217	209	33
Mean	2.34	2.33	2.35	2.58	2.33	2.34	2.36
Standard deviation	0.76	0.74	0.78	0.64	0.77	0.76	0.78
Significance	0.05	0.07	0.07	0.13	0.05	0.05	0.14
Effect size	0.58	0.55	0.61	0.41	0.59	0.57	0.61

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Explore topics on their own, even though it was not required for a class							
Frequently	56.1%	47.9%	64.3%	69.2%	55.0%	53.8%	72.7%
Occasionally	39.3%	47.9%	31.0%	30.8%	39.9%	41.4%	24.2%
Not at all	4.5%	4.3%	4.8%	0.0%	5.0%	4.8%	3.0%
Total(n)	244	117	126	26	218	210	33
Mean	2.52	2.44	2.60	2.69	2.50	2.49	2.70
Standard deviation	0.58	0.58	0.58	0.47	0.59	0.59	0.53
Significance	0.04	0.05	0.05	0.09	0.04	0.04	0.09
Effect size	0.34	0.33	0.34	0.22	0.35	0.35	0.28
Accept mistakes as part of the learning process							
Frequently	79.9%	77.8%	81.7%	73.1%	81.2%	79.0%	87.9%
Occasionally	18.4%	18.8%	18.3%	23.1%	17.4%	19.5%	9.1%
Not at all	1.6%	3.4%	0.0%	3.8%	1.4%	1.4%	3.0%
Total(n)	244	117	126	26	218	210	33
Mean	2.78	2.74	2.82	2.69	2.80	2.78	2.85
Standard deviation	0.45	0.51	0.39	0.55	0.44	0.45	0.44
Significance	0.03	0.05	0.03	0.11	0.03	0.03	0.08
Effect size	0.20	0.26	0.15	0.30	0.19	0.20	0.20
In your interactions with undergraduates, how often do you encourage them to:							
Recognize biases that affect their thinking							
Frequently	61.1%	54.7%	66.7%	65.4%	61.0%	58.1%	81.8%
Occasionally	33.2%	41.0%	26.2%	23.1%	34.4%	37.1%	9.1%
Not at all	5.7%	4.3%	7.1%	11.5%	4.6%	4.8%	9.1%
Total(n)	244	117	126	26	218	210	33
Mean	2.55	2.50	2.60	2.54	2.56	2.53	2.73
Standard deviation	0.60	0.58	0.62	0.71	0.58	0.59	0.63
Significance	0.04	0.05	0.06	0.14	0.04	0.04	0.11
Effect size	0.36	0.34	0.39	0.50	0.34	0.35	0.39
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:							
Write in the specific style or format of your discipline							
Frequently	68.2%	65.3%	70.6%	73.1%	68.0%	67.8%	72.7%
Occasionally	26.1%	29.7%	23.0%	23.1%	26.0%	26.5%	21.2%
Not at all	5.7%	5.1%	6.3%	3.8%	5.9%	5.7%	6.1%
Total(n)	245	118	126	26	219	211	33
Mean	2.62	2.60	2.64	2.69	2.62	2.62	2.67
Standard deviation	0.59	0.59	0.60	0.55	0.60	0.59	0.60
Significance	0.04	0.05	0.05	0.11	0.04	0.04	0.10
Effect size	0.35	0.34	0.36	0.30	0.36	0.35	0.35

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Describe how different perspectives would affect the interpretation of a question or issue in your discipline							
Frequently	49.8%	50.0%	50.0%	69.2%	47.7%	47.4%	66.7%
Occasionally	30.9%	28.0%	33.1%	26.9%	31.0%	31.6%	24.2%
Not at all	19.3%	22.0%	16.9%	3.8%	21.3%	21.1%	9.1%
Total(n)	243	118	124	26	216	209	33
Mean	2.30	2.28	2.33	2.65	2.26	2.26	2.58
Standard deviation	0.78	0.80	0.75	0.56	0.79	0.79	0.66
Significance	0.05	0.07	0.07	0.11	0.05	0.05	0.12
Effect size	0.60	0.65	0.56	0.32	0.62	0.62	0.44
Discuss the ethical or moral implications of a course of action							
Frequently	45.7%	40.7%	50.0%	50.0%	44.7%	42.7%	66.7%
Occasionally	35.1%	36.4%	34.1%	38.5%	35.2%	37.0%	21.2%
Not at all	19.2%	22.9%	15.9%	11.5%	20.1%	20.4%	12.1%
Total(n)	245	118	126	26	219	211	33
Mean	2.27	2.18	2.34	2.38	2.25	2.22	2.55
Standard deviation	0.76	0.78	0.74	0.70	0.77	0.76	0.71
Significance	0.05	0.07	0.07	0.14	0.05	0.05	0.12
Effect size	0.58	0.61	0.55	0.49	0.59	0.58	0.51
Apply mathematical concepts and computational thinking							
Frequently	35.4%	41.5%	29.9%	46.2%	34.1%	38.7%	12.1%
Occasionally	26.0%	27.1%	25.2%	19.2%	26.8%	25.5%	30.3%
Not at all	38.6%	31.4%	44.9%	34.6%	39.1%	35.8%	57.6%
Total(n)	246	118	127	26	220	212	33
Mean	1.97	2.10	1.85	2.12	1.95	2.03	1.55
Standard deviation	0.86	0.85	0.86	0.91	0.86	0.86	0.71
Significance	0.05	0.08	0.08	0.18	0.06	0.06	0.12
Effect size	0.74	0.72	0.73	0.83	0.73	0.75	0.51
In how many of the courses that you teach do you use each of the following?							
Class discussions							
All	74.5%	71.7%	77.0%	76.9%	74.7%	74.2%	78.8%
Most	14.6%	14.2%	15.1%	23.1%	13.6%	14.6%	15.2%
Some	7.7%	10.8%	4.8%	0.0%	8.1%	8.0%	3.0%
None	3.2%	3.3%	3.2%	0.0%	3.6%	3.3%	3.0%
Total(n)	247	120	126	26	221	213	33
Mean	3.60	3.54	3.66	3.77	3.59	3.60	3.70
Standard deviation	0.77	0.82	0.72	0.43	0.79	0.77	0.68
Significance	0.05	0.07	0.06	0.08	0.05	0.05	0.12
Effect size	0.59	0.67	0.51	0.18	0.62	0.60	0.47

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Cooperative learning (small groups)							
All	62.1%	55.9%	67.7%	52.0%	63.3%	61.9%	65.6%
Most	18.1%	18.6%	17.7%	28.0%	17.0%	17.6%	21.9%
Some	14.8%	18.6%	11.3%	16.0%	14.7%	15.2%	9.4%
None	4.9%	6.8%	3.2%	4.0%	5.0%	5.2%	3.1%
Total(n)	243	118	124	25	218	210	32
Mean	3.37	3.24	3.50	3.28	3.39	3.36	3.50
Standard deviation	0.91	0.98	0.82	0.89	0.91	0.92	0.80
Significance	0.06	0.09	0.07	0.18	0.06	0.06	0.14
Effect size	0.83	0.97	0.67	0.79	0.84	0.85	0.65
Experiential learning/Field studies							
All	21.2%	21.8%	20.8%	7.7%	23.3%	20.9%	24.2%
Most	14.3%	10.1%	18.4%	23.1%	12.8%	13.7%	18.2%
Some	30.2%	29.4%	30.4%	34.6%	29.7%	29.9%	33.3%
None	34.3%	38.7%	30.4%	34.6%	34.2%	35.5%	24.2%
Total(n)	245	119	125	26	219	211	33
Mean	2.22	2.15	2.30	2.04	2.25	2.20	2.42
Standard deviation	1.14	1.16	1.11	0.96	1.16	1.14	1.12
Significance	0.07	0.11	0.10	0.19	0.08	0.08	0.19
Effect size	1.29	1.35	1.24	0.92	1.34	1.29	1.25
Performances/Demonstrations							
All	27.7%	21.6%	33.6%	20.8%	28.4%	27.4%	30.3%
Most	16.9%	18.1%	15.2%	33.3%	15.1%	15.4%	27.3%
Some	29.8%	33.6%	26.4%	29.2%	29.8%	30.8%	24.2%
None	25.6%	26.7%	24.8%	16.7%	26.6%	26.4%	18.2%
Total(n)	242	116	125	24	218	208	33
Mean	2.47	2.34	2.58	2.58	2.45	2.44	2.70
Standard deviation	1.15	1.10	1.19	1.02	1.16	1.15	1.10
Significance	0.07	0.10	0.11	0.21	0.08	0.08	0.19
Effect size	1.32	1.20	1.42	1.04	1.36	1.33	1.22
In how many of the courses that you teach do you use each of the following?							
Group projects							
All	32.2%	30.5%	34.1%	26.9%	32.4%	32.5%	31.3%
Most	22.4%	20.3%	23.8%	38.5%	20.1%	21.7%	25.0%
Some	32.7%	37.3%	28.6%	15.4%	34.7%	32.5%	34.4%
None	12.7%	11.9%	13.5%	19.2%	12.8%	13.2%	9.4%
Total(n)	245	118	126	26	219	212	32
Mean	2.74	2.69	2.79	2.73	2.72	2.74	2.78
Standard deviation	1.05	1.03	1.06	1.08	1.05	1.06	1.01
Significance	0.07	0.10	0.09	0.21	0.07	0.07	0.18
Effect size	1.09	1.07	1.13	1.16	1.11	1.11	1.02

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Extensive lecturing							
All	16.2%	23.3%	9.5%	7.7%	16.7%	16.9%	9.1%
Most	28.3%	35.0%	22.2%	42.3%	27.1%	30.5%	15.2%
Some	35.6%	29.2%	42.1%	34.6%	35.3%	34.3%	45.5%
None	19.8%	12.5%	26.2%	15.4%	20.8%	18.3%	30.3%
Total(n)	247	120	126	26	221	213	33
Mean	2.41	2.69	2.15	2.42	2.40	2.46	2.03
Standard deviation	0.98	0.97	0.92	0.86	1.00	0.98	0.92
Significance	0.06	0.09	0.08	0.17	0.07	0.07	0.16
Effect size	0.97	0.94	0.85	0.73	1.00	0.96	0.84
Multiple drafts of written work							
All	20.7%	20.8%	20.8%	11.5%	21.5%	18.9%	33.3%
Most	19.9%	19.2%	20.8%	23.1%	19.6%	20.3%	18.2%
Some	39.8%	38.3%	40.8%	38.5%	40.6%	41.5%	30.3%
None	19.5%	21.7%	17.6%	26.9%	18.3%	19.3%	18.2%
Total(n)	246	120	125	26	219	212	33
Mean	2.42	2.39	2.45	2.19	2.44	2.39	2.67
Standard deviation	1.03	1.05	1.01	0.98	1.02	1.00	1.14
Significance	0.07	0.10	0.09	0.19	0.07	0.07	0.20
Effect size	1.05	1.10	1.02	0.96	1.05	1.01	1.29
Reflective writing/journaling							
All	14.5%	11.1%	17.7%	3.8%	16.2%	12.4%	28.1%
Most	20.2%	17.1%	23.4%	26.9%	19.0%	19.6%	25.0%
Some	29.3%	30.8%	27.4%	19.2%	30.6%	30.6%	21.9%
None	36.0%	41.0%	31.5%	50.0%	34.3%	37.3%	25.0%
Total(n)	242	117	124	26	216	209	32
Mean	2.13	1.98	2.27	1.85	2.17	2.07	2.56
Standard deviation	1.06	1.02	1.09	0.97	1.08	1.03	1.16
Significance	0.07	0.09	0.10	0.19	0.07	0.07	0.21
Effect size	1.13	1.03	1.19	0.94	1.16	1.07	1.35
Community service as part of coursework							
All	2.9%	0.8%	4.8%	0.0%	3.2%	2.8%	3.0%
Most	4.9%	5.9%	4.0%	0.0%	5.0%	5.2%	3.0%
Some	25.3%	21.2%	28.6%	30.8%	24.7%	23.7%	36.4%
None	66.9%	72.0%	62.7%	69.2%	67.1%	68.2%	57.6%
Total(n)	245	118	126	26	219	211	33
Mean	1.44	1.36	1.51	1.31	1.44	1.43	1.52
Standard deviation	0.72	0.63	0.79	0.47	0.74	0.72	0.71
Significance	0.05	0.06	0.07	0.09	0.05	0.05	0.12
Effect size	0.52	0.40	0.62	0.22	0.54	0.52	0.51
Electronic quizzes with immediate feedback in class							
All	5.3%	5.1%	5.6%	12.0%	4.1%	4.8%	6.3%
Most	6.2%	3.4%	8.8%	0.0%	7.3%	5.7%	9.4%
Some	16.5%	16.2%	16.8%	24.0%	15.1%	18.6%	3.1%
None	72.0%	75.2%	68.8%	64.0%	73.4%	71.0%	81.3%
Total(n)	243	117	125	25	218	210	32
Mean	1.45	1.38	1.51	1.60	1.42	1.44	1.41
Standard deviation	0.83	0.79	0.88	1.00	0.80	0.81	0.91
Significance	0.05	0.07	0.08	0.20	0.05	0.06	0.16
Effect size	0.69	0.62	0.77	1.00	0.64	0.65	0.83

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Using real-life problems							
All	46.7%	39.8%	53.6%	44.0%	47.0%	46.7%	45.5%
Most	26.6%	33.9%	19.2%	40.0%	25.1%	26.7%	27.3%
Some	17.6%	16.9%	18.4%	8.0%	18.7%	18.1%	15.2%
None	9.0%	9.3%	8.8%	8.0%	9.1%	8.6%	12.1%
Total(n)	244	118	125	25	219	210	33
Mean	3.11	3.04	3.18	3.20	3.10	3.11	3.06
Standard deviation	1.00	0.97	1.02	0.91	1.01	0.99	1.06
Significance	0.06	0.09	0.09	0.18	0.07	0.07	0.18
Effect size	1.00	0.95	1.05	0.83	1.02	0.98	1.12
Using student inquiry to drive learning							
All	39.2%	32.8%	45.6%	42.3%	38.8%	37.4%	51.5%
Most	23.7%	28.6%	19.2%	23.1%	23.7%	23.2%	27.3%
Some	32.2%	31.9%	32.0%	26.9%	32.9%	34.6%	15.2%
None	4.9%	6.7%	3.2%	7.7%	4.6%	4.7%	6.1%
Total(n)	245	119	125	26	219	211	33
Mean	2.97	2.87	3.07	3.00	2.97	2.93	3.24
Standard deviation	0.96	0.95	0.95	1.02	0.95	0.95	0.94
Significance	0.06	0.09	0.09	0.20	0.06	0.07	0.16
Effect size	0.91	0.91	0.91	1.04	0.90	0.91	0.88
Readings on racial and ethnic issues							
All	26.4%	18.5%	33.3%	38.5%	25.0%	22.2%	54.5%
Most	11.0%	11.8%	10.3%	0.0%	11.8%	10.8%	12.1%
Some	24.0%	22.7%	25.4%	23.1%	24.5%	25.5%	15.2%
None	38.6%	47.1%	31.0%	38.5%	38.6%	41.5%	18.2%
Total(n)	246	119	126	26	220	212	33
Mean	2.25	2.02	2.46	2.38	2.23	2.14	3.03
Standard deviation	1.22	1.16	1.24	1.36	1.21	1.18	1.21
Significance	0.08	0.11	0.11	0.27	0.08	0.08	0.21
Effect size	1.50	1.34	1.55	1.85	1.46	1.40	1.47
Readings on women and gender issues							
All	23.4%	15.3%	30.4%	34.6%	22.0%	19.0%	51.5%
Most	10.2%	11.9%	8.8%	3.8%	11.0%	10.0%	12.1%
Some	22.5%	22.9%	22.4%	23.1%	22.5%	23.8%	15.2%
None	43.9%	50.0%	38.4%	38.5%	44.5%	47.1%	21.2%
Total(n)	244	118	125	26	218	210	33
Mean	2.13	1.92	2.31	2.35	2.11	2.01	2.94
Standard deviation	1.21	1.11	1.27	1.32	1.20	1.16	1.25
Significance	0.08	0.10	0.11	0.26	0.08	0.08	0.22
Effect size	1.46	1.23	1.60	1.76	1.43	1.34	1.56
Supplemental instruction that is outside of class and office hours							
All	21.9%	21.6%	22.4%	20.0%	23.0%	22.6%	18.2%
Most	17.8%	19.0%	16.8%	20.0%	17.5%	19.2%	9.1%
Some	36.8%	36.2%	36.8%	40.0%	35.9%	34.6%	51.5%
None	23.6%	23.3%	24.0%	20.0%	23.5%	23.6%	21.2%
Total(n)	242	116	125	25	217	208	33
Mean	2.38	2.39	2.38	2.40	2.40	2.41	2.24
Standard deviation	1.07	1.07	1.08	1.04	1.08	1.08	1.00
Significance	0.07	0.10	0.10	0.21	0.07	0.08	0.17
Effect size	1.15	1.14	1.17	1.08	1.18	1.17	1.00

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
In how many of the courses that you teach do you use each of the following?							
Student presentations							
All	33.7%	32.8%	34.1%	26.9%	35.0%	32.5%	42.4%
Most	25.2%	19.3%	31.0%	23.1%	25.0%	25.0%	27.3%
Some	31.3%	37.0%	26.2%	30.8%	31.4%	31.6%	27.3%
None	9.8%	10.9%	8.7%	19.2%	8.6%	10.8%	3.0%
Total(n)	246	119	126	26	220	212	33
Mean	2.83	2.74	2.90	2.58	2.86	2.79	3.09
Standard deviation	1.01	1.04	0.98	1.10	1.00	1.02	0.91
Significance	0.06	0.10	0.09	0.22	0.07	0.07	0.16
Effect size	1.02	1.08	0.95	1.21	1.00	1.04	0.84
Student evaluations of each others' work							
All	18.9%	18.8%	19.2%	19.2%	18.5%	18.7%	21.2%
Most	16.9%	13.7%	20.0%	7.7%	18.1%	15.8%	24.2%
Some	45.7%	47.0%	44.0%	61.5%	44.4%	47.4%	36.4%
None	18.5%	20.5%	16.8%	11.5%	19.0%	18.2%	18.2%
Total(n)	243	117	125	26	216	209	33
Mean	2.36	2.31	2.42	2.35	2.36	2.35	2.48
Standard deviation	0.99	1.00	0.99	0.94	0.99	0.98	1.03
Significance	0.06	0.09	0.09	0.18	0.07	0.07	0.18
Effect size	0.98	1.01	0.97	0.88	0.99	0.97	1.07
Grading on a curve							
All	5.7%	8.4%	3.2%	4.0%	6.4%	5.7%	6.1%
Most	7.0%	6.7%	7.3%	4.0%	7.3%	7.1%	6.1%
Some	18.9%	21.0%	16.9%	16.0%	18.7%	19.0%	15.2%
None	68.4%	63.9%	72.6%	76.0%	67.6%	68.1%	72.7%
Total(n)	244	119	124	25	219	210	33
Mean	1.50	1.60	1.41	1.36	1.53	1.50	1.45
Standard deviation	0.86	0.94	0.77	0.76	0.88	0.86	0.87
Significance	0.05	0.09	0.07	0.15	0.06	0.06	0.15
Effect size	0.74	0.89	0.59	0.57	0.78	0.74	0.76
Rubric-based assessment							
All	36.5%	26.1%	46.8%	28.0%	37.4%	36.7%	36.4%
Most	25.4%	30.3%	21.0%	20.0%	26.5%	25.7%	24.2%
Some	26.6%	30.3%	22.6%	36.0%	25.6%	27.1%	24.2%
None	11.5%	13.4%	9.7%	16.0%	10.5%	10.5%	15.2%
Total(n)	244	119	124	25	219	210	33
Mean	2.87	2.69	3.05	2.60	2.91	2.89	2.82
Standard deviation	1.04	1.01	1.04	1.08	1.02	1.02	1.10
Significance	0.07	0.09	0.09	0.22	0.07	0.07	0.19
Effect size	1.08	1.01	1.09	1.17	1.05	1.05	1.22

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)							
All	13.5%	10.1%	16.9%	19.2%	12.8%	12.4%	21.2%
Most	13.9%	14.3%	13.7%	7.7%	14.7%	15.2%	6.1%
Some	33.6%	31.9%	35.5%	26.9%	34.4%	32.9%	36.4%
None	38.9%	43.7%	33.9%	46.2%	38.1%	39.5%	36.4%
Total(n)	244	119	124	26	218	210	33
Mean	2.02	1.91	2.14	2.00	2.02	2.00	2.12
Standard deviation	1.04	0.99	1.07	1.17	1.02	1.02	1.14
Significance	0.07	0.09	0.10	0.23	0.07	0.07	0.20
Effect size	1.07	0.98	1.14	1.36	1.05	1.05	1.30
How frequently do you incorporate the following forms of technology into your courses?							
Videos or podcasts							
Frequently	41.7%	32.5%	50.0%	46.2%	41.2%	41.8%	42.4%
Occasionally	40.9%	46.7%	35.7%	26.9%	42.1%	40.8%	39.4%
Not at all	17.4%	20.8%	14.3%	26.9%	16.7%	17.4%	18.2%
Total(n)	247	120	126	26	221	213	33
Mean	2.24	2.12	2.36	2.19	2.24	2.24	2.24
Standard deviation	0.73	0.72	0.72	0.85	0.72	0.73	0.75
Significance	0.05	0.07	0.06	0.17	0.05	0.05	0.13
Effect size	0.53	0.52	0.52	0.72	0.52	0.53	0.56
Simulations/animations							
Frequently	17.2%	13.6%	20.8%	16.0%	17.4%	17.6%	15.2%
Occasionally	42.6%	44.9%	40.8%	52.0%	41.6%	42.9%	42.4%
Not at all	40.2%	41.5%	38.4%	32.0%	41.1%	39.5%	42.4%
Total(n)	244	118	125	25	219	210	33
Mean	1.77	1.72	1.82	1.84	1.76	1.78	1.73
Standard deviation	0.72	0.69	0.75	0.69	0.73	0.73	0.72
Significance	0.05	0.06	0.07	0.14	0.05	0.05	0.13
Effect size	0.52	0.48	0.57	0.47	0.53	0.53	0.52
Online homework or virtual labs							
Frequently	24.9%	22.0%	27.8%	19.2%	25.6%	24.2%	27.3%
Occasionally	33.9%	33.1%	34.1%	42.3%	32.4%	35.1%	27.3%
Not at all	41.2%	44.9%	38.1%	38.5%	42.0%	40.8%	45.5%
Total(n)	245	118	126	26	219	211	33
Mean	1.84	1.77	1.90	1.81	1.84	1.83	1.82
Standard deviation	0.80	0.79	0.81	0.75	0.81	0.79	0.85
Significance	0.05	0.07	0.07	0.15	0.05	0.05	0.15
Effect size	0.64	0.62	0.65	0.56	0.65	0.62	0.72
Online discussion boards							
Frequently	19.5%	14.4%	24.6%	26.9%	18.6%	17.4%	33.3%
Occasionally	36.1%	36.4%	35.2%	38.5%	35.8%	36.7%	33.3%
Not at all	44.4%	49.2%	40.2%	34.6%	45.6%	45.9%	33.3%
Total(n)	241	118	122	26	215	207	33
Mean	1.75	1.65	1.84	1.92	1.73	1.71	2.00
Standard deviation	0.76	0.72	0.79	0.80	0.76	0.74	0.83
Significance	0.05	0.07	0.07	0.16	0.05	0.05	0.14
Effect size	0.58	0.52	0.63	0.63	0.57	0.55	0.69

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Audience response systems to gauge students' understanding (e.g., clickers)							
Frequently	7.8%	5.9%	9.6%	7.7%	7.8%	8.0%	6.3%
Occasionally	15.5%	16.0%	15.2%	19.2%	15.1%	16.5%	9.4%
Not at all	76.7%	78.2%	75.2%	73.1%	77.2%	75.5%	84.4%
Total(n)	245	119	125	26	219	212	32
Mean	1.31	1.28	1.34	1.35	1.31	1.33	1.22
Standard deviation	0.61	0.57	0.65	0.63	0.61	0.62	0.55
Significance	0.04	0.05	0.06	0.12	0.04	0.04	0.10
Effect size	0.37	0.32	0.42	0.40	0.37	0.38	0.31
Indicate the importance to you of each of the following education goals for undergraduate students:							
Encourage students to become agents of social change							
Essential	42.9%	35.6%	49.2%	38.5%	42.9%	41.7%	51.5%
Very important	38.8%	43.2%	34.9%	53.8%	37.4%	39.3%	36.4%
Somewhat important	13.5%	13.6%	13.5%	7.7%	13.7%	13.3%	12.1%
Not important	4.9%	7.6%	2.4%	0.0%	5.9%	5.7%	0.0%
Total(n)	245	118	126	26	219	211	33
Mean	3.20	3.07	3.31	3.31	3.17	3.17	3.39
Standard deviation	0.85	0.89	0.79	0.62	0.88	0.87	0.70
Significance	0.05	0.08	0.07	0.12	0.06	0.06	0.12
Effect size	0.72	0.80	0.63	0.38	0.78	0.75	0.50
Prepare students for employment after college							
Essential	70.6%	70.6%	71.2%	65.4%	70.8%	73.6%	50.0%
Very important	25.3%	22.7%	27.2%	30.8%	24.7%	22.6%	43.8%
Somewhat important	3.3%	5.0%	1.6%	0.0%	4.1%	2.8%	6.3%
Not important	0.8%	1.7%	0.0%	3.8%	0.5%	0.9%	0.0%
Total(n)	245	119	125	26	219	212	32
Mean	3.66	3.62	3.70	3.58	3.66	3.69	3.44
Standard deviation	0.58	0.66	0.50	0.70	0.58	0.57	0.62
Significance	0.04	0.06	0.04	0.14	0.04	0.04	0.11
Effect size	0.34	0.44	0.25	0.49	0.34	0.33	0.38
Prepare students for graduate or advanced education							
Essential	54.1%	55.0%	53.6%	65.4%	53.2%	54.7%	51.5%
Very important	40.2%	43.3%	36.8%	30.8%	41.4%	40.1%	39.4%
Somewhat important	5.7%	1.7%	9.6%	3.8%	5.5%	5.2%	9.1%
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	246	120	125	26	220	212	33
Mean	3.48	3.53	3.44	3.62	3.48	3.50	3.42
Standard deviation	0.60	0.53	0.66	0.57	0.60	0.60	0.66
Significance	0.04	0.05	0.06	0.11	0.04	0.04	0.12
Effect size	0.37	0.28	0.44	0.33	0.36	0.36	0.44

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Indicate the importance to you of each of the following education goals for undergraduate students:							
Develop students' moral character							
Essential	31.6%	31.1%	32.3%	46.2%	29.8%	31.9%	30.3%
Very important	49.2%	50.4%	47.6%	42.3%	49.5%	50.0%	42.4%
Somewhat important	15.6%	15.1%	16.1%	11.5%	16.1%	13.8%	27.3%
Not important	3.7%	3.4%	4.0%	0.0%	4.6%	4.3%	0.0%
Total(n)	244	119	124	26	218	210	33
Mean	3.09	3.09	3.08	3.35	3.05	3.10	3.03
Standard deviation	0.78	0.77	0.80	0.69	0.80	0.79	0.77
Significance	0.05	0.07	0.07	0.14	0.05	0.05	0.13
Effect size	0.61	0.59	0.64	0.48	0.64	0.62	0.59
Provide for students' emotional development							
Essential	30.3%	29.4%	31.5%	38.5%	28.9%	31.0%	27.3%
Very important	46.3%	43.7%	48.4%	38.5%	47.2%	47.1%	42.4%
Somewhat important	20.5%	22.7%	18.5%	23.1%	19.7%	18.6%	30.3%
Not important	2.9%	4.2%	1.6%	0.0%	4.1%	3.3%	0.0%
Total(n)	244	119	124	26	218	210	33
Mean	3.04	2.98	3.10	3.15	3.01	3.06	2.97
Standard deviation	0.79	0.83	0.75	0.78	0.81	0.79	0.77
Significance	0.05	0.08	0.07	0.15	0.05	0.05	0.13
Effect size	0.62	0.69	0.56	0.62	0.65	0.63	0.59
Indicate the importance to you of each of the following education goals for undergraduate students:							
Help students develop personal values							
Essential	32.1%	30.5%	33.9%	34.6%	31.3%	32.5%	30.3%
Very important	49.8%	50.0%	50.0%	53.8%	48.8%	50.7%	42.4%
Somewhat important	14.8%	16.1%	12.9%	11.5%	15.2%	13.4%	24.2%
Not important	3.3%	3.4%	3.2%	0.0%	4.6%	3.3%	3.0%
Total(n)	243	118	124	26	217	209	33
Mean	3.11	3.08	3.15	3.23	3.07	3.12	3.00
Standard deviation	0.77	0.78	0.76	0.65	0.80	0.76	0.83
Significance	0.05	0.07	0.07	0.13	0.05	0.05	0.14
Effect size	0.59	0.60	0.58	0.42	0.65	0.58	0.69
Enhance students' knowledge of and appreciation for other racial/ethnic groups							
Essential	51.8%	42.9%	60.0%	50.0%	52.1%	50.2%	63.6%
Very important	33.9%	37.8%	30.4%	38.5%	33.3%	35.1%	27.3%
Somewhat important	9.8%	11.8%	8.0%	7.7%	9.6%	9.5%	9.1%
Not important	4.5%	7.6%	1.6%	3.8%	5.0%	5.2%	0.0%
Total(n)	245	119	125	26	219	211	33
Mean	3.33	3.16	3.49	3.35	3.32	3.30	3.55
Standard deviation	0.83	0.91	0.71	0.80	0.85	0.85	0.67
Significance	0.05	0.08	0.06	0.16	0.06	0.06	0.12
Effect size	0.69	0.83	0.51	0.64	0.72	0.72	0.44

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Indicate the importance to you of each of the following education goals for undergraduate students:							
Promote ability to write effectively							
Essential	77.1%	74.2%	79.8%	72.0%	78.2%	76.4%	84.4%
Very important	18.8%	20.8%	16.9%	28.0%	17.3%	19.3%	12.5%
Somewhat important	3.7%	5.0%	2.4%	0.0%	4.1%	3.8%	3.1%
Not important	0.4%	0.0%	0.8%	0.0%	0.5%	0.5%	0.0%
Total(n)	245	120	124	25	220	212	32
Mean	3.73	3.69	3.76	3.72	3.73	3.72	3.81
Standard deviation	0.55	0.56	0.53	0.46	0.55	0.56	0.47
Significance	0.03	0.05	0.05	0.09	0.04	0.04	0.08
Effect size	0.30	0.32	0.28	0.21	0.31	0.31	0.22
Teach students tolerance and respect for different beliefs							
Essential	60.8%	50.4%	70.4%	53.8%	61.6%	60.7%	63.6%
Very important	30.6%	39.5%	22.4%	38.5%	29.7%	30.8%	30.3%
Somewhat important	6.1%	6.7%	5.6%	7.7%	5.5%	5.7%	6.1%
Not important	2.4%	3.4%	1.6%	0.0%	3.2%	2.8%	0.0%
Total(n)	245	119	125	26	219	211	33
Mean	3.50	3.37	3.62	3.46	3.50	3.49	3.58
Standard deviation	0.72	0.76	0.67	0.65	0.74	0.73	0.61
Significance	0.05	0.07	0.06	0.13	0.05	0.05	0.11
Effect size	0.52	0.57	0.45	0.42	0.55	0.54	0.38
Rate your agreement with the following statements:							
The chief benefit of a college education is that it increases one's earning power							
Strongly agree	6.6%	9.4%	4.0%	23.1%	4.6%	5.7%	12.1%
Agree somewhat	43.9%	45.3%	42.1%	42.3%	44.0%	43.8%	42.4%
Disagree somewhat	32.8%	30.8%	34.9%	23.1%	33.9%	34.8%	21.2%
Strongly disagree	16.8%	14.5%	19.0%	11.5%	17.4%	15.7%	24.2%
Total(n)	244	117	126	26	218	210	33
Mean	2.40	2.50	2.31	2.77	2.36	2.40	2.42
Standard deviation	0.84	0.86	0.82	0.95	0.82	0.82	1.00
Significance	0.05	0.08	0.07	0.19	0.06	0.06	0.17
Effect size	0.71	0.73	0.68	0.90	0.67	0.67	1.00
Rate your agreement with the following statements:							
A racially/ethnically diverse student body enhances the educational experience of all							
Strongly agree	81.0%	75.0%	87.3%	73.1%	81.9%	80.8%	84.8%
Agree somewhat	17.0%	21.7%	11.9%	23.1%	15.8%	16.9%	15.2%
Disagree somewhat	1.6%	2.5%	0.8%	3.8%	1.4%	1.9%	0.0%
Strongly disagree	0.4%	0.8%	0.0%	0.0%	0.9%	0.5%	0.0%
Total(n)	247	120	126	26	221	213	33
Mean	3.79	3.71	3.87	3.69	3.79	3.78	3.85
Standard deviation	0.48	0.56	0.37	0.55	0.50	0.49	0.36
Significance	0.03	0.05	0.03	0.11	0.03	0.03	0.06
Effect size	0.23	0.31	0.13	0.30	0.25	0.24	0.13

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Colleges have a responsibility to work with their surrounding communities to address local issues							
Strongly agree	62.6%	54.2%	70.4%	73.1%	60.6%	60.1%	78.8%
Agree somewhat	30.1%	35.8%	24.8%	23.1%	31.7%	32.4%	15.2%
Disagree somewhat	6.5%	9.2%	4.0%	3.8%	6.8%	6.6%	6.1%
Strongly disagree	0.8%	0.8%	0.8%	0.0%	0.9%	0.9%	0.0%
Total(n)	246	120	125	26	221	213	33
Mean	3.54	3.43	3.65	3.69	3.52	3.52	3.73
Standard deviation	0.65	0.69	0.60	0.55	0.66	0.66	0.57
Significance	0.04	0.06	0.05	0.11	0.04	0.05	0.10
Effect size	0.43	0.48	0.36	0.30	0.44	0.44	0.33
Rate your agreement with the following statements:							
Private funding sources often prevent researchers from being completely objective in the conduct of their work							
Strongly agree	19.5%	18.3%	20.8%	15.4%	19.9%	17.2%	34.4%
Agree somewhat	43.6%	41.7%	45.8%	34.6%	45.4%	43.5%	43.8%
Disagree somewhat	29.0%	30.0%	27.5%	26.9%	28.7%	30.1%	21.9%
Strongly disagree	7.9%	10.0%	5.8%	23.1%	6.0%	9.1%	0.0%
Total(n)	241	120	120	26	216	209	32
Mean	2.75	2.68	2.82	2.42	2.79	2.69	3.13
Standard deviation	0.86	0.89	0.83	1.03	0.83	0.86	0.75
Significance	0.06	0.08	0.08	0.20	0.06	0.06	0.13
Effect size	0.74	0.79	0.69	1.05	0.69	0.74	0.56
I try to dispel perceptions of competition							
Strongly agree	25.1%	23.3%	27.0%	26.9%	25.2%	27.5%	9.4%
Agree somewhat	39.7%	36.2%	42.6%	38.5%	39.7%	36.7%	59.4%
Disagree somewhat	28.0%	31.0%	25.4%	30.8%	27.1%	27.5%	31.3%
Strongly disagree	7.1%	9.5%	4.9%	3.8%	7.9%	8.2%	0.0%
Total(n)	239	116	122	26	214	207	32
Mean	2.83	2.73	2.92	2.88	2.82	2.84	2.78
Standard deviation	0.89	0.93	0.85	0.86	0.90	0.93	0.61
Significance	0.06	0.09	0.08	0.17	0.06	0.06	0.11
Effect size	0.79	0.86	0.72	0.75	0.81	0.86	0.37
I achieve a healthy balance between my personal life and my professional life							
Strongly agree	21.2%	25.8%	16.9%	19.2%	21.5%	22.6%	12.5%
Agree somewhat	36.3%	33.3%	39.5%	30.8%	36.5%	36.3%	34.4%
Disagree somewhat	27.8%	29.2%	25.8%	26.9%	28.3%	27.4%	31.3%
Strongly disagree	14.7%	11.7%	17.7%	23.1%	13.7%	13.7%	21.9%
Total(n)	245	120	124	26	219	212	32
Mean	2.64	2.73	2.56	2.46	2.66	2.68	2.38
Standard deviation	0.98	0.98	0.97	1.07	0.97	0.97	0.98
Significance	0.06	0.09	0.09	0.21	0.07	0.07	0.17
Effect size	0.95	0.95	0.95	1.14	0.93	0.95	0.95

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar							
Strongly agree	25.5%	16.7%	34.4%	42.3%	23.4%	22.7%	43.8%
Agree somewhat	25.5%	24.2%	27.0%	30.8%	25.2%	26.1%	21.9%
Disagree somewhat	26.3%	28.3%	23.8%	7.7%	28.4%	27.5%	18.8%
Strongly disagree	22.6%	30.8%	14.8%	19.2%	22.9%	23.7%	15.6%
Total(n)	243	120	122	26	218	211	32
Mean	2.54	2.27	2.81	2.96	2.49	2.48	2.94
Standard deviation	1.10	1.07	1.07	1.15	1.09	1.09	1.13
Significance	0.07	0.10	0.10	0.23	0.07	0.07	0.20
Effect size	1.22	1.16	1.15	1.32	1.18	1.18	1.29
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 has effective hiring practices and policies that increase faculty diversity							
Strongly agree	17.7%	22.0%	13.7%	18.5%	17.7%	20.1%	3.0%
Agree somewhat	52.3%	55.9%	48.4%	48.1%	52.6%	52.2%	51.5%
Disagree somewhat	21.8%	14.4%	29.0%	7.4%	23.7%	21.1%	27.3%
Strongly disagree	8.2%	7.6%	8.9%	25.9%	6.0%	6.7%	18.2%
Total(n)	243	118	124	27	215	209	33
Mean	2.79	2.92	2.67	2.59	2.82	2.86	2.39
Standard deviation	0.83	0.82	0.82	1.08	0.79	0.81	0.83
Significance	0.05	0.08	0.07	0.21	0.05	0.06	0.14
Effect size	0.68	0.67	0.68	1.17	0.63	0.66	0.68
Student Affairs staff have the support and respect of faculty							
Strongly agree	16.3%	20.2%	11.9%	14.8%	16.6%	18.0%	6.3%
Agree somewhat	53.6%	52.6%	55.1%	48.1%	53.7%	53.0%	56.3%
Disagree somewhat	23.6%	22.8%	24.6%	22.2%	23.9%	24.0%	21.9%
Strongly disagree	6.4%	4.4%	8.5%	14.8%	5.9%	5.0%	15.6%
Total(n)	233	114	118	27	205	200	32
Mean	2.80	2.89	2.70	2.63	2.81	2.84	2.53
Standard deviation	0.79	0.77	0.79	0.93	0.78	0.77	0.84
Significance	0.05	0.07	0.07	0.18	0.05	0.05	0.15
Effect size	0.62	0.60	0.62	0.86	0.61	0.60	0.71
There is a lot of campus racial conflict here							
Strongly agree	8.2%	6.8%	9.7%	29.6%	5.6%	7.2%	15.2%
Agree somewhat	34.2%	26.3%	41.9%	22.2%	35.8%	32.5%	45.5%
Disagree somewhat	42.0%	48.3%	35.5%	29.6%	43.3%	44.5%	27.3%
Strongly disagree	15.6%	18.6%	12.9%	18.5%	15.3%	15.8%	12.1%
Total(n)	243	118	124	27	215	209	33
Mean	2.35	2.21	2.48	2.63	2.32	2.31	2.64
Standard deviation	0.84	0.83	0.84	1.11	0.80	0.82	0.90
Significance	0.05	0.08	0.08	0.21	0.05	0.06	0.16
Effect size	0.71	0.68	0.71	1.24	0.64	0.68	0.80

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
My research is valued by faculty in my department							
Strongly agree	31.0%	38.6%	23.9%	30.8%	31.2%	33.2%	15.6%
Agree somewhat	40.5%	39.5%	41.9%	50.0%	39.0%	39.7%	46.9%
Disagree somewhat	21.1%	15.8%	25.6%	7.7%	22.9%	20.1%	28.1%
Strongly disagree	7.3%	6.1%	8.5%	11.5%	6.8%	7.0%	9.4%
Total(n)	232	114	117	26	205	199	32
Mean	2.95	3.11	2.81	3.00	2.95	2.99	2.69
Standard deviation	0.90	0.89	0.90	0.94	0.90	0.90	0.86
Significance	0.06	0.08	0.08	0.18	0.06	0.06	0.15
Effect size	0.82	0.79	0.81	0.88	0.82	0.82	0.74
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:							
My teaching is valued by faculty in my department							
Strongly agree	54.4%	59.7%	50.0%	51.9%	54.5%	55.1%	48.5%
Agree somewhat	31.9%	31.1%	32.0%	33.3%	31.8%	32.7%	27.3%
Disagree somewhat	10.5%	5.9%	14.8%	11.1%	10.5%	8.9%	21.2%
Strongly disagree	3.2%	3.4%	3.1%	3.7%	3.2%	3.3%	3.0%
Total(n)	248	119	128	27	220	214	33
Mean	3.38	3.47	3.29	3.33	3.38	3.40	3.21
Standard deviation	0.80	0.76	0.83	0.83	0.80	0.78	0.89
Significance	0.05	0.07	0.07	0.16	0.05	0.05	0.16
Effect size	0.64	0.57	0.70	0.69	0.64	0.62	0.80
My service is valued by faculty in my department							
Strongly agree	40.4%	43.7%	37.6%	37.0%	40.6%	43.6%	18.2%
Agree somewhat	41.2%	43.7%	38.4%	51.9%	40.1%	40.3%	48.5%
Disagree somewhat	10.2%	8.4%	12.0%	3.7%	11.1%	10.0%	12.1%
Strongly disagree	8.2%	4.2%	12.0%	7.4%	8.3%	6.2%	21.2%
Total(n)	245	119	125	27	217	211	33
Mean	3.14	3.27	3.02	3.19	3.13	3.21	2.64
Standard deviation	0.90	0.79	0.99	0.83	0.91	0.86	1.03
Significance	0.06	0.07	0.09	0.16	0.06	0.06	0.18
Effect size	0.82	0.62	0.98	0.70	0.84	0.74	1.05
Faculty are sufficiently involved in campus decision making							
Strongly agree	27.5%	27.5%	26.9%	22.2%	27.8%	28.6%	21.2%
Agree somewhat	47.5%	50.8%	44.5%	40.7%	48.6%	49.5%	33.3%
Disagree somewhat	18.3%	17.5%	19.3%	25.9%	17.5%	16.5%	30.3%
Strongly disagree	6.7%	4.2%	9.2%	11.1%	6.1%	5.3%	15.2%
Total(n)	240	120	119	27	212	206	33
Mean	2.96	3.02	2.89	2.74	2.98	3.01	2.61
Standard deviation	0.85	0.79	0.91	0.94	0.84	0.82	1.00
Significance	0.06	0.07	0.08	0.18	0.06	0.06	0.17
Effect size	0.73	0.62	0.83	0.89	0.70	0.67	1.00

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
The faculty are typically at odds with campus administration							
Strongly agree	6.0%	5.1%	6.9%	11.5%	5.3%	3.9%	19.4%
Agree somewhat	29.1%	25.6%	32.8%	30.8%	28.8%	27.6%	38.7%
Disagree somewhat	47.9%	47.0%	49.1%	53.8%	47.6%	50.7%	29.0%
Strongly disagree	17.1%	22.2%	11.2%	3.8%	18.3%	17.7%	12.9%
Total(n)	234	117	116	26	208	203	31
Mean	2.24	2.14	2.35	2.50	2.21	2.18	2.65
Standard deviation	0.80	0.82	0.77	0.76	0.80	0.76	0.95
Significance	0.05	0.08	0.07	0.15	0.06	0.05	0.17
Effect size	0.65	0.67	0.60	0.58	0.64	0.58	0.90
Faculty here respect each other							
Strongly agree	36.1%	38.3%	33.3%	42.3%	35.5%	38.5%	21.9%
Agree somewhat	49.8%	53.3%	46.7%	46.2%	50.0%	47.6%	62.5%
Disagree somewhat	9.5%	2.5%	16.7%	7.7%	9.8%	9.1%	12.5%
Strongly disagree	4.6%	5.8%	3.3%	3.8%	4.7%	4.8%	3.1%
Total(n)	241	120	120	26	214	208	32
Mean	3.17	3.24	3.10	3.27	3.16	3.20	3.03
Standard deviation	0.78	0.77	0.79	0.78	0.79	0.80	0.69
Significance	0.05	0.07	0.07	0.15	0.05	0.06	0.12
Effect size	0.61	0.59	0.63	0.60	0.62	0.63	0.48
Administrators consider faculty concerns when making policy							
Strongly agree	20.3%	22.2%	17.7%	4.2%	21.7%	20.9%	16.7%
Agree somewhat	56.3%	57.3%	55.8%	54.2%	56.5%	59.2%	36.7%
Disagree somewhat	19.5%	18.8%	20.4%	33.3%	18.4%	17.4%	33.3%
Strongly disagree	3.9%	1.7%	6.2%	8.3%	3.4%	2.5%	13.3%
Total(n)	231	117	113	24	207	201	30
Mean	2.93	3.00	2.85	2.54	2.97	2.99	2.57
Standard deviation	0.74	0.69	0.78	0.72	0.73	0.70	0.94
Significance	0.05	0.06	0.07	0.15	0.05	0.05	0.17
Effect size	0.55	0.48	0.61	0.52	0.54	0.48	0.87
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 takes responsibility for educating underprepared students							
Strongly agree	13.0%	16.1%	10.0%	25.9%	10.4%	14.1%	3.1%
Agree somewhat	45.2%	43.2%	46.7%	37.0%	46.4%	45.1%	46.9%
Disagree somewhat	32.6%	30.5%	35.0%	3.7%	37.0%	33.5%	28.1%
Strongly disagree	9.2%	10.2%	8.3%	33.3%	6.2%	7.3%	21.9%
Total(n)	239	118	120	27	211	206	32
Mean	2.62	2.65	2.58	2.56	2.61	2.66	2.31
Standard deviation	0.83	0.87	0.78	1.22	0.76	0.81	0.86
Significance	0.05	0.08	0.07	0.23	0.05	0.06	0.15
Effect size	0.68	0.76	0.61	1.49	0.57	0.65	0.74

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
The criteria for advancement and promotion decisions are clear							
Strongly agree	41.0%	47.9%	33.6%	25.9%	42.7%	42.2%	34.4%
Agree somewhat	35.1%	37.0%	33.6%	48.1%	33.6%	37.4%	18.8%
Disagree somewhat	17.6%	11.8%	23.5%	18.5%	17.5%	15.5%	31.3%
Strongly disagree	6.3%	3.4%	9.2%	7.4%	6.2%	4.9%	15.6%
Total(n)	239	119	119	27	211	206	32
Mean	3.11	3.29	2.92	2.93	3.13	3.17	2.72
Standard deviation	0.91	0.81	0.97	0.87	0.91	0.86	1.11
Significance	0.06	0.07	0.09	0.17	0.06	0.06	0.20
Effect size	0.83	0.65	0.94	0.76	0.84	0.75	1.24
Most of the students I teach lack the basic skills for college-level work							
Strongly agree	4.8%	5.8%	3.9%	11.1%	4.1%	5.1%	3.0%
Agree somewhat	22.1%	23.3%	20.3%	33.3%	20.8%	21.9%	24.2%
Disagree somewhat	47.0%	45.0%	49.2%	40.7%	48.4%	46.5%	48.5%
Strongly disagree	26.1%	25.8%	26.6%	14.8%	26.7%	26.5%	24.2%
Total(n)	249	120	128	27	221	215	33
Mean	2.06	2.09	2.02	2.41	2.02	2.06	2.06
Standard deviation	0.82	0.85	0.79	0.89	0.80	0.83	0.79
Significance	0.05	0.08	0.07	0.17	0.05	0.06	0.14
Effect size	0.67	0.72	0.63	0.79	0.64	0.69	0.62
There is adequate support for faculty development							
Strongly agree	15.9%	16.1%	15.0%	14.8%	16.1%	16.5%	12.5%
Agree somewhat	47.7%	46.6%	49.2%	40.7%	47.4%	48.1%	43.8%
Disagree somewhat	29.3%	32.2%	26.7%	29.6%	30.3%	29.1%	31.3%
Strongly disagree	7.1%	5.1%	9.2%	14.8%	6.2%	6.3%	12.5%
Total(n)	239	118	120	27	211	206	32
Mean	2.72	2.74	2.70	2.56	2.73	2.75	2.56
Standard deviation	0.81	0.79	0.84	0.93	0.80	0.81	0.88
Significance	0.05	0.07	0.08	0.18	0.06	0.06	0.16
Effect size	0.66	0.62	0.70	0.87	0.64	0.65	0.77
Faculty are not prepared to deal with conflict over diversity issues in the classroom							
Strongly agree	19.4%	12.0%	26.9%	30.8%	18.0%	17.5%	32.3%
Agree somewhat	46.8%	49.6%	44.5%	46.2%	46.9%	47.6%	41.9%
Disagree somewhat	28.3%	32.5%	23.5%	7.7%	30.8%	28.6%	25.8%
Strongly disagree	5.5%	6.0%	5.0%	15.4%	4.3%	6.3%	0.0%
Total(n)	237	117	119	26	211	206	31
Mean	2.80	2.68	2.93	2.92	2.79	2.76	3.06
Standard deviation	0.81	0.76	0.84	1.02	0.78	0.81	0.77
Significance	0.05	0.07	0.08	0.20	0.05	0.06	0.14
Effect size	0.66	0.58	0.71	1.03	0.62	0.66	0.60

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
This institution takes mentoring into consideration in the promotion process							
Strongly agree	5.2%	6.9%	3.5%	14.8%	3.9%	4.0%	12.5%
Agree somewhat	36.1%	42.2%	30.1%	33.3%	36.5%	40.4%	9.4%
Disagree somewhat	41.7%	38.8%	44.2%	33.3%	42.9%	39.4%	56.3%
Strongly disagree	17.0%	12.1%	22.1%	18.5%	16.7%	16.2%	21.9%
Total(n)	230	116	113	27	203	198	32
Mean	2.30	2.44	2.15	2.44	2.28	2.32	2.13
Standard deviation	0.81	0.79	0.80	0.97	0.79	0.79	0.91
Significance	0.05	0.07	0.08	0.19	0.06	0.06	0.16
Effect size	0.65	0.63	0.65	0.95	0.62	0.63	0.82
Faculty of color are treated fairly here							
Strongly agree	21.8%	30.2%	13.7%	19.2%	22.6%	23.9%	9.1%
Agree somewhat	50.0%	48.3%	51.3%	38.5%	51.0%	52.2%	36.4%
Disagree somewhat	22.6%	17.2%	28.2%	26.9%	22.1%	19.9%	39.4%
Strongly disagree	5.6%	4.3%	6.8%	15.4%	4.3%	4.0%	15.2%
Total(n)	234	116	117	26	208	201	33
Mean	2.88	3.04	2.72	2.62	2.92	2.96	2.39
Standard deviation	0.81	0.81	0.79	0.98	0.79	0.77	0.86
Significance	0.05	0.07	0.07	0.19	0.05	0.05	0.15
Effect size	0.66	0.65	0.62	0.97	0.62	0.60	0.75
Women faculty are treated fairly here							
Strongly agree	25.9%	34.2%	18.2%	19.2%	27.2%	28.2%	12.1%
Agree somewhat	45.6%	49.6%	41.3%	42.3%	45.5%	47.1%	36.4%
Disagree somewhat	22.2%	12.8%	31.4%	30.8%	21.1%	19.4%	39.4%
Strongly disagree	6.3%	3.4%	9.1%	7.7%	6.1%	5.3%	12.1%
Total(n)	239	117	121	26	213	206	33
Mean	2.91	3.15	2.69	2.73	2.94	2.98	2.48
Standard deviation	0.85	0.77	0.88	0.87	0.85	0.83	0.87
Significance	0.06	0.07	0.08	0.17	0.06	0.06	0.15
Effect size	0.73	0.59	0.77	0.76	0.73	0.69	0.76
LGBTQ faculty are treated fairly here							
Strongly agree	24.3%	33.3%	15.8%	19.2%	25.4%	26.9%	9.1%
Agree somewhat	50.4%	50.5%	50.0%	38.5%	51.7%	52.3%	39.4%
Disagree somewhat	20.4%	11.7%	28.9%	30.8%	18.9%	17.6%	36.4%
Strongly disagree	4.9%	4.5%	5.3%	11.5%	4.0%	3.1%	15.2%
Total(n)	226	111	114	26	201	193	33
Mean	2.94	3.13	2.76	2.65	2.99	3.03	2.42
Standard deviation	0.80	0.79	0.78	0.94	0.78	0.76	0.87
Significance	0.05	0.07	0.07	0.18	0.05	0.05	0.15
Effect size	0.64	0.62	0.61	0.88	0.60	0.57	0.75

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Indicate how important you believe each priority listed below is at your college or university:							
Increase or maintain institutional affordability							
Highest priority	13.2%	17.2%	9.6%	11.5%	13.5%	14.4%	6.3%
High priority	58.7%	60.3%	56.8%	57.7%	59.5%	59.3%	56.3%
Medium priority	26.0%	21.6%	30.4%	26.9%	25.1%	24.9%	31.3%
Low priority	2.1%	0.9%	3.2%	3.8%	1.9%	1.4%	6.3%
Total(n)	242	116	125	26	215	209	32
Mean	2.83	2.94	2.73	2.77	2.85	2.87	2.63
Standard deviation	0.67	0.65	0.68	0.71	0.66	0.66	0.71
Significance	0.04	0.06	0.06	0.14	0.05	0.05	0.13
Effect size	0.45	0.42	0.46	0.50	0.44	0.43	0.50
Indicate how important you believe each priority listed below is at your college or university:							
To develop a sense of community among students and faculty							
Highest priority	16.5%	16.1%	17.1%	19.2%	16.2%	18.1%	6.3%
High priority	45.9%	48.3%	43.1%	50.0%	45.8%	46.2%	43.8%
Medium priority	30.6%	29.7%	31.7%	19.2%	31.9%	29.5%	37.5%
Low priority	7.0%	5.9%	8.1%	11.5%	6.0%	6.2%	12.5%
Total(n)	242	118	123	26	216	210	32
Mean	2.72	2.75	2.69	2.77	2.72	2.76	2.44
Standard deviation	0.82	0.80	0.85	0.91	0.81	0.82	0.80
Significance	0.05	0.07	0.08	0.18	0.05	0.06	0.14
Effect size	0.68	0.64	0.72	0.82	0.65	0.67	0.64
To facilitate student involvement in community service							
Highest priority	9.2%	6.8%	10.8%	16.7%	8.4%	10.1%	3.2%
High priority	36.6%	36.8%	36.7%	33.3%	37.4%	35.3%	45.2%
Medium priority	45.8%	45.3%	46.7%	37.5%	46.3%	45.9%	45.2%
Low priority	8.4%	11.1%	5.8%	12.5%	7.9%	8.7%	6.5%
Total(n)	238	117	120	24	214	207	31
Mean	2.47	2.39	2.53	2.54	2.46	2.47	2.45
Standard deviation	0.78	0.78	0.77	0.93	0.76	0.79	0.68
Significance	0.05	0.07	0.07	0.19	0.05	0.06	0.12
Effect size	0.60	0.60	0.59	0.87	0.58	0.63	0.46
To help students learn how to bring about change in society							
Highest priority	13.9%	12.8%	14.2%	16.7%	13.6%	14.0%	12.9%
High priority	40.3%	37.6%	43.3%	41.7%	40.2%	40.1%	41.9%
Medium priority	34.5%	33.3%	35.8%	20.8%	35.5%	34.3%	35.5%
Low priority	11.3%	16.2%	6.7%	20.8%	10.7%	11.6%	9.7%
Total(n)	238	117	120	24	214	207	31
Mean	2.57	2.47	2.65	2.54	2.57	2.57	2.58
Standard deviation	0.87	0.92	0.81	1.02	0.86	0.87	0.85
Significance	0.06	0.08	0.07	0.21	0.06	0.06	0.15
Effect size	0.75	0.84	0.65	1.04	0.74	0.76	0.72

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
To increase or maintain institutional prestige							
Highest priority	9.5%	10.9%	8.3%	8.0%	10.2%	9.0%	12.9%
High priority	47.7%	47.1%	48.8%	48.0%	46.8%	50.0%	32.3%
Medium priority	31.1%	28.6%	33.1%	32.0%	31.5%	29.0%	45.2%
Low priority	11.6%	13.4%	9.9%	12.0%	11.6%	11.9%	9.7%
Total(n)	241	119	121	25	216	210	31
Mean	2.55	2.55	2.55	2.52	2.56	2.56	2.48
Standard deviation	0.82	0.86	0.78	0.82	0.83	0.82	0.85
Significance	0.05	0.08	0.07	0.16	0.06	0.06	0.15
Effect size	0.67	0.74	0.62	0.68	0.69	0.67	0.72
Indicate how important you believe each priority listed below is at your college or university:							
To hire faculty 'stars'							
Highest priority	3.0%	4.5%	1.7%	8.3%	2.4%	3.5%	0.0%
High priority	11.7%	8.9%	14.4%	33.3%	9.2%	10.9%	16.7%
Medium priority	39.8%	33.9%	45.8%	25.0%	41.5%	42.3%	23.3%
Low priority	45.5%	52.7%	38.1%	33.3%	46.9%	43.3%	60.0%
Total(n)	231	112	118	24	207	201	30
Mean	1.72	1.65	1.80	2.17	1.67	1.75	1.57
Standard deviation	0.79	0.82	0.75	1.01	0.74	0.79	0.77
Significance	0.05	0.08	0.07	0.21	0.05	0.06	0.14
Effect size	0.62	0.68	0.56	1.01	0.55	0.62	0.60
To recruit more minority students							
Highest priority	18.6%	16.0%	21.3%	24.0%	18.0%	17.1%	28.1%
High priority	47.9%	50.4%	45.1%	48.0%	47.9%	49.5%	37.5%
Medium priority	26.0%	26.9%	25.4%	12.0%	27.6%	25.7%	28.1%
Low priority	7.4%	6.7%	8.2%	16.0%	6.5%	7.6%	6.3%
Total(n)	242	119	122	25	217	210	32
Mean	2.78	2.76	2.80	2.80	2.77	2.76	2.88
Standard deviation	0.83	0.80	0.87	1.00	0.82	0.82	0.91
Significance	0.05	0.07	0.08	0.20	0.06	0.06	0.16
Effect size	0.70	0.64	0.76	1.00	0.67	0.68	0.82
Increase the selectivity of the student body through more competitive admissions criteria							
Highest priority	3.8%	5.9%	1.7%	8.0%	3.7%	3.8%	3.2%
High priority	15.5%	14.3%	16.8%	28.0%	14.0%	15.4%	16.1%
Medium priority	45.2%	42.9%	47.9%	52.0%	44.2%	45.7%	41.9%
Low priority	35.6%	37.0%	33.6%	12.0%	38.1%	35.1%	38.7%
Total(n)	239	119	119	25	215	208	31
Mean	1.87	1.89	1.87	2.32	1.83	1.88	1.84
Standard deviation	0.81	0.86	0.75	0.80	0.80	0.80	0.82
Significance	0.05	0.08	0.07	0.16	0.05	0.06	0.15
Effect size	0.65	0.74	0.56	0.64	0.64	0.65	0.67

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
To promote gender diversity in the faculty and administration							
Highest priority	20.1%	21.0%	19.3%	33.3%	18.8%	17.9%	34.4%
High priority	40.6%	40.3%	41.2%	33.3%	41.3%	44.4%	15.6%
Medium priority	26.4%	29.4%	22.7%	18.5%	26.8%	26.1%	28.1%
Low priority	13.0%	9.2%	16.8%	14.8%	13.1%	11.6%	21.9%
Total(n)	239	119	119	27	213	207	32
Mean	2.68	2.73	2.63	2.85	2.66	2.69	2.63
Standard deviation	0.94	0.90	0.98	1.06	0.93	0.90	1.18
Significance	0.06	0.08	0.09	0.20	0.06	0.06	0.21
Effect size	0.88	0.81	0.96	1.13	0.87	0.81	1.40
Indicate how important you believe each priority listed below is at your college or university:							
To promote racial and ethnic diversity in the faculty and administration							
Highest priority	26.9%	24.4%	29.7%	30.8%	26.8%	25.7%	34.4%
High priority	37.8%	42.9%	32.2%	34.6%	38.0%	39.3%	28.1%
Medium priority	23.5%	23.5%	23.7%	19.2%	23.5%	25.2%	12.5%
Low priority	11.8%	9.2%	14.4%	15.4%	11.7%	9.7%	25.0%
Total(n)	238	119	118	26	213	206	32
Mean	2.80	2.82	2.77	2.81	2.80	2.81	2.72
Standard deviation	0.97	0.91	1.03	1.06	0.97	0.93	1.20
Significance	0.06	0.08	0.10	0.21	0.07	0.06	0.21
Effect size	0.94	0.82	1.07	1.12	0.94	0.87	1.43
To provide resources for faculty to engage in community-based teaching or research							
Highest priority	9.3%	9.3%	9.3%	19.2%	8.0%	8.3%	15.6%
High priority	28.7%	28.8%	28.8%	15.4%	29.7%	28.8%	28.1%
Medium priority	45.1%	45.8%	44.1%	38.5%	46.2%	46.3%	37.5%
Low priority	16.9%	16.1%	17.8%	26.9%	16.0%	16.6%	18.8%
Total(n)	237	118	118	26	212	205	32
Mean	2.30	2.31	2.30	2.27	2.30	2.29	2.41
Standard deviation	0.86	0.85	0.87	1.08	0.83	0.84	0.98
Significance	0.06	0.08	0.08	0.21	0.06	0.06	0.17
Effect size	0.74	0.73	0.76	1.16	0.69	0.71	0.96
To create and sustain partnerships with surrounding communities							
Highest priority	10.9%	7.5%	14.4%	18.5%	9.4%	10.6%	12.5%
High priority	33.1%	34.2%	31.4%	22.2%	34.3%	32.9%	34.4%
Medium priority	41.0%	41.7%	40.7%	37.0%	42.3%	42.5%	31.3%
Low priority	15.1%	16.7%	13.6%	22.2%	14.1%	14.0%	21.9%
Total(n)	239	120	118	27	213	207	32
Mean	2.40	2.33	2.47	2.37	2.39	2.40	2.38
Standard deviation	0.87	0.84	0.90	1.04	0.84	0.86	0.98
Significance	0.06	0.08	0.08	0.20	0.06	0.06	0.17
Effect size	0.76	0.71	0.82	1.09	0.71	0.74	0.95

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Indicate how important you believe each priority listed below is at your college or university:							
To pursue extramural funding							
Highest priority	10.6%	10.2%	11.2%	7.7%	11.4%	10.8%	9.7%
High priority	35.3%	40.7%	30.2%	42.3%	33.8%	34.8%	38.7%
Medium priority	37.9%	33.9%	41.4%	38.5%	38.1%	37.7%	38.7%
Low priority	16.2%	15.3%	17.2%	11.5%	16.7%	16.7%	12.9%
Total(n)	235	118	116	26	210	204	31
Mean	2.40	2.46	2.35	2.46	2.40	2.40	2.45
Standard deviation	0.88	0.87	0.90	0.81	0.90	0.89	0.85
Significance	0.06	0.08	0.08	0.16	0.06	0.06	0.15
Effect size	0.78	0.76	0.80	0.66	0.81	0.79	0.72
To strengthen links with the for-profit, corporate sector							
Highest priority	2.9%	5.9%	0.0%	3.8%	2.8%	3.4%	0.0%
High priority	19.3%	17.6%	21.2%	23.1%	18.4%	19.5%	15.6%
Medium priority	39.5%	37.0%	42.4%	30.8%	41.0%	38.5%	46.9%
Low priority	38.2%	39.5%	36.4%	42.3%	37.7%	38.5%	37.5%
Total(n)	238	119	118	26	212	205	32
Mean	1.87	1.90	1.85	1.88	1.86	1.88	1.78
Standard deviation	0.82	0.90	0.75	0.91	0.81	0.84	0.71
Significance	0.05	0.08	0.07	0.18	0.06	0.06	0.12
Effect size	0.68	0.80	0.56	0.83	0.66	0.71	0.50
To develop leadership ability among students							
Highest priority	19.0%	19.3%	18.9%	29.6%	17.6%	19.5%	15.6%
High priority	38.8%	33.6%	44.3%	18.5%	41.2%	37.6%	46.9%
Medium priority	33.9%	38.7%	28.7%	40.7%	33.3%	34.3%	31.3%
Low priority	8.3%	8.4%	8.2%	11.1%	7.9%	8.6%	6.3%
Total(n)	242	119	122	27	216	210	32
Mean	2.69	2.64	2.74	2.67	2.69	2.68	2.72
Standard deviation	0.87	0.89	0.86	1.04	0.85	0.88	0.81
Significance	0.06	0.08	0.08	0.20	0.06	0.06	0.14
Effect size	0.76	0.79	0.74	1.08	0.73	0.78	0.66
Indicate how important you believe each priority listed below is at your college or university:							
To develop an appreciation for multiculturalism							
Highest priority	32.8%	29.2%	35.8%	37.0%	32.6%	32.5%	34.4%
High priority	41.4%	44.2%	39.0%	22.2%	43.1%	43.4%	28.1%
Medium priority	21.7%	24.2%	19.5%	25.9%	21.1%	20.3%	31.3%
Low priority	4.1%	2.5%	5.7%	14.8%	3.2%	3.8%	6.3%
Total(n)	244	120	123	27	218	212	32
Mean	3.03	3.00	3.05	2.81	3.05	3.05	2.91
Standard deviation	0.84	0.80	0.89	1.11	0.82	0.82	0.96
Significance	0.05	0.07	0.08	0.21	0.06	0.06	0.17
Effect size	0.71	0.64	0.78	1.23	0.67	0.68	0.93

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
To prepare students for the workplace							
Highest priority	26.2%	27.5%	25.2%	30.8%	25.8%	28.8%	6.5%
High priority	48.8%	50.8%	47.2%	42.3%	48.8%	46.7%	64.5%
Medium priority	20.5%	19.2%	21.1%	23.1%	20.7%	19.8%	25.8%
Low priority	4.5%	2.5%	6.5%	3.8%	4.6%	4.7%	3.2%
Total(n)	244	120	123	26	217	212	31
Mean	2.97	3.03	2.91	3.00	2.96	3.00	2.74
Standard deviation	0.81	0.76	0.85	0.85	0.81	0.82	0.63
Significance	0.05	0.07	0.08	0.17	0.05	0.06	0.11
Effect size	0.65	0.57	0.72	0.72	0.65	0.68	0.40
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 very large extent	24.1%	26.3%	22.2%	38.5%	22.4%	23.6%	28.1%
To a large extent	33.1%	32.2%	33.3%	30.8%	32.9%	34.4%	21.9%
To some extent	29.0%	27.1%	31.0%	19.2%	30.1%	28.8%	31.3%
To a small extent	9.4%	9.3%	9.5%	7.7%	9.6%	9.4%	9.4%
Not at all	4.5%	5.1%	4.0%	3.8%	5.0%	3.8%	9.4%
Total(n)	245	118	126	26	219	212	32
Mean	3.63	3.65	3.60	3.92	3.58	3.65	3.50
Standard deviation	1.08	1.12	1.06	1.13	1.09	1.06	1.27
Significance	0.07	0.10	0.09	0.22	0.07	0.07	0.22
Effect size	1.18	1.25	1.12	1.27	1.19	1.12	1.61
Experience close alignment between your work and your personal values							
To a very large extent	41.6%	41.2%	42.4%	38.5%	41.6%	41.0%	46.9%
To a large extent	42.0%	46.2%	37.6%	42.3%	42.5%	42.0%	40.6%
To some extent	11.8%	9.2%	14.4%	7.7%	12.3%	11.8%	12.5%
To a small extent	3.3%	2.5%	4.0%	7.7%	2.7%	3.8%	0.0%
Not at all	1.2%	0.8%	1.6%	3.8%	0.9%	1.4%	0.0%
Total(n)	245	119	125	26	219	212	32
Mean	4.20	4.24	4.15	4.04	4.21	4.17	4.34
Standard deviation	0.86	0.79	0.93	1.08	0.83	0.88	0.70
Significance	0.05	0.07	0.08	0.21	0.06	0.06	0.12
Effect size	0.74	0.63	0.86	1.16	0.69	0.78	0.49
Mentor faculty							
To a very large extent	14.4%	14.3%	13.8%	12.0%	14.2%	15.6%	6.5%
To a large extent	19.8%	22.7%	17.1%	24.0%	19.2%	18.4%	29.0%
To some extent	27.6%	31.1%	24.4%	28.0%	27.9%	28.3%	22.6%
To a small extent	16.9%	16.0%	17.9%	8.0%	18.3%	16.5%	19.4%
Not at all	21.4%	16.0%	26.8%	28.0%	20.5%	21.2%	22.6%
Total(n)	243	119	123	25	219	212	31
Mean	2.89	3.03	2.73	2.84	2.88	2.91	2.77
Standard deviation	1.34	1.27	1.39	1.40	1.33	1.35	1.28
Significance	0.09	0.12	0.12	0.28	0.09	0.09	0.23
Effect size	1.79	1.61	1.92	1.97	1.76	1.82	1.65

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Mentor undergraduate students							
To a very large extent	44.6%	41.5%	48.0%	50.0%	43.8%	43.8%	50.0%
To a large extent	26.9%	29.7%	24.4%	30.8%	26.7%	26.7%	28.1%
To some extent	16.5%	16.1%	16.3%	11.5%	17.1%	16.7%	15.6%
To a small extent	9.9%	11.0%	8.9%	7.7%	10.1%	11.0%	3.1%
Not at all	2.1%	1.7%	2.4%	0.0%	2.3%	1.9%	3.1%
Total(n)	242	118	123	26	217	210	32
Mean	4.02	3.98	4.07	4.23	4.00	4.00	4.19
Standard deviation	1.09	1.09	1.11	0.95	1.11	1.10	1.03
Significance	0.07	0.10	0.10	0.19	0.08	0.08	0.18
Effect size	1.20	1.18	1.23	0.90	1.23	1.22	1.06
Please indicate the extent to which you:							
Mentor graduate students							
To a very large extent	13.8%	10.3%	17.4%	25.0%	12.6%	14.9%	6.5%
To a large extent	15.9%	21.4%	10.7%	8.3%	16.3%	16.3%	12.9%
To some extent	18.4%	23.1%	14.0%	33.3%	16.7%	16.8%	29.0%
To a small extent	12.6%	6.8%	18.2%	4.2%	13.5%	12.5%	12.9%
Not at all	39.3%	38.5%	39.7%	29.2%	40.9%	39.4%	38.7%
Total(n)	239	117	121	24	215	208	31
Mean	2.52	2.58	2.48	2.96	2.46	2.55	2.35
Standard deviation	1.48	1.44	1.52	1.55	1.47	1.51	1.31
Significance	0.10	0.13	0.14	0.32	0.10	0.10	0.23
Effect size	2.19	2.07	2.32	2.39	2.16	2.27	1.70
Been mentored by at least one professional in academia							
To a very large extent	23.7%	22.4%	25.0%	36.0%	22.2%	24.0%	21.9%
To a large extent	18.3%	19.0%	17.7%	12.0%	18.5%	18.3%	18.8%
To some extent	29.5%	28.4%	30.6%	28.0%	29.2%	29.8%	25.0%
To a small extent	17.0%	22.4%	12.1%	12.0%	18.1%	16.3%	21.9%
Not at all	11.6%	7.8%	14.5%	12.0%	12.0%	11.5%	12.5%
Total(n)	241	116	124	25	216	208	32
Mean	3.25	3.26	3.27	3.48	3.21	3.27	3.16
Standard deviation	1.31	1.25	1.35	1.42	1.30	1.31	1.35
Significance	0.08	0.12	0.12	0.28	0.09	0.09	0.24
Effect size	1.71	1.57	1.82	2.01	1.70	1.70	1.81
Participated in training in preparation to be a mentor (e.g., workshops, programs)							
To a very large extent	5.7%	7.6%	4.0%	15.4%	4.1%	5.2%	9.4%
To a large extent	4.9%	4.2%	5.6%	0.0%	5.5%	4.7%	6.3%
To some extent	15.2%	17.6%	12.9%	15.4%	15.1%	15.1%	15.6%
To a small extent	16.4%	16.8%	16.1%	11.5%	16.9%	16.5%	15.6%
Not at all	57.8%	53.8%	61.3%	57.7%	58.4%	58.5%	53.1%
Total(n)	244	119	124	26	219	212	32
Mean	1.84	1.95	1.75	2.04	1.80	1.82	2.03
Standard deviation	1.19	1.25	1.13	1.48	1.14	1.17	1.36
Significance	0.08	0.11	0.10	0.29	0.08	0.08	0.24
Effect size	1.42	1.57	1.28	2.20	1.29	1.36	1.84

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Accessed the National Research Mentoring Network (NRMN) resource							
To a very large extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
To a large extent	0.8%	0.9%	0.8%	0.0%	0.9%	1.0%	0.0%
To some extent	1.2%	1.7%	0.8%	7.7%	0.5%	1.4%	0.0%
To a small extent	2.5%	1.7%	3.2%	0.0%	2.8%	2.4%	3.1%
Not at all	95.5%	95.7%	95.2%	92.3%	95.9%	95.2%	96.9%
Total(n)	242	117	124	26	217	210	32
Mean	1.07	1.08	1.07	1.15	1.06	1.08	1.03
Standard deviation	0.38	0.40	0.36	0.54	0.35	0.40	0.18
Significance	0.02	0.04	0.03	0.11	0.02	0.03	0.03
Effect size	0.14	0.16	0.13	0.30	0.13	0.16	0.03
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?							
Excellent	34.1%	34.0%	33.3%	27.8%	33.9%	36.5%	17.4%
Good	46.2%	49.5%	42.9%	27.8%	49.1%	45.9%	47.8%
Fair	14.3%	12.4%	16.7%	27.8%	12.7%	11.9%	30.4%
Poor	5.5%	4.1%	7.1%	16.7%	4.2%	5.7%	4.3%
Total(n)	182	97	84	18	165	159	23
Mean	3.09	3.13	3.02	2.67	3.13	3.13	2.78
Standard deviation	0.84	0.79	0.89	1.08	0.79	0.84	0.80
Significance	0.06	0.08	0.10	0.26	0.06	0.07	0.17
Effect size	0.70	0.62	0.79	1.18	0.62	0.70	0.63
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?							
Excellent	50.0%	46.5%	53.0%	44.0%	50.0%	51.2%	41.9%
Good	42.7%	43.9%	41.9%	44.0%	43.3%	40.3%	58.1%
Fair	6.9%	9.6%	4.3%	12.0%	6.3%	8.0%	0.0%
Poor	0.4%	0.0%	0.9%	0.0%	0.5%	0.5%	0.0%
Total(n)	232	114	117	25	208	201	31
Mean	3.42	3.37	3.47	3.32	3.43	3.42	3.42
Standard deviation	0.64	0.66	0.62	0.69	0.63	0.66	0.50
Significance	0.04	0.06	0.06	0.14	0.04	0.05	0.09
Effect size	0.41	0.43	0.39	0.48	0.40	0.44	0.25
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?							
Excellent	51.4%	47.8%	55.1%	50.0%	52.1%	50.4%	57.9%
Good	37.7%	40.6%	34.8%	43.8%	36.4%	38.7%	31.6%
Fair	9.4%	10.1%	8.7%	6.3%	9.9%	10.1%	5.3%
Poor	1.4%	1.4%	1.4%	0.0%	1.7%	0.8%	5.3%
Total(n)	138	69	69	16	121	119	19
Mean	3.39	3.35	3.43	3.44	3.39	3.39	3.42
Standard deviation	0.72	0.72	0.72	0.63	0.73	0.70	0.84
Significance	0.06	0.09	0.09	0.16	0.07	0.06	0.19
Effect size	0.52	0.52	0.51	0.40	0.54	0.49	0.70

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
How satisfied are you with the following aspects of your job?							
Salary							
Very satisfied	10.6%	14.2%	6.4%	11.5%	10.9%	9.4%	18.2%
Satisfied	45.5%	49.2%	42.4%	38.5%	45.5%	47.2%	33.3%
Marginally satisfied	28.5%	23.3%	33.6%	26.9%	29.1%	28.3%	30.3%
Not satisfied	15.4%	13.3%	17.6%	23.1%	14.5%	15.1%	18.2%
Total(n)	246	120	125	26	220	212	33
Mean	2.51	2.64	2.38	2.38	2.53	2.51	2.52
Standard deviation	0.88	0.89	0.85	0.98	0.87	0.86	1.00
Significance	0.06	0.08	0.08	0.19	0.06	0.06	0.17
Effect size	0.77	0.79	0.72	0.97	0.76	0.74	1.01
Health benefits							
Very satisfied	24.7%	28.6%	20.3%	12.0%	26.1%	24.9%	24.2%
Satisfied	51.0%	50.4%	52.0%	60.0%	50.0%	52.2%	45.5%
Marginally satisfied	14.8%	11.8%	17.9%	24.0%	13.8%	13.9%	21.2%
Not satisfied	9.5%	9.2%	9.8%	4.0%	10.1%	9.1%	9.1%
Total(n)	243	119	123	25	218	209	33
Mean	2.91	2.98	2.83	2.80	2.92	2.93	2.85
Standard deviation	0.88	0.88	0.87	0.71	0.89	0.87	0.91
Significance	0.06	0.08	0.08	0.14	0.06	0.06	0.16
Effect size	0.77	0.78	0.75	0.50	0.80	0.75	0.82
How satisfied are you with the following aspects of your job?							
Retirement benefits							
Very satisfied	18.6%	20.3%	16.3%	7.7%	19.9%	17.3%	27.3%
Satisfied	48.3%	50.0%	47.2%	53.8%	47.7%	50.0%	39.4%
Marginally satisfied	24.0%	22.9%	25.2%	34.6%	22.7%	24.0%	21.2%
Not satisfied	9.1%	6.8%	11.4%	3.8%	9.7%	8.7%	12.1%
Total(n)	242	118	123	26	216	208	33
Mean	2.76	2.84	2.68	2.65	2.78	2.76	2.82
Standard deviation	0.86	0.83	0.88	0.69	0.88	0.84	0.98
Significance	0.06	0.08	0.08	0.14	0.06	0.06	0.17
Effect size	0.74	0.68	0.78	0.48	0.77	0.71	0.97
Opportunity for scholarly pursuits							
Very satisfied	12.6%	19.0%	6.6%	7.7%	12.7%	12.7%	12.5%
Satisfied	39.1%	44.0%	33.9%	38.5%	39.6%	41.5%	25.0%
Marginally satisfied	32.4%	25.9%	38.8%	38.5%	31.6%	30.2%	43.8%
Not satisfied	16.0%	11.2%	20.7%	15.4%	16.0%	15.6%	18.8%
Total(n)	238	116	121	26	212	205	32
Mean	2.48	2.71	2.26	2.38	2.49	2.51	2.31
Standard deviation	0.91	0.90	0.86	0.85	0.91	0.91	0.93
Significance	0.06	0.08	0.08	0.17	0.06	0.06	0.16
Effect size	0.82	0.82	0.75	0.73	0.83	0.82	0.87

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Teaching load							
Very satisfied	13.0%	16.7%	9.5%	0.0%	14.0%	14.1%	6.1%
Satisfied	47.0%	48.3%	46.0%	61.5%	45.2%	45.5%	54.5%
Marginally satisfied	25.9%	24.2%	27.0%	23.1%	26.7%	25.4%	30.3%
Not satisfied	14.2%	10.8%	17.5%	15.4%	14.0%	15.0%	9.1%
Total(n)	247	120	126	26	221	213	33
Mean	2.59	2.71	2.48	2.46	2.59	2.59	2.58
Standard deviation	0.89	0.87	0.89	0.76	0.90	0.91	0.75
Significance	0.06	0.08	0.08	0.15	0.06	0.06	0.13
Effect size	0.79	0.76	0.80	0.58	0.81	0.83	0.56
Quality of students							
Very satisfied	18.7%	14.2%	23.2%	7.7%	20.0%	17.5%	27.3%
Satisfied	55.7%	60.0%	52.0%	65.4%	54.5%	56.6%	51.5%
Marginally satisfied	21.5%	20.8%	22.4%	23.1%	20.9%	22.2%	15.2%
Not satisfied	4.1%	5.0%	2.4%	3.8%	4.5%	3.8%	6.1%
Total(n)	246	120	125	26	220	212	33
Mean	2.89	2.83	2.96	2.77	2.90	2.88	3.00
Standard deviation	0.75	0.73	0.74	0.65	0.76	0.73	0.83
Significance	0.05	0.07	0.07	0.13	0.05	0.05	0.14
Effect size	0.56	0.53	0.55	0.42	0.58	0.53	0.69
Autonomy and independence							
Very satisfied	46.8%	49.2%	44.1%	23.1%	49.5%	48.6%	36.4%
Satisfied	42.3%	38.3%	46.5%	53.8%	41.0%	41.1%	48.5%
Marginally satisfied	7.3%	8.3%	6.3%	19.2%	5.9%	6.5%	12.1%
Not satisfied	3.6%	4.2%	3.1%	3.8%	3.6%	3.7%	3.0%
Total(n)	248	120	127	26	222	214	33
Mean	3.32	3.33	3.31	2.96	3.36	3.35	3.18
Standard deviation	0.76	0.80	0.73	0.77	0.75	0.76	0.77
Significance	0.05	0.07	0.06	0.15	0.05	0.05	0.13
Effect size	0.58	0.64	0.53	0.60	0.57	0.58	0.59
Departmental leadership							
Very satisfied	36.2%	39.8%	33.1%	36.0%	35.3%	38.6%	18.8%
Satisfied	34.6%	39.8%	29.0%	20.0%	36.7%	32.9%	46.9%
Marginally satisfied	17.3%	11.9%	22.6%	20.0%	17.4%	17.1%	18.8%
Not satisfied	11.9%	8.5%	15.3%	24.0%	10.6%	11.4%	15.6%
Total(n)	243	118	124	25	218	210	32
Mean	2.95	3.11	2.80	2.68	2.97	2.99	2.69
Standard deviation	1.01	0.92	1.07	1.22	0.98	1.01	0.97
Significance	0.06	0.08	0.10	0.24	0.07	0.07	0.17
Effect size	1.01	0.85	1.14	1.48	0.95	1.02	0.93
Departmental support for work/life balance							
Very satisfied	23.3%	29.2%	17.7%	23.1%	22.4%	23.7%	18.2%
Satisfied	44.9%	47.5%	42.7%	34.6%	46.6%	46.9%	33.3%
Marginally satisfied	20.4%	16.7%	23.4%	23.1%	20.5%	19.9%	24.2%
Not satisfied	11.4%	6.7%	16.1%	19.2%	10.5%	9.5%	24.2%
Total(n)	245	120	124	26	219	211	33
Mean	2.80	2.99	2.62	2.62	2.81	2.85	2.45
Standard deviation	0.93	0.85	0.96	1.06	0.90	0.89	1.06
Significance	0.06	0.08	0.09	0.21	0.06	0.06	0.19
Effect size	0.86	0.73	0.92	1.13	0.82	0.80	1.13

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Institutional support for work/life balance							
Very satisfied	12.6%	17.8%	7.6%	15.4%	11.8%	13.1%	9.7%
Satisfied	42.0%	48.3%	36.1%	30.8%	43.4%	44.2%	25.8%
Marginally satisfied	31.5%	24.6%	37.8%	30.8%	32.1%	30.6%	38.7%
Not satisfied	13.9%	9.3%	18.5%	23.1%	12.7%	12.1%	25.8%
Total(n)	238	118	119	26	212	206	31
Mean	2.53	2.75	2.33	2.38	2.54	2.58	2.19
Standard deviation	0.88	0.86	0.86	1.02	0.86	0.87	0.95
Significance	0.06	0.08	0.08	0.20	0.06	0.06	0.17
Effect size	0.78	0.74	0.75	1.05	0.74	0.75	0.89
Prospects for career advancement							
Very satisfied	9.9%	11.8%	8.1%	7.7%	9.7%	9.6%	12.1%
Satisfied	39.5%	43.7%	35.8%	30.8%	40.6%	40.2%	33.3%
Marginally satisfied	28.0%	30.3%	26.0%	38.5%	27.2%	29.7%	18.2%
Not satisfied	22.6%	14.3%	30.1%	23.1%	22.6%	20.6%	36.4%
Total(n)	243	119	123	26	217	209	33
Mean	2.37	2.53	2.22	2.23	2.37	2.39	2.21
Standard deviation	0.94	0.88	0.97	0.91	0.94	0.92	1.08
Significance	0.06	0.08	0.09	0.18	0.06	0.06	0.19
Effect size	0.89	0.78	0.94	0.82	0.88	0.84	1.17
How satisfied are you with the following aspects of your job?							
Relative equity of salary and job benefits							
Very satisfied	7.1%	9.2%	4.2%	7.7%	7.1%	6.9%	9.1%
Satisfied	37.8%	48.7%	27.1%	23.1%	39.6%	39.2%	27.3%
Marginally satisfied	30.7%	25.2%	36.4%	38.5%	29.7%	31.4%	27.3%
Not satisfied	24.4%	16.8%	32.2%	30.8%	23.6%	22.5%	36.4%
Total(n)	238	119	118	26	212	204	33
Mean	2.28	2.50	2.03	2.08	2.30	2.30	2.09
Standard deviation	0.91	0.88	0.88	0.93	0.91	0.90	1.01
Significance	0.06	0.08	0.08	0.18	0.06	0.06	0.18
Effect size	0.83	0.78	0.77	0.87	0.83	0.80	1.02
Flexibility in relation to family matters or emergencies							
Very satisfied	38.4%	43.7%	32.8%	26.9%	39.8%	38.0%	42.4%
Satisfied	46.3%	45.4%	47.5%	38.5%	47.2%	48.1%	33.3%
Marginally satisfied	12.0%	8.4%	15.6%	26.9%	10.2%	10.6%	21.2%
Not satisfied	3.3%	2.5%	4.1%	7.7%	2.8%	3.4%	3.0%
Total(n)	242	119	122	26	216	208	33
Mean	3.20	3.30	3.09	2.85	3.24	3.21	3.15
Standard deviation	0.77	0.73	0.80	0.92	0.75	0.76	0.87
Significance	0.05	0.07	0.07	0.18	0.05	0.05	0.15
Effect size	0.60	0.53	0.64	0.86	0.56	0.58	0.76

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)							
Very satisfied	24.7%	29.3%	19.5%	24.0%	24.3%	23.8%	31.3%
Satisfied	53.6%	51.7%	55.9%	44.0%	55.2%	54.5%	46.9%
Marginally satisfied	17.4%	15.5%	19.5%	24.0%	16.7%	17.3%	18.8%
Not satisfied	4.3%	3.4%	5.1%	8.0%	3.8%	4.5%	3.1%
Total(n)	235	116	118	25	210	202	32
Mean	2.99	3.07	2.90	2.84	3.00	2.98	3.06
Standard deviation	0.77	0.77	0.77	0.90	0.75	0.77	0.80
Significance	0.05	0.07	0.07	0.18	0.05	0.05	0.14
Effect size	0.59	0.59	0.59	0.81	0.56	0.59	0.64
Overall job satisfaction							
Very satisfied	27.0%	32.5%	22.0%	7.7%	28.9%	28.6%	18.2%
Satisfied	52.0%	53.3%	50.4%	61.5%	51.4%	50.5%	60.6%
Marginally satisfied	16.8%	10.8%	22.8%	23.1%	16.1%	16.7%	18.2%
Not satisfied	4.1%	3.3%	4.9%	7.7%	3.7%	4.3%	3.0%
Total(n)	244	120	123	26	218	210	33
Mean	3.02	3.15	2.89	2.69	3.06	3.03	2.94
Standard deviation	0.78	0.74	0.80	0.74	0.77	0.79	0.70
Significance	0.05	0.07	0.07	0.14	0.05	0.05	0.12
Effect size	0.60	0.55	0.64	0.54	0.60	0.63	0.50
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:							
Managing household responsibilities							
Extensive	21.1%	13.3%	27.6%	23.1%	21.3%	20.0%	29.0%
Somewhat	62.0%	68.1%	56.9%	73.1%	60.2%	63.4%	51.6%
Not at all	16.9%	18.6%	15.4%	3.8%	18.5%	16.6%	19.4%
Total(n)	237	113	123	26	211	205	31
Mean	2.04	1.95	2.12	2.19	2.03	2.03	2.10
Standard deviation	0.62	0.56	0.65	0.49	0.63	0.61	0.70
Significance	0.04	0.05	0.06	0.10	0.04	0.04	0.13
Effect size	0.38	0.32	0.42	0.24	0.40	0.37	0.49
Child care							
Extensive	29.1%	19.2%	39.2%	47.1%	26.7%	29.1%	30.8%
Somewhat	39.2%	43.8%	33.8%	41.2%	38.9%	40.3%	23.1%
Not at all	31.8%	37.0%	27.0%	11.8%	34.4%	30.6%	46.2%
Total(n)	148	73	74	17	131	134	13
Mean	1.97	1.82	2.12	2.35	1.92	1.99	1.85
Standard deviation	0.78	0.73	0.81	0.70	0.78	0.78	0.90
Significance	0.06	0.09	0.09	0.17	0.07	0.07	0.25
Effect size	0.61	0.54	0.66	0.49	0.61	0.60	0.81

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
My physical health							
Extensive	14.5%	17.0%	12.3%	20.8%	13.7%	13.9%	18.8%
Somewhat	46.8%	40.2%	52.5%	54.2%	46.4%	47.0%	46.9%
Not at all	38.7%	42.9%	35.2%	25.0%	39.8%	39.1%	34.4%
Total(n)	235	112	122	24	211	202	32
Mean	1.76	1.74	1.77	1.96	1.74	1.75	1.84
Standard deviation	0.69	0.73	0.65	0.69	0.69	0.68	0.72
Significance	0.04	0.07	0.06	0.14	0.05	0.05	0.13
Effect size	0.48	0.54	0.43	0.48	0.47	0.47	0.52
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:							
Review/promotion process							
Extensive	19.4%	12.0%	26.5%	28.0%	18.3%	17.7%	31.0%
Somewhat	43.2%	39.8%	46.9%	48.0%	42.6%	43.2%	41.4%
Not at all	37.4%	48.1%	26.5%	24.0%	39.1%	39.1%	27.6%
Total(n)	222	108	113	25	197	192	29
Mean	1.82	1.64	2.00	2.04	1.79	1.79	2.03
Standard deviation	0.73	0.69	0.73	0.73	0.73	0.72	0.78
Significance	0.05	0.07	0.07	0.15	0.05	0.05	0.14
Effect size	0.54	0.48	0.54	0.54	0.53	0.52	0.61
Subtle discrimination (e.g., prejudice, racism, sexism)							
Extensive	11.5%	9.3%	13.6%	34.8%	8.8%	8.7%	29.0%
Somewhat	28.6%	19.4%	37.3%	39.1%	27.9%	28.2%	32.3%
Not at all	59.9%	71.3%	49.2%	26.1%	63.2%	63.1%	38.7%
Total(n)	227	108	118	23	204	195	31
Mean	1.52	1.38	1.64	2.09	1.46	1.46	1.90
Standard deviation	0.69	0.65	0.71	0.79	0.65	0.65	0.83
Significance	0.05	0.06	0.07	0.17	0.05	0.05	0.15
Effect size	0.48	0.42	0.50	0.63	0.43	0.42	0.69
Committee work							
Extensive	15.3%	16.1%	14.7%	23.1%	14.8%	13.5%	27.6%
Somewhat	47.9%	46.4%	49.0%	38.5%	48.7%	50.3%	31.0%
Not at all	36.7%	37.5%	36.3%	38.5%	36.5%	36.2%	41.4%
Total(n)	215	112	102	26	189	185	29
Mean	1.79	1.79	1.78	1.85	1.78	1.77	1.86
Standard deviation	0.69	0.70	0.68	0.78	0.68	0.67	0.83
Significance	0.05	0.07	0.07	0.15	0.05	0.05	0.15
Effect size	0.48	0.49	0.47	0.62	0.47	0.45	0.69

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
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	12.1%	12.7%	11.5%	23.1%	11.1%	11.4%	16.7%
Somewhat	45.1%	45.5%	45.1%	38.5%	46.0%	48.2%	26.7%
Not at all	42.9%	41.8%	43.4%	38.5%	42.9%	40.4%	56.7%
Total(n)	224	110	113	26	198	193	30
Mean	1.69	1.71	1.68	1.85	1.68	1.71	1.60
Standard deviation	0.68	0.68	0.67	0.78	0.66	0.66	0.77
Significance	0.05	0.07	0.06	0.15	0.05	0.05	0.14
Effect size	0.46	0.47	0.45	0.62	0.44	0.44	0.59
Students							
Extensive	12.4%	11.3%	13.6%	15.4%	11.6%	11.5%	16.1%
Somewhat	53.9%	53.0%	54.4%	46.2%	55.3%	54.5%	51.6%
Not at all	33.6%	35.7%	32.0%	38.5%	33.0%	34.0%	32.3%
Total(n)	241	115	125	26	215	209	31
Mean	1.79	1.76	1.82	1.77	1.79	1.78	1.84
Standard deviation	0.65	0.64	0.65	0.71	0.63	0.64	0.69
Significance	0.04	0.06	0.06	0.14	0.04	0.04	0.12
Effect size	0.42	0.41	0.43	0.50	0.40	0.41	0.47
Research or publishing demands							
Extensive	23.0%	17.9%	28.8%	33.3%	21.8%	22.0%	26.7%
Somewhat	47.9%	49.1%	46.2%	29.2%	50.3%	48.4%	46.7%
Not at all	29.0%	33.0%	25.0%	37.5%	28.0%	29.6%	26.7%
Total(n)	217	112	104	24	193	186	30
Mean	1.94	1.85	2.04	1.96	1.94	1.92	2.00
Standard deviation	0.72	0.70	0.74	0.86	0.70	0.72	0.74
Significance	0.05	0.07	0.07	0.18	0.05	0.05	0.14
Effect size	0.52	0.49	0.54	0.74	0.50	0.51	0.55
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:							
Institutional procedures and “red tape”							
Extensive	17.4%	18.1%	16.8%	16.0%	17.5%	16.7%	21.9%
Somewhat	50.0%	49.1%	51.3%	56.0%	50.0%	50.0%	50.0%
Not at all	32.6%	32.8%	31.9%	28.0%	32.5%	33.3%	28.1%
Total(n)	236	116	119	25	212	204	32
Mean	1.85	1.85	1.85	1.88	1.85	1.83	1.94
Standard deviation	0.69	0.70	0.68	0.67	0.69	0.69	0.72
Significance	0.05	0.07	0.06	0.13	0.05	0.05	0.13
Effect size	0.48	0.49	0.47	0.44	0.48	0.47	0.51
Teaching load							
Extensive	18.5%	18.4%	18.7%	36.0%	16.4%	19.4%	12.9%
Somewhat	44.5%	41.2%	47.2%	36.0%	45.5%	42.2%	58.1%
Not at all	37.0%	40.4%	34.1%	28.0%	38.0%	38.3%	29.0%
Total(n)	238	114	123	25	213	206	31
Mean	1.82	1.78	1.85	2.08	1.78	1.81	1.84
Standard deviation	0.72	0.74	0.71	0.81	0.71	0.74	0.64
Significance	0.05	0.07	0.06	0.16	0.05	0.05	0.11
Effect size	0.52	0.54	0.51	0.66	0.50	0.54	0.41

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Lack of personal time							
Extensive	30.5%	23.9%	36.0%	46.2%	28.6%	31.0%	28.1%
Somewhat	46.5%	43.6%	49.6%	38.5%	48.4%	45.2%	56.3%
Not at all	23.0%	32.5%	14.4%	15.4%	23.0%	23.8%	15.6%
Total(n)	243	117	125	26	217	210	32
Mean	2.07	1.91	2.22	2.31	2.06	2.07	2.13
Standard deviation	0.73	0.75	0.68	0.74	0.72	0.74	0.66
Significance	0.05	0.07	0.06	0.14	0.05	0.05	0.12
Effect size	0.53	0.56	0.46	0.54	0.52	0.55	0.44
Job security							
Extensive	17.7%	14.5%	20.7%	24.0%	16.9%	15.2%	33.3%
Somewhat	19.4%	14.5%	24.0%	28.0%	18.4%	20.7%	9.1%
Not at all	62.9%	70.9%	55.4%	48.0%	64.7%	64.1%	57.6%
Total(n)	232	110	121	25	207	198	33
Mean	1.55	1.44	1.65	1.76	1.52	1.51	1.76
Standard deviation	0.78	0.74	0.80	0.83	0.77	0.75	0.94
Significance	0.05	0.07	0.07	0.17	0.05	0.05	0.16
Effect size	0.60	0.54	0.65	0.69	0.59	0.56	0.88
Self-imposed high expectations							
Extensive	36.0%	36.2%	36.0%	46.2%	35.2%	35.2%	41.9%
Somewhat	56.2%	56.0%	56.8%	50.0%	56.5%	56.7%	51.6%
Not at all	7.9%	7.8%	7.2%	3.8%	8.3%	8.1%	6.5%
Total(n)	242	116	125	26	216	210	31
Mean	2.28	2.28	2.29	2.42	2.27	2.27	2.35
Standard deviation	0.60	0.60	0.59	0.58	0.60	0.60	0.61
Significance	0.04	0.06	0.05	0.11	0.04	0.04	0.11
Effect size	0.36	0.36	0.35	0.33	0.36	0.36	0.37
Increased work responsibilities							
Extensive	19.4%	21.2%	17.8%	30.8%	17.9%	18.9%	22.6%
Somewhat	47.0%	43.4%	50.0%	53.8%	46.9%	46.8%	48.4%
Not at all	33.6%	35.4%	32.2%	15.4%	35.3%	34.3%	29.0%
Total(n)	232	113	118	26	207	201	31
Mean	1.86	1.86	1.86	2.15	1.83	1.85	1.94
Standard deviation	0.72	0.74	0.70	0.67	0.71	0.71	0.73
Significance	0.05	0.07	0.06	0.13	0.05	0.05	0.13
Effect size	0.51	0.55	0.48	0.46	0.50	0.51	0.53
Institutional budget cuts							
Extensive	13.5%	14.3%	12.7%	32.0%	11.6%	11.8%	25.0%
Somewhat	43.0%	39.3%	47.3%	36.0%	43.7%	43.1%	42.9%
Not at all	43.5%	46.4%	40.0%	32.0%	44.7%	45.1%	32.1%
Total(n)	223	112	110	25	199	195	28
Mean	1.70	1.68	1.73	2.00	1.67	1.67	1.93
Standard deviation	0.69	0.71	0.68	0.82	0.67	0.68	0.77
Significance	0.05	0.07	0.06	0.16	0.05	0.05	0.14
Effect size	0.48	0.51	0.46	0.67	0.46	0.46	0.59
Have you been sexually harassed at this institution?							
Yes	10.0%	6.6%	13.2%	18.5%	9.0%	7.8%	24.2%
No	90.0%	93.4%	86.8%	81.5%	91.0%	92.2%	75.8%
Total(n)	251	121	129	27	223	217	33

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
During the past two years, have you:							
Considered leaving academe for another job?							
Yes	37.2%	31.7%	42.1%	38.5%	38.0%	36.2%	45.5%
Considered leaving this institution for another?							
Yes	39.9%	41.5%	38.7%	50.0%	39.2%	38.3%	51.5%
Engaged in public service/professional consulting without pay?							
Yes	58.7%	60.8%	56.3%	42.3%	60.6%	55.9%	78.8%
Received at least one firm job offer elsewhere?							
Yes	14.2%	15.0%	13.6%	16.0%	14.0%	13.2%	21.2%
Sought an early promotion?							
Yes	9.9%	12.0%	7.2%	11.5%	9.7%	10.5%	6.1%
For each of the following items, please mark either Yes or No.							
Are you a member of a faculty union?							
Yes	76.8%	75.2%	78.0%	88.5%	75.8%	76.6%	80.6%
Do you plan to retire within the next three years?							
Yes	11.5%	14.2%	8.9%	11.5%	11.9%	11.9%	9.1%
For each of the following items, please mark either Yes or No.							
Have you ever interrupted your professional career for more than one year for family reasons?							
Yes	11.1%	6.7%	15.4%	3.8%	11.5%	12.4%	0.0%
Have you ever been formally recognized for outstanding teaching at this institution?							
Yes	21.7%	26.1%	17.7%	11.5%	22.5%	20.5%	30.3%
Citizenship status:							
U.S. citizen	94.4%	94.2%	94.6%	70.4%	97.8%	94.0%	100.0%
Permanent resident (green card)	4.0%	5.0%	3.1%	18.5%	1.8%	4.1%	0.0%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.6%	0.8%	2.3%	11.1%	0.4%	1.8%	0.0%
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	252	121	130	27	224	218	33
How would you characterize your political views?							
Far left	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Liberal	2.8%	5.0%	0.8%	7.7%	2.3%	3.2%	0.0%
Middle of the road	20.8%	25.0%	17.1%	30.8%	18.6%	22.6%	6.3%
Conservative	57.6%	54.2%	61.2%	42.3%	60.2%	60.4%	40.6%
Far right	18.8%	15.8%	20.9%	19.2%	19.0%	13.8%	53.1%
Total(n)	250	120	129	26	221	217	32

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
If you were to begin your career again, would you:							
Still want to come to this institution?							
Definitely yes	50.8%	57.0%	45.4%	37.0%	52.7%	53.7%	33.3%
Probably yes	31.3%	26.4%	35.4%	29.6%	31.3%	28.4%	48.5%
Not sure	11.1%	9.9%	12.3%	22.2%	9.8%	11.0%	12.1%
Probably no	4.0%	4.1%	3.8%	7.4%	3.6%	3.7%	6.1%
Definitely no	2.8%	2.5%	3.1%	3.7%	2.7%	3.2%	0.0%
Total(n)	252	121	130	27	224	218	33
Mean	4.23	4.31	4.16	3.89	4.28	4.26	4.09
Standard deviation	0.99	0.98	0.99	1.12	0.97	1.01	0.84
Significance	0.06	0.09	0.09	0.22	0.06	0.07	0.15
Effect size	0.98	0.97	0.99	1.26	0.94	1.02	0.71
Still want to be a college professor?							
Definitely yes	61.4%	65.0%	57.8%	74.1%	60.6%	63.4%	50.0%
Probably yes	23.7%	21.7%	25.8%	18.5%	23.5%	20.8%	40.6%
Not sure	11.2%	9.2%	13.3%	7.4%	11.8%	11.6%	9.4%
Probably no	3.2%	3.3%	3.1%	0.0%	3.6%	3.7%	0.0%
Definitely no	0.4%	0.8%	0.0%	0.0%	0.5%	0.5%	0.0%
Total(n)	249	120	128	27	221	216	32
Mean	4.43	4.47	4.38	4.67	4.40	4.43	4.41
Standard deviation	0.84	0.86	0.83	0.62	0.87	0.87	0.67
Significance	0.05	0.08	0.07	0.12	0.06	0.06	0.12
Effect size	0.71	0.74	0.69	0.38	0.75	0.76	0.44
Salary for part-time faculty							
Less than \$5,000	1.5%	0.0%	2.4%	0.0%	1.7%	1.7%	0.0%
\$5,000-9,999	15.2%	8.0%	19.5%	0.0%	16.7%	15.5%	12.5%
\$10,000-14,999	9.1%	12.0%	7.3%	0.0%	10.0%	10.3%	0.0%
\$15,000-19,999	4.5%	4.0%	4.9%	0.0%	5.0%	5.2%	0.0%
\$20,000-24,999	9.1%	12.0%	7.3%	0.0%	10.0%	10.3%	0.0%
\$25,000-29,999	6.1%	0.0%	9.8%	0.0%	6.7%	5.2%	12.5%
\$30,000-34,999	6.1%	8.0%	4.9%	16.7%	5.0%	5.2%	12.5%
\$35,000-39,999	9.1%	16.0%	4.9%	0.0%	10.0%	10.3%	0.0%
\$40,000-44,999	13.6%	12.0%	14.6%	33.3%	11.7%	12.1%	25.0%
\$45,000-49,999	1.5%	0.0%	2.4%	0.0%	1.7%	1.7%	0.0%
\$50,000-59,999	9.1%	4.0%	12.2%	16.7%	8.3%	8.6%	12.5%
\$60,000-69,999	1.5%	0.0%	2.4%	16.7%	0.0%	1.7%	0.0%
\$70,000-79,999	4.5%	8.0%	2.4%	0.0%	5.0%	3.4%	12.5%
\$80,000-89,999	3.0%	4.0%	2.4%	16.7%	1.7%	3.4%	0.0%
\$90,000-99,999	1.5%	0.0%	2.4%	0.0%	1.7%	1.7%	0.0%
\$100,000 or more	4.5%	12.0%	0.0%	0.0%	5.0%	3.4%	12.5%
Total(n)	66	25	41	6	60	58	8

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Per-Course earnings for part-time faculty.							
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500-999	9.1%	4.8%	11.8%	0.0%	9.8%	10.4%	0.0%
\$1,000-1,499	3.6%	9.5%	0.0%	0.0%	3.9%	4.2%	0.0%
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$2,000-2,499	9.1%	0.0%	14.7%	0.0%	9.8%	10.4%	0.0%
\$2,500-2,999	3.6%	0.0%	5.9%	0.0%	3.9%	4.2%	0.0%
\$3,000-3,499	7.3%	4.8%	8.8%	0.0%	7.8%	6.3%	14.3%
\$3,500-3,999	7.3%	9.5%	5.9%	25.0%	5.9%	6.3%	14.3%
\$4,000-4,499	3.6%	9.5%	0.0%	25.0%	2.0%	4.2%	0.0%
\$4,500-4,999	7.3%	4.8%	8.8%	0.0%	7.8%	6.3%	14.3%
\$5,000-5,499	16.4%	23.8%	11.8%	0.0%	17.6%	16.7%	14.3%
\$5,500-5,999	3.6%	4.8%	2.9%	0.0%	3.9%	4.2%	0.0%
\$6,000-6,499	10.9%	14.3%	8.8%	0.0%	11.8%	10.4%	14.3%
\$6,500-6,999	5.5%	4.8%	5.9%	0.0%	5.9%	4.2%	14.3%
\$7,000-7,499	5.5%	0.0%	8.8%	25.0%	3.9%	6.3%	0.0%
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$8,000-8,499	3.6%	0.0%	5.9%	0.0%	3.9%	2.1%	14.3%
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$9,000-9,499	1.8%	4.8%	0.0%	0.0%	2.0%	2.1%	0.0%
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 or more	1.8%	4.8%	0.0%	25.0%	0.0%	2.1%	0.0%
Total(n)	55	21	34	4	51	48	7
Highest Degree Earned							
Bachelor's (B.A., B.S., etc.)	2.0%	3.3%	0.8%	0.0%	2.2%	2.3%	0.0%
Master's (M.A., M.S.)	17.5%	12.4%	22.3%	11.1%	18.3%	18.8%	9.1%
Terminal Master's (M.F.A., M.B.A.)	6.7%	5.0%	8.5%	7.4%	7.1%	5.0%	18.2%
J.D.	1.2%	1.7%	0.8%	0.0%	1.3%	0.9%	3.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ph.D.	69.8%	76.0%	63.8%	77.8%	68.3%	71.1%	60.6%
Professional Doctorate (Ed.D., Psy.D., etc.)	1.6%	0.8%	2.3%	0.0%	1.8%	1.4%	3.0%
Other degree	1.2%	0.8%	1.5%	3.7%	0.9%	0.5%	6.1%
Total(n)	252	121	130	27	224	218	33
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%
Master's (M.A., M.S.)	1.2%	1.7%	0.8%	0.0%	1.4%	1.4%	0.0%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ph.D.	1.2%	1.7%	0.8%	0.0%	1.4%	1.4%	0.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.8%	0.8%	0.8%	0.0%	0.9%	0.9%	0.0%
Other degree	0.4%	0.0%	0.8%	0.0%	0.5%	0.5%	0.0%
None	96.3%	95.8%	96.8%	100.0%	95.9%	95.7%	100.0%
Total(n)	245	120	124	25	220	211	33

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Are you currently serving in an administrative position as:							
Department chair	6.0%	9.1%	2.3%	3.7%	6.3%	6.0%	6.1%
Dean (associate or assistant)	0.4%	0.8%	0.0%	0.0%	0.4%	0.5%	0.0%
President	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%
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	12.7%	12.4%	13.1%	7.4%	13.8%	13.8%	6.1%
Not applicable	74.6%	72.7%	76.9%	77.8%	75.0%	73.9%	81.8%
Total(n)	252	121	130	27	224	218	33
Race/Ethnicity - mark all that apply (total may add to more than 100%)							
White/Caucasian	89.2%	88.3%	89.8%	0.0%	100.0%	89.4%	87.9%
African American/Black	0.8%	1.7%	0.0%	3.7%	0.4%	0.5%	3.0%
American Indian/Alaska Native	2.8%	3.3%	2.3%	3.7%	2.7%	2.3%	6.1%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	4.0%	4.2%	3.9%	29.6%	0.9%	4.2%	3.0%
Filipino	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.4%	4.2%	0.8%	18.5%	0.4%	2.8%	0.0%
Other Asian	1.2%	0.8%	1.6%	0.0%	1.3%	0.9%	3.0%
Native Hawaiian/Pacific Islander	0.4%	0.0%	0.8%	0.0%	0.4%	0.5%	0.0%
Mexican American/Chicano	2.0%	1.7%	2.3%	14.8%	0.4%	1.9%	3.0%
Puerto Rican	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Latino	2.8%	1.7%	3.9%	18.5%	0.9%	2.8%	3.0%
Other	4.4%	5.8%	3.1%	22.2%	2.2%	4.2%	6.1%
Total(n)	249	120	128	27	224	216	33
Race/Ethnicity Group (with multiple race category)							
American Indian	0.4%	0.0%	0.8%	3.7%	0.0%	0.5%	0.0%
Asian	5.2%	6.7%	3.9%	48.1%	0.0%	5.6%	3.0%
Black	0.4%	0.8%	0.0%	3.7%	0.0%	0.5%	0.0%
Hispanic	2.4%	1.7%	3.1%	22.2%	0.0%	1.9%	6.1%
White	81.1%	80.0%	82.0%	0.0%	91.1%	81.5%	78.8%
Other	2.0%	1.7%	2.3%	18.5%	0.0%	1.9%	3.0%
Two or more races/ethnicities	8.4%	9.2%	7.8%	3.7%	8.9%	8.3%	9.1%
Total (n)	249	120	128	27	224	216	33
Is English your native language?							
Yes	91.2%	90.8%	91.4%	59.3%	95.5%	90.8%	93.8%
No	8.8%	9.2%	8.6%	40.7%	4.5%	9.2%	6.3%
Total(n)	249	120	128	27	222	217	32
What is your sexual orientation?							
Heterosexual/straight	86.9%	90.1%	84.5%	85.2%	86.9%	100.0%	0.0%
Gay	2.4%	5.0%	0.0%	0.0%	2.7%	0.0%	18.2%
Lesbian	2.4%	0.0%	4.7%	3.7%	2.3%	0.0%	18.2%
Bisexual	4.0%	2.5%	5.4%	7.4%	3.6%	0.0%	30.3%
Queer	3.2%	0.8%	4.7%	3.7%	3.2%	0.0%	24.2%
Other	1.2%	1.7%	0.8%	0.0%	1.4%	0.0%	9.1%
Total (n)	251	121	129	27	222	218	33

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Do you identify as transgender?							
No	99.6%	100.0%	100.0%	100.0%	99.5%	100.0%	97.0%
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Yes, female to male	0.4%	0.0%	0.0%	0.0%	0.5%	0.0%	3.0%
Total(n)	252	121	130	27	222	218	33
Are you currently: (Mark one)							
Single	7.2%	4.1%	10.1%	3.7%	7.6%	6.9%	9.1%
In a civil union	0.4%	0.8%	0.0%	3.7%	0.0%	0.5%	0.0%
In a domestic partnership	4.8%	6.6%	3.1%	3.7%	4.9%	3.7%	12.1%
Married	76.1%	78.5%	74.4%	70.4%	76.3%	78.4%	60.6%
Unmarried, living with partner	3.6%	2.5%	4.7%	7.4%	3.6%	2.8%	9.1%
Separated	0.8%	1.7%	0.0%	3.7%	0.4%	0.9%	0.0%
Divorced	6.4%	5.8%	6.2%	3.7%	6.7%	6.0%	9.1%
Widowed	0.8%	0.0%	1.6%	3.7%	0.4%	0.9%	0.0%
Total(n)	251	121	129	27	224	218	33
How many children do you have in the following age ranges?							
Under 18 years old							
0	49.8%	50.0%	50.0%	39.1%	51.1%	48.4%	60.7%
1	20.9%	24.0%	17.0%	30.4%	19.9%	20.9%	21.4%
2	26.1%	21.2%	31.1%	30.4%	25.3%	27.5%	14.3%
3	2.4%	3.8%	0.9%	0.0%	2.7%	2.2%	3.6%
4+	0.9%	1.0%	0.9%	0.0%	1.1%	1.1%	0.0%
Total(n)	211	104	106	23	186	182	28
18 years or older							
0	55.9%	52.4%	60.0%	65.2%	55.1%	54.1%	66.7%
1	16.6%	16.2%	16.2%	13.0%	17.1%	15.5%	23.3%
2	19.0%	18.1%	20.0%	8.7%	20.3%	20.4%	10.0%
3	7.1%	11.4%	2.9%	13.0%	5.9%	8.3%	0.0%
4+	1.4%	1.9%	1.0%	0.0%	1.6%	1.7%	0.0%
Total(n)	211	105	105	23	187	181	30
How satisfied are you with the availability of child care at this institution?							
Very satisfied	7.6%	7.8%	7.5%	7.1%	7.8%	8.6%	0.0%
Satisfied	16.2%	11.8%	20.8%	21.4%	14.4%	16.1%	9.1%
Marginally satisfied	13.3%	11.8%	15.1%	7.1%	14.4%	12.9%	18.2%
Not satisfied	26.7%	21.6%	32.1%	28.6%	26.7%	28.0%	18.2%
Not applicable	36.2%	47.1%	24.5%	35.7%	36.7%	34.4%	54.5%
Total(n)	105	51	53	14	90	93	11
Mean	2.32	2.12	2.55	2.36	2.30	2.37	1.82
Standard deviation	1.32	1.34	1.28	1.39	1.31	1.33	1.08
Significance	0.13	0.19	0.18	0.37	0.14	0.14	0.33
Effect size	1.74	1.79	1.64	1.94	1.72	1.78	1.16

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Aggregated - Salary based on 9/10 months (full-time employees only)							
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	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%
\$30,000 - \$39,999	1.3%	1.2%	1.4%	0.0%	1.5%	1.5%	0.0%
\$40,000 - \$49,999	3.9%	4.8%	2.9%	5.3%	3.7%	3.7%	5.3%
\$50,000 - \$59,999	3.2%	0.0%	7.1%	0.0%	3.7%	3.7%	0.0%
\$60,000 - \$69,999	16.2%	13.3%	20.0%	21.1%	15.6%	14.1%	31.6%
\$70,000 - \$79,999	22.1%	15.7%	28.6%	26.3%	21.5%	21.5%	26.3%
\$80,000 - \$89,999	14.3%	13.3%	15.7%	21.1%	13.3%	14.8%	10.5%
\$90,000 - \$99,999	23.4%	28.9%	17.1%	10.5%	25.2%	24.4%	15.8%
\$100,000 - \$124,999	11.7%	18.1%	4.3%	10.5%	11.9%	12.6%	5.3%
\$125,000 - \$149,999	3.9%	4.8%	2.9%	5.3%	3.7%	3.7%	5.3%
\$150,000 - \$199,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	154	83	70	19	135	135	19
Mean	8.72	9.12	8.26	8.58	8.74	8.78	8.32
Standard deviation	1.76	1.80	1.62	1.71	1.77	1.77	1.70
Significance	0.14	0.20	0.19	0.39	0.15	0.15	0.39
Effect size	3.10	3.23	2.63	2.92	3.15	3.13	2.89
Aggregated - Salary based on 11/12 months (full-time employees only)							
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	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%
\$30,000 - \$39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$40,000 - \$49,999	10.5%	0.0%	18.2%	0.0%	10.5%	7.1%	20.0%
\$50,000 - \$59,999	10.5%	0.0%	18.2%	100.0%	5.3%	0.0%	40.0%
\$60,000 - \$69,999	26.3%	37.5%	18.2%	0.0%	26.3%	28.6%	20.0%
\$70,000 - \$79,999	10.5%	12.5%	9.1%	0.0%	10.5%	7.1%	20.0%
\$80,000 - \$89,999	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%
\$90,000 - \$99,999	5.3%	0.0%	9.1%	0.0%	5.3%	7.1%	0.0%
\$100,000 - \$124,999	21.1%	37.5%	9.1%	0.0%	21.1%	28.6%	0.0%
\$125,000 - \$149,999	10.5%	12.5%	9.1%	0.0%	10.5%	14.3%	0.0%
\$150,000 - \$199,999	5.3%	0.0%	9.1%	0.0%	5.3%	7.1%	0.0%
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	19	8	11	1	19	14	5
Mean	8.63	9.25	8.18	6.00	8.79	9.43	6.40
Standard deviation	2.59	2.19	2.86	.	2.51	2.50	1.14
Significance	0.59	0.77	0.86	.	0.58	0.67	0.51
Effect size	6.69	4.79	8.16	.	6.29	6.26	1.30

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Please enter the four-digit year that each of the following occurred.							
Year of birth							
1993 or later	0.8%	0.9%	0.8%	4.0%	0.5%	0.5%	3.2%
1984 - 1992	5.0%	6.0%	4.0%	0.0%	5.5%	4.3%	9.7%
1979 - 1983	8.7%	8.5%	8.9%	12.0%	8.3%	9.0%	6.5%
1974 - 1978	14.5%	10.3%	18.5%	28.0%	12.8%	13.7%	19.4%
1969 - 1973	16.9%	17.9%	16.1%	16.0%	17.0%	18.0%	9.7%
1964 - 1968	15.3%	15.4%	15.3%	16.0%	15.1%	16.1%	9.7%
1959 - 1963	12.4%	13.7%	10.5%	12.0%	12.4%	11.8%	16.1%
1954 - 1958	9.1%	8.5%	9.7%	8.0%	9.6%	8.1%	16.1%
1949 - 1953	13.2%	14.5%	12.1%	0.0%	14.7%	13.7%	9.7%
1944 - 1948	2.9%	3.4%	2.4%	0.0%	3.2%	3.3%	0.0%
1920 - 1943	1.2%	0.9%	1.6%	4.0%	0.9%	1.4%	0.0%
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	242	117	124	25	218	211	31
Year of first academic appointment:							
1976 or earlier	1.2%	1.7%	0.8%	0.0%	1.3%	1.4%	0.0%
1977 - 1981	2.8%	5.0%	0.8%	0.0%	3.1%	2.3%	6.3%
1982 - 1986	6.4%	6.6%	6.2%	7.4%	6.3%	6.4%	6.3%
1987 - 1991	8.0%	11.6%	4.7%	11.1%	8.1%	8.7%	3.1%
1992 - 1996	10.8%	7.4%	14.0%	14.8%	9.4%	9.6%	18.8%
1997 - 2001	16.3%	21.5%	11.6%	7.4%	17.9%	18.3%	3.1%
2002 - 2006	17.5%	15.7%	19.4%	18.5%	17.5%	18.3%	12.5%
2007 - 2011	15.9%	14.0%	17.1%	7.4%	16.6%	15.1%	18.8%
2012 or more	21.1%	16.5%	25.6%	33.3%	19.7%	19.7%	31.3%
Total(n)	251	121	129	27	223	218	32
Year of appointment at present institution							
1976 or earlier	0.4%	0.8%	0.0%	0.0%	0.5%	0.5%	0.0%
1977 - 1981	1.2%	1.7%	0.8%	0.0%	1.4%	0.9%	3.1%
1982 - 1986	3.2%	3.3%	3.1%	3.7%	3.2%	3.2%	3.1%
1987 - 1991	5.6%	8.3%	3.1%	7.4%	5.9%	5.5%	6.3%
1992 - 1996	8.4%	7.4%	9.4%	11.1%	7.7%	7.8%	12.5%
1997 - 2001	14.0%	16.5%	11.7%	3.7%	15.3%	15.7%	3.1%
2002 - 2006	16.8%	16.5%	17.2%	25.9%	15.8%	18.0%	9.4%
2007 - 2011	16.8%	13.2%	19.5%	7.4%	18.0%	15.7%	25.0%
2012 or more	33.6%	32.2%	35.2%	40.7%	32.4%	32.7%	37.5%
Total(n)	250	121	128	27	222	217	32
If tenured, year tenure was awarded							
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1982 - 1986	3.0%	4.1%	1.7%	0.0%	3.3%	2.5%	6.7%
1987 - 1991	3.7%	5.4%	1.7%	0.0%	4.1%	3.4%	6.7%
1992 - 1996	7.5%	9.5%	5.1%	16.7%	7.4%	7.6%	6.7%
1997 - 2001	14.2%	13.5%	15.3%	16.7%	13.1%	13.4%	20.0%
2002 - 2006	21.6%	21.6%	22.0%	16.7%	22.1%	24.4%	0.0%
2007 - 2011	26.1%	27.0%	25.4%	50.0%	23.8%	26.1%	26.7%
2012 or more	23.9%	18.9%	28.8%	0.0%	26.2%	22.7%	33.3%
Total(n)	134	74	59	12	122	119	15

2016-17 HERI Faculty Survey

Western Washington University	Gender (only 1 transgender resp.)			Race		Sexual Orientation	
	Total	Men	Women	Non-White	White	Straight	LGBQO
Aggregated Major							
Agriculture or Forestry (General Area 1)	0.4%	0.0%	0.8%	3.7%	0.0%	0.0%	3.1%
Biological Sciences (General Area 5)	6.5%	7.7%	5.5%	7.4%	6.4%	7.0%	3.1%
Business (General Area 6)	6.1%	10.3%	2.4%	14.8%	5.0%	7.0%	0.0%
Education (General Area 10 and Specific Discipline 2102)	10.2%	5.1%	15.0%	3.7%	10.6%	11.3%	3.1%
Engineering (General Area 11)	2.4%	3.4%	1.6%	0.0%	2.8%	2.3%	3.1%
English (General Area 12)	6.9%	2.6%	11.0%	3.7%	7.3%	5.2%	18.8%
Health-related (General Area 15)	2.0%	1.7%	2.4%	3.7%	1.8%	2.3%	0.0%
History or Political Science (Specific Discipline 3007,3009)	4.9%	6.0%	3.9%	14.8%	3.7%	4.7%	6.3%
Humanities (General Area 14,24)	6.1%	4.3%	7.9%	0.0%	6.9%	6.6%	3.1%
Fine Arts (General Area 2,4,22)	5.7%	5.1%	6.3%	0.0%	6.4%	5.2%	9.4%
Mathematics or Statistics (General Area 18)	6.5%	7.7%	5.5%	3.7%	6.9%	7.5%	0.0%
Physical Sciences (General Area 25)	7.8%	6.0%	9.4%	3.7%	8.3%	8.0%	6.3%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.2%	10.3%	13.4%	14.8%	12.4%	10.3%	25.0%
Other Technical (General Area 8,19,28)	3.7%	6.0%	1.6%	11.1%	2.8%	4.2%	0.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	18.4%	23.9%	13.4%	14.8%	18.8%	18.3%	18.8%
Total(n)	245	117	127	27	218	213	32
Aggregated Department							
Agriculture or Forestry (General Area 1)	0.4%	0.9%	0.0%	0.0%	0.5%	0.5%	0.0%
Biological Sciences (General Area 5)	5.0%	6.0%	4.1%	7.7%	4.7%	5.2%	3.2%
Business (General Area 6)	6.6%	11.1%	2.4%	11.5%	6.0%	7.1%	3.2%
Education (General Area 10 and Specific Discipline 2102)	8.7%	4.3%	13.0%	3.8%	8.8%	8.6%	9.7%
Engineering (General Area 11)	1.7%	2.6%	0.8%	3.8%	1.4%	1.9%	0.0%
English (General Area 12)	7.1%	3.4%	10.6%	3.8%	7.4%	5.7%	16.1%
Health-related (General Area 15)	2.1%	2.6%	1.6%	3.8%	1.9%	2.4%	0.0%
History or Political Science (Specific Discipline 3007,3009)	4.1%	6.0%	2.4%	11.5%	3.3%	3.8%	6.5%
Humanities (General Area 14,24)	5.4%	3.4%	7.3%	0.0%	5.6%	6.2%	0.0%
Fine Arts (General Area 2,4,22)	6.2%	6.0%	6.5%	3.8%	6.5%	5.7%	9.7%
Mathematics or Statistics (General Area 18)	7.1%	7.7%	6.5%	3.8%	7.4%	8.1%	0.0%
Physical Sciences (General Area 25)	7.9%	6.8%	8.9%	3.8%	8.4%	8.1%	6.5%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.0%	9.4%	14.6%	15.4%	12.1%	11.0%	19.4%
Other Technical (General Area 8,19,28)	3.3%	5.1%	1.6%	7.7%	2.8%	3.8%	0.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	22.4%	24.8%	19.5%	19.2%	23.3%	21.9%	25.8%
Total(n)	241	117	123	26	215	210	31
Faculty works in a STEM department							
Yes	23.8%	26.4%	21.5%	29.6%	23.2%	26.1%	9.1%
No	76.2%	73.6%	78.5%	70.4%	76.8%	73.9%	90.9%
Total(n)	252	121	130	27	224	218	33