

2004-05 HERI Faculty Survey

| Surveys Returned | Whitman | |
|----------------------------|---------|--|
| | Count | |
| Institutional I.D. Whitman | 72 | |
| Valid Cases | 72 | |

| Full-time Faculty | Whitman | |
|----------------------------|---------|--|
| | Count | |
| Institutional I.D. Whitman | 70 | |
| Valid Cases | 70 | |

| Q.1 ACTIVITY and Q.2 FULL-TIME STATUS: | Whitman | | |
|--|------------------|----|--------|
| | | | |
| Principal Activity | Administration | 2 | 2.9% |
| | Teaching | 67 | 95.7% |
| | Clients/Patients | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |
| Full-time Status | No | 5 | 7.1% |
| | Yes | 65 | 92.9% |
| Valid Cases | | 70 | 100.0% |

| Q.3 SEX: | Whitman | | |
|-------------|---------|----|--------|
| | | | |
| | Male | 45 | 64.3% |
| | Female | 25 | 35.7% |
| Valid Cases | | 70 | 100.0% |

| Q.4 ACADEMIC RANK: | Whitman | | |
|--------------------|----------------|----|--------|
| | | | |
| | Professor | 22 | 31.4% |
| | Associate Prof | 26 | 37.1% |
| | Assistant Prof | 21 | 30.0% |
| | Lecturer | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |

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| Q.5 TENURE STATUS: | Whitman | |
|--------------------|---------|--------|
| | | |
| Tenured | 47 | 67.1% |
| On tenure trk | 18 | 25.7% |
| Not on tenure trk | 5 | 7.1% |
| Valid Cases | 70 | 100.0% |

| Q.6 ADMINISTRATIVE POSITION: | Whitman | |
|------------------------------|---------|--------|
| | | |
| Department Chair no | 52 | 74.3% |
| yes | 18 | 25.7% |
| Valid Cases | 70 | 100.0% |
| Dean no | 69 | 98.6% |
| yes | 1 | 1.4% |
| Valid Cases | 70 | 100.0% |
| Other Administrative no | 59 | 84.3% |
| yes | 11 | 15.7% |
| Valid Cases | 70 | 100.0% |

| Q.7 MARITAL STATUS: | Whitman | |
|---------------------|---------|--------|
| | | |
| Married | 55 | 79.7% |
| Living with partner | 3 | 4.3% |
| Single | 11 | 15.9% |
| Valid Cases | 69 | 100.0% |

| Q.8 MARITAL HISTORY: | Whitman | |
|----------------------|---------|--------|
| | | |
| Ever Divorced | 16 | 94.1% |
| Ever Widowed | | |
| Ever Separated | 3 | 17.6% |
| VALID N | 17 | 100.0% |

Percentages may sum to more than 100.0%. Multiple Responses Allowed.

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| Q.9 RACIAL/ETHNIC GROUP: | | Whitman | |
|--------------------------|----------------------------------|---------|--------|
| | | | |
| | White/Caucasian | 66 | 95.7% |
| | African American/Black | 1 | 1.4% |
| | American Indian | 1 | 1.4% |
| | Asian American/Asian | 2 | 2.9% |
| | Native Hawaiian/Pacific Islander | | |
| | Mexican American/Chicano | | |
| | Puerto Rican | | |
| | Other Latino | 2 | 2.9% |
| | Other | | |
| Valid Cases | | 69 | 100.0% |

Percentages may sum to more than 100.0%. Multiple Responses Allowed.

| Q.10 NUMBER OF CHILDREN: | | Whitman | |
|---------------------------------------|--------------|---------|--------|
| | | | |
| Number of Children under 18 Years Old | None | 19 | 34.5% |
| | One | 15 | 27.3% |
| | Two | 17 | 30.9% |
| | Three | 2 | 3.6% |
| | Four or More | 2 | 3.6% |
| Valid Cases | | 55 | 100.0% |
| Number of Children over 18 Years Old | None | 25 | 53.2% |
| | One | 6 | 12.8% |
| | Two | 9 | 19.1% |
| | Three | 5 | 10.6% |
| | Four or More | 2 | 4.3% |
| Valid Cases | | 47 | 100.0% |

| Q.11 PRIMARY INTERESTS: | | Whitman | |
|-------------------------|------------------|---------|--------|
| | | | |
| | Heavily Teaching | 15 | 21.4% |
| | Toward Teaching | 41 | 58.6% |
| | Toward Research | 14 | 20.0% |
| Valid Cases | | 70 | 100.0% |

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| Q.12 DEGREES: | | Whitman | |
|-----------------------------|-----------|---------|--------|
| | | | |
| Highest Degree Earned | MA,MS,ETC | 9 | 12.9% |
| | PHD | 61 | 87.1% |
| Valid Cases | | 70 | 100.0% |
| Degree Currently Working On | EDD | 1 | 3.4% |
| | PHD | 3 | 10.3% |
| | None | 25 | 86.2% |
| Valid Cases | | 29 | 100.0% |

| Q.13 TEACHING ACTIVITIES: | | | Whitman | |
|------------------------------------|-----|--|---------|--------|
| | | | | |
| Taught an Honors Course | No | | 55 | 88.7% |
| | Yes | | 7 | 11.3% |
| Valid Cases | | | 62 | 100.0% |
| Taught an Interdisciplinary Course | No | | 29 | 44.6% |
| | Yes | | 36 | 55.4% |
| Valid Cases | | | 65 | 100.0% |
| Taught an Ethnic Studies Course | No | | 52 | 85.2% |
| | Yes | | 9 | 14.8% |
| Valid Cases | | | 61 | 100.0% |
| Taught a Women's Studies Course | No | | 46 | 75.4% |
| | Yes | | 15 | 24.6% |
| Valid Cases | | | 61 | 100.0% |
| Team-taught a Course | No | | 43 | 65.2% |
| | Yes | | 23 | 34.8% |
| Valid Cases | | | 66 | 100.0% |
| Taught a Service-learning Course | No | | 53 | 84.1% |
| | Yes | | 10 | 15.9% |
| Valid Cases | | | 63 | 100.0% |

(table cont.)

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| Q.13 TEACHING ACTIVITIES: | | Whitman | |
|---|-----|---------|--------|
| | | | |
| Worked w/Undergrads on Research Project | No | 13 | 19.1% |
| | Yes | 55 | 80.9% |
| Valid Cases | | 68 | 100.0% |
| . | | | |
| Put/Collected Assignments on Internet | No | 31 | 46.3% |
| | Yes | 36 | 53.7% |
| Valid Cases | | 67 | 100.0% |
| . | | | |
| Taught Course Exclusively on Internet | No | 61 | 100.0% |
| Valid Cases | | 61 | 100.0% |
| . | | | |
| Participated in Faculty Development Pgm | No | 27 | 40.3% |
| | Yes | 40 | 59.7% |
| Valid Cases | | 67 | 100.0% |
| . | | | |
| Advised Stud Grps in Service/Volun Work | No | 42 | 66.7% |
| | Yes | 21 | 33.3% |
| Valid Cases | | 63 | 100.0% |
| . | | | |
| Collaborated w/Cmty in Res/Teaching | No | 41 | 65.1% |
| | Yes | 22 | 34.9% |
| Valid Cases | | 63 | 100.0% |
| . | | | |
| Developed a New Course | No | 14 | 21.2% |
| | Yes | 52 | 78.8% |
| Valid Cases | | 66 | 100.0% |
| . | | | |
| Res/Writing on Int'l/Global Issues | No | 47 | 75.8% |
| | Yes | 15 | 24.2% |
| Valid Cases | | 62 | 100.0% |
| . | | | |
| Res/Writing on Racial/Ethnic Minorities | No | 51 | 87.9% |
| | Yes | 7 | 12.1% |
| Valid Cases | | 58 | 100.0% |
| . | | | |
| Res/Writing on Women/Gender Issues | No | 46 | 76.7% |
| | Yes | 14 | 23.3% |
| Valid Cases | | 60 | 100.0% |

(table cont.)

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| Q.13 TEACHING ACTIVITIES: | | Whitman | |
|-----------------------------|-----|---------|--------|
| | | | |
| Taught a First-year Seminar | No | 42 | 66.7% |
| | Yes | 21 | 33.3% |
| Valid Cases | | 63 | 100.0% |

| Q.14A MAJOR OF HIGHEST DEGREE (aggregated): | Whitman | |
|---|---------|--------|
| | | |
| Biological Sci | 5 | 7.2% |
| Education | 3 | 4.3% |
| English | 3 | 4.3% |
| Health Sci | 1 | 1.4% |
| History/Poli Sci | 6 | 8.7% |
| Humanities | 12 | 17.4% |
| Fine Arts | 12 | 17.4% |
| Math/Stat | 5 | 7.2% |
| Physical Sci | 13 | 18.8% |
| Social Sci | 9 | 13.0% |
| Valid Cases | 69 | 100.0% |

| Q.14B CURRENT DEPARTMENT (aggregated): | Whitman | |
|--|---------|--------|
| | | |
| Biological Sci | 5 | 7.2% |
| Education | 3 | 4.3% |
| English | 4 | 5.8% |
| History/Poli Sci | 5 | 7.2% |
| Humanities | 12 | 17.4% |
| Fine Arts | 11 | 15.9% |
| Math/Stat | 5 | 7.2% |
| Physical Sci | 14 | 20.3% |
| Social Sci | 9 | 13.0% |
| Other | 1 | 1.4% |
| Valid Cases | 69 | 100.0% |

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| Q.15 BASE SALARY: | | Whitman | |
|---------------------------|-------------------|---------|--------|
| | | | |
| BASE SALARY (9/10 MONTH) | \$30,000-39,000 | 1 | 2.9% |
| | \$40,000-49,000 | 1 | 2.9% |
| | \$50,000-59,000 | 8 | 22.9% |
| | \$60,000-69,000 | 10 | 28.6% |
| | \$70,000-79,000 | 4 | 11.4% |
| | \$80,000-89,000 | 4 | 11.4% |
| | \$90,000-99,000 | 6 | 17.1% |
| | \$100,000-124,000 | 1 | 2.9% |
| Valid Cases | | 35 | 100.0% |
| . | | | |
| BASE SALARY (11/12 MONTH) | \$40,000-49,000 | 3 | 8.8% |
| | \$50,000-59,000 | 6 | 17.6% |
| | \$60,000-69,000 | 8 | 23.5% |
| | \$70,000-79,000 | 4 | 11.8% |
| | \$80,000-89,000 | 5 | 14.7% |
| | \$90,000-99,000 | 4 | 11.8% |
| | \$100,000-124,000 | 4 | 11.8% |
| Valid Cases | | 34 | 100.0% |

| Q.16A AGE: | | Whitman | |
|-------------|-------|---------|--------|
| | | | |
| | < 30 | 1 | 1.4% |
| | 30-34 | 7 | 10.0% |
| | 35-39 | 9 | 12.9% |
| | 40-44 | 16 | 22.9% |
| | 45-49 | 9 | 12.9% |
| | 50-54 | 11 | 15.7% |
| | 55-59 | 11 | 15.7% |
| | 60-64 | 5 | 7.1% |
| | 65-69 | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |

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| Q.16B YEAR DEGREE EARNED: | Whitman | |
|------------------------------|---------|--------|
| | | |
| < 1967 | 1 | 1.5% |
| 1967-71 | 3 | 4.4% |
| 1972-76 | 4 | 5.9% |
| 1977-81 | 5 | 7.4% |
| 1982-86 | 10 | 14.7% |
| 1987-91 | 12 | 17.6% |
| 1992-96 | 15 | 22.1% |
| 1997-2001 | 14 | 20.6% |
| 2002-2004 | 4 | 5.9% |
| Valid Cases | 68 | 100.0% |

| Q.16C YEAR OF APPOINTMENT: | Whitman | |
|-------------------------------|---------|--------|
| | | |
| 1967-71 | 4 | 5.7% |
| 1972-76 | 4 | 5.7% |
| 1977-81 | 4 | 5.7% |
| 1982-86 | 10 | 14.3% |
| 1987-91 | 11 | 15.7% |
| 1992-96 | 13 | 18.6% |
| 1997-2001 | 12 | 17.1% |
| 2002-2004 | 12 | 17.1% |
| Valid Cases | 70 | 100.0% |

| Q.16D YEAR OF TENURE: | Whitman | |
|--------------------------|---------|--------|
| | | |
| 1972-76 | 2 | 4.4% |
| 1977-81 | 4 | 8.9% |
| 1982-86 | 3 | 6.7% |
| 1987-91 | 10 | 22.2% |
| 1992-96 | 9 | 20.0% |
| 1997-2001 | 13 | 28.9% |
| 2002-2004 | 4 | 8.9% |
| Valid Cases | 45 | 100.0% |

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| Q17 HOURS PER WEEK: | | Whitman | |
|------------------------------|-------------|---------|--------|
| | | | |
| Scheduled Teaching | None | 1 | 1.5% |
| | 1-4 | 5 | 7.5% |
| | 5-8 | 12 | 17.9% |
| | 9-12 | 34 | 50.7% |
| | 13-16 | 9 | 13.4% |
| | 17-20 | 3 | 4.5% |
| | 21-34 | 3 | 4.5% |
| | Valid Cases | 67 | 100.0% |
| Preparing for Teaching | 1-4 | 5 | 7.4% |
| | 5-8 | 13 | 19.1% |
| | 9-12 | 10 | 14.7% |
| | 13-16 | 14 | 20.6% |
| | 17-20 | 13 | 19.1% |
| | 21-34 | 10 | 14.7% |
| | 35-44 | 2 | 2.9% |
| | 45+ | 1 | 1.5% |
| Valid Cases | 68 | 100.0% | |
| Advising/Counseling Students | 1-4 | 45 | 66.2% |
| | 5-8 | 19 | 27.9% |
| | 9-12 | 4 | 5.9% |
| Valid Cases | 68 | 100.0% | |
| Committee Work/Meetings | None | 4 | 5.9% |
| | 1-4 | 47 | 69.1% |
| | 5-8 | 14 | 20.6% |
| | 9-12 | 2 | 2.9% |
| | 13-16 | 1 | 1.5% |
| Valid Cases | 68 | 100.0% | |
| Other Administration | None | 24 | 35.8% |
| | 1-4 | 38 | 56.7% |
| | 5-8 | 3 | 4.5% |
| | 17-20 | 1 | 1.5% |
| | 35-44 | 1 | 1.5% |
| Valid Cases | 67 | 100.0% | |

(table cont.)

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| Q17 HOURS PER WEEK: | | Whitman | |
|---------------------------------|-------------|---------|--------|
| | | | |
| Research and Scholarly Writing | None | 13 | 19.7% |
| | 1-4 | 29 | 43.9% |
| | 5-8 | 12 | 18.2% |
| | 9-12 | 5 | 7.6% |
| | 13-16 | 2 | 3.0% |
| | 17-20 | 5 | 7.6% |
| | Valid Cases | 66 | 100.0% |
| . | | | |
| Creative Products/Performances | None | 47 | 74.6% |
| | 1-4 | 9 | 14.3% |
| | 5-8 | 4 | 6.3% |
| | 9-12 | 1 | 1.6% |
| | 13-16 | 1 | 1.6% |
| | 21-34 | 1 | 1.6% |
| | Valid Cases | 63 | 100.0% |
| . | | | |
| Consultation w Clients/Patients | None | 65 | 98.5% |
| | 13-16 | 1 | 1.5% |
| Valid Cases | 66 | 100.0% | |
| . | | | |
| Community/Public Service | None | 31 | 46.3% |
| | 1-4 | 30 | 44.8% |
| | 5-8 | 5 | 7.5% |
| | 9-12 | 1 | 1.5% |
| Valid Cases | 67 | 100.0% | |
| . | | | |
| Outside Consulting/Freelance | None | 53 | 79.1% |
| | 1-4 | 13 | 19.4% |
| | 13-16 | 1 | 1.5% |
| Valid Cases | 67 | 100.0% | |
| . | | | |

(table cont.)

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| Q17 HOURS PER WEEK: | | Whitman | |
|-----------------------------|-------|---------|--------|
| | | | |
| Household/Child Care Duties | None | 3 | 4.4% |
| | 1-4 | 16 | 23.5% |
| | 5-8 | 12 | 17.6% |
| | 9-12 | 13 | 19.1% |
| | 13-16 | 7 | 10.3% |
| | 17-20 | 4 | 5.9% |
| | 21-34 | 10 | 14.7% |
| | 35-44 | 1 | 1.5% |
| | 45+ | 2 | 2.9% |
| Valid Cases | | 68 | 100.0% |
| Communicating via E-mail | 1-4 | 33 | 48.5% |
| | 5-8 | 27 | 39.7% |
| | 9-12 | 5 | 7.4% |
| | 13-16 | 2 | 2.9% |
| | 35-44 | 1 | 1.5% |
| Valid Cases | | 68 | 100.0% |

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| Q18 NUMER OF COURSES: | | Whitman | |
|-------------------------------|--------------|---------|--------|
| | | | |
| General Education | None | 35 | 58.3% |
| | One | 19 | 31.7% |
| | Two | 2 | 3.3% |
| | Three | 3 | 5.0% |
| | Five or More | 1 | 1.7% |
| Valid Cases | | 60 | 100.0% |
| . | | | |
| Developmental/Remedial | None | 54 | 98.2% |
| | Two | 1 | 1.8% |
| Valid Cases | | 55 | 100.0% |
| . | | | |
| Other Undergrad for-Credit | None | 4 | 6.0% |
| | One | 8 | 11.9% |
| | Two | 24 | 35.8% |
| | Three | 25 | 37.3% |
| | Four | 3 | 4.5% |
| | Five or More | 3 | 4.5% |
| Valid Cases | | 67 | 100.0% |
| . | | | |
| Graduate | None | 50 | 98.0% |
| | One | 1 | 2.0% |
| Valid Cases | | 51 | 100.0% |
| . | | | |
| Vocational or Technical | None | 52 | 98.1% |
| | Four | 1 | 1.9% |
| Valid Cases | | 53 | 100.0% |
| . | | | |
| Non-credit Courses | None | 49 | 94.2% |
| | One | 3 | 5.8% |
| Valid Cases | | 52 | 100.0% |

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| Q19 TEACH REMEDIAL SKILLS: | | Whitman | |
|----------------------------|-----|---------|--------|
| | | | |
| Reading | No | 70 | 100.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Writing | No | 69 | 98.6% |
| | Yes | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Mathematics | No | 70 | 100.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| ESL | No | 70 | 100.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| General Adad Skills | No | 70 | 100.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Other Subjects | No | 68 | 97.1% |
| | Yes | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |

| Q20 IMPORTANCE OF EDUCATION GOALS: | | Whitman | |
|-------------------------------------|--------------------|---------|--------|
| | | | |
| Develop Ability to Think Critically | Somewhat Important | 1 | 1.4% |
| | Very Important | 5 | 7.1% |
| | Essential | 64 | 91.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Prepare for Employment | Not Important | 11 | 15.7% |
| | Somewhat Important | 39 | 55.7% |
| | Very Important | 16 | 22.9% |
| | Essential | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Prepare for Graduate Education | Somewhat Important | 23 | 32.9% |
| | Very Important | 39 | 55.7% |
| | Essential | 8 | 11.4% |

(table cont.)

| Q20 IMPORTANCE OF EDUCATION GOALS: | | Whitman | |
|-------------------------------------|--------------------|---------|--------|
| | | | |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Develop Moral Character | Not Important | 8 | 11.4% |
| | Somewhat Important | 33 | 47.1% |
| | Very Important | 24 | 34.3% |
| | Essential | 5 | 7.1% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Provide for Emotional Development | Not Important | 13 | 18.6% |
| | Somewhat Important | 35 | 50.0% |
| | Very Important | 16 | 22.9% |
| | Essential | 6 | 8.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Help Develop Personal Values | Not Important | 9 | 12.9% |
| | Somewhat Important | 33 | 47.1% |
| | Very Important | 23 | 32.9% |
| | Essential | 5 | 7.1% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Enhance Self-understanding | Not Important | 6 | 8.6% |
| | Somewhat Important | 24 | 34.3% |
| | Very Important | 24 | 34.3% |
| | Essential | 16 | 22.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Instill Commitment to Community Svc | Not Important | 17 | 24.3% |
| | Somewhat Important | 37 | 52.9% |
| | Very Important | 14 | 20.0% |
| | Essential | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Prepare for Responsible Citizenship | Not Important | 7 | 10.0% |
| | Somewhat Important | 27 | 38.6% |
| | Very Important | 30 | 42.9% |
| | Essential | 6 | 8.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

| Q20 IMPORTANCE OF EDUCATION GOALS: | | Whitman | |
|--------------------------------------|--------------------|---------|--------|
| | | | |
| Enhance Knowledge of Race/Eth Groups | Not Important | 10 | 14.3% |
| | Somewhat Important | 26 | 37.1% |
| | Very Important | 22 | 31.4% |
| | Essential | 12 | 17.1% |
| | Valid Cases | 70 | 100.0% |
| Help Master Knowledge in Discipline | Not Important | 1 | 1.4% |
| | Somewhat Important | 4 | 5.7% |
| | Very Important | 29 | 41.4% |
| | Essential | 36 | 51.4% |
| | Valid Cases | 70 | 100.0% |
| Develop Creative Capacities | Somewhat Important | 16 | 22.9% |
| | Very Important | 34 | 48.6% |
| | Essential | 20 | 28.6% |
| | Valid Cases | 70 | 100.0% |
| Instill Appreciation of Liberal Arts | Not Important | 3 | 4.3% |
| | Somewhat Important | 12 | 17.1% |
| | Very Important | 31 | 44.3% |
| | Essential | 24 | 34.3% |
| | Valid Cases | 70 | 100.0% |
| Enhance Spiritual Development | Not Important | 38 | 54.3% |
| | Somewhat Important | 21 | 30.0% |
| | Very Important | 9 | 12.9% |
| | Essential | 2 | 2.9% |
| | Valid Cases | 70 | 100.0% |
| Promote Ability to Write Effectively | Somewhat Important | 11 | 15.7% |
| | Very Important | 17 | 24.3% |
| | Essential | 42 | 60.0% |
| | Valid Cases | 70 | 100.0% |

(table cont.)

| Q20 IMPORTANCE OF EDUCATION GOALS: | | Whitman | |
|---------------------------------------|--------------------|---------|--------|
| | | | |
| Facilitate Search for Meaning/Purpose | Not Important | 17 | 24.3% |
| | Somewhat Important | 38 | 54.3% |
| | Very Important | 11 | 15.7% |
| | Essential | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |

| Q.20 MEAN IMPORTANCE: | | Whitman |
|--------------------------------------|-------------|---------|
| Develop Ability to Think Critically | Valid Cases | 70 |
| | Mean | 3.90 |
| Prepare for Employment | Valid Cases | 70 |
| | Mean | 2.19 |
| Prepare for Graduate Education | Valid Cases | 70 |
| | Mean | 2.79 |
| Develop Moral Character | Valid Cases | 70 |
| | Mean | 2.37 |
| Provide for Emotional Development | Valid Cases | 70 |
| | Mean | 2.21 |
| Help Develop Personal Values | Valid Cases | 70 |
| | Mean | 2.34 |
| Enhance Self-understanding | Valid Cases | 70 |
| | Mean | 2.71 |
| Instill Commitment to Community Svc | Valid Cases | 70 |
| | Mean | 2.01 |
| Prepare for Responsible Citizenship | Valid Cases | 70 |
| | Mean | 2.50 |
| Enhance Knowledge of Race/Eth Groups | Valid Cases | 70 |
| | Mean | 2.51 |

Scale: 4=Essential 3=Very Important 2=Somewhat Important 1=Not Important (table cont.)

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| Q.20 MEAN IMPORTANCE: | | Whitman |
|---------------------------------------|-------------|---------|
| Help Master Knowledge in Discipline | Valid Cases | 70 |
| | Mean | 3.43 |
| Develop Creative Capacities | Valid Cases | 70 |
| | Mean | 3.06 |
| Instill Appreciation of Liberal Arts | Valid Cases | 70 |
| | Mean | 3.09 |
| Enhance Spiritual Development | Valid Cases | 70 |
| | Mean | 1.64 |
| Promote Ability to Write Effectively | Valid Cases | 70 |
| | Mean | 3.44 |
| Facilitate Search for Meaning/Purpose | Valid Cases | 70 |
| | Mean | 2.03 |

Scale: 4=Essential 3=Very Important 2=Somewhat Important 1=Not Important

| Q.21-23 NUMBER OF PUBLICATIONS/EXIBITIONS: | | Whitman | |
|--|-------------|---------|--------|
| | | | |
| Articles in Acad/Prof Journals | None | 11 | 15.7% |
| | 1-2 | 10 | 14.3% |
| | 3-4 | 8 | 11.4% |
| | 5-10 | 18 | 25.7% |
| | 11-20 | 12 | 17.1% |
| | 21-50 | 10 | 14.3% |
| | 51+ | 1 | 1.4% |
| | Valid Cases | 70 | 100.0% |
| Chapters in Edited Volumes | None | 32 | 47.8% |
| | 1-2 | 15 | 22.4% |
| | 3-4 | 13 | 19.4% |
| | 5-10 | 6 | 9.0% |
| | 11-20 | 1 | 1.5% |
| | Valid Cases | 67 | 100.0% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.21-23 NUMBER OF PUBLICATIONS/EXIBITIONS: | | Whitman | |
|--|-------------|---------|--------|
| | | | |
| Books, Manuals, Monographs | None | 35 | 50.7% |
| | 1-2 | 22 | 31.9% |
| | 3-4 | 7 | 10.1% |
| | 5-10 | 2 | 2.9% |
| | 11-20 | 1 | 1.4% |
| | 21-50 | 2 | 2.9% |
| | Valid Cases | 69 | 100.0% |
| Other (patents, software products) | None | 54 | 87.1% |
| | 1-2 | 6 | 9.7% |
| | 3-4 | 1 | 1.6% |
| | 5-10 | 1 | 1.6% |
| | Valid Cases | 62 | 100.0% |
| Exhibitions/Performances | None | 46 | 69.7% |
| | 1-2 | 4 | 6.1% |
| | 3-4 | 4 | 6.1% |
| | 5-10 | 3 | 4.5% |
| | 11-20 | 2 | 3.0% |
| | 21-50 | 2 | 3.0% |
| | 51+ | 5 | 7.6% |
| | Valid Cases | 66 | 100.0% |
| Published/Presented in Last Two Years | None | 14 | 20.0% |
| | 1-2 | 28 | 40.0% |
| | 3-4 | 20 | 28.6% |
| | 5-10 | 7 | 10.0% |
| | 11-20 | 1 | 1.4% |
| | Valid Cases | 70 | 100.0% |

| Q.24 GENERAL ACTIVITIES: | | Whitman | |
|------------------------------|-----|---------|--------|
| | | | |
| Held Academic Admin Position | No | 36 | 51.4% |
| | Yes | 34 | 48.6% |
| Valid Cases | | 70 | 100.0% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.24 GENERAL ACTIVITIES: | | Whitman | |
|--|-----|---------|--------|
| | | | |
| Award for Outstanding Teaching | No | 27 | 38.6% |
| | Yes | 43 | 61.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Commute Long distance to Work | No | 69 | 98.6% |
| | Yes | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Spouse/Partner Works in Same City | No | 20 | 29.0% |
| | Yes | 49 | 71.0% |
| Valid Cases | | 69 | 100.0% |
| . | | | |
| Spouse/Partner an Academic | No | 39 | 58.2% |
| | Yes | 28 | 41.8% |
| Valid Cases | | 67 | 100.0% |
| . | | | |
| Born in the U.S.A. | No | 2 | 2.9% |
| | Yes | 68 | 97.1% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Am a U.S. Citizen | Yes | 70 | 100.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Sexually Harrassed at this Institution | No | 66 | 94.3% |
| | Yes | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Member of Faculty Union | No | 68 | 97.1% |
| | Yes | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Plan to Retire within Next Three Years | No | 64 | 91.4% |
| | Yes | 6 | 8.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Use Scholarship to Address Cmty Needs | No | 50 | 71.4% |
| | Yes | 20 | 28.6% |
| Valid Cases | | 70 | 100.0% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.24 GENERAL ACTIVITIES: | | Whitman | |
|--------------------------------------|-----|---------|--------|
| | | | |
| Published Op-ed Pieces or Editorials | No | 55 | 79.7% |
| | Yes | 14 | 20.3% |
| Valid Cases | | 69 | 100.0% |

| Q.24 ACTIVITIES IN LAST TWO YEARS: | | Whitman | |
|---|-----|---------|--------|
| | | | |
| Received at Least One Firm Job Offer | No | 61 | 87.1% |
| | Yes | 9 | 12.9% |
| Valid Cases | | 70 | 100.0% |
| Considered Early Retirement | No | 51 | 72.9% |
| | Yes | 19 | 27.1% |
| Valid Cases | | 70 | 100.0% |
| Considered Leaving Academe | No | 47 | 67.1% |
| | Yes | 23 | 32.9% |
| Valid Cases | | 70 | 100.0% |
| Considered Leaving This Inst for Another | No | 46 | 65.7% |
| | Yes | 24 | 34.3% |
| Valid Cases | | 70 | 100.0% |
| Changed Academic Institutions | No | 66 | 94.3% |
| | Yes | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| Taught at more Than One Inst in Same Term | No | 68 | 97.1% |
| | Yes | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |
| Requested/Sought Early Promotion | No | 66 | 94.3% |
| | Yes | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.24 ACTIVITIES IN LAST TWO YEARS: | | Whitman | |
|---|-----|---------|--------|
| | | | |
| Did Paid Consulting Outside Institution | No | 53 | 75.7% |
| | Yes | 17 | 24.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Did Pub Svc/Prof Consulting w/o Pay | No | 41 | 59.4% |
| | Yes | 28 | 40.6% |
| Valid Cases | | 69 | 100.0% |
| . | | | |
| Received Funding from Foundations | No | 61 | 87.1% |
| | Yes | 9 | 12.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Received Funding from State/Fed Gov't | No | 61 | 87.1% |
| | Yes | 9 | 12.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Received Funding from Business/Industry | No | 66 | 94.3% |
| | Yes | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |

| Q.25 INSTITUTIONAL DESCRIPTORS: | | Whitman | |
|--|----------------------|---------|--------|
| | | | |
| Easy to See Faculty Outside Office Hours | Somewhat Descriptive | 4 | 5.7% |
| | Very Descriptive | 66 | 94.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Faculty at Odds with Administration | Not Descriptive | 52 | 74.3% |
| | Somewhat Descriptive | 18 | 25.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Faculty Here Respect Each Other | Somewhat Descriptive | 34 | 48.6% |
| | Very Descriptive | 36 | 51.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Students Treated Like "Numbers in Book" | Not Descriptive | 69 | 98.6% |
| | Somewhat Descriptive | 1 | 1.4% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.25 INSTITUTIONAL DESCRIPTORS: | | Whitman | |
|---|----------------------|---------|--------|
| | | | |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Social Activities Overemphasized | Not Descriptive | 35 | 50.0% |
| | Somewhat Descriptive | 28 | 40.0% |
| | Very Descriptive | 7 | 10.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Faculty Rewarded for Good Teaching | Not Descriptive | 1 | 1.4% |
| | Somewhat Descriptive | 31 | 44.3% |
| | Very Descriptive | 38 | 54.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Respect for Diverse Values & Beliefs | Not Descriptive | 3 | 4.3% |
| | Somewhat Descriptive | 37 | 52.9% |
| | Very Descriptive | 30 | 42.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Fac Rewarded for Using Instruct Tech | Not Descriptive | 27 | 39.1% |
| | Somewhat Descriptive | 35 | 50.7% |
| | Very Descriptive | 7 | 10.1% |
| Valid Cases | | 69 | 100.0% |
| . | | | |
| Fac Rewarded for Work w/Underprep Stds | Not Descriptive | 39 | 56.5% |
| | Somewhat Descriptive | 25 | 36.2% |
| | Very Descriptive | 5 | 7.2% |
| Valid Cases | | 69 | 100.0% |

2004-05 HERI Faculty Survey

| Q.25 MEAN DESCRIPTORS: | | Whitman |
|--|-------------|---------|
| Easy to See Faculty Outside Office Hours | Valid Cases | 70 |
| | Mean | 2.94 |
| . | | |
| Faculty at Odds with Administration | Valid Cases | 70 |
| | Mean | 1.26 |
| . | | |
| Faculty Here Respect Each Other | Valid Cases | 70 |
| | Mean | 2.51 |
| . | | |
| Students Treated Like "Numbers in Book" | Valid Cases | 70 |
| | Mean | 1.01 |
| . | | |
| Social Activities Overemphasized | Valid Cases | 70 |
| | Mean | 1.60 |
| . | | |
| Faculty Rewarded for Good Teaching | Valid Cases | 70 |
| | Mean | 2.53 |
| . | | |
| Respect for Diverse Values & Beliefs | Valid Cases | 70 |
| | Mean | 2.39 |
| . | | |
| Fac Rewarded for Using Instruct Tech | Valid Cases | 69 |
| | Mean | 1.71 |
| . | | |
| Fac Rewarded for Work w/Underprep Stds | Valid Cases | 69 |
| | Mean | 1.51 |

Scale: 1=Not Descriptive 2=Somewhat Descriptive 3=Very Descriptive

| Q.26 EXTENT TO WHICH YOU: | | Whitman | |
|---|-------------------|---------|--------|
| | | | |
| Do Acad Work that Spans Mult Discipline | Not at all | 14 | 20.0% |
| | To some extent | 31 | 44.3% |
| | To a great extent | 25 | 35.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Grad Schl Prepared you as Fac Mentor | Not at all | 8 | 11.4% |
| | To some extent | 34 | 48.6% |
| | To a great extent | 28 | 40.0% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.26 EXTENT TO WHICH YOU: | | Whitman | |
|--|-------------------|---------|--------|
| | | | |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Experience Joy in Your Work | To some extent | 22 | 31.4% |
| | To a great extent | 48 | 68.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Feel Good about Direction of Your Life | To some extent | 25 | 35.7% |
| | To a great extent | 45 | 64.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Engage in Self-reflection | To some extent | 23 | 33.3% |
| | To a great extent | 46 | 66.7% |
| Valid Cases | | 69 | 100.0% |
| . | | | |
| Balance Between Personal/Prof Life | Not at all | 12 | 17.1% |
| | To some extent | 38 | 54.3% |
| | To a great extent | 20 | 28.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Work Add Meaning to Your Life | To some extent | 21 | 30.0% |
| | To a great extent | 49 | 70.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Consider Yourself Religious Person | Not at all | 41 | 58.6% |
| | To some extent | 18 | 25.7% |
| | To a great extent | 11 | 15.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Consider yourself Spritual Person | Not at all | 22 | 31.4% |
| | To some extent | 30 | 42.9% |
| | To a great extent | 18 | 25.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Engage in Regular Exercise | Not at all | 10 | 14.3% |
| | To some extent | 29 | 41.4% |
| | To a great extent | 31 | 44.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.26 EXTENT TO WHICH YOU: | | Whitman | |
|--|-------------------|---------|--------|
| | | | |
| Eat a Well-balanced Diet | Not at all | 3 | 4.3% |
| | To some extent | 33 | 47.1% |
| | To a great extent | 34 | 48.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Get Adequate Amounts of Sleep | Not at all | 10 | 14.3% |
| | To some extent | 31 | 44.3% |
| | To a great extent | 29 | 41.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Engage on Prayer/Meditation | Not at all | 40 | 57.1% |
| | To some extent | 20 | 28.6% |
| | To a great extent | 10 | 14.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Have Alignment Btwn Work/Personal Values | Not at all | 4 | 5.7% |
| | To some extent | 35 | 50.0% |
| | To a great extent | 31 | 44.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Seek Opties to Grow Spiritually | Not at all | 32 | 46.4% |
| | To some extent | 26 | 37.7% |
| | To a great extent | 11 | 15.9% |
| Valid Cases | | 69 | 100.0% |
| . | | | |
| Have to Work Harder to be Legitimate | Not at all | 40 | 57.1% |
| | To some extent | 22 | 31.4% |
| | To a great extent | 8 | 11.4% |
| Valid Cases | | 70 | 100.0% |

| Q.26 MEAN: | | Whitman |
|---|-------------|---------|
| Do Acad Work that Spans Mult Discipline | Valid Cases | 70 |
| | Mean | 2.16 |
| . | | |
| Grad Schl Prepared you as Fac Mentor | Valid Cases | 70 |
| | Mean | 2.29 |

Scale: 1=Not at all 2=To some extent 3=Very Descriptive (table cont.)

2004-05 HERI Faculty Survey

| Q.26 MEAN: | | Whitman |
|--|-------------|---------|
| . | | |
| Experience Joy in Your Work | Valid Cases | 70 |
| | Mean | 2.69 |
| . | | |
| Feel Good about Direction of Your Life | Valid Cases | 70 |
| | Mean | 2.64 |
| . | | |
| Engage in Self-reflection | Valid Cases | 69 |
| | Mean | 2.67 |
| . | | |
| Balance Between Personal/Prof Life | Valid Cases | 70 |
| | Mean | 2.11 |
| . | | |
| Work Add Meaning to Your Life | Valid Cases | 70 |
| | Mean | 2.70 |
| . | | |
| Consider Yourself Religious Person | Valid Cases | 70 |
| | Mean | 1.57 |
| . | | |
| Consider yourself Spiritual Person | Valid Cases | 70 |
| | Mean | 1.94 |
| . | | |
| Engage in Regular Exercise | Valid Cases | 70 |
| | Mean | 2.30 |
| . | | |
| Eat a Well-balanced Diet | Valid Cases | 70 |
| | Mean | 2.44 |
| . | | |
| Get Adequate Amounts of Sleep | Valid Cases | 70 |
| | Mean | 2.27 |
| . | | |
| Engage on Prayer/Meditation | Valid Cases | 70 |
| | Mean | 1.57 |
| . | | |
| Have Alignment Btwn Work/Personal Values | Valid Cases | 70 |
| | Mean | 2.39 |
| . | | |
| Seek Optpties to Grow Spiritually | Valid Cases | 69 |
| | Mean | 1.70 |
| . | | |

Scale: 1=Not at all 2=To some extent 3=Very Descriptive (table cont.)

2004-05 HERI Faculty Survey

| | | |
|--------------------------------------|-------------|---------|
| Q.26 MEAN: | | Whitman |
| Have to Work Harder to be Legitimate | Valid Cases | 70 |
| | Mean | 1.54 |

Scale: 1=Not at all 2=To some extent 3=Very Descriptive

| Q.27 AGREEMENT WITH STATEMENTS: | | Whitman | |
|---|-------------------|---------|--------|
| | | | |
| Fac Interested in Students' Problems | Disagree Somewhat | 2 | 2.9% |
| | Agree Somewhat | 52 | 74.3% |
| | Agree Strongly | 16 | 22.9% |
| | Valid Cases | 70 | 100.0% |
| Reflect Diversity More Strongly in Curric | Disagree Strongly | 5 | 7.1% |
| | Disagree Somewhat | 19 | 27.1% |
| | Agree Somewhat | 29 | 41.4% |
| | Agree Strongly | 17 | 24.3% |
| Valid Cases | 70 | 100.0% | |
| Students Well Prepared Academically | Disagree Somewhat | 4 | 5.7% |
| | Agree Somewhat | 39 | 55.7% |
| | Agree Strongly | 27 | 38.6% |
| | Valid Cases | 70 | 100.0% |
| Faculty Interested in Stud's Acad Probs | Disagree Somewhat | 3 | 4.3% |
| | Agree Somewhat | 20 | 28.6% |
| | Agree Strongly | 47 | 67.1% |
| | Valid Cases | 70 | 100.0% |
| A Lot of Racial Conflict Here | Disagree Strongly | 32 | 45.7% |
| | Disagree Somewhat | 27 | 38.6% |
| | Agree Somewhat | 11 | 15.7% |
| | Valid Cases | 70 | 100.0% |
| Students Committed to Community Svc | Disagree Strongly | 3 | 4.3% |
| | Disagree Somewhat | 23 | 33.3% |
| | Agree Somewhat | 35 | 50.7% |
| | Agree Strongly | 8 | 11.6% |
| Valid Cases | 69 | 100.0% | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.27 AGREEMENT WITH STATEMENTS: | | Whitman | |
|--|-------------------|---------|--------|
| | | | |
| My Research Valued by Faculty in My Dept | Disagree Strongly | 5 | 7.1% |
| | Disagree Somewhat | 7 | 10.0% |
| | Agree Somewhat | 29 | 41.4% |
| | Agree Strongly | 29 | 41.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| My Teaching Valued by Faculty in My Dept | Disagree Strongly | 2 | 2.9% |
| | Disagree Somewhat | 6 | 8.7% |
| | Agree Somewhat | 16 | 23.2% |
| | Agree Strongly | 45 | 65.2% |
| Valid Cases | | 69 | 100.0% |
| . | | | |
| My Department Mentors New Faculty Well | Disagree Strongly | 4 | 5.7% |
| | Disagree Somewhat | 17 | 24.3% |
| | Agree Somewhat | 31 | 44.3% |
| | Agree Strongly | 18 | 25.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Fac Involved in Campus Decision-making | Disagree Somewhat | 5 | 7.1% |
| | Agree Somewhat | 31 | 44.3% |
| | Agree Strongly | 34 | 48.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| My Values congruent with Inst Values | Disagree Strongly | 2 | 2.9% |
| | Disagree Somewhat | 8 | 11.4% |
| | Agree Somewhat | 41 | 58.6% |
| | Agree Strongly | 19 | 27.1% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Supp for Integrating Tech into Teaching | Disagree Strongly | 3 | 4.3% |
| | Disagree Somewhat | 8 | 11.6% |
| | Agree Somewhat | 40 | 58.0% |
| | Agree Strongly | 18 | 26.1% |
| Valid Cases | | 69 | 100.0% |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.27 AGREEMENT WITH STATEMENTS: | | Whitman | |
|---|-------------------|---------|--------|
| | | | |
| Inst Educates Underprepared Students | Disagree Strongly | 10 | 14.7% |
| | Disagree Somewhat | 26 | 38.2% |
| | Agree Somewhat | 27 | 39.7% |
| | Agree Strongly | 5 | 7.4% |
| Valid Cases | | 68 | 100.0% |
| . | | | |
| Criteria for Advance/Promotion Clear | Disagree Strongly | 3 | 4.3% |
| | Disagree Somewhat | 26 | 37.1% |
| | Agree Somewhat | 26 | 37.1% |
| | Agree Strongly | 15 | 21.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Students Lack Skills for College Work | Disagree Strongly | 57 | 81.4% |
| | Disagree Somewhat | 10 | 14.3% |
| | Agree Somewhat | 2 | 2.9% |
| | Agree Strongly | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| My Dept has Difficulty Recruiting Faculty | Disagree Strongly | 26 | 37.1% |
| | Disagree Somewhat | 23 | 32.9% |
| | Agree Somewhat | 14 | 20.0% |
| | Agree Strongly | 7 | 10.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| My Dept has Difficulty Retaining Faculty | Disagree Strongly | 38 | 54.3% |
| | Disagree Somewhat | 25 | 35.7% |
| | Agree Somewhat | 6 | 8.6% |
| | Agree Strongly | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Adequate Support for Faculty Development | Disagree Somewhat | 5 | 7.1% |
| | Agree Somewhat | 43 | 61.4% |
| | Agree Strongly | 22 | 31.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.27 AGREEMENT WITH STATEMENTS: | | Whitman | |
|---------------------------------------|-------------------|---------|--------|
| | | | |
| Inst Shouldn't Offer Remed/Devel Educ | Disagree Strongly | 9 | 12.9% |
| | Disagree Somewhat | 19 | 27.1% |
| | Agree Somewhat | 23 | 32.9% |
| | Agree Strongly | 19 | 27.1% |
| Valid Cases | | 70 | 100.0% |

| Q.27 MEAN AGREEMENT: | | Whitman |
|---|-------------|---------|
| Fac Interested in Students' Problems | Valid Cases | 70 |
| | Mean | 3.20 |
| Reflect Diversity More Strongly in Curric | Valid Cases | 70 |
| | Mean | 2.83 |
| Students Well Prepared Academically | Valid Cases | 70 |
| | Mean | 3.33 |
| Faculty Interested in Stud's Acad Probs | Valid Cases | 70 |
| | Mean | 3.63 |
| A Lot of Racial Conflict Here | Valid Cases | 70 |
| | Mean | 1.70 |
| Students Committed to Community Svc | Valid Cases | 69 |
| | Mean | 2.70 |
| My Research Valued by Faculty in My Dept | Valid Cases | 70 |
| | Mean | 3.17 |
| My Teaching Valued by Faculty in My Dept | Valid Cases | 69 |
| | Mean | 3.51 |
| My Department Mentors New Faculty Well | Valid Cases | 70 |
| | Mean | 2.90 |
| Fac Involved in Campus Decision-making | Valid Cases | 70 |
| | Mean | 3.41 |

Scale: 1=Disagree Strongly 2=Disagree Somewhat 3=Agree Somewhat 4=Agree Strongly (table cont.)

2004-05 HERI Faculty Survey

| Q.27 MEAN AGREEMENT: | | Whitman | |
|---|-------------|---------|--|
| . | | | |
| My Values congruent with Inst Values | Valid Cases | 70 | |
| | Mean | 3.10 | |
| . | | | |
| Supp for Integrating Tech into Teaching | Valid Cases | 69 | |
| | Mean | 3.06 | |
| . | | | |
| Inst Educates Underprepared Students | Valid Cases | 68 | |
| | Mean | 2.40 | |
| . | | | |
| Criteria for Advance/Promotion Clear | Valid Cases | 70 | |
| | Mean | 2.76 | |
| . | | | |
| Students Lack Skills for College Work | Valid Cases | 70 | |
| | Mean | 1.24 | |
| . | | | |
| My Dept has Difficulty Recruiting Faculty | Valid Cases | 70 | |
| | Mean | 2.03 | |
| . | | | |
| My Dept has Difficulty Retaining Faculty | Valid Cases | 70 | |
| | Mean | 1.57 | |
| . | | | |
| Adequate Support for Faculty Development | Valid Cases | 70 | |
| | Mean | 3.24 | |
| . | | | |
| Inst Shouldn't Offer Remed/Devel Educ | Valid Cases | 70 | |
| | Mean | 2.74 | |

Scale: 1=Disagree Strongly 2=Disagree Somewhat 3=Agree Somewhat 4=Agree Strongly

| Q.28 IMPORTANCE OF PRIORITIES: | | Whitman | |
|----------------------------------|------------------|---------|--------|
| | | | |
| Promote Intellectual Development | Medium Priority | 1 | 1.4% |
| | High Priority | 11 | 15.7% |
| | Highest Priority | 58 | 82.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

| Q.28 IMPORTANCE OF PRIORITIES: | | Whitman | |
|--|------------------|---------|--------|
| | | | |
| Dev Community among Students/Faculty | Medium Priority | 7 | 10.0% |
| | High Priority | 36 | 51.4% |
| | Highest Priority | 27 | 38.6% |
| | Valid Cases | 70 | 100.0% |
| . | | | |
| Dev Leadership Ability in Students | Low Priority | 2 | 2.9% |
| | Medium Priority | 19 | 27.1% |
| | High Priority | 33 | 47.1% |
| | Highest Priority | 16 | 22.9% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Teach Students How to Change Society | Low Priority | 7 | 10.0% |
| | Medium Priority | 29 | 41.4% |
| | High Priority | 25 | 35.7% |
| | Highest Priority | 9 | 12.9% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Increase/Maintain Institutional Prestige | Low Priority | 4 | 5.7% |
| | Medium Priority | 8 | 11.4% |
| | High Priority | 30 | 42.9% |
| | Highest Priority | 28 | 40.0% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Hire Faculty "Stars" | Low Priority | 26 | 37.1% |
| | Medium Priority | 26 | 37.1% |
| | High Priority | 13 | 18.6% |
| | Highest Priority | 5 | 7.1% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Recruit More Minority Students | Low Priority | 2 | 2.9% |
| | Medium Priority | 16 | 22.9% |
| | High Priority | 26 | 37.1% |
| | Highest Priority | 26 | 37.1% |
| Valid Cases | 70 | 100.0% | |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.28 IMPORTANCE OF PRIORITIES: | | Whitman | |
|--|------------------|---------|--------|
| | | | |
| Enhance Intitution's National Image | Low Priority | 4 | 5.7% |
| | Medium Priority | 12 | 17.1% |
| | High Priority | 21 | 30.0% |
| | Highest Priority | 33 | 47.1% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Create Multicultrual Environment | Low Priority | 3 | 4.3% |
| | Medium Priority | 16 | 22.9% |
| | High Priority | 31 | 44.3% |
| | Highest Priority | 20 | 28.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Mentor New Faculty | Low Priority | 5 | 7.2% |
| | Medium Priority | 26 | 37.7% |
| | High Priority | 26 | 37.7% |
| | Highest Priority | 12 | 17.4% |
| Valid Cases | | 69 | 100.0% |
| . | | | |
| Promote Gender Equity among Faculty | Low Priority | 8 | 11.4% |
| | Medium Priority | 15 | 21.4% |
| | High Priority | 33 | 47.1% |
| | Highest Priority | 14 | 20.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Resources for Cmty-Based Teaching/Res | Low Priority | 23 | 32.9% |
| | Medium Priority | 29 | 41.4% |
| | High Priority | 16 | 22.9% |
| | Highest Priority | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Create/Sustain Partnerships with Cmities | Low Priority | 33 | 47.1% |
| | Medium Priority | 27 | 38.6% |
| | High Priority | 9 | 12.9% |
| | Highest Priority | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.28 IMPORTANCE OF PRIORITIES: | | Whitman | |
|--------------------------------------|------------------|---------|--------|
| | | | |
| Pursue Extramural Funding | Low Priority | 15 | 22.1% |
| | Medium Priority | 31 | 45.6% |
| | High Priority | 17 | 25.0% |
| | Highest Priority | 5 | 7.4% |
| Valid Cases | | 68 | 100.0% |
| . | | | |
| Increase Minorities in Faculty/Admin | Low Priority | 4 | 5.7% |
| | Medium Priority | 12 | 17.1% |
| | High Priority | 34 | 48.6% |
| | Highest Priority | 20 | 28.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Increase Women in Faculty/Admin | Low Priority | 8 | 11.4% |
| | Medium Priority | 22 | 31.4% |
| | High Priority | 29 | 41.4% |
| | Highest Priority | 11 | 15.7% |
| Valid Cases | | 70 | 100.0% |

| Q.28 MEAN IMPORTANCE: | | Whitman |
|--|-------------|---------|
| Promote Intellectual Development | Valid Cases | 70 |
| | Mean | 3.81 |
| . | | |
| Dev Community among Students/Faculty | Valid Cases | 70 |
| | Mean | 3.29 |
| . | | |
| Dev Leadership Ability in Students | Valid Cases | 70 |
| | Mean | 2.90 |
| . | | |
| Teach Students How to Change Society | Valid Cases | 70 |
| | Mean | 2.51 |
| . | | |
| Increase/Maintain Institutional Prestige | Valid Cases | 70 |
| | Mean | 3.17 |
| . | | |
| Hire Faculty "Stars" | Valid Cases | 70 |
| | Mean | 1.96 |

Scale: 1=Low Priority 2=Medium Priority 3=High Priority 4=Highest Priority (table cont.)

2004-05 HERI Faculty Survey

| Q.28 MEAN IMPORTANCE: | | Whitman |
|--|------------------|---------|
| . | | |
| Recruit More Minority Students | Valid Cases | 70 |
| | Mean | 3.09 |
| . | | |
| Enhance Intitution's National Image | Valid Cases | 70 |
| | Mean | 3.19 |
| . | | |
| Create Multicultrual Environment | Valid Cases | 70 |
| | Mean | 2.97 |
| . | | |
| Mentor New Faculty | Valid Cases | 69 |
| | Mean | 2.65 |
| . | | |
| Promote Gender Equity among Faculty | Valid Cases | 70 |
| | Mean | 2.76 |
| . | | |
| Resources for Cmty-Based Teaching/Res | Valid Cases | 70 |
| | Mean | 1.96 |
| . | | |
| Create/Sustain Partnerships with Cmities | Valid Cases | 70 |
| | Mean | 1.69 |
| . | | |
| Pursue Estramural Funding | Low Priority | 15 |
| | Medium Priority | 31 |
| | High Priority | 17 |
| | Highest Priority | 5 |
| . | | |
| Increase Minorities in Faculty/Admin | Low Priority | 4 |
| | Medium Priority | 12 |
| | High Priority | 34 |
| | Highest Priority | 20 |
| . | | |
| Increase Women in Faculty/Admin | Low Priority | 8 |
| | Medium Priority | 22 |
| | High Priority | 29 |
| | Highest Priority | 11 |

Scale: 1=Low Priority 2=Medium Priority 3=High Priority 4=Highest Priority

| Q.29 DO OVER: | | Whitman | |
|-----------------------------|----------------|---------|--------|
| | | | |
| Still Want to Be Professor? | Definitely No | 1 | 1.4% |
| | Probably No | 3 | 4.3% |
| | Not Sure | 11 | 15.7% |
| | Probably Yes | 20 | 28.6% |
| | Definitely Yes | 35 | 50.0% |
| Valid Cases | | 70 | 100.0% |

| Q.29 MEAN DO OVER: | | Whitman |
|-----------------------------|-------------|---------|
| Still Want to Be Professor? | Valid Cases | 70 |
| | Mean | 4.21 |

Scale: 1=Definitely no 2=Probably no 3=Not sure 4=Probably yes 5=Definitely yes

| Q.30 GENERAL OPINIONS: | | Whitman | |
|--|-------------------|---------|--------|
| | | | |
| Western Civ Foundation of Undergrad Curr | Disagree Strongly | 10 | 14.3% |
| | Disagree Somewhat | 20 | 28.6% |
| | Agree Somewhat | 31 | 44.3% |
| | Agree Strongly | 9 | 12.9% |
| Valid Cases | | 70 | 100.0% |
| College Can Ban Extreme Speakers | Disagree Strongly | 38 | 54.3% |
| | Disagree Somewhat | 22 | 31.4% |
| | Agree Somewhat | 10 | 14.3% |
| Valid Cases | | 70 | 100.0% |
| College Increases Earning Power | Disagree Strongly | 34 | 48.6% |
| | Disagree Somewhat | 29 | 41.4% |
| | Agree Somewhat | 7 | 10.0% |
| Valid Cases | | 70 | 100.0% |
| Diversity Leads to Underprep Students | Disagree Strongly | 31 | 44.3% |
| | Disagree Somewhat | 26 | 37.1% |
| | Agree Somewhat | 11 | 15.7% |
| | Agree Strongly | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.30 GENERAL OPINIONS: | | Whitman | |
|--|-------------------|---------|--------|
| | | | |
| . | | | |
| Colleges Should be Involved in Soc Probs | Disagree Strongly | 4 | 5.7% |
| | Disagree Somewhat | 29 | 41.4% |
| | Agree Somewhat | 29 | 41.4% |
| | Agree Strongly | 8 | 11.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Tenure is an Outmoded Concept | Disagree Strongly | 37 | 52.9% |
| | Disagree Somewhat | 22 | 31.4% |
| | Agree Somewhat | 7 | 10.0% |
| | Agree Strongly | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Encourage Students to Do Community Svc | Disagree Strongly | 1 | 1.4% |
| | Disagree Somewhat | 13 | 18.6% |
| | Agree Somewhat | 43 | 61.4% |
| | Agree Strongly | 13 | 18.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Tenure Attracts Best Minds to Academe | Disagree Strongly | 2 | 2.9% |
| | Disagree Somewhat | 11 | 15.7% |
| | Agree Somewhat | 33 | 47.1% |
| | Agree Strongly | 24 | 34.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Diverse Student Body Enhances Education | Disagree Somewhat | 7 | 10.0% |
| | Agree Somewhat | 21 | 30.0% |
| | Agree Strongly | 42 | 60.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Indiv Can Do Little to Change Society | Disagree Strongly | 23 | 32.9% |
| | Disagree Somewhat | 27 | 38.6% |
| | Agree Somewhat | 18 | 25.7% |
| | Agree Strongly | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.30 GENERAL OPINIONS: | | Whitman | |
|--|-------------------|---------|--------|
| | | | |
| Colls Should Be Concerned w/Spirit Dev | Disagree Strongly | 35 | 50.0% |
| | Disagree Somewhat | 23 | 32.9% |
| | Agree Somewhat | 9 | 12.9% |
| | Agree Strongly | 3 | 4.3% |
| | Valid Cases | 70 | 100.0% |
| Colls Should Work w/Surrounding Cmities | Disagree Strongly | 1 | 1.4% |
| | Disagree Somewhat | 18 | 25.7% |
| | Agree Somewhat | 40 | 57.1% |
| | Agree Strongly | 11 | 15.7% |
| | Valid Cases | 70 | 100.0% |
| Spirituality of Fac has no Place in Acad | Disagree Strongly | 6 | 8.6% |
| | Disagree Somewhat | 35 | 50.0% |
| | Agree Somewhat | 15 | 21.4% |
| | Agree Strongly | 14 | 20.0% |
| | Valid Cases | 70 | 100.0% |
| Cmty Svc in Courses Poor Use of Resource | Disagree Strongly | 26 | 37.1% |
| | Disagree Somewhat | 30 | 42.9% |
| | Agree Somewhat | 14 | 20.0% |
| | Valid Cases | 70 | 100.0% |

| Q.30 MEAN OPINION: | | Whitman |
|--|-------------|---------|
| Western Civ Foundation of Undergrad Curr | Valid Cases | 70 |
| | Mean | 2.56 |
| College Can Ban Extreme Speakers | Valid Cases | 70 |
| | Mean | 1.60 |
| College Increases Earning Power | Valid Cases | 70 |
| | Mean | 1.61 |
| Diversity Leads to Underprep Students | Valid Cases | 70 |
| | Mean | 1.77 |

Scale: 1=Disagree Strongly 2=Disagree Somewhat 3=Agree Somewhat 4=Agree Strongly (table cont.)

2004-05 HERI Faculty Survey

| Q.30 MEAN OPINION: | | Whitman | |
|--|-------------|---------|--|
| Colleges Should be Involved in Soc Probs | Valid Cases | 70 | |
| | Mean | 2.59 | |
| . | | | |
| Tenure is an Outmoded Concept | Valid Cases | 70 | |
| | Mean | 1.69 | |
| . | | | |
| Encourage Students to Do Community Svc | Valid Cases | 70 | |
| | Mean | 2.97 | |
| . | | | |
| Tenure Attracts Best Minds to Academe | Valid Cases | 70 | |
| | Mean | 3.13 | |
| . | | | |
| Diverse Student Body Enhances Education | Valid Cases | 70 | |
| | Mean | 3.50 | |
| . | | | |
| Indiv Can Do Little to Change Society | Valid Cases | 70 | |
| | Mean | 1.99 | |
| . | | | |
| Colls Should Be Concerned w/Spirit Dev | Valid Cases | 70 | |
| | Mean | 1.71 | |
| . | | | |
| Colls Should Work w/Surrounding Cmties | Valid Cases | 70 | |
| | Mean | 2.87 | |
| . | | | |
| Spirituality of Fac has no Place in Acad | Valid Cases | 70 | |
| | Mean | 2.53 | |
| . | | | |
| Cmty Svc in Courses Poor Use of Resource | Valid Cases | 70 | |
| | Mean | 1.83 | |

Scale: 1=Disagree Strongly 2=Disagree Somewhat 3=Agree Somewhat 4=Agree Strongly

| Q.31 SOURCES OF STRESS: | | Whitman | |
|----------------------------|------------|---------|--------|
| | | | |
| Household Responsibilities | Not At All | 10 | 14.3% |
| | Somewhat | 39 | 55.7% |
| | Extensive | 21 | 30.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.31 SOURCES OF STRESS: | | Whitman | |
|--------------------------|-------------|---------|--------|
| | | | |
| Child Care | Not At All | 38 | 54.3% |
| | Somewhat | 22 | 31.4% |
| | Extensive | 10 | 14.3% |
| | Valid Cases | 70 | 100.0% |
| Care of Elderly Parent | Not At All | 51 | 72.9% |
| | Somewhat | 14 | 20.0% |
| | Extensive | 5 | 7.1% |
| | Valid Cases | 70 | 100.0% |
| My Physical Health | Not At All | 35 | 50.0% |
| | Somewhat | 28 | 40.0% |
| | Extensive | 7 | 10.0% |
| | Valid Cases | 70 | 100.0% |
| Health of Spouse/Partner | Not At All | 50 | 71.4% |
| | Somewhat | 15 | 21.4% |
| | Extensive | 5 | 7.1% |
| | Valid Cases | 70 | 100.0% |
| Review/Promotion Process | Not At All | 34 | 48.6% |
| | Somewhat | 21 | 30.0% |
| | Extensive | 15 | 21.4% |
| | Valid Cases | 70 | 100.0% |
| Subtle Discrimination | Not At All | 56 | 80.0% |
| | Somewhat | 13 | 18.6% |
| | Extensive | 1 | 1.4% |
| | Valid Cases | 70 | 100.0% |
| Personal Finances | Not At All | 35 | 50.0% |
| | Somewhat | 28 | 40.0% |
| | Extensive | 7 | 10.0% |
| | Valid Cases | 70 | 100.0% |
| Committee Work | Not At All | 27 | 38.6% |
| | Somewhat | 37 | 52.9% |
| | Extensive | 6 | 8.6% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.31 SOURCES OF STRESS: | | Whitman | |
|--------------------------------|------------|---------|--------|
| | | | |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Faculty Meetings | Not At All | 39 | 55.7% |
| | Somewhat | 27 | 38.6% |
| | Extensive | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Research/Publishing Demands | Not At All | 22 | 31.4% |
| | Somewhat | 31 | 44.3% |
| | Extensive | 17 | 24.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Inst Procedures and "Red Tape" | Not At All | 48 | 68.6% |
| | Somewhat | 18 | 25.7% |
| | Extensive | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Teaching Load | Not At All | 21 | 30.0% |
| | Somewhat | 26 | 37.1% |
| | Extensive | 23 | 32.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Children's Problems | Not At All | 47 | 67.1% |
| | Somewhat | 16 | 22.9% |
| | Extensive | 7 | 10.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Marital Friction | Not At All | 59 | 84.3% |
| | Somewhat | 7 | 10.0% |
| | Extensive | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Lack of Personal Time | Not At All | 14 | 20.0% |
| | Somewhat | 26 | 37.1% |
| | Extensive | 30 | 42.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.31 SOURCES OF STRESS: | | Whitman | |
|----------------------------------|------------|---------|--------|
| | | | |
| Keeping Up with Info Technology | Not At All | 38 | 55.1% |
| | Somewhat | 28 | 40.6% |
| | Extensive | 3 | 4.3% |
| Valid Cases | | 69 | 100.0% |
| Job Security | Not At All | 55 | 78.6% |
| | Somewhat | 12 | 17.1% |
| | Extensive | 3 | 4.3% |
| Valid Cases | | 70 | 100.0% |
| Being Part of Dual-career Couple | Not At All | 33 | 47.1% |
| | Somewhat | 26 | 37.1% |
| | Extensive | 11 | 15.7% |
| Valid Cases | | 70 | 100.0% |
| Self-imposed High Expectations | Not At All | 8 | 11.4% |
| | Somewhat | 37 | 52.9% |
| | Extensive | 25 | 35.7% |
| Valid Cases | | 70 | 100.0% |
| Change in Work Responsibilities | Not At All | 55 | 78.6% |
| | Somewhat | 13 | 18.6% |
| | Extensive | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |
| Working w/Underprepared Students | Not At All | 51 | 72.9% |
| | Somewhat | 19 | 27.1% |
| Valid Cases | | 70 | 100.0% |

| Q.31 MEAN: | | Whitman |
|----------------------------|-------------|---------|
| Household Responsibilities | Valid Cases | 70 |
| | Mean | 2.16 |
| Child Care | Valid Cases | 70 |
| | Mean | 1.60 |

Scale: 1=Not At All 2=Somewhat 3=Extensive (table cont.)

| Q.31 MEAN: | | Whitman |
|--------------------------------|-------------|---------|
| Care of Elderly Parent | Valid Cases | 70 |
| | Mean | 1.34 |
| . | | |
| My Physical Health | Valid Cases | 70 |
| | Mean | 1.60 |
| . | | |
| Health of Spouse/Partner | Valid Cases | 70 |
| | Mean | 1.36 |
| . | | |
| Review/Promotion Process | Valid Cases | 70 |
| | Mean | 1.73 |
| . | | |
| Subtle Discrimination | Valid Cases | 70 |
| | Mean | 1.21 |
| . | | |
| Personal Finances | Valid Cases | 70 |
| | Mean | 1.60 |
| . | | |
| Committee Work | Valid Cases | 70 |
| | Mean | 1.70 |
| . | | |
| Faculty Meetings | Valid Cases | 70 |
| | Mean | 1.50 |
| . | | |
| Research/Publishing Demands | Valid Cases | 70 |
| | Mean | 1.93 |
| . | | |
| Inst Procedures and "Red Tape" | Valid Cases | 70 |
| | Mean | 1.37 |
| . | | |
| Teaching Load | Valid Cases | 70 |
| | Mean | 2.03 |
| . | | |
| Children's Problems | Valid Cases | 70 |
| | Mean | 1.43 |
| . | | |
| Marital Friction | Valid Cases | 70 |
| | Mean | 1.21 |
| . | | |

Scale: 1=Not At All 2=Somewhat 3=Extensive (table cont.)

2004-05 HERI Faculty Survey

| Q.31 MEAN: | | Whitman |
|----------------------------------|-------------|---------|
| Lack of Personal Time | Valid Cases | 70 |
| | Mean | 2.23 |
| . | | |
| Keeping Up with Info Technology | Valid Cases | 69 |
| | Mean | 1.49 |
| . | | |
| Job Security | Valid Cases | 70 |
| | Mean | 1.26 |
| . | | |
| Being Part of Dual-career Couple | Valid Cases | 70 |
| | Mean | 1.69 |
| . | | |
| Self-imposed High Expectations | Valid Cases | 70 |
| | Mean | 2.24 |
| . | | |
| Change in Work Responsibilities | Valid Cases | 70 |
| | Mean | 1.24 |
| . | | |
| Working w/Underprepared Students | Valid Cases | 70 |
| | Mean | 1.27 |

Scale: 1=Not At All 2=Somewhat 3=Extensive

| Q.32 METHODS OF INSTRUCTION: | | Whitman | |
|--------------------------------|-------------|---------|--------|
| | | | |
| Class Discussions | Some | 16 | 22.9% |
| | Most | 11 | 15.7% |
| | All | 43 | 61.4% |
| | Valid Cases | 70 | 100.0% |
| . | | | |
| Cmty Svc as part of Coursework | None | 58 | 82.9% |
| | Some | 11 | 15.7% |
| | Most | 1 | 1.4% |
| | Valid Cases | 70 | 100.0% |
| . | | | |
| Cooperative Learning | None | 10 | 14.3% |
| | Some | 31 | 44.3% |
| | Most | 9 | 12.9% |
| | All | 20 | 28.6% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.32 METHODS OF INSTRUCTION: | | Whitman | |
|-------------------------------------|------|---------|--------|
| | | | |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Essay Mid-terms/Finals | None | 14 | 20.0% |
| | Some | 21 | 30.0% |
| | Most | 10 | 14.3% |
| | All | 25 | 35.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Extensive Lecturing | None | 13 | 18.6% |
| | Some | 19 | 27.1% |
| | Most | 19 | 27.1% |
| | All | 19 | 27.1% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Grading on a Curve | None | 51 | 72.9% |
| | Some | 12 | 17.1% |
| | Most | 2 | 2.9% |
| | All | 5 | 7.1% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Group Projects | None | 19 | 27.1% |
| | Some | 36 | 51.4% |
| | Most | 9 | 12.9% |
| | All | 6 | 8.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Multiple-Choice Mid-terms/Finals | None | 55 | 78.6% |
| | Some | 14 | 20.0% |
| | All | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Multiple Drafts of Written Work | None | 16 | 22.9% |
| | Some | 41 | 58.6% |
| | Most | 7 | 10.0% |
| | All | 6 | 8.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

2004-05 HERI Faculty Survey

| Q.32 METHODS OF INSTRUCTION: | | Whitman | |
|------------------------------------|-------------|---------|--------|
| | | | |
| On-line Instruction | None | 55 | 78.6% |
| | Some | 14 | 20.0% |
| | Most | 1 | 1.4% |
| | Valid Cases | 70 | 100.0% |
| . | | | |
| Readings on Racial/Ethnic Issues | None | 36 | 51.4% |
| | Some | 21 | 30.0% |
| | Most | 8 | 11.4% |
| | All | 5 | 7.1% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Readings on Women/Gender Issues | None | 36 | 51.4% |
| | Some | 21 | 30.0% |
| | Most | 9 | 12.9% |
| | All | 4 | 5.7% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Recitals/Demonstrations | None | 33 | 47.1% |
| | Some | 18 | 25.7% |
| | Most | 12 | 17.1% |
| | All | 7 | 10.0% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Reflective Writing/Journaling | None | 46 | 65.7% |
| | Some | 23 | 32.9% |
| | Most | 1 | 1.4% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Short-answer Mid-terms/Finals | None | 19 | 27.1% |
| | Some | 28 | 40.0% |
| | Most | 7 | 10.0% |
| | All | 16 | 22.9% |
| Valid Cases | 70 | 100.0% | |
| . | | | |
| Student Evals of Each Other's Work | None | 35 | 50.0% |
| | Some | 28 | 40.0% |
| | Most | 6 | 8.6% |
| | All | 1 | 1.4% |

(table cont.)

2004-05 HERI Faculty Survey

| Q.32 METHODS OF INSTRUCTION: | | Whitman | |
|--------------------------------|------|---------|--------|
| | | | |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Student Evals of Own Work | None | 46 | 65.7% |
| | Some | 19 | 27.1% |
| | Most | 3 | 4.3% |
| | All | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Student Presentations | None | 5 | 7.1% |
| | Some | 30 | 42.9% |
| | Most | 25 | 35.7% |
| | All | 10 | 14.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Student-selected course Topics | None | 26 | 37.1% |
| | Some | 35 | 50.0% |
| | Most | 8 | 11.4% |
| | All | 1 | 1.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Teaching Assistants | None | 57 | 81.4% |
| | Some | 11 | 15.7% |
| | Most | 2 | 2.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Term/Research Papers | None | 11 | 15.7% |
| | Some | 34 | 48.6% |
| | Most | 11 | 15.7% |
| | All | 14 | 20.0% |
| Valid Cases | | 70 | 100.0% |

| Q.32 MEAN METHODS: | | Whitman |
|--------------------|-------------|---------|
| Class Discussions | Valid Cases | 70 |
| | Mean | 3.39 |
| . | | |

Scale: 1=None 2=Some 3=Most 4=All (table cont.)

2004-05 HERI Faculty Survey

| Q.32 MEAN METHODS: | | Whitman |
|----------------------------------|-------------|---------|
| Cmty Svc as part of Coursework | Valid Cases | 70 |
| | Mean | 1.19 |
| . | | |
| Cooperative Learning | Valid Cases | 70 |
| | Mean | 2.56 |
| . | | |
| Essay Mid-terms/Finals | Valid Cases | 70 |
| | Mean | 2.66 |
| . | | |
| Extensive Lecturing | Valid Cases | 70 |
| | Mean | 2.63 |
| . | | |
| Grading on a Curve | Valid Cases | 70 |
| | Mean | 1.44 |
| . | | |
| Group Projects | Valid Cases | 70 |
| | Mean | 2.03 |
| . | | |
| Multiple-Choice Mid-terms/Finals | Valid Cases | 70 |
| | Mean | 1.24 |
| . | | |
| Multiple Drafts of Written Work | Valid Cases | 70 |
| | Mean | 2.04 |
| . | | |
| On-line Instruction | Valid Cases | 70 |
| | Mean | 1.23 |
| . | | |
| Readings on Racial/Ethnic Issues | Valid Cases | 70 |
| | Mean | 1.74 |
| . | | |
| Readings on Women/Gender Issues | Valid Cases | 70 |
| | Mean | 1.73 |
| . | | |
| Recitals/Demonstrations | Valid Cases | 70 |
| | Mean | 1.90 |
| . | | |
| Reflective Writing/Journaling | Valid Cases | 70 |
| | Mean | 1.36 |
| . | | |

Scale: 1=None 2=Some 3=Most 4=All (table cont.)

| Q.32 MEAN METHODS: | | Whitman |
|------------------------------------|-------------|---------|
| Short-answer Mid-terms/Finals | Valid Cases | 70 |
| | Mean | 2.29 |
| Student Evals of Each Other's Work | Valid Cases | 70 |
| | Mean | 1.61 |
| Student Evals of Own Work | Valid Cases | 70 |
| | Mean | 1.44 |
| Student Presentations | Valid Cases | 70 |
| | Mean | 2.57 |
| Student-selected course Topics | Valid Cases | 70 |
| | Mean | 1.77 |
| Teaching Assistants | Valid Cases | 70 |
| | Mean | 1.21 |
| Term/Research Papers | Valid Cases | 70 |
| | Mean | 2.40 |

Scale: 1=None 2=Some 3=Most 4=All

| Q.33 POLITICAL VIEW: | | Whitman | |
|-----------------------|----------------|---------|--------|
| | | | |
| Political Orientation | Conservative | 3 | 4.5% |
| | Middle of Road | 16 | 23.9% |
| | Liberal | 38 | 56.7% |
| | Far left | 10 | 14.9% |
| Valid Cases | | 67 | 100.0% |

| Q.34 SATISFACTION: | | Whitman | |
|----------------------------|----------------------|---------|--------|
| | | | |
| Salary and Fringe Benefits | Marginally Satisfied | 10 | 14.3% |
| | Satisfied | 42 | 60.0% |
| | Very Satisfied | 18 | 25.7% |
| Valid Cases | | 70 | 100.0% |

(table cont.)

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| Q.34 SATISFACTION: | | Whitman | |
|---------------------------------------|----------------------|---------|--------|
| | | | |
| Opportunity for Scholarly Pursuits | Not Satisfied | 3 | 4.3% |
| | Marginally Satisfied | 19 | 27.1% |
| | Satisfied | 33 | 47.1% |
| | Very Satisfied | 15 | 21.4% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Teaching Load | Not Satisfied | 11 | 15.7% |
| | Marginally Satisfied | 21 | 30.0% |
| | Satisfied | 32 | 45.7% |
| | Very Satisfied | 6 | 8.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Quality of Students | Not Satisfied | 1 | 1.4% |
| | Marginally Satisfied | 3 | 4.3% |
| | Satisfied | 36 | 51.4% |
| | Very Satisfied | 30 | 42.9% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Office/Lab Space | Not Satisfied | 3 | 4.3% |
| | Marginally Satisfied | 5 | 7.1% |
| | Satisfied | 24 | 34.3% |
| | Very Satisfied | 38 | 54.3% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Autonomy and Independence | Not Satisfied | 1 | 1.4% |
| | Marginally Satisfied | 3 | 4.3% |
| | Satisfied | 25 | 35.7% |
| | Very Satisfied | 41 | 58.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Professional Relations w/Faculty | Not Satisfied | 4 | 5.7% |
| | Marginally Satisfied | 12 | 17.1% |
| | Satisfied | 27 | 38.6% |
| | Very Satisfied | 27 | 38.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

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| Q.34 SATISFACTION: | | Whitman | |
|---------------------------------------|----------------------|---------|--------|
| | | | |
| Social Relations w/Faculty | Not Satisfied | 3 | 4.3% |
| | Marginally Satisfied | 16 | 23.2% |
| | Satisfied | 27 | 39.1% |
| | Very Satisfied | 23 | 33.3% |
| | Valid Cases | 69 | 100.0% |
| . | | | |
| Competency of Colleagues | Not Satisfied | 3 | 4.3% |
| | Marginally Satisfied | 10 | 14.3% |
| | Satisfied | 31 | 44.3% |
| | Very Satisfied | 26 | 37.1% |
| | Valid Cases | 70 | 100.0% |
| . | | | |
| Visibility for Jobs at Other Insts | Not Satisfied | 3 | 9.7% |
| | Marginally Satisfied | 8 | 25.8% |
| | Satisfied | 14 | 45.2% |
| | Very Satisfied | 6 | 19.4% |
| | Valid Cases | 31 | 100.0% |
| . | | | |
| Relationships with Administration | Not Satisfied | 5 | 7.1% |
| | Marginally Satisfied | 11 | 15.7% |
| | Satisfied | 33 | 47.1% |
| | Very Satisfied | 21 | 30.0% |
| | Valid Cases | 70 | 100.0% |
| . | | | |
| Overall Job Satisfaction | Marginally Satisfied | 9 | 12.9% |
| | Satisfied | 32 | 45.7% |
| | Very Satisfied | 29 | 41.4% |
| | Valid Cases | 70 | 100.0% |
| . | | | |
| Opportunity to Develop New Ideas | Not Satisfied | 5 | 7.1% |
| | Marginally Satisfied | 6 | 8.6% |
| | Satisfied | 30 | 42.9% |
| | Very Satisfied | 29 | 41.4% |
| | Valid Cases | 70 | 100.0% |
| . | | | |

(table cont.)

| Q.34 SATISFACTION: | | Whitman | |
|----------------------------------|----------------------|---------|--------|
| | | | |
| Avialability of Child Care | Not Satisfied | 11 | 39.3% |
| | Marginally Satisfied | 1 | 3.6% |
| | Satisfied | 10 | 35.7% |
| | Very Satisfied | 6 | 21.4% |
| | Valid Cases | 28 | 100.0% |
| Prospects for Career Advancement | Not Satisfied | 3 | 5.6% |
| | Marginally Satisfied | 9 | 16.7% |
| | Satisfied | 31 | 57.4% |
| | Very Satisfied | 11 | 20.4% |
| | Valid Cases | 54 | 100.0% |
| Clerical/Administrative Support | Not Satisfied | 2 | 3.0% |
| | Marginally Satisfied | 10 | 14.9% |
| | Satisfied | 36 | 53.7% |
| | Very Satisfied | 19 | 28.4% |
| | Valid Cases | 67 | 100.0% |

| Q.34 MEAN SATISFACTION: | | Whitman |
|------------------------------------|-------------|---------|
| Salary and Fringe Benefits | Valid Cases | 70 |
| | Mean | 3.11 |
| Opportunity for Scholarly Pursuits | Valid Cases | 70 |
| | Mean | 2.86 |
| Teaching Load | Valid Cases | 70 |
| | Mean | 2.47 |
| Quality of Students | Valid Cases | 70 |
| | Mean | 3.36 |
| Office/Lab Space | Valid Cases | 70 |
| | Mean | 3.39 |
| Autonomy and Independence | Valid Cases | 70 |
| | Mean | 3.51 |

Scale: 1=Not Satisfied 2=Marginally Satisfied 3=Satisfied 4=Very Satisfied (table cont.)

| Q.34 MEAN SATISFACTION: | | Whitman |
|------------------------------------|-------------|---------|
| . | | |
| Professional Relations w/Faculty | Valid Cases | 70 |
| | Mean | 3.10 |
| . | | |
| Social Relations w/Faculty | Valid Cases | 69 |
| | Mean | 3.01 |
| . | | |
| Competency of Colleagues | Valid Cases | 70 |
| | Mean | 3.14 |
| . | | |
| Visibility for Jobs at Other Insts | Valid Cases | 31 |
| | Mean | 2.74 |
| . | | |
| Relationships with Administration | Valid Cases | 70 |
| | Mean | 3.00 |
| . | | |
| Overall Job Satisfaction | Valid Cases | 70 |
| | Mean | 3.29 |
| . | | |
| Opportunity to Develop New Ideas | Valid Cases | 70 |
| | Mean | 3.19 |
| . | | |
| Avialability of Child Care | Valid Cases | 28 |
| | Mean | 2.39 |
| . | | |
| Prospects for Career Advancement | Valid Cases | 54 |
| | Mean | 2.93 |
| . | | |
| Clerical/Administrative Support | Valid Cases | 67 |
| | Mean | 3.07 |

Scale: 1=Not Satisfied 2=Marginally Satisfied 3=Satisfied 4=Very Satisfied

| Q.35 PERSONAL IMPORTANCE: | | Whitman | |
|-------------------------------|--------------------|---------|-------|
| | | | |
| Become Authority on Own Field | Not Important | 13 | 18.6% |
| | Somewhat Important | 27 | 38.6% |
| | Very Important | 20 | 28.6% |
| | Essential | 10 | 14.3% |

(table cont.)

| Q.35 PERSONAL IMPORTANCE: | | Whitman | |
|--------------------------------------|--------------------|---------|--------|
| | | | |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Influence Political Structure | Not Important | 34 | 48.6% |
| | Somewhat Important | 23 | 32.9% |
| | Very Important | 9 | 12.9% |
| | Essential | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Influence Social Values | Not Important | 25 | 35.7% |
| | Somewhat Important | 24 | 34.3% |
| | Very Important | 17 | 24.3% |
| | Essential | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Raise a Family | Not Important | 16 | 22.9% |
| | Somewhat Important | 4 | 5.7% |
| | Very Important | 15 | 21.4% |
| | Essential | 35 | 50.0% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Be Very Well-off Financially | Not Important | 10 | 14.3% |
| | Somewhat Important | 35 | 50.0% |
| | Very Important | 21 | 30.0% |
| | Essential | 4 | 5.7% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Help Others in Difficulty | Not Important | 3 | 4.3% |
| | Somewhat Important | 27 | 38.6% |
| | Very Important | 34 | 48.6% |
| | Essential | 6 | 8.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |
| Be Involved in Environmental Cleanup | Not Important | 18 | 25.7% |
| | Somewhat Important | 33 | 47.1% |
| | Very Important | 13 | 18.6% |
| | Essential | 6 | 8.6% |
| Valid Cases | | 70 | 100.0% |
| . | | | |

(table cont.)

| Q.35 PERSONAL IMPORTANCE: | | Whitman | |
|--|--------------------|---------|--------|
| | | | |
| Devel Meaningful Philosophy of Life | Not Important | 5 | 7.1% |
| | Somewhat Important | 19 | 27.1% |
| | Very Important | 20 | 28.6% |
| | Essential | 26 | 37.1% |
| | Valid Cases | 70 | 100.0% |
| Help to Promote Racial Understanding | Not Important | 9 | 12.9% |
| | Somewhat Important | 21 | 30.0% |
| | Very Important | 27 | 38.6% |
| | Essential | 13 | 18.6% |
| | Valid Cases | 70 | 100.0% |
| Obtain Recognition from Colleagues | Not Important | 13 | 18.6% |
| | Somewhat Important | 24 | 34.3% |
| | Very Important | 26 | 37.1% |
| | Essential | 7 | 10.0% |
| | Valid Cases | 70 | 100.0% |
| Integrate Spirituality into My Life | Not Important | 28 | 40.6% |
| | Somewhat Important | 17 | 24.6% |
| | Very Important | 12 | 17.4% |
| | Essential | 12 | 17.4% |
| | Valid Cases | 69 | 100.0% |
| Be a Good Colleague | Not Important | 1 | 1.4% |
| | Somewhat Important | 7 | 10.0% |
| | Very Important | 28 | 40.0% |
| | Essential | 34 | 48.6% |
| | Valid Cases | 70 | 100.0% |
| Be a Good Teacher | Very Important | 18 | 25.7% |
| | Essential | 52 | 74.3% |
| | Valid Cases | 70 | 100.0% |
| Have congruence of Personal/Inst Values | Not Important | 9 | 12.9% |
| | Somewhat Important | 26 | 37.1% |
| | Very Important | 29 | 41.4% |
| | Essential | 6 | 8.6% |
| | Valid Cases | 70 | 100.0% |

(table cont.)

| Q.35 PERSONAL IMPORTANCE: | Whitman | |
|-----------------------------------|--------------------|----------|
| | | |
| Valid Cases | 70 | 100.0% |
| . | | |
| Serve as a role Model to Students | Not Important | 3 4.3% |
| | Somewhat Important | 8 11.4% |
| | Very Important | 25 35.7% |
| | Essential | 34 48.6% |
| Valid Cases | 70 | 100.0% |

| Q.35 MEAN IMPORTANCE: | | Whitman |
|--------------------------------------|-------------|---------|
| Become Authority on Own Field | Valid Cases | 70 |
| | Mean | 2.39 |
| . | | |
| Influence Political Structure | Valid Cases | 70 |
| | Mean | 1.76 |
| . | | |
| Influence Social Values | Valid Cases | 70 |
| | Mean | 2.00 |
| . | | |
| Raise a Family | Valid Cases | 70 |
| | Mean | 2.99 |
| . | | |
| Be Very Well-off Financially | Valid Cases | 70 |
| | Mean | 2.27 |
| . | | |
| Help Others in Difficulty | Valid Cases | 70 |
| | Mean | 2.61 |
| . | | |
| Be Involved in Environmental Cleanup | Valid Cases | 70 |
| | Mean | 2.10 |
| . | | |
| Devel Meaningful Philosophy of Life | Valid Cases | 70 |
| | Mean | 2.96 |
| . | | |
| Help to Promote Racial Understanding | Valid Cases | 70 |
| | Mean | 2.63 |
| . | | |

Scale: 1=Not Important 2=Somewhat Important 3=Very Important 4=Essential (table cont.)

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| Q.35 MEAN IMPORTANCE: | | Whitman |
|--|-------------|---------|
| Obtain Recognition from Colleagues | Valid Cases | 70 |
| | Mean | 2.39 |
| . | | |
| Integrate Spirituality into My Life | Valid Cases | 69 |
| | Mean | 2.12 |
| . | | |
| Be a Good Colleague | Valid Cases | 70 |
| | Mean | 3.36 |
| . | | |
| Be a Good Teacher | Valid Cases | 70 |
| | Mean | 3.74 |
| . | | |
| Have congruence of Personal/Inst Values | Valid Cases | 70 |
| | Mean | 2.46 |
| . | | |
| Serve as a role Model to Students | Valid Cases | 70 |
| | Mean | 3.29 |

Scale: 1=Not Important 2=Somewhat Important 3=Very Important 4=Essential