

## **Appendix U: Teacher-Scholar Model Department Chair/Head Survey Results**

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## WASC Teacher-Scholar Model Survey

### BACKGROUND:

The following was developed by the WASC Teacher-Scholar Model Working Group with the goal of characterizing and quantifying how faculty and staff members currently embody the Teacher-Scholar Model.

### WHAT IS SCHOLARSHIP?

Following the Boyer report<sup>(1)</sup>, Cal Poly recognizes that there are four areas of scholarship:

#### Scholarship of Discovery

Activities that extend human knowledge through basic research.

#### Scholarship of Application

Activities that craft solutions to problems that will affect people or our planet.

#### Scholarship of Teaching

Activities related to pedagogical practices.

#### Scholarship of Integration

Activities that are primarily interdisciplinary or interpretive in nature.

<sup>1</sup> From Boyer, E.L. (1990). *Scholarship Reconsidered*: Princeton NJ: Carnegie Foundation.

Department Chair/Head: \*

Department/Program: \*

Number of Full and Part-Time Instructional Faculty Members (headcount): \*

Number of Full and Part-Time Professional Staff Members (headcount):

\*

Give examples of the kinds of professional staff your department/unit employs:

\*

### Survey Question 1

Please estimate the percentage of your total faculty and/or professional staff members who were engaged in each of the following scholarly/creative activities within the last two years.

### PUBLICATIONS

Cal Poly, San Luis Obispo Capacity and Preparatory Review Report

	0-25%	25-50%	50-75%	75-100%	Doesn't apply	I don't know
Publishing a paper in a peer-reviewed journal						
Publishing an article in an edited periodical without peer review						
Submitting an article for publication in a peer-reviewed journal regardless of acceptance						
Publishing a book-length work of scholarship						
Creating a work of art, music or theater that is externally recognized						

Activity Title	0-25%	25-50%	50-75%	75-100%	Other PUBLISHING activity not listed above:				

**GRANTS/CONTRACTS**

	0-25%	25-50%	50-75%	75-100%	Doesn't apply	I don't know
Submitting grant/contract proposals regardless of award						
Receiving grants/contracts from externally competitive funding agencies						
Receiving grant awards from CSU and Cal Poly sources						
Receiving grants/contracts from private sector (e.g. industry)						
Using grant/contract funds to pay for release time from teaching						

Activity Title	0-25%	25-50%	50-75%	75-100%	Other GRANT/CONTRACT activity not listed above:				

**Survey Question 2**

Please estimate how much time in WTUs your department allocated in 2007-08 to the support of scholarly/creative activities by faculty and/or professional staff members. Enter N/A if not applicable.

**Survey Question 3**

Please estimate how much money your department allocated in 2007-08 to the support of scholarly/creative activities by faculty and/or professional staff members. Enter N/A if not applicable.

Infrastructure (remodeling, labs, studio, etc.)

Supplies not for classes

Equipment not for classes

- Student research assistants
- Unit 11 employees: ISAs, TAs, and GAs
- Off-campus conferences or other scholarly meetings
- On-campus scholarly seminars

**Other forms of support not listed above:**

- Type of support
- Funds allocated for support

**Survey Question 4**

Please estimate total department budget from all sources for 2007-08.

**Survey Question 5**

To what extent does your department agree with the following statements about faculty and/or professional staff recruitment and retention? Please rate each statement.

	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Highly Agree
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these enrich the perspectives from which we teach.					
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these positively influence the scholarship & research in which we engage.					
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these contribute to a more collaborative & respectful atmosphere in the department.					
We seek to recruit & retain a diverse faculty and/or professional staff because they will help our students to demonstrate cultural competency within their chosen fields.					

Issue Title	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
Other diversity-related issues that affect recruitment and retention:					

50%

Online Survey Software

Online Surveys powered by SurveyGizmo

## Survey Results

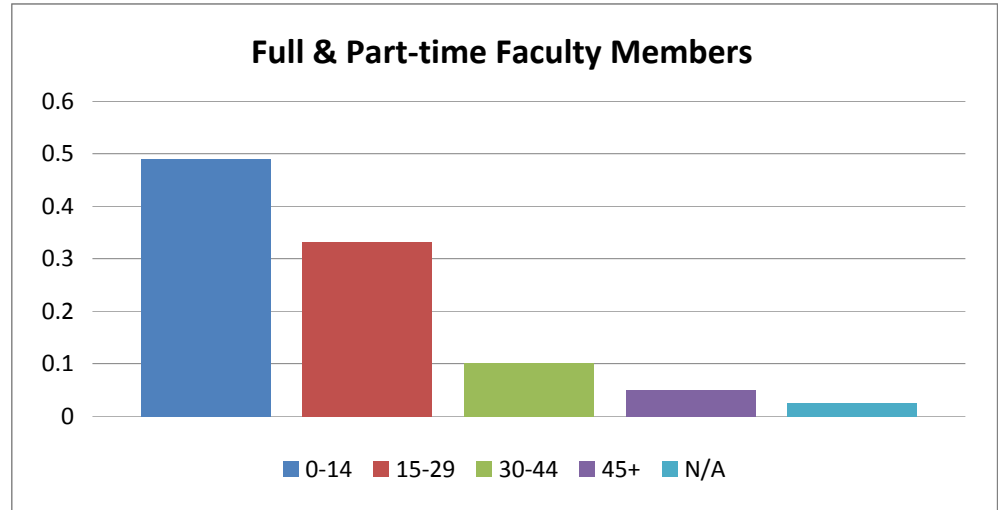
WASC Teacher-Scholar Model Survey

Date Run: May 18, 2009 15:04

1. Department Chair/Head:	Title	2. Department	Division	Email
			Student	
Adrienne Miller	Coordinator	Student Rights	Affairs	<a href="mailto:amille13@">amille13@</a>
Al Estes	Chair	Arch. Eng.	CENG	<a href="mailto:aces@">aces@</a>
Andrew Davol	Chair	Mechanical Eng.	CENG	<a href="mailto:adavol@">adavol@</a>
Andrew Morris	Chair	History	CLA	<a href="mailto:admorris@">admorris@</a>
Art MacCarley	Chair	Elec. Eng.	CENG	<a href="mailto:amaccarl@">amaccarl@</a>
Bill Loving	Chair	Journalism	CLA	<a href="mailto:bloving@">bloving@</a>
Bob Smidt	Chair	Statistics	CSM	<a href="mailto:bsmidt@">bsmidt@</a>
Bruce Golden	Chair	Dairy Science	CAFES	<a href="mailto:bgolden@">bgolden@</a>
Christina A. (Tina) Bailey	Chair	Chemistry	CSM	<a href="mailto:cbailey@">cbailey@</a>
Christopher L. Kitts	Chair	Bio. Sciences	CSM	<a href="mailto:ckitts@">ckitts@</a>
Cyrus Ramezani	Chair	Finance	OCOB	<a href="mailto:cramenzan@">cramenzan@</a>
Dianne DeTurris, Eric Mehiel	Chair	Aerospace Eng.	CENG	<a href="mailto:ddeurri@">ddeurri@</a>
Donald Ryujin	Chair	Ethnic Studies	CLA	<a href="mailto:dryujin@">dryujin@</a>
Doug Cerf	Chair	Accounting	OCOB	<a href="mailto:dcerf@">dcerf@</a>
		Natural Res.		
Dr. Doug Piirto	Chair	Management	CAFES	<a href="mailto:dpiirto@">dpiirto@</a>
Gary F Sargent		Special Faculty	Mil. Sci.	<a href="mailto:gsargent@">gsargent@</a>
Gary Laver	Chair	Psych/Child Dev	CLA	<a href="mailto:glaver@">glaver@</a>
Harvey Levenson	Chair	Graphic Comm.	CLA	<a href="mailto:hlevenso@">hlevenso@</a>
James G. Harris, Director of CPE Program			CENG	<a href="mailto:jharris@">jharris@</a>
Kathryn Rummell	Chair	English	CLA	<a href="mailto:krummell@">krummell@</a>
Kathy Chen	Chair	Materials Eng.	CENG	<a href="mailto:kchen@">kchen@</a>
		Student Life &	Student	
Ken Barclay	Director	Leadership	Affairs	<a href="mailto:kbarclay@">kbarclay@</a>
Lanny V. Griffin	Chair	Biomed. Eng.	CENT	<a href="mailto:lgriffin@">lgriffin@</a>
			Student	
martin bragg	Director	Career Services	Affairs	<a href="mailto:mbragg@">mbragg@</a>
Matthew Moelter	Chair	Physics	CSM	<a href="mailto:mmoelter@">mmoelter@</a>
Michael D. Miller	Dean	Library		<a href="mailto:mdmiller@">mdmiller@</a>
			Student	
Preston Allen	Exec. Dir.	Univ. Housing	Affairs	<a href="mailto:pallen@">pallen@</a>
		Civil & Envirn.		
Rakesh Goel	Chair	Engineering	CENG	<a href="mailto:rgoel@">rgoel@</a>
		BioResource &		
Richard Cavaletto	Chair	Ag Engineering	CAFES	<a href="mailto:rcavalet@">rcavalet@</a>
Robert Flores	Instructor	Ag. Education	CAFES	<a href="mailto:rflores@">rflores@</a>
Sky Bergman	Chair	Art & Design	CLA	<a href="mailto:sbergman@">sbergman@</a>
Stephen F. Hamilton	Chair	Econmics	OCOB	<a href="mailto:shamilto@">shamilto@</a>
		Student	Student	
Susan Sparling	Director	Academic Svc.	Affairs	<a href="mailto:ssparl@">ssparl@</a>
Tal Scriven	Chair	Philosophy	CLA	
Terry Jones	Chair	Social Science	CLA	<a href="mailto:tjones@">tjones@</a>
Timothy Dugan	Chair	Theater/Dance	CLA	<a href="mailto:tdugan@">tdugan@</a>
		Disability Res.	Student	
Trey Duffy	Director	Center	Affairs	<a href="mailto:tduffy@">tduffy@</a>
Wayne Howard	Chair	Agribusiness	CAFES	<a href="mailto:whoward@">whoward@</a>

**3. Number of Full and Part-Time Instructional Faculty Members (headcount):**

Number of Faculty Members	Count	Percent
0	2	0.05
2	1	0.03
5	4	0.10
6	2	0.05
8	3	0.08
9	2	0.05
10	1	0.03
11	1	0.03
12	1	0.03
12.5	1	0.03
14	1	0.03
15	2	0.05
16	1	0.03
17	1	0.03
20	3	0.08
25	3	0.08
26	2	0.05
29	1	0.03
30	2	0.05
42	1	0.03
43	1	0.03
55	1	0.03
68 (we have reduced part-time lecturers because of the budget)	1	0.03
N/A	1	0.03
<b>Total Responses:</b>	<b>39</b>	



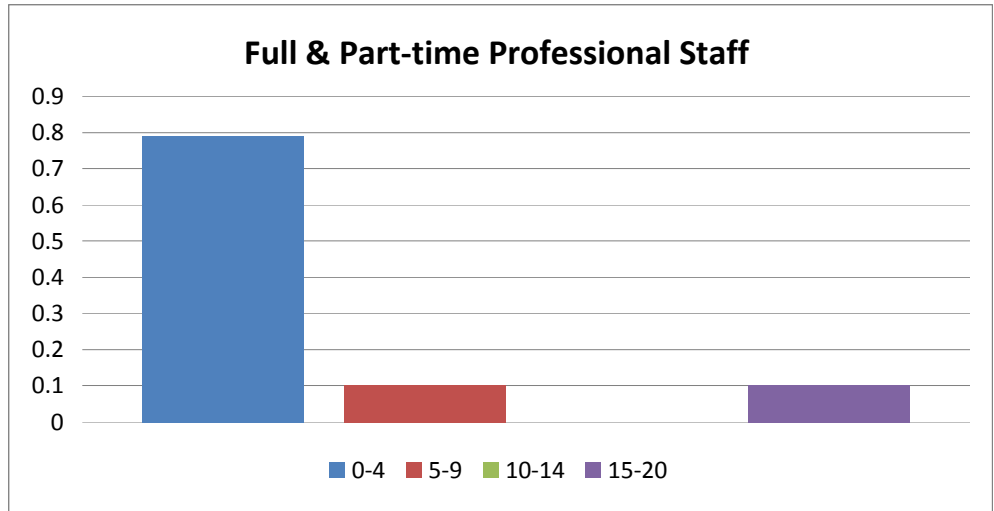
Number of Faculty Members	Count	Percent
0-14	19	0.49
15-29	13	0.33
30-44	4	0.10
45+	2	0.05
N/A	1	0.025



**4. Number of Full and Part-Time Professional Staff Members (headcount):**

Number of Staff Members	Count	Percent
0	9	0.23
1	8	0.21
2	7	0.18
3	4	0.1
3.5	1	0.03
4	1	0.03
6	1	0.03
7	3	0.08
15	1	0.03
16	1	0.03
17	1	0.03
15-20	1	0.03
2-4	1	0.03
Total Responses:	39	

Number of Staff Members	Count	Percent
0-4	31	0.79
5-9	4	0.1
10-14	0	0
15-20	4	0.1



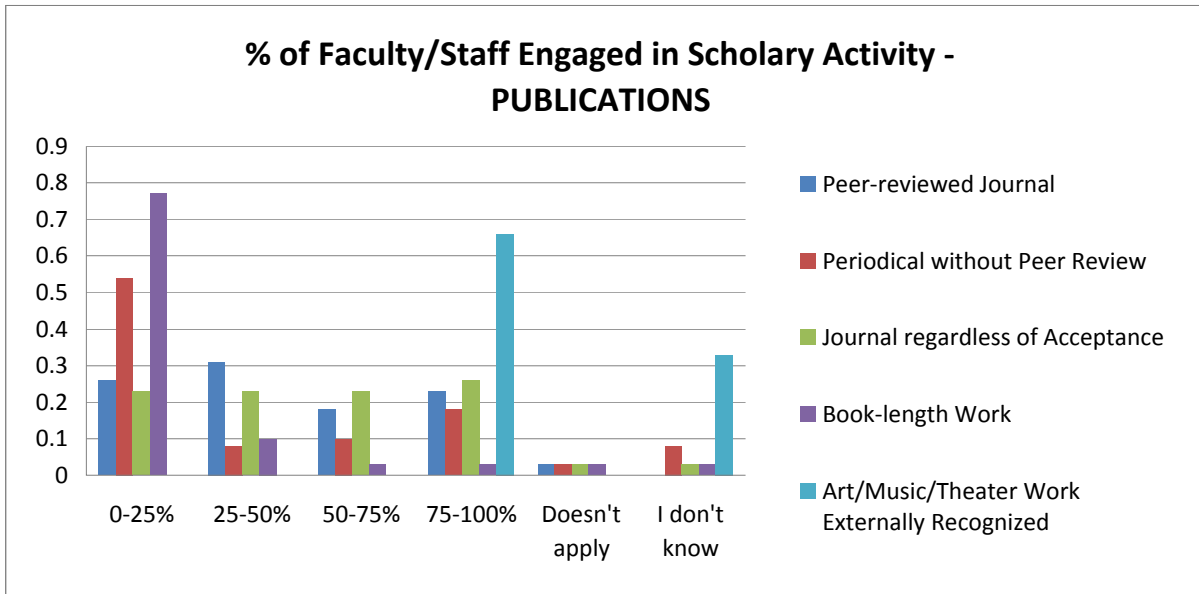
## 5. Give examples of the kinds of professional staff your department/unit employs:

Examples	Count	Percent
N/A	6	0.15
?	1	0.03
Academic Advisor, MA	1	0.03
Academic Advisors, TRIO program directors, ITC analyst	1	0.03
Adm. assts, technicians, student assistant, clerical assistant	1	0.03
admin assistants, lab technicians, IT specialists	1	0.03
Admin. Asst.	1	0.03
admin/clerical and technicians	1	0.03
administrative aide	1	0.03
administrative assistant	1	0.03
Administrative Coordinator and Assistant	1	0.03
Administrative Support Coordinator	1	0.03
Administrative assistant, budget analyst, technicians	1	0.03
ASC	1	0.03
ASC and Computer Technician	1	0.03
ASC, ASA	1	0.03
Associate Dean, Director IT, Director Advancement	1	0.03
clerical; technical	1	0.03
counselors, disability-management advisors, technical professionals	1	0.03
CPE Admin	1	0.03
Gallery Director, Visual Resource Coordinator	1	0.03
I wish. We have an Administrative Assistant, one clerical position, and a department technician. We need more staff.	1	0.03
Instructional Support Technician & Administrative Support Coordinator	1	0.03
Lecturers	1	0.03
Master's degree in Education or related areas, Ph.Ds in Education or related areas	1	0.03
Mechanic	1	0.03
MPP, SSPs	1	0.03
N/A	1	0.03
None	1	0.03
Not sure what this means.	1	0.03
SSP	1	0.03
sspar, MD, Physicians Assistant, Nurse Practitioner	1	0.03
supply, recruitment, cadet administrator	1	0.03
Technical Director for Department	1	0.03
Total Responses:	39	

6. Please Estimate the percentage of your total faculty and/or professional staff members who were engaged in each of the following scholarly/creative activities within the last two years.  
**PUBLICATIONS**

Item	0-25%	25-50%	50-75%	75-100%	Doesn't apply	I don't know	Total	
Publishing a paper in a peer-reviewed journal		10	12	7	9	1	39	
Publishing an article in an edited periodical without peer review		21	3	4	7	1	3	39
Submitting an article for publication in a peer-reviewed journal regardless of acceptance		9	9	9	10	1	1	39
Publishing a book-length work of scholarship		30	4	1	1	1	1	38
Creating a work of art, music or theater that is externally recognized					2	1	3	
Average %	43.8	14.4	10.8		14.9	12.9	3.1	
Total Responses:	39							

Item	0-25%	25-50%	50-75%	75-100%	Doesn't apply	I don't know	Total	
Publishing a paper in a peer-reviewed journal	0.26	0.31	0.18		0.23	0.03	0	39
Publishing an article in an edited periodical without peer review	0.54	0.08	0.1		0.18	0.03	0.08	39
Submitting an article for publication in a peer-reviewed journal regardless of acceptance	0.23	0.23	0.23		0.26	0.03	0.03	39
Publishing a book-length work of scholarship	0.77	0.1	0.03		0.03	0.03	0.03	38
Creating a work of art, music or theater that is externally recognized			0	0	0.66	0.33	3	

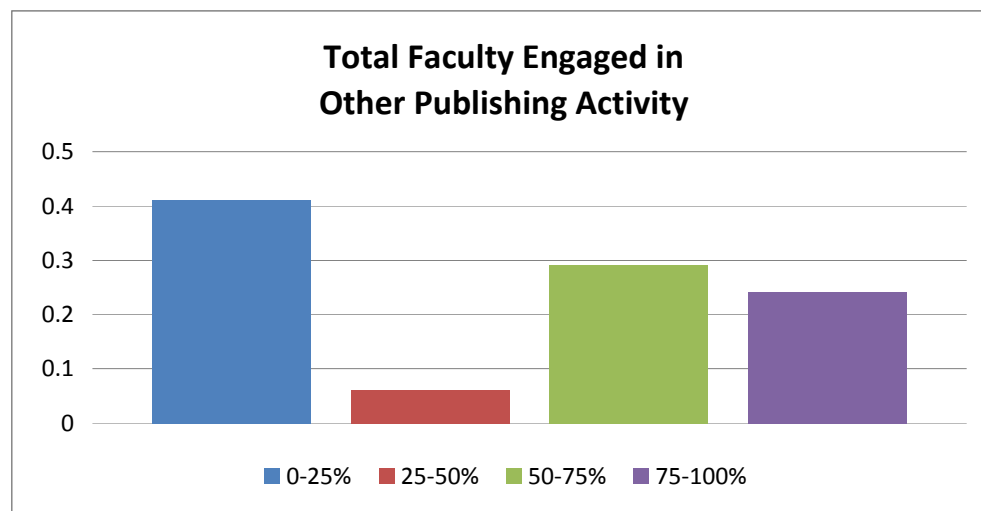


**Other PUBLISHING activity not listed above (type):**

Item	Count	Percent
conference papers	2	0.18
Conference Proceedings	1	0.09
Exhibitions	1	0.09
grant reports	1	0.09
laboratory manuals and course curriculum	1	0.09
Presentations/Posters	1	0.09
Profession publication - print and online	1	0.09
Professional reports for public agencies	1	0.09
Publication of Media Law Textbook	1	0.09
Publishing in peer-reviewed conferences	1	0.09
Total Responses:	11	

**Other PUBLISHING activity not listed above (participation):**

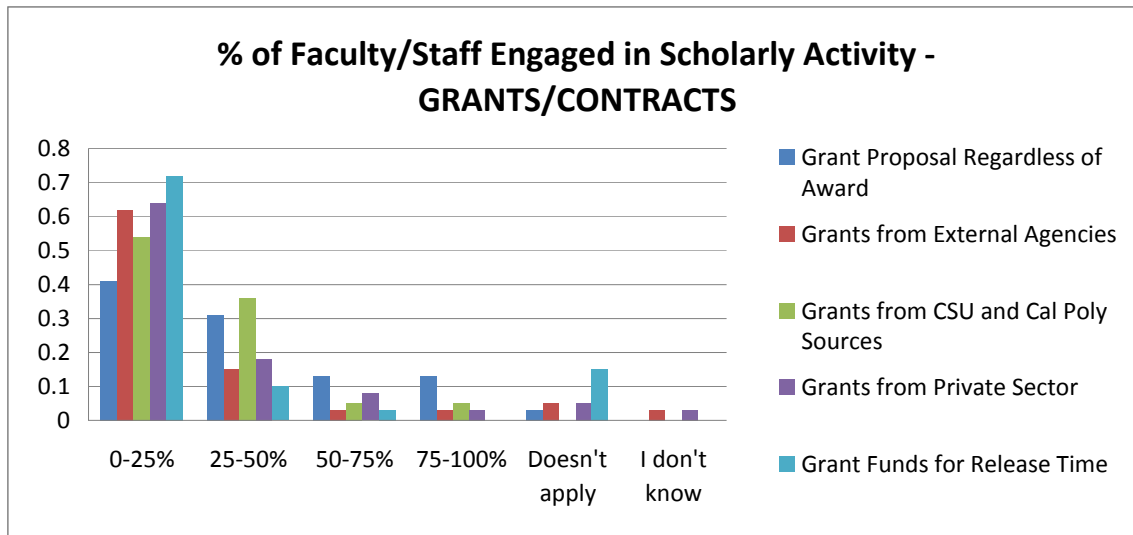
Other Item	Count	Percent
0-25%	7	0.41
25-50%	1	0.06
50-75%	5	0.29
75-100%	4	0.24
Total Responses:	17	



6. Please Estimate the percentage of your total faculty and/or professional staff members who were engaged in each of the following scholarly/creative activities within the last two years.  
**GRANTS/CONTRACTS**

Item	0-25%	25-50%	50-75%	75-100%	Doesn't apply	I don't know	Total	
Submitting grant/contract proposals regardless of award	16	12	5		5	1	39	
Receiving grants/contracts from externally competitive funding agencies	24	6	3		3	2	1	39
Receiving grant awards from CSU and Cal Poly sources	21	14	2		2		39	
Receiving grants/contracts from private sector (e.g. industry)	25	7	3		1	2	1	39
Using grant/contract funds to pay for release time from teaching	28	4	1			6	39	
Average %	58.5	22.1	7.2		5.6	5.6	1	
Total Responses:	39							

Item	0-25%	25-50%	50-75%	75-100%	Doesn't apply	I don't know	Total	
Submitting grant/contract proposals regardless of award	0.41	0.31	0.13		0.13	0.03	0	39
Receiving grants/contracts from externally competitive funding agencies	0.62	0.15	0.03		0.03	0.05	0.03	39
Receiving grant awards from CSU and Cal Poly sources	0.54	0.36	0.05		0.05	0	0	39
Receiving grants/contracts from private sector (e.g. industry)	0.64	0.18	0.08		0.03	0.05	0.03	39
Using grant/contract funds to pay for release time from teaching	0.72	0.1	0.03		0	0.15	0	39

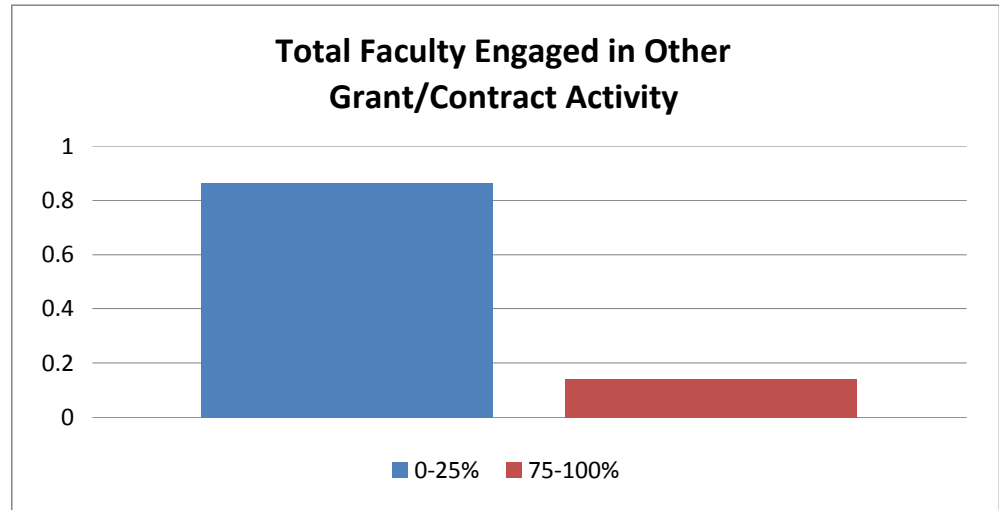


**Other GRANT/CONTRACT activity not listed above (type):**

Item	Count	Percent
donated funds	1	0.17
non-funded research projects	1	0.17
Participating in grant applications of others, serving as consultant on grants	1	0.17
Receiving grants/contracts from local/state agencies (not always competitive)	1	0.17
Through the Graphic Communication Institute at Cal Poly	1	0.17
We have been successful in receiving several Grants-including AmeriCorps funding, city of SLO funding, CSU grants also	1	0.17
Total Responses:	6	

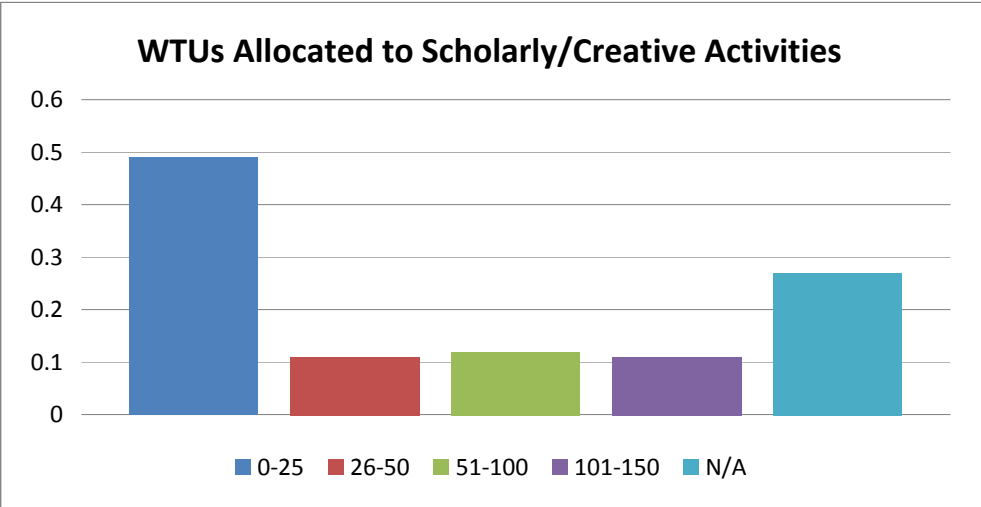
**Other GRANT/CONTRACT activity not listed above (participation):**

Item	Count	Percent
0-25%	6	0.86
75-100%	1	0.14
Total Responses:	7	



7. Please estimate how much time in WTUs your department allocated in 2007-08 to the support of scholarly/creative activities by faculty and/or professional staff members. Enter N/A if not applicable.

Number of WTUs	Count	Percent
N/A	9	0.24
0	4	0.11
2	1	0.03
3.5	1	0.03
4	1	0.03
5	1	0.03
6	1	0.03
12	2	0.05
16	1	0.03
18	1	0.03
20	2	0.06
25	1	0.03
30	2	0.05
40	1	0.03
58	1	0.03
60	1	0.03
80	1	0.03
96	1	0.03
120	1	0.03
140	1	0.03
150	1	0.03
8-12	1	0.03
The department didn't allocate any units, but the CLA Dean's Office did. Approximately 12 WTUs for our department.	1	0.03
You have to be kidding. Students must come first. Rarely do we receive release funds and even then, finding qualified lecturers to fill in is a real challenge. Further, if faculty get release time, they often tell me too late to make a difference.	1	0.03
Total Responses:	38	



Number of WTUs	Count	Percent
0-25	18	0.49
26-50	3	0.11
51-100	4	0.12
101-150	3	0.11
N/A	10	0.27

8. Please estimate how much money your department allocated in 2007-08 to the support of scholarly/creative activities by faculty and/or professional staff members. Enter N/A if not applicable.

Infrastructure (remodeling, labs, studio, etc.)	Count	Percent
0	10	0.28
500.00	2	0.06
1,000.00	1	0.03
2,000.00	1	0.03
3,000.00	1	0.03
8,500.00	1	0.03
10,000.00	1	0.03
13,800.00	1	0.03
50,000.00	1	0.03
135,000.00	1	0.03
200,000.00	1	0.03
1,500,000.00	1	0.03
N/A	14	0.38

Supplies not for classes	Count	Percent
0	11	0.3
0.05	1	0.03
300.00	1	0.03
500.00	3	0.09
1,500.00	1	0.03
3,000.00	2	0.06
5,000.00	2	0.06
15,000.00	1	0.03
25,000.00	1	0.03
30,000.00	1	0.03
61,000.00	1	0.03
100,000.00	1	0.03
N/A	7	0.21

Equip not for classes	Count	Percent
0	11	0.34
0.10	1	0.03
2,000.00	3	0.09
5,000.00	1	0.03
10,000.00	1	0.03
11,000.00	1	0.03
12,000.00	1	0.03
15,000.00	1	0.03
20,000.00	1	0.03
25,000.00	1	0.03
34,000.00	1	0.03
100,000.00	1	0.03
300,000.00	1	0.03
N/A	7	0.22

Student assistants	Count	Percent
0	9	0.28
200.00	2	0.06
300.00	1	0.03
1,000.00	4	0.13
2,000.00	1	0.03
3,000.00	1	0.03
5,000.00	1	0.03
7,440.00	1	0.03
15,000.00	1	0.03
25,000.00	1	0.03
62,000.00	1	0.03
80,000.00	1	0.03
N/A	8	0.25

Unit 11 employees: ISAs, TAs, and GAs	Count	Percent
0	12	0.39
4,000.00	1	0.03
7,000.00	1	0.03
12,000.00	1	0.03
15,000.00	1	0.03
20,000.00	1	0.03
32,000.00	1	0.03
38,000.00	1	0.03
80,000.00	1	0.03
N/A	11	0.35

Off-campus conf/other scholarly meetings	Count	Percent
0	2	0.06
0.05	1	0.03
500.00	1	0.03
1,200.00	1	0.03
2,000.00	3	0.09
2,500.00	2	0.06
3,000.00	3	0.09
4,000.00	1	0.03
5,000.00	1	0.03
5,600.00	1	0.03
9,000.00	1	0.03
10,000.00	1	0.03
11,500.00	1	0.03

12,000.00	1	0.03
12,750.00	1	0.03
15,000.00	3	0.09
20,000.00	2	0.06
25,000.00	1	0.06
28,000.00	1	0.03
30,000.00	2	0.06
50,000.00	1	0.03
N/A	2	0.06

On-campus scholarly seminars	Count	Percent
0	12	0.41
200.00	1	0.03
500.00	3	0.09
1,000.00	3	0.1
1,500.00	1	0.03
2,000.00	2	0.06
10,000.00	1	0.03
N/A	5	0.17
release time	1	0.03



WASC Teacher-Scholar Model Survey

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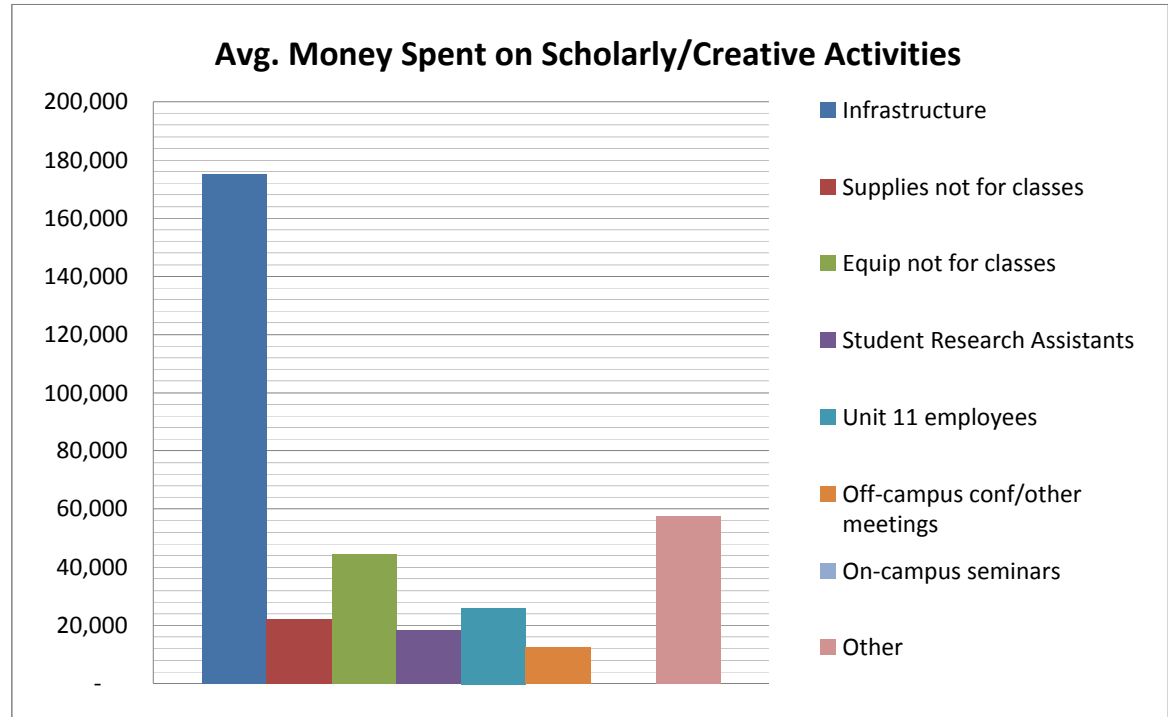
Other forms of support not listed above:

Type of support	Count	Percent
above from CBF	1	0.07
All of the above but don't know the breakdown	1	0.07
Attendance at professional society committee meetings and society memberships	1	0.07
college	1	0.07
each faculty member is given \$250 for professional development from the department	1	0.07
Federal McIntire Stennis funds	1	0.07
ITC time to pull data for dept. studies	1	0.07
Military USA support	1	0.07
N/A	1	0.07
None	1	0.07
Support staff for professional dev. opportunities on campus, as well as off campus when resources available	1	0.07
The lion's share of our wtu support comes from endowment income from the Bently Center	1	0.07
travel	1	0.07
Travel funds from College	1	0.07

Funds allocated for support	Count	Percent
0.75	1	0.07
250.00	1	0.07
3,420.00	1	0.07
8,000.00	1	0.07
10,000.00	1	0.07
30,000.00	1	0.07
50,000.00 to 60,000.00	1	0.07
350,000.00	1	0.07
above from CBF/forbes endowment	1	0.07
competitive funds for projects and some administrative costs	1	0.07
in kind	1	0.07
N/A	1	0.07
None	1	0.07
see above	1	0.07

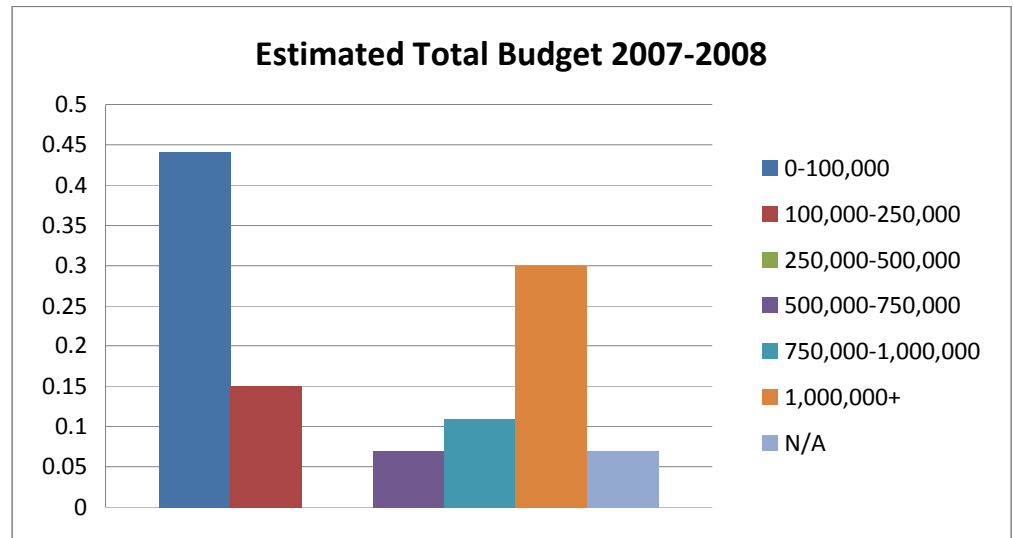
Average amount of Money Spent on Scholarly/Creative Activities

Infrastructure (remodeling, labs, studio, etc.)	174,891
Supplies not for classes	21,936
Equip not for classes	44,500
Student Research Assistants	18,267
Unit 11 employees	26,000
Off-campus conf/other meetings	12,353
On-campus seminars	2,533
Other	57,381.54



9. Please estimate total department budget from all sources for 2007-08.

Amount	Count	Percent
12,750.00	1	0.03
23,400.00	1	0.03
29,000.00	1	0.03
60,000.00	1	0.03
70,000.00	1	0.03
87,000.00	1	0.03
94,000.00	1	0.03
97,000.00	1	0.03
170,000.00	1	0.03
230,000.00	1	0.03
714,000.00	1	0.03
741,000.00	1	0.03
840,000.00	1	0.03
850,000.00	1	0.03
880,000.00	1	0.03
1,100,000.00	1	0.03
1,200,000.00	1	0.03
1,500,000.00	3	0.09
2,500,000.00	1	0.03
3,000,000.00	3	0.09
3,500,000.00	2	0.06
4,000,000.00	1	0.03
4,900,000.00	1	0.03
30,000 (not incl salaries and benefits)	1	0.03
50,000 (includes CBF funds that we will not get for 2009-10)	1	0.03
500,000 (but this includes salaries)	1	0.03
N/A	2	0.05
Are you asking for grants or the whole budget?	1	0.03
Questions do not match to library circumstances.	1	0.03
Unknown	1	0.03
we use a college wide budge	1	0.03
Total Responses:	37	



Amount	Count	Percent
0-100,000	12	0.44
100,000-250,000	4	0.15
250,000-500,000	0	0.00
500,000-750,000	2	0.07
750,000-1,000,000	3	0.11
1,000,000+	8	0.30
N/A	2	0.07

10. To What extent does your department agree with the following statement about faculty and/or professional staff recruitment/retention? Please rate each statement.

Statement	Strongly Disagree	Some Disagree	Neither	Somewhat Agree	Highly Agree	Total
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these enrich the perspectives from which we teach.	3	1	4	10	20	38
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these positively influence the scholarship & research in which we engage.	3	1	7	10	17	38
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these contribute to a more collaborative & respectful atmosphere in the department.	3	1	13	8	13	38
We seek to recruit & retain a diverse faculty and/or professional staff because they will help our students to demonstrate cultural competency within their chosen fields.	3	3	10	12	10	38
Average %	7.9	3.9	22.4	26.3	39.5	
Total Responses:	38					

Statement	Strongly Disagree	Some Disagree	Neither	Somewhat Agree	Highly Agree	Total
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these enrich the perspectives from which we teach.	0.08	.02	0.1	0.26	0.52	38
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these positively influence the scholarship & research in which we engage.	0.08	0.03	0.18	0.26	0.45	38
In recruiting & retaining faculty and/or professional staff members, we value diverse scholarly interests & life experiences because these contribute to a more collaborative & respectful atmosphere in the department.	0.08	0.03	0.34	0.21	0.34	38
We seek to recruit & retain a diverse faculty and/or professional staff because they will help our students to demonstrate cultural competency within their chosen fields.	0.08	0.08	0.26	0.32	0.26	38

