Appendix A: Descriptive Statistics of Participants

N = 1017	Subcategory	Participant Totals	Participant Percentage
Gender	Male	68	7%
	Female	949	93%
Place of Employment	Private University	156	15%
	Public University	796	78%
	Private College	24	3%
	Public College	19	2%
	Community College	22	2%
Academic Rank	Instructor	223	22%
	Assistant Professor	390	38%
	Associate Professor	203	20%
	Professor	139	14%
	Visiting Professor	5	0.5%
Faculty Status	Full-Time	933	92%
	Part-Time	51	5%
	Adjunct	33	3%
Highest Degree	Baccalaureate	6	1%
	Masters	388	38%
	Doctorate	551	54%
	Post-Doctoral	70	7%
Age	Total Participants	Average = 53	Range 25 – 80
Mean Age Per Academic Rank	Instructor	50	
	Assistant Professor	51	
	Associate Professor	56	
	Professor	60	
Mean Age Per Highest Degree Held	Baccalaureate	46	
	Masters	51	
	Doctorate	54	
	Post-Doctoral	55	
Race	White	914	90%
	Black	65	6%
	American Indian and Eskimo	3	null
	Hawaiian and Pacific Islander	1	null
	Two or More Races	17	2
	Other	11	2%
Hispanic	Yes	32	3%
	No	962	97%