

**National Science Foundation  
Industry/University  
Cooperative Research Centers**

*FINAL*

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*2004-2005 Process Outcome Survey Results*

*Descriptive Statistics Compiled from Industry and Faculty Surveys*

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## CONTENTS

### Overview

Report Processing & Data Issues	2
Response Rates	3
Long Industry Form Vs. Short Industry Form	3

### Industry Results

Table 1: Interest in research	4
Table 2: Satisfaction with Research Program	4
Table 3: Follow-on Research	5
Table 4: Technical Benefits	5
Table 5: Other Benefits	6
Table 6: Center Administration and Operations	7
Table 7: General Evaluation	8
Table 8: Membership Information	8
Table 9: Member Descriptive	9

### Industry Short Results

Table 1: Research Program	10
Table 2: Benefits	10
Table 3: Center Administration and Operations	11

### Faculty Results

Table 1: Research Program	12
Table 2: Knowledge Production	12
Table 3: Investigator Outcomes	13
Table 4: Satisfaction	14
Table 5: Organizational Commitment	15
Table 6: Faculty Descriptives	15

## **REPORT PROCESSING & DATA ISSUES**

This report provides basic descriptive statistics on the evaluator Process Outcome Questionnaires. Data were collected during the fall of 2005 and refers to the center activity for FY 2004-2005.

Since most evaluators use this report to benchmark their center compared to a program-wide “norm”, we have reported “center-level” means and standard deviations. Means for each center were used to calculate a center-level mean and are therefore unweighted aggregate means. Because questions that require a numeric answer (e.g. number of dollars) often have highly skewed distributions, we also reported the medians for these variables. For forced choice questions, frequencies and standard deviations for individual respondents were also reported.

### ***Industry Questionnaires***

Question #6 on the Industrial Member survey (the number of new projects supported by industry and the dollar value of these projects) was reported in three ways. First, we reported the center-level mean, median, and standard deviation for all cases with a valid response. Second, we reported a center level mean, median, and standard deviation only for those who reported supporting at least one new project. Finally, an average cost per project was calculated from the figures obtained for those reporting at least one new project.

Results for unique items in the Industry Short Questionnaire are presented in the same format as the regular Industry Questionnaire, and can be found in a separate section of the report. The short questionnaire is for use with centers that have surpassed five years of funding (refer to <http://www.ncsu.edu/iucrc/ProcessOut.htm>, section 3.2.1). Since both the industry long and industry short questionnaires share some of the same questions, data for these shared questions were pooled for analysis. These questions are marked with a \*.

### ***Faculty Questionnaires***

The faculty process outcome questionnaire underwent a major revision for 2003-2004 data collection. The 2004-2005 data collection maintained these revisions, which included: completely new questions (i.e., 4d, 5a, 5c, 5f, 6f, 7a, 7b & 9), slightly revised questions (i.e., 5b, 5d, 5e, 6b, 6d, & 6e), or the same questions (i.e., 1a-c, 2, 4a-c, 6a, 6c, 10, 11a & 11b).

## RESPONSE RATES

Category	Center Level		Individual Level	
	Industry	Faculty	Industry	Faculty
<b><i>Response Frequency</i></b>				
Population from CD report	42	42	643	621
Retired Centers	3	3	20	34
Inactive Centers	0	0	0	0
Population <sup>a</sup>	39	39	623	587
Centers Excused from Evaluation <sup>b</sup>	4	4	60	65
Centers that did not return data	1	3	14	56
Wrong Survey Format Used	0	5 <sup>c</sup>	0	80 <sup>c</sup>
Available Population <sup>d</sup>	34	32	549	466
Data Received	34	32 <sup>e</sup>	274	214
<b><i>Response Rates</i></b>				
Received / Population	87.2%	82.1%	44.0%	36.5%
Received / Available Population	100%	100%	49.9%	45.9%

a. Population was defined as centers that were at least 1 year old.

b. Centers were excused for reasons such as being in the midst of center restructuring and being in evaluator transition.

c. These surveys were included in the final dataset, though only a subset of items could be mapped to the current form.

d. Numbers based on Population minus Excused and Not Returned counts

e. For Faculty data, center-level statistics in the report are based on 31 centers: one center was removed due to small sample (n=2)

## LONG INDUSTRY FORM VS. SHORT INDUSTRY FORM

	Long Form	Short Form
<b># of items</b>	46	29
<b># of questions in common</b>	22	22
<b># of unique questions</b>	24	7
<b># of centers using form</b>	26	8
<b>Sample size</b>	201	73

# Industry Results: 2004-2005

**Table 1: Interest In Research**

1. What percentage of Center research projects do you take an active interest in?*											
<i>Individual Frequencies</i>										<i>Center Level</i>	
0-19%		20-39%		40-59%		60-79%		80-100%			
N	%	N	%	N	%	N	%	N	%	Mean	S.D.
45	17.6	65	25.4	59	23.0	63	24.6	24	9.4	2.88	.73
3. How long, on average, do you feel that it should take for a Center research project to yield tangible results? (in Months)										Mean	S.D.
										15.82	4.14

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

**Table 2: Satisfaction with Research Program**

4. During the past year, how satisfied were you with the following features of the Center's research program?												
	<i>Individual Frequencies</i>										<i>Center Level</i>	
	Not Satisfied 1		Slightly Satisfied 2		Satisfied 3		Quite Satisfied 4		Very Satisfied 5			
	N	%	N	%	N	%	N	%	N	%	Mean	S.D.
a. Capabilities of faculty and graduate students	2	1.0	3	1.5	15	7.6	104	52.5	74	37.4	4.21	.41
b. Breadth of the research topics covered *	2	.7	10	3.7	57	21.2	152	56.5	48	17.8	3.88	.43
c. Focus of the research *	2	.7	14	5.2	79	29.6	135	50.6	37	13.9	3.73	.32
d. Technical quality of research	1	.5	4	2.0	32	16.1	95	47.7	67	33.7	4.10	.46
e. Innovative quality of research	2	1.0	10	5.1	38	19.2	106	53.5	42	21.2	3.89	.41
f. Relevance of research to my organizations short-term needs	4	2.0	35	17.7	66	33.3	69	34.8	24	12.1	3.44	.45
g. Relevance of research to organizations long term needs	4	2.0	11	5.6	46	23.2	98	49.5	39	19.7	3.84	.30

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

**Table 3: Follow-On Research**

6. During the past year, approximately how many center-stimulated research projects were supported by your organization (include projects contracted to outside performers)? Please estimate the dollar value of all center-stimulated research projects (excluding center membership fee).*			
	<b><u>Center Level</u></b>		
	<b>Mean</b>	<b>Median</b>	<b>S.D.</b>
a. Number of research projects supported by your organization	1.59	1.62	.92
Average spending on center-stimulated projects for center members (in thousands) (Includes cases citing 0 or more projects: N of members= 222, N of Centers=34)	206.26	114.19	279.13
b. Number of research projects supported by your organization	2.72	2.25	1.36
Dollar value of center-stimulated projects (in thousands)	335.55	178.42	444.26
c. Average dollar value per project (in thousands) (Includes cases citing 1 or more projects: N of Members= 132, N of Centers=32)	158.99	101.83	241.28

\* = Included in both long and short forms of the IUCRC Industry

**Table 4: Technical Benefits**

7. During the past year, to what extent has participation in the Center contributed to the technical benefits for your organization?																		
	<b><u>Individual Frequencies</u></b>										<b><u>Center Level</u></b>							
	No Impact 1		Slight Impact 2		Moderate Impact 3		High Impact 4		Very High Impact 5		N/A							
	N	%	N	%	N	%	N	%	N	%	N	%	<b>Mean</b>	<b>S.D.</b>				
<b>Research and Development</b>																		
a. Increased your general technical awareness and/or capabilities	3	1.5	13	6.5	69	34.7	80	40.2	30	15.1	4	2.0	3.59	.39				
b. Accelerated or improved existing research projects	20	10.1	35	17.6	73	36.7	44	22.1	15	7.5	12	6.0	3.01	.47				
c. Stimulated new research projects	32	16.1	37	18.6	64	32.2	36	18.1	20	10.1	10	5.0	2.80	.59				
d. Contributed to development of Intellectual Property in my org.	53	26.6	38	19.1	51	25.6	22	11.1	11	5.5	24	12.1	2.45	.68				

**Table 4: Technical Benefits (cont'd)**

7. During the past year, to what extent has participation in the Center contributed to the technical benefits for your organization?																	
<u>Individual Frequencies</u>												<u>Center Level</u>					
No Impact 1		Slight Impact 2		Moderate Impact 3		High Impact 4		Very High Impact 5		N/A							
N	%	N	%	N	%	N	%	N	%	N	%	Mean	S.D.				
<b>Commercialization</b>																	
e. Improvements to existing products, processes, or services	39	20.0	39	20.0	62	31.8	21	10.8	8	4.1	26	13.3	2.54	.56			
f. Development of new products, processes, and/or services	28	14.4	51	26.2	60	30.8	30	15.4	2	1.0	24	12.3	2.58	.65			
g. Improved sales or profitability	74	38.1	37	19.1	29	14.9	8	4.1	2	1.0	44	22.7	1.86	.55			
h. Created or helped maintain jobs in your organization	70	36.1	49	25.3	24	12.4	9	4.6	6	3.1	36	18.6	1.84	.60			

**Table 5: Other Benefits**

10. During the past year, to what extent has participation in the center contributed to the benefits for your organization?																	
<u>Individual Frequencies</u>												<u>Center Level</u>					
No Impact 1		Slight Impact 2		Moderate Impact 3		High Impact 4		Very High Impact 5		N/A							
N	%	N	%	N	%	N	%	N	%	N	%	Mean	S.D.				
a. Enhanced your ability to recruit talented students	50	25.9	28	14.5	44	22.8	22	11.4	17	8.8	32	16.6	2.45	.80			
b. Improved cooperation with scientists and technical resources outside your organization.	8	4.1	31	15.7	56	28.4	67	34.0	26	13.2	9	4.6	3.38	.47			
c. Improved cooperation with other Center members.	21	11.3	34	18.3	56	30.1	45	24.2	20	10.8	10	5.4	2.91	.63			

	<b>Mean</b>	<b>S.D.</b>
11. During the past year, how many students trained in the Center projects were hired by your organization?*	.30	.47

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

**Table 6: Center Administration and Operations**

12. During the past year, how satisfied were you with the following features of the Center's administrative operations?													
	<b><i>Individual Frequencies</i></b>										<b><i>Center Level</i></b>		
	Not Satisfied 1		Slightly Satisfied 2		Satisfied 3		Quite Satisfied 4		Very Satisfied 5		Mean	S.D.	
	N	%	N	%	N	%	N	%	N	%			
a. Communication between Center staff and your organization	5	2.6	10	5.2	32	16.5	100	51.5	47	24.2	3.90	.48	
b. Center-related proposals, reports and publications (e.g. quality and timeliness)	3	1.5	13	6.7	40	20.5	93	47.7	46	23.6	3.80	.34	
c. Planning and development of the research program (e.g. new projects, changes in research areas)	6	3.1	10	5.2	61	31.4	86	44.3	31	16.0	3.65	.34	
d. Management of ongoing research projects	4	2.1	7	3.6	41	21.1	109	56.2	33	17.0	3.81	.29	
e. Project selection process	4	2.1	14	7.3	62	32.1	75	38.9	38	19.7	3.71	.40	
f. Technology transfer activities	7	3.8	26	14.3	71	39.0	56	30.8	22	12.1	3.36	.46	
g. Center fundraising (e.g. member recruitment, grant-writing)	8	4.2	17	9.0	77	40.7	66	34.9	21	11.1	3.40	.39	
h. Management of intellectual property issues	7	4.0	15	8.5	63	35.6	71	40.1	21	11.9	3.49	.53	



**Table 7: General Evaluation**

14. To what extent are you generally satisfied with the operation and activities of the center?*											
<b><i>Individual Frequencies</i></b>										<b><i>Center Level</i></b>	
Not Satisfied 1		Slightly Satisfied 2		Satisfied 3		Quite Satisfied 4		Very Satisfied 5			
<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>Mean</b>	<b>S.D.</b>
4	1.5	3	1.1	69	25.6	141	52.2	53	19.6	3.92	.41

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

15. Will your organization renew its membership?*											
<b><i>Individual Frequencies</i></b>										<b><i>Center Level</i></b>	
Definitely Not 1		Probably Not 2		Uncertain 3		Probably Yes 4		Definitely Yes 5			
<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>Mean</b>	<b>S.D.</b>
6	2.3	10	3.8	44	16.8	131	50.0	71	27.1	3.91	.65

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

**Table 8: Membership Information**

18. Which ONE of the following categories best describes your division's PRIMARY research?*									
<b><i>Individual Frequencies</i></b>									
<b>Category</b>	<b>N</b>	<b>%</b>	<b>Category</b>	<b>N</b>	<b>%</b>	<b>Category</b>	<b>N</b>	<b>%</b>	
Food	3	1.2	Primary Metals	14	5.4	Electrical, Electronic or communications equip.	70	27.2	
Textiles or Apparel	1	.4	Fabricated Metals	2	.8	Prof or Scientific Instruments	3	1.2	
Lumber, Wood, or Furniture	3	1.2	Machinery	10	3.9	Surgical or Medical Supplies	5	1.9	
Paper	1	.4	Motor Vehicles	18	7.0	Other Manufacturing	29	11.3	
Chemical	23	8.9	Other Transportation	5	1.9	Health Services	6	2.3	
Petroleum	5	1.9	Aircraft or Missiles	12	4.7	Mining	1	.4	
Rubber	0	0.0	Munitions	4	1.6	Building or	6	2.3	
Stone, Clay, or Glass	1	.4	Other Military Equipment	14	5.4	Other Non-manufacturing	21	8.2	

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

**Table 9: Member Descriptives**

19. Years organization has been a member of the center?*											
<i>Individual Frequencies</i>										<i>Center Level</i>	
0-1 Years 1		2-3 Years 2		4-5 Years 3		6-7 Years 4		8+ Years 5			
N	%	N	%	N	%	N	%	N	%	Mean	S.D.
60	23.3	66	25.6	63	24.4	23	8.9	46	17.8	2.67	.94

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

20. Organization is? *		
<i>Individual Frequencies</i>		
	N	%
1. For-Profit Large (> 500 employees)	178	67.4
2. For-Profit Small (< 500 employees)	31	11.7
3. Non-Profit/Government	55	20.8

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

21. Which functional group pays for your organization's membership in this Center?*		
	<i>Individual Frequencies</i>	
	N <sup>a</sup>	%
1. Corporate	72	26.3
2. Research	127	46.4
3. Development	39	14.2
4. Engineering	43	15.7
5. Product Development	25	9.1
6. Manufacturing	11	4.0
7. Marketing/Sales	10	3.6
8. Other	16	5.8

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

a = Multiple responses allowed; N reflects responses not respondents

22. Which of the following best describes your estimate of your division/organization's financial status for the next fiscal year? *											
<i>Individual Frequencies</i>										<i>Center Level</i>	
Significant Cuts 1		Modest Cuts 2		Stable Budget 3		Modest Increases 4		Significant Increases 5			
N	%	N	%	N	%	N	%	N	%	Mean	S.D.
9	3.4	59	22.6	138	52.9	46	17.6	9	3.4	2.92	.40

\* = Included in both long and short forms of the IUCRC Industry Questionnaire

# Short Form Unique Items: 2004-2005

**Table 1: Research Program**

4. During the past year, how satisfied were you with the following features of the Center's research program?															
	<i>Individual Frequencies</i>										<i>Center Level</i>				
	Not Satisfied 1		Somewhat Satisfied 2		Satisfied 3		Quite Satisfied 4		Very Satisfied 5						
	N	%	N	%	N	%	N	%	N	%	Mean	S.D.			
a. Capabilities of faculty and graduate students	0	.0	0	.0	6	8.6	41	58.6	23	32.9	4.29	.26			
d. Relevance of research to my organizations short-term needs	0	.0	10	14.5	26	37.7	25	36.2	8	11.6	3.49	.28			

**Table 2: Benefits**

8. During the past year, to what extent has participation in the Center contributed to the technical benefits for your organization?														
	<i>Individual Frequencies</i>										<i>Center Level</i>			
	No Impact 1		Slight Impact 2		Moderate Impact 3		High Impact 4		Very High Impact 5		N/A		Mn	S.D.
	N	%	N	%	N	%	N	%	N	%	N	%	Mn	S.D.
<b><u>Commercialization</u></b>														
a. Research and Development: Enhanced via increased technical awareness, accelerated or new projects or development of intellectual property in my org.	4	5.6	12	16.9	28	39.4	17	23.9	7	9.9	3	4.2	3.22	.48
b. Commercialization: Enhanced via improved or new products processes, services, improved sales, or new or retained jobs	24	34.3	13	18.6	16	22.9	6	8.6	2	2.9	9	12.9	2.14	.58
c. Professional Networking: Enhanced via improved ability to recruit students, increased cooperation with other industrial members/scientists outside org.	3	4.2	10	14.1	24	33.8	19	26.8	12	16.9	3	4.2	3.47	.45

**Table 3: Center Administration and Operations**

11. During the past year, how satisfied were you with the Center's administrative operations?											
<i>Individual Frequencies</i>										<i>Center Level</i>	
Not Satisfied 1		Slightly Satisfied 2		Satisfied 3		Quite Satisfied 4		Very Satisfied 5			
N	%	N	%	N	%	N	%	N	%	Mean	S.D.
0	.0	0	.0	9	13.0	36	52.2	24	34.8	4.25	.26

# Faculty Results: 2004-2005

**Table 1: Research Program**

1. Compared to the research projects that you typically conduct outside the Center, would you describe your Center-funded research as:

<b>Individual Frequencies</b>										<b>Center Level</b>		
Much more basic (1)		More basic (2)		Same (3)		More Applied (4)		Much more applied (5)		<b>Mean</b>	<b>S.D.</b>	
<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>			
a.	0	.0	17	8.1	77	36.7	95	45.2	21	10.0	3.56	.43
Much Broader in Scope (1)		Broader (2)		Same (3)		Narrower (4)		Much Narrower in Scope (5)		<b>Mean</b>	<b>S.D.</b>	
<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>			
b.	6	2.8	32	15.2	93	44.1	67	31.8	13	6.2	3.26	.56
Much Longer Time Frame (1)		Longer (2)		Same (3)		Shorter (4)		Much Shorter Time Frame (5)		<b>Mean</b>	<b>S.D.</b>	
<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>			
c.	4	1.9	22	10.5	84	40.0	81	38.6	19	9.0	3.43	.50

2. How long, on average, do you feel that it should take for a new Center research project to yield tangible results?

<b>Number of Months</b>	
<b>Mean:</b>	16.99
<b>SD:</b>	9.73

**Table 2: Knowledge Production**

		<b>Center Level</b>	
		<b>Based on Center research</b>	
4. During the past year:			
4a.	How many <b>publications</b> in the open literature have you had based on Center research?	<b>Mean:</b>	2.65
		<b>SD:</b>	2.23
4b.	How many <b>presentations</b> have you made at conferences or professional meetings based on Center research?	<b>Mean:</b>	4.23
		<b>SD:</b>	5.16
4c.	How many <b>theses/dissertations</b> based on Center research are under your supervision?	<b>Based on Center research</b>	
	<b>Number completed</b>	<b>Mean:</b>	1.17
		<b>SD:</b>	1.04
	<b>Number still in progress</b>	<b>Mean:</b>	1.59
		<b>SD:</b>	1.20
4d.	How many intellectual property events (including inventions disclosed, patent applications received, and copyrights granted) have you contributed to that were based on center research	<b>Mean:</b>	.59
		<b>SD:</b>	.64

**Table 3: Investigator Outcomes**

5. During the past year, what impact has participation in the Center had for YOU in the following areas?

	<b>Individual Level</b>										<b>Center Level</b>	
	No Impact (1)		Somewhat Positive Impact (2)		Moderately Positive Impact (3)		Very Positive Impact (4)		Extremely Positive Impact (5)		<b>Mean</b>	<b>S.D.</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>		
5a. The feeling of accomplishment I get from the research I do.	8	4.4	13	7.2	57	31.5	79	43.6	24	13.3	3.62	.44
5b. Opportunities for research contracts/grants	9	4.3	24	11.4	62	29.4	76	36.0	40	19.0	3.63	.61
5c. The recognition I receive for the work I do	18	10.1	22	12.4	53	29.8	62	34.8	23	12.9	3.38	.61
5d. Access to useful equipment	44	21.0	22	10.5	60	28.6	58	27.6	26	12.4	3.12	.81
5e. Ability to support graduate students	17	8.1	17	8.1	51	24.2	87	41.2	39	18.5	3.58	.57
5f. The challenges posed by my center research	13	7.4	18	10.2	60	34.1	64	36.4	21	11.9	3.48	.57
											<b>Total Impact Score</b>	
											<b>Mean</b>	<b>S.D.</b>
											20.55	2.96

**Table 4: Satisfaction**

6. During the past year, how satisfied were you with the following features of the center?

	<b>Individual Level</b>										<b>Center Level</b>	
	Not Satisfied (1)		Slightly Satisfied (2)		Somewhat Satisfied (3)		Quite Satisfied (4)		Very Satisfied (5)		<b>Mean</b>	<b>S.D.</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>		
6a. Quality of the center-supported research program	9	4.3	22	10.6	40	19.3	86	41.5	50	24.2	3.76	.76
6b. Relevance of the center's research program to my professional goals	10	4.8	12	5.8	45	21.6	89	42.8	52	25.0	3.87	.69
6c. Center administration and operations	13	6.2	18	8.6	40	19.1	76	36.4	62	29.7	3.90	.78
6d. Frequency and quality of interactions with industry members	7	3.9	14	7.9	51	28.7	60	33.7	46	25.8	3.87	.56
6e. Frequency and quality of interactions with other faculty and student researchers	5	2.4	17	8.2	47	22.6	96	46.2	43	20.7	3.85	.39
6f. Research sophistication shown by our members	5	2.8	10	5.7	49	27.8	70	39.8	42	23.9	3.80	.41
											<b>Total Satisfaction Score</b>	
											<b>Mean</b>	<b>S.D.</b>
											23.58	2.07

**Table 5: Organizational Commitment**

7. Think about your involvement in the Center during the past year and rate your level of agreement or disagreement with the following statements:

	Strongly Disagree (1)	Moderately Disagree (2)	Slightly Disagree (3)	Neither Agree or Disagree (4)	Slightly Agree (5)	Moderately Agree (6)	Strongly Agree (7)		
	<b>Individual Frequencies</b>							<b>Center Level</b>	
	<b>N (%)</b>	<b>N (%)</b>	<b>N (%)</b>	<b>N (%)</b>	<b>N (%)</b>	<b>N (%)</b>	<b>N (%)</b>	<b>Mean</b>	<b>S.D.</b>
7a. It would take very little change in my present circumstances to cause me to leave this Center.	77(45)	26(15.2)	17(9.9)	28(16.4)	10(5.8)	3(1.8)	10(5.8)	2.45	.77
7b. I am committed to bringing my best research ideas to the Center	4(2.3)	10(5.8)	1(0.6)	13(7.6)	9(5.2)	40(23.3)	95(55.2)	5.95	.87
								<b>Total Commitment Score<sup>a</sup></b>	
								<b>Mean</b>	<b>S.D.</b>
								11.51	1.25

a. Scores based on recoded data

**Table 6: Faculty Descriptives**

		<b>Individual Level</b>	
9.	How many years have you been involved with the center?	<b>Mean:</b> 4.30	
		<b>SD:</b> 4.40	
		<b>N</b>	<b>%</b>
10.	What is your academic rank?	Assistant Professor (1)	46 21.9
		Associate Professor (2)	47 22.4
		Full Professor (3)	81 38.6
		Other (please state) (4)	36 17.1
		<b>N</b>	<b>%</b>
11a.	Are you tenured?	Yes	122 58.4
		No	87 41.6
11b.	If NO, are you in a tenure track position?	Yes	44 51.8
		No	41 48.2