

## Faculty Well-Being Inventory Average Scores

Dimension	Mean	SD	85 <sup>th</sup> Percentile
Autonomy	3.64	.856	4.50
Career Acceptance	4.88	.770	5.65
Collegial Support	3.85	.957	4.81
Generativity	4.18	.778	4.96
Goals & Purpose	4.27	.691	4.96
Group Pedagogy	4.43	.746	5.18
Individual Pedagogy	4.23	.871	5.10
Recognition	3.19	.995	4.19
Scholarship for Teaching	4.20	.916	5.12
Total Well-Being	221.86	27.356	249.22

**Note.** *Of the 589 faculty who participated in the norming study, 305 were men. No statistically significant overall gender differences have been observed. Some gender differences have been found at specific institutions, however, variables like academic discipline, length of service, and quality of administration at the department level affect faculty well-being more than gender. The above results are most valid for faculty in teaching-intensive institutions. You can calculate your total well-being score by adding the dimension means then multiplying by 6.*