

The American College Teacher:

National Norms for the 1998-1999 HERI Faculty Survey

Linda J. Sax
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Higher Education Research Institute • University of California, Los Angeles

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Graduate School of Education & Information Studies
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September, 1999

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The American College Teacher

National Norms for the 1998-99 HERI Faculty Survey

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We also would like to thank the hundreds of academic administrators and institutional researchers who helped coordinate the survey on each of the participating campuses.

Finally, we would like to express our appreciation to the thousands of faculty who took time out of their busy lives to complete the questionnaire. This is just the first tabulation of their responses, and we are currently working on a number of more sophisticated analyses which we hope will enhance our understanding of college faculty, their institutions, and their students.

The American College Teacher

National Norms for the
1998-99 HERI Faculty Survey

The American College Teacher: National Norms for the 1998–99 HERI Faculty Survey

This report summarizes the highlights of a national survey of college and university faculty that was conducted by the Higher Education Research Institute (HERI) in the fall and winter of 1998–99. This is the fourth in a series of faculty surveys conducted on a triennial basis, the first of which was conducted in 1989–90. The results of the first of this series of survey projects are reported in Astin, Korn, and Dey (1991).

The results reported here are based on the responses of 33,785 full-time college and university faculty members at 378 two-year colleges, four-year colleges, and universities nationwide. For this report, 'faculty member' is defined as any full-time employee of an accredited college or university who spends at least part of his or her time teaching undergraduates.* The responses were weighted to provide a normative profile of the American faculty population for use by individuals engaged in policy analysis, campus administration, and educational research. Details of the weighting procedure, as well as other methodological issues, can be found in Appendix A.

The normative data presented here are reported separately for men and women and for 12 different institutional groupings. The stratifying factors are institutional control (public, private-nonsectarian, Catholic and Protestant) and type (university, four-year college, two-year college).

The Survey Instrument

The survey questionnaire was based largely on the instruments used in the three previous surveys, and was revised on the basis of suggestions from our advisory board and researchers who are actively involved in studying faculty issues. In addition to demographic and biographic information, the revised questionnaire focuses heavily on issues such as how faculty members spend their time, how they interact with students, their preferred methods of teaching and examining students, their perceptions of the institutional climate, and their primary sources of stress and satisfaction. The 1998-99 instrument also includes one dozen new items related to faculty's experiences with information technology. Finally, the instrument includes a section allowing individual institutions to ask their faculty members a set of up to ten locally-developed questions. (See Appendix B for a copy of the survey instrument.)

*Although surveys were also received from academic administrators and other types of respondents, only those who spend at least some time teaching undergraduates are included in the results reported here.

AN OVERVIEW OF THE 1998-99 FACULTY NORMS

Complete results of the 1998–99 faculty survey, reported separately for all faculty, male faculty, and female faculty are provided later in this report. In this section we have abstracted highlights of these results for discussion and interpretation. For purposes of comparison, this section includes selected normative results from earlier HERI faculty surveys (see Astin, Korn, & Dey, 1991; Sax, Astin, Arredondo, and Korn, 1996). Results are presented on the following topics: background characteristics, information technology, tenure attitudes, faculty diversity, academic climate, community service and social activism, and gender equity.

Background Characteristics

Demographic and background characteristics of the faculty are shown in Table 1. Continuing a trend reported in previous faculty surveys, the much-discussed aging of American college and university faculty is demonstrated clearly by the results: 32 percent of all faculty are 55 or older (compared with 24 percent in 1989), while the percent who are younger than 45 has declined from 41 percent in 1989 to 34 percent today.

Faculty aging is also reflected in the number of years faculty have been at their present institutions. The percent of faculty who have been at their college or university for over 28 years has increased from 6 percent to 15 percent since 1989. Nevertheless, the percent of “new entrants” (faculty who have been at their institution for seven years or less) has changed little since 1989 (38 percent in 1998, compared with 37 percent in 1989), suggesting that faculty hiring has continued steadily over the past decade.

Table 1 also shows an increase in the percent of faculty who hold doctoral degrees (65 percent in 1998, compared with 61 percent in 1989), with a corresponding decrease in the percent of faculty whose highest degree is the master’s.

Finally, the gender composition of American faculty has changed significantly over the past decade, although women continue to remain a minority. Presently, 36 percent of faculty are women, compared with 29 percent in 1989.

Table 1
Background Characteristics, by Year (percentages)

Background characteristics	1989	1995	1998	Change 89-98
<i>Age</i>				
Less than 35	10	9	9	-1
35-44	31	27	25	-6
45-54	35	37	35	0
55-64	21	23	27	+6
65 or more	3	4	5	+2
<i>Number of Years at Current Institution</i>				
28 or more	6	10	15	+9
18 to 27	29	23	19	-10
8 to 17	28	25	28	0
7 or less	37	41	38	+1
<i>Highest degree held¹</i>				
Bachelor's	3	3	2	-1
Master's	28	28	25	-3
Doctorate	61	62	65	+4
<i>Gender</i>				
Women	29	35	36	+7

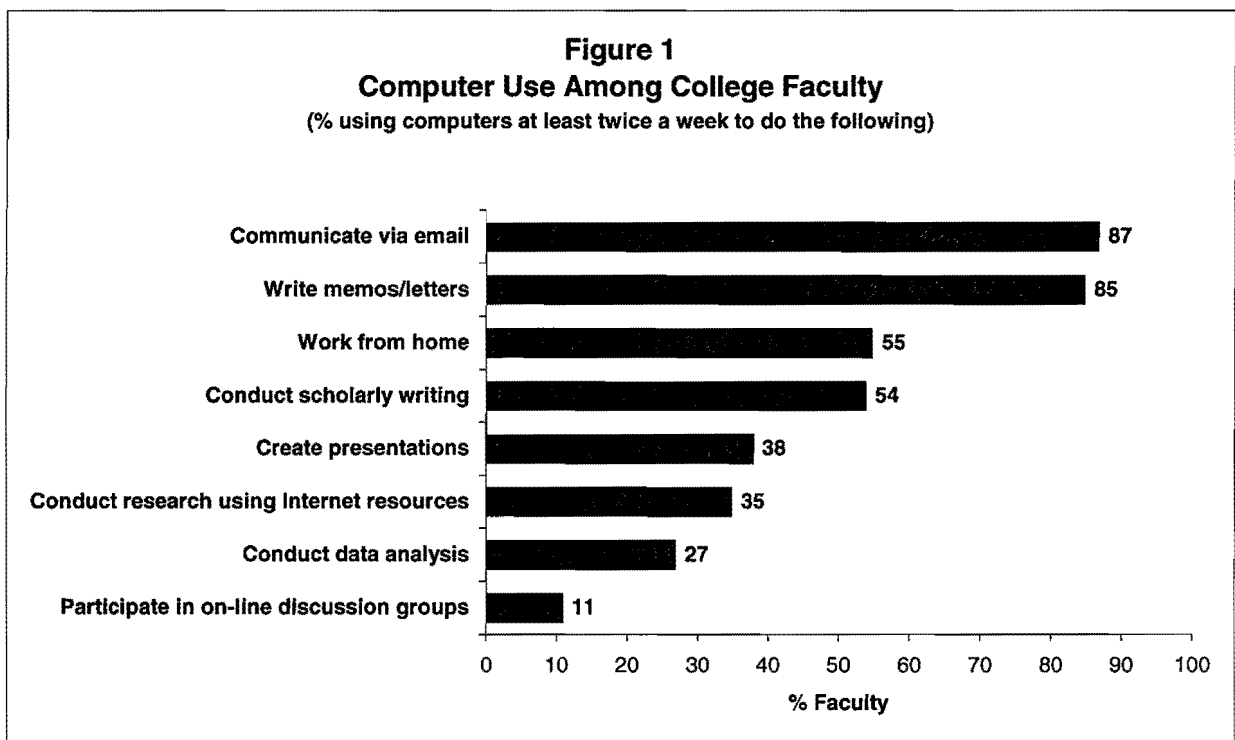
¹Figures may not add to 100% because 'other' (e.g., professional) degrees are not included.

Information Technology Produces Stress for Faculty

Two-thirds of college and university faculty (67 percent) report that “keeping up with information technology” has proved to be stressful for them during the past two years. Information technology is the fourth most frequently cited source of stress among women (74 percent) and the fifth most frequently cited among men (64 percent), ranking for both groups above other sources of stress such as research and publishing demands (50 percent), teaching load (62 percent), and the review and promotion process (46 percent). However, despite technology’s role as a stress-producer, the vast majority of faculty believe that computers are educationally beneficial: A full 87 percent of faculty agree that “student use of computers enhances their learning.”

The level of stress resulting from information technology is quite likely a reflection of the time faculty invest in it. As shown in Figure 1, 87 percent of all faculty communicate via e-mail

at least twice a week, and 85 percent regularly use computers to write memos or letters. Faculty also use computers on a regular basis to work from home (55 percent); conduct scholarly writing (54 percent); create presentations (38 percent); conduct research using Internet resources (35 percent); and conduct data analysis (27 percent). In addition, 36 percent of faculty place or collect course assignments on the Internet, and 22 percent use computers in undergraduate course instruction. Nevertheless, only a minority of faculty (11 percent) use the computer to participate in on-line discussion groups, and only 2 percent have taught a course exclusively through the Internet.

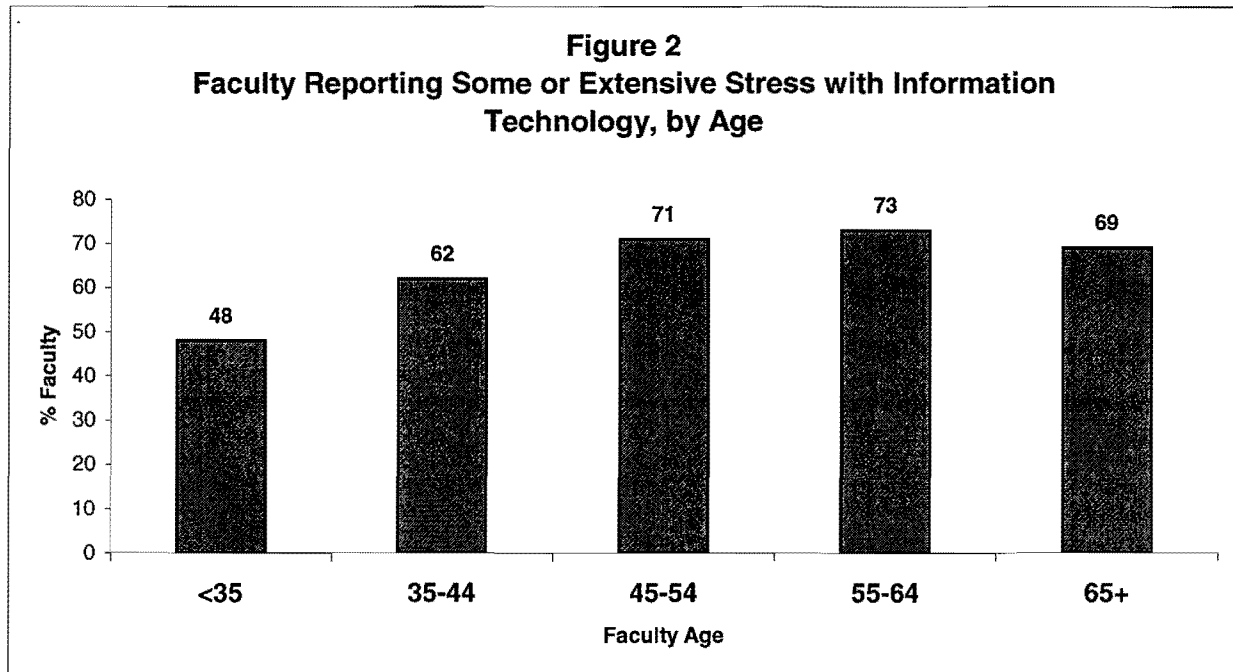


Younger faculty are much more likely than older faculty to use computers on a regular basis (see Table 2). The largest age differences in computing relate to some of the more “interactive” uses of the computer: to communicate via e-mail and to conduct research using Internet resources. Older faculty also experience more stress related to information technology: among faculty who are 45 or older, more than two-thirds are stressed about keeping up with technology, compared with less than half of the faculty who are younger than 35 (see Figure 2). Therefore, even though older faculty are less likely than younger faculty to use computers, information technology causes them even more stress.

Table 2

Information Technology Use Among Faculty During the Past Year, by Age

Percent using computers at least twice a week to:	Faculty Age				
	<35	35-44	45-54	55-64	65+
Communicate via email	94	92	87	83	67
Write memos/letters	84	88	87	83	72
Conduct scholarly writing	61	61	54	48	46
Work from home	55	56	56	53	49
Conduct research using Internet resources	45	42	35	28	21
Create presentations	42	42	39	32	28
Conduct data analysis	33	31	26	23	20
Participate in on-line discussion groups	12	12	12	9	7



Faculty Increasingly Support Tenure

Perhaps as a backlash against recent challenges to the tenure system, faculty support for tenure is on the rise. Table 3 shows how tenure attitudes have changed among tenured and untenured faculty since the most recent HERI faculty survey was conducted in 1995. Both tenured and untenured faculty of all ranks increasingly disagree with the statement, "Tenure is an outmoded concept," and increasingly agree that "Tenure is essential to attract the best minds to academe." Still, the most ardent supporters of tenure continue to be those faculty who have already earned it, particularly those at the higher ranks. The greatest opposition to tenure comes from the most highly ranked untenured faculty (i.e., those with perhaps the least chance of gaining tenure).

Table 3
Tenure Attitudes Among Faculty, by Rank and Year

	Percent disagreeing strongly or somewhat that "tenure is an outmoded concept"			Percent agreeing strongly or somewhat that "tenure is essential to attract the best minds to academe"		
	1995	1998	Change 95-98	1995	1998	Change 95-98
All Faculty	62	67	+5	54	61	+7
Tenured Faculty						
Full Professors	73	78	+5	68	76	+8
Associate Professors	71	77	+6	63	71	+8
Assistant Professors	64	72	+8	51	61	+10
Untenured Faculty						
Full Professors	38	45	+7	35	41	+6
Associate Professors	43	51	+8	37	43	+6
Assistant Professors	53	62	+9	47	56	+9

Faculty Diversity at a Standstill

Faculty at American colleges and universities remain predominantly white, with little change in faculty diversity occurring over the past decade. As shown in Table 4, a full 91.7 percent of today's faculty are White/Caucasian, compared with 90.4 percent of faculty in 1989. Also shown in Table 4 is the low percentage of minority faculty among recent faculty hires, suggesting that institutions are making little headway in diversifying their faculty. In fact, survey results show a decline in the percentage of faculty who believe that their institution places a priority on hiring more minority faculty and administrators (42 percent, down from 47 percent in 1989). The sluggish pace of diversifying the faculty is no doubt a reflection of continued minority underrepresentation among doctoral degree recipients: While African Americans, Asian Americans, Hispanics, and American Indians presently earn 19 percent of all bachelor's degrees, they earn only 12 percent of doctoral degrees (National Center for Education Statistics, 1998).

When it comes to student diversity, the faculty themselves appear increasingly supportive. The percent of faculty who agree somewhat or strongly that "promoting diversity leads to the admission of too many underprepared students" has declined to 28 percent, from 31 percent in 1995. Further, the vast majority of faculty (91 percent) believe that "a racially/ethnically diverse student body enhances the educational experience of all students."

Table 4

Racial/Ethnic Background of All Faculty and Recent Hires (percentages)¹

Race/Ethnicity	All Faculty		Faculty hired in the past two years	
	1989	1998	1989	1998
White/Caucasian	90.4	91.7	87.2	87.9
African American/Black	4.0	2.6	5.0	3.7
American Indian	0.9	2.0	1.0	2.1
Asian American/Asian	3.2	3.3	3.6	4.0
Mexican American/Chicano	0.8	1.0	0.8	1.3
Puerto Rican American	0.4	0.4	0.8	0.5
Other Latino ²	N/A	1.3	N/A	1.3
Other	2.1	2.0	3.3	2.2

¹Percentages may total to more than 100.0 if respondent marked more than one item.

²"Other Latino" was not listed as a category in the 1989-90 Faculty Survey.

Improved Academic Climate for Faculty

During the past decade, faculty have developed more favorable attitudes toward their jobs, their colleagues, and their institutions as a whole (see Figure 3). Currently, 75 percent of faculty are satisfied with their jobs (up from 69 percent in 1989); 74 percent are satisfied with the competency of their colleagues (up from 68 percent); 72 percent are satisfied with their working conditions (up from 65 percent); and 58 percent are satisfied with their relations with the administration (up from 52 percent). Faculty today are also more likely to believe that other faculty “are committed to the welfare of this institution” (85 percent, up from 76 percent in 1989); are “strongly interested in the academic problems of undergraduates” (82 percent, up from 76 percent); are “easy to see...outside of regular office hours” (44 percent, up from 34 percent); and “respect each other” (36 percent, up from 32 percent). Further, increasing numbers of faculty believe that their institution is committed to developing “a sense of community among students and faculty” (47 percent, up from 41 percent in 1989).

However, while faculty have become more satisfied professionally, they have faced increasing pressures in their personal lives. As compared with faculty in 1989, today’s faculty are more likely to experience stress due to: household responsibilities (71 percent, up from 64 percent); their physical health (48 percent, up from 38 percent); and caring for elderly parents (34 percent, up from 26 percent) (see Figure 4). The latter two results are no doubt a reflection of faculty aging, as described earlier.

Figure 3
Improved Climate for Faculty

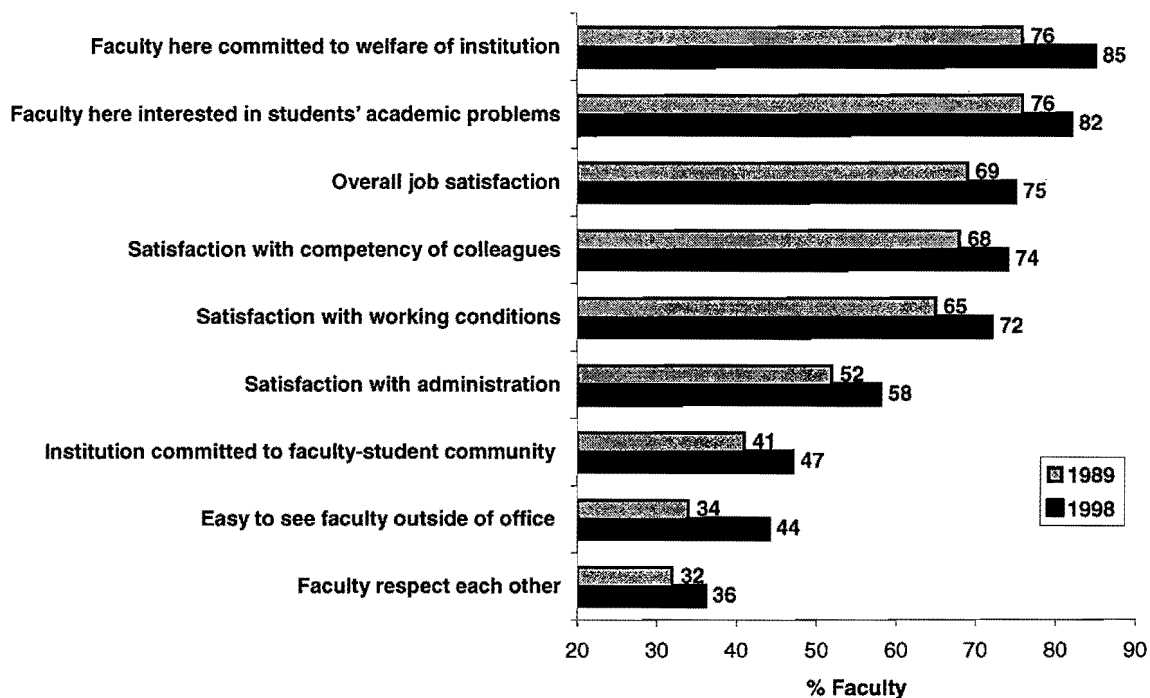
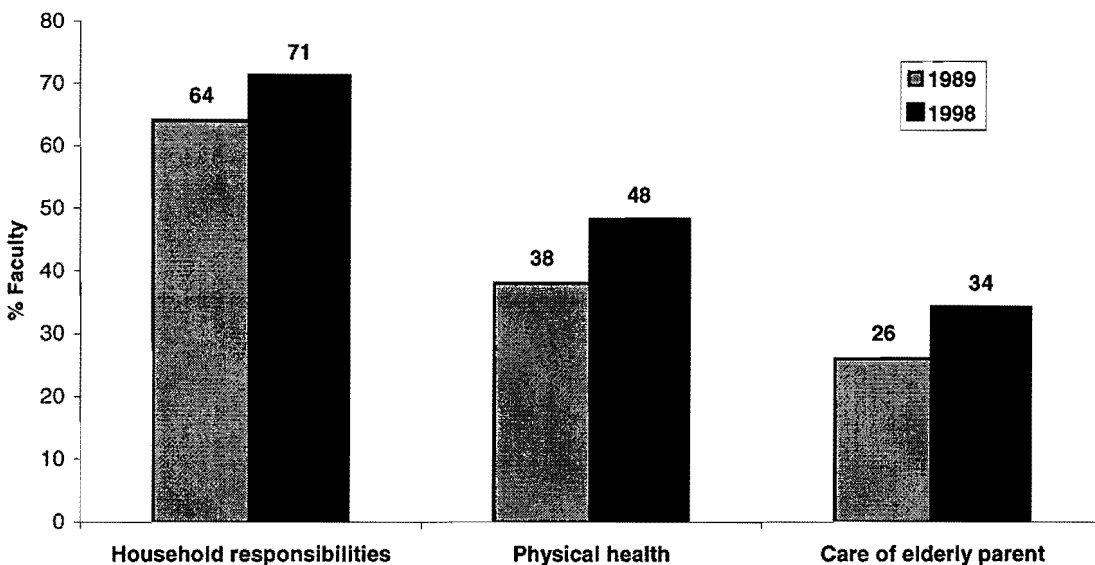


Figure 4
Growing Personal Stress Among Faculty
(% experiencing "somewhat" or "extensive" stress)



Community Service and Social Activism

Faculty are increasingly likely to believe that American colleges and universities are committed to involving students in community service (see Table 5). Between 1989 and 1998, the percent of faculty who believe that their institution places a priority on facilitating student involvement in community service has grown from 23 to 36 percent. Over the same time period, a growing number of faculty believe that their institution is committed to helping students “learn how to bring about change in American society” (27 percent, up from 21 percent in 1989). These trends are also reflected in faculty responses to items introduced to the survey in 1995: The number of faculty who believe that “many courses involve students in community service” has grown from 26 to 30 percent, and the number believing that “many students are strongly committed to community service” has grown from 22 to 26 percent.

Despite the faculty’s growing awareness of their institution’s commitment to community service, such trends are not evident with respect to the faculty’s personal commitment to community service and social activism. Since 1989, a declining percentage of faculty are personally committed to such goals as influencing the political structure, influencing social values, and cleaning up the environment (see Table 6). And although 54 percent of faculty believe that “community service should be given weight in college admissions” (up from 47 percent in 1995), there has been essentially no change in faculty’s own commitment to “instill in students a commitment to community service” and to “prepare students for responsible citizenship.” The apparent contradiction between a growing awareness of community service at the institutional level and a stagnant or declining commitment to service at the individual level may be a reflection of the heightened attention that the service movement has received in recent years. In other words, faculty are increasingly aware of community service efforts on their campus, but they have yet to become more personally involved with such activities.

Table 5

Faculty Perception of Institutional Commitment to Community Service (percentages)

Faculty Perceptions	1989	1995	1998	Change
<u>Changes since 1989</u>				
<i>Faculty opinion that institution's "high" or "highest" priority is to:</i>				
Facilitate student involvement in community service	23	33	36	+13
Help students learn how to bring about change in American society	21	25	27	+6
<u>Changes since 1995</u>				
<i>Faculty agreeing "strongly" or "somewhat" that:</i>				
Many courses involve students in community service at this institution	N/A	26	30	+4
Many students are strongly committed to community service at this institution	N/A	22	26	+4

Table 6

Faculty's Personal Commitment to Community Service (percentages)

Faculty Goals/Opinions	1989	1995	1998	Change
<u>Changes since 1989</u>				
<i>"Essential" or "very important" goals of faculty:</i>				
Influence the political structure	20	16	14	-6
Influence social values	47	40	38	-9
Help clean up the environment	44	34	31	-13
<u>Changes since 1995</u>				
<i>Faculty agreeing "strongly" or "somewhat" that:</i>				
Community service should be given weight in admissions	N/A	47	54	+7
<i>"Essential" or "very important" goals for undergraduates:</i>				
Instill in students a commitment to community service	N/A	35	36	+1
Prepare students for responsible citizenship	N/A	61	60	-1

Moderate Gains in Gender Equity

The 1998-99 faculty survey suggests that while women have come closer to achieving gender equity in academe, they nevertheless remain in the lower ranks of power, pay, and research productivity. Further, women continue to face significant personal and professional obstacles in their academic careers.

Position

As noted earlier, women constitute an increasing share of faculty nationwide. Women in fact have become more highly represented at nearly all types of institutions and are significantly more likely than men are to be among "recent hires" (49 percent of women have been hired within the past seven years, compared with 33 percent among men). Further, an increasing

number of faculty women serve in the rank of full professor (20 percent, up from 16 percent in 1989) and associate professor (25 percent, up from 23 percent in 1989). Nevertheless, as demonstrated in Table 7, women faculty continue to remain underrepresented in the most prestigious institutions—the public and private research universities—and overrepresented in the public and private two-year colleges. Women also continue to serve in the lower academic ranks more often than do men, as 25 percent of women are instructors or lecturers (compared to 13 percent of men), and 29 percent are assistant professors (compared to 18 percent of men). Similarly, men are twice as likely as women are to hold the rank of full professor (41 percent of men, 20 percent of women). Women are also less likely to be tenured than are men (43 percent of women, 63 percent of men).

Table 7
Women as a Percentage of All Faculty, by Type of Institution

	All	Universities		Four-year colleges		Two-year colleges	
		Public	Private	Public	Private	Public	Private
1989	28.8	21.3	20.3	28.1	31.4	39.2	47.7
1998	36.2	28.6	28.0	35.5	38.0	46.8	47.8
Net Change	+7.4	+7.3	+7.7	+7.4	+6.6	+7.6	+0.1
Percent Change	+25.7	+34.3	+37.9	+26.3	+21.0	+19.4	+0.2

Salary

Table 8 displays faculty salaries in 1998 and 1989 (adjusted to 1998 dollars) for men and women across different academic ranks. In the 1998-99 academic year, women faculty earned approximately 81 cents for every dollar earned by male faculty, resulting in a gender gap significantly smaller than that which exists for most other occupations (U.S. Bureau of the Census, 1997). When broken down by academic rank, women's salaries come much closer to men's, with women earning between 91 and 95 cents for every dollar earned by men in the same rank. While these figures suggest that gender equity in salary has nearly been achieved, it is important to note that even a small difference in annual salary makes a substantial difference in income earned over the span of a career. For example, a difference of only \$1,000 in current

annual salary makes a difference of approximately \$85,000 over a 40-year career (assuming annual 3.5 percent salary increases), and a difference of over \$200,000 if the “lost income” was invested annually in an account generating 5 percent interest (Haignere, Lin, Eisenberg, & McCarthy, 1996).

Table 8
Faculty Salaries by Gender, Year, and Rank (includes 9/10 month salaries only)

Faculty Rank	1989 median salary*			1998 median salary		
	Men	Women	Women as % of Men	Men	Women	Women as % of Men
All ranks	\$55,000	\$44,500	81	\$51,000	\$41,500	81
Full professor	67,500	60,500	90	65,500	59,500	91
Associate professor	52,500	49,000	93	50,000	47,000	94
Assistant professor	44,500	42,000	94	41,000	39,000	95

*1989 salaries adjusted to 1998-99 dollars using Consumer Price Index.

Research Productivity

Over the last decade, women faculty have become increasingly productive in their research. The percentage of women who have had “professional writings published or accepted for publication in the last two years” reached 52 percent in 1998, up from 44 percent in 1989. Although research productivity is also on the rise for men, gains have been larger for women, resulting in an overall narrowing of the longstanding gender gap in scholarly productivity. As shown in Table 9, the reduction in the gender gap over the past decade has occurred mainly at the lower levels of productivity (0-4 publications), and particularly at the assistant professor level. The gender gap remains relatively unchanged at higher levels of productivity (5 or more publications in the past two years).

Table 9

Number of Published or Accepted Professional Writings During the Most Recent Two Years, by Gender and Rank (percentages)

Number of writings	Full Professor			Associate Professor			Assistant Professor		
	Men	Women	Difference (W-M)	Men	Women	Difference (W-M)	Men	Women	Difference (W-M)
<i>None</i>									
1989	33	48	+15	39	44	+5	36	48	+12
1998	28	38	+10	34	37	+3	31	36	+5
<i>1-2</i>									
1989	26	26	0	29	29	0	30	28	-2
1998	26	27	+1	31	31	0	33	35	+2
<i>3-4</i>									
1989	20	14	-6	18	17	-1	20	16	-4
1998	22	19	-3	21	22	+1	23	21	-2
<i>5 or more</i>									
1989	21	12	-9	15	10	-5	14	8	-6
1998	25	16	-9	15	11	-4	13	9	-4

Academic Climate for Women

In terms of the climate for women faculty, there is some good news: Significantly fewer women experience stress from “subtle discrimination” today as compared to a decade ago (35 percent in 1998, down from 48 percent in 1989). Nevertheless, women remain more stressed about subtle discrimination than do men, with 17 percent of men reporting such stress. Additional results also reflect workplace challenges faced by women faculty, with women more likely than men to experience stress resulting from the review and promotion process (52 percent among women, 43 percent among men), more likely to be sexually harassed at their institution (10 percent among women, 3 percent among men), and more likely to consider leaving academe for another job (39 percent among women, 33 percent among men). Further, women are less likely than men are to believe that female faculty at their institution are treated fairly (74 percent among women, 91 percent among men), and are less likely to be satisfied with job security (68 percent among women, 78 percent among men).

Adding to the challenges women faculty face on the job are the many pressures they face in their personal lives. Though male and female faculty members tend to have roughly the same number of children, women are more likely than men are to interrupt their career for health or family reasons (29 percent among women, 6 percent among men), to experience stress from managing household and child care responsibilities (81 percent among women, 66 percent among men), and to spend at least seventeen hours per week tending to household and child care responsibilities (31 percent among women, 15 percent among men). Given these results, it is perhaps not surprising that women are also more likely than men are to experience stress due to the “lack of personal time” (88 percent of women, 75 percent of men).

Summary

This report is based on survey data collected in 1998-99 from a national sample of 33,785 faculty members at 378 colleges, universities, and community colleges. Data have been weighted to approximate the results that would have been obtained if all college faculty in all accredited institutions across the country had responded. Following are some of the survey highlights:

- Two-thirds of faculty feel that keeping up with information technology is a significant source of stress, a finding that is likely linked to the high level of computer use reported among faculty: The vast majority regularly use the computer for correspondence, and over half use computers on a regular basis to conduct scholarly writing and to work from home.
- Regardless of tenure status, faculty of all ranks have become increasingly supportive of tenure in recent years. Not surprisingly, the strongest advocates for the tenure system are the most highly ranked tenured faculty.
- Despite an increasingly diverse student population, faculty at American colleges and universities remain predominantly white. The consistently low minority representation among recent faculty hires suggests that institutions are not making significant progress toward diversifying the professoriate.

- While a growing number of faculty perceive their institutions as being committed to community service and social activism, such gains are not evident with respect to the faculty's own goals and commitments.
- During the past decade, faculty have developed more favorable attitudes toward their jobs, their colleagues, and their institutions. However, improvements in the academic climate have been accompanied by increasing pressures faced by faculty in their personal lives: managing household responsibilities, caring for elderly parents, and their own physical health.
- Despite gains made by faculty women in terms of position, salary, and scholarly productivity, gender disparities persist in each of these areas. Additionally, women's perception of the academic climate remains less favorable than men's perception, particularly with respect to their experiences with discrimination, the review and promotion process, and job security. Faculty women also continue to face significant demands on their personal time, most notably due to household and child care responsibilities.

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National Normative Data for
the 1998-99 HERI Faculty Survey

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Number of Respondents	33,785	31,477	2,308	6,451	4,138	8,575	12,313	5,216	2,043	5,054	2,115	193
Gender												
male	63.8	67.0	53.1	71.4	72.0	64.5	62.0	63.9	54.8	63.9	53.2	52.2
female	36.2	33.0	46.9	28.6	28.0	35.5	38.0	36.1	45.2	36.1	46.8	47.8
Age as of December 31, 1998												
less than 30	2.1	2.1	2.2	1.4	2.0	2.2	2.7	3.1	1.3	3.1	2.2	2.2
30 to 34	6.5	6.8	5.3	5.7	7.2	6.7	8.3	8.1	8.7	8.2	4.4	24.5
35 to 39	11.0	11.4	9.5	11.8	12.9	10.2	11.8	12.2	11.0	11.8	9.7	6.7
40 to 44	14.0	14.6	12.3	13.9	14.5	14.5	15.6	15.4	13.3	17.2	12.3	13.3
45 to 49	16.8	16.0	19.3	16.1	13.3	16.2	17.2	16.4	18.1	17.7	19.3	18.7
50 to 54	18.1	17.1	21.7	17.4	15.5	17.6	16.6	17.2	16.9	15.8	22.3	10.0
55 to 59	16.8	16.5	18.0	17.0	15.0	18.2	14.2	13.4	15.3	14.4	18.1	15.8
60 to 64	9.8	10.6	7.2	11.5	11.1	10.7	9.0	9.1	9.1	8.8	7.3	3.8
65 to 69	3.6	3.7	3.0	3.9	6.2	2.8	3.4	3.8	4.9	2.0	3.0	2.9
70 or more	1.3	1.3	1.4	1.3	2.2	0.9	1.1	1.2	1.4	0.9	1.4	2.0
Academic Rank												
professor	33.4	36.9	21.7	40.9	41.7	35.3	30.9	32.8	24.0	32.4	22.2	11.2
associate professor	25.3	28.7	14.1	29.5	27.5	27.7	29.5	28.6	33.8	28.3	14.0	15.6
assistant professor	22.2	25.1	12.5	21.6	22.6	26.6	29.2	26.0	34.3	30.5	12.1	20.7
lecturer	2.8	3.1	1.6	3.1	3.9	4.0	1.4	1.8	1.7	0.8	1.7	0.0
instructor	14.7	5.0	47.0	3.7	2.9	5.6	7.2	8.3	5.4	6.9	46.8	50.8
other	1.6	1.2	3.0	1.2	1.3	0.8	1.7	2.6	0.8	1.2	3.1	1.6
Administrative Title												
not applicable	76.9	75.9	80.4	79.3	76.3	77.8	68.4	69.5	68.4	67.0	81.0	67.0
director or coordinator	10.2	10.6	8.9	10.2	11.4	10.2	11.2	11.0	12.1	10.8	8.8	11.3
department chair	7.7	8.1	6.2	3.9	6.0	7.7	15.7	14.7	15.1	17.2	5.7	15.4
dean	0.2	0.2	0.1	0.2	0.1	0.2	0.5	0.3	0.2	0.9	0.1	0.3
associate or assistant dean	0.5	0.6	0.1	0.6	0.6	0.5	0.8	1.1	0.4	0.7	0.1	0.0
vice-pres, provost, vice-chanc	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.0
president, chancellor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
other	4.5	4.5	4.4	5.8	5.5	3.6	3.4	3.2	3.7	3.3	4.3	6.0
Principal Activity												
administration	3.1	3.7	1.4	4.0	2.8	4.1	3.1	3.0	3.1	3.3	1.4	1.8
teaching	90.6	88.5	97.4	79.7	85.5	93.0	95.6	95.3	96.6	95.4	97.4	97.7
research	5.3	6.9	0.1	15.1	11.1	2.0	0.5	1.0	0.1	0.2	0.1	0.0
services to clients and patients	0.4	0.3	0.8	0.5	0.4	0.3	0.2	0.1	0.1	0.4	0.8	0.0
other	0.5	0.6	0.3	0.7	0.2	0.6	0.5	0.5	0.1	0.7	0.3	0.5
Racial Background (1)												
White/Caucasian	91.7	91.5	92.4	91.3	91.3	91.1	92.5	89.8	92.9	95.7	92.1	98.2
African American/Black	2.6	2.6	2.6	2.3	2.5	2.6	2.9	4.6	1.9	1.3	2.7	0.6
American Indian	2.0	1.4	4.2	1.2	0.7	1.7	1.5	2.1	0.8	1.3	4.3	3.0
Asian American/Asian	3.3	3.6	2.2	4.2	3.9	3.6	2.5	3.1	2.6	1.6	2.3	0.4
Mexican American/Chicano	1.0	0.8	1.4	0.9	0.8	0.9	0.7	0.9	0.8	0.5	1.5	0.0
Puerto Rican American	0.4	0.4	0.6	0.3	0.3	0.4	0.4	0.3	0.6	0.2	0.7	0.0
other Latino	1.3	1.3	1.1	1.5	1.5	1.0	1.4	1.7	1.5	1.0	1.1	0.0
other	2.0	1.8	2.5	1.7	1.8	2.1	1.6	2.0	1.3	1.3	2.6	1.0

(1) Percentages will sum to more than 100.0 if any respondents marked more than one category.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Highest Degree Earned												
bachelor's (B.A., B.S., etc.)	2.4	0.7	7.9	0.7	0.7	0.6	1.0	1.0	1.0	1.0	8.2	1.7
master's (M.A., M.S., etc.)	25.2	15.0	59.3	10.7	8.0	16.6	22.4	21.0	18.9	26.5	59.0	63.9
LL.B., J.D.	0.7	0.6	1.0	0.4	1.3	0.6	0.6	0.4	0.9	0.6	1.0	0.6
M.D., D.D.S. (or equivalent)	0.3	0.3	0.4	0.5	0.4	0.2	0.3	0.3	0.1	0.2	0.4	0.2
other first professional	0.5	0.6	0.4	0.6	0.7	0.4	0.7	0.7	0.5	1.0	0.4	0.6
Ed.D.	3.8	4.1	2.7	2.1	1.5	6.7	4.5	4.1	4.1	5.3	2.6	2.9
Ph.D.	61.4	74.7	17.1	81.5	84.7	70.3	65.9	68.5	70.1	59.9	17.2	14.1
other degree	3.8	3.3	5.5	2.9	2.3	3.6	3.8	3.4	3.6	4.6	5.5	6.4
none	1.9	0.7	5.9	0.6	0.4	0.9	0.7	0.6	0.9	0.9	5.7	9.6
Field of Highest Degree (2)												
agriculture or forestry	1.2	1.4	0.6	3.2	0.1	0.8	0.3	0.3	0.1	0.4	0.6	0.0
biological sciences	6.9	6.9	6.8	7.8	5.9	6.3	7.0	6.8	8.0	6.7	7.0	2.9
business	5.5	5.2	6.7	4.4	4.7	6.1	5.2	3.3	7.9	6.0	6.6	8.8
education	13.9	11.4	22.2	8.4	4.4	15.6	13.5	12.0	11.1	16.9	22.2	22.0
engineering	4.6	5.2	2.4	8.5	6.7	4.2	1.4	2.2	0.8	0.9	2.5	0.3
English	7.3	6.6	9.5	5.2	6.0	7.0	8.2	9.2	7.5	7.4	9.3	12.0
health related	5.1	4.1	8.4	4.1	3.3	4.5	4.1	2.7	6.7	4.2	8.7	1.3
history or political science	6.8	7.8	3.5	6.9	11.8	7.2	7.7	8.9	7.3	6.4	3.4	6.4
humanities	9.0	10.3	4.6	9.4	16.3	6.2	14.0	13.8	15.3	13.4	4.5	7.9
fine arts	8.5	9.0	7.0	9.6	6.9	9.1	9.2	9.4	5.2	11.5	6.3	19.5
mathematics or statistics	5.4	5.0	7.0	4.5	5.4	5.5	4.6	4.6	5.1	4.3	7.1	5.9
physical sciences	7.7	8.7	4.5	9.1	10.0	8.3	7.9	9.5	5.9	7.0	4.6	1.0
social sciences	12.0	13.0	8.6	13.2	14.5	12.9	12.3	12.9	13.4	10.9	8.5	9.4
other technical	1.9	1.4	3.3	1.2	1.3	1.8	1.4	1.3	1.9	1.3	3.4	1.4
other non-technical	4.3	4.1	5.0	4.7	2.7	4.6	3.2	3.3	3.7	2.8	5.2	1.1
Year Highest Degree Earned												
before 1961	3.3	2.8	4.9	3.2	4.9	2.0	2.4	2.8	2.7	1.8	4.6	11.7
1961 to 1965	4.8	5.1	3.9	7.1	7.4	3.4	3.5	3.8	3.2	3.2	4.0	1.8
1966 to 1970	10.7	10.9	10.1	13.6	12.5	10.3	7.1	8.2	5.9	6.4	10.1	9.6
1971 to 1975	13.6	14.0	12.5	15.2	13.1	14.8	11.5	11.5	11.5	11.6	12.7	7.8
1976 to 1980	12.7	12.9	12.2	13.4	12.8	12.6	12.4	13.0	11.8	12.1	12.3	10.2
1981 to 1985	13.1	12.8	14.1	12.2	11.9	12.2	14.8	15.2	14.8	14.2	14.4	6.2
1986 to 1990	15.5	15.1	16.9	13.6	14.2	16.0	16.4	14.7	18.8	17.3	16.4	26.2
1991 to 1995	17.6	17.8	17.0	15.0	15.7	19.1	20.9	20.6	20.3	21.6	17.0	17.8
1996 to 1998	8.6	8.7	8.5	6.6	7.4	9.6	10.9	10.3	10.9	11.8	8.5	8.7
Degree Currently Working Toward												
bachelor's (B.A., B.S., etc.)	0.8	0.2	3.2	0.2	0.0	0.2	0.1	0.1	0.0	0.1	3.3	0.0
master's (M.A., M.S., etc.)	4.0	1.4	13.3	0.7	0.5	1.4	2.7	2.4	3.6	2.6	13.6	5.5
LL.B., J.D.	0.3	0.1	1.0	0.0	0.0	0.1	0.1	0.1	0.0	0.1	1.0	0.0
M.D., D.D.S. (or equivalent)	0.1	0.1	0.0	0.0	0.0	0.1	0.2	0.4	0.0	0.0	0.0	0.0
other first professional	0.2	0.2	0.2	0.1	0.0	0.1	0.4	0.3	0.1	0.7	0.2	1.4
Ed.D.	2.7	2.0	4.9	1.2	0.4	2.6	3.1	3.3	3.0	3.1	4.1	20.4
Ph.D.	10.6	9.0	16.2	5.7	6.7	10.1	12.7	9.6	11.7	16.9	16.0	20.2
other degree	2.0	1.3	4.3	1.0	0.5	1.3	2.1	1.2	1.7	3.3	4.4	3.1
none	79.4	85.8	57.0	91.0	91.9	84.1	78.6	82.5	80.0	73.2	57.3	49.2

(2) Disaggregated results for this item may be found later in this section.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Department of Current Faculty Appointment (3)												
agriculture or forestry	1.4	1.7	0.7	4.3	0.2	0.8	0.1	0.1	0.0	0.2	0.7	0.0
biological sciences	6.4	6.3	6.7	6.4	5.4	6.1	6.8	6.6	7.9	6.5	6.9	4.0
business	7.1	6.5	9.0	5.1	5.6	7.8	6.9	4.4	10.6	8.1	9.0	8.7
education	7.7	7.9	7.3	5.3	2.7	11.5	9.1	7.8	6.7	12.4	7.0	11.8
engineering	4.5	5.2	2.1	8.5	7.7	3.9	1.1	1.7	0.3	0.6	2.2	0.0
English	8.2	7.2	11.7	5.8	6.5	7.6	8.8	9.5	8.2	8.3	11.7	13.5
health related	6.5	5.4	9.9	6.0	4.3	5.6	4.9	3.1	9.1	4.6	10.3	2.0
history or political science	6.3	7.4	2.7	6.6	11.2	6.8	7.2	8.1	6.8	6.2	2.5	6.2
humanities	8.7	10.0	4.1	9.2	16.4	5.4	14.2	14.3	15.2	13.6	3.9	7.7
fine arts	8.8	9.4	6.5	9.9	7.2	9.7	9.7	9.8	5.1	12.3	5.7	21.3
mathematics or statistics	6.1	5.2	9.4	4.3	5.1	6.0	5.2	5.3	5.7	4.8	9.4	8.8
physical sciences	7.6	8.4	5.0	8.7	8.4	8.3	8.0	9.7	5.8	7.1	5.2	2.2
social sciences	11.6	12.3	9.5	12.1	13.7	12.3	11.8	12.7	11.4	10.9	9.4	10.7
other technical	3.5	2.2	7.6	1.9	2.3	2.7	2.1	2.0	2.7	1.8	7.9	2.2
other non-technical	5.7	5.0	7.8	6.0	3.2	5.4	4.1	4.9	4.6	2.8	8.1	1.2
Year of Appointment at Present Institution												
before 1961	3.2	3.2	3.2	3.3	4.1	2.6	3.4	3.5	3.7	3.1	2.9	8.4
1961 to 1965	2.6	3.0	1.3	3.4	4.8	2.1	2.7	3.3	2.6	2.1	1.3	0.7
1966 to 1970	9.2	9.6	7.7	10.8	9.7	10.4	6.7	7.6	6.3	5.7	8.0	2.5
1971 to 1975	9.0	9.2	8.5	11.3	8.3	9.4	6.4	7.0	5.2	6.3	8.7	5.0
1976 to 1980	9.7	9.9	8.9	11.6	10.1	8.8	8.8	8.4	9.5	9.0	9.1	5.7
1981 to 1985	10.9	11.1	10.2	11.0	11.0	10.3	12.2	12.4	12.5	11.8	10.6	3.1
1986 to 1990	17.1	16.8	18.0	16.5	15.6	16.9	17.9	17.9	18.9	17.3	18.2	13.9
1991 to 1995	20.4	20.0	21.9	18.2	20.3	20.0	22.2	21.8	22.9	22.2	21.7	26.5
1996 to 1998	18.0	17.3	20.3	13.8	16.0	19.4	19.6	18.0	18.4	22.5	19.6	34.3
Tenured?												
yes	55.6	60.9	38.4	67.9	64.5	61.3	49.2	49.1	52.3	47.3	39.2	24.5
no	44.4	39.1	61.6	32.1	35.5	38.7	50.8	50.9	47.7	52.7	60.8	75.5
Year Received Tenure												
before 1961	0.6	0.5	0.9	0.6	0.6	0.4	0.6	0.7	0.4	0.7	0.8	1.1
1961 to 1965	1.0	1.2	0.4	1.1	2.7	0.7	1.0	1.5	0.8	0.4	0.4	0.0
1966 to 1970	5.9	6.0	5.6	6.4	9.7	4.8	4.5	5.8	3.1	3.5	5.6	7.1
1971 to 1975	13.8	13.6	14.7	15.7	13.2	13.6	9.9	11.6	9.2	8.0	15.0	4.6
1976 to 1980	14.5	14.7	13.2	16.6	14.0	14.9	11.5	12.7	10.3	10.6	13.5	5.1
1981 to 1985	14.3	14.5	13.6	15.9	15.0	13.0	13.8	12.7	13.9	15.3	13.9	3.4
1986 to 1990	15.4	15.9	12.7	15.5	14.9	15.7	18.0	17.5	18.4	18.5	12.9	7.7
1991 to 1995	20.6	20.1	23.4	17.6	18.3	21.7	23.2	22.2	23.4	24.6	23.3	26.1
1996 to 1998	13.8	13.5	15.5	10.5	11.7	15.3	17.5	15.2	20.5	18.4	14.6	44.9

(3) Disaggregated results for this item may be found later in this section.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Salary is Based On												
9/10 months	77.2	78.4	73.0	79.2	75.6	82.5	73.0	69.3	79.4	74.1	73.4	66.2
11/12 months	22.8	21.6	27.0	20.8	24.4	17.5	27.0	30.7	20.6	25.9	26.6	33.8
Base Salary (in Thousands) for: Faculty on 9/10 Month Contracts												
less than 20	3.2	1.3	10.0	1.1	1.3	1.1	1.7	1.6	2.1	1.6	10.3	4.9
20 to 29	4.3	3.3	8.2	2.6	2.5	3.0	5.1	5.0	2.2	7.2	7.3	26.5
30 to 39	18.8	16.8	26.0	9.3	5.2	20.7	28.0	23.3	28.2	33.8	24.9	50.0
40 to 49	24.8	24.5	25.5	20.7	16.9	27.5	29.9	26.0	32.1	33.2	26.0	14.6
50 to 59	18.2	19.4	14.3	19.2	18.1	20.3	18.8	20.6	19.8	15.9	14.8	3.1
60 to 69	13.5	15.2	7.7	18.0	16.1	16.5	8.5	9.6	11.1	5.4	8.0	0.1
70 to 79	8.0	9.2	3.8	12.8	12.7	7.7	4.1	6.3	3.0	2.1	4.0	0.0
80 to 89	4.1	4.5	2.5	7.2	8.9	1.9	2.1	4.1	0.8	0.5	2.7	0.0
90 to 99	2.3	2.6	1.4	4.3	5.8	0.8	1.0	2.2	0.2	0.0	1.4	0.0
100 to 124	2.1	2.5	0.3	3.9	8.4	0.4	0.6	1.1	0.2	0.1	0.3	0.7
125 to 149	0.5	0.6	0.1	0.6	3.2	0.0	0.1	0.1	0.2	0.1	0.1	0.0
150 or more	0.2	0.2	0.3	0.1	0.8	0.1	0.0	0.0	0.0	0.0	0.3	0.0
Faculty on 11/12 Month Contracts												
less than 20	5.6	1.1	17.6	0.9	0.6	1.0	1.6	1.7	1.3	1.5	17.9	12.6
20 to 29	5.0	3.8	8.2	2.2	0.9	4.5	6.4	5.2	3.8	9.4	7.2	25.8
30 to 39	18.0	17.2	20.4	6.1	6.7	20.4	31.1	26.4	36.3	35.8	18.9	50.2
40 to 49	22.3	21.5	24.5	17.0	21.9	19.2	28.3	27.1	26.5	31.1	25.6	4.8
50 to 59	16.7	17.7	14.1	17.7	19.2	18.6	16.2	16.8	16.6	15.0	14.5	6.7
60 to 69	11.4	13.0	7.2	15.8	15.4	13.6	8.3	9.7	10.6	5.2	7.6	0.0
70 to 79	7.4	8.6	4.1	10.8	10.7	10.2	3.8	5.4	3.3	1.5	4.3	0.0
80 to 89	5.6	7.0	1.9	11.8	8.4	5.6	2.4	4.6	0.3	0.0	2.0	0.0
90 to 99	3.2	3.9	1.4	6.2	5.5	3.7	1.0	1.4	1.1	0.4	1.4	0.0
100 to 124	3.6	4.8	0.3	8.6	7.8	3.0	0.9	1.7	0.2	0.1	0.3	0.0
125 to 149	0.6	0.8	0.0	1.8	1.3	0.2	0.0	0.1	0.0	0.0	0.0	0.0
150 or more	0.5	0.6	0.3	1.2	1.6	0.0	0.0	0.0	0.0	0.1	0.4	0.0
Father's Education												
8th grade or less	13.6	12.9	15.7	12.4	10.5	14.9	12.1	11.6	13.5	12.0	15.6	19.1
some high school	8.9	8.3	10.9	8.1	7.5	8.7	8.7	9.0	9.0	8.3	11.2	5.3
completed high school	23.0	21.3	28.3	20.1	19.6	22.9	21.8	18.9	26.5	22.9	28.1	33.4
some college	14.9	14.6	15.7	14.2	12.6	15.4	15.2	16.2	13.9	14.8	15.8	14.3
graduated from college	14.7	15.7	11.7	16.8	16.5	14.9	14.7	14.4	13.9	15.4	11.6	14.7
attended grad/prof school	5.9	6.2	4.7	6.3	7.3	5.5	6.4	7.3	5.9	5.6	4.8	2.3
attained advanced degree	19.1	20.9	12.9	22.1	25.9	17.7	21.0	22.6	17.3	21.0	13.0	10.8
Mother's Education												
8th grade or less	9.1	8.8	10.3	8.5	7.6	9.9	8.1	7.6	10.6	7.4	10.3	9.4
some high school	8.3	8.0	9.5	7.3	7.8	8.9	7.6	7.4	9.0	7.1	9.7	5.2
completed high school	33.5	32.4	37.3	32.1	29.2	33.5	33.1	31.3	35.8	34.0	37.7	28.9
some college	18.3	17.9	19.4	17.8	17.1	17.6	18.9	19.0	17.6	19.6	18.8	33.5
graduated from college	16.6	17.6	13.4	18.7	19.2	16.3	17.0	18.3	13.2	17.6	13.4	12.7
attended grad/prof school	4.7	5.2	3.3	5.3	6.1	4.7	5.1	5.4	4.7	4.9	3.3	3.9
attained advanced degree	9.4	10.2	6.8	10.3	13.0	9.2	10.0	11.0	8.9	9.4	6.8	6.3

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges												Two-year Colleges	
	Insts	All		Universities		All		Non-	Catholic	Protestant	Public	Private	Public	Private
		4-year	2-year	Public	Private	Public	Private	sectarian						
Current Marital Status														
married	76.9	76.9	77.2	77.9	77.4	76.0	76.5	75.4	69.9	81.9	77.4	72.6		
unmarried, living with partner	4.4	4.6	3.7	5.3	5.9	4.3	3.3	4.4	3.6	1.6	3.9	0.8		
single	18.7	18.5	19.1	16.8	16.7	19.8	20.2	20.2	26.5	16.5	18.7	26.5		
Has Respondent Ever Been														
divorced	25.2	24.3	27.9	25.9	22.0	27.6	19.0	20.1	20.8	16.4	28.3	18.6		
widowed	2.7	2.4	3.5	2.0	3.2	2.6	2.2	2.3	1.9	2.4	3.4	4.4		
separated	5.1	4.7	6.3	4.6	3.7	5.6	4.1	4.1	5.1	3.6	6.5	1.7		
Spouse's or Partner's Education														
8th grade or less	0.1	0.1	0.0	0.1	0.0	0.1	0.1	0.1	0.0	0.1	0.0	0.0		
some high school	0.4	0.3	0.6	0.3	0.2	0.3	0.3	0.4	0.2	0.2	0.6	0.4		
completed high school	3.4	2.6	6.0	2.4	1.9	3.1	2.5	2.0	3.0	2.8	6.2	2.3		
some college	10.1	8.4	15.4	7.5	8.3	9.3	8.6	8.8	8.4	8.4	15.3	18.2		
graduated from college	19.8	19.3	21.5	19.3	16.6	20.3	19.6	18.9	15.3	22.8	21.2	26.9		
attended grad/prof school	10.8	10.6	11.4	10.7	9.8	10.2	11.5	12.1	9.8	11.8	11.7	4.7		
attained advanced degree	44.9	47.9	35.1	50.3	53.9	45.1	45.1	46.1	46.2	43.0	35.2	33.0		
does not apply	10.6	10.8	10.0	9.4	9.3	11.6	12.4	11.7	17.0	10.8	9.7	14.6		
Number of Children Aged: (4)														
0 to 4 years														
none	89.0	88.5	90.7	88.5	87.9	89.8	87.0	86.7	88.0	86.7	91.3	79.7		
one	8.2	8.6	6.8	8.5	9.4	7.5	9.9	10.2	9.7	9.7	6.5	14.6		
two	2.5	2.6	2.3	2.6	2.5	2.5	2.8	2.8	2.2	3.2	2.1	5.4		
three	0.2	0.2	0.1	0.3	0.1	0.1	0.3	0.3	0.2	0.4	0.0	0.3		
four or more	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.1	0.0		
5 to 12 years														
none	79.6	79.7	79.6	79.8	77.8	80.8	78.9	80.3	79.8	76.5	79.3	86.5		
one	12.9	12.9	12.8	13.5	13.5	11.9	13.1	12.3	13.2	14.1	12.9	10.2		
two	6.3	6.3	6.4	5.9	6.8	6.1	6.7	6.4	5.6	7.8	6.6	2.2		
three	1.0	1.0	0.9	0.7	1.6	1.0	1.1	0.9	1.0	1.4	0.9	1.1		
four or more	0.2	0.2	0.3	0.2	0.3	0.2	0.2	0.1	0.4	0.2	0.3	0.0		
13 to 17 years														
none	82.3	83.0	80.1	82.8	83.8	83.4	82.0	83.2	83.3	79.6	79.8	85.0		
one	13.0	12.4	14.8	12.6	11.5	12.2	13.1	12.0	12.4	15.0	15.1	7.1		
two	4.3	4.2	4.8	4.1	4.2	4.1	4.5	4.5	4.0	4.8	4.6	7.9		
three	0.4	0.4	0.4	0.3	0.6	0.3	0.4	0.4	0.4	0.5	0.4	0.0		
four or more	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0		
18 to 23 years														
none	79.4	81.0	74.3	82.2	81.3	80.0	80.6	82.8	82.6	76.5	73.9	82.3		
one	14.2	13.3	17.4	12.7	12.6	14.1	13.2	12.2	11.9	15.4	17.8	10.4		
two	5.5	4.9	7.5	4.5	5.0	5.1	5.3	4.2	4.7	7.1	7.5	7.0		
three	0.7	0.7	0.6	0.5	0.9	0.7	0.8	0.7	0.7	1.0	0.7	0.4		
four or more	0.1	0.1	0.2	0.0	0.2	0.1	0.1	0.1	0.1	0.1	0.2	0.0		

(4) Results for this item are not comparable to published results in earlier years. See Appendix A for details.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Number of Children Aged: (4)												
24 or more years												
none	66.0	66.9	62.7	65.4	66.7	65.7	70.9	71.5	72.6	69.3	62.2	72.9
one	10.4	10.0	11.6	10.1	9.6	11.0	8.7	8.6	9.0	8.6	11.7	7.9
two	14.3	13.9	15.8	15.1	12.8	14.6	11.7	11.5	9.5	13.4	15.8	14.3
three	6.0	5.9	6.5	6.3	6.3	5.6	5.5	5.5	4.6	6.0	6.7	4.0
four or more	3.3	3.3	3.4	3.0	4.6	3.1	3.1	2.9	4.3	2.7	3.5	1.0
Primary Activity Prior to Taking Current Position (5)												
taught at college/university	35.0	37.8	25.4	37.4	39.0	38.9	36.4	38.2	34.6	35.1	25.5	22.4
full-time non-teaching research	3.7	4.1	2.2	5.6	5.9	3.4	2.2	2.5	2.3	1.8	2.2	3.2
postdoctoral fellowship	4.9	6.3	0.4	9.0	9.8	4.1	3.8	4.5	3.8	2.9	0.4	0.8
full-time acad admin position	2.5	2.4	2.6	2.2	2.0	2.6	2.8	2.9	2.7	2.7	2.4	7.1
prof pos outside higher educ	22.6	17.8	38.7	14.4	12.8	19.8	22.2	19.0	24.2	25.4	39.0	32.8
student	23.4	26.5	12.9	27.7	26.9	25.5	26.0	27.2	25.5	24.8	12.8	15.2
other	7.9	5.0	17.7	3.6	3.6	5.7	6.6	5.8	7.0	7.3	17.7	18.4
General Activities												
held academic admin position	35.7	39.2	24.2	38.4	46.2	36.0	41.1	42.1	42.2	39.1	24.1	25.8
award for outstanding teaching	39.5	39.4	39.8	41.6	36.8	40.0	37.0	39.1	35.5	35.1	39.5	46.1
commute a long distance to work	19.4	16.9	27.7	13.4	16.9	19.3	18.4	18.1	20.5	17.6	27.6	29.4
research/writing on women	23.6	26.0	15.5	26.1	28.5	24.5	26.5	27.2	30.2	23.4	15.7	11.5
spouse/partner works in same city	53.5	56.7	43.4	61.1	61.9	51.9	54.3	53.2	52.6	56.7	43.3	46.4
spouse/partner an academic	31.6	32.1	29.7	32.5	29.5	32.4	32.8	34.9	29.5	32.0	29.5	35.0
research/writing on race/ethnicity	21.9	23.6	16.1	23.8	25.8	23.3	22.8	23.8	26.4	19.3	16.6	5.3
born in the U.S.A.	89.1	87.5	94.3	85.7	81.6	89.7	90.1	87.6	90.5	93.0	94.1	98.7
am a U.S. citizen	95.1	94.4	97.6	93.4	91.2	95.9	95.4	93.9	96.2	96.8	97.5	99.4
interrupted career for health/family	14.4	11.4	24.1	9.2	8.2	13.2	13.8	12.0	15.5	15.2	24.1	24.6
sexually harassed at this inst	5.7	5.6	6.0	5.8	4.6	6.4	4.6	4.7	5.8	3.9	5.9	7.9
plan to work beyond age 70	32.7	33.7	29.3	34.2	41.3	30.2	33.7	33.7	37.8	31.2	28.5	44.4
In the Last Two Years												
had one or more firm job offers	28.1	26.0	35.2	23.4	25.6	26.8	28.7	26.6	28.7	31.4	34.5	49.2
developed a new course	71.6	73.9	63.9	73.3	78.4	71.0	76.5	76.0	79.3	75.3	63.5	71.1
considered early retirement	31.2	30.8	32.7	33.3	23.8	33.9	26.7	26.5	28.9	25.8	33.5	17.9
considered leaving academe	34.9	34.7	35.5	34.3	28.9	37.2	35.0	32.4	38.7	36.3	34.9	46.5
taught at 2+ insts in same term	12.5	9.1	23.6	6.7	7.3	9.4	12.9	14.1	12.3	11.7	23.5	26.2
served as a paid consultant	38.3	40.6	30.8	46.5	43.0	39.8	32.2	32.3	33.9	31.1	30.8	31.4
Institution Experienced Significant Change in Last Decade (5)												
overall mission, purpose	39.3	39.4	39.0	40.4	30.3	50.7	27.4	24.1	30.1	30.0	38.5	47.1
general education	39.5	40.3	37.2	40.6	32.4	42.8	40.5	38.3	41.9	42.5	36.4	54.3
faculty role/reward	35.5	36.4	32.5	36.2	27.8	42.3	33.1	30.9	36.6	34.1	31.2	59.1
governance	36.9	36.7	37.7	33.0	26.7	41.6	40.0	35.2	42.6	44.9	37.2	48.4

(4) Results for this item are not comparable to published results in earlier years. See Appendix A for details.

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Scheduled Teaching												
none	0.5	0.5	0.5	0.9	0.5	0.4	0.3	0.2	0.3	0.3	0.5	0.4
1 to 4	7.6	8.8	3.7	13.8	16.3	4.3	4.1	5.1	3.3	3.3	3.7	3.7
5 to 8	30.3	35.0	14.8	51.7	49.9	22.9	21.1	25.3	19.1	16.8	14.7	15.4
9 to 12	32.8	37.1	18.5	23.1	26.3	49.0	45.5	42.5	49.5	47.0	18.0	27.8
13 to 16	16.2	12.1	29.8	6.1	4.5	15.4	19.9	18.5	19.5	22.0	29.8	30.2
17 to 20	7.6	4.3	18.2	3.1	1.5	5.3	6.2	5.5	6.4	6.9	18.6	10.7
21 to 34	4.6	1.8	13.8	1.3	0.8	2.2	2.6	2.5	1.9	3.3	13.9	11.8
35 to 44	0.2	0.2	0.4	0.1	0.1	0.3	0.1	0.2	0.0	0.1	0.4	0.0
45 or more	0.1	0.1	0.3	0.0	0.0	0.1	0.1	0.1	0.1	0.2	0.3	0.0
Preparing for Teaching												
none	0.4	0.3	0.4	0.6	0.3	0.3	0.1	0.1	0.2	0.1	0.4	0.5
1 to 4	9.3	8.6	11.7	10.3	10.2	8.0	6.6	7.9	5.6	5.3	12.0	4.8
5 to 8	23.2	22.7	24.9	26.2	26.3	21.0	18.4	18.6	19.2	17.8	25.1	20.0
9 to 12	25.6	25.9	24.3	26.8	27.6	26.1	23.6	23.3	23.6	24.0	24.3	25.0
13 to 16	16.6	17.2	14.8	16.8	16.2	16.9	18.7	18.7	17.6	19.4	14.2	26.8
17 to 20	13.5	13.9	12.3	11.3	10.7	15.5	16.8	17.0	17.6	16.1	12.2	13.1
21 to 34	8.9	9.0	8.8	6.6	7.2	9.5	12.3	11.4	12.7	13.3	8.8	8.3
35 to 44	1.7	1.6	2.1	1.0	1.2	1.9	2.5	2.1	2.7	2.8	2.1	0.5
45 or more	0.7	0.7	0.8	0.4	0.3	0.8	1.0	0.9	0.9	1.1	0.8	0.9
Advising/Counseling of Students												
none	3.7	2.8	6.7	3.1	2.1	3.1	2.2	2.3	1.8	2.2	6.8	4.7
1 to 4	59.7	58.3	64.1	59.6	59.2	57.7	57.1	54.3	58.6	59.9	63.9	67.4
5 to 8	27.5	29.2	21.8	28.5	29.3	29.3	30.1	31.3	29.9	28.5	22.2	14.9
9 to 12	6.6	7.1	5.0	6.6	7.2	6.9	7.8	8.4	7.6	7.0	4.8	9.2
13 to 16	1.6	1.7	1.4	1.4	1.3	1.8	2.0	2.7	1.1	1.7	1.3	3.0
17 to 20	0.6	0.6	0.4	0.6	0.6	0.7	0.6	0.6	0.8	0.4	0.4	0.0
21 to 34	0.3	0.2	0.7	0.2	0.2	0.4	0.2	0.2	0.1	0.1	0.7	0.5
35 to 44	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.3
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.0	0.0
Committee Work & Meetings												
none	6.8	4.4	15.0	4.5	4.7	3.8	4.8	5.4	4.4	4.2	15.4	6.1
1 to 4	66.1	66.1	65.9	63.2	69.4	64.6	70.5	70.2	67.2	72.8	65.5	75.0
5 to 8	21.0	22.9	14.7	24.4	20.3	24.5	20.0	19.2	23.5	19.0	14.7	16.6
9 to 12	4.5	4.8	3.4	5.8	4.1	4.9	3.7	4.1	3.7	3.3	3.5	1.7
13 to 16	1.0	1.2	0.5	1.5	0.9	1.3	0.7	0.7	1.0	0.5	0.5	0.0
17 to 20	0.4	0.5	0.3	0.5	0.4	0.6	0.2	0.3	0.1	0.1	0.4	0.0
21 to 34	0.1	0.1	0.1	0.0	0.2	0.2	0.1	0.1	0.1	0.1	0.0	0.7
35 to 44	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	All Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Other Administration												
none	36.8	34.4	44.9	34.4	35.4	36.0	31.6	31.7	31.5	31.5	45.8	24.4
1 to 4	40.3	41.1	37.7	43.0	42.7	39.0	40.5	40.5	41.9	39.5	37.1	51.2
5 to 8	11.4	12.4	8.3	11.7	11.0	11.7	15.0	16.3	13.7	14.0	8.2	11.0
9 to 12	5.1	5.6	3.6	5.3	5.1	5.9	5.9	5.4	5.7	6.7	3.5	6.8
13 to 16	2.6	2.6	2.5	2.3	3.0	2.6	2.7	2.4	3.1	3.0	2.5	1.9
17 to 20	2.1	2.2	1.7	1.9	1.5	2.7	2.3	1.9	2.4	2.8	1.7	2.0
21 to 34	1.2	1.3	0.9	1.1	0.9	1.5	1.6	1.3	1.4	2.0	0.9	1.8
35 to 44	0.2	0.3	0.2	0.3	0.3	0.3	0.2	0.1	0.2	0.4	0.2	0.1
45 or more	0.2	0.2	0.1	0.1	0.1	0.2	0.2	0.3	0.0	0.2	0.1	0.6
Research and Scholarly Writing												
none	25.3	15.1	59.9	8.0	6.8	16.6	27.5	25.3	23.1	33.0	60.1	54.3
1 to 4	30.2	31.0	27.6	21.0	22.3	37.2	40.7	37.0	44.5	43.4	27.2	36.3
5 to 8	17.3	20.1	7.6	20.7	21.2	20.5	18.1	19.7	19.3	15.3	7.7	4.5
9 to 12	11.0	13.5	2.7	17.6	16.4	12.2	7.9	9.5	7.7	5.7	2.7	3.5
13 to 16	6.2	7.6	1.3	11.2	10.7	6.3	2.9	4.1	2.7	1.3	1.3	1.0
17 to 20	5.3	6.6	0.7	10.9	11.2	4.2	1.6	2.4	1.2	0.7	0.7	0.4
21 to 34	3.3	4.2	0.2	7.4	7.2	2.1	1.1	1.4	1.2	0.5	0.2	0.0
35 to 44	1.0	1.2	0.1	2.1	2.8	0.5	0.1	0.2	0.2	0.0	0.1	0.0
45 or more	0.5	0.7	0.0	1.2	1.3	0.3	0.2	0.3	0.1	0.1	0.0	0.0
Creative Products/Performances												
none	55.0	58.1	45.2	60.9	64.4	54.0	56.9	59.6	55.2	54.4	45.1	47.7
1 to 4	30.0	27.1	39.3	24.4	22.2	30.0	29.3	27.0	31.3	31.0	39.2	41.3
5 to 8	8.3	8.1	8.9	7.6	7.6	8.9	8.1	7.6	9.3	8.1	9.1	4.6
9 to 12	3.4	3.4	3.3	3.7	2.8	3.6	2.8	2.9	2.3	3.0	3.4	1.0
13 to 16	1.4	1.4	1.4	1.6	1.5	1.5	1.2	1.1	1.1	1.4	1.2	3.9
17 to 20	1.0	1.0	1.2	0.9	0.8	1.3	0.8	0.8	0.5	1.0	1.2	1.1
21 to 34	0.5	0.5	0.5	0.6	0.5	0.4	0.6	0.7	0.1	0.7	0.5	0.0
35 to 44	0.2	0.2	0.1	0.3	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.0
45 or more	0.2	0.1	0.2	0.2	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.5
Consultation with Clients or Patients												
none	82.1	83.5	77.6	82.0	87.8	82.2	85.0	87.4	81.3	84.0	77.4	80.9
1 to 4	12.4	11.4	15.5	12.3	8.0	12.6	10.1	8.7	12.2	10.8	15.5	16.8
5 to 8	3.1	2.9	3.6	3.4	2.5	2.9	2.7	2.0	4.0	2.9	3.7	1.9
9 to 12	1.1	1.2	1.0	1.3	0.7	1.2	1.2	1.0	1.6	1.2	1.1	0.0
13 to 16	0.4	0.4	0.6	0.3	0.3	0.4	0.5	0.3	0.6	0.5	0.6	0.4
17 to 20	0.4	0.3	0.9	0.2	0.2	0.4	0.3	0.3	0.2	0.3	0.9	0.0
21 to 34	0.2	0.2	0.4	0.2	0.3	0.2	0.1	0.1	0.1	0.1	0.4	0.0
35 to 44	0.1	0.1	0.3	0.1	0.1	0.1	0.0	0.0	0.0	0.1	0.3	0.0
45 or more	0.1	0.1	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Community or Public Service												
none	33.3	32.8	34.6	35.5	44.0	27.5	30.9	36.9	26.1	26.0	35.4	17.8
1 to 4	53.8	54.3	52.1	52.7	44.1	58.4	56.0	51.0	60.9	59.6	51.2	71.5
5 to 8	9.6	9.7	9.3	8.7	8.9	10.5	10.3	9.2	10.4	11.6	9.5	6.5
9 to 12	2.3	2.2	2.6	2.2	1.9	2.5	1.9	1.9	2.0	1.9	2.6	3.5
13 to 16	0.6	0.5	0.9	0.6	0.7	0.4	0.5	0.5	0.5	0.4	0.9	0.7
17 to 20	0.3	0.3	0.4	0.2	0.3	0.4	0.3	0.2	0.1	0.4	0.4	0.0
21 to 34	0.1	0.1	0.0	0.1	0.1	0.2	0.1	0.1	0.0	0.1	0.0	0.0
35 to 44	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Outside Consulting or Freelance Work												
none	66.0	65.3	68.4	62.1	62.1	65.9	70.2	70.1	70.8	70.0	68.8	60.9
1 to 4	23.9	25.6	18.3	28.7	26.9	25.4	21.0	20.8	20.3	21.7	18.2	20.7
5 to 8	6.1	6.0	6.2	6.4	7.6	5.5	5.4	5.6	5.0	5.4	5.6	17.3
9 to 12	2.2	2.0	2.7	2.0	2.3	1.8	2.1	2.3	2.4	1.7	2.9	0.2
13 to 16	0.7	0.5	1.4	0.5	0.5	0.6	0.6	0.7	0.5	0.7	1.4	0.6
17 to 20	0.4	0.3	0.9	0.2	0.3	0.3	0.3	0.2	0.3	0.4	1.0	0.0
21 to 34	0.3	0.2	0.9	0.1	0.3	0.2	0.1	0.1	0.3	0.1	1.0	0.0
35 to 44	0.2	0.1	0.7	0.0	0.0	0.1	0.1	0.2	0.1	0.0	0.7	0.3
45 or more	0.2	0.0	0.6	0.0	0.0	0.1	0.1	0.0	0.3	0.0	0.6	0.0
Household/Childcare Duties												
none	9.7	10.3	7.9	12.0	11.1	10.2	7.7	8.5	7.5	6.8	8.2	2.5
1 to 4	18.0	18.9	15.3	17.3	18.5	19.9	19.8	18.5	21.2	20.7	15.1	19.8
5 to 8	24.8	25.0	23.9	24.4	24.5	25.0	26.0	27.1	22.4	26.8	23.8	26.7
9 to 12	17.2	16.8	18.8	17.5	16.4	16.0	16.9	16.6	17.4	17.0	18.9	16.2
13 to 16	9.6	9.6	9.6	9.9	9.4	9.6	9.2	9.1	9.3	9.3	9.7	8.0
17 to 20	8.0	7.6	9.2	7.9	7.2	7.8	7.1	6.3	7.4	7.9	9.4	5.4
21 to 34	6.1	5.9	6.7	5.6	6.8	5.6	6.1	6.8	6.0	5.3	6.3	13.7
35 to 44	2.8	2.7	3.2	2.3	3.1	2.6	3.1	3.0	4.0	2.7	3.3	2.1
45 or more	3.9	3.4	5.4	3.2	3.0	3.2	4.0	4.1	4.9	3.4	5.4	5.7
COMPUTER USE IN PAST YEAR: (5)												
Communicated Using E-mail												
daily	73.2	80.3	49.7	86.2	82.6	76.6	75.9	77.1	68.0	79.1	49.1	61.3
2-3 times/week	13.6	11.5	20.2	8.9	10.0	13.6	13.2	12.0	17.5	12.1	20.1	22.0
once a week	3.8	2.6	8.0	1.5	2.3	3.1	3.4	3.3	4.6	3.0	8.2	3.1
1-2 times/month	4.5	3.0	9.4	1.9	2.6	3.4	4.2	4.6	5.3	3.2	9.6	6.4
never	4.9	2.6	12.7	1.6	2.5	3.2	3.2	3.0	4.7	2.7	12.9	7.3
Conducted Research Using Internet												
daily	13.1	14.1	9.7	16.9	17.9	12.5	10.6	11.3	9.9	10.2	9.5	14.8
2-3 times/week	21.8	22.8	18.5	23.0	21.6	22.7	23.4	23.7	23.1	23.2	18.8	11.8
once a week	18.3	18.4	18.2	17.4	17.9	19.3	18.5	17.3	18.4	20.2	17.9	24.6
1-2 times/month	26.9	26.5	28.2	25.1	24.7	26.7	28.9	28.9	28.0	29.6	28.3	26.8
never	19.9	18.2	25.3	17.6	17.9	18.8	18.5	18.8	20.7	16.7	25.4	22.0

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
COMPUTER USE IN PAST YEAR: (5)												
Used On-line Discussion Groups												
daily	5.3	6.0	3.3	6.8	4.6	6.1	5.5	5.5	6.3	5.0	3.4	1.2
2-3 times/week	5.4	5.8	4.1	6.1	5.8	5.8	5.5	5.2	5.7	5.9	4.1	4.2
once a week	6.1	6.5	4.7	7.0	6.5	6.1	6.3	6.0	6.9	6.5	4.3	12.4
1-2 times/month	15.4	15.7	14.6	15.1	14.0	16.3	16.5	16.1	15.8	17.5	14.7	11.7
never	67.7	66.0	73.3	64.9	69.0	65.7	66.1	67.2	65.3	65.1	73.5	70.4
Worked from Home												
daily	31.0	31.2	30.2	31.8	33.3	31.0	29.7	29.4	32.7	28.3	30.6	22.7
2-3 times/week	23.8	25.0	19.6	25.4	26.6	25.4	23.2	22.8	23.1	23.7	19.5	21.2
once a week	13.5	13.7	12.5	14.7	13.6	13.7	12.6	12.1	12.7	13.2	12.3	16.9
1-2 times/month	12.6	13.2	10.5	14.3	12.8	12.4	13.2	13.5	11.8	13.5	10.4	13.1
never	19.2	16.8	27.1	13.9	13.8	17.6	21.4	22.2	19.6	21.3	27.2	26.2
Wrote Memos/Letters												
daily	62.2	67.1	45.6	72.5	70.1	64.4	62.1	63.1	60.5	61.6	45.1	57.1
2-3 times/week	22.9	21.8	26.4	19.2	20.2	23.2	24.4	23.4	25.2	25.1	26.5	24.1
once a week	6.7	5.5	10.8	4.3	5.2	5.8	6.9	7.1	6.4	7.0	11.1	5.2
1-2 times/month	4.7	3.0	10.2	1.8	2.2	3.5	4.3	4.3	4.6	4.1	10.4	6.6
never	3.5	2.5	6.9	2.2	2.3	3.1	2.4	2.1	3.3	2.2	6.9	6.9
Conducted Scholarly Writing												
daily	35.1	40.6	16.4	52.2	52.3	34.6	27.0	29.9	27.2	23.2	16.3	20.1
2-3 times/week	19.1	21.5	11.2	22.9	22.6	21.4	19.1	19.3	20.4	17.9	11.3	9.8
once a week	12.1	12.7	10.1	9.7	10.1	14.8	15.3	14.4	16.2	15.9	10.0	13.6
1-2 times/month	15.5	13.9	20.9	8.2	7.8	16.9	20.8	19.1	20.4	23.3	21.1	18.2
never	18.2	11.3	41.3	7.1	7.2	12.3	17.8	17.3	15.8	19.7	41.4	38.2
Conducted Data Analysis												
daily	15.8	17.9	8.8	24.3	21.2	15.7	10.5	11.3	11.4	9.0	8.8	10.3
2-3 times/week	11.1	11.5	9.4	13.2	11.5	11.7	9.1	9.3	9.2	8.9	9.5	7.7
once a week	11.5	11.9	10.1	11.8	10.2	12.9	11.5	11.8	10.9	11.6	10.3	5.6
1-2 times/month	21.3	20.7	23.4	18.6	17.7	23.0	22.0	19.8	23.4	24.2	23.3	24.9
never	40.3	38.0	48.3	32.1	39.3	36.8	46.8	47.9	45.0	46.4	48.1	51.4
Created Presentations												
daily	19.0	19.9	16.0	23.8	21.4	19.1	15.0	14.5	16.4	15.0	15.8	20.3
2-3 times/week	18.5	18.4	18.8	19.7	16.5	18.6	17.4	16.4	17.0	19.0	19.0	13.8
once a week	15.3	15.3	15.2	15.7	13.2	15.8	15.1	13.8	15.9	16.3	15.2	15.4
1-2 times/month	26.9	27.0	26.6	24.8	25.3	28.2	29.1	29.7	28.5	28.6	26.5	30.0
never	20.3	19.4	23.4	16.0	23.5	18.3	23.4	25.7	22.2	21.0	23.6	20.5

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		All					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
NUMBER OF: Articles in Academic or Professional Journals												
none	25.9	16.3	58.1	8.6	7.7	18.3	28.7	27.3	23.7	33.7	57.9	63.3
1 to 2	17.7	15.8	24.0	9.5	10.7	18.8	23.2	20.1	24.6	26.4	23.9	27.3
3 to 4	12.1	13.2	8.2	9.4	11.2	15.8	16.1	16.4	17.7	14.7	8.5	3.2
5 to 10	16.2	19.2	6.4	18.0	20.2	21.4	17.0	17.0	20.6	14.8	6.5	3.4
11 to 20	11.4	14.2	2.1	17.7	17.9	13.2	8.8	10.5	8.8	6.7	2.2	1.7
21 to 50	10.6	13.5	0.8	22.3	17.8	9.5	4.7	6.5	3.6	2.9	0.8	1.1
51+	6.0	7.8	0.3	14.4	14.5	3.1	1.4	2.1	1.0	0.8	0.3	0.0
Chapters in Edited Volumes												
none	55.6	46.7	85.4	31.5	29.2	57.5	62.8	57.9	62.6	69.3	85.3	87.8
1 to 2	21.6	25.0	10.3	25.3	25.7	25.4	23.5	25.0	25.5	20.3	10.2	11.2
3 to 4	10.6	12.9	2.7	17.9	16.4	10.0	8.1	9.6	7.8	6.4	2.7	0.9
5 to 10	7.8	9.8	1.0	15.4	17.6	5.1	4.2	5.3	3.0	3.3	1.1	0.1
11 to 20	2.9	3.7	0.2	6.5	7.0	1.5	1.1	1.6	0.7	0.5	0.2	0.0
21 to 50	1.3	1.6	0.3	2.9	3.4	0.4	0.3	0.5	0.3	0.1	0.3	0.0
51+	0.3	0.3	0.1	0.5	0.8	0.1	0.1	0.1	0.0	0.0	0.1	0.0
Books, Manuals, Monographs												
none	56.9	52.0	73.1	42.3	40.3	57.2	64.7	61.4	64.3	69.2	72.6	85.3
1 to 2	26.9	29.4	18.6	32.4	32.6	27.9	25.5	27.5	27.0	22.1	18.8	12.3
3 to 4	9.1	10.3	5.0	13.6	14.4	8.5	6.1	6.6	5.5	5.8	5.2	1.6
5 to 10	5.3	6.1	2.6	8.4	9.4	4.7	2.9	3.6	2.6	2.2	2.7	0.9
11 to 20	1.4	1.7	0.5	2.4	2.7	1.3	0.6	0.7	0.4	0.6	0.5	0.0
21 to 50	0.4	0.4	0.2	0.7	0.4	0.3	0.2	0.2	0.1	0.2	0.2	0.0
51+	0.1	0.1	0.0	0.2	0.2	0.1	0.1	0.1	0.2	0.0	0.0	0.0
Exhibitions or Performances in the Fine/Applied Arts Presented												
none	81.6	82.3	79.4	83.8	85.0	81.2	80.3	80.4	84.1	77.9	79.9	67.0
1 to 2	4.3	3.8	5.9	3.1	3.9	3.7	4.7	5.1	4.1	4.5	5.6	12.9
3 to 4	2.4	2.1	3.5	1.8	2.2	2.3	2.3	2.3	2.0	2.4	3.4	5.7
5 to 10	2.4	2.2	3.1	2.2	1.6	2.3	2.5	2.4	2.8	2.5	3.1	2.6
11 to 20	1.7	1.7	1.9	1.5	1.2	2.0	1.8	1.8	1.6	2.0	1.9	2.1
21 to 50	2.4	2.4	2.5	2.0	1.7	2.6	2.8	2.4	2.5	3.5	2.6	1.0
51+	5.1	5.6	3.7	5.6	4.3	5.9	5.6	5.6	3.0	7.2	3.5	8.7
Professional Writings Published or Accepted for Publication in the Last Two Years												
none	40.7	29.7	77.3	16.7	16.4	35.2	46.9	43.3	43.9	53.4	77.4	75.9
1 to 2	27.2	30.2	17.3	26.1	27.2	34.1	31.9	31.2	36.0	30.2	17.3	17.8
3 to 4	18.0	22.4	3.5	29.0	27.1	19.9	14.3	16.7	13.8	11.5	3.4	4.4
5 to 10	11.3	14.3	1.4	22.6	22.6	9.0	5.9	7.5	5.4	4.0	1.4	1.9
11 to 20	2.1	2.7	0.1	4.5	5.3	1.4	0.8	1.1	0.5	0.6	0.1	0.0
21 to 50	0.6	0.6	0.4	1.1	1.4	0.3	0.2	0.2	0.1	0.2	0.4	0.0
51+	0.1	0.1	0.0	0.1	0.0	0.2	0.1	0.0	0.2	0.1	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	Insts	All		Universities		All					Two-year Colleges	
4-year		2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private	
COURSES TAUGHT IN:												
General Education												
none	49.0	52.0	39.7	60.8	60.8	49.0	41.9	42.1	48.3	38.1	39.9	36.2
one	22.0	25.6	11.0	27.8	23.9	23.4	26.6	28.2	19.0	29.1	11.1	7.8
two	14.0	13.6	15.2	8.1	10.0	16.3	18.0	16.7	18.5	19.4	15.3	12.9
three	7.1	5.6	11.9	2.2	4.0	7.2	8.2	7.2	9.0	9.1	11.9	11.7
four	3.8	2.2	8.8	0.7	0.7	2.9	3.9	4.0	4.6	3.2	8.8	7.6
five or more	4.0	1.0	13.4	0.4	0.6	1.3	1.3	1.8	0.7	1.2	12.9	23.9
Other BA or BS Undergraduate Credit Courses												
none	11.7	7.0	30.3	7.5	6.8	6.7	6.7	7.4	7.0	5.8	31.0	18.8
one	29.5	33.8	12.4	46.5	46.6	25.0	22.0	24.0	20.0	20.7	12.5	10.8
two	29.0	31.3	20.0	31.6	29.8	31.0	32.3	34.6	29.0	31.2	19.9	20.7
three	16.4	17.6	11.7	10.6	13.3	21.9	23.3	21.6	24.0	25.1	11.4	17.6
four	8.3	7.3	12.3	2.6	2.5	11.3	10.6	8.3	14.6	11.4	11.9	18.6
five or more	5.1	3.0	13.3	1.3	0.9	4.1	5.0	4.2	5.3	5.9	13.3	13.5
Non-BA Credit Courses (developmental or remedial)												
none	88.2	95.1	68.9	95.7	96.7	94.3	94.8	94.6	94.1	95.5	68.7	72.9
one	4.7	2.8	9.8	2.8	2.6	2.8	3.1	2.3	4.6	3.2	9.6	14.6
two	3.3	0.9	9.8	0.7	0.4	1.1	1.1	1.4	1.0	0.7	10.0	5.8
three	1.8	0.5	5.4	0.4	0.2	0.6	0.6	1.1	0.1	0.4	5.5	3.5
four	1.1	0.3	3.4	0.1	0.1	0.7	0.2	0.2	0.0	0.2	3.5	2.7
five or more	0.9	0.3	2.7	0.2	0.0	0.5	0.3	0.5	0.2	0.1	2.8	0.4
Graduate Courses												
none	61.1	52.7	98.0	35.2	39.6	60.5	79.0	80.4	67.9	84.4	97.9	100.0
one	31.8	38.9	1.1	54.6	52.7	31.1	15.0	14.2	22.7	11.2	1.1	0.0
two	5.5	6.7	0.5	8.5	6.4	6.3	4.3	3.9	6.8	3.2	0.5	0.0
three	1.2	1.4	0.1	1.4	1.1	1.6	1.2	1.0	2.0	1.0	0.1	0.0
four	0.2	0.3	0.0	0.3	0.2	0.2	0.3	0.4	0.5	0.2	0.0	0.0
five or more	0.1	0.1	0.3	0.1	0.0	0.1	0.1	0.1	0.1	0.0	0.3	0.0
Teaching Activities in the Last Two Years												
taught honors course	20.4	22.8	12.1	27.8	30.7	16.6	20.0	20.6	23.3	17.4	12.1	12.1
taught interdisciplinary course	38.3	41.7	26.4	44.4	48.9	33.5	45.3	48.7	42.6	42.4	26.3	26.9
taught ethnic studies course	9.4	9.3	9.6	8.0	10.5	8.4	11.8	11.4	13.6	11.2	9.3	16.3
taught women's studies course	7.5	8.4	4.3	6.8	11.7	7.3	10.3	12.1	10.7	7.7	3.8	12.5
team-taught a course	38.1	39.8	32.3	45.1	41.3	33.6	40.0	39.7	37.8	41.8	32.6	26.9
taught a service learning course	23.1	24.1	19.8	24.8	22.4	25.9	21.7	22.5	20.5	21.2	19.9	16.7
worked w/students on project	68.7	76.5	40.6	84.4	82.3	72.5	67.8	70.1	68.0	64.6	40.6	41.4
used funds for research	45.2	54.7	11.1	67.1	65.1	47.3	41.6	47.4	39.9	34.7	11.1	11.8
in teaching enhancement workshop	59.0	56.6	66.9	51.5	44.7	60.2	64.5	63.1	68.6	63.9	66.9	67.1
put/collected assign on Internet (5)	35.9	39.0	25.2	43.9	43.4	35.6	34.5	35.0	33.6	34.5	25.2	25.4
taught course excl on Internet (5)	2.3	2.2	2.6	2.3	1.8	2.6	1.6	1.5	2.2	1.3	2.6	2.6

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges										Two-year Colleges	
	Insts	All		Universities		Four-year Colleges					Public	Private
		4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant		
Primary Interest												
very heavily in teaching	35.7	25.7	68.9	14.6	12.6	31.0	40.4	36.0	40.4	46.2	69.1	64.7
leaning toward teaching	37.1	40.6	25.7	35.9	35.5	44.7	43.8	43.9	44.7	43.2	25.4	31.1
leaning toward research	23.8	29.6	4.8	42.7	44.4	21.9	14.6	18.5	13.9	9.8	4.9	3.4
very heavily in research	3.3	4.2	0.6	6.8	7.5	2.4	1.2	1.7	0.9	0.7	0.6	0.8
Scholarly Work Conducted: by Respondent Alone												
none	16.2	11.7	33.0	9.9	7.6	12.4	15.4	14.6	13.7	17.6	32.8	37.7
some	24.0	27.7	10.6	36.1	29.9	25.4	17.6	18.3	19.8	15.2	10.3	17.0
most	26.2	29.2	15.3	30.2	31.0	30.4	25.0	25.8	26.4	23.1	15.3	14.8
all	33.5	31.5	41.1	23.7	31.4	31.8	42.0	41.2	40.2	44.1	41.6	30.4
with One Other Person												
none	37.6	29.9	66.0	20.4	25.0	30.8	45.6	43.4	40.7	51.6	66.1	64.4
some	43.7	49.4	22.5	56.0	55.8	47.5	38.9	42.1	41.0	33.4	22.6	19.3
most	16.2	18.7	6.9	22.3	18.1	19.2	13.0	12.5	15.6	12.0	6.9	6.8
all	2.5	1.9	4.7	1.3	1.1	2.5	2.5	2.0	2.7	3.0	4.4	9.5
with Two or More People												
none	53.9	47.7	76.7	35.4	44.2	51.7	62.5	60.5	59.7	66.9	76.9	71.1
some	32.8	37.7	15.3	46.0	39.5	35.9	26.5	26.8	30.3	23.8	15.0	21.3
most	10.0	11.7	4.0	15.9	13.5	9.1	7.9	9.6	6.8	6.2	3.8	6.9
all	3.2	3.0	4.1	2.7	2.8	3.3	3.2	3.2	3.2	3.2	4.2	0.6
Personal Goals Noted as Very Important or Essential												
become authority in own field	54.1	56.6	45.7	66.9	66.2	50.4	46.0	47.4	44.2	45.2	45.6	47.2
influence political structure	14.2	14.3	13.8	14.7	14.1	14.2	13.8	14.6	14.5	12.5	13.6	17.3
influence social values	38.1	37.0	41.7	33.1	36.2	35.8	44.4	42.7	45.5	46.0	41.0	56.2
raise a family	73.5	72.3	77.6	72.7	73.7	70.8	72.9	71.8	66.2	78.4	77.4	82.9
be very well-off financially	37.0	35.3	42.8	38.5	34.9	38.0	27.3	28.7	30.6	23.5	43.3	30.3
help others in difficulty	64.5	62.7	70.4	58.1	58.4	62.2	72.0	69.7	72.1	75.0	69.8	83.4
be involved in environ clean-up	31.0	29.3	36.8	29.1	23.3	31.7	29.3	29.7	30.7	28.0	36.9	34.6
develop philosophy of life	77.5	76.9	79.6	74.0	73.7	76.4	83.2	81.3	83.0	85.7	79.4	83.7
promote racial understanding	58.7	58.3	60.0	55.2	55.2	58.1	64.7	64.0	66.8	64.4	60.1	57.8
obtain recog from colleagues	44.0	47.3	33.1	57.0	57.8	42.0	35.7	37.5	37.5	32.2	33.5	24.7
integrate spirituality into life	54.4	52.5	60.8	43.7	46.8	52.2	67.9	61.0	66.6	77.8	60.0	78.4
be a good colleague	89.8	89.8	90.0	88.4	89.3	89.4	92.4	91.5	91.7	94.0	89.9	91.5
be a good teacher	98.0	97.6	99.2	96.6	96.2	98.1	99.0	98.8	99.2	99.1	99.2	99.5
Reasons Noted as Very Important for Pursuing an Academic Career												
autonomy	69.2	71.0	63.1	73.1	75.8	71.0	65.6	68.0	71.4	58.9	63.2	61.9
flexible schedule	65.2	64.4	67.8	63.2	64.5	66.3	63.2	63.8	68.3	59.4	67.9	66.8
intellectual challenge	84.3	86.9	75.8	89.9	90.9	83.9	84.5	85.2	85.2	83.3	75.8	77.4
intellectual freedom	78.1	79.6	73.3	82.3	83.8	79.3	74.0	76.1	77.7	68.9	73.3	73.5
freedom to pursue interests	75.2	78.4	64.5	82.9	83.9	76.4	72.3	76.3	71.4	67.5	64.6	63.1
opportunities for teaching	70.3	68.0	78.1	60.6	62.2	71.8	76.0	75.0	74.3	78.3	78.1	78.6
opportunities for research	40.1	48.1	13.8	62.3	63.9	39.8	31.4	37.0	31.1	24.1	13.7	16.2
occupational prestige/status	17.4	17.6	16.7	19.0	21.0	18.0	13.4	13.9	15.5	11.4	16.7	17.4
oppty to influence soc change	23.1	21.8	27.2	20.1	19.3	22.6	24.2	23.9	25.7	23.8	27.2	27.7

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Evaluation Methods Used in Most or all Undergraduate Classes												
multiple-choice mid-terms/finals	30.8	26.6	44.7	23.9	16.2	33.1	26.8	22.4	31.5	29.9	44.9	40.1
essay mid-terms/finals	40.9	43.6	31.9	40.9	50.8	40.7	47.5	46.6	50.8	46.7	31.7	34.9
short-answer mid-terms/finals	33.8	35.2	29.3	35.8	33.9	34.4	36.2	34.3	37.3	38.0	29.0	35.1
quizzes	36.7	33.3	47.8	30.7	26.1	37.0	35.4	32.4	39.0	37.4	47.7	49.5
weekly essay assignments	17.9	16.8	21.6	15.8	20.3	15.1	18.7	18.5	19.0	18.8	21.8	17.9
student presentations	32.7	34.1	27.8	31.5	31.5	33.3	40.3	40.5	41.0	39.6	27.4	37.2
term/research papers	34.7	37.4	25.9	36.9	42.0	33.7	40.5	42.4	40.7	37.9	25.1	41.8
stdnt evals of each others' work	13.1	12.9	13.5	12.6	9.7	13.4	14.5	13.7	15.2	15.2	13.3	18.5
grading on a curve	17.5	20.0	9.2	25.6	22.9	17.0	14.9	15.3	14.7	14.3	9.2	8.6
competency-based grading	48.4	46.8	53.5	47.4	48.1	46.8	45.2	45.9	44.0	44.9	53.8	46.4
Instructional Methods Used in Most/All Undergraduate Classes												
class discussions	68.4	67.7	70.7	63.1	68.3	68.0	73.3	73.9	72.4	73.1	70.6	71.6
computer/machine-aided instruct	21.5	19.9	26.7	19.3	16.1	22.2	19.8	18.2	22.7	20.3	26.5	30.5
cooperative learning	37.1	35.5	42.1	31.2	28.7	36.9	42.9	41.0	45.6	43.9	42.2	41.3
experiential learning/field stud	19.3	19.1	19.7	18.1	14.6	20.1	21.6	20.6	21.5	23.0	19.5	22.9
teaching assistants	9.4	11.3	2.9	19.2	19.3	4.4	5.9	7.4	2.9	5.6	3.0	0.3
recitals or demonstrations	18.0	16.8	21.9	17.2	15.6	16.9	16.9	16.7	14.6	18.5	22.0	19.0
group projects	23.4	23.6	22.9	22.8	18.9	24.4	26.1	24.3	29.5	26.3	22.8	25.2
independent projects	33.1	34.1	30.0	32.7	34.4	33.5	36.5	36.4	35.8	37.1	29.6	39.6
extensive lecturing	47.2	48.5	43.0	54.1	52.0	48.0	39.8	38.9	41.7	39.8	43.4	33.1
multiple drafts of written work	16.8	17.3	15.3	16.5	17.5	16.9	18.7	19.1	19.3	17.8	15.4	13.9
readings on racial/ethnic issues	16.7	17.2	15.0	15.7	17.2	16.8	19.6	21.3	21.1	16.6	14.9	15.5
readings on women/gender issues	15.9	16.8	13.0	15.9	17.9	15.5	19.2	21.2	20.0	16.1	13.0	11.6
student-developed activities	13.3	12.5	16.0	11.9	12.1	13.6	11.9	11.5	14.7	10.7	16.3	11.0
student-selected topics	8.6	8.0	10.7	8.2	7.7	7.9	7.9	8.5	8.2	6.9	10.7	11.6
Goals for Undergraduates Noted as Very Important or Essential												
develop ability to think clearly	99.4	99.5	99.3	99.5	99.7	99.3	99.6	99.7	99.5	99.6	99.3	99.1
prepare for employment	70.7	67.2	82.4	64.4	56.1	73.5	68.0	62.1	72.7	73.0	82.5	80.2
prepare for graduate education	56.0	58.3	48.4	53.7	60.0	56.9	65.7	65.7	63.3	67.2	47.8	61.2
develop moral character	57.5	55.5	64.2	46.7	52.6	53.7	71.6	66.6	71.1	78.5	63.1	88.4
provide for emotional develop	38.2	35.3	47.7	28.1	31.3	35.1	47.6	46.1	43.7	51.9	47.2	59.2
prepare for family living	17.8	15.0	27.0	9.5	12.4	15.0	23.8	21.9	19.8	28.6	26.6	37.2
teach classics of western civ	28.4	30.2	22.5	25.6	33.4	28.9	36.7	35.9	35.6	38.5	22.0	33.3
help develop personal values	59.7	57.7	66.3	50.3	52.9	56.4	72.0	68.3	71.9	76.8	65.5	82.5
enhance out-of-class experience	41.2	39.3	47.3	35.3	31.6	42.3	44.7	43.9	44.2	46.0	47.0	52.2
enhance self-understanding	61.8	60.2	66.8	55.0	55.3	60.6	69.5	67.7	71.8	70.5	66.6	70.9
instill commitment to cmty svc	36.2	35.1	39.7	28.6	29.5	36.4	45.3	41.2	47.3	49.3	39.0	53.8
prepare for respons citizenship	60.0	59.0	63.5	53.0	53.8	60.8	67.3	65.6	66.5	70.0	63.2	69.4
enhance apprec of race/eth grps (5)	57.8	56.6	61.5	50.9	51.1	58.0	65.5	64.6	68.5	65.0	61.0	69.7

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		All					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Agrees Strongly or Somewhat												
fac interest in stdnts pers prob	76.0	72.9	86.4	60.1	69.2	74.4	90.1	87.6	88.2	94.7	86.2	90.1
people don't respect each other	32.7	33.4	30.4	38.0	26.3	36.9	26.3	27.3	29.3	23.1	30.5	28.5
students well prep academically	28.2	30.7	20.3	24.4	51.3	21.9	40.3	41.6	28.7	45.4	20.5	15.6
Stdnt Aff staff supported by fac	62.5	61.0	67.6	55.9	63.0	58.4	70.1	69.6	63.3	74.6	67.9	60.2
fac committed to welfare of inst	84.6	83.5	88.0	77.8	86.3	81.8	92.1	91.5	90.2	94.0	88.0	88.5
fac interest in stdnts acad prob	82.1	80.4	87.6	70.2	81.3	81.3	92.4	91.6	90.4	94.5	87.5	90.4
a lot of racial conflict here	9.8	10.4	8.0	14.0	7.1	9.7	8.3	8.6	10.0	6.9	8.0	6.5
courses incl feminist perspect	36.2	36.9	34.1	38.3	39.8	33.6	38.1	43.7	38.1	30.7	34.7	21.6
faculty of color treated fairly	86.7	85.9	89.3	83.2	84.2	87.2	88.5	89.1	86.5	88.8	89.3	89.6
women faculty treated fairly	84.6	83.1	89.5	81.5	81.8	82.9	86.2	88.5	82.4	85.4	89.7	85.4
courses involve stud in cmty svc	30.1	29.1	33.4	17.0	36.3	24.9	46.8	44.6	50.3	47.8	33.2	39.3
students committed to cmty svc	25.5	27.7	18.2	15.6	42.7	18.3	48.8	47.8	44.0	52.9	17.5	32.9
gay/lesbian fac treated fairly (5)	73.5	71.3	81.0	76.6	70.1	72.3	62.9	70.8	61.7	52.3	82.2	53.7
my research valued by dept fac (5)	70.9	72.8	63.9	72.9	76.3	68.6	76.8	77.7	74.8	76.8	63.4	73.0
Issues Believed to Be of High or Highest Priority at Institution												
promote intellectual development	82.9	82.8	83.2	79.4	89.8	79.8	87.8	87.7	85.2	89.5	83.2	82.5
help students understand values	51.5	50.9	53.3	34.5	59.7	44.6	77.5	72.3	80.7	82.3	52.0	80.8
hire more minority faculty/admin	42.0	42.9	38.8	46.4	38.2	45.0	37.8	42.8	35.7	32.6	39.4	27.8
dev community among students/fac	47.4	46.5	50.1	35.6	44.3	44.8	64.9	64.0	60.7	68.6	49.5	61.7
dev leadership ability in stdnts	47.2	46.9	48.1	36.1	49.5	45.5	62.1	62.1	56.6	65.3	47.6	58.7
hire more women faculty/admin	37.2	39.2	30.6	43.1	38.0	38.8	35.2	39.2	29.8	33.1	31.1	22.3
involvement in community svcs	36.3	36.9	34.4	22.9	46.6	30.5	59.5	55.6	63.9	62.1	33.6	49.7
teach stdnts how to change soc	26.7	26.3	28.1	17.5	28.7	24.3	39.5	40.6	37.9	38.9	27.6	37.9
increase/maintain inst prestige	68.5	71.2	59.4	76.2	80.1	63.8	70.0	73.7	65.5	67.6	58.8	71.2
hire faculty 'stars'	25.3	29.0	12.9	46.3	42.9	17.2	14.4	16.5	9.6	14.4	13.3	5.4
recruit more minority students	47.1	50.4	36.5	52.6	47.3	50.6	48.7	54.1	45.6	43.4	37.1	26.4
enhance inst's national image	63.1	69.3	42.8	79.4	82.0	56.6	66.1	74.0	57.0	61.2	42.9	40.8
create multi-cultural environ	49.8	49.7	50.2	49.8	48.4	50.2	49.5	55.1	48.3	42.7	50.7	38.9
Political Orientation												
far left	5.2	5.8	3.4	6.7	7.4	4.7	5.2	6.6	5.5	3.2	3.5	1.2
liberal	39.6	41.7	32.6	45.9	45.6	39.1	37.5	41.9	40.7	29.8	33.2	20.3
middle-of-the-road	37.2	35.3	43.4	34.1	33.4	38.5	33.6	30.7	38.1	34.8	43.4	42.8
conservative	17.6	16.8	20.2	12.9	13.4	17.4	23.1	20.2	15.5	31.5	19.6	34.1
far right	0.4	0.3	0.4	0.4	0.2	0.3	0.5	0.6	0.2	0.7	0.3	1.5
General Opinions												
West Civ foundation of UG curric	57.4	58.6	53.6	54.1	62.3	58.6	62.6	59.3	62.2	67.1	53.0	65.7
college can ban extreme speakers	25.4	24.5	28.5	16.6	28.2	21.7	37.0	33.2	30.9	45.7	27.3	55.5
college increases earning power	26.7	22.7	39.7	22.8	17.8	27.1	19.2	18.5	22.8	17.9	40.2	29.6
diversity yields underprep stdnt	28.1	28.5	26.8	29.7	27.0	30.7	24.9	25.4	25.9	23.5	26.2	37.9
coll should help solve soc probs	62.5	63.8	57.8	63.8	62.7	62.1	67.0	65.6	69.9	67.0	57.8	58.9
tenure is an outmoded concept	33.4	30.4	43.4	29.1	28.5	29.2	35.0	33.1	36.8	36.4	43.5	41.8
encourage stdnts to do cmty svc	82.0	81.2	84.7	76.6	82.7	79.4	89.0	86.8	89.6	91.6	84.4	90.0
give cmty svc weight in admss	54.0	53.7	54.9	51.5	56.1	50.7	59.5	58.1	62.6	59.4	54.9	54.6
tenure essential to attract best	61.2	65.7	46.2	70.1	70.7	66.0	56.7	60.6	55.5	52.4	46.2	45.3
computers enhance stdnt learning	86.8	86.2	88.5	84.5	83.9	88.0	87.5	86.3	87.2	89.2	88.5	89.0
diverse stdnt body enhances educ (5)	90.5	91.3	87.9	90.9	90.8	90.4	93.3	93.1	93.8	93.3	87.9	86.1

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Attributes Noted as Being VERY Descriptive of the Institution												
easy to see fac outside ofc hour	44.1	44.7	42.1	29.3	46.9	43.2	66.4	66.3	63.7	68.3	41.6	52.7
great conformity among students	22.4	26.1	10.2	20.4	31.1	24.0	33.7	30.0	36.2	37.3	9.6	23.2
faculty at odds with admin	18.0	18.3	17.0	18.5	15.6	21.2	15.2	14.7	22.0	11.8	17.0	17.6
faculty respect each other	35.9	33.5	43.8	25.9	39.7	29.2	46.3	44.6	40.9	51.9	43.3	53.6
most stdnts treated like numbers	4.3	4.7	2.7	8.7	2.0	4.6	1.0	1.4	1.1	0.5	2.8	1.2
social activities overemphasized	7.5	8.8	3.3	9.8	8.4	6.6	10.9	13.0	6.8	10.5	3.1	8.9
intercoll sports overemphasized	16.4	20.0	4.5	34.6	15.0	14.3	10.9	12.9	8.3	9.7	4.4	7.0
stdnts don't socialize regularly	4.4	3.3	8.2	2.6	1.2	6.2	1.2	1.3	1.9	0.6	8.4	3.8
fac rewarded for good teaching	12.7	13.1	11.3	9.1	14.5	12.1	19.2	22.0	14.7	18.3	11.4	9.7
Attributes Noted as Being NOT Descriptive of the Institution												
easy to see fac outside ofc hour	8.5	8.4	9.0	13.6	6.8	8.1	2.5	2.8	2.2	2.1	9.2	4.9
great conformity among students	23.7	19.7	36.8	23.9	21.3	20.1	12.6	16.4	12.3	7.8	37.9	13.0
faculty at odds with admin	34.2	32.9	38.4	30.5	37.4	29.6	38.4	38.8	27.8	44.1	37.8	50.0
faculty respect each other	6.9	7.6	4.6	9.5	7.0	8.4	4.2	4.3	5.7	3.3	4.6	3.6
most stdnts treated like numbers	74.0	72.2	80.0	53.2	82.7	71.8	92.8	91.7	90.9	95.4	79.8	84.9
social activities overemphasized	67.6	63.2	81.9	60.3	64.2	70.2	57.1	53.8	65.3	56.5	82.5	67.9
intercoll sports overemphasized	58.8	51.8	82.1	30.0	59.6	61.4	63.7	63.3	67.3	62.2	82.9	65.9
stdnts don't socialize regularly	65.3	71.6	44.8	74.6	80.3	57.5	82.0	83.8	71.7	85.8	43.6	69.8
fac rewarded for good teaching	34.6	32.2	42.4	36.4	28.6	33.9	26.1	24.1	31.6	25.4	42.5	39.8
Aspects of Job Noted as Very Satisfactory or Satisfactory (6)												
salary and fringe benefits	49.0	47.8	53.1	50.1	57.0	42.9	46.5	49.5	40.6	46.0	54.4	26.8
oppty for scholarly pursuits	60.1	61.6	55.2	70.9	72.8	54.0	53.2	56.9	47.0	51.9	54.9	61.4
teaching load	56.8	57.3	55.4	65.0	65.8	50.0	52.3	54.5	49.0	51.3	55.2	58.7
quality of students	41.9	44.9	32.0	41.1	65.2	35.2	52.5	55.1	40.5	56.0	32.3	26.2
working conditions	71.6	72.1	70.0	72.5	79.4	68.2	73.0	74.2	70.2	73.2	70.5	60.6
autonomy and independence	86.8	87.6	84.0	88.3	91.5	84.8	88.5	88.8	87.6	88.5	84.2	79.1
prof relations w/other faculty	73.4	71.9	78.3	66.8	73.1	72.0	78.0	76.1	78.4	80.3	77.9	87.3
social relations w/other faculty	60.4	58.8	65.9	52.1	57.8	60.2	66.7	65.7	67.4	67.4	65.2	79.3
competency of colleagues	73.5	73.4	74.0	70.3	77.4	71.1	78.5	78.0	74.7	81.5	73.9	75.7
visibility for jobs	46.2	46.5	45.0	50.2	56.8	40.8	43.6	44.3	38.4	45.6	45.1	42.8
job security	74.8	76.5	69.3	78.2	78.3	75.8	74.2	74.2	70.6	76.3	69.1	72.9
relationships with admin	57.6	56.9	60.1	53.5	57.8	56.1	62.1	62.5	56.5	64.9	60.1	58.9
overall job satisfaction	75.3	74.5	77.7	73.2	78.6	71.9	77.8	78.6	74.1	79.0	77.9	73.3
oppty to develop new ideas	76.1	77.0	73.0	78.7	81.6	73.2	77.5	79.7	74.5	76.3	72.9	73.9
Still Want to Be a College Professor?												
definitely yes	46.3	46.1	47.2	43.0	51.5	44.4	49.7	48.7	48.4	51.9	47.4	41.6
probably yes	34.0	33.8	34.7	34.5	31.6	33.5	34.5	35.3	34.2	33.7	34.3	42.9
not sure	12.5	12.5	12.4	13.7	11.4	13.0	10.8	11.0	12.0	9.9	12.5	9.3
probably no	5.6	5.9	4.8	6.7	4.6	7.0	3.9	3.9	4.3	3.7	4.7	4.9
definitely no	1.5	1.7	1.0	2.0	0.8	2.1	1.0	1.1	1.0	0.8	1.0	1.3

(6) Respondents marking "not applicable" are not included in these results.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Sources of Stress (7)												
household responsibilities	71.2	70.4	73.8	67.9	67.5	70.4	75.3	75.4	74.4	75.5	73.9	71.7
child care	32.0	31.7	32.9	31.1	32.3	30.5	33.8	33.8	32.4	34.6	33.0	32.4
care of elderly parent	33.6	33.4	34.5	33.1	32.1	34.2	33.3	31.9	35.9	33.6	34.4	36.5
my physical health	47.8	47.1	50.2	46.3	45.2	48.5	47.4	47.8	50.0	45.4	50.8	39.3
review/promotion process	46.2	48.4	38.8	49.2	44.9	51.0	45.6	45.5	49.3	43.6	38.3	49.4
subtle discrimination	23.5	24.3	21.0	24.7	21.1	27.1	21.7	22.3	23.5	19.8	21.1	18.3
personal finances	58.9	57.6	63.1	53.3	51.1	61.4	61.7	60.8	60.7	63.5	62.4	75.8
committee work	59.0	61.3	51.5	60.8	55.4	63.2	62.6	61.0	64.9	63.3	50.9	63.9
faculty meetings	51.0	52.3	46.7	52.2	48.5	54.0	52.3	50.7	58.4	50.7	46.5	50.0
colleagues	55.9	58.7	46.5	61.7	56.4	58.7	55.8	57.4	57.1	53.0	46.2	53.9
students	56.8	56.3	58.5	54.6	47.8	57.7	61.2	61.0	61.5	61.3	58.0	69.5
research or publishing demands	50.2	61.0	14.5	70.8	70.2	57.7	47.2	50.6	53.3	39.0	14.1	22.2
inst procedures & 'red tape'	69.4	70.5	65.9	72.8	61.4	75.8	64.8	62.9	69.5	64.5	65.5	73.9
teaching load	61.9	63.0	58.3	57.2	55.2	67.2	69.5	68.0	68.4	72.1	58.2	60.0
children's problems	32.9	31.6	37.3	30.8	33.4	31.8	31.5	30.2	30.6	33.7	37.3	36.8
marital friction	23.7	23.4	24.4	24.2	23.7	22.7	23.4	25.7	22.0	21.2	24.7	20.1
time pressures	85.6	86.7	81.9	86.8	86.4	85.0	88.9	89.1	86.9	89.9	81.6	87.7
lack of personal time	79.7	80.4	77.1	79.8	79.5	79.1	83.5	82.7	83.0	85.0	76.9	81.5
illness or death of spouse	7.4	7.2	7.8	7.0	7.9	7.4	6.9	7.7	5.5	6.7	8.0	5.4
keeping up with info tech (5)	67.2	65.6	72.6	64.5	58.4	68.0	67.6	64.9	70.7	69.2	72.6	73.6
DISAGGREGATED RESPONSES												
Field of Highest Degree Held												
agriculture	1.0	1.2	0.4	2.8	0.1	0.7	0.2	0.2	0.1	0.3	0.5	0.0
architecture/urban planning	0.5	0.7	0.2	1.6	0.3	0.3	0.1	0.1	0.0	0.0	0.2	0.0
bacteriology, molecular biology	1.1	1.1	1.2	1.4	0.9	0.9	1.1	0.8	1.3	1.3	1.2	0.6
biochemistry	0.7	0.8	0.3	1.1	1.2	0.4	0.8	1.0	0.7	0.5	0.3	0.0
biophysics	0.1	0.1	0.1	0.1	0.3	0.0	0.1	0.1	0.1	0.1	0.1	0.0
botany	0.8	0.9	0.7	1.2	0.2	0.8	0.8	0.7	0.8	0.9	0.7	0.8
environmental science	0.3	0.3	0.3	0.4	0.2	0.3	0.4	0.4	0.4	0.3	0.4	0.0
marine life sciences	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.0
physiology, anatomy	0.9	0.8	1.0	1.0	0.8	0.7	0.9	0.8	1.4	0.7	1.0	0.0
zoology	1.2	1.4	0.7	1.3	1.1	1.8	1.2	1.2	0.9	1.4	0.7	0.2
general, oth biological sciences	1.6	1.4	2.4	1.4	1.1	1.2	1.7	1.8	2.1	1.3	2.5	1.3
accounting	1.6	1.5	1.7	1.3	1.4	1.9	1.3	0.8	1.9	1.7	1.7	0.9
finance	0.6	0.6	0.3	0.5	0.8	0.7	0.5	0.4	1.0	0.5	0.3	0.3
international business	0.1	0.1	0.2	0.0	0.1	0.1	0.2	0.1	0.4	0.2	0.2	0.0
marketing	0.7	0.8	0.5	0.8	0.7	0.9	0.6	0.3	1.4	0.6	0.5	0.4
management	1.7	1.5	2.4	1.2	1.1	1.7	1.8	1.4	2.4	2.0	2.1	6.5
secretarial studies	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
general, other business	0.8	0.6	1.5	0.5	0.5	0.7	0.7	0.5	0.7	1.0	1.5	0.8
computer science	1.1	1.1	0.9	1.0	1.2	1.2	1.2	1.0	1.7	1.1	0.9	1.4

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(5) This item asked for the first time in 1998.

(7) Percentage of respondents marking "somewhat" OR "extensive."

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Field of Highest Degree (cont)												
business education	0.8	0.3	2.4	0.2	0.1	0.5	0.3	0.4	0.2	0.2	2.5	0.7
elementary education	1.0	0.8	1.4	0.4	0.3	1.2	1.2	0.9	0.8	1.9	1.3	2.6
educational administration	1.2	1.0	2.0	0.5	0.5	1.1	1.8	1.4	1.8	2.2	2.0	2.8
educational psych/counseling	0.9	0.8	1.2	0.7	0.4	0.9	0.8	0.5	1.0	1.0	1.2	2.1
higher education	1.9	1.2	4.2	1.0	0.7	1.6	1.2	0.9	1.1	1.6	4.3	0.6
music or art education	0.5	0.5	0.4	0.5	0.2	0.6	0.4	0.2	0.3	0.8	0.4	0.3
physical or health education	2.4	2.3	2.7	1.5	0.7	3.4	2.6	2.4	1.1	3.7	2.4	7.0
secondary education	1.1	0.9	1.7	0.6	0.2	1.2	1.3	1.7	0.7	1.1	1.7	2.9
special education	0.7	0.7	0.7	0.5	0.1	1.2	0.5	0.3	0.7	0.7	0.7	0.3
general, other education fields	3.6	3.0	5.5	2.4	1.2	3.9	3.4	3.1	3.5	3.7	5.7	2.8
aeronautical/astronautical eng	0.1	0.2	0.0	0.4	0.2	0.1	0.0	0.1	0.0	0.1	0.0	0.0
chemical engineering	0.4	0.5	0.1	1.0	1.0	0.2	0.1	0.2	0.0	0.1	0.1	0.0
civil engineering	0.8	0.9	0.4	1.6	1.0	0.7	0.1	0.2	0.1	0.0	0.4	0.0
electrical engineering	1.0	1.1	0.6	1.6	1.4	0.8	0.5	0.8	0.3	0.3	0.7	0.0
industrial engineering	0.4	0.4	0.3	0.6	0.3	0.5	0.1	0.0	0.2	0.1	0.3	0.0
mechanical engineering	1.0	1.1	0.5	1.5	1.5	1.0	0.3	0.5	0.0	0.2	0.6	0.0
nuclear engineering	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0
general, oth engineering fields	0.8	0.9	0.5	1.5	1.2	0.8	0.2	0.3	0.1	0.1	0.5	0.3
ethnic studies	0.1	0.0	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.2	0.0
art	2.1	2.1	2.2	2.2	1.6	2.3	2.1	2.3	1.5	2.1	2.3	0.6
dramatics or speech	2.1	2.2	1.7	1.9	1.8	2.5	2.3	2.5	1.4	2.8	1.4	8.8
music	3.0	3.4	1.8	3.1	2.3	3.5	4.1	3.7	1.7	6.0	1.5	7.5
other fine arts	0.8	0.7	1.1	0.9	0.9	0.6	0.7	0.8	0.6	0.6	1.0	2.5
forestry	0.2	0.2	0.1	0.5	0.0	0.1	0.1	0.1	0.0	0.1	0.1	0.0
geography	0.7	0.8	0.3	1.3	0.1	1.0	0.2	0.2	0.2	0.2	0.3	0.0
dentistry	0.1	0.1	0.1	0.2	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0
health technology	0.1	0.1	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0
medicine or surgery	0.1	0.1	0.2	0.3	0.3	0.1	0.0	0.0	0.0	0.0	0.2	0.0
nursing	2.9	2.1	5.7	1.3	1.7	2.5	2.8	1.1	5.0	3.6	5.9	0.9
pharmacy, pharmacology	0.3	0.4	0.0	0.8	0.6	0.1	0.3	0.5	0.3	0.0	0.0	0.0
therapy (speech,physical,occup)	0.5	0.5	0.6	0.3	0.2	0.9	0.4	0.5	0.8	0.2	0.7	0.0
veterinary medicine	0.1	0.1	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.1	0.0
general, other health fields	0.9	0.7	1.4	0.9	0.3	0.8	0.5	0.5	0.6	0.4	1.5	0.5
home economics	0.3	0.4	0.3	0.5	0.1	0.4	0.2	0.2	0.0	0.3	0.3	0.0
English language & literature	7.3	6.6	9.5	5.2	6.0	7.0	8.2	9.2	7.5	7.4	9.3	12.0
foreign languages & literature	0.9	1.1	0.3	1.1	2.1	0.6	1.1	1.5	0.8	0.9	0.3	0.5
French	0.8	0.9	0.3	0.8	1.5	0.7	1.0	1.2	0.7	0.9	0.3	0.5
German	0.5	0.6	0.0	0.7	0.8	0.3	0.6	0.8	0.4	0.6	0.0	0.0
Spanish	1.1	1.2	0.6	0.9	1.5	1.1	1.6	1.8	1.8	1.2	0.6	0.8
other foreign languages	0.5	0.6	0.2	1.1	1.0	0.1	0.4	0.6	0.2	0.3	0.2	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Field of Highest Degree (cont)												
history	4.2	4.7	2.3	4.2	7.1	4.1	4.9	5.6	4.4	4.3	2.2	3.9
linguistics	0.7	0.7	0.5	1.0	1.0	0.6	0.4	0.6	0.2	0.4	0.5	0.0
philosophy	1.7	2.0	0.7	1.8	3.5	1.5	2.3	2.2	3.5	1.8	0.7	0.0
religion or theology	1.6	1.8	1.0	0.5	3.0	0.3	5.0	3.4	6.2	6.3	0.8	5.4
general, other humanities fields	1.3	1.4	1.1	1.6	2.0	0.9	1.4	1.8	1.4	1.0	1.1	0.8
journalism	0.6	0.7	0.3	0.9	0.6	0.7	0.6	0.6	0.6	0.6	0.3	0.0
law	0.8	0.7	1.2	0.5	0.7	0.8	0.6	0.5	1.0	0.6	1.2	0.6
law enforcement	0.2	0.1	0.7	0.0	0.0	0.2	0.1	0.0	0.2	0.1	0.7	0.0
library science	0.3	0.2	0.5	0.2	0.1	0.3	0.2	0.1	0.4	0.3	0.5	0.0
mathematics and/or statistics	5.4	5.0	7.0	4.5	5.4	5.5	4.6	4.6	5.1	4.3	7.1	5.9
military science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
astronomy	0.2	0.2	0.1	0.4	0.1	0.1	0.2	0.4	0.0	0.2	0.1	0.0
atmospheric sciences	0.1	0.1	0.1	0.2	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.0
chemistry	3.1	3.5	1.8	2.9	3.3	3.5	4.2	4.4	4.1	4.0	1.8	1.0
earth sciences	1.1	1.3	0.4	1.7	1.5	1.3	0.7	1.1	0.2	0.7	0.5	0.0
marine sciences	0.1	0.1	0.2	0.2	0.0	0.1	0.0	0.1	0.0	0.0	0.2	0.0
physics	2.2	2.5	1.4	2.1	4.7	2.0	2.3	3.2	1.3	1.7	1.4	0.0
general, other physical sciences	0.2	0.1	0.3	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.3	0.0
clinical psychology	0.8	0.9	0.6	0.9	0.8	0.8	0.9	0.9	1.0	0.9	0.6	0.3
counseling and guidance	0.5	0.4	0.9	0.2	0.2	0.3	0.8	0.9	0.4	0.9	1.0	0.0
experimental psychology	1.3	1.4	0.8	1.1	1.8	1.6	1.5	1.5	1.5	1.3	0.8	0.9
social psychology	0.8	0.8	0.7	0.6	0.9	0.8	1.0	1.1	1.1	0.7	0.7	0.0
general, other psychology	1.2	1.1	1.4	0.9	0.7	1.4	1.1	1.2	1.5	0.7	1.4	0.3
anthropology	1.1	1.2	0.6	1.8	1.4	1.1	0.7	0.9	0.5	0.4	0.6	0.0
archaeology	0.1	0.1	0.0	0.2	0.3	0.1	0.1	0.1	0.1	0.0	0.0	0.0
economics	2.3	2.7	1.0	2.7	3.7	2.3	2.6	2.9	2.4	2.3	1.0	0.5
political science, government	2.6	3.1	1.2	2.6	4.7	3.1	2.8	3.3	2.8	2.1	1.1	2.5
sociology	2.4	2.7	1.4	2.9	3.4	2.5	2.2	2.2	3.1	1.8	1.3	3.2
general, other social sciences	0.9	1.1	0.4	1.5	0.9	1.0	0.7	0.6	1.0	0.7	0.3	4.1
social work, social welfare	0.6	0.6	0.6	0.4	0.2	0.8	0.7	0.4	0.8	1.0	0.6	0.0
building trades	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
data processing, computer prog	0.1	0.1	0.2	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.2	0.0
drafting/design	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0
electronics	0.1	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0
industrial arts	0.2	0.1	0.7	0.1	0.0	0.1	0.1	0.1	0.0	0.1	0.8	0.0
mechanics	0.1	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.0
other technical	0.2	0.1	0.5	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.5	0.0
other vocational	0.2	0.1	0.5	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.5	0.0
women's studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
all other fields	1.8	1.9	1.6	2.5	1.2	2.0	1.5	1.8	1.6	1.0	1.6	0.3

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department												
agriculture	1.2	1.4	0.6	3.6	0.2	0.7	0.1	0.1	0.0	0.1	0.6	0.0
architecture/urban planning	0.6	0.7	0.1	1.7	0.5	0.2	0.1	0.1	0.1	0.0	0.1	0.0
bacteriology, molecular biology	0.4	0.5	0.1	0.9	0.7	0.3	0.2	0.1	0.4	0.2	0.1	0.5
biochemistry	0.2	0.3	0.1	0.5	0.6	0.1	0.1	0.2	0.0	0.1	0.1	0.0
biophysics	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
botany	0.2	0.3	0.1	0.7	0.1	0.0	0.1	0.1	0.1	0.0	0.2	0.0
environmental science	0.3	0.3	0.5	0.5	0.2	0.1	0.2	0.2	0.2	0.1	0.5	0.0
marine life sciences	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0
physiology, anatomy	0.3	0.2	0.6	0.4	0.1	0.2	0.1	0.1	0.2	0.2	0.6	0.0
zoology	0.2	0.3	0.2	0.5	0.2	0.1	0.1	0.1	0.0	0.1	0.2	0.2
general, oth biological sciences	4.5	4.4	4.9	2.8	3.4	5.2	6.1	5.9	6.9	5.8	5.0	3.3
accounting	1.8	1.7	1.8	1.4	1.6	2.3	1.5	0.7	2.7	1.8	1.8	1.8
finance	0.5	0.6	0.0	0.5	0.9	0.8	0.4	0.2	1.1	0.3	0.0	0.0
international business	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.0
marketing	0.8	0.8	0.6	0.8	0.8	1.1	0.5	0.2	1.3	0.4	0.7	0.4
management	1.9	2.0	1.3	1.6	1.5	2.5	2.3	1.8	3.4	2.2	1.1	5.0
secretarial studies	0.4	0.0	1.9	0.0	0.0	0.0	0.0	0.1	0.0	0.0	2.0	0.3
general, other business	1.6	1.1	3.3	0.7	0.7	1.1	2.1	1.4	1.8	3.1	3.4	1.1
computer science	1.6	1.6	1.4	1.3	2.1	1.8	1.6	1.3	2.3	1.5	1.5	0.6
business education	0.3	0.1	0.9	0.0	0.0	0.2	0.1	0.2	0.0	0.1	0.9	0.5
elementary education	1.1	1.3	0.4	0.6	0.5	1.9	2.0	1.2	2.0	2.9	0.3	3.3
educational administration	0.1	0.2	0.0	0.2	0.1	0.2	0.2	0.1	0.1	0.3	0.0	0.3
educational psych/counseling	0.3	0.3	0.4	0.4	0.2	0.3	0.1	0.0	0.3	0.2	0.4	0.0
higher education	0.2	0.2	0.2	0.1	0.0	0.2	0.3	0.3	0.3	0.4	0.2	0.0
music or art education	0.1	0.2	0.1	0.2	0.1	0.2	0.1	0.0	0.1	0.3	0.1	0.0
physical or health education	2.9	2.8	3.2	1.6	0.9	4.4	3.2	3.2	0.8	4.6	3.0	7.4
secondary education	0.5	0.6	0.3	0.4	0.2	0.8	0.6	0.5	0.6	0.8	0.4	0.0
special education	0.5	0.6	0.1	0.5	0.0	1.0	0.4	0.3	0.7	0.4	0.1	0.0
general, other education fields	1.7	1.7	1.6	1.3	0.8	2.2	2.1	2.0	1.8	2.5	1.7	0.3
aeronautical/astronautical eng	0.1	0.2	0.0	0.4	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0
chemical engineering	0.4	0.5	0.0	1.0	1.0	0.2	0.1	0.2	0.0	0.0	0.0	0.0
civil engineering	0.7	0.8	0.3	1.5	1.1	0.6	0.1	0.2	0.0	0.0	0.3	0.0
electrical engineering	0.8	1.0	0.3	1.5	2.1	0.6	0.3	0.5	0.1	0.1	0.3	0.0
industrial engineering	0.2	0.3	0.0	0.5	0.4	0.3	0.0	0.0	0.0	0.0	0.0	0.0
mechanical engineering	1.0	1.2	0.3	1.7	2.0	1.0	0.3	0.6	0.1	0.0	0.3	0.0
nuclear engineering	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
general, oth engineering fields	1.1	1.0	1.2	1.6	1.0	1.1	0.3	0.3	0.1	0.5	1.2	0.0
ethnic studies	0.1	0.1	0.1	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department (continued)												
art	2.4	2.4	2.5	2.4	2.0	2.8	2.3	2.6	1.6	2.5	2.5	2.0
dramatics or speech	2.0	2.1	1.7	1.8	1.7	2.3	2.5	2.6	1.3	3.0	1.3	8.9
music	3.2	3.6	1.9	3.4	2.4	3.8	4.3	3.7	1.8	6.5	1.6	7.9
other fine arts	0.6	0.6	0.4	0.7	0.6	0.6	0.5	0.7	0.4	0.4	0.2	2.5
forestry	0.2	0.2	0.1	0.6	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0
geography	0.6	0.8	0.1	1.3	0.1	0.9	0.2	0.2	0.1	0.2	0.1	0.0
dentistry	0.2	0.2	0.4	0.4	0.1	0.1	0.0	0.0	0.0	0.0	0.4	0.0
health technology	0.3	0.1	1.1	0.3	0.0	0.1	0.1	0.1	0.1	0.0	1.1	0.0
medicine or surgery	0.3	0.3	0.2	0.5	0.4	0.2	0.0	0.0	0.0	0.0	0.2	0.0
nursing	3.5	2.6	6.2	1.8	2.0	3.2	3.3	1.5	5.9	4.1	6.4	0.9
pharmacy, pharmacology	0.4	0.5	0.0	0.9	0.9	0.0	0.3	0.4	0.3	0.0	0.0	0.0
therapy (speech,physical,occup)	0.7	0.8	0.6	0.6	0.5	1.2	0.6	0.6	1.3	0.2	0.6	0.7
veterinary medicine	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
general, other health fields	1.0	0.9	1.6	1.3	0.3	0.9	0.6	0.6	1.4	0.2	1.6	0.5
home economics	0.5	0.5	0.3	0.8	0.1	0.6	0.3	0.3	0.1	0.4	0.3	0.0
English language & literature	8.2	7.2	11.7	5.8	6.5	7.6	8.8	9.5	8.2	8.3	11.7	13.5
foreign languages & literature	2.3	2.8	0.6	2.5	3.7	2.5	3.1	3.5	3.5	2.5	0.6	0.5
French	0.3	0.4	0.2	0.4	0.9	0.1	0.4	0.7	0.1	0.4	0.2	0.0
German	0.3	0.4	0.0	0.5	0.7	0.0	0.4	0.5	0.2	0.5	0.0	0.0
Spanish	0.6	0.7	0.2	0.8	1.2	0.3	0.9	1.2	0.4	0.7	0.2	0.8
other foreign languages	0.4	0.5	0.1	1.0	1.0	0.1	0.4	0.6	0.2	0.3	0.1	0.0
history	3.8	4.5	1.7	4.1	6.7	4.0	4.5	4.7	4.3	4.2	1.6	3.6
linguistics	0.1	0.2	0.0	0.3	0.4	0.0	0.1	0.1	0.0	0.0	0.0	0.0
philosophy	1.7	1.9	0.7	1.7	3.5	1.3	2.2	2.1	3.5	1.6	0.7	0.0
religion or theology	1.5	1.8	0.3	0.4	3.5	0.2	5.0	3.2	6.2	6.6	0.0	5.9
general, other humanities fields	1.5	1.3	2.0	1.5	1.5	0.8	1.6	2.3	1.3	1.0	2.0	0.5
journalism	0.8	1.0	0.1	1.3	1.0	0.8	0.6	0.7	0.9	0.4	0.1	0.0
law	0.1	0.1	0.3	0.1	0.3	0.1	0.1	0.0	0.2	0.0	0.3	0.0
law enforcement	0.4	0.3	0.9	0.2	0.1	0.6	0.2	0.1	0.5	0.1	0.9	0.0
library science	0.3	0.3	0.3	0.2	0.0	0.3	0.3	0.2	0.3	0.3	0.3	0.0
mathematics and/or statistics	6.1	5.2	9.4	4.3	5.1	6.0	5.2	5.3	5.7	4.8	9.4	8.8
military science	0.1	0.1	0.0	0.1	0.1	0.1	0.0	0.0	0.2	0.0	0.0	0.3
astronomy	0.2	0.1	0.3	0.4	0.1	0.0	0.1	0.1	0.0	0.0	0.3	0.0
atmospheric sciences	0.1	0.1	0.0	0.2	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0
chemistry	3.1	3.5	2.0	2.7	3.6	3.7	4.3	4.6	4.1	4.0	2.0	1.4
earth sciences	1.1	1.4	0.3	1.9	1.5	1.4	0.7	1.1	0.1	0.5	0.2	0.8
marine sciences	0.1	0.1	0.0	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
physics	1.9	2.2	1.2	1.9	3.0	2.1	2.3	3.2	1.2	1.8	1.2	0.0
general, other physical sciences	0.5	0.2	1.3	0.2	0.1	0.2	0.4	0.5	0.3	0.5	1.3	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

ALL RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department (continued)												
clinical psychology	0.4	0.5	0.1	0.6	0.5	0.4	0.3	0.4	0.3	0.2	0.1	0.0
counseling and guidance	0.2	0.1	0.4	0.1	0.1	0.2	0.2	0.2	0.1	0.3	0.5	0.0
experimental psychology	0.7	0.9	0.1	1.0	1.1	0.8	0.6	0.8	0.6	0.4	0.1	0.4
social psychology	0.2	0.3	0.2	0.4	0.4	0.1	0.2	0.2	0.3	0.2	0.2	0.0
general, other psychology	2.4	2.4	2.7	1.1	1.8	3.0	3.5	3.5	3.4	3.5	2.7	1.9
anthropology	0.9	1.1	0.3	1.7	1.3	1.0	0.4	0.7	0.2	0.3	0.3	0.0
archaeology	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
economics	1.9	2.3	0.7	2.3	3.2	2.1	2.2	2.6	1.7	1.9	0.7	0.0
political science, government	2.5	2.9	1.1	2.5	4.6	2.8	2.7	3.4	2.5	2.0	1.0	2.6
sociology	2.2	2.5	1.4	2.4	3.5	2.4	2.2	2.0	3.0	2.1	1.3	3.9
general, other social sciences	1.9	1.4	3.4	1.6	1.4	1.2	1.4	1.9	1.1	0.9	3.4	4.4
social work, social welfare	0.5	0.6	0.2	0.5	0.1	1.0	0.6	0.3	0.8	0.9	0.2	0.0
building trades	0.1	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.8
data processing, computer prog	0.4	0.1	1.4	0.1	0.1	0.1	0.1	0.0	0.1	0.1	1.5	1.2
drafting/design	0.2	0.1	0.5	0.0	0.0	0.1	0.1	0.2	0.1	0.0	0.5	0.5
electronics	0.2	0.0	1.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	1.0	0.0
industrial arts	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.1	0.0
mechanics	0.2	0.0	0.7	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.8	0.0
other technical	0.8	0.3	2.5	0.3	0.0	0.5	0.2	0.3	0.1	0.1	2.6	0.0
other vocational	0.3	0.1	1.2	0.1	0.1	0.1	0.1	0.1	0.1	0.0	1.2	0.0
women's studies	0.1	0.1	0.0	0.2	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.0
all other fields	3.1	2.7	4.4	3.3	1.6	2.8	2.6	3.6	2.4	1.4	4.6	0.2

National Normative Data for
the 1998-99 HERI Faculty Survey

Male Faculty

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Number of Respondents	20,942	19,833	1,109	4,352	2,771	5,251	7,459	3,227	1,080	3,152	1,015	94
Age as of December 31, 1998												
less than 30	1.6	1.6	1.6	1.1	1.2	1.6	2.5	3.1	1.4	2.3	1.6	2.9
30 to 34	5.8	5.8	5.9	4.8	6.3	5.7	7.1	6.7	6.6	7.8	4.5	34.4
35 to 39	10.0	10.2	9.0	9.9	11.7	9.3	11.0	11.0	10.5	11.4	9.1	6.2
40 to 44	12.9	13.3	11.2	12.0	13.9	13.2	14.9	14.2	13.2	16.7	11.1	13.6
45 to 49	14.9	14.4	17.1	14.5	11.5	14.5	15.9	15.1	17.7	16.2	17.7	5.4
50 to 54	17.8	17.0	21.2	17.9	14.8	17.4	16.6	17.4	15.1	16.3	21.8	8.3
55 to 59	19.1	18.6	21.2	19.4	16.3	20.7	15.9	15.3	18.1	15.6	21.3	19.3
60 to 64	11.9	12.9	7.9	13.9	13.8	13.0	10.6	11.0	10.4	10.1	8.1	4.4
65 to 69	4.4	4.6	3.7	4.8	7.6	3.5	4.1	4.8	5.4	2.5	3.6	4.9
70 or more	1.5	1.6	1.2	1.7	2.8	1.1	1.4	1.5	1.6	1.1	1.2	0.6
Academic Rank												
professor	41.1	45.2	23.7	49.3	49.7	43.4	38.6	40.2	31.0	40.6	24.1	14.2
associate professor	25.7	28.5	14.0	28.9	26.6	28.1	29.6	28.7	35.3	27.9	14.0	14.3
assistant professor	18.4	20.1	11.0	16.9	18.7	21.7	23.8	20.9	28.6	25.1	10.6	17.3
lecturer	2.0	2.1	1.9	2.1	2.3	2.7	0.8	0.8	1.6	0.5	2.0	0.0
instructor	11.4	3.0	46.5	1.7	1.8	3.2	5.5	6.9	3.0	4.8	46.1	53.6
other	1.4	1.1	2.9	1.1	0.8	0.8	1.7	2.5	0.6	1.1	3.0	0.7
Administrative Title												
not applicable	76.2	75.2	80.2	78.7	75.2	76.8	67.5	68.8	68.8	65.2	80.8	68.0
director or coordinator	9.8	10.2	8.1	10.1	11.0	9.6	10.6	10.8	11.7	9.8	7.9	13.2
department chair	8.7	9.0	7.1	4.5	6.8	9.2	17.3	16.0	15.4	19.9	6.8	12.1
dean	0.3	0.3	0.2	0.2	0.1	0.2	0.6	0.5	0.1	1.1	0.2	0.6
associate or assistant dean	0.6	0.7	0.0	0.7	0.6	0.6	1.0	1.5	0.5	0.6	0.0	0.0
vice-pres, provost, vice-chanc	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.0	0.0
president, chancellor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
other	4.5	4.5	4.4	5.8	6.2	3.6	2.8	2.4	3.3	3.2	4.3	6.1
Principal Activity												
administration	3.3	3.8	1.0	4.3	2.6	4.2	3.2	3.1	3.4	3.3	0.9	2.9
teaching	89.7	87.6	98.4	78.8	85.0	92.6	95.5	95.2	96.3	95.3	98.5	97.1
research	6.3	7.8	0.1	15.8	11.9	2.4	0.5	1.0	0.2	0.1	0.1	0.0
services to clients and patients	0.3	0.3	0.3	0.5	0.3	0.1	0.2	0.1	0.0	0.4	0.3	0.0
other	0.5	0.6	0.1	0.6	0.3	0.7	0.6	0.6	0.1	0.9	0.1	0.0
Racial Background (1)												
White/Caucasian	91.6	91.7	91.6	91.2	92.5	91.0	92.7	90.4	92.2	96.0	91.2	98.9
African American/Black	2.1	1.9	2.7	1.8	1.5	2.0	2.2	3.2	2.0	1.0	2.8	0.5
American Indian	1.9	1.2	4.7	0.9	0.6	1.8	1.2	1.5	0.8	1.1	4.7	4.9
Asian American/Asian	3.6	4.0	2.0	4.6	4.2	4.3	2.6	3.4	2.7	1.4	2.1	0.0
Mexican American/Chicano	1.1	0.9	1.7	0.9	0.9	1.0	0.9	1.0	1.0	0.6	1.7	0.0
Puerto Rican American	0.4	0.3	0.7	0.3	0.2	0.4	0.3	0.3	0.8	0.2	0.7	0.0
other Latino	1.3	1.3	1.2	1.5	1.1	1.0	1.3	1.7	1.4	0.8	1.2	0.0
other	2.2	1.9	3.2	1.8	1.3	2.4	1.9	2.3	1.6	1.5	3.3	2.0

(1) Percentages will sum to more than 100.0 if any respondents marked more than one category.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges											
	Insts	All		Universities		Four-year Colleges					Two-year Colleges	
		4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Highest Degree Earned												
bachelor's (B.A., B.S., etc.)	2.2	0.7	8.6	0.7	0.7	0.5	0.8	0.7	1.0	0.7	9.0	0.0
master's (M.A., M.S., etc.)	19.7	11.3	55.1	7.7	5.8	12.9	18.3	18.3	13.6	20.6	54.8	60.6
LL.B., J.D.	0.8	0.7	1.2	0.4	1.7	0.6	0.8	0.6	1.2	0.8	1.3	1.1
M.D., D.D.S. (or equivalent)	0.4	0.4	0.4	0.6	0.3	0.2	0.4	0.5	0.1	0.3	0.4	0.3
other first professional	0.6	0.6	0.6	0.6	0.6	0.4	0.8	0.6	0.7	1.1	0.6	0.0
Ed.D.	3.1	3.3	2.5	1.7	1.3	5.4	4.0	3.6	3.7	4.6	2.5	2.4
Ph.D.	68.0	79.6	19.5	85.4	87.4	76.1	70.5	71.5	75.7	66.6	19.6	17.4
other degree	3.5	3.0	5.6	2.4	1.8	3.5	4.0	3.9	3.2	4.5	5.6	6.1
none	1.7	0.5	6.3	0.6	0.4	0.6	0.6	0.4	0.8	0.7	6.0	12.1
Field of Highest Degree (2)												
agriculture or forestry	1.6	1.8	1.1	4.1	0.2	1.0	0.3	0.2	0.1	0.4	1.1	0.0
biological sciences	7.9	7.8	8.4	8.9	6.3	7.4	7.6	7.3	8.2	7.7	8.7	2.9
business	6.4	5.8	8.8	4.8	5.2	7.0	6.1	3.7	10.3	7.0	8.6	13.7
education	10.1	8.3	17.6	5.4	3.5	12.0	10.5	8.3	9.2	14.0	17.7	14.7
engineering	6.6	7.2	4.0	10.9	8.8	6.0	2.2	3.2	1.2	1.3	4.2	0.0
English	5.7	5.3	7.3	4.2	4.8	5.7	6.8	8.0	6.2	5.5	7.4	4.7
health related	1.7	1.6	2.0	2.4	1.4	1.2	1.0	1.3	1.3	0.4	2.1	0.2
history or political science	7.8	8.5	4.8	7.2	11.7	8.0	9.0	9.9	8.8	8.0	4.6	8.8
humanities	9.0	10.0	4.7	8.5	14.5	5.9	15.3	14.7	16.9	15.2	4.3	13.3
fine arts	8.7	9.1	7.1	9.1	6.4	10.1	9.5	9.7	4.8	11.7	6.3	23.1
mathematics or statistics	6.2	5.8	7.9	5.4	6.5	6.4	5.3	5.4	5.9	5.0	8.1	4.8
physical sciences	10.3	11.1	6.8	11.3	12.8	10.9	10.2	11.9	7.9	9.2	7.1	1.0
social sciences	12.0	12.6	9.4	12.8	14.3	12.5	11.6	11.8	13.6	10.3	9.4	9.5
other technical	2.3	1.7	4.9	1.4	1.6	2.0	1.7	1.6	2.0	1.5	5.1	1.6
other non-technical	3.7	3.3	5.1	3.6	2.2	3.7	3.1	3.2	3.7	2.7	5.3	1.7
Year Highest Degree Earned												
before 1961	4.0	3.6	5.9	3.9	6.5	2.4	2.9	3.3	3.5	2.2	5.3	18.5
1961 to 1965	6.5	6.8	4.9	9.2	9.3	4.7	4.7	5.1	4.7	4.0	5.1	2.8
1966 to 1970	14.1	14.2	13.5	16.8	15.8	13.8	9.7	11.2	8.5	8.3	13.6	11.2
1971 to 1975	16.5	16.8	15.3	17.8	14.3	18.4	14.4	14.1	15.5	14.2	15.6	8.0
1976 to 1980	12.9	13.2	11.7	13.6	12.4	13.2	13.2	13.5	12.8	12.9	12.1	3.2
1981 to 1985	12.0	11.9	12.7	11.2	11.0	11.5	14.0	14.3	13.6	13.7	13.1	5.3
1986 to 1990	13.3	12.9	15.0	11.2	12.7	13.8	14.4	12.3	16.4	16.0	14.2	30.8
1991 to 1995	14.2	14.1	14.4	11.4	12.2	15.3	17.8	17.6	16.1	19.0	14.5	13.4
1996 to 1998	6.5	6.6	6.4	4.9	5.8	6.9	9.1	8.6	8.9	9.8	6.4	6.8
Degree Currently Working Toward												
bachelor's (B.A., B.S., etc.)	0.6	0.1	2.6	0.3	0.0	0.1	0.1	0.0	0.0	0.1	2.7	0.0
master's (M.A., M.S., etc.)	3.3	1.1	14.1	0.6	0.3	1.1	2.0	1.1	4.2	2.3	14.5	4.7
LL.B., J.D.	0.4	0.1	1.7	0.0	0.0	0.2	0.1	0.1	0.0	0.1	1.7	0.0
M.D., D.D.S. (or equivalent)	0.1	0.1	0.0	0.1	0.0	0.1	0.3	0.6	0.0	0.0	0.1	0.0
other first professional	0.1	0.1	0.1	0.0	0.1	0.0	0.4	0.2	0.0	0.8	0.0	3.2
Ed.D.	1.8	1.2	4.8	0.6	0.5	1.4	2.0	2.0	2.0	1.8	3.7	30.9
Ph.D.	8.0	6.4	15.4	3.4	4.6	7.4	10.2	7.7	8.5	14.0	15.6	10.2
other degree	1.4	1.1	2.9	1.0	0.5	0.9	1.8	1.0	1.8	2.8	3.0	0.0
none	84.3	89.8	58.4	94.0	94.1	88.9	83.1	87.2	83.4	78.0	58.7	51.0

(2) Disaggregated results for this item may be found later in this section.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges												
	All			Universities		All					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private	
Department of Current Faculty Appointment (3)													
agriculture or forestry	2.0	2.1	1.2	5.3	0.2	0.9	0.2	0.2	0.0	0.2	1.3	0.0	
biological sciences	7.4	7.2	8.3	7.5	5.9	7.4	7.1	6.6	7.8	7.4	8.6	2.8	
business	7.6	7.2	8.9	5.7	6.2	8.6	8.4	5.0	14.2	9.7	8.7	13.2	
education	5.7	5.9	4.9	3.8	2.2	8.8	7.2	6.0	5.7	9.7	4.5	12.0	
engineering	6.5	7.2	3.4	10.8	10.4	5.7	1.6	2.6	0.5	0.9	3.6	0.0	
English	6.3	5.8	8.7	4.8	5.4	6.2	7.0	8.1	6.6	5.9	8.9	4.7	
health related	2.2	2.2	2.6	3.4	2.1	1.5	1.3	1.4	2.6	0.4	2.7	0.7	
history or political science	7.1	7.9	3.6	6.9	11.0	7.5	8.3	8.7	8.2	7.7	3.3	8.2	
humanities	8.4	9.7	3.2	8.2	14.7	5.2	15.3	14.7	16.5	15.6	2.7	11.7	
fine arts	9.0	9.5	6.9	9.3	6.7	10.6	10.1	10.1	4.5	12.9	6.1	23.5	
mathematics or statistics	6.7	5.9	10.4	5.1	5.9	6.8	5.8	5.9	6.4	5.5	10.6	5.4	
physical sciences	10.1	10.6	8.0	10.6	10.5	10.8	10.3	12.1	7.8	9.3	8.3	3.4	
social sciences	11.9	12.0	11.3	11.6	13.4	12.3	11.4	12.1	11.6	10.2	11.3	10.2	
other technical	4.1	2.6	10.4	2.2	2.8	3.0	2.5	2.5	3.1	2.2	10.8	2.3	
other non-technical	5.0	4.2	8.3	4.9	2.6	4.7	3.5	4.0	4.6	2.3	8.7	1.9	
Year of Appointment at Present Institution													
before 1961	3.6	3.5	4.0	3.5	4.6	2.9	3.6	3.7	4.1	3.2	4.0	4.7	
1961 to 1965	3.6	4.0	1.8	4.4	6.2	2.8	3.6	4.3	3.5	2.7	1.9	0.8	
1966 to 1970	12.2	12.5	10.7	13.8	12.2	13.7	9.1	10.1	9.1	7.7	11.1	1.5	
1971 to 1975	10.9	11.0	10.2	13.3	9.5	11.4	7.9	8.5	7.6	7.4	10.2	9.2	
1976 to 1980	10.6	10.9	9.1	12.6	10.7	9.8	9.8	9.5	11.0	9.5	9.1	9.3	
1981 to 1985	10.9	11.3	9.2	11.2	11.6	10.7	12.2	12.2	12.1	12.4	9.5	2.8	
1986 to 1990	15.7	15.8	15.7	15.0	14.5	16.2	17.1	17.6	17.4	16.3	16.0	8.2	
1991 to 1995	17.2	16.6	19.4	14.8	17.0	16.2	20.0	19.6	19.9	20.6	19.0	26.9	
1996 to 1998	15.4	14.3	20.0	11.3	13.6	16.2	16.8	14.6	15.3	20.3	19.2	36.6	
Tenured?													
yes	63.0	68.8	39.7	75.9	71.3	69.3	55.6	55.4	61.1	53.1	40.3	29.6	
no	37.0	31.2	60.3	24.1	28.7	30.7	44.4	44.6	38.9	46.9	59.7	70.4	
Year Received Tenure													
before 1961	0.6	0.6	1.1	0.7	0.7	0.4	0.6	0.5	0.7	0.8	1.1	0.0	
1961 to 1965	1.4	1.5	0.5	1.4	3.3	0.9	1.2	2.0	0.9	0.5	0.5	0.0	
1966 to 1970	7.3	7.3	7.4	7.8	11.8	5.8	5.4	6.7	4.2	4.5	7.5	5.2	
1971 to 1975	16.6	16.2	19.0	18.0	15.4	16.5	12.6	14.4	12.7	10.2	19.5	4.5	
1976 to 1980	15.9	16.2	14.1	17.9	14.7	16.6	13.1	14.5	11.6	12.2	14.5	3.1	
1981 to 1985	14.6	14.8	13.3	16.1	14.7	13.5	14.6	13.0	15.2	16.4	13.7	0.0	
1986 to 1990	14.6	15.1	11.4	14.2	14.3	15.0	17.6	16.9	18.4	18.1	11.7	3.1	
1991 to 1995	17.8	17.4	20.7	15.2	15.4	19.2	20.2	19.2	19.6	22.1	20.6	21.4	
1996 to 1998	11.1	10.9	12.6	8.7	9.7	12.1	14.5	12.9	16.8	15.4	10.8	62.8	

(3) Disaggregated results for this item may be found later in this section.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Salary is Based On												
9/10 months	78.4	79.0	76.1	79.1	77.2	83.4	73.7	71.2	78.6	74.5	76.6	66.2
11/12 months	21.6	21.0	23.9	20.9	22.8	16.6	26.3	28.8	21.4	25.5	23.4	33.8
Base Salary (in Thousands) for: Faculty on 9/10 Month Contracts												
less than 20	2.3	0.8	9.1	0.6	0.8	0.6	1.3	1.2	1.8	1.1	9.4	2.4
20 to 29	3.0	2.2	6.5	1.5	2.5	1.9	3.7	3.7	1.1	5.2	5.8	21.2
30 to 39	14.5	12.0	25.4	6.1	2.8	14.9	23.1	19.4	21.0	28.9	24.0	58.2
40 to 49	22.5	21.8	25.5	16.8	12.5	26.2	29.1	24.3	30.8	34.2	26.0	13.8
50 to 59	19.4	20.5	14.6	19.1	17.2	22.6	21.6	22.0	23.9	19.7	15.1	4.2
60 to 69	16.1	17.7	8.8	20.3	17.2	19.7	10.6	11.4	15.2	7.0	9.2	0.2
70 to 79	9.9	11.3	4.2	15.1	14.0	9.8	5.5	7.8	4.6	3.0	4.4	0.0
80 to 89	5.3	5.9	3.1	9.0	10.6	2.5	2.9	5.5	1.1	0.6	3.3	0.0
90 to 99	3.1	3.4	1.9	5.3	6.8	1.2	1.4	3.0	0.2	0.1	2.0	0.0
100 to 124	2.8	3.4	0.4	5.0	10.4	0.6	0.8	1.5	0.2	0.1	0.4	0.0
125 to 149	0.7	0.8	0.2	0.9	4.0	0.0	0.1	0.1	0.1	0.1	0.2	0.0
150 or more	0.2	0.2	0.2	0.1	1.1	0.0	0.0	0.0	0.0	0.0	0.2	0.0
Faculty on 11/12 Month Contracts												
less than 20	4.6	1.0	18.5	0.6	0.7	0.8	1.8	2.2	1.4	1.4	19.2	3.4
20 to 29	3.3	2.6	5.6	1.0	0.8	2.7	5.7	4.4	5.1	7.8	5.5	8.4
30 to 39	14.5	13.2	19.2	4.0	4.2	15.3	27.8	24.6	27.9	32.4	16.7	74.1
40 to 49	19.0	18.1	22.5	13.0	16.0	16.3	27.4	24.4	27.6	31.7	23.4	1.8
50 to 59	17.1	17.4	16.1	16.7	16.5	19.4	17.0	16.7	17.7	17.0	16.3	12.3
60 to 69	13.0	14.2	8.6	16.2	16.3	14.4	10.2	11.4	13.9	6.8	9.0	0.0
70 to 79	8.9	10.3	3.7	11.8	12.9	12.8	4.7	6.6	3.7	2.3	3.8	0.0
80 to 89	8.2	9.4	3.7	14.2	12.0	8.4	3.1	5.9	0.6	0.0	3.9	0.0
90 to 99	4.5	5.3	1.6	7.8	6.6	5.3	1.3	1.8	1.8	0.4	1.7	0.0
100 to 124	5.2	6.4	0.4	10.6	10.2	4.3	1.1	2.0	0.3	0.1	0.4	0.0
125 to 149	0.9	1.2	0.0	2.5	1.4	0.4	0.0	0.1	0.0	0.0	0.0	0.0
150 or more	0.8	0.9	0.2	1.7	2.3	0.0	0.0	0.0	0.0	0.0	0.2	0.0
Father's Education												
8th grade or less	14.9	14.2	17.7	13.3	12.1	16.5	13.6	13.1	15.1	13.5	17.4	23.3
some high school	9.4	8.9	11.6	8.7	8.1	9.1	9.3	9.1	10.4	9.0	11.8	5.5
completed high school	23.1	21.8	28.2	20.7	20.5	23.6	22.1	18.6	29.1	23.1	27.4	45.6
some college	14.4	14.3	14.7	13.7	11.9	15.4	15.1	16.8	12.9	14.0	15.1	6.7
graduated from college	14.6	15.5	10.8	17.0	16.3	14.6	14.0	13.9	12.5	15.0	11.0	5.2
attended grad/prof school	5.5	5.6	5.0	5.7	7.1	4.7	5.9	6.7	4.8	5.3	5.2	1.8
attained advanced degree	18.2	19.6	12.0	20.9	24.1	16.0	20.0	21.7	15.2	20.1	12.0	11.8
Mother's Education												
8th grade or less	10.3	10.0	11.5	9.6	8.4	11.4	9.7	9.1	12.7	8.8	11.3	16.1
some high school	8.6	8.5	9.1	7.8	8.3	9.4	8.5	8.7	9.0	8.0	9.2	6.1
completed high school	34.7	33.6	39.7	33.2	31.6	35.0	33.3	30.8	38.5	34.1	40.3	26.4
some college	17.8	17.6	18.7	17.3	16.4	17.2	19.2	19.6	18.2	19.3	17.9	37.4
graduated from college	16.1	16.9	12.7	18.4	18.3	15.0	16.1	17.9	10.5	16.6	13.0	7.4
attended grad/prof school	4.1	4.3	3.2	4.5	5.0	3.8	4.2	4.1	3.6	4.8	3.3	0.0
attained advanced degree	8.4	9.2	5.1	9.2	12.1	8.1	8.9	9.9	7.4	8.3	5.0	6.6

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Marital Status												
married	83.0	83.3	82.1	84.5	82.4	82.2	83.4	82.6	75.3	88.7	82.7	69.9
unmarried, living with partner	3.4	3.5	3.1	3.9	4.8	3.3	2.5	3.3	3.1	1.1	3.2	0.0
single	13.5	13.2	14.8	11.7	12.8	14.5	14.1	14.1	21.5	10.3	14.1	30.1
Has Respondent Ever Been												
divorced	23.2	22.8	24.8	24.3	20.3	26.3	16.8	18.0	18.9	14.1	25.6	9.4
widowed	2.3	2.2	2.7	1.9	3.1	2.2	2.0	1.9	1.5	2.3	2.7	1.3
separated	5.0	4.5	7.4	4.5	3.6	5.4	3.7	3.8	4.5	3.2	7.7	1.3
Spouse's or Partner's Education												
8th grade or less	0.1	0.1	0.0	0.1	0.1	0.2	0.0	0.0	0.0	0.1	0.0	0.0
some high school	0.3	0.3	0.5	0.2	0.2	0.3	0.2	0.3	0.2	0.2	0.5	0.8
completed high school	3.7	3.0	6.9	2.9	2.2	3.6	2.7	2.0	3.6	3.3	7.2	2.6
some college	10.7	9.2	17.1	8.4	9.5	9.8	9.4	9.5	9.4	9.4	17.0	18.6
graduated from college	22.6	22.2	24.5	22.1	18.5	23.0	23.3	23.1	16.3	26.9	23.8	39.0
attended grad/prof school	11.7	11.5	12.4	11.4	10.4	11.0	13.1	13.7	11.3	13.2	12.9	2.4
attained advanced degree	43.5	46.5	30.7	48.7	52.3	44.0	43.0	43.8	45.3	40.8	31.1	22.4
does not apply	7.4	7.3	7.8	6.2	6.8	8.1	8.2	7.6	13.8	6.2	7.5	14.3
Number of Children Aged: (4)												
0 to 4 years												
none	88.2	87.8	89.9	88.2	87.3	88.9	85.6	85.3	87.6	85.0	90.5	77.3
one	8.5	8.8	7.3	8.4	9.6	7.9	10.4	10.6	9.8	10.4	7.0	12.4
two	3.0	3.1	2.5	3.1	2.8	2.9	3.5	3.5	2.5	3.9	2.2	10.4
three	0.2	0.3	0.1	0.3	0.1	0.2	0.4	0.5	0.1	0.6	0.1	0.0
four or more	0.1	0.0	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.2	0.0
5 to 12 years												
none	78.3	78.4	77.8	78.9	77.6	79.5	76.8	79.0	77.5	73.4	77.6	82.8
one	13.2	13.3	12.7	13.8	13.2	12.5	13.8	12.4	14.6	15.3	12.6	13.3
two	7.1	6.9	8.0	6.4	6.9	6.8	7.7	7.2	6.2	9.3	8.4	1.8
three	1.1	1.1	1.2	0.7	1.9	1.0	1.4	1.3	1.2	1.7	1.1	2.1
four or more	0.2	0.2	0.3	0.1	0.3	0.2	0.2	0.1	0.4	0.2	0.3	0.0
13 to 17 years												
none	81.6	81.9	80.6	81.3	82.9	83.1	80.5	81.9	82.3	77.6	80.1	91.1
one	13.2	13.0	14.3	13.4	12.4	12.1	14.0	12.5	13.5	16.1	14.6	7.1
two	4.7	4.7	4.7	4.8	4.4	4.3	5.0	5.0	3.8	5.6	4.8	1.7
three	0.4	0.4	0.5	0.4	0.3	0.3	0.6	0.5	0.5	0.6	0.5	0.0
four or more	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
18 to 23 years												
none	78.2	79.0	75.1	80.2	78.5	78.4	78.0	80.0	80.7	74.1	74.4	89.4
one	15.1	14.7	16.7	14.1	14.1	15.3	14.9	14.2	12.5	16.9	17.2	6.3
two	5.8	5.4	7.5	4.9	5.9	5.2	6.1	4.7	6.2	7.8	7.6	3.6
three	0.8	0.8	0.6	0.6	1.2	0.9	0.9	0.9	0.6	1.0	0.6	0.7
four or more	0.1	0.1	0.1	0.1	0.2	0.2	0.1	0.1	0.1	0.2	0.1	0.0

(4) Results for this item are not comparable to published results in earlier years. See Appendix A for details.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Number of Children Aged: (4)												
24 or more years												
none	61.6	62.0	59.9	59.5	61.8	61.5	66.8	66.7	68.6	66.2	59.3	71.8
one	11.0	10.7	12.1	11.0	10.1	11.8	9.2	9.2	9.6	9.0	12.5	4.2
two	16.5	16.2	17.8	18.0	14.8	16.6	13.4	13.8	10.0	14.6	17.8	17.5
three	6.9	7.0	6.3	7.8	7.5	6.2	6.5	6.5	5.8	6.9	6.3	5.2
four or more	4.1	4.1	3.9	3.7	5.8	3.8	4.0	3.8	6.0	3.3	4.0	1.3
Primary Activity Prior to Taking Current Position (5)												
taught at college/university	36.4	39.0	25.2	38.1	38.7	41.2	37.6	39.1	36.6	36.0	25.3	22.9
full-time non-teaching research	4.6	5.0	2.9	6.6	6.9	4.1	2.5	2.8	2.4	2.0	2.9	2.1
postdoctoral fellowship	5.8	7.1	0.3	9.7	10.3	4.7	4.3	4.9	4.2	3.5	0.4	0.0
full-time acad admin position	2.6	2.5	3.1	2.3	2.1	2.7	3.0	3.3	2.7	2.6	2.7	10.3
prof pos outside higher educ	19.7	15.7	36.7	13.2	12.1	16.6	20.6	17.8	21.8	23.5	37.3	25.1
student	24.3	26.6	14.2	27.2	26.8	26.0	26.6	26.6	27.3	26.2	13.9	21.4
other	6.6	4.0	17.6	2.9	3.0	4.7	5.6	5.4	5.0	6.0	17.6	18.2
General Activities												
held academic admin position	40.2	43.1	27.6	41.5	50.8	40.5	44.8	45.9	45.2	43.1	27.6	27.6
award for outstanding teaching	40.6	40.7	40.3	42.4	38.1	41.1	38.9	41.9	36.5	36.2	40.2	42.3
commute a long distance to work	17.3	14.6	28.9	11.6	15.3	16.8	15.6	16.0	17.7	13.9	29.0	26.8
research/writing on women	15.7	17.3	8.9	17.1	18.7	16.8	17.6	18.3	20.7	15.0	9.2	2.5
spouse/partner works in same city	56.7	59.5	44.8	63.2	63.0	55.5	57.4	56.6	53.5	60.5	44.4	52.8
spouse/partner an academic	31.2	30.7	33.2	29.8	27.5	32.1	32.2	33.4	29.2	32.2	33.3	29.3
research/writing on race/ethnicity	19.5	20.5	15.2	20.2	22.7	20.4	19.9	20.8	23.8	16.7	15.8	3.1
born in the U.S.A.	88.2	86.7	94.4	85.0	81.5	88.6	90.0	87.4	90.5	93.1	94.1	100.0
am a U.S. citizen	94.8	94.0	97.9	93.1	91.4	95.5	94.9	93.2	95.6	96.9	97.8	100.0
interrupted career for health/family	5.9	4.7	10.9	3.7	3.3	5.3	6.0	6.5	5.7	5.6	11.2	5.4
sexually harassed at this inst	3.1	2.9	3.8	2.8	1.9	3.8	2.4	2.7	4.1	1.3	4.0	0.0
plan to work beyond age 70	34.9	35.4	32.9	36.2	43.6	30.9	35.6	35.8	38.5	33.9	32.2	46.0
In the Last Two Years												
had one or more firm job offers	26.2	23.4	38.0	21.0	24.6	23.7	26.0	24.4	24.3	28.9	36.9	60.2
developed a new course	70.9	72.0	66.2	71.7	75.8	68.8	74.7	74.4	75.2	74.8	65.2	87.5
considered early retirement	32.8	32.1	35.8	34.7	23.7	35.9	27.7	27.6	31.8	25.7	37.0	12.8
considered leaving academe	32.7	31.9	36.5	31.3	24.8	35.4	32.0	28.9	36.5	33.8	35.9	49.0
taught at 2+ insts in same term	12.4	9.1	26.4	6.6	7.0	9.7	13.5	14.8	12.1	12.6	26.4	27.0
served as a paid consultant	41.6	42.8	36.5	49.3	45.8	41.2	33.0	32.8	34.6	32.4	36.0	45.6
Institution Experienced Significant Change in Last Decade (5)												
overall mission, purpose	37.7	37.8	37.0	38.3	27.5	49.5	26.7	23.7	30.0	29.0	36.3	50.9
general education	38.7	39.0	37.5	39.6	31.2	41.7	39.0	36.9	40.6	41.0	36.3	61.8
faculty role/reward	34.8	35.0	34.1	34.3	25.7	41.5	32.6	30.8	35.8	33.3	32.3	69.9
governance	35.1	34.6	37.4	31.4	24.6	40.2	37.6	32.9	39.9	42.7	36.5	53.9

(4) Results for this item are not comparable to published results in earlier years. See Appendix A for details.

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Scheduled Teaching												
none	0.5	0.5	0.4	0.9	0.6	0.3	0.3	0.2	0.3	0.3	0.4	0.0
1 to 4	8.1	9.3	3.0	14.7	16.8	4.2	3.4	4.4	2.7	2.5	3.1	1.4
5 to 8	31.7	36.2	12.8	52.4	51.6	23.1	20.3	24.4	18.3	15.7	12.9	11.2
9 to 12	32.9	36.7	17.4	22.4	24.6	50.1	47.3	43.9	53.6	48.7	16.6	33.9
13 to 16	14.6	11.5	27.5	5.9	4.3	14.7	20.1	18.1	19.5	23.1	27.7	24.3
17 to 20	7.3	4.0	21.0	2.7	1.4	5.1	5.9	5.9	4.4	6.8	21.6	8.3
21 to 34	4.6	1.6	16.9	1.0	0.6	2.2	2.5	2.8	1.2	2.7	16.7	20.9
35 to 44	0.3	0.2	0.6	0.1	0.2	0.3	0.1	0.2	0.0	0.1	0.7	0.0
45 or more	0.1	0.1	0.3	0.0	0.0	0.1	0.1	0.1	0.0	0.1	0.4	0.0
Preparing for Teaching												
none	0.3	0.3	0.3	0.6	0.3	0.2	0.1	0.1	0.3	0.0	0.3	0.0
1 to 4	10.2	9.4	13.3	10.8	10.5	9.0	7.1	8.5	6.6	5.4	13.6	5.3
5 to 8	24.5	24.3	25.2	27.8	28.6	22.0	19.3	19.5	20.8	18.3	25.4	20.4
9 to 12	26.2	26.5	25.4	27.2	28.5	26.2	24.3	24.6	24.3	23.8	25.2	28.6
13 to 16	16.3	16.8	14.3	16.4	15.1	16.6	18.6	18.3	16.7	20.0	13.4	35.3
17 to 20	12.4	12.7	10.9	10.1	9.3	14.8	15.9	15.3	17.4	16.0	11.2	5.3
21 to 34	8.0	8.1	7.7	5.7	6.3	9.0	11.7	11.0	11.4	12.7	7.9	4.0
35 to 44	1.5	1.4	1.9	0.8	1.2	1.5	2.3	2.0	2.2	2.6	2.0	0.0
45 or more	0.6	0.5	1.0	0.4	0.2	0.6	0.8	0.7	0.4	1.2	1.0	1.1
Advising/Counseling of Students												
none	3.6	2.7	7.3	2.9	2.0	3.0	2.4	2.8	1.6	2.1	7.4	4.9
1 to 4	61.5	60.4	66.3	61.2	60.5	60.2	59.5	56.6	60.2	63.0	66.1	72.4
5 to 8	26.3	27.9	19.3	27.2	28.6	27.8	28.9	30.0	29.3	27.3	19.6	11.5
9 to 12	6.4	6.7	5.2	6.5	6.9	6.7	6.8	7.5	6.8	5.8	5.0	11.2
13 to 16	1.4	1.5	1.1	1.4	1.2	1.3	1.9	2.6	1.1	1.3	1.1	0.0
17 to 20	0.5	0.6	0.4	0.6	0.6	0.6	0.4	0.3	0.7	0.3	0.4	0.0
21 to 34	0.2	0.2	0.4	0.1	0.1	0.3	0.1	0.1	0.2	0.2	0.4	0.0
35 to 44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0
Committee Work & Meetings												
none	6.7	4.4	16.4	4.0	4.6	3.9	5.5	6.2	5.4	4.5	16.9	4.6
1 to 4	68.2	68.1	68.9	64.5	70.7	67.7	72.7	72.0	70.7	74.5	68.2	84.8
5 to 8	19.3	21.3	10.8	23.8	19.0	22.1	17.8	17.0	20.1	17.8	10.8	9.9
9 to 12	4.3	4.5	3.5	5.7	4.1	4.3	3.2	3.8	3.0	2.7	3.7	0.6
13 to 16	1.0	1.2	0.2	1.5	1.0	1.3	0.6	0.6	0.8	0.4	0.2	0.0
17 to 20	0.4	0.4	0.1	0.5	0.4	0.5	0.1	0.2	0.0	0.1	0.1	0.0
21 to 34	0.1	0.1	0.0	0.0	0.2	0.1	0.0	0.0	0.1	0.0	0.0	0.0
35 to 44	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Other Administration												
none	36.4	34.4	44.9	34.2	35.8	35.4	32.4	33.9	32.3	30.5	46.0	19.0
1 to 4	40.4	41.1	37.7	43.0	42.3	39.3	40.0	39.0	42.5	39.9	37.4	45.7
5 to 8	11.5	12.1	8.8	11.3	10.6	11.6	14.9	16.1	13.0	14.4	8.5	16.3
9 to 12	5.3	5.5	4.3	5.3	5.3	5.8	5.6	4.9	5.3	6.7	4.0	10.9
13 to 16	2.5	2.6	1.9	2.4	2.9	2.7	2.5	2.0	2.8	3.0	1.8	3.9
17 to 20	2.2	2.3	1.5	2.1	1.5	2.9	2.6	2.4	2.5	2.7	1.5	3.0
21 to 34	1.3	1.4	0.5	1.3	1.1	1.6	1.6	1.2	1.3	2.3	0.5	0.7
35 to 44	0.3	0.3	0.3	0.3	0.3	0.4	0.2	0.1	0.2	0.5	0.3	0.2
45 or more	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.3	0.0	0.1	0.2	0.2
Research and Scholarly Writing												
none	21.6	13.0	59.4	6.5	5.7	14.7	25.1	23.3	19.0	30.9	59.5	56.4
1 to 4	28.2	28.6	26.2	19.3	19.6	34.6	40.2	37.1	43.1	42.9	25.8	34.9
5 to 8	18.4	20.5	8.8	19.9	21.8	21.7	19.1	19.7	22.6	16.5	9.0	5.0
9 to 12	12.3	14.4	3.0	18.2	16.4	13.3	8.7	10.1	9.1	6.5	3.0	2.9
13 to 16	7.2	8.5	1.5	11.6	11.8	7.2	3.3	4.7	3.1	1.6	1.6	0.0
17 to 20	6.4	7.7	0.6	12.3	11.6	5.1	1.8	2.8	1.3	0.8	0.6	0.9
21 to 34	4.1	5.0	0.3	8.3	8.3	2.5	1.3	1.7	1.6	0.8	0.3	0.0
35 to 44	1.3	1.5	0.2	2.5	3.4	0.6	0.2	0.3	0.2	0.0	0.2	0.0
45 or more	0.6	0.8	0.0	1.3	1.4	0.4	0.2	0.3	0.1	0.1	0.0	0.0
Creative Products/Performances												
none	56.1	58.5	46.3	60.9	65.1	54.6	56.8	58.8	56.3	54.5	46.0	55.0
1 to 4	28.6	26.2	37.9	24.3	21.6	28.5	28.5	26.6	29.9	30.4	38.0	36.5
5 to 8	8.5	8.4	8.8	7.6	7.9	9.3	8.6	8.3	9.9	8.3	9.1	3.5
9 to 12	3.5	3.4	3.6	3.9	2.7	3.6	2.9	3.1	1.9	3.1	3.8	0.7
13 to 16	1.4	1.5	1.2	1.4	1.4	1.7	1.4	1.2	0.9	1.7	1.2	0.7
17 to 20	1.1	1.1	1.2	0.9	0.8	1.5	0.8	0.9	0.5	0.9	1.1	2.4
21 to 34	0.6	0.6	0.8	0.7	0.3	0.5	0.6	0.6	0.2	0.8	0.8	0.0
35 to 44	0.2	0.2	0.1	0.2	0.1	0.2	0.2	0.1	0.1	0.2	0.1	0.0
45 or more	0.1	0.1	0.0	0.1	0.0	0.1	0.2	0.2	0.3	0.0	0.0	1.0
Consultation with Clients or Patients												
none	82.5	83.7	77.9	80.9	87.6	83.5	85.8	87.4	83.1	85.0	77.5	89.1
1 to 4	12.3	11.5	15.5	13.2	8.3	12.1	10.0	9.1	10.8	10.8	15.8	7.4
5 to 8	2.9	2.8	3.3	3.5	2.7	2.4	2.4	1.7	3.8	2.4	3.3	2.8
9 to 12	1.1	1.2	1.1	1.5	0.8	1.0	1.1	1.1	1.5	1.0	1.1	0.0
13 to 16	0.3	0.3	0.3	0.3	0.2	0.5	0.4	0.3	0.5	0.4	0.3	0.8
17 to 20	0.4	0.2	1.1	0.2	0.1	0.2	0.2	0.3	0.1	0.2	1.1	0.0
21 to 34	0.2	0.1	0.5	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.6	0.0
35 to 44	0.1	0.1	0.3	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.3	0.0
45 or more	0.1	0.1	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges											
	Insts	All		Universities		All					Two-year Colleges	
		4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Community or Public Service												
none	34.8	34.1	37.3	36.5	43.3	29.5	31.9	37.9	26.7	26.8	38.2	17.0
1 to 4	51.9	52.6	48.8	51.7	43.6	56.4	54.1	49.0	59.7	58.0	47.6	75.8
5 to 8	9.8	10.0	9.4	8.8	9.8	10.5	10.9	10.0	10.6	12.4	9.6	6.1
9 to 12	2.5	2.3	3.0	2.3	2.2	2.6	2.0	2.0	2.3	1.9	3.1	1.1
13 to 16	0.6	0.5	1.0	0.4	0.7	0.3	0.6	0.6	0.4	0.6	1.0	0.0
17 to 20	0.3	0.3	0.5	0.1	0.3	0.5	0.3	0.4	0.1	0.4	0.5	0.0
21 to 34	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.0	0.0	0.1	0.0
35 to 44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Outside Consulting or Freelance Work												
none	63.8	63.6	64.7	60.0	59.6	64.9	69.6	70.0	69.4	69.2	65.5	46.7
1 to 4	25.1	26.3	20.1	29.4	28.0	25.6	21.5	21.4	21.0	21.8	20.1	21.3
5 to 8	6.7	6.8	6.6	7.5	9.0	5.8	5.8	5.7	5.3	6.1	5.6	29.5
9 to 12	2.3	2.1	3.2	2.1	2.4	2.0	1.8	1.7	2.6	1.6	3.3	0.4
13 to 16	0.9	0.6	2.0	0.5	0.4	0.7	0.7	0.7	0.6	0.8	2.1	1.3
17 to 20	0.4	0.3	0.8	0.2	0.3	0.5	0.3	0.2	0.3	0.3	0.8	0.0
21 to 34	0.4	0.2	1.3	0.2	0.3	0.2	0.1	0.1	0.3	0.1	1.4	0.0
35 to 44	0.2	0.1	0.7	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.7	0.7
45 or more	0.2	0.0	0.6	0.0	0.0	0.1	0.1	0.1	0.4	0.0	0.6	0.0
Household/Childcare Duties												
none	13.5	13.8	12.3	15.2	14.5	14.1	10.7	11.5	11.2	9.4	12.6	5.0
1 to 4	19.6	19.8	18.6	17.8	20.2	20.9	21.2	19.5	21.8	23.1	18.5	21.4
5 to 8	25.7	25.8	25.2	24.9	24.7	25.8	28.0	29.4	23.6	28.4	24.8	34.5
9 to 12	17.0	16.6	18.7	17.8	16.3	15.6	16.4	15.7	18.8	16.3	19.0	13.7
13 to 16	9.3	9.2	9.7	9.4	8.7	9.3	9.3	9.2	9.3	9.5	9.7	8.3
17 to 20	7.0	6.8	7.5	7.3	6.6	6.9	6.2	5.8	6.2	6.6	7.6	4.9
21 to 34	4.7	4.7	4.8	4.6	5.9	4.2	4.6	4.9	5.5	3.7	4.6	10.7
35 to 44	1.5	1.5	1.3	1.5	1.8	1.6	1.2	1.2	1.6	1.1	1.3	0.9
45 or more	1.7	1.7	1.8	1.5	1.4	1.5	2.4	2.9	2.1	1.8	1.9	0.7
COMPUTER USE IN PAST YEAR: (5)												
Communicated Using E-mail												
daily	74.4	80.4	49.0	86.6	83.2	75.7	75.9	77.1	67.4	78.6	48.2	69.2
2-3 times/week	12.8	11.3	18.9	8.5	9.6	13.9	13.1	11.9	17.4	12.7	18.9	20.1
once a week	3.8	2.6	8.8	1.6	2.1	3.2	3.6	3.5	4.9	3.1	9.0	3.9
1-2 times/month	4.4	2.9	10.4	1.7	2.5	3.6	4.0	4.1	5.3	3.2	10.6	4.6
never	4.7	2.7	12.9	1.6	2.6	3.6	3.3	3.4	5.0	2.4	13.3	2.1
Conducted Research Using Internet												
daily	14.5	15.5	10.7	18.5	18.9	13.2	11.8	12.1	11.8	11.5	10.4	18.6
2-3 times/week	22.1	23.0	18.2	22.9	22.1	23.0	23.6	23.7	23.5	23.5	18.7	7.3
once a week	18.2	18.2	18.2	17.1	18.0	19.0	19.1	18.6	18.6	19.9	17.5	33.1
1-2 times/month	25.6	25.6	25.8	24.8	23.2	26.0	27.6	27.3	26.0	28.8	26.2	16.5
never	19.6	17.8	27.1	16.8	17.9	18.8	17.9	18.2	20.0	16.3	27.2	24.5

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
COMPUTER USE IN PAST YEAR: (5)												
Used On-line Discussion Groups												
daily	5.3	5.9	3.0	6.4	4.4	6.0	5.7	5.4	6.3	5.8	3.1	0.7
2-3 times/week	5.3	5.5	4.2	5.8	6.3	5.0	5.6	5.1	5.8	6.1	4.3	3.1
once a week	6.5	6.7	5.6	7.3	6.2	6.4	6.6	6.2	7.4	6.6	5.1	18.5
1-2 times/month	15.6	16.0	14.3	15.2	14.1	16.3	17.9	17.9	17.4	18.1	14.4	11.3
never	67.2	65.9	72.8	65.4	69.0	66.3	64.2	65.3	63.1	63.4	73.0	66.4
Worked from Home												
daily	29.3	29.9	26.9	31.0	31.3	29.5	27.7	27.0	31.5	26.6	27.5	13.2
2-3 times/week	24.0	25.1	19.3	25.1	26.3	25.6	23.4	23.7	21.7	23.8	19.2	21.6
once a week	13.6	13.6	13.4	14.4	14.3	13.4	12.2	11.5	13.3	12.8	13.1	21.5
1-2 times/month	13.0	13.4	11.4	14.2	12.9	12.7	13.7	14.6	11.5	13.5	11.2	16.2
never	20.1	18.0	28.9	15.3	15.3	18.8	23.0	23.2	21.9	23.3	29.0	27.4
Wrote Memos/Letters												
daily	63.7	67.9	46.5	73.7	70.1	64.4	62.4	63.4	61.4	61.6	45.7	65.9
2-3 times/week	21.4	20.9	23.7	18.0	19.8	22.7	23.5	22.7	22.3	25.1	24.0	17.7
once a week	6.3	5.3	10.5	4.2	5.0	5.7	6.6	6.5	6.3	6.8	10.9	2.3
1-2 times/month	4.4	2.9	10.3	1.7	2.2	3.5	4.7	4.9	5.7	3.8	10.5	4.3
never	4.2	3.0	9.0	2.5	2.8	3.7	3.0	2.6	4.3	2.7	8.9	9.8
Conducted Scholarly Writing												
daily	37.1	41.9	17.0	52.6	53.3	35.3	27.2	29.8	27.4	23.7	16.9	19.0
2-3 times/week	19.5	21.5	10.9	23.0	22.5	21.0	19.2	19.7	20.0	18.1	11.1	5.9
once a week	11.9	12.4	9.9	9.6	9.4	14.6	15.6	14.6	16.9	16.4	9.5	19.1
1-2 times/month	14.8	13.2	21.4	8.0	7.5	16.6	20.2	18.7	19.3	22.8	21.7	14.7
never	16.7	11.0	40.8	6.8	7.3	12.5	17.7	17.2	16.4	19.1	40.8	41.3
Conducted Data Analysis												
daily	18.1	19.8	10.9	26.0	23.4	17.4	11.3	11.9	12.3	9.8	10.7	14.8
2-3 times/week	12.5	13.0	10.2	14.6	13.1	13.2	10.3	10.4	10.5	10.3	10.5	4.3
once a week	12.5	12.8	11.3	12.5	11.2	13.7	12.9	12.8	13.4	12.7	11.5	6.2
1-2 times/month	21.2	20.2	25.2	18.3	16.9	22.5	22.0	20.0	22.4	24.4	24.9	31.9
never	35.7	34.2	42.4	28.5	35.5	33.1	43.6	45.0	41.5	42.8	42.4	42.7
Created Presentations												
daily	18.7	19.7	14.5	23.3	20.4	19.3	14.4	14.1	14.1	15.0	14.4	17.7
2-3 times/week	17.9	17.9	17.8	19.7	16.1	17.7	16.6	15.9	16.7	17.5	18.1	10.9
once a week	15.6	15.5	15.6	16.6	14.2	15.1	15.3	14.1	16.5	16.4	15.7	12.6
1-2 times/month	26.5	26.5	26.4	24.2	25.0	28.2	28.4	28.5	28.5	28.3	25.9	37.6
never	21.3	20.3	25.6	16.3	24.3	19.6	25.2	27.4	24.2	22.8	25.8	21.2

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
NUMBER OF:												
Articles in Academic or Professional Journals												
none	20.8	12.9	54.7	6.2	5.2	14.7	25.6	25.1	18.7	29.9	54.7	53.6
1 to 2	15.3	13.0	25.0	7.2	8.2	15.8	21.0	18.3	21.9	24.1	24.5	36.4
3 to 4	11.5	12.1	9.0	7.8	9.5	15.3	16.2	15.5	18.6	16.0	9.2	3.6
5 to 10	16.7	18.9	7.2	16.4	18.4	22.3	18.2	17.7	22.4	16.6	7.4	3.7
11 to 20	13.3	15.7	2.7	17.9	19.3	15.3	10.8	11.9	12.6	8.4	2.7	1.9
21 to 50	13.8	16.8	1.0	26.1	20.7	12.3	6.1	8.7	3.8	4.0	1.0	0.8
51+	8.7	10.6	0.5	18.5	18.7	4.4	2.1	2.9	1.9	1.0	0.5	0.0
Chapters in Edited Volumes												
none	51.5	43.6	85.2	28.2	27.2	56.0	61.1	57.7	59.1	66.8	85.3	81.3
1 to 2	21.4	24.1	10.2	24.6	23.2	24.4	23.2	23.7	26.4	21.1	9.9	17.5
3 to 4	12.3	14.6	2.5	19.3	18.1	11.8	8.7	9.9	8.9	7.2	2.6	1.0
5 to 10	9.1	10.9	1.3	16.4	18.4	5.5	4.9	5.9	3.9	4.1	1.4	0.2
11 to 20	3.6	4.4	0.1	7.2	7.9	1.7	1.4	2.0	1.3	0.7	0.1	0.0
21 to 50	1.7	2.0	0.4	3.6	4.2	0.5	0.5	0.7	0.5	0.2	0.4	0.0
51+	0.4	0.4	0.3	0.6	1.1	0.2	0.1	0.2	0.0	0.0	0.3	0.0
Books, Manuals, Monographs												
none	52.0	47.8	69.6	39.3	36.8	53.1	60.6	57.8	58.7	65.2	69.0	83.8
1 to 2	28.7	30.5	21.3	32.3	33.1	29.6	27.2	28.8	30.1	23.7	21.6	14.2
3 to 4	10.4	11.5	5.6	14.6	14.8	9.4	7.4	7.7	6.8	7.4	5.8	2.0
5 to 10	6.4	7.3	2.5	9.6	11.3	5.7	3.6	4.3	3.4	2.8	2.6	0.0
11 to 20	1.9	2.1	0.7	3.0	3.3	1.6	0.8	1.0	0.6	0.7	0.8	0.0
21 to 50	0.5	0.6	0.2	1.0	0.5	0.4	0.2	0.3	0.1	0.3	0.3	0.0
51+	0.2	0.2	0.0	0.2	0.2	0.2	0.1	0.1	0.3	0.0	0.0	0.0
Exhibitions or Performances in the Fine/Applied Arts Presented												
none	81.8	82.6	78.7	84.5	85.7	80.7	80.3	80.4	85.1	77.9	78.9	72.4
1 to 2	3.9	3.3	6.1	2.8	3.5	3.3	4.1	4.5	3.3	4.0	6.0	8.6
3 to 4	2.3	1.9	3.7	1.5	2.2	2.1	2.1	2.0	2.0	2.3	3.4	10.8
5 to 10	2.2	2.1	2.8	2.1	1.6	2.2	2.2	2.0	2.2	2.4	2.8	1.4
11 to 20	1.8	1.7	2.3	1.5	1.1	2.0	1.9	1.9	1.7	2.0	2.3	2.6
21 to 50	2.3	2.2	2.5	1.6	1.6	2.8	2.9	2.6	2.6	3.4	2.6	0.7
51+	5.8	6.2	4.1	6.1	4.4	6.9	6.5	6.6	3.1	8.1	4.1	3.7
Professional Writings Published or Accepted for Publication in the Last Two Years												
none	36.9	27.3	76.5	15.3	14.0	34.2	44.6	41.4	40.4	50.9	76.8	70.5
1 to 2	27.0	29.2	17.8	25.0	26.0	33.4	31.8	31.0	37.0	30.3	17.5	25.6
3 to 4	19.2	22.9	3.6	28.6	26.6	20.4	15.4	17.3	15.2	13.0	3.6	2.5
5 to 10	13.2	16.0	1.5	24.1	25.0	9.7	6.9	8.6	6.5	4.9	1.6	1.4
11 to 20	2.9	3.5	0.2	5.5	6.7	1.8	1.0	1.4	0.6	0.7	0.2	0.0
21 to 50	0.7	0.8	0.3	1.3	1.8	0.4	0.2	0.2	0.1	0.2	0.3	0.0
51+	0.1	0.1	0.0	0.2	0.1	0.2	0.1	0.0	0.2	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
COURSES TAUGHT IN:												
General Education												
none	48.6	51.6	37.3	60.6	60.5	47.8	40.4	41.4	47.4	35.9	37.2	40.5
one	23.2	26.6	10.6	28.3	25.0	24.3	28.2	29.0	20.6	30.9	10.6	10.1
two	13.8	13.5	14.9	8.2	9.9	16.7	18.1	16.5	17.8	20.2	15.1	9.7
three	7.3	5.5	13.9	2.3	3.3	7.4	8.4	7.4	9.8	9.1	13.9	14.5
four	3.5	1.9	9.4	0.4	0.7	2.6	3.7	4.2	3.6	3.0	9.7	2.6
five or more	3.6	0.8	14.0	0.3	0.7	1.2	1.2	1.5	0.7	0.9	13.5	22.4
Other BA or BS Undergraduate Credit Courses												
none	10.4	6.8	28.1	7.4	7.3	6.3	6.4	7.5	6.5	5.0	28.6	18.0
one	31.3	35.3	11.4	47.7	49.5	25.5	21.7	23.0	20.6	20.5	11.7	6.7
two	29.5	31.5	19.7	31.3	28.0	32.1	33.0	35.6	27.9	32.3	19.4	23.2
three	16.0	16.7	12.6	10.0	12.0	21.4	23.2	21.1	24.6	25.3	12.4	16.4
four	8.1	6.8	14.2	2.2	2.3	11.1	10.6	8.2	15.4	11.3	13.6	25.9
five or more	4.7	2.8	14.1	1.3	0.9	3.7	5.0	4.6	5.1	5.6	14.3	9.8
Non-BA Credit Courses (developmental or remedial)												
none	90.6	95.4	73.6	95.6	96.5	94.7	95.5	95.3	95.1	96.0	73.2	80.3
one	4.6	3.0	10.5	3.2	3.0	2.8	2.8	2.2	3.9	3.1	10.3	15.7
two	2.3	0.8	7.3	0.7	0.3	1.1	1.0	1.2	1.0	0.7	7.5	1.9
three	1.1	0.3	3.7	0.1	0.2	0.5	0.4	0.8	0.0	0.2	3.8	1.2
four	0.9	0.3	3.0	0.2	0.0	0.6	0.1	0.3	0.0	0.0	3.1	0.0
five or more	0.6	0.2	2.0	0.2	0.0	0.4	0.1	0.2	0.1	0.0	2.0	0.8
Graduate Courses												
none	58.1	50.9	97.3	34.7	37.9	59.9	78.5	80.6	64.6	83.6	97.1	100.0
one	34.5	40.6	1.1	55.2	53.8	32.4	15.1	13.9	24.2	11.6	1.2	0.0
two	6.0	6.9	1.0	8.6	7.2	6.0	4.7	4.1	8.1	3.6	1.0	0.0
three	1.1	1.2	0.2	1.1	0.9	1.5	1.2	0.8	2.6	1.0	0.3	0.0
four	0.2	0.2	0.0	0.2	0.2	0.1	0.4	0.5	0.5	0.3	0.0	0.0
five or more	0.2	0.1	0.4	0.2	0.0	0.1	0.1	0.2	0.0	0.0	0.4	0.0
Teaching Activities in the Last Two Years												
taught honors course	22.4	24.3	14.3	28.4	32.4	18.0	21.5	21.5	25.9	19.2	14.1	17.6
taught interdisciplinary course	39.3	41.9	27.7	44.3	47.6	33.6	46.2	47.1	44.5	45.8	27.4	34.3
taught ethnic studies course	8.2	7.5	11.2	6.2	7.5	6.9	10.0	9.4	11.3	10.3	10.3	30.1
taught women's studies course	2.7	2.8	2.5	2.0	3.5	2.7	3.6	4.2	2.9	3.3	1.7	18.2
team-taught a course	37.2	38.9	29.5	45.5	42.3	31.0	37.7	37.2	34.8	39.8	29.4	32.1
taught a service learning course	22.6	23.4	18.9	24.4	21.5	25.7	19.8	21.0	15.8	20.2	18.7	23.6
worked w/students on res project	72.5	78.9	43.7	86.4	84.2	75.0	69.0	69.9	69.7	67.5	43.9	40.0
used funds for research	49.2	57.4	11.6	69.5	66.5	49.3	44.0	48.4	44.0	38.1	11.5	14.3
in teaching enhancement workshop	54.4	52.4	62.4	48.4	41.2	55.7	60.7	60.2	63.6	59.9	62.5	61.6
put/collected assign on Internet (5)	37.3	40.2	24.7	45.1	43.9	37.0	34.8	35.0	33.7	35.3	24.5	27.9
taught course excl on Internet (5)	2.4	2.3	2.4	2.4	1.8	3.0	1.6	1.5	1.8	1.7	2.4	2.5

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Primary Interest												
very heavily in teaching	32.0	23.3	68.3	12.4	11.3	29.3	39.0	35.0	39.0	44.3	68.7	60.5
leaning toward teaching	37.7	40.6	25.5	36.3	35.1	44.8	44.8	44.9	45.0	44.5	25.1	35.0
leaning toward research	26.7	31.8	5.6	44.6	46.6	23.2	15.0	18.4	14.8	10.5	5.7	3.8
very heavily in research	3.6	4.3	0.6	6.7	7.0	2.7	1.3	1.7	1.2	0.7	0.6	0.7
Scholarly Work Conducted:												
by Respondent Alone												
none	13.8	10.6	28.9	9.3	7.4	10.8	14.1	13.7	12.2	15.7	28.7	32.2
some	26.2	29.5	10.9	38.4	33.5	25.8	18.0	19.3	19.7	15.5	10.7	16.8
most	26.3	29.0	13.8	29.8	30.5	30.5	24.6	25.3	25.6	23.1	13.4	24.7
all	33.7	30.9	46.4	22.5	28.5	32.9	43.2	41.7	42.5	45.8	47.2	26.4
with One Other Person												
none	35.4	28.4	67.3	18.6	22.2	30.4	46.5	44.4	41.8	51.8	67.7	57.9
some	45.3	50.4	21.7	56.9	57.6	47.9	38.3	41.4	38.8	33.9	21.7	22.3
most	17.3	19.5	7.4	23.3	19.3	19.4	13.1	12.1	17.7	11.9	7.5	4.4
all	2.0	1.7	3.6	1.1	0.9	2.3	2.1	2.1	1.6	2.3	3.1	15.5
with Two or More People												
none	50.9	45.2	77.1	32.7	40.6	50.2	62.8	61.4	60.0	66.1	77.4	68.8
some	35.1	39.2	16.1	47.2	41.6	37.3	26.4	26.3	31.2	24.2	15.7	28.5
most	11.1	12.8	3.3	17.7	15.0	9.4	7.9	9.4	6.2	6.7	3.4	1.3
all	2.9	2.8	3.4	2.5	2.8	3.1	2.9	2.9	2.6	3.0	3.5	1.4
Personal Goals Noted as Very Important or Essential												
become authority in own field	55.4	57.8	45.1	68.5	68.2	50.4	45.4	46.8	42.9	44.9	44.9	47.9
influence political structure	12.5	12.6	12.1	12.7	12.6	12.5	12.8	13.5	13.6	11.6	11.8	21.2
influence social values	33.1	32.3	36.8	28.2	32.5	30.3	41.2	39.4	42.3	43.1	35.7	62.2
raise a family	77.5	76.9	80.1	77.7	77.4	74.9	78.4	77.4	70.6	83.7	79.9	83.8
be very well-off financially	39.5	37.8	46.8	41.7	37.8	40.0	28.7	30.8	32.9	23.7	47.6	27.0
help others in difficulty	59.9	58.8	64.4	54.7	55.0	57.6	69.5	68.1	67.2	72.6	63.5	86.4
be involved in environ clean-up	29.1	27.9	33.9	28.1	22.3	30.3	27.6	28.8	28.0	25.8	33.7	38.7
develop philosophy of life	75.1	75.0	75.5	72.4	72.2	74.0	82.1	80.5	81.1	84.7	75.2	82.1
promote racial understanding	53.4	53.4	53.3	50.8	50.4	52.6	60.8	60.5	61.4	61.0	53.6	47.4
obtain recog from colleagues	44.5	47.6	31.5	57.5	57.4	41.3	34.9	36.3	36.3	32.2	31.9	22.9
integrate spirituality into life	50.2	49.1	55.0	40.2	46.1	47.8	66.6	60.0	63.3	77.0	53.7	85.4
be a good colleague	88.2	88.6	86.9	87.2	88.7	88.0	91.4	90.6	89.6	93.3	86.9	88.3
be a good teacher	97.6	97.3	98.8	96.3	96.0	97.8	98.9	98.7	99.4	99.0	98.8	100.0
Reasons Noted as Very Important for Pursuing an Academic Career												
autonomy	69.4	71.2	62.0	73.7	74.6	71.2	65.0	67.2	73.2	57.8	61.7	69.1
flexible schedule	61.7	61.4	63.2	60.9	61.5	63.4	59.1	59.9	64.8	55.3	63.1	66.5
intellectual challenge	83.3	86.1	71.4	89.5	90.5	82.8	83.0	83.5	83.7	82.0	71.0	79.0
intellectual freedom	78.0	79.6	71.0	82.3	83.5	79.8	72.7	74.8	77.8	67.4	70.9	73.5
freedom to pursue interests	75.3	78.7	61.2	82.6	83.5	76.9	72.0	75.4	72.5	67.2	61.5	56.0
opportunities for teaching	67.2	65.5	74.4	58.8	60.2	68.7	74.5	74.0	73.2	75.8	74.3	76.0
opportunities for research	42.8	49.6	14.5	63.7	65.2	40.5	30.8	35.5	31.6	24.1	14.2	20.4
occupational prestige/status	17.4	17.6	16.3	19.1	21.0	17.6	13.3	13.7	16.0	11.4	15.7	27.0
oppty to influence soc change	18.2	17.0	23.5	15.3	14.9	17.3	20.3	20.5	19.8	20.4	23.1	31.5

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges												
	All			Universities		All					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private	
Evaluation Methods Used in Most or all Undergraduate Classes													
multiple-choice mid-terms/finals	29.3	25.5	44.7	23.0	14.7	32.4	26.3	22.7	30.1	29.2	45.0	37.9	
essay mid-terms/finals	40.7	43.0	31.1	40.3	49.9	40.0	47.3	46.3	50.3	47.0	31.2	28.4	
short-answer mid-terms/finals	35.2	36.0	31.8	36.6	35.1	35.2	36.8	35.3	37.8	38.3	31.6	35.6	
quizzes	36.7	33.5	49.8	31.3	26.3	37.8	35.1	32.0	39.9	36.9	50.2	42.4	
weekly essay assignments	15.3	14.9	17.3	14.2	18.9	13.2	15.8	14.7	17.0	16.8	17.6	8.9	
student presentations	27.4	28.4	23.0	26.4	27.4	27.2	33.8	34.1	33.4	33.8	22.8	28.1	
term/research papers	33.3	35.7	23.4	35.2	39.5	31.7	39.6	41.2	39.7	37.3	22.8	38.1	
student evals of each others' work	10.0	10.0	10.1	9.9	7.7	10.3	10.9	10.7	10.3	11.3	10.0	13.7	
grading on a curve	21.9	24.3	12.2	30.1	25.8	21.7	18.0	17.6	19.8	17.6	12.2	10.6	
competency-based grading	46.8	45.6	51.9	46.5	48.0	45.4	43.0	44.0	41.6	42.4	52.5	38.1	
Instructional Methods Used in Most/All Undergraduate Classes													
class discussions	64.1	62.9	68.8	58.1	63.0	63.9	69.1	69.7	67.3	69.2	68.9	65.3	
computer/machine-aided instruct	20.1	19.2	23.8	19.0	15.4	21.6	18.6	18.0	20.2	18.6	23.8	23.1	
cooperative learning	28.7	27.7	32.8	25.0	22.8	28.2	34.3	32.6	37.8	34.8	33.1	27.4	
experiential learning/field stud	15.5	15.4	16.2	14.9	12.9	15.9	16.8	16.9	15.2	17.6	16.1	20.7	
teaching assistants	11.0	12.8	3.0	21.2	21.2	4.9	6.1	7.3	3.3	5.9	3.1	0.7	
recitals or demonstrations	17.3	16.2	21.6	16.5	16.3	16.3	15.6	15.2	13.1	17.5	21.9	13.2	
group projects	20.1	20.1	19.8	20.8	16.7	19.7	21.9	20.5	24.5	22.4	19.8	21.2	
independent projects	29.8	30.3	27.7	29.1	32.1	29.6	32.3	32.3	30.6	33.1	27.6	29.3	
extensive lecturing	55.5	56.5	51.6	61.1	59.0	56.5	47.8	46.9	51.9	46.8	52.2	37.4	
multiple drafts of written work	13.5	14.1	10.7	13.7	14.0	14.1	14.8	15.2	15.0	14.3	10.9	4.2	
readings on racial/ethnic issues	11.4	11.9	9.6	10.5	11.3	11.8	14.4	15.6	15.9	12.2	9.8	5.7	
readings on women/gender issues	10.5	11.1	8.2	10.0	11.2	10.5	13.5	14.6	14.9	11.4	8.4	4.1	
student-developed activities	11.6	11.1	13.7	10.7	10.1	12.3	10.6	10.6	13.5	9.1	14.1	3.4	
student-selected topics	7.0	6.6	8.9	6.8	6.7	6.2	6.7	7.2	7.6	5.5	8.9	7.4	
Goals for Undergraduates Noted as Very Important or Essential													
develop ability to think clearly	99.3	99.4	99.0	99.3	99.7	99.2	99.5	99.6	99.1	99.6	99.1	98.1	
prepare for employment	68.2	65.3	80.3	63.6	55.8	71.1	65.4	59.6	70.2	70.5	80.6	73.2	
prepare for graduate education	55.8	57.4	48.9	52.8	60.2	55.8	65.2	65.8	61.3	66.5	48.1	69.1	
develop moral character	54.3	53.0	59.8	44.2	51.2	50.9	70.9	65.8	70.2	77.8	58.4	92.9	
provide for emotional develop	32.9	31.5	38.6	25.1	28.4	30.5	44.7	44.0	40.7	47.8	37.7	60.4	
prepare for family living	15.4	13.4	24.0	8.0	11.7	13.0	23.5	22.2	18.3	28.0	23.4	36.9	
teach classics of western civ	29.6	31.3	22.5	26.7	33.9	30.5	38.2	37.3	37.2	40.0	22.4	24.2	
help develop personal values	56.3	55.0	61.6	47.8	51.8	53.3	71.0	67.7	70.1	75.9	60.5	86.1	
enhance out-of-class experience	38.0	36.5	44.6	33.4	29.2	39.4	41.5	40.8	40.6	43.0	44.4	47.8	
enhance self-understanding	57.1	56.1	61.0	51.5	52.8	55.9	65.7	63.5	68.7	67.1	60.4	75.7	
instill commitment to cmty svc	31.0	30.2	34.5	24.6	26.9	30.1	41.0	37.5	41.7	45.4	33.4	60.7	
prepare for respons citizenship	55.8	54.9	59.6	49.4	51.7	55.9	63.9	62.6	62.4	66.5	59.1	71.0	
enhance apprec of race/eth grps (5)	48.6	47.9	51.3	43.1	42.8	48.6	57.7	57.8	58.8	57.0	50.8	59.6	

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Agrees Strongly or Somewhat												
fac interest in stdnts pers prob	74.4	71.7	85.7	60.0	67.9	73.5	89.5	86.5	87.4	94.6	85.4	91.7
people don't respect each other	31.5	31.8	30.4	36.3	23.1	35.7	24.4	25.2	28.6	21.3	30.9	18.5
students well prep academically	28.0	30.1	19.0	23.6	52.4	20.1	41.0	42.7	28.4	45.3	19.2	13.6
Stdnt Aff staff supported by fac	60.1	59.5	62.4	54.5	64.2	55.5	69.9	70.4	61.9	73.4	62.6	56.8
fac committed to welfare of inst	83.8	83.1	86.6	78.1	87.3	80.5	92.0	91.7	89.2	93.7	86.4	91.6
fac interest in stdnts acad prob	81.1	79.9	85.9	70.7	81.7	80.7	92.1	91.6	89.4	94.2	85.6	93.7
a lot of racial conflict here	8.3	8.6	7.1	11.7	5.0	8.3	6.5	6.2	8.4	5.8	7.3	1.6
courses incl feminist perspect	36.6	37.6	32.7	38.6	40.5	34.9	38.1	42.8	39.3	31.3	33.7	8.8
faculty of color treated fairly	89.8	89.4	91.5	87.9	89.7	89.9	91.0	91.3	88.7	91.9	91.3	94.9
women faculty treated fairly	90.7	89.7	95.1	88.8	88.1	90.2	91.4	92.9	88.8	90.7	95.4	89.5
courses involve stud in cmty svc	26.7	25.7	30.6	14.0	34.4	22.1	43.4	41.4	44.1	45.7	30.4	35.2
students committed to cmty svc	24.2	25.9	16.9	14.2	41.2	17.1	46.8	45.6	41.2	51.3	16.2	32.4
gay/lesbian fac treated fairly (5)	76.1	74.7	81.7	80.6	73.9	75.1	65.0	72.6	63.4	54.9	82.6	59.3
my research valued by dept fac (5)	72.2	74.3	62.8	74.5	79.4	69.7	77.5	77.9	75.0	78.3	62.1	79.8
Issues Believed to Be of High or Highest Priority at Institution												
promote intellectual development	82.9	83.1	81.9	80.7	90.8	79.3	87.5	87.5	84.2	89.3	81.7	85.0
help students understand values	49.1	49.1	49.1	33.8	59.9	42.3	76.2	71.8	78.0	81.2	47.2	89.1
hire more minority faculty/admin	41.3	42.3	37.4	46.2	39.0	43.4	36.5	41.2	34.3	31.3	37.9	27.2
dev community among students/fac	44.9	44.8	45.6	35.2	44.9	42.0	63.7	62.9	57.3	68.0	44.9	59.6
dev leadership ability in stdnts	44.8	44.8	44.9	35.6	49.4	42.3	59.8	58.8	53.6	64.4	43.9	64.3
hire more women faculty/admin	39.9	42.0	31.1	45.8	40.7	41.3	37.9	41.2	34.3	35.2	31.6	21.7
involvement in community svcs	32.7	33.1	30.7	19.9	43.9	26.9	56.2	53.4	57.7	59.3	29.6	52.3
teach stdnts how to change soc	24.2	23.8	25.8	15.8	26.7	22.1	36.7	37.2	33.5	37.6	25.0	41.6
increase/maintain inst prestige	67.5	70.4	55.4	75.4	80.1	62.1	68.7	73.3	62.4	65.8	54.2	80.4
hire faculty 'stars'	25.1	28.6	10.3	44.7	42.8	15.9	13.0	15.2	7.8	12.6	10.7	2.7
recruit more minority students	46.6	49.8	33.5	52.7	49.4	48.6	47.2	52.2	43.9	42.2	33.7	28.7
enhance inst's national image	63.6	69.5	39.0	79.4	82.1	55.7	65.8	73.2	57.5	60.4	38.5	48.9
create multi-cultural environ	47.9	48.5	45.2	49.4	48.5	47.9	48.0	54.5	45.3	40.9	45.4	39.9
Political Orientation												
far left	4.9	5.2	4.0	5.7	6.4	4.1	5.0	5.9	5.8	3.3	4.1	1.7
liberal	36.6	38.6	28.5	42.3	42.8	36.1	33.6	38.6	35.2	26.1	29.2	13.8
middle-of-the-road	38.2	36.9	43.9	36.6	35.2	39.9	34.1	31.4	39.1	35.0	43.9	45.2
conservative	19.7	19.0	22.8	14.9	15.5	19.5	26.7	23.4	19.7	34.6	22.2	36.1
far right	0.5	0.4	0.7	0.5	0.2	0.3	0.7	0.6	0.2	1.0	0.6	3.2
General Opinions												
West Civ foundation of UG curric	61.7	63.1	56.1	58.0	65.7	64.0	68.0	64.4	67.8	72.9	55.8	64.9
college can ban extreme speakers	27.0	26.4	29.9	17.8	31.1	23.6	40.8	36.5	34.8	49.5	28.8	56.3
college increases earning power	27.6	23.9	42.7	24.5	18.4	28.3	20.2	20.1	25.5	17.8	43.3	29.7
diversity yields underprep stdnt	33.6	33.7	33.4	34.6	31.1	37.1	28.9	29.4	31.2	27.1	32.5	54.8
coll should help solve soc probs	59.8	60.9	55.0	60.9	60.5	58.5	64.8	63.3	68.5	65.0	54.6	64.1
tenure is an outmoded concept	30.4	27.6	42.4	26.5	26.8	25.7	32.6	32.1	32.2	33.6	42.2	45.9
encourage stdnts to do cmty svc	78.8	78.1	82.0	73.3	81.2	76.0	86.6	83.8	87.3	90.0	81.5	94.3
give cmty svc weight in admisss	51.2	50.5	53.9	47.6	53.4	47.4	57.8	56.5	61.1	57.7	53.7	57.6
tenure essential to attract best	65.7	70.1	47.3	73.9	73.9	70.6	60.9	64.2	62.1	56.0	47.3	47.2
computers enhance stdnt learning	85.9	85.7	86.8	84.2	84.7	86.7	87.0	86.2	85.8	88.6	86.9	84.5
diverse stdnt body enhances educ (5)	87.7	88.9	82.9	88.7	88.8	87.4	91.2	91.2	90.7	91.3	83.3	74.7

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MALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Attributes Noted as Being VERY Descriptive of the Institution												
easy to see fac outside ofc hour	45.2	45.1	46.0	30.3	47.3	44.9	67.0	65.5	65.4	69.8	45.6	55.1
great conformity among students	23.3	26.1	11.9	19.8	30.3	25.0	34.9	30.7	40.1	37.8	11.3	24.9
faculty at odds with admin	18.7	18.4	19.6	18.3	14.7	22.7	14.9	14.0	23.0	11.9	19.9	13.1
faculty respect each other	35.1	33.3	42.6	26.4	41.9	28.0	46.0	44.8	37.3	52.1	41.7	63.9
most stdnts treated like numbers	4.8	5.1	3.5	8.5	2.1	5.3	1.4	2.0	1.4	0.5	3.6	1.3
social activities overemphasized	8.2	9.1	4.4	9.2	8.3	7.5	11.8	14.4	7.3	10.7	4.1	11.7
intercoll sports overemphasized	17.9	20.9	5.4	34.4	15.2	15.3	11.3	13.4	7.7	10.4	5.5	3.5
stdnts don't socialize regularly	4.1	3.3	7.6	2.5	1.2	6.7	1.1	1.2	1.8	0.6	7.9	1.6
fac rewarded for good teaching	12.4	12.8	10.6	9.0	14.7	11.7	19.2	22.3	13.8	17.9	10.6	9.8
Attributes Noted as Being NOT Descriptive of the Institution												
easy to see fac outside ofc hour	8.2	8.0	9.0	13.0	5.4	7.7	2.1	2.3	1.8	2.0	9.2	4.5
great conformity among students	21.6	19.2	31.5	23.2	21.4	19.5	11.0	15.1	8.7	6.9	32.6	5.6
faculty at odds with admin	33.2	32.7	35.2	30.8	38.5	28.1	38.6	39.7	25.3	43.8	34.3	56.8
faculty respect each other	6.9	7.3	4.9	9.1	5.7	8.3	4.2	4.1	6.5	3.2	5.0	2.3
most stdnts treated like numbers	71.4	70.2	76.6	52.8	82.2	69.0	91.3	90.1	87.8	94.6	76.0	91.6
social activities overemphasized	65.0	62.1	77.2	60.4	64.3	68.5	54.2	51.0	61.9	54.5	78.0	60.0
intercoll sports overemphasized	56.4	50.7	80.3	29.9	59.6	60.9	62.9	63.0	67.4	60.6	80.6	74.2
stdnts don't socialize regularly	66.4	71.3	46.1	74.4	80.4	56.7	81.7	82.6	72.3	85.3	44.8	77.1
fac rewarded for good teaching	35.0	32.6	45.2	36.1	27.0	35.2	26.7	25.0	32.7	25.8	45.8	30.1
Aspects of Job Noted as Very Satisfactory or Satisfactory (6)												
salary and fringe benefits	49.6	49.4	50.4	51.4	60.0	43.8	48.0	51.2	42.2	46.7	51.7	23.9
oppty for scholarly pursuits	64.2	65.9	56.8	74.5	77.3	57.6	57.1	61.0	52.2	54.3	56.3	67.4
teaching load	58.9	59.5	56.7	66.5	68.9	51.9	53.5	54.8	52.8	52.2	56.3	63.9
quality of students	39.6	42.4	27.8	38.4	64.8	31.6	50.4	53.0	36.8	54.0	27.7	28.8
working conditions	72.8	73.6	69.7	73.7	82.2	68.9	74.9	76.3	72.5	74.2	70.2	59.1
autonomy and independence	87.1	88.2	82.7	89.0	92.9	85.1	88.4	88.9	87.3	88.3	83.1	76.6
prof relations w/other faculty	73.2	72.3	77.3	67.9	75.1	71.9	77.9	76.9	76.8	79.9	76.6	91.1
social relations w/other faculty	58.7	57.6	63.6	50.8	57.9	59.1	65.8	65.7	65.4	66.1	62.8	79.4
competency of colleagues	72.6	73.0	71.1	71.0	78.8	69.4	77.5	77.2	72.0	80.7	70.9	73.5
visibility for jobs	46.9	46.7	47.4	50.3	59.5	39.7	43.0	43.1	38.2	45.2	47.8	40.7
job security	78.4	80.5	70.1	82.1	83.1	79.5	77.6	77.8	74.7	78.8	69.6	79.3
relationships with admin	56.7	56.6	57.3	53.7	58.9	54.2	63.0	63.9	56.3	65.2	57.1	60.5
overall job satisfaction	75.3	75.2	76.0	74.1	81.2	71.4	78.5	79.6	74.1	79.3	75.9	77.0
oppty to develop new ideas	77.0	78.5	70.6	80.7	84.5	73.6	78.6	80.9	75.7	76.9	70.2	77.1
Still Want to Be a College Professor?												
definitely yes	47.9	48.0	47.4	44.7	54.6	45.9	52.3	51.4	51.0	54.1	48.1	33.7
probably yes	32.9	32.5	34.7	33.3	30.2	32.2	33.2	34.2	32.2	32.4	33.8	52.8
not sure	11.9	12.0	11.6	13.5	10.1	12.7	9.7	9.9	11.1	8.8	11.6	10.9
probably no	5.6	5.7	5.1	6.4	4.5	7.0	3.7	3.5	4.2	3.7	5.3	1.8
definitely no	1.6	1.8	1.1	2.1	0.7	2.3	1.1	1.1	1.5	1.0	1.2	0.7

(6) Respondents marking "not applicable" are not included in these results.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Sources of Stress (7)												
household responsibilities	65.7	65.4	67.3	63.6	62.7	64.8	70.7	71.0	68.5	71.3	67.7	58.3
child care	31.5	31.3	32.2	30.7	31.1	30.0	34.4	34.3	33.2	35.1	32.2	30.8
care of elderly parent	32.1	32.4	30.9	32.3	31.6	33.4	31.6	30.5	34.5	31.5	31.1	27.7
my physical health	45.6	44.7	49.4	44.2	42.6	46.3	44.4	44.8	49.8	41.0	50.2	33.6
review/promotion process	43.0	43.9	39.3	44.8	39.5	46.8	40.8	39.5	46.3	39.8	38.4	56.2
subtle discrimination	17.1	16.9	17.8	17.3	13.2	19.9	14.3	15.0	17.9	11.6	18.4	5.0
personal finances	57.0	55.8	61.8	51.9	48.7	59.1	61.7	60.0	61.0	64.3	61.0	78.4
committee work	57.1	59.1	49.1	59.3	54.1	60.4	59.8	57.8	61.5	61.6	48.4	64.4
faculty meetings	49.5	50.3	46.3	50.3	46.5	51.9	50.3	49.3	56.0	48.8	46.2	49.5
colleagues	54.4	56.6	45.2	59.8	52.5	57.2	53.3	54.6	56.0	50.2	44.7	55.7
students	54.0	53.6	55.9	52.2	45.3	55.5	58.0	57.6	59.9	57.7	55.4	65.5
research or publishing demands	50.1	58.9	13.8	69.2	68.4	53.9	43.9	47.1	49.7	36.7	13.1	27.0
inst procedures & 'red tape'	70.5	70.8	69.1	73.0	61.0	76.6	64.9	62.2	71.4	65.2	68.9	74.1
teaching load	59.2	59.8	56.4	54.7	51.7	64.0	66.9	65.6	64.4	70.0	56.7	50.2
children's problems	32.6	32.3	33.9	31.1	34.1	32.7	32.6	31.9	31.4	34.1	34.3	26.2
marital friction	24.1	23.7	25.4	23.9	23.4	23.5	24.0	25.5	23.5	22.3	25.6	20.4
time pressures	82.2	83.3	77.6	84.1	83.6	80.7	85.6	85.9	81.8	87.2	77.3	83.5
lack of personal time	74.9	75.5	72.3	75.6	75.0	73.5	78.4	77.2	76.8	80.9	72.2	73.8
illness or death of spouse	7.4	7.4	7.5	7.0	7.7	7.7	7.5	8.1	5.8	7.4	7.7	4.4
keeping up with info tech (5)	63.6	62.3	69.1	62.1	55.6	64.6	63.2	60.5	64.9	66.0	68.7	75.7
DISAGGREGATED RESPONSES												
Field of Highest Degree Held												
agriculture	1.4	1.5	0.8	3.4	0.2	0.8	0.2	0.2	0.1	0.3	0.9	0.0
architecture/urban planning	0.6	0.7	0.1	1.6	0.4	0.4	0.1	0.1	0.0	0.0	0.2	0.0
bacteriology, molecular biology	1.1	1.1	1.0	1.5	0.9	1.0	0.9	0.6	0.9	1.4	1.1	0.5
biochemistry	0.8	0.8	0.4	1.1	1.2	0.4	0.7	0.9	0.7	0.6	0.4	0.0
biophysics	0.1	0.1	0.2	0.2	0.3	0.0	0.1	0.0	0.1	0.1	0.2	0.0
botany	1.0	1.1	0.8	1.5	0.2	1.1	0.9	0.7	1.1	1.1	0.8	0.6
environmental science	0.4	0.4	0.6	0.5	0.2	0.3	0.5	0.6	0.7	0.3	0.6	0.0
marine life sciences	0.2	0.1	0.2	0.1	0.1	0.3	0.1	0.2	0.1	0.1	0.2	0.0
physiology, anatomy	0.9	0.9	1.0	1.0	0.9	0.7	0.9	0.7	1.4	0.8	1.0	0.0
zoology	1.6	1.8	1.0	1.5	1.4	2.4	1.6	1.6	1.0	1.8	1.1	0.4
general, oth biological sciences	1.8	1.4	3.2	1.5	1.0	1.2	1.8	2.0	2.1	1.5	3.3	1.4
accounting	1.7	1.6	1.9	1.4	1.5	2.0	1.4	0.9	2.5	1.7	1.9	1.7
finance	0.8	0.8	0.6	0.7	1.0	1.0	0.7	0.4	1.7	0.6	0.6	0.6
international business	0.1	0.1	0.2	0.0	0.1	0.1	0.2	0.1	0.4	0.2	0.2	0.0
marketing	0.8	0.9	0.8	0.8	0.7	1.1	0.8	0.3	2.0	0.8	0.9	0.0
management	2.1	1.7	3.6	1.3	1.3	2.0	2.3	1.7	2.9	2.7	3.3	10.6
secretarial studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
general, other business	0.9	0.7	1.8	0.6	0.6	0.8	0.7	0.4	0.8	1.0	1.8	0.9
computer science	1.2	1.3	1.0	1.2	1.5	1.3	1.3	1.2	1.7	1.2	1.0	1.6

(5) This item asked for the first time in 1998.

(7) Percentage of respondents marking "somewhat" OR "extensive."

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Field of Highest Degree (cont)												
business education	0.3	0.2	0.8	0.1	0.1	0.3	0.1	0.1	0.2	0.2	0.8	0.0
elementary education	0.5	0.4	0.9	0.2	0.2	0.5	0.5	0.5	0.2	0.7	0.9	0.0
educational administration	1.1	0.8	2.0	0.3	0.5	1.0	1.7	1.4	1.6	2.0	2.0	1.6
educational psych/counseling	0.6	0.6	0.9	0.4	0.3	0.8	0.7	0.5	1.0	0.8	0.9	0.0
higher education	1.6	0.9	4.5	0.6	0.5	1.1	1.1	0.8	0.7	1.6	4.7	0.0
music or art education	0.5	0.5	0.4	0.6	0.2	0.7	0.5	0.2	0.3	0.9	0.4	0.0
physical or health education	2.2	2.0	2.9	1.0	0.8	3.2	2.7	2.3	1.6	3.8	2.5	10.9
secondary education	0.8	0.6	1.2	0.4	0.2	1.1	0.8	0.7	0.8	0.9	1.2	2.0
special education	0.3	0.4	0.0	0.3	0.1	0.7	0.3	0.2	0.5	0.3	0.0	0.0
general, other education fields	2.4	2.0	4.0	1.5	0.6	2.8	2.2	1.6	2.5	2.9	4.2	0.3
aeronautical/astronautical eng	0.2	0.3	0.0	0.5	0.3	0.1	0.1	0.1	0.0	0.1	0.0	0.0
chemical engineering	0.6	0.7	0.1	1.3	1.3	0.2	0.2	0.3	0.0	0.1	0.1	0.0
civil engineering	1.1	1.2	0.7	2.1	1.4	1.0	0.2	0.3	0.0	0.1	0.7	0.0
electrical engineering	1.4	1.5	1.0	2.1	1.9	1.1	0.8	1.2	0.6	0.4	1.1	0.0
industrial engineering	0.5	0.5	0.5	0.7	0.4	0.7	0.1	0.0	0.3	0.1	0.6	0.0
mechanical engineering	1.4	1.5	1.0	2.0	2.1	1.5	0.5	0.8	0.0	0.3	1.0	0.0
nuclear engineering	0.1	0.2	0.0	0.2	0.1	0.2	0.0	0.0	0.1	0.0	0.0	0.0
general, oth engineering fields	1.1	1.3	0.7	1.9	1.4	1.1	0.3	0.5	0.1	0.2	0.7	0.0
ethnic studies	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.2	0.0
art	2.2	2.1	2.6	2.0	1.4	2.4	2.1	2.1	1.6	2.3	2.8	0.0
dramatics or speech	2.2	2.3	1.9	1.8	1.7	2.8	2.5	2.7	1.2	3.0	1.2	14.9
music	3.2	3.6	1.6	3.2	2.6	4.1	4.3	4.2	1.4	5.8	1.5	3.3
other fine arts	0.5	0.5	0.9	0.4	0.4	0.4	0.6	0.6	0.6	0.7	0.7	4.8
forestry	0.3	0.3	0.3	0.6	0.0	0.2	0.1	0.0	0.0	0.1	0.3	0.0
geography	0.9	1.1	0.4	1.7	0.2	1.3	0.3	0.2	0.3	0.3	0.5	0.0
dentistry	0.1	0.1	0.0	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
health technology	0.1	0.1	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0
medicine or surgery	0.2	0.2	0.2	0.3	0.3	0.1	0.0	0.0	0.1	0.0	0.2	0.0
nursing	0.1	0.0	0.4	0.0	0.1	0.1	0.0	0.0	0.1	0.1	0.4	0.0
pharmacy, pharmacology	0.4	0.5	0.0	0.9	0.6	0.1	0.3	0.5	0.4	0.0	0.0	0.0
therapy (speech,physical,occup)	0.2	0.3	0.0	0.2	0.1	0.5	0.2	0.2	0.6	0.1	0.0	0.0
veterinary medicine	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0
general, other health fields	0.5	0.4	0.9	0.6	0.2	0.4	0.3	0.5	0.1	0.1	1.0	0.2
home economics	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.0	0.0	0.0
English language & literature	5.7	5.3	7.3	4.2	4.8	5.7	6.8	8.0	6.2	5.5	7.4	4.7
foreign languages & literature	0.7	0.8	0.1	0.9	1.5	0.4	0.9	1.2	0.2	0.7	0.1	0.0
French	0.5	0.6	0.1	0.6	0.7	0.5	0.7	0.8	0.5	0.6	0.1	0.0
German	0.5	0.6	0.0	0.7	0.7	0.4	0.7	0.8	0.4	0.6	0.0	0.0
Spanish	0.9	0.9	0.7	0.7	0.8	0.9	1.4	1.9	1.5	0.7	0.7	1.5
other foreign languages	0.5	0.6	0.2	1.1	0.9	0.1	0.4	0.6	0.1	0.4	0.2	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges												
	All			Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private	
Field of Highest Degree (cont)													
history	4.7	5.1	2.9	4.5	7.0	4.4	5.8	6.3	5.2	5.4	2.8	4.5	
linguistics	0.5	0.6	0.3	0.7	0.9	0.5	0.3	0.5	0.1	0.2	0.3	0.0	
philosophy	2.1	2.5	0.7	2.1	4.2	1.8	2.9	2.5	4.7	2.3	0.7	0.0	
religion or theology	2.1	2.2	1.8	0.5	3.3	0.4	6.7	4.6	8.0	8.8	1.3	10.3	
general, other humanities fields	1.1	1.2	1.0	1.2	1.5	0.8	1.4	1.8	1.4	1.0	1.0	1.5	
journalism	0.7	0.8	0.2	0.9	0.6	0.8	0.6	0.6	0.6	0.6	0.3	0.0	
law	0.8	0.7	1.5	0.5	0.7	0.8	0.8	0.5	1.4	0.8	1.5	1.1	
law enforcement	0.3	0.1	1.2	0.1	0.0	0.2	0.1	0.0	0.1	0.1	1.3	0.0	
library science	0.2	0.1	0.2	0.2	0.1	0.2	0.1	0.1	0.2	0.1	0.2	0.0	
mathematics and/or statistics	6.2	5.8	7.9	5.4	6.5	6.4	5.3	5.4	5.9	5.0	8.1	4.8	
military science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	
astronomy	0.3	0.3	0.0	0.5	0.2	0.2	0.3	0.5	0.0	0.3	0.0	0.0	
atmospheric sciences	0.2	0.2	0.1	0.3	0.0	0.1	0.1	0.1	0.0	0.1	0.1	0.0	
chemistry	3.9	4.3	2.5	3.6	4.1	4.5	5.1	5.0	5.2	5.1	2.6	1.0	
earth sciences	1.5	1.7	0.7	2.0	1.9	1.6	1.0	1.4	0.2	0.9	0.8	0.0	
marine sciences	0.2	0.1	0.3	0.2	0.1	0.1	0.0	0.1	0.0	0.0	0.4	0.0	
physics	3.2	3.4	2.2	2.8	6.2	2.8	3.4	4.6	2.1	2.5	2.4	0.0	
general, other physical sciences	0.2	0.2	0.4	0.2	0.2	0.2	0.1	0.0	0.1	0.1	0.5	0.0	
clinical psychology	0.8	0.8	0.7	0.9	0.7	0.7	0.8	0.9	0.8	0.8	0.7	0.6	
counseling and guidance	0.4	0.3	0.6	0.1	0.2	0.3	0.6	0.6	0.5	0.7	0.6	0.0	
experimental psychology	1.6	1.6	1.3	1.4	2.0	1.8	1.6	1.8	1.8	1.3	1.4	0.0	
social psychology	0.8	0.7	0.9	0.5	1.0	0.8	0.7	0.7	1.1	0.6	0.9	0.0	
general, other psychology	1.0	0.8	1.6	0.7	0.4	1.2	0.7	0.6	1.0	0.5	1.7	0.0	
anthropology	0.9	1.0	0.4	1.5	1.1	0.7	0.5	0.6	0.3	0.4	0.4	0.0	
archaeology	0.1	0.1	0.0	0.1	0.3	0.1	0.1	0.1	0.1	0.0	0.0	0.0	
economics	2.9	3.2	1.3	3.1	4.6	2.9	3.2	3.6	3.1	2.8	1.3	0.9	
political science, government	3.1	3.4	1.9	2.8	4.7	3.6	3.2	3.6	3.6	2.6	1.8	4.3	
sociology	2.4	2.6	1.3	2.7	2.9	2.6	2.3	2.2	3.6	1.9	1.4	0.2	
general, other social sciences	1.0	1.0	0.8	1.5	0.9	0.8	0.6	0.5	0.9	0.7	0.4	7.8	
social work, social welfare	0.3	0.4	0.3	0.2	0.1	0.6	0.4	0.2	0.6	0.5	0.3	0.0	
building trades	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
data processing, computer prog	0.1	0.1	0.0	0.0	0.0	0.2	0.2	0.2	0.1	0.1	0.0	0.0	
drafting/design	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.2	0.0	
electronics	0.1	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	
industrial arts	0.4	0.1	1.4	0.2	0.1	0.2	0.1	0.1	0.0	0.1	1.5	0.0	
mechanics	0.2	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.0	
other technical	0.2	0.1	0.7	0.0	0.0	0.3	0.1	0.1	0.0	0.1	0.7	0.0	
other vocational	0.1	0.1	0.4	0.0	0.0	0.1	0.1	0.1	0.0	0.0	0.4	0.0	
women's studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
all other fields	1.5	1.5	1.6	1.9	0.7	1.6	1.4	1.7	1.3	1.0	1.6	0.2	

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department												
agriculture	1.6	1.8	0.9	4.4	0.2	0.8	0.1	0.2	0.0	0.2	1.0	0.0
architecture/urban planning	0.6	0.8	0.1	1.6	0.7	0.3	0.1	0.1	0.0	0.0	0.1	0.0
bacteriology, molecular biology	0.5	0.6	0.1	1.0	0.6	0.3	0.2	0.0	0.3	0.3	0.1	0.9
biochemistry	0.3	0.3	0.2	0.6	0.5	0.1	0.1	0.0	0.0	0.1	0.2	0.0
biophysics	0.0	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.1	0.0
botany	0.3	0.3	0.2	0.9	0.1	0.0	0.1	0.1	0.1	0.0	0.2	0.0
environmental science	0.5	0.4	0.9	0.6	0.3	0.2	0.2	0.3	0.3	0.1	0.9	0.0
marine life sciences	0.1	0.0	0.2	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.2	0.0
physiology, anatomy	0.4	0.3	0.6	0.4	0.1	0.2	0.2	0.1	0.4	0.3	0.6	0.0
zoology	0.3	0.3	0.4	0.6	0.3	0.2	0.1	0.1	0.1	0.1	0.4	0.3
general, oth biological sciences	5.1	4.9	5.8	3.3	3.6	6.2	6.3	6.0	6.6	6.5	6.0	1.6
accounting	1.9	1.9	2.1	1.5	1.8	2.4	1.7	0.7	3.8	1.8	2.0	2.8
finance	0.7	0.8	0.0	0.7	1.2	1.1	0.6	0.3	1.5	0.5	0.0	0.0
international business	0.1	0.1	0.0	0.2	0.1	0.0	0.2	0.1	0.3	0.2	0.0	0.0
marketing	0.8	0.9	0.7	0.8	0.7	1.1	0.6	0.2	1.9	0.4	0.8	0.0
management	2.3	2.3	2.1	1.9	1.7	2.8	2.9	2.2	4.8	2.9	1.8	8.3
secretarial studies	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
general, other business	1.7	1.2	3.8	0.7	0.7	1.2	2.4	1.5	1.9	3.9	3.8	2.1
computer science	1.8	1.9	1.3	1.6	2.5	2.0	1.8	1.6	2.4	1.8	1.4	0.0
business education	0.2	0.1	0.6	0.0	0.0	0.1	0.1	0.3	0.0	0.1	0.5	1.0
elementary education	0.6	0.7	0.0	0.4	0.2	1.0	0.9	0.6	1.0	1.3	0.0	0.0
educational administration	0.1	0.2	0.0	0.2	0.1	0.2	0.2	0.2	0.2	0.1	0.0	0.6
educational psych/counseling	0.3	0.2	0.4	0.3	0.2	0.2	0.2	0.0	0.6	0.2	0.4	0.0
higher education	0.1	0.1	0.0	0.1	0.0	0.2	0.2	0.2	0.1	0.2	0.0	0.0
music or art education	0.1	0.2	0.1	0.2	0.0	0.2	0.1	0.0	0.1	0.3	0.1	0.0
physical or health education	2.6	2.5	3.1	1.2	0.8	4.2	3.3	2.9	1.3	4.8	2.7	10.4
secondary education	0.4	0.5	0.2	0.4	0.2	0.7	0.7	0.5	0.9	0.8	0.2	0.0
special education	0.3	0.3	0.0	0.3	0.0	0.5	0.3	0.2	0.5	0.4	0.0	0.0
general, other education fields	1.0	1.1	0.6	0.9	0.6	1.4	1.3	1.1	1.1	1.6	0.6	0.0
aeronautical/astronautical eng	0.2	0.3	0.0	0.5	0.2	0.2	0.0	0.1	0.0	0.0	0.0	0.0
chemical engineering	0.6	0.7	0.0	1.2	1.3	0.2	0.1	0.2	0.0	0.0	0.0	0.0
civil engineering	1.0	1.1	0.6	2.0	1.4	0.8	0.1	0.3	0.0	0.0	0.7	0.0
electrical engineering	1.3	1.4	0.5	2.0	2.8	0.9	0.4	0.7	0.2	0.1	0.5	0.0
industrial engineering	0.4	0.4	0.0	0.7	0.6	0.4	0.0	0.0	0.0	0.0	0.0	0.0
mechanical engineering	1.5	1.7	0.6	2.3	2.7	1.4	0.5	0.9	0.1	0.1	0.6	0.0
nuclear engineering	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
general, oth engineering fields	1.5	1.5	1.8	1.9	1.4	1.6	0.5	0.5	0.3	0.7	1.9	0.0
ethnic studies	0.1	0.1	0.1	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department (continued)												
art	2.4	2.3	2.7	2.2	1.6	2.7	2.3	2.1	1.6	2.8	2.8	0.6
dramatics or speech	2.1	2.1	2.0	1.6	1.4	2.6	2.7	2.9	1.2	3.2	1.3	14.8
music	3.5	3.9	1.8	3.5	2.7	4.4	4.6	4.3	1.5	6.6	1.7	3.3
other fine arts	0.4	0.4	0.4	0.4	0.4	0.5	0.5	0.7	0.2	0.3	0.1	4.8
forestry	0.3	0.3	0.3	0.8	0.0	0.1	0.0	0.0	0.0	0.0	0.3	0.0
geography	0.8	1.0	0.1	1.7	0.2	1.1	0.2	0.2	0.1	0.3	0.1	0.0
dentistry	0.1	0.1	0.1	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0
health technology	0.1	0.1	0.5	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.5	0.0
medicine or surgery	0.2	0.3	0.0	0.6	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0
nursing	0.2	0.1	0.4	0.1	0.2	0.1	0.1	0.0	0.3	0.1	0.4	0.0
pharmacy, pharmacology	0.4	0.5	0.0	0.9	0.8	0.0	0.3	0.4	0.6	0.0	0.0	0.0
therapy (speech,physical,occup)	0.4	0.4	0.3	0.3	0.3	0.7	0.3	0.2	1.1	0.1	0.3	0.6
veterinary medicine	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
general, other health fields	0.8	0.6	1.3	0.9	0.3	0.6	0.5	0.7	0.6	0.2	1.3	0.2
home economics	0.1	0.1	0.1	0.2	0.0	0.1	0.1	0.2	0.0	0.0	0.1	0.0
English language & literature	6.3	5.8	8.7	4.8	5.4	6.2	7.0	8.1	6.6	5.9	8.9	4.7
foreign languages & literature	1.9	2.2	0.4	1.9	2.6	2.2	2.5	3.2	2.2	1.8	0.4	0.0
French	0.2	0.2	0.0	0.3	0.3	0.0	0.2	0.4	0.0	0.2	0.0	0.0
German	0.3	0.3	0.0	0.5	0.7	0.0	0.4	0.4	0.2	0.5	0.0	0.0
Spanish	0.5	0.5	0.3	0.6	0.8	0.2	0.8	1.1	0.5	0.4	0.2	1.5
other foreign languages	0.5	0.6	0.0	1.1	0.9	0.1	0.3	0.5	0.0	0.3	0.0	0.0
history	4.2	4.8	1.8	4.3	6.5	4.2	5.1	5.2	5.0	5.2	1.7	3.9
linguistics	0.1	0.2	0.0	0.2	0.4	0.1	0.1	0.2	0.0	0.0	0.0	0.0
philosophy	2.0	2.3	0.8	2.0	4.1	1.6	2.8	2.7	4.8	2.1	0.8	0.0
religion or theology	1.9	2.2	0.5	0.5	3.8	0.3	6.6	4.2	7.6	9.2	0.0	10.3
general, other humanities fields	1.1	1.1	1.2	1.1	1.2	0.8	1.5	2.0	1.1	1.1	1.2	0.0
journalism	0.9	1.1	0.2	1.4	1.1	0.9	0.8	0.9	1.0	0.5	0.2	0.0
law	0.1	0.1	0.3	0.0	0.3	0.1	0.1	0.0	0.3	0.0	0.3	0.0
law enforcement	0.6	0.4	1.5	0.2	0.1	0.7	0.2	0.1	0.7	0.1	1.6	0.0
library science	0.2	0.2	0.2	0.2	0.0	0.2	0.1	0.1	0.1	0.2	0.2	0.0
mathematics and/or statistics	6.7	5.9	10.4	5.1	5.9	6.8	5.8	5.9	6.4	5.5	10.6	5.4
military science	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.0	0.3	0.0	0.0	0.5
astronomy	0.3	0.2	0.5	0.5	0.1	0.0	0.1	0.2	0.0	0.0	0.6	0.0
atmospheric sciences	0.1	0.1	0.1	0.3	0.0	0.1	0.1	0.1	0.0	0.0	0.1	0.0
chemistry	4.0	4.3	3.1	3.3	4.4	4.7	5.1	5.1	5.3	4.9	3.2	1.9
earth sciences	1.5	1.7	0.3	2.2	1.9	1.7	1.0	1.4	0.2	0.7	0.3	1.5
marine sciences	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
physics	2.7	2.9	1.9	2.4	3.8	2.9	3.3	4.6	1.8	2.6	2.0	0.0
general, other physical sciences	0.6	0.3	2.0	0.1	0.1	0.2	0.6	0.5	0.4	0.7	2.1	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

MALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department (continued)												
clinical psychology	0.4	0.4	0.1	0.6	0.5	0.3	0.3	0.4	0.3	0.2	0.1	0.0
counseling and guidance	0.2	0.1	0.3	0.0	0.1	0.2	0.2	0.0	0.2	0.3	0.3	0.0
experimental psychology	0.8	1.0	0.1	1.1	1.3	0.9	0.8	1.1	0.5	0.4	0.1	0.0
social psychology	0.2	0.2	0.2	0.3	0.5	0.1	0.2	0.2	0.3	0.1	0.2	0.0
general, other psychology	2.3	2.1	3.2	1.1	1.2	2.9	2.8	2.7	2.7	2.9	3.3	0.6
anthropology	0.8	0.9	0.3	1.4	1.2	0.7	0.4	0.5	0.2	0.3	0.3	0.0
archaeology	0.0	0.1	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
economics	2.5	2.8	1.2	2.7	3.9	2.6	2.6	3.1	2.1	2.3	1.2	0.0
political science, government	2.9	3.2	1.8	2.5	4.5	3.3	3.1	3.6	3.2	2.5	1.6	4.3
sociology	2.2	2.4	1.5	2.3	3.1	2.4	2.3	2.0	3.2	2.1	1.5	1.3
general, other social sciences	2.0	1.5	4.2	1.6	1.4	1.3	1.5	2.0	1.2	0.9	4.0	8.3
social work, social welfare	0.3	0.4	0.1	0.3	0.0	0.6	0.4	0.1	0.8	0.5	0.1	0.0
building trades	0.1	0.0	0.4	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.4	1.4
data processing, computer prog	0.3	0.1	1.2	0.1	0.2	0.2	0.1	0.0	0.2	0.1	1.2	1.5
drafting/design	0.2	0.1	0.9	0.0	0.0	0.1	0.1	0.1	0.1	0.0	0.9	0.9
electronics	0.4	0.1	1.7	0.1	0.0	0.0	0.1	0.1	0.0	0.1	1.8	0.0
industrial arts	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.0	0.1	0.1	0.0
mechanics	0.3	0.0	1.4	0.1	0.0	0.0	0.0	0.0	0.1	0.0	1.5	0.0
other technical	1.0	0.4	3.6	0.3	0.0	0.7	0.3	0.5	0.2	0.1	3.8	0.0
other vocational	0.3	0.1	1.5	0.1	0.0	0.1	0.0	0.0	0.1	0.0	1.6	0.0
women's studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
all other fields	2.6	2.3	4.0	2.8	1.0	2.4	2.1	2.6	2.1	1.5	4.2	0.0

National Normative Data for
the 1998-99 HERI Faculty Survey

Female Faculty

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Number of Respondents	12,841	11,642	1,199	2,099	1,367	3,324	4,854	1,989	963	1,902	1,100	99
Age as of December 31, 1998												
less than 30	3.0	3.0	2.9	2.1	4.2	3.4	3.1	3.2	1.2	4.4	3.0	1.5
30 to 34	7.6	8.8	4.7	7.7	9.2	8.5	10.2	10.5	11.2	8.9	4.3	13.5
35 to 39	12.8	13.9	10.2	16.3	16.1	11.8	13.1	14.3	11.6	12.4	10.4	7.3
40 to 44	16.1	17.2	13.5	18.5	16.1	16.8	16.8	17.6	13.5	18.2	13.6	12.9
45 to 49	20.1	19.3	21.8	20.1	17.8	19.2	19.3	18.9	18.6	20.5	21.2	33.5
50 to 54	18.7	17.1	22.3	16.3	17.4	18.0	16.8	16.7	19.0	15.1	22.8	11.7
55 to 59	12.8	12.1	14.3	11.2	11.8	13.7	11.3	10.2	11.9	12.3	14.4	11.9
60 to 64	6.1	6.0	6.3	5.5	4.2	6.6	6.5	5.8	7.5	6.5	6.5	3.2
65 to 69	2.0	1.9	2.3	1.8	2.5	1.4	2.3	2.1	4.3	1.2	2.3	0.7
70 or more	0.9	0.6	1.7	0.5	0.8	0.5	0.7	0.6	1.2	0.5	1.6	3.6
Academic Rank												
professor	19.7	19.8	19.5	20.0	21.2	20.5	18.2	19.9	15.5	18.0	20.1	8.0
associate professor	24.6	29.0	14.3	30.9	30.0	26.9	29.4	28.3	32.0	28.9	14.1	17.0
assistant professor	29.0	35.2	14.2	33.3	32.7	35.4	38.1	35.0	41.2	40.1	13.7	24.4
lecturer	4.1	5.3	1.3	5.7	7.9	6.4	2.3	3.4	1.8	1.3	1.4	0.0
instructor	20.7	9.2	47.6	8.7	5.7	9.9	10.1	10.8	8.4	10.5	47.6	47.9
other	2.0	1.5	3.2	1.5	2.5	0.9	1.8	2.7	1.1	1.2	3.2	2.6
Administrative Title												
not applicable	78.3	77.3	80.5	80.8	79.0	79.7	69.8	70.8	67.9	70.0	81.3	66.0
director or coordinator	10.9	11.3	9.9	10.3	12.5	11.2	12.1	11.4	12.5	12.6	9.9	9.2
department chair	5.9	6.3	5.2	2.4	4.0	4.8	13.0	12.6	14.8	12.4	4.5	19.0
dean	0.1	0.2	0.0	0.2	0.0	0.2	0.2	0.0	0.4	0.4	0.0	0.0
associate or assistant dean	0.4	0.5	0.1	0.5	0.8	0.3	0.6	0.5	0.2	1.0	0.1	0.0
vice-pres, provost, vice-chanc	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
president, chancellor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
other	4.4	4.4	4.3	5.7	3.7	3.8	4.2	4.7	4.2	3.6	4.2	5.8
Principal Activity												
administration	2.9	3.4	1.8	3.2	3.2	3.9	3.0	2.9	2.8	3.2	1.8	0.6
teaching	92.2	90.4	96.3	82.1	87.1	93.7	95.9	95.5	96.9	95.7	96.2	98.4
research	3.7	5.3	0.0	13.4	9.0	1.4	0.5	1.0	0.1	0.2	0.0	0.0
services to clients and patients	0.7	0.5	1.3	0.5	0.6	0.6	0.2	0.2	0.1	0.4	1.4	0.0
other	0.5	0.5	0.5	0.8	0.1	0.4	0.3	0.3	0.2	0.5	0.5	1.0
Racial Background (1)												
White/Caucasian	91.9	91.2	93.3	91.5	88.3	91.3	92.1	88.8	93.8	95.1	93.1	97.3
African American/Black	3.4	3.9	2.4	3.3	4.9	3.9	4.1	7.1	1.9	1.7	2.5	0.8
American Indian	2.3	1.7	3.7	1.7	0.8	1.7	2.0	3.0	0.8	1.6	3.8	1.0
Asian American/Asian	2.6	2.7	2.5	3.2	3.1	2.4	2.3	2.5	2.5	2.0	2.6	0.9
Mexican American/Chicano	0.8	0.7	1.1	0.9	0.6	0.6	0.5	0.5	0.6	0.3	1.2	0.0
Puerto Rican American	0.5	0.4	0.6	0.2	0.5	0.5	0.4	0.5	0.4	0.2	0.6	0.0
other Latino	1.3	1.4	1.0	1.5	2.5	1.0	1.5	1.6	1.6	1.2	1.1	0.0
other	1.6	1.6	1.7	1.2	3.0	1.7	1.2	1.6	1.0	1.0	1.8	0.0

(1) Percentages will sum to more than 100.0 if any respondents marked more than one category.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Highest Degree Earned												
bachelor's (B.A., B.S., etc.)	2.7	0.9	7.0	0.7	0.5	0.8	1.4	1.6	0.9	1.4	7.2	3.6
master's (M.A., M.S., etc.)	34.9	22.5	64.0	18.2	13.8	23.4	29.3	25.8	25.3	36.9	63.9	67.7
LL.B., J.D.	0.5	0.5	0.6	0.4	0.3	0.7	0.3	0.1	0.4	0.3	0.7	0.0
M.D., D.D.S. (or equivalent)	0.2	0.2	0.3	0.2	0.7	0.3	0.1	0.0	0.2	0.1	0.3	0.0
other first professional	0.5	0.6	0.2	0.8	0.8	0.3	0.7	0.8	0.3	0.8	0.2	1.3
Ed.D.	4.9	5.7	2.8	3.0	2.1	9.2	5.4	5.0	4.6	6.6	2.8	3.4
Ph.D.	49.7	64.7	14.2	71.9	77.8	59.9	58.3	63.3	63.3	48.0	14.4	10.4
other degree	4.3	3.8	5.3	4.0	3.5	3.9	3.6	2.5	4.1	4.8	5.3	6.8
none	2.4	1.1	5.4	0.8	0.5	1.6	1.0	0.9	1.0	1.1	5.4	6.8
Field of Highest Degree (2)												
agriculture or forestry	0.4	0.6	0.0	1.1	0.0	0.5	0.3	0.3	0.1	0.3	0.0	0.0
biological sciences	5.0	5.0	5.0	5.0	4.8	4.2	6.1	6.0	7.7	5.0	5.1	2.9
business	4.0	3.9	4.3	3.4	3.3	4.5	3.7	2.7	4.9	4.1	4.4	3.5
education	20.7	17.8	27.3	15.7	6.7	22.2	18.5	18.6	13.4	22.1	27.2	30.1
engineering	1.0	1.2	0.5	2.4	1.4	0.9	0.3	0.3	0.4	0.2	0.5	0.7
English	10.0	9.1	11.9	7.5	9.3	9.2	10.6	11.3	9.1	10.9	11.5	20.1
health related	11.2	9.2	15.6	8.2	8.0	10.5	9.2	5.4	13.3	11.2	16.3	2.6
history or political science	5.1	6.4	2.1	5.9	12.2	5.6	5.5	7.2	5.4	3.5	2.0	3.7
humanities	9.0	11.0	4.5	11.7	21.0	6.6	11.9	12.2	13.4	10.2	4.7	2.1
fine arts	8.2	8.8	6.8	10.8	8.4	7.4	8.8	8.8	5.8	11.0	6.4	15.5
mathematics or statistics	4.0	3.1	6.0	2.4	2.5	3.7	3.3	3.1	4.1	3.0	6.0	7.1
physical sciences	3.0	3.6	1.8	3.6	2.7	3.5	4.0	5.1	3.6	2.9	1.9	0.9
social sciences	12.0	13.9	7.6	14.2	15.0	13.6	13.4	14.9	13.0	11.8	7.5	9.3
other technical	1.1	1.0	1.5	0.7	0.7	1.4	1.0	0.7	1.8	0.9	1.5	1.2
other non-technical	5.3	5.5	5.0	7.3	4.0	6.1	3.4	3.5	3.8	3.1	5.2	0.4
Year Highest Degree Earned												
before 1961	2.1	1.4	3.8	1.5	0.9	1.2	1.6	1.9	1.7	1.2	3.8	4.3
1961 to 1965	1.9	1.5	2.7	1.8	2.5	1.0	1.6	1.4	1.5	1.8	2.8	0.7
1966 to 1970	4.8	4.1	6.2	5.8	4.1	3.8	2.9	2.9	2.8	2.9	6.2	7.8
1971 to 1975	8.6	8.2	9.3	8.8	10.1	8.2	6.8	6.9	6.7	6.9	9.4	7.6
1976 to 1980	12.3	12.2	12.7	13.0	14.0	11.6	11.3	12.1	10.5	10.7	12.4	17.9
1981 to 1985	14.9	14.6	15.5	14.8	14.3	13.4	16.1	16.8	16.4	15.1	15.9	7.2
1986 to 1990	19.4	19.6	19.0	19.5	17.9	20.0	19.8	18.9	21.7	19.6	18.9	21.2
1991 to 1995	23.7	25.3	19.9	23.9	24.6	26.2	25.9	25.9	25.4	26.3	19.8	22.5
1996 to 1998	12.3	13.0	10.8	10.8	11.5	14.5	14.0	13.2	13.4	15.4	10.8	10.7
Degree Currently Working Toward												
bachelor's (B.A., B.S., etc.)	1.3	0.2	3.8	0.2	0.1	0.2	0.1	0.2	0.0	0.2	4.0	0.0
master's (M.A., M.S., etc.)	5.2	2.1	12.3	0.9	0.8	2.0	4.0	5.4	2.8	3.2	12.7	6.2
LL.B., J.D.	0.1	0.0	0.3	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.3	0.0
M.D., D.D.S. (or equivalent)	0.1	0.1	0.0	0.0	0.1	0.2	0.0	0.0	0.0	0.1	0.0	0.0
other first professional	0.3	0.3	0.3	0.3	0.0	0.3	0.4	0.5	0.1	0.5	0.3	0.0
Ed.D.	4.2	3.9	5.0	2.7	0.1	4.9	5.3	6.0	4.2	5.4	4.5	12.5
Ph.D.	15.2	14.4	17.0	11.4	12.3	15.1	17.3	13.7	15.5	22.5	16.4	27.9
other degree	3.0	1.7	5.9	1.0	0.7	2.0	2.5	1.5	1.6	4.2	5.9	5.5
none	70.7	77.2	55.5	83.6	85.8	75.3	70.4	72.7	75.8	63.9	55.9	47.9

(2) Disaggregated results for this item may be found later in this section.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Department of Current Faculty Appointment (3)												
agriculture or forestry	0.5	0.7	0.1	1.8	0.0	0.6	0.1	0.1	0.0	0.1	0.1	0.0
biological sciences	4.6	4.5	4.9	3.5	4.3	3.9	6.3	6.5	7.9	5.0	4.9	5.3
business	6.2	4.9	9.1	3.7	4.0	6.4	4.6	3.4	6.1	5.1	9.4	3.5
education	11.3	11.9	9.9	8.9	3.9	16.5	12.3	11.0	7.9	17.3	9.9	11.5
engineering	0.9	1.1	0.5	2.6	0.9	0.7	0.1	0.2	0.1	0.1	0.5	0.0
English	11.5	10.0	15.2	8.3	9.1	10.2	11.8	12.0	10.2	12.7	14.8	23.5
health related	13.9	12.1	18.2	12.8	9.8	13.2	10.8	6.3	17.1	12.1	19.0	3.5
history or political science	4.9	6.3	1.7	5.9	11.9	5.5	5.3	6.9	5.0	3.5	1.6	3.8
humanities	9.1	10.8	5.2	11.7	20.7	5.7	12.4	13.5	13.7	10.1	5.3	3.1
fine arts	8.3	9.3	6.0	11.3	8.6	8.1	9.0	9.3	5.8	11.2	5.4	18.7
mathematics or statistics	5.1	3.7	8.2	2.5	3.3	4.5	4.1	4.2	5.0	3.5	8.0	12.6
physical sciences	3.2	3.8	1.7	3.8	3.1	3.7	4.1	5.4	3.3	3.0	1.8	0.8
social sciences	11.2	12.9	7.4	13.3	14.5	12.3	12.5	13.7	11.1	12.0	7.2	11.2
other technical	2.4	1.4	4.5	1.0	1.1	1.9	1.4	1.2	2.2	1.0	4.6	2.0
other non-technical	6.8	6.7	7.2	8.9	4.7	6.7	5.1	6.6	4.7	3.5	7.5	0.4
Year of Appointment at Present Institution												
before 1961	2.6	2.7	2.3	2.8	2.7	2.2	3.2	3.3	3.3	3.1	1.8	12.4
1961 to 1965	0.8	0.9	0.6	0.8	1.2	0.6	1.4	1.6	1.5	1.0	0.6	0.7
1966 to 1970	3.8	3.5	4.4	3.2	3.3	4.4	2.8	3.3	2.9	2.2	4.4	3.6
1971 to 1975	5.7	5.3	6.6	6.3	5.2	5.7	3.9	4.3	2.4	4.4	6.9	0.3
1976 to 1980	8.1	7.8	8.7	9.0	8.6	7.0	7.2	6.4	7.7	8.0	9.1	1.8
1981 to 1985	10.8	10.6	11.4	10.5	9.6	9.7	12.2	12.8	13.0	10.7	11.8	3.4
1986 to 1990	19.5	19.1	20.5	20.5	18.3	18.2	19.1	18.3	20.6	18.9	20.6	20.2
1991 to 1995	26.2	26.8	24.8	26.8	28.9	26.9	25.8	25.9	26.5	25.3	24.7	26.0
1996 to 1998	22.5	23.3	20.7	20.2	22.1	25.3	24.4	24.1	22.1	26.5	20.1	31.7
Tenured?												
yes	43.0	45.5	37.0	48.8	47.8	47.4	38.9	38.4	42.0	37.3	37.9	19.0
no	57.0	54.5	63.0	51.2	52.2	52.6	61.1	61.6	58.0	62.7	62.1	81.0
Year Received Tenure												
before 1961	0.4	0.4	0.6	0.3	0.0	0.4	0.7	1.2	0.0	0.6	0.5	3.1
1961 to 1965	0.2	0.2	0.3	0.2	0.4	0.1	0.3	0.2	0.6	0.2	0.3	0.0
1966 to 1970	2.2	1.8	3.4	1.2	1.8	2.0	2.2	3.7	1.0	1.2	3.2	10.6
1971 to 1975	6.6	5.6	9.5	6.9	4.5	6.1	3.5	4.4	3.1	2.7	9.6	4.7
1976 to 1980	10.8	10.3	12.1	11.9	11.3	10.3	7.6	8.3	8.0	6.5	12.2	8.5
1981 to 1985	13.5	13.3	14.1	15.1	16.1	11.6	12.0	11.9	11.7	12.4	14.2	9.4
1986 to 1990	17.5	18.6	14.3	20.3	17.3	17.3	19.0	19.1	18.3	19.5	14.3	15.8
1991 to 1995	27.9	28.3	26.8	26.7	29.3	28.2	30.3	30.0	30.0	30.8	26.6	34.5
1996 to 1998	20.9	21.5	19.0	17.3	19.3	23.8	24.3	21.2	27.2	26.0	19.2	13.4

(3) Disaggregated results for this item may be found later in this section.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Salary is Based On												
9/10 months	75.0	77.2	69.7	79.7	71.6	81.0	72.0	66.2	80.3	73.5	69.8	66.2
11/12 months	25.0	22.8	30.3	20.3	28.4	19.0	28.0	33.8	19.7	26.5	30.2	33.8
Base Salary (in Thousands) for: Faculty on 9/10 Month Contracts												
less than 20	4.8	2.3	11.2	2.3	2.5	2.1	2.4	2.2	2.6	2.6	11.4	7.6
20 to 29	6.8	5.5	10.3	5.4	2.6	4.9	7.6	7.4	3.5	11.0	9.2	32.3
30 to 39	26.8	26.8	26.8	17.4	11.8	31.6	36.5	30.9	37.0	42.7	26.1	41.1
40 to 49	29.0	30.3	25.5	30.5	28.8	30.1	31.2	29.4	33.8	31.4	26.0	15.5
50 to 59	16.1	17.0	13.8	19.5	20.5	16.1	14.1	17.9	14.9	8.9	14.4	2.0
60 to 69	8.9	9.9	6.2	12.3	13.0	10.4	5.0	6.2	6.2	2.6	6.5	0.0
70 to 79	4.3	4.7	3.3	6.9	9.3	3.7	1.8	3.2	1.0	0.6	3.5	0.0
80 to 89	1.7	1.7	1.8	2.7	4.2	0.8	0.8	1.5	0.4	0.2	1.9	0.0
90 to 99	0.8	0.9	0.6	1.7	2.8	0.0	0.3	0.7	0.1	0.0	0.6	0.0
100 to 124	0.6	0.7	0.1	1.2	3.2	0.1	0.2	0.5	0.1	0.1	0.0	1.4
125 to 149	0.1	0.2	0.0	0.1	1.0	0.0	0.1	0.1	0.4	0.0	0.0	0.0
150 or more	0.2	0.1	0.4	0.1	0.2	0.2	0.0	0.0	0.0	0.0	0.4	0.0
Faculty on 11/12 Month Contracts												
less than 20	7.0	1.3	16.9	1.7	0.5	1.4	1.2	0.9	1.3	1.7	16.8	18.7
20 to 29	7.5	5.9	10.2	5.0	1.1	7.2	7.4	6.5	2.2	12.0	8.7	37.5
30 to 39	23.3	24.3	21.4	11.3	11.7	28.1	36.0	29.1	46.6	41.5	20.7	34.1
40 to 49	27.2	27.7	26.2	26.7	33.8	23.6	29.7	31.1	25.1	30.0	27.4	6.8
50 to 59	16.1	18.3	12.4	20.1	24.6	17.4	15.0	16.9	15.3	11.5	13.0	2.9
60 to 69	9.1	10.9	6.0	15.0	13.5	12.2	5.5	7.1	6.4	2.4	6.4	0.0
70 to 79	5.1	5.6	4.4	8.3	6.2	6.4	2.5	3.7	2.8	0.3	4.7	0.0
80 to 89	1.8	2.5	0.4	6.0	1.1	1.4	1.4	2.6	0.0	0.0	0.4	0.0
90 to 99	1.4	1.5	1.2	2.4	3.1	1.1	0.6	0.7	0.3	0.4	1.3	0.0
100 to 124	1.2	1.8	0.2	3.5	3.0	1.0	0.6	1.2	0.0	0.0	0.2	0.0
125 to 149	0.1	0.2	0.0	0.0	1.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0
150 or more	0.2	0.1	0.5	0.0	0.3	0.0	0.1	0.0	0.0	0.2	0.5	0.0
Father's Education												
8th grade or less	11.3	10.3	13.6	10.2	6.7	11.9	9.7	8.8	11.6	9.5	13.5	15.1
some high school	8.1	7.2	10.2	6.5	6.0	7.8	7.7	8.6	7.2	7.0	10.4	5.1
completed high school	22.8	20.3	28.5	18.9	17.4	21.6	21.4	19.4	23.3	22.7	28.8	21.9
some college	15.7	15.3	16.8	15.3	14.3	15.4	15.5	15.1	15.1	16.2	16.5	21.6
graduated from college	15.0	15.9	12.8	16.2	17.2	15.5	15.7	15.4	15.7	16.0	12.2	23.7
attended grad/prof school	6.5	7.4	4.3	8.0	7.7	6.9	7.3	8.4	7.1	6.0	4.3	2.8
attained advanced degree	20.6	23.5	13.9	24.9	30.6	20.9	22.7	24.3	19.9	22.6	14.1	9.9
Mother's Education												
8th grade or less	7.1	6.2	8.9	5.9	5.7	7.2	5.6	4.8	8.1	4.8	9.2	3.0
some high school	7.8	6.9	10.0	6.2	6.6	8.1	6.2	5.1	9.1	5.5	10.3	4.4
completed high school	31.5	30.1	34.6	29.4	23.2	30.7	32.8	32.2	32.6	33.7	34.8	31.3
some college	19.1	18.6	20.2	19.1	19.1	18.1	18.5	18.1	16.9	20.1	19.8	29.8
graduated from college	17.5	19.0	14.1	19.3	21.5	18.5	18.4	18.9	16.5	19.2	13.9	17.8
attended grad/prof school	5.8	6.9	3.4	7.3	8.9	6.1	6.5	7.8	6.1	5.2	3.2	7.7
attained advanced degree	11.2	12.3	8.7	12.8	15.1	11.2	12.0	13.1	10.8	11.4	8.9	6.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges												Two-year Colleges	
	Insts	All		Universities		All		Non-	Catholic	Protestant	Public	Private	Public	Private
		4-year	2-year	Public	Private	Public	Private	sectarian						
Current Marital Status														
married	66.2	63.9	71.6	61.5	64.6	64.7	65.1	62.5	63.3	70.0			71.4	75.6
unmarried, living with partner	6.1	6.7	4.5	8.9	8.7	6.0	4.6	6.4	4.2	2.5			4.6	1.7
single	27.8	29.4	23.9	29.7	26.6	29.3	30.3	31.1	32.5	27.5			24.0	22.6
Has Respondent Ever Been														
divorced	28.7	27.5	31.4	29.7	26.2	30.1	22.5	23.9	23.0	20.3			31.5	28.7
widowed	3.4	2.9	4.4	2.3	3.4	3.4	2.7	2.9	2.4	2.7			4.2	7.7
separated	5.1	5.1	5.1	4.8	3.9	5.9	4.8	4.5	5.8	4.3			5.2	2.2
Spouse's or Partner's Education														
8th grade or less	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.2	0.0	0.1			0.1	0.0
some high school	0.5	0.4	0.7	0.4	0.1	0.4	0.3	0.5	0.1	0.2			0.8	0.0
completed high school	2.8	1.8	5.0	1.1	1.0	2.3	2.1	1.9	2.3	2.0			5.2	2.0
some college	8.8	6.8	13.5	5.4	5.1	8.3	7.1	7.5	7.2	6.5			13.2	17.8
graduated from college	14.8	13.4	18.0	12.0	11.7	15.1	13.4	11.3	14.1	15.5			18.3	13.4
attended grad/prof school	9.2	8.7	10.2	8.9	8.3	8.5	8.9	9.1	8.0	9.4			10.4	7.3
attained advanced degree	47.4	50.7	40.0	54.5	58.1	47.0	48.5	50.3	47.3	47.1			39.8	44.6
does not apply	16.4	18.2	12.4	17.7	15.7	18.2	19.5	19.1	20.9	19.1			12.3	14.9
Number of Children Aged: (4)														
0 to 4 years														
none	90.5	89.9	91.7	89.3	89.3	91.3	89.1	89.1	88.4	89.7			92.2	82.4
one	7.6	8.2	6.3	8.8	9.1	6.8	9.0	9.4	9.5	8.2			5.8	17.0
two	1.8	1.7	1.9	1.6	1.5	1.8	1.7	1.5	1.7	1.9			2.0	0.0
three	0.1	0.1	0.0	0.2	0.1	0.0	0.1	0.1	0.3	0.0			0.0	0.6
four or more	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.1			0.0	0.0
5 to 12 years														
none	82.0	82.1	81.6	82.0	78.3	83.3	82.3	82.4	82.7	81.9			81.2	90.5
one	12.2	12.0	12.9	12.6	14.2	10.9	11.9	12.1	11.4	12.0			13.2	6.8
two	4.9	5.1	4.6	4.8	6.6	4.9	5.0	5.1	4.8	5.1			4.7	2.7
three	0.6	0.7	0.6	0.5	0.7	0.9	0.6	0.2	0.8	0.9			0.6	0.0
four or more	0.2	0.1	0.4	0.2	0.3	0.0	0.2	0.2	0.4	0.1			0.4	0.0
13 to 17 years														
none	83.4	85.1	79.4	86.7	86.0	84.0	84.6	85.6	84.6	83.2			79.5	78.2
one	12.6	11.4	15.3	10.7	9.0	12.4	11.7	10.9	11.0	13.2			15.7	7.1
two	3.8	3.2	4.9	2.4	3.7	3.5	3.5	3.4	4.2	3.2			4.5	14.7
three	0.3	0.3	0.3	0.2	1.2	0.1	0.2	0.1	0.2	0.3			0.3	0.0
four or more	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1			0.0	0.0
18 to 23 years														
none	81.5	85.1	73.3	87.0	88.5	82.7	84.7	87.7	84.9	80.7			73.3	74.5
one	12.8	10.4	18.2	9.1	8.5	12.0	10.6	8.7	11.2	12.6			18.4	14.9
two	5.1	4.0	7.4	3.6	2.8	4.8	3.9	3.1	2.9	5.8			7.3	10.7
three	0.5	0.4	0.7	0.3	0.1	0.4	0.6	0.3	0.9	0.8			0.7	0.0
four or more	0.2	0.1	0.4	0.0	0.1	0.1	0.1	0.1	0.2	0.1			0.4	0.0

(4) Results for this item are not comparable to published results in earlier years. See Appendix A for details.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Insts	All		Universities		Four-year Colleges					Two-year Colleges	
		4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Number of Children Aged: (4)												
24 or more years												
none	73.6	77.0	65.9	80.2	79.3	73.2	77.6	80.0	77.4	74.6	65.5	74.1
one	9.3	8.6	10.9	8.0	8.2	9.7	7.9	7.7	8.3	7.8	10.9	11.9
two	10.5	9.3	13.5	8.0	7.8	10.9	9.0	7.3	8.8	11.3	13.6	10.8
three	4.6	3.6	6.9	2.6	3.0	4.3	3.9	3.8	3.2	4.4	7.1	2.6
four or more	2.0	1.6	2.8	1.2	1.6	2.0	1.6	1.2	2.3	1.8	3.0	0.6
Primary Activity Prior to Taking Current Position (5)												
taught at college/university	32.5	35.4	25.6	35.7	39.8	34.7	34.4	36.4	32.1	33.5	25.8	21.9
full-time non-teaching research	2.2	2.4	1.5	3.2	3.0	2.1	1.8	2.1	2.1	1.3	1.3	4.5
postdoctoral fellowship	3.5	4.7	0.5	7.2	8.4	2.9	3.0	3.8	3.3	1.7	0.5	1.8
full-time acad admin position	2.2	2.3	2.1	2.2	1.8	2.4	2.5	2.1	2.6	2.9	2.0	3.6
prof pos outside higher educ	27.7	22.0	41.0	17.4	14.6	25.7	25.0	21.0	27.1	28.7	41.0	41.1
student	21.8	26.2	11.5	29.0	27.3	24.6	25.1	28.2	23.3	22.3	11.6	8.4
other	10.2	6.9	17.8	5.4	5.1	7.6	8.2	6.4	9.5	9.7	17.8	18.7
General Activities												
held academic admin position	27.9	31.3	20.2	30.5	34.4	28.0	35.1	35.4	38.5	32.0	20.1	23.8
award for outstanding teaching	37.6	36.9	39.3	39.8	33.5	38.1	33.9	34.3	34.4	33.1	38.7	50.2
commute a long distance to work	23.1	21.7	26.4	17.8	21.0	23.9	23.1	21.7	23.9	24.3	26.1	32.3
research/writing on women	37.4	43.6	23.0	48.3	53.9	38.6	41.2	43.1	41.8	38.2	23.1	21.4
spouse/partner work in same city	47.7	50.4	41.9	55.5	58.9	45.1	48.6	46.5	51.4	49.2	42.0	39.6
spouse/partner an academic	32.3	35.2	25.7	39.7	35.0	32.8	33.9	38.1	29.8	31.6	24.9	41.1
research/writing on race/ethnicity	26.1	30.0	17.0	32.8	33.7	28.6	27.5	29.1	29.5	24.0	17.5	7.9
born in the U.S.A.	90.6	89.1	94.2	87.6	81.8	91.7	90.2	88.1	90.4	92.9	94.0	97.3
am a U.S. citizen	95.8	95.2	97.1	94.3	90.5	96.7	96.0	95.0	97.1	96.6	97.1	98.7
interrupted career for health/family	29.3	25.2	39.0	22.8	20.7	27.4	26.5	21.8	27.3	32.2	38.6	45.7
sexually harassed at this inst	10.2	11.0	8.4	13.2	11.6	11.2	8.2	8.2	7.9	8.4	8.0	16.8
plan to work beyond age 70	28.6	30.1	25.2	29.1	35.4	28.9	30.5	29.8	36.9	26.5	24.3	42.7
In the Last Two Years												
had one or more firm job offers	31.4	31.2	31.9	29.2	28.0	32.4	33.1	30.5	33.9	35.8	31.7	37.1
developed a new course	72.8	77.8	61.3	77.1	85.0	74.9	79.4	79.0	84.4	76.2	61.7	53.2
considered early retirement	28.4	28.1	29.2	29.6	23.9	30.5	25.1	24.5	25.3	25.9	29.5	23.4
considered leaving academe	38.7	40.6	34.4	41.8	39.2	40.6	39.9	38.6	41.2	40.6	33.9	43.7
taught at 2+ insts in same term	12.5	9.1	20.4	7.1	8.2	8.8	11.9	12.8	12.6	10.2	20.2	25.4
served as a paid consultant	32.6	36.1	24.4	39.6	35.6	37.3	30.9	31.3	33.1	28.8	24.9	15.8
Institution Experienced Significant Change in Last Decade (5)												
overall mission, purpose	42.3	42.8	41.2	45.8	38.0	52.9	28.5	24.9	30.3	31.9	41.1	42.9
general education	41.0	42.8	36.9	43.0	35.7	44.8	42.9	40.7	43.5	45.3	36.4	46.0
faculty role/reward	36.7	39.3	30.7	40.9	33.8	43.8	34.0	30.9	37.6	35.5	29.8	47.1
governance	40.1	41.0	38.1	36.9	32.6	44.2	44.0	39.3	45.8	48.8	37.9	42.4

(4) Results for this item are not comparable to published results in earlier years. See Appendix A for details.

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Scheduled Teaching												
none	0.6	0.6	0.7	1.0	0.5	0.6	0.3	0.3	0.2	0.3	0.7	0.8
1 to 4	6.8	7.8	4.5	11.5	15.1	4.5	5.3	6.3	4.0	4.8	4.4	6.2
5 to 8	27.9	32.6	17.0	49.8	45.5	22.7	22.6	27.0	20.1	18.6	16.8	20.0
9 to 12	32.5	37.9	19.6	24.8	30.7	47.2	42.4	40.0	44.5	44.1	19.6	21.2
13 to 16	19.2	13.4	32.5	6.6	5.0	16.7	19.6	19.2	19.4	20.3	32.3	36.5
17 to 20	8.1	5.1	15.1	4.2	1.9	5.6	6.6	5.0	8.7	7.1	15.2	13.3
21 to 34	4.7	2.3	10.3	1.9	1.2	2.3	2.9	1.9	2.8	4.3	10.7	2.0
35 to 44	0.2	0.2	0.2	0.1	0.1	0.3	0.2	0.2	0.0	0.2	0.2	0.0
45 or more	0.2	0.1	0.2	0.0	0.1	0.2	0.2	0.2	0.2	0.3	0.2	0.0
Preparing for Teaching												
none	0.4	0.3	0.5	0.5	0.3	0.4	0.1	0.0	0.1	0.1	0.5	1.0
1 to 4	7.9	7.1	9.9	8.8	9.3	6.1	5.7	6.9	4.5	5.1	10.2	4.2
5 to 8	21.1	19.6	24.6	22.3	20.3	19.1	17.0	16.9	17.3	16.9	24.8	19.6
9 to 12	24.3	24.9	23.1	25.8	25.4	25.8	22.5	21.0	22.7	24.3	23.2	21.3
13 to 16	17.2	18.1	15.3	17.9	18.9	17.3	18.9	19.4	18.7	18.4	15.2	18.2
17 to 20	15.5	16.2	13.8	14.2	14.1	16.9	18.3	20.1	17.9	16.4	13.4	21.0
21 to 34	10.5	10.7	10.0	8.8	9.6	10.5	13.4	12.1	14.2	14.5	9.9	12.7
35 to 44	2.2	2.2	2.3	1.4	1.4	2.5	2.8	2.4	3.3	3.1	2.4	1.1
45 or more	0.9	1.0	0.6	0.4	0.8	1.3	1.2	1.2	1.4	1.1	0.6	0.7
Advising/Counseling of Students												
none	3.8	2.8	6.0	3.6	2.4	3.1	1.9	1.4	2.0	2.4	6.1	4.5
1 to 4	56.4	54.2	61.5	55.6	55.7	53.3	53.2	50.3	56.7	54.4	61.4	62.7
5 to 8	29.7	31.9	24.7	31.9	31.3	32.1	31.9	33.5	30.6	30.7	25.1	18.1
9 to 12	6.9	7.8	4.7	6.7	7.9	7.4	9.4	10.1	8.6	9.1	4.6	7.3
13 to 16	2.0	2.1	1.7	1.3	1.6	2.7	2.3	2.8	1.2	2.5	1.5	5.8
17 to 20	0.7	0.8	0.4	0.6	0.7	0.8	0.9	1.1	0.9	0.6	0.4	0.0
21 to 34	0.5	0.4	1.0	0.3	0.4	0.5	0.2	0.3	0.0	0.1	1.0	1.0
35 to 44	0.1	0.1	0.0	0.1	0.0	0.0	0.2	0.4	0.1	0.0	0.0	0.6
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.0	0.0
Committee Work & Meetings												
none	7.1	4.4	13.4	5.6	4.8	3.7	3.8	4.1	3.3	3.7	13.7	7.5
1 to 4	62.3	62.2	62.6	60.2	66.0	59.0	66.9	66.9	63.1	69.9	62.4	65.8
5 to 8	24.0	26.1	19.2	26.0	23.7	28.7	23.6	23.1	27.6	21.1	19.0	22.8
9 to 12	4.7	5.4	3.2	5.8	4.3	6.0	4.5	4.6	4.5	4.3	3.3	2.6
13 to 16	1.1	1.2	0.9	1.7	0.7	1.3	0.8	0.8	1.1	0.6	0.9	0.0
17 to 20	0.6	0.6	0.6	0.7	0.4	0.7	0.3	0.3	0.2	0.2	0.6	0.0
21 to 34	0.2	0.2	0.1	0.1	0.0	0.4	0.1	0.2	0.0	0.2	0.1	1.3
35 to 44	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Other Administration												
none	37.5	34.3	44.9	34.9	34.4	37.1	30.2	27.8	30.5	33.2	45.7	29.6
1 to 4	40.0	41.0	37.7	42.8	43.7	38.6	41.3	43.1	41.3	38.8	36.8	56.5
5 to 8	11.4	13.0	7.8	12.6	12.2	11.9	15.1	16.7	14.6	13.3	7.9	6.0
9 to 12	4.9	5.8	2.9	5.5	4.4	6.0	6.4	6.3	6.1	6.8	2.9	2.9
13 to 16	2.8	2.6	3.1	1.9	3.2	2.5	3.1	3.1	3.5	3.0	3.3	0.0
17 to 20	2.0	2.0	2.0	1.6	1.5	2.5	2.0	1.1	2.2	3.1	2.0	1.0
21 to 34	1.1	1.0	1.3	0.6	0.3	1.2	1.5	1.5	1.6	1.5	1.3	2.9
35 to 44	0.1	0.2	0.1	0.2	0.1	0.2	0.2	0.2	0.2	0.3	0.1	0.0
45 or more	0.1	0.1	0.1	0.0	0.0	0.0	0.2	0.3	0.0	0.2	0.1	1.1
Research and Scholarly Writing												
none	31.7	19.6	60.5	11.6	9.6	20.2	31.3	28.9	28.3	36.8	60.9	52.4
1 to 4	33.9	35.9	29.1	25.2	29.2	42.1	41.6	36.9	46.2	44.3	28.6	37.6
5 to 8	15.3	19.2	6.2	22.5	19.9	18.3	16.5	19.6	15.3	13.1	6.3	4.0
9 to 12	8.9	11.6	2.5	16.1	16.5	10.3	6.5	8.4	5.9	4.3	2.4	4.1
13 to 16	4.4	5.8	1.0	10.0	7.8	4.7	2.1	3.0	2.2	0.8	0.9	1.9
17 to 20	3.3	4.4	0.7	7.5	10.3	2.6	1.2	1.8	1.0	0.5	0.8	0.0
21 to 34	1.8	2.5	0.0	4.9	4.5	1.4	0.6	0.9	0.8	0.1	0.0	0.0
35 to 44	0.4	0.6	0.1	1.1	1.3	0.3	0.1	0.1	0.2	0.0	0.1	0.0
45 or more	0.4	0.5	0.0	1.1	1.0	0.2	0.2	0.3	0.1	0.1	0.0	0.0
Creative Products/Performances												
none	53.1	57.2	43.9	60.8	62.7	52.8	57.0	60.9	53.8	54.3	44.0	41.2
1 to 4	32.6	28.9	40.9	24.4	23.7	32.7	30.4	27.8	32.8	32.1	40.6	45.4
5 to 8	8.1	7.7	8.9	7.5	6.8	8.4	7.3	6.2	8.5	7.8	9.1	5.5
9 to 12	3.1	3.2	2.9	3.3	3.0	3.6	2.7	2.5	2.9	2.9	3.0	1.2
13 to 16	1.4	1.4	1.5	1.9	1.8	1.1	0.9	0.8	1.3	0.7	1.3	6.6
17 to 20	1.0	0.9	1.3	1.1	0.6	0.8	0.8	0.6	0.5	1.2	1.4	0.0
21 to 34	0.3	0.4	0.1	0.3	0.9	0.2	0.5	0.7	0.0	0.5	0.1	0.0
35 to 44	0.1	0.2	0.1	0.3	0.2	0.1	0.1	0.1	0.1	0.0	0.1	0.0
45 or more	0.3	0.3	0.4	0.3	0.3	0.2	0.3	0.3	0.1	0.5	0.4	0.0
Consultation with Clients or Patients												
none	81.3	83.1	77.2	84.6	88.5	79.8	83.8	87.6	79.0	82.3	77.4	73.4
1 to 4	12.4	11.0	15.6	10.3	7.1	13.4	10.3	7.9	13.9	10.7	15.1	25.5
5 to 8	3.5	3.2	4.0	3.0	2.0	3.7	3.3	2.5	4.2	3.8	4.2	1.1
9 to 12	1.1	1.2	1.0	1.0	0.6	1.5	1.3	0.8	1.7	1.6	1.0	0.0
13 to 16	0.6	0.5	0.9	0.6	0.7	0.3	0.6	0.4	0.8	0.7	1.0	0.0
17 to 20	0.6	0.5	0.7	0.3	0.5	0.7	0.4	0.4	0.2	0.6	0.8	0.0
21 to 34	0.3	0.3	0.3	0.2	0.6	0.4	0.2	0.2	0.2	0.2	0.3	0.0
35 to 44	0.1	0.1	0.3	0.1	0.0	0.1	0.1	0.1	0.0	0.1	0.3	0.0
45 or more	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.2	0.0	0.1	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
HOURS PER WEEK SPENT:												
Community or Public Service												
none	30.7	30.2	31.7	33.2	45.7	24.1	29.3	35.3	25.3	24.6	32.4	18.7
1 to 4	57.1	57.6	55.8	55.2	45.4	62.1	59.0	54.5	62.3	62.4	55.2	67.4
5 to 8	9.2	9.2	9.2	8.3	6.7	10.4	9.3	8.0	10.3	10.3	9.4	6.8
9 to 12	2.0	1.9	2.2	1.8	1.2	2.3	1.7	1.6	1.5	2.0	2.0	5.8
13 to 16	0.7	0.6	0.8	1.0	0.7	0.5	0.3	0.4	0.5	0.2	0.8	1.3
17 to 20	0.3	0.3	0.2	0.5	0.3	0.3	0.1	0.0	0.0	0.3	0.2	0.0
21 to 34	0.1	0.1	0.0	0.0	0.0	0.3	0.1	0.1	0.0	0.1	0.0	0.0
35 to 44	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0
45 or more	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.0
Outside Consulting or Freelance Work												
none	69.8	68.6	72.6	67.1	68.6	67.8	71.2	70.2	72.6	71.4	72.5	74.3
1 to 4	21.8	24.2	16.3	26.8	24.2	25.1	20.3	19.8	19.4	21.5	16.1	20.0
5 to 8	4.8	4.5	5.7	3.7	4.1	5.0	4.8	5.4	4.6	4.2	5.7	5.7
9 to 12	2.0	1.9	2.3	1.8	2.0	1.4	2.7	3.5	2.2	1.9	2.4	0.0
13 to 16	0.5	0.4	0.6	0.4	0.5	0.4	0.5	0.5	0.5	0.4	0.6	0.0
17 to 20	0.4	0.1	1.1	0.1	0.2	0.0	0.3	0.1	0.4	0.5	1.1	0.0
21 to 34	0.2	0.1	0.4	0.0	0.2	0.2	0.1	0.1	0.3	0.1	0.5	0.0
35 to 44	0.3	0.1	0.6	0.0	0.1	0.1	0.2	0.3	0.0	0.0	0.7	0.0
45 or more	0.2	0.0	0.5	0.0	0.1	0.1	0.0	0.0	0.1	0.1	0.5	0.0
Household/Childcare Duties												
none	3.3	3.4	3.2	4.2	2.5	3.4	2.8	3.1	3.0	2.3	3.3	0.0
1 to 4	15.4	17.0	11.7	16.1	14.4	18.0	17.6	16.8	20.4	16.6	11.4	18.3
5 to 8	23.1	23.4	22.5	23.3	24.2	23.6	22.9	23.1	20.9	24.1	22.6	19.2
9 to 12	17.6	17.0	18.8	16.7	16.8	16.8	17.7	18.3	15.8	18.3	18.8	18.7
13 to 16	10.1	10.3	9.6	11.2	11.1	10.2	9.0	9.0	9.1	8.9	9.7	7.7
17 to 20	9.7	9.1	11.0	9.3	8.8	9.4	8.6	7.2	8.9	10.3	11.3	5.9
21 to 34	8.4	8.2	8.7	7.7	8.8	8.1	8.6	10.2	6.6	8.0	8.3	16.6
35 to 44	5.0	4.9	5.3	4.1	6.3	4.3	6.0	6.0	7.0	5.3	5.4	3.3
45 or more	7.5	6.7	9.3	7.4	7.1	6.2	6.7	6.2	8.1	6.1	9.2	10.5
COMPUTER USE IN PAST YEAR: (5)												
Communicated Using E-mail												
daily	71.1	80.0	50.4	85.4	81.2	78.4	76.0	77.1	68.8	79.9	50.2	54.1
2-3 times/week	14.9	12.0	21.7	9.8	11.0	13.1	13.2	12.3	17.6	11.1	21.6	23.6
once a week	3.9	2.5	7.1	1.2	2.7	2.9	3.1	2.8	4.2	2.7	7.4	2.3
1-2 times/month	4.8	3.3	8.4	2.3	2.8	3.1	4.6	5.4	5.2	3.2	8.4	7.9
never	5.4	2.3	12.4	1.4	2.4	2.5	3.1	2.4	4.2	3.2	12.5	12.0
Conducted Research Using Internet												
daily	10.6	11.4	8.7	13.0	15.4	11.1	8.7	9.9	7.6	7.9	8.5	11.3
2-3 times/week	21.4	22.5	18.9	23.2	20.4	22.1	23.1	23.6	22.5	22.8	19.0	15.9
once a week	18.5	18.7	18.2	18.3	17.8	20.0	17.6	15.0	18.1	20.7	18.3	16.8
1-2 times/month	29.1	28.3	31.0	25.8	28.5	28.1	31.1	31.5	30.3	31.1	30.7	36.2
never	20.4	19.1	23.3	19.7	17.9	18.7	19.5	19.9	21.4	17.5	23.5	19.8

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
COMPUTER USE IN PAST YEAR: (5)												
Used On-line Discussion Groups												
daily	5.4	6.2	3.5	7.7	5.3	6.1	5.2	5.7	6.2	3.7	3.6	1.8
2-3 times/week	5.7	6.4	4.0	7.0	4.7	7.2	5.5	5.3	5.6	5.7	3.9	5.3
once a week	5.4	6.1	3.6	6.4	7.1	5.7	6.0	5.7	6.2	6.2	3.5	6.8
1-2 times/month	15.1	15.2	14.9	15.1	13.8	16.3	14.3	13.0	13.9	16.3	15.1	12.1
never	68.5	66.1	73.9	63.9	69.1	64.7	69.0	70.4	68.0	68.0	73.9	74.1
Worked from Home												
daily	34.0	34.0	33.9	33.7	38.4	33.7	33.1	33.7	34.2	31.4	34.1	31.3
2-3 times/week	23.4	24.9	19.9	26.1	27.2	24.8	22.8	21.1	24.8	23.5	19.8	20.8
once a week	13.3	14.0	11.5	15.5	11.7	14.3	13.1	13.1	12.0	13.9	11.5	12.6
1-2 times/month	11.8	12.8	9.5	14.5	12.6	11.9	12.4	11.6	12.2	13.5	9.5	10.3
never	17.6	14.3	25.1	10.3	10.0	15.3	18.7	20.5	16.8	17.7	25.1	25.0
Wrote Memos/Letters												
daily	59.4	65.7	44.7	69.7	70.1	64.2	61.5	62.6	59.4	61.7	44.5	49.1
2-3 times/week	25.5	23.8	29.4	22.3	21.1	24.2	25.8	24.8	28.7	25.1	29.4	29.9
once a week	7.5	6.0	11.2	4.5	5.8	6.0	7.5	8.2	6.5	7.3	11.3	7.9
1-2 times/month	5.2	3.1	10.2	2.1	2.2	3.6	3.7	3.4	3.2	4.5	10.2	8.8
never	2.4	1.5	4.5	1.4	0.9	2.0	1.4	1.1	2.2	1.3	4.5	4.3
Conducted Scholarly Writing												
daily	31.5	38.2	15.9	51.0	49.6	33.2	26.8	29.9	27.0	22.3	15.6	21.2
2-3 times/week	18.4	21.4	11.5	22.5	23.1	22.0	18.8	18.6	21.0	17.6	11.5	13.3
once a week	12.4	13.2	10.4	9.8	11.6	15.2	14.7	14.0	15.3	15.1	10.5	8.7
1-2 times/month	16.8	15.3	20.4	8.8	8.7	17.6	21.8	20.0	21.7	24.2	20.3	21.4
never	20.9	11.9	41.8	7.9	7.0	11.9	18.0	17.5	15.1	20.8	42.1	35.4
Conducted Data Analysis												
daily	11.8	14.1	6.5	19.9	15.7	12.6	9.3	10.0	10.3	7.6	6.5	6.2
2-3 times/week	8.5	8.5	8.5	9.8	7.4	8.8	7.2	7.5	7.7	6.4	8.4	10.8
once a week	9.6	10.0	8.8	9.9	7.8	11.2	9.4	10.0	8.0	9.5	8.9	5.1
1-2 times/month	21.6	21.7	21.3	19.3	20.0	23.9	22.2	19.4	24.7	23.9	21.5	18.4
never	48.5	45.7	54.9	41.1	49.1	43.5	52.0	53.1	49.4	52.6	54.7	59.5
Created Presentations												
daily	19.5	20.3	17.6	25.0	24.1	18.7	16.0	15.1	19.3	14.8	17.4	22.7
2-3 times/week	19.6	19.4	19.9	19.8	17.6	20.2	18.8	17.3	17.3	21.8	20.0	16.5
once a week	14.8	14.8	14.7	13.5	10.9	17.1	14.7	13.2	15.2	16.2	14.5	17.9
1-2 times/month	27.6	28.0	26.9	26.4	26.1	28.0	30.2	31.8	28.5	29.3	27.1	23.1
never	18.5	17.5	21.0	15.3	21.2	15.9	20.4	22.6	19.7	17.9	21.0	19.8

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(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges												Two-year Colleges		
	All			Universities		All					Non-		Public	Private	
	Insts	4-year	2-year	Public	Private	Public	Private	sectarian	Catholic	Protestant	Public	Private			
NUMBER OF:															
Articles in Academic or Professional Journals															
none	34.9	23.3	62.0	14.6	14.3	24.9	33.9	31.3	29.7	40.4	61.4	72.2			
1 to 2	22.1	21.7	22.9	15.3	17.5	24.1	26.8	23.3	27.9	30.6	23.1	19.0			
3 to 4	13.0	15.5	7.4	13.4	15.5	16.8	15.9	18.0	16.6	12.5	7.6	2.8			
5 to 10	15.4	19.7	5.4	22.3	24.8	19.6	15.1	15.9	18.4	11.6	5.5	3.2			
11 to 20	8.2	11.1	1.5	17.3	14.0	9.3	5.7	8.0	4.2	3.6	1.5	1.5			
21 to 50	5.0	6.8	0.6	12.9	10.0	4.5	2.3	2.8	3.2	1.1	0.6	1.3			
51+	1.4	1.9	0.2	4.2	3.8	0.7	0.4	0.7	0.0	0.3	0.2	0.0			
Chapters in Edited Volumes															
none	62.9	53.0	85.7	39.4	34.4	60.1	65.4	58.2	66.8	73.7	85.3	93.5			
1 to 2	21.8	26.8	10.4	27.0	32.0	27.2	23.9	27.5	24.5	18.9	10.6	5.7			
3 to 4	7.6	9.7	2.8	14.5	11.9	7.0	7.1	9.1	6.6	5.1	2.9	0.8			
5 to 10	5.5	7.5	0.7	12.8	15.7	4.2	2.9	4.1	2.1	2.0	0.8	0.0			
11 to 20	1.7	2.3	0.3	4.7	4.5	1.2	0.5	1.0	0.1	0.2	0.3	0.0			
21 to 50	0.5	0.7	0.2	1.4	1.5	0.3	0.1	0.2	0.1	0.1	0.2	0.0			
51+	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
Books, Manuals, Monographs															
none	65.7	60.7	77.1	49.9	49.7	64.7	71.5	68.1	71.0	76.3	76.6	86.6			
1 to 2	23.5	27.1	15.5	32.5	31.4	24.6	22.7	25.1	23.3	19.3	15.7	10.6			
3 to 4	6.8	7.9	4.3	11.1	13.1	6.8	3.8	4.6	3.9	2.8	4.5	1.2			
5 to 10	3.2	3.4	2.8	5.4	4.3	2.9	1.7	2.1	1.5	1.3	2.8	1.6			
11 to 20	0.6	0.8	0.2	1.0	1.3	0.8	0.2	0.2	0.2	0.3	0.2	0.0			
21 to 50	0.1	0.1	0.2	0.1	0.2	0.1	0.0	0.0	0.0	0.1	0.2	0.0			
51+	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0			
Exhibitions or Performances in the Fine/Applied Arts Presented															
none	81.2	81.7	80.2	82.2	83.3	82.0	80.2	80.4	82.9	77.9	81.1	62.3			
1 to 2	5.0	4.6	5.7	3.8	5.0	4.5	5.6	6.1	4.9	5.5	5.1	16.7			
3 to 4	2.7	2.5	3.3	2.4	2.2	2.6	2.6	2.9	2.1	2.5	3.4	1.3			
5 to 10	2.8	2.5	3.5	2.4	1.6	2.4	3.2	3.2	3.5	2.8	3.4	3.6			
11 to 20	1.7	1.7	1.5	1.6	1.6	2.0	1.6	1.7	1.4	1.8	1.5	1.7			
21 to 50	2.6	2.6	2.5	3.2	2.0	2.4	2.7	2.0	2.3	3.8	2.6	1.3			
51+	4.0	4.3	3.4	4.5	4.3	4.2	4.2	3.8	2.9	5.7	2.9	13.1			
Professional Writings Published or Accepted for Publication in the Last Two Years															
none	47.6	34.4	78.2	20.2	22.6	36.8	50.6	46.5	48.1	58.0	78.1	81.1			
1 to 2	27.5	32.2	16.7	28.9	30.5	35.5	32.0	31.6	34.9	30.2	17.1	10.2			
3 to 4	15.9	21.3	3.4	29.8	28.5	18.9	12.6	15.6	12.2	9.0	3.2	6.4			
5 to 10	7.9	10.7	1.3	18.7	16.5	7.7	4.1	5.6	4.0	2.2	1.2	2.3			
11 to 20	0.8	1.1	0.0	1.9	1.5	0.8	0.5	0.6	0.5	0.4	0.0	0.0			
21 to 50	0.3	0.2	0.4	0.4	0.3	0.2	0.1	0.1	0.1	0.1	0.4	0.0			
51+	0.1	0.1	0.0	0.1	0.0	0.1	0.1	0.0	0.2	0.1	0.0	0.0			

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
COURSES TAUGHT IN:												
General Education												
none	49.7	52.9	42.6	61.3	61.7	51.0	44.5	43.6	49.3	42.2	43.1	31.0
one	19.8	23.6	11.4	26.7	21.2	21.8	24.0	26.7	17.0	25.7	11.7	5.1
two	14.3	13.7	15.6	7.7	10.2	15.6	17.9	17.1	19.3	17.9	15.6	16.6
three	6.9	5.7	9.5	2.1	5.6	6.8	7.8	6.7	8.1	9.0	9.6	8.2
four	4.5	2.9	8.0	1.7	0.8	3.3	4.2	3.7	5.6	3.7	7.8	13.5
five or more	4.8	1.2	12.8	0.6	0.6	1.5	1.6	2.2	0.7	1.5	12.2	25.5
Other BA or BS Undergraduate Credit Courses												
none	14.0	7.2	33.0	7.6	5.6	7.4	7.2	7.1	7.6	7.2	33.6	19.9
one	26.2	30.6	13.6	43.3	39.3	24.2	22.6	25.8	19.4	20.9	13.4	16.6
two	28.2	31.0	20.4	32.3	34.5	28.9	31.1	33.0	30.4	29.2	20.5	17.3
three	17.1	19.4	10.7	11.9	16.8	22.9	23.5	22.5	23.4	24.8	10.3	19.2
four	8.7	8.2	10.0	3.5	3.0	11.7	10.6	8.3	13.6	11.4	10.0	8.3
five or more	5.8	3.5	12.4	1.4	0.9	4.8	4.9	3.4	5.6	6.5	12.1	18.7
Non-BA Credit Courses (developmental or remedial)												
none	84.3	94.7	63.8	96.1	97.2	93.7	93.7	93.3	93.1	94.7	63.7	65.4
one	4.7	2.6	9.0	1.9	1.5	2.8	3.4	2.3	5.3	3.3	8.8	13.4
two	4.9	1.0	12.5	0.6	0.9	1.2	1.1	1.6	1.0	0.7	12.7	9.8
three	3.0	0.9	7.2	1.2	0.2	0.9	0.9	1.5	0.1	0.7	7.3	5.8
four	1.6	0.4	4.0	0.0	0.1	0.8	0.2	0.1	0.0	0.4	3.9	5.5
five or more	1.5	0.5	3.5	0.2	0.1	0.6	0.6	1.1	0.4	0.2	3.7	0.0
Graduate Courses												
none	66.7	56.2	98.9	36.2	44.1	61.7	79.8	80.1	71.9	85.8	98.8	100.0
one	26.9	35.3	1.0	53.1	49.9	29.0	14.9	14.6	20.9	10.4	1.0	0.0
two	4.7	6.2	0.0	8.2	4.1	6.9	3.7	3.6	5.2	2.6	0.0	0.0
three	1.3	1.7	0.0	2.0	1.7	1.8	1.3	1.4	1.3	1.2	0.0	0.0
four	0.3	0.4	0.0	0.5	0.2	0.4	0.2	0.2	0.5	0.0	0.0	0.0
five or more	0.1	0.1	0.1	0.1	0.0	0.2	0.1	0.0	0.2	0.1	0.1	0.0
Teaching Activities in the Last Two Years												
taught honors course	16.8	19.7	9.7	26.3	26.1	14.0	17.6	18.8	20.0	14.0	9.9	6.1
taught interdisciplinary course	36.6	41.4	24.9	44.5	52.4	33.4	43.9	51.6	40.2	36.3	25.2	19.8
taught ethnic studies course	11.5	13.0	7.8	12.1	18.1	10.9	14.7	15.0	16.5	12.8	8.1	3.0
taught women's studies course	15.7	19.5	6.2	18.4	32.6	15.3	21.1	26.1	19.9	15.5	6.2	7.2
team-taught a course	39.6	41.4	35.3	44.3	38.7	38.1	43.8	44.1	41.4	45.3	36.0	21.5
taught a service learning course	24.1	25.5	20.7	25.6	24.7	26.3	24.8	25.4	26.2	23.0	21.3	10.2
worked w/students on res project	61.7	71.6	37.1	79.4	77.3	67.9	65.8	70.5	65.8	59.4	36.8	42.9
used funds for research	38.0	49.0	10.6	61.4	61.5	43.7	37.4	45.5	34.9	28.7	10.6	9.3
in teaching enhancement workshop	67.0	64.8	71.9	59.1	53.5	68.2	70.6	68.2	74.4	70.9	71.8	72.7
put/collected assign on Internet (5)	33.3	36.4	25.8	40.7	42.4	32.9	34.1	35.2	33.4	33.0	26.0	22.8
taught course excl on Internet (5)	2.1	1.8	2.9	1.8	1.7	1.9	1.6	1.6	2.7	0.7	2.9	2.6

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges											
	All			Universities		All					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Primary Interest												
very heavily in teaching	42.3	30.5	69.5	19.9	15.8	34.0	42.7	37.7	42.2	49.6	69.5	69.3
leaning toward teaching	36.0	40.4	25.9	34.9	36.5	44.6	42.3	42.1	44.3	41.0	25.8	26.9
leaning toward research	18.8	25.2	4.0	38.1	38.8	19.4	14.0	18.6	12.9	8.7	4.0	2.9
very heavily in research	2.9	3.9	0.6	7.1	8.9	2.0	1.1	1.6	0.6	0.7	0.6	1.0
Scholarly Work Conducted: by Respondent Alone												
none	20.6	14.1	38.1	11.5	8.0	15.3	17.7	16.2	15.5	21.3	37.8	43.4
some	20.0	23.8	10.1	30.3	20.5	24.7	16.7	16.4	19.8	14.7	9.8	17.3
most	26.1	29.5	17.1	31.3	32.3	30.1	25.7	26.9	27.4	22.9	17.7	4.8
all	33.2	32.6	34.7	26.9	39.2	29.9	39.8	40.4	37.2	41.0	34.7	34.6
with One Other Person												
none	41.7	33.1	64.5	25.1	32.6	31.7	44.2	41.5	39.4	51.2	64.1	71.0
some	40.7	47.3	23.4	53.5	50.9	46.6	39.9	43.4	43.6	32.5	23.7	16.3
most	14.2	17.2	6.3	19.8	14.8	19.0	12.9	13.3	13.2	12.2	6.1	9.2
all	3.4	2.4	5.9	1.6	1.8	2.7	3.1	1.7	3.9	4.1	6.0	3.5
with Two or More People												
none	59.4	52.8	76.1	42.4	54.2	54.4	62.0	58.7	59.3	68.2	76.3	73.1
some	28.7	34.4	14.3	43.1	33.8	33.2	26.6	27.7	29.4	23.0	14.2	15.3
most	8.0	9.3	4.7	11.4	9.4	8.7	7.7	9.8	7.5	5.2	4.4	11.6
all	3.8	3.4	4.9	3.1	2.6	3.7	3.7	3.8	3.8	3.5	5.1	0.0
Personal Goals Noted as Very Important or Essential												
become authority in own field	51.8	54.2	46.3	63.0	61.1	50.6	47.0	48.6	45.7	45.7	46.3	46.6
influence political structure	17.0	17.6	15.7	19.7	18.0	17.4	15.5	16.5	15.6	14.1	15.8	13.7
influence social values	46.8	46.7	47.2	45.3	45.8	45.8	49.6	48.5	49.4	51.3	47.0	50.5
raise a family	66.4	62.7	74.8	60.2	64.5	63.4	63.9	61.7	60.8	69.0	74.5	82.1
be very well-off financially	32.5	30.1	38.2	30.5	27.7	34.4	25.1	25.0	27.8	23.1	38.5	33.4
help others in difficulty	72.6	70.6	77.1	66.7	67.2	70.6	76.1	72.6	78.0	79.2	76.9	80.6
be involved in environ clean-up	34.5	32.1	40.1	31.6	25.9	34.4	32.1	31.2	34.0	32.0	40.5	30.8
develop philosophy of life	81.8	80.7	84.2	78.0	77.4	80.7	84.9	82.6	85.3	87.5	84.1	85.2
promote racial understanding	68.0	68.3	67.4	66.2	67.4	68.0	71.1	70.3	73.4	70.6	67.4	67.4
obtain recog from colleagues	43.2	46.7	35.0	55.6	59.1	43.4	37.0	39.6	38.9	32.2	35.4	26.3
integrate spirituality into life	61.8	59.4	67.4	52.4	48.5	60.2	70.0	62.8	70.5	79.1	67.2	71.8
be a good colleague	92.6	92.2	93.4	91.4	90.8	92.0	94.1	93.1	94.3	95.2	93.3	94.6
be a good teacher	98.6	98.2	99.6	97.5	96.8	98.6	99.0	98.9	98.9	99.2	99.6	99.0
Reasons Noted as Very Important for Pursuing an Academic Career												
autonomy	68.8	70.8	64.3	71.8	78.8	70.6	66.6	69.5	69.3	60.9	64.8	54.0
flexible schedule	71.2	70.5	73.0	68.9	72.3	71.6	69.9	70.7	72.5	66.8	73.3	67.2
intellectual challenge	86.1	88.4	80.9	91.2	91.9	86.1	87.1	88.3	87.1	85.5	81.2	75.6
intellectual freedom	78.4	79.5	75.8	82.3	84.7	78.4	76.0	78.5	77.6	71.5	76.0	73.5
freedom to pursue interests	75.0	78.0	68.3	83.5	84.9	75.4	72.8	77.9	70.1	68.1	68.1	71.0
opportunities for teaching	75.9	73.1	82.4	65.0	67.3	77.3	78.4	76.7	75.6	82.6	82.5	81.5
opportunities for research	35.4	44.9	13.1	59.0	60.7	38.6	32.4	39.6	30.5	24.2	13.2	11.5
occupational prestige/status	17.4	17.5	17.2	18.7	21.1	18.6	13.6	14.3	15.0	11.5	17.7	6.9
oppty to influence soc change	31.6	31.6	31.4	32.1	30.6	32.4	30.5	29.8	32.9	29.8	31.8	23.5

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All		Universities		Four-year Colleges					Two-year Colleges		
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Evaluation Methods Used in Most or all Undergraduate Classes												
multiple-choice mid-terms/finals	33.6	28.8	44.6	26.3	20.0	34.3	27.7	22.0	33.1	31.3	44.8	42.2
essay mid-terms/finals	41.2	44.9	32.8	42.3	53.3	42.0	47.9	47.1	51.4	46.2	32.3	41.0
short-answer mid-terms/finals	31.5	33.6	26.5	33.9	30.9	33.0	35.1	32.6	36.8	37.3	26.1	34.6
quizzes	36.6	32.8	45.5	29.3	25.5	35.4	35.9	33.1	37.8	38.1	44.9	56.2
weekly essay assignments	22.5	20.8	26.5	19.7	23.8	18.7	23.4	25.2	21.6	22.5	26.5	26.2
student presentations	42.0	45.8	33.2	44.2	41.8	44.3	50.9	51.9	50.2	49.9	32.6	45.7
term/research papers	37.2	40.9	28.6	41.2	48.5	37.4	42.1	44.5	42.0	39.0	27.8	45.2
stdnt evals of each others' work	18.5	19.0	17.2	19.3	14.7	19.0	20.5	18.9	21.1	22.1	16.9	23.0
grading on a curve	9.6	11.3	5.9	14.6	15.7	8.4	9.7	11.3	8.6	8.4	5.8	6.7
competency-based grading	51.1	49.2	55.3	49.8	48.4	49.4	48.8	49.4	46.8	49.4	55.3	54.1
Instructional Methods Used in Most/All Undergraduate Classes												
class discussions	76.1	77.5	72.8	75.7	81.9	75.5	80.2	81.3	78.4	80.0	72.5	77.5
computer/machine-aided instruct	24.0	21.4	30.0	20.0	17.7	23.3	21.9	18.7	25.8	23.3	29.6	37.4
cooperative learning	51.7	51.3	52.6	46.6	43.9	52.8	57.1	55.9	55.0	60.1	52.5	54.2
experiential learning/field stud	25.8	26.8	23.6	26.2	18.9	27.8	29.3	27.1	29.0	32.6	23.5	25.0
teaching assistants	6.6	8.2	2.7	14.3	14.6	3.6	5.5	7.5	2.5	5.0	2.9	0.0
recitals or demonstrations	19.3	18.0	22.3	18.9	13.8	17.8	19.0	19.3	16.4	20.4	22.2	24.4
group projects	29.3	30.6	26.3	27.6	24.6	32.9	33.0	31.2	35.7	33.3	26.2	29.0
independent projects	38.9	41.6	32.6	41.5	40.5	40.5	43.4	43.6	42.1	44.0	31.8	49.3
extensive lecturing	32.6	32.3	33.3	36.7	34.0	32.5	26.7	24.7	29.4	27.4	33.5	29.1
multiple drafts of written work	22.7	23.7	20.5	23.5	26.3	22.0	25.1	26.2	24.5	24.2	20.4	23.1
readings on racial/ethnic issues	25.9	28.0	21.0	28.8	32.1	25.9	28.2	31.5	27.4	24.4	20.8	24.4
readings on women/gender issues	25.3	28.3	18.3	30.4	35.0	24.4	28.5	33.0	26.1	24.4	18.3	18.6
student-developed activities	16.3	15.3	18.7	14.9	17.0	16.1	14.0	13.0	16.2	13.6	18.7	18.1
student-selected topics	11.4	10.8	12.8	11.7	10.3	10.8	9.9	10.8	9.0	9.3	12.7	15.5
Goals for Undergraduates Noted as Very Important or Essential												
develop ability to think clearly	99.6	99.7	99.6	99.8	99.8	99.4	99.8	99.9	99.9	99.6	99.6	100.0
prepare for employment	75.2	71.0	84.9	66.5	57.0	77.8	72.3	66.4	75.8	77.5	84.8	86.9
prepare for graduate education	56.5	60.2	47.8	56.0	59.6	58.8	66.6	65.5	65.9	68.4	47.5	53.6
develop moral character	63.2	60.7	69.2	52.7	56.3	58.9	72.8	67.9	72.2	79.8	68.5	83.8
provide for emotional develop	47.6	43.2	57.9	35.6	38.9	43.5	52.3	49.9	47.3	59.3	57.9	58.1
prepare for family living	21.9	18.1	30.5	13.1	14.4	18.6	24.2	21.4	21.5	29.8	30.1	37.5
teach classics of western civ	26.3	28.0	22.4	23.1	31.9	25.9	34.3	33.6	33.6	35.8	21.4	41.9
help develop personal values	65.6	63.1	71.6	56.7	55.8	62.2	73.5	69.4	74.1	78.5	71.2	79.1
enhance out-of-class experience	46.7	45.1	50.3	40.2	37.9	47.5	49.8	49.3	48.5	51.3	50.0	56.3
enhance self-understanding	70.0	68.6	73.3	63.7	61.8	69.2	75.7	75.0	75.6	76.6	73.7	66.3
instill commitment to cmty svc	45.3	45.1	45.5	38.3	36.2	47.9	52.1	47.9	54.0	56.3	45.5	47.3
prepare for respons citizenship	67.5	67.3	67.9	61.9	59.2	69.8	72.7	70.8	71.5	76.1	68.0	67.7
enhance apprec of race/eth grps (5)	73.9	74.2	73.0	70.2	72.4	74.8	78.3	76.5	80.1	79.3	72.6	80.8

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges												
	All Insts	All 4-year	All 2-year	Universities Public	Universities Private	All Public	All Private	Non-sectarian	Catholic	Protestant	Two-year Colleges Public	Two-year Colleges Private	
Agrees Strongly or Somewhat													
fac interest in stdnts pers prob	79.0	75.4	87.1	60.4	72.4	76.1	91.1	89.4	89.1	94.9	87.0	88.6	
people don't respect each other	34.9	36.9	30.4	42.2	34.5	39.1	29.3	31.1	30.1	26.5	30.1	38.0	
students well prep academically	28.8	31.8	21.7	26.6	48.6	25.3	39.1	39.6	29.1	45.7	21.9	17.6	
Stdnt Aff staff supported by fac	66.9	64.0	73.4	59.3	60.0	63.9	70.3	68.3	65.0	76.8	73.9	63.4	
fac committed to welfare of inst	86.0	84.5	89.6	77.2	83.7	84.3	92.3	91.2	91.4	94.4	89.8	85.5	
fac interest in stdnts acad prob	83.8	81.3	89.6	69.1	80.1	82.3	92.8	91.6	91.7	95.1	89.7	87.3	
a lot of racial conflict here	12.5	14.1	9.0	19.7	12.6	12.2	11.3	12.8	12.0	9.0	8.9	11.2	
courses incl feminist perspect	35.5	35.5	35.7	37.5	38.2	31.1	38.1	45.3	36.7	29.6	35.8	33.9	
faculty of color treated fairly	81.0	78.5	86.9	71.4	69.7	82.2	84.2	85.1	83.8	83.3	87.0	84.4	
women faculty treated fairly	73.8	69.7	83.2	63.4	65.6	69.7	77.7	80.7	74.6	76.1	83.3	81.4	
courses involve stud in cmty svc	36.1	35.9	36.6	24.5	41.1	30.1	52.5	50.3	57.8	51.4	36.3	42.9	
students committed to cmty svc	27.9	31.4	19.7	19.0	46.4	20.5	52.0	51.7	47.3	55.8	19.0	33.4	
gay/lesbian fac treated fairly (5)	69.0	64.2	80.1	66.6	60.2	67.0	59.4	67.4	59.8	47.7	81.7	47.9	
my research valued by dept fac (5)	68.5	69.8	65.2	69.0	68.2	66.5	75.6	77.2	74.6	74.1	65.1	66.6	
Issues Believed to Be of High or Highest Priority at Institution													
promote intellectual development	82.9	82.2	84.6	76.1	87.2	80.8	88.3	87.9	86.4	90.1	84.8	79.7	
help students understand values	55.7	54.6	58.1	36.2	59.2	48.7	79.4	73.2	84.1	84.3	57.4	71.7	
hire more minority faculty/admin	43.1	44.2	40.5	46.9	35.9	47.8	40.1	45.6	37.4	34.8	41.1	28.5	
dev community among students/fac	51.6	50.0	55.3	36.7	42.6	49.8	66.9	66.0	64.7	69.8	54.9	64.0	
dev leadership ability in stdnts	51.4	51.2	51.8	37.3	49.8	51.5	65.7	67.9	60.1	67.0	51.8	52.6	
hire more women faculty/admin	32.5	33.6	30.1	36.4	31.0	34.3	30.8	35.7	24.3	29.3	30.5	23.0	
involvement in community svcs	42.7	44.5	38.6	30.5	53.5	37.0	65.0	59.7	71.4	67.3	38.1	46.9	
teach stdnts how to change soc	31.2	31.4	30.6	21.9	33.9	28.3	44.1	46.7	43.1	41.2	30.5	33.7	
increase/maintain inst prestige	70.2	72.8	63.9	78.1	80.1	67.0	72.1	74.5	69.3	70.9	64.1	61.0	
hire faculty 'stars'	25.6	29.7	16.0	50.2	43.0	19.5	16.6	18.6	11.8	17.5	16.3	8.3	
recruit more minority students	48.0	51.5	40.0	52.1	41.8	54.2	51.2	57.6	47.7	45.3	40.9	23.9	
enhance inst's national image	62.3	68.8	47.2	79.4	81.9	58.1	66.6	75.5	56.4	62.5	47.9	31.9	
create multi-cultural environ	53.2	52.1	55.9	50.8	48.0	54.5	51.9	56.3	52.0	45.9	56.8	37.8	
Political Orientation													
far left	5.8	7.1	2.7	9.1	9.9	5.7	5.6	7.9	5.1	3.0	2.8	0.8	
liberal	44.8	48.1	37.2	54.9	52.8	44.5	44.0	47.7	47.3	36.5	37.8	26.4	
middle-of-the-road	35.4	32.2	42.8	27.9	29.0	36.1	32.9	29.4	37.0	34.5	42.9	40.6	
conservative	13.9	12.4	17.3	7.9	8.1	13.5	17.2	14.5	10.4	25.9	16.6	32.3	
far right	0.1	0.2	0.0	0.1	0.1	0.1	0.3	0.5	0.2	0.2	0.0	0.0	
General Opinions													
West Civ foundation of UG curric	49.8	49.4	50.6	44.6	53.7	48.7	53.5	50.0	55.3	56.8	49.8	66.5	
college can ban extreme speakers	22.5	20.6	27.0	13.6	20.6	18.4	30.8	27.2	26.1	38.9	25.5	54.8	
college increases earning power	25.1	20.2	36.3	18.6	16.0	25.0	17.5	15.7	19.6	18.2	36.7	29.5	
diversity yields underprep stdnt	18.4	18.1	19.2	17.4	16.7	19.0	18.2	18.2	19.5	17.3	19.1	22.3	
coll should help solve soc probs	67.1	69.8	61.1	71.2	68.2	68.6	70.5	69.6	71.6	70.7	61.4	54.1	
tenure is an outmoded concept	38.7	36.2	44.6	35.4	32.8	35.7	38.8	35.1	42.3	41.2	45.0	37.8	
encourage stdnts to do cmty svc	87.5	87.4	87.7	84.8	86.5	85.5	92.9	92.1	92.5	94.4	87.8	86.1	
give cmty svc weight in admiss	58.9	60.2	56.1	61.3	62.8	56.8	62.3	61.1	64.5	62.4	56.3	51.8	
tenure essential to attract best	53.3	56.9	44.9	60.6	62.5	57.7	49.8	54.2	47.4	46.0	45.0	43.5	
computers enhance stdnt learning	88.4	87.4	90.5	85.1	82.0	90.3	88.4	86.6	88.9	90.3	90.3	93.2	
diverse stdnt body enhances educ (5)	95.4	96.3	93.4	96.3	95.8	95.9	96.9	96.5	97.6	96.9	93.3	96.9	

(5) This item asked for the first time in 1998.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Attributes Noted as Being VERY Descriptive of the Institution												
easy to see fac outside ofc hour	42.0	43.9	37.7	26.8	45.7	40.1	65.5	67.7	61.6	65.6	37.0	50.5
great conformity among students	20.6	26.0	8.3	22.0	33.1	22.3	31.9	28.7	31.4	36.4	7.6	21.6
faculty at odds with admin	16.7	17.9	14.1	19.2	17.9	18.5	15.7	16.0	20.7	11.7	13.7	21.7
faculty respect each other	37.3	33.9	45.1	24.4	34.0	31.3	46.8	44.1	45.2	51.5	45.2	44.1
most stdnts treated like numbers	3.3	4.0	1.8	9.1	1.8	3.3	0.5	0.4	0.8	0.4	1.8	1.2
social activities overemphasized	6.4	8.3	2.1	11.1	8.7	5.1	9.3	10.3	6.2	10.3	1.9	6.3
intercoll sports overemphasized	13.8	18.2	3.5	35.2	14.3	12.4	10.1	11.9	9.0	8.4	3.2	10.3
stdnts don't socialize regularly	4.9	3.2	8.9	2.9	1.2	5.4	1.3	1.3	2.0	0.7	9.1	5.9
fac rewarded for good teaching	13.2	13.7	12.1	9.2	14.0	12.9	19.3	21.4	15.8	18.9	12.2	9.5
Attributes Noted as Being NOT Descriptive of the Institution												
easy to see fac outside ofc hour	9.1	9.1	9.0	15.2	10.3	8.7	3.0	3.7	2.7	2.3	9.2	5.3
great conformity among students	27.4	20.7	42.9	25.5	21.2	21.1	15.2	18.8	16.8	9.3	44.0	19.9
faculty at odds with admin	36.0	33.4	42.0	29.8	34.7	32.2	38.1	37.2	30.8	44.7	41.9	43.7
faculty respect each other	6.9	8.1	4.2	10.2	10.2	8.7	4.3	4.7	4.7	3.5	4.2	4.8
most stdnts treated like numbers	78.6	76.4	83.9	54.2	84.2	76.8	95.2	94.3	94.7	96.7	84.2	78.6
social activities overemphasized	72.0	65.5	87.1	60.0	63.8	73.1	61.8	58.9	69.6	59.9	87.7	75.4
intercoll sports overemphasized	63.1	54.0	84.2	30.2	59.6	62.4	65.1	63.9	67.1	65.1	85.5	58.1
stdnts don't socialize regularly	63.4	72.1	43.3	75.3	80.2	59.0	82.6	86.1	71.1	86.5	42.3	62.9
fac rewarded for good teaching	33.8	31.4	39.3	37.0	32.7	31.4	25.2	22.7	30.3	24.6	38.8	48.8
Aspects of Job Noted as Very Satisfactory or Satisfactory (6)												
salary and fringe benefits	47.9	44.4	56.2	46.9	49.3	41.2	44.1	46.7	38.7	44.6	57.5	30.1
oppty for scholarly pursuits	52.9	52.6	53.4	61.9	61.2	47.2	46.7	49.4	40.7	47.6	53.3	54.3
teaching load	53.1	52.8	54.0	61.4	57.7	46.4	50.2	54.0	44.3	49.6	54.0	52.9
quality of students	45.8	49.8	36.7	47.7	66.2	41.7	55.7	58.9	45.1	59.5	37.4	23.2
working conditions	69.5	69.1	70.4	69.4	72.3	67.1	70.0	70.4	67.4	71.3	70.8	62.3
autonomy and independence	86.2	86.5	85.4	86.5	88.1	84.3	88.6	88.5	88.0	89.0	85.6	81.9
prof relations w/other faculty	73.6	71.2	79.4	64.1	68.2	72.3	78.1	74.7	80.3	81.1	79.2	83.1
social relations w/other faculty	63.5	61.3	68.5	55.2	57.4	62.1	68.0	65.8	69.8	69.7	68.0	79.3
competency of colleagues	75.1	74.2	77.3	68.4	73.7	74.2	80.2	79.5	77.9	82.8	77.3	78.2
visibility for jobs	44.9	46.1	42.2	49.9	50.2	42.7	44.6	46.6	38.7	46.2	42.1	45.3
job security	68.4	68.4	68.5	68.3	66.2	68.9	68.7	68.0	65.6	71.9	68.6	65.7
relationships with admin	59.2	57.5	63.2	52.9	54.9	59.4	60.6	59.8	56.7	64.5	63.5	57.2
overall job satisfaction	75.1	73.2	79.6	70.8	71.7	72.7	76.7	76.9	74.1	78.5	80.1	69.1
oppty to develop new ideas	74.4	73.9	75.7	73.9	74.1	72.5	75.7	77.6	73.1	75.2	76.0	70.3
Still Want to Be a College Professor?												
definitely yes	43.6	42.2	46.8	38.6	43.7	41.9	45.6	44.1	45.2	48.0	46.7	50.3
probably yes	35.9	36.5	34.8	37.6	35.3	35.7	36.7	37.3	36.7	36.0	34.9	32.0
not sure	13.6	13.7	13.3	14.4	14.8	13.6	12.6	13.0	13.1	11.8	13.6	7.5
probably no	5.6	6.2	4.3	7.6	5.0	7.0	4.3	4.6	4.5	3.7	4.1	8.3
definitely no	1.3	1.5	0.8	1.8	1.2	1.8	0.7	1.1	0.5	0.4	0.7	2.0

(6) Respondents marking "not applicable" are not included in these results.

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges											
	All			Universities		All					Two-year Colleges	
Sources of Stress (7)	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
household responsibilities	80.8	80.6	81.2	78.6	79.9	80.7	82.8	83.3	81.6	83.1	80.9	86.4
child care	32.8	32.4	33.8	32.2	35.3	31.5	32.8	32.9	31.3	33.8	33.8	34.2
care of elderly parent	36.3	35.3	38.5	34.9	33.2	35.7	36.1	34.5	37.6	37.3	38.1	46.1
my physical health	51.8	52.1	51.2	51.4	51.9	52.5	52.4	53.0	50.2	53.2	51.4	45.5
review/promotion process	51.9	57.7	38.3	59.9	58.7	58.8	53.5	56.2	53.0	50.4	38.1	41.8
subtle discrimination	34.9	39.4	24.6	43.1	41.5	40.2	33.8	35.3	30.4	34.4	24.1	33.0
personal finances	62.2	61.2	64.5	57.0	57.3	65.5	61.7	62.2	60.5	61.9	64.1	73.0
committee work	62.4	65.9	54.3	64.5	58.7	68.4	67.1	66.6	69.1	66.3	53.8	63.4
faculty meetings	53.6	56.4	47.1	56.8	53.4	57.8	55.4	53.1	61.4	54.0	46.9	50.5
colleagues	58.5	63.0	48.1	66.3	66.5	61.5	60.0	62.4	58.5	58.1	47.9	51.9
students	61.8	61.8	61.6	60.5	54.4	61.7	66.4	66.9	63.6	67.8	60.9	74.0
research or publishing demands	50.3	65.3	15.3	74.7	75.0	64.6	52.6	57.0	57.7	42.9	15.3	16.9
inst procedures & 'red tape'	67.6	69.9	62.1	72.3	62.6	74.3	64.6	64.1	67.2	63.2	61.5	73.6
teaching load	66.8	69.6	60.5	63.4	64.1	73.0	73.7	72.4	73.2	75.8	59.9	70.7
children's problems	33.4	30.1	41.1	29.9	31.9	30.0	29.7	27.3	29.6	32.9	40.8	48.5
marital friction	23.0	22.8	23.4	24.8	24.5	21.0	22.5	26.2	20.2	19.4	23.6	19.7
time pressures	91.5	93.4	86.8	93.4	93.7	92.8	94.3	94.7	93.1	94.6	86.6	92.3
lack of personal time	88.1	90.4	82.6	90.2	91.2	89.3	91.9	92.4	90.5	92.2	82.3	90.0
illness or death of spouse	7.2	6.8	8.2	7.2	8.3	6.8	6.0	6.8	5.2	5.3	8.3	6.5
keeping up with info tech (5)	73.7	72.4	76.7	70.5	65.7	74.3	74.7	72.8	77.7	74.9	77.0	71.3
DISAGGREGATED RESPONSES												
Field of Highest Degree Held												
agriculture	0.4	0.5	0.0	1.1	0.0	0.5	0.2	0.1	0.1	0.2	0.0	0.0
architecture/urban planning	0.4	0.5	0.2	1.5	0.2	0.2	0.0	0.1	0.0	0.0	0.2	0.0
bacteriology, molecular biology	1.1	1.0	1.4	1.1	0.8	0.8	1.3	1.1	1.8	1.2	1.4	0.7
biochemistry	0.6	0.7	0.2	0.9	1.3	0.3	0.8	1.1	0.8	0.4	0.2	0.0
biophysics	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.2	0.1	0.1	0.0	0.0
botany	0.4	0.4	0.5	0.3	0.2	0.3	0.5	0.6	0.4	0.6	0.5	1.0
environmental science	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.0	0.1	0.3	0.1	0.0
marine life sciences	0.1	0.1	0.0	0.1	0.0	0.1	0.1	0.1	0.2	0.1	0.0	0.0
physiology, anatomy	0.8	0.8	0.9	0.8	0.7	0.6	1.0	1.0	1.4	0.6	1.0	0.0
zoology	0.5	0.6	0.3	0.7	0.3	0.7	0.6	0.4	0.9	0.7	0.3	0.0
general, oth biological sciences	1.3	1.2	1.6	1.1	1.3	1.1	1.5	1.5	2.1	1.1	1.6	1.2
accounting	1.4	1.3	1.4	1.2	1.2	1.7	1.2	0.6	1.3	1.7	1.5	0.0
finance	0.2	0.2	0.0	0.2	0.2	0.2	0.2	0.3	0.2	0.2	0.0	0.0
international business	0.1	0.1	0.2	0.1	0.0	0.2	0.1	0.0	0.4	0.1	0.2	0.0
marketing	0.5	0.6	0.2	0.7	0.8	0.6	0.4	0.2	0.8	0.4	0.1	0.9
management	1.0	1.0	0.9	0.9	0.8	1.2	1.1	1.0	1.7	0.7	0.9	2.0
secretarial studies	0.2	0.0	0.5	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.5	0.0
general, other business	0.7	0.6	1.1	0.4	0.2	0.7	0.8	0.6	0.7	1.0	1.1	0.6
computer science	0.8	0.8	0.8	0.5	0.5	1.1	1.0	0.7	1.7	0.8	0.8	1.2

(5) This item asked for the first time in 1998.

(7) Percentage of respondents marking "somewhat" OR "extensive."

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Field of Highest Degree (cont)												
business education	1.6	0.5	4.2	0.2	0.1	0.8	0.5	0.9	0.2	0.2	4.4	1.5
elementary education	1.9	1.8	2.0	1.0	0.4	2.5	2.4	1.6	1.5	4.1	1.8	5.4
educational administration	1.5	1.3	2.0	1.0	0.6	1.3	1.9	1.5	2.0	2.5	1.9	4.2
educational psych/counseling	1.3	1.1	1.6	1.4	0.4	1.3	1.0	0.6	1.1	1.5	1.4	4.3
higher education	2.5	1.9	3.8	1.9	1.2	2.6	1.4	1.1	1.7	1.5	3.9	1.3
music or art education	0.5	0.5	0.5	0.5	0.2	0.6	0.4	0.2	0.2	0.6	0.5	0.6
physical or health education	2.7	2.8	2.4	2.8	0.6	3.7	2.4	2.6	0.6	3.5	2.3	2.7
secondary education	1.7	1.5	2.3	1.3	0.2	1.5	2.1	3.5	0.5	1.6	2.2	3.9
special education	1.4	1.3	1.4	1.0	0.2	2.2	1.0	0.6	1.1	1.4	1.4	0.6
general, other education fields	5.7	5.0	7.2	4.6	2.7	5.8	5.4	5.9	4.6	5.2	7.3	5.5
aeronautical/astronautical eng	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
chemical engineering	0.1	0.2	0.0	0.5	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
civil engineering	0.1	0.2	0.0	0.4	0.2	0.2	0.0	0.0	0.1	0.0	0.0	0.0
electrical engineering	0.2	0.2	0.2	0.3	0.1	0.1	0.0	0.1	0.0	0.0	0.2	0.0
industrial engineering	0.1	0.2	0.0	0.3	0.1	0.1	0.1	0.0	0.1	0.1	0.0	0.0
mechanical engineering	0.1	0.1	0.0	0.3	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.0
nuclear engineering	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
general, oth engineering fields	0.3	0.3	0.3	0.3	0.6	0.3	0.1	0.1	0.1	0.0	0.3	0.7
ethnic studies	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0
art	2.0	2.2	1.7	2.5	2.2	2.0	2.1	2.8	1.5	1.7	1.7	1.3
dramatics or speech	1.9	2.0	1.6	2.0	2.2	1.8	2.0	2.0	1.5	2.4	1.6	2.0
music	2.6	2.8	2.1	2.8	1.6	2.5	3.7	2.7	2.1	6.3	1.6	12.2
other fine arts	1.3	1.3	1.2	2.0	2.2	0.9	0.9	1.2	0.6	0.6	1.3	0.0
forestry	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.0	0.1	0.0	0.0
geography	0.3	0.3	0.1	0.5	0.0	0.4	0.1	0.1	0.1	0.1	0.1	0.0
dentistry	0.1	0.1	0.2	0.1	0.2	0.1	0.0	0.1	0.0	0.0	0.2	0.0
health technology	0.2	0.1	0.2	0.3	0.1	0.1	0.0	0.0	0.0	0.1	0.3	0.0
medicine or surgery	0.1	0.1	0.1	0.1	0.3	0.1	0.0	0.0	0.0	0.0	0.1	0.0
nursing	7.9	6.3	11.7	4.5	5.8	7.0	7.3	3.1	11.0	9.9	12.2	1.8
pharmacy, pharmacology	0.3	0.4	0.0	0.8	0.6	0.1	0.2	0.5	0.1	0.0	0.0	0.0
therapy (speech,physical,occup)	1.1	1.0	1.4	0.6	0.4	1.7	0.8	1.0	1.0	0.3	1.5	0.0
veterinary medicine	0.1	0.1	0.1	0.2	0.0	0.1	0.1	0.2	0.0	0.0	0.1	0.0
general, other health fields	1.4	1.2	2.0	1.6	0.7	1.4	0.8	0.5	1.1	0.8	2.0	0.8
home economics	0.9	1.0	0.6	1.9	0.4	1.0	0.4	0.4	0.1	0.8	0.7	0.0
English language & literature	10.0	9.1	11.9	7.5	9.3	9.2	10.6	11.3	9.1	10.9	11.5	20.1
foreign languages & literature	1.3	1.6	0.6	1.6	3.4	1.0	1.6	2.0	1.6	1.1	0.6	1.1
French	1.3	1.5	0.7	1.2	3.6	1.1	1.6	2.0	1.0	1.6	0.6	1.0
German	0.4	0.6	0.0	0.8	1.0	0.2	0.6	0.7	0.4	0.6	0.0	0.0
Spanish	1.4	1.7	0.5	1.3	3.4	1.4	1.9	1.6	2.1	2.2	0.6	0.0
other foreign languages	0.5	0.6	0.1	1.1	1.1	0.2	0.4	0.5	0.2	0.3	0.1	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Field of Highest Degree (cont)												
history	3.3	4.0	1.6	3.7	7.4	3.5	3.5	4.3	3.5	2.4	1.6	3.1
linguistics	0.9	1.0	0.7	1.6	1.0	0.7	0.6	0.6	0.3	0.8	0.7	0.0
philosophy	1.0	1.2	0.6	1.1	1.9	0.8	1.4	1.6	2.1	0.8	0.7	0.0
religion or theology	0.7	1.0	0.2	0.4	2.4	0.1	2.2	1.4	4.1	1.9	0.2	0.0
general, other humanities fields	1.6	1.8	1.1	2.7	3.2	1.0	1.4	1.8	1.5	1.0	1.1	0.0
journalism	0.6	0.7	0.4	0.8	0.7	0.7	0.5	0.5	0.6	0.5	0.4	0.0
law	0.7	0.6	0.9	0.5	0.6	0.8	0.4	0.5	0.4	0.3	1.0	0.0
law enforcement	0.1	0.1	0.1	0.0	0.1	0.3	0.1	0.0	0.2	0.0	0.1	0.0
library science	0.5	0.4	0.8	0.3	0.0	0.6	0.4	0.2	0.5	0.5	0.8	0.0
mathematics and/or statistics	4.0	3.1	6.0	2.4	2.5	3.7	3.3	3.1	4.1	3.0	6.0	7.1
military science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
astronomy	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.2	0.0	0.0	0.1	0.0
atmospheric sciences	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0
chemistry	1.5	1.8	1.0	1.2	1.2	1.5	2.8	3.4	2.7	2.0	1.0	0.9
earth sciences	0.5	0.6	0.1	0.8	0.4	0.8	0.3	0.5	0.1	0.3	0.1	0.0
marine sciences	0.1	0.1	0.0	0.3	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0
physics	0.5	0.6	0.4	0.6	1.0	0.6	0.5	0.6	0.5	0.4	0.4	0.0
general, other physical sciences	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.1	0.3	0.1	0.1	0.0
clinical psychology	0.9	1.0	0.5	0.8	1.2	1.1	1.0	0.9	1.2	1.1	0.5	0.0
counseling and guidance	0.8	0.5	1.3	0.3	0.3	0.4	1.1	1.6	0.2	1.1	1.4	0.0
experimental psychology	0.8	1.1	0.3	0.5	1.4	1.3	1.2	1.0	1.3	1.4	0.2	2.0
social psychology	0.8	1.0	0.4	0.9	0.8	0.7	1.4	1.9	1.1	1.0	0.4	0.0
general, other psychology	1.5	1.7	1.1	1.5	1.3	1.9	1.8	2.2	2.1	1.1	1.1	0.7
anthropology	1.5	1.8	0.8	2.5	2.3	1.8	1.0	1.4	0.8	0.5	0.8	0.0
archaeology	0.1	0.2	0.1	0.2	0.2	0.2	0.0	0.1	0.0	0.0	0.1	0.0
economics	1.2	1.5	0.6	1.7	1.6	1.3	1.6	1.8	1.6	1.4	0.6	0.0
political science, government	1.8	2.4	0.4	2.2	4.8	2.1	2.1	2.9	1.9	1.1	0.4	0.6
sociology	2.4	2.8	1.5	3.4	4.5	2.4	2.1	2.3	2.5	1.6	1.2	6.6
general, other social sciences	0.9	1.2	0.1	1.5	1.1	1.3	0.9	1.0	1.2	0.7	0.1	0.0
social work, social welfare	1.0	1.0	0.9	0.9	0.4	1.2	1.2	0.7	1.1	1.9	0.9	0.0
building trades	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
data processing, computer prog	0.2	0.1	0.4	0.2	0.1	0.0	0.0	0.0	0.1	0.0	0.4	0.0
drafting/design	0.1	0.1	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0
electronics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
industrial arts	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
mechanics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
other technical	0.1	0.1	0.2	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.2	0.0
other vocational	0.2	0.1	0.5	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.6	0.0
women's studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
all other fields	2.3	2.7	1.5	3.8	2.3	2.7	1.6	1.9	2.0	1.0	1.6	0.4

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department												
agriculture	0.5	0.7	0.1	1.7	0.0	0.6	0.0	0.1	0.0	0.0	0.1	0.0
architecture/urban planning	0.4	0.6	0.1	1.7	0.2	0.1	0.1	0.2	0.2	0.0	0.1	0.0
bacteriology, molecular biology	0.3	0.4	0.2	0.7	0.7	0.2	0.2	0.1	0.5	0.1	0.2	0.0
biochemistry	0.2	0.2	0.0	0.4	0.7	0.0	0.2	0.4	0.0	0.0	0.0	0.0
biophysics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
botany	0.1	0.1	0.1	0.2	0.1	0.1	0.0	0.1	0.0	0.0	0.1	0.0
environmental science	0.1	0.1	0.0	0.3	0.1	0.0	0.1	0.2	0.0	0.1	0.0	0.0
marine life sciences	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0
physiology, anatomy	0.3	0.1	0.6	0.3	0.0	0.1	0.0	0.0	0.0	0.1	0.7	0.0
zoology	0.1	0.1	0.0	0.3	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0
general, oth biological sciences	3.6	3.4	4.0	1.4	2.6	3.4	5.7	5.6	7.4	4.5	3.9	5.3
accounting	1.5	1.5	1.5	1.3	1.2	2.0	1.2	0.5	1.4	1.8	1.6	0.6
finance	0.2	0.2	0.0	0.2	0.2	0.3	0.2	0.0	0.7	0.0	0.0	0.0
international business	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.0	0.1	0.0
marketing	0.7	0.7	0.5	0.6	0.8	1.0	0.4	0.3	0.6	0.4	0.5	0.9
management	1.1	1.4	0.4	0.9	1.0	2.0	1.2	1.2	1.6	1.0	0.4	1.2
secretarial studies	1.2	0.0	3.8	0.0	0.0	0.0	0.1	0.2	0.0	0.0	3.9	0.7
general, other business	1.5	1.0	2.7	0.7	0.6	1.0	1.4	1.1	1.6	1.8	2.8	0.0
computer science	1.2	1.1	1.5	0.7	1.0	1.4	1.2	0.8	2.1	1.0	1.6	1.2
business education	0.5	0.2	1.3	0.1	0.0	0.3	0.1	0.0	0.0	0.2	1.3	0.0
elementary education	2.1	2.6	1.0	1.0	1.1	3.6	3.7	2.3	3.2	5.8	0.6	7.1
educational administration	0.1	0.2	0.0	0.2	0.0	0.2	0.2	0.0	0.1	0.5	0.0	0.0
educational psych/counseling	0.4	0.4	0.3	0.8	0.2	0.3	0.0	0.0	0.0	0.0	0.4	0.0
higher education	0.3	0.3	0.5	0.1	0.0	0.4	0.5	0.4	0.5	0.7	0.5	0.0
music or art education	0.2	0.2	0.1	0.1	0.1	0.2	0.2	0.0	0.1	0.4	0.1	0.0
physical or health education	3.3	3.3	3.3	2.7	1.0	4.7	3.0	3.7	0.2	4.2	3.3	3.8
secondary education	0.6	0.7	0.5	0.5	0.2	1.0	0.5	0.4	0.3	0.8	0.6	0.0
special education	0.8	1.1	0.2	0.9	0.1	2.0	0.6	0.5	0.9	0.5	0.2	0.0
general, other education fields	3.0	3.1	2.7	2.5	1.3	3.8	3.5	3.5	2.6	4.2	2.8	0.6
aeronautical/astronautical eng	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
chemical engineering	0.1	0.2	0.0	0.4	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
civil engineering	0.2	0.2	0.0	0.5	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0
electrical engineering	0.1	0.2	0.0	0.3	0.2	0.2	0.0	0.0	0.1	0.0	0.0	0.0
industrial engineering	0.1	0.1	0.0	0.3	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
mechanical engineering	0.1	0.2	0.0	0.3	0.1	0.2	0.0	0.1	0.0	0.0	0.0	0.0
nuclear engineering	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
general, oth engineering fields	0.3	0.2	0.5	0.6	0.0	0.1	0.0	0.0	0.0	0.1	0.5	0.0
ethnic studies	0.1	0.1	0.0	0.2	0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	Four-year Colleges											
	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department (continued)												
art	2.6	2.7	2.2	2.8	3.0	2.8	2.4	3.4	1.6	1.8	2.2	3.6
dramatics or speech	1.8	2.1	1.4	2.1	2.6	1.8	2.1	2.1	1.4	2.7	1.3	2.0
music	2.6	2.9	2.0	3.0	1.5	2.6	3.7	2.8	2.1	6.2	1.5	13.1
other fine arts	0.8	1.0	0.4	1.6	1.3	0.8	0.7	0.9	0.5	0.5	0.4	0.0
forestry	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
geography	0.2	0.3	0.1	0.4	0.0	0.4	0.1	0.2	0.0	0.0	0.1	0.0
dentistry	0.4	0.3	0.7	0.7	0.1	0.2	0.0	0.0	0.0	0.0	0.8	0.0
health technology	0.7	0.3	1.7	0.6	0.1	0.2	0.1	0.0	0.2	0.0	1.8	0.0
medicine or surgery	0.3	0.2	0.4	0.4	0.5	0.3	0.0	0.0	0.0	0.0	0.4	0.0
nursing	9.3	7.9	12.7	6.3	6.7	8.9	8.6	4.1	12.9	11.4	13.2	1.9
pharmacy, pharmacology	0.3	0.4	0.0	0.9	1.0	0.0	0.2	0.4	0.0	0.0	0.0	0.0
therapy (speech,physical,occup)	1.3	1.5	0.9	1.3	1.0	2.1	1.1	1.3	1.5	0.4	1.0	0.8
veterinary medicine	0.1	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
general, other health fields	1.6	1.4	1.9	2.4	0.4	1.5	0.9	0.5	2.4	0.2	1.9	0.8
home economics	1.1	1.4	0.5	2.3	0.4	1.6	0.6	0.4	0.1	1.2	0.5	0.0
English language & literature	11.5	10.0	15.2	8.3	9.1	10.2	11.8	12.0	10.2	12.7	14.8	23.5
foreign languages & literature	3.0	4.0	0.8	4.1	6.6	2.9	4.2	4.1	5.0	3.7	0.8	1.1
French	0.7	0.8	0.4	0.9	2.5	0.2	0.7	1.2	0.1	0.6	0.4	0.0
German	0.3	0.4	0.0	0.6	0.8	0.0	0.4	0.6	0.1	0.5	0.0	0.0
Spanish	0.8	1.0	0.2	1.1	2.1	0.5	1.1	1.5	0.3	1.3	0.2	0.0
other foreign languages	0.4	0.5	0.2	0.7	1.3	0.1	0.5	0.6	0.3	0.4	0.3	0.0
history	3.2	3.9	1.5	3.7	7.2	3.5	3.3	3.9	3.4	2.5	1.4	3.2
linguistics	0.2	0.2	0.0	0.5	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
philosophy	1.0	1.2	0.6	1.1	2.0	0.9	1.2	1.1	2.0	0.8	0.6	0.0
religion or theology	0.7	1.1	0.0	0.3	2.9	0.1	2.4	1.5	4.4	2.0	0.0	1.0
general, other humanities fields	2.1	1.7	2.9	2.4	2.0	1.0	1.8	2.8	1.5	0.8	2.9	1.0
journalism	0.5	0.7	0.0	1.1	0.8	0.7	0.4	0.3	0.8	0.3	0.0	0.0
law	0.2	0.1	0.3	0.2	0.2	0.1	0.0	0.0	0.1	0.0	0.3	0.0
law enforcement	0.2	0.2	0.2	0.2	0.1	0.3	0.1	0.0	0.3	0.0	0.2	0.0
library science	0.4	0.4	0.5	0.4	0.0	0.6	0.5	0.4	0.5	0.6	0.5	0.0
mathematics and/or statistics	5.1	3.7	8.2	2.5	3.3	4.5	4.1	4.2	5.0	3.5	8.0	12.6
military science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
astronomy	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
atmospheric sciences	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
chemistry	1.6	1.9	0.7	1.2	1.6	1.9	2.9	3.6	2.7	2.2	0.7	0.8
earth sciences	0.5	0.6	0.2	1.0	0.4	0.7	0.3	0.5	0.0	0.2	0.2	0.0
marine sciences	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
physics	0.5	0.7	0.3	0.5	1.1	0.7	0.6	0.8	0.4	0.4	0.3	0.0
general, other physical sciences	0.2	0.1	0.4	0.3	0.0	0.0	0.2	0.3	0.2	0.1	0.4	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1998-1999

FEMALE RESPONDENTS	All			Universities		Four-year Colleges					Two-year Colleges	
	Insts	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Current Department (continued)												
clinical psychology	0.3	0.5	0.0	0.6	0.5	0.5	0.3	0.3	0.2	0.4	0.0	0.0
counseling and guidance	0.3	0.2	0.6	0.2	0.1	0.2	0.3	0.4	0.1	0.2	0.6	0.0
experimental psychology	0.4	0.6	0.0	0.7	0.5	0.7	0.5	0.4	0.6	0.4	0.0	0.9
social psychology	0.2	0.3	0.1	0.5	0.1	0.1	0.3	0.4	0.3	0.3	0.1	0.0
general, other psychology	2.7	3.0	2.0	1.2	3.3	3.1	4.6	4.9	4.2	4.6	2.0	3.5
anthropology	1.1	1.5	0.2	2.3	1.7	1.5	0.5	1.0	0.1	0.3	0.2	0.0
archaeology	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
economics	1.0	1.3	0.2	1.5	1.4	1.1	1.4	1.7	1.2	1.2	0.2	0.0
political science, government	1.7	2.4	0.3	2.3	4.7	2.0	2.0	2.9	1.7	0.9	0.3	0.6
sociology	2.3	2.7	1.3	2.8	4.7	2.4	2.2	2.0	2.7	2.1	1.0	6.8
general, other social sciences	1.7	1.3	2.6	1.6	1.2	1.2	1.2	1.6	0.9	0.9	2.7	0.0
social work, social welfare	0.9	1.1	0.4	1.0	0.4	1.5	0.9	0.5	0.8	1.6	0.4	0.0
building trades	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
data processing, computer prog	0.6	0.1	1.7	0.2	0.1	0.0	0.0	0.0	0.0	0.0	1.7	0.8
drafting/design	0.1	0.1	0.0	0.0	0.0	0.2	0.2	0.4	0.0	0.0	0.0	0.0
electronics	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
industrial arts	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
mechanics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
other technical	0.5	0.1	1.2	0.1	0.0	0.3	0.0	0.0	0.1	0.0	1.3	0.0
other vocational	0.3	0.1	0.9	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.9	0.0
women's studies	0.2	0.3	0.0	0.8	0.4	0.0	0.2	0.3	0.0	0.2	0.0	0.0
all other fields	4.1	3.7	4.9	4.7	3.0	3.4	3.4	5.3	2.8	1.4	5.1	0.4

Appendix A

Research Methodology

Appendix A

Research Methodology

Administering the Survey

Letters of invitation to participate in the survey were sent to the chief academic and institutional research officers at more than 2,600 institutions nationwide. Of the total population of institutions that were invited, 364 institutions agreed to administer the survey. Each participating institution then provided HERI with the names and addresses of those persons that the institution wanted surveyed. The great majority of the persons were full-time faculty. However, some institutions also chose to survey their academic administrators or persons with academic appointments but no teaching duties. (To secure a reliable set of normative data, HERI developed an algorithm for determining respondent type – See “Defining Faculty Groups”, below.)

HERI then prepared a survey packet for each potential respondent, including a copy of the survey instrument, a cover letter from the Institute, and a pre-paid return envelope. The packets were then mailed to each institution, which had the option to add a cover letter of its own, as well as instructions for up to 20 locally-designed questions. The packets were then mailed by each institution to its faculty.

After approximately eight weeks, HERI’s processing center inspected the returned surveys and identified who had not responded. A second set of survey packets was prepared for the non-respondents and distributed to the institutions, where the mail-out process was repeated. After an additional ten weeks, all surveys were processed and the resulting data file sent to HERI for analysis.

As in previous administrations of the Faculty Survey, the distribution of participating institutions by type and control was uneven, with small private colleges more likely to participate than large public colleges and universities. To compensate for this imbalance, HERI conducted a direct administration of the survey to faculty at a supplemental sample of 65 institutions. Names and addresses for potential respondents were obtained from a company specializing in mailings to college faculty. Survey packets were prepared and distributed directly from HERI’s processing center using the same two-wave administration process noted above. Because the survey packets did not include a cover letter from the institution, it was expected that the response rate would be somewhat lower for these institutions (as it was, see below).

The National Normative Sample

For an institution's data to be included in the normative sample, HERI required that a minimum percentage of all faculty at that institution be surveyed. Total full-time faculty counts were obtained from the 1997 IPEDS Faculty Salary and Tenure survey conducted by the U.S. Department of Education. Participating two- and four-year colleges were required to have surveyed at least 35 percent of their full-time faculty. Participating universities were required to survey at least 25 percent.¹ To reflect the lower response rate from the supplemental sample of institutions, the minimum percentage was five points lower (30 and 20 percent respectively).

As a result of these requirements, results from 43 of the 364 participating institutions and 8 of the 65 supplemental institutions were dropped from the normative sample, leaving a total of 378.

Inclusion in the normative sample should not be confused with response rate. An institution's response rate depends on the number of *sampled* faculty who returned surveys. If the institution sampled only a small proportion of its full-time undergraduate faculty, it might not meet the norms requirements even if it had a very high response rate.

Weighting Procedures

In order to approximate as closely as possible the results that would have been obtained if all college and university teaching faculty in all institutions had responded to the survey, a multistage weighting procedure was employed following Astin, Korn, and Dey (1991). The first set of weights was designed to adjust for response bias within participating institutions. The entire faculty at each institution was sorted into twelve categories representing all combinations of gender (male or female) and rank (professor, associate professor, assistant professor, instructor, lecturer, other). The ratio between the total number of faculty in the institution and the number of respondents in each category was used as the first corrective weight. Thus, if there were 20 female full professors and 10 of those responded, each of these respondent's weights would be 2.0 (20 divided by 10). This within-institution weight, which is designed to correct for any response bias related to the gender or rank of the faculty member, adjusts the total number of respondents up to the total number of faculty at the institution.²

To develop the second set of weights, institutions were sorted into 23 stratification cells based upon type (two-year, four-year, university), control (public, private-nonsectarian, Roman

¹ Universities faced a less stringent requirement because the IPEDS survey does not distinguish between undergraduate and graduate faculty. Since the Faculty Survey focuses on undergraduate faculty, total faculty counts for universities are inflated.

² In the event that an institution did not report the distribution of its faculty across different ranks, the within-institution weight was based on gender alone.

Catholic, Protestant), and, for four-year institutions, selectivity (defined as the average admissions test score of the entering freshman class). Within each of these stratification cells, faculty in all institutions in the population were sorted into the same 12 gender-by-rank categories described above. Data from all participating institutions within each institutional stratification cell were then combined, and the weighted number of respondents (using the first weight described above) was then determined separately for each of the gender-by-rank combinations. Thus, for each gender-by-rank combination within a stratification cell, we had two values: the total number of faculty in the higher education population, and the weighted number of respondents to our survey. The ratio between these two totals became the second weight, which was designed to correct for between-stratification cell differences in institutional participation. The final weight used for each respondent consisted of the product of the two weights (that is, the within-institution weight and the between-stratification weight).

Table A1 shows the total number of institutions and total number of institutional participants by institutional type, together with the total number of faculty members, faculty surveyed, and faculty respondents for each cell.

Table A1

Institutional and Faculty Participation in the 1998-99 HERI Faculty Survey

Institutional type	Institutions			Faculty			
	Total	Participating ¹	Used in Norms	Total	Mailout Sample	Respondents ²	Used in Norms ³
All institutions	2,618	429	378	440,850	128,423	55,081	33,785
All four-year institutions	1,489	389	342	336,832	119,895	51,290	31,477
All two-year institutions	1,129	40	36	104,018	8,528	3,791	2,308
<i>Universities</i>							
Public	124	28	26	106,488	34,173	13,199	6,451
Private	72	29	27	41,779	20,185	7,130	4,138
<i>Four-year colleges</i>							
Public	390	88	66	108,713	33,377	14,406	8,575
All private	903	244	223	79,852	32,160	16,555	12,313
Nonsectarian	375	101	88	36,012	15,154	7,135	5,216
Catholic	174	43	38	16,099	6,586	3,033	2,043
Protestant	354	100	97	27,741	10,420	6,387	5,054
<i>Two-year colleges</i>							
Public	953	34	30	97,703	8,158	3,527	2,115
Private	176	6	6	6,315	370	264	193

¹Includes 65 institutions that were surveyed directly by HERI.

²Includes respondents who were not classified as full-time undergraduate faculty.

³Full-time undergraduate faculty only.

Survey Response

Of the 128,034 questionnaires mailed out, usable returns were eventually received from 55,081, constituting a 43 percent response rate for all institutions. As expected, the response rate for participating institutions was somewhat higher (46 percent) while the rate for institutions in the supplemental sample was considerably lower (30 percent).

These response rates are somewhat higher than those for the 1995-96 administration (42 and 28 percent respectively). We believe that this movement counter to the general decline in response to mail-out surveys (see Dey, 1997) might have to do with a change made in the administration process. Up through 1995-96, the respondent's name and address were printed directly on the survey instrument, which typically resulted in a large number of complaints about privacy issues. For the 1998-99 administration, the name and address were removed from the instrument and placed on a separate mailing label. Nonetheless, the overall response rate is still considerably lower than the 55 percent achieved in the 1989-90 administration.

Defining Faculty Groups

As already noted, only those full-time employees who were engaged in teaching undergraduates were included in the normative data reported here. Full-time administrators, full-time researchers, or faculty members who teach only at the postgraduate level have been excluded. Specifically, a respondent was included in the normative data if one of the following conditions was met:

- 1) if he or she indicated full-time employment at an institution [question 2] **and** noted teaching as his/her principal activity [question 1] **and** either
 - a) taught at least one undergraduate-level course [question 19] **or**
 - b) taught no classes at all in the most recent term (this last condition is included for faculty on sabbatical leave or those currently engaged in research full-time).
- 2) if he or she indicated full-time employment at an institution [question 2] **and** taught at least two courses in the last term [question 19], at least one of which was at the undergraduate level.
- 3) if he or she indicated full-time employment at an institution [question 2] **and** indicated that he/she spent at least 9 hours per week in scheduled teaching [question 18], but did not indicate any specific types of courses being taught [question 19].

Comparability Issues

Caution should be exercised when making comparisons between results from the 1998-99 faculty survey and earlier surveys for three questions.

Number of Children (Question #10)

Generally, the percentages reported in HERI reports are based on the number of “non-missing” cases—that is, cases for which some sort of response was made. This procedure was used for the “Number of Children” question in previous years.

However, in 1998 it became clear that a substantial number of people who were not making any response to a particular age range should have marked the “0” bubble for that range. Accordingly, any such instances were changed from “missing” to “none” for the purposes of this report. This had the effect of increasing the percentage of the “none” response while lowering the percentages for all other responses.

Published or Accepted Professional Writings (Question #24)

In 1989 and 1998, this question asked “How many of your professional writings have been published or accepted for publication in the last two years?” By contrast, the question read “How many professional writings/performances have you published or presented in the last two years?” in 1995, and “How many of your professional writings/performances have been published or presented in the last two years?” in 1992. As a result, comparable years are 1989 and 1998 only.

Evaluation/Instructional Methods (Question #35)

In 1989 and 1992, the question read “In how many of the undergraduate courses that you teach do you **require** each of the following?” In 1995 and 1998, the question read “In how many of the undergraduate courses that you teach do you **use** each of the following?” This change resulted in substantial increases in the percentages of faculty responding “some,” “most” or “all”. Accordingly, the 1998 results are comparable to 1995, but not to earlier years.

References

- Astin, A.W., Korn, W.S., & Dey, E.L. (1991). *The American college teacher: National norms for the 1989-90 HERI faculty survey*. Los Angeles: Higher Education Research Institute.
- Dey, E.L. (1997). Working with low survey response rates: The efficacy of weighting adjustments. *Research In Higher Education*, 38, 215-227.



Appendix B

1998-99 Faculty Survey Instrument

1998 Faculty Survey

Higher Education Research Institute, UCLA

DIRECTIONS

Your responses will be read by an optical mark reader. Please,

- Use only a black lead pencil (No. 2 is ideal).
- Make heavy black marks that fill the oval.
- Erase cleanly any answer you wish to change.
- Make no stray markings of any kind.

EXAMPLE: Will marks made with a ball-point or felt-tip pen be properly read?

- Yes No

1. What is your principal activity in your current position at this institution? (Mark one)

- Administration
- Teaching
- Research
- Services to clients and patients
- Other

2. Are you considered a full-time employee of your institution for at least nine months of the current academic year? (Mark one)

- Yes No

3. Your sex: Male Female

4. What is your present academic rank?

- Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Instructor
- Other

5. What is your administrative title?

- Not applicable
- Director, coordinator, or administrator of an institute, center, lab, or specially-funded program
- Department Chair
- Dean
- Associate or Assistant Dean
- Vice-President, Provost, Vice-Chancellor
- President, Chancellor
- Other

6. Are you currently: (Mark one)

- Married
- Unmarried, living with partner
- Single

7. Have you ever been: (Mark all that apply)

- Divorced
- Widowed
- Separated

8. If you were to begin your career again, would you still want to be a college professor?

- Definitely yes
- Probably yes
- Not sure
- Probably no
- Definitely no

9. Racial/Ethnic group: (Mark all that apply)

- White/Caucasian
- African American/Black
- American Indian
- Asian American/Asian
- Mexican American/Chicano
- Puerto Rican American
- Other Latino
- Other

10. How many children do you have in the following age ranges?

- 0 - 4 years old 0 1 2 3 4
- 5 - 12 years old 0 1 2 3 4
- 13 - 17 years old 0 1 2 3 4
- 18 - 23 years old 0 1 2 3 4
- 24 years old or older 0 1 2 3 4

11. Do your interests lie primarily in teaching or research?

- Very heavily in research
- In both, but leaning toward research
- In both, but leaning toward teaching
- Very heavily in teaching

12. On the following list, please mark one in each column:

- | | | |
|--|--------------------------|--------------------------------|
| | Highest Degree
Earned | Degree Currently
Working On |
| Bachelor's (B.A., B.S., etc.) | <input type="radio"/> | <input type="radio"/> |
| Master's (M.A., M.S., etc.) | <input type="radio"/> | <input type="radio"/> |
| LL.B., J.D. | <input type="radio"/> | <input type="radio"/> |
| M.D., D.D.S. (or equivalent) | <input type="radio"/> | <input type="radio"/> |
| Other first professional degree beyond B.A. (e.g., D.D., D.V.M.) | <input type="radio"/> | <input type="radio"/> |
| Ed.D. | <input type="radio"/> | <input type="radio"/> |
| Ph.D. | <input type="radio"/> | <input type="radio"/> |
| Other degree | <input type="radio"/> | <input type="radio"/> |
| None | <input type="radio"/> | <input type="radio"/> |

13. During the past two years, have you engaged in any of the following activities? (Mark one for each item)

- | | | |
|--|-------------------------------|-------------------------------|
| | Yes | No |
| Taught an honors course | <input type="radio"/> Y | <input type="radio"/> N |
| Taught an interdisciplinary course | <input type="radio"/> Y | <input type="radio"/> N |
| Taught an ethnic studies course | <input type="radio"/> Y | <input type="radio"/> N |
| Taught a women's studies course | <input type="radio"/> Y | <input type="radio"/> N |
| Team-taught a course | <input type="radio"/> Y | <input type="radio"/> N |
| Taught a service learning course | <input type="radio"/> Y | <input type="radio"/> N |
| Worked with students on a research project | <input type="radio"/> Y | <input type="radio"/> N |
| Used intra- or extramural funds for research | <input type="radio"/> Y | <input type="radio"/> N |
| Participated in a teaching enhancement workshop | <input type="radio"/> Y | <input type="radio"/> N |
| Placed or collected assignments for a course on the Internet | <input type="radio"/> Y | <input type="radio"/> N |
| Taught a course exclusively through the Internet | <input type="radio"/> Y | <input type="radio"/> N |

14. In the two sets of ovals shown below, please mark the most appropriate code from the fields listed on the back of the accompanying letter. (Please see example on back of accompanying letter)

Major of highest degree held

- 0 0
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9

Department of current faculty appointment

- 0 0
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9

15. In the set of ovals to the right, please mark the dollar value of your base institutional salary, rounded to the nearest \$1,000 (Note: Amounts above \$199,000 should be marked "199").

- 0 0 0
- 1 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9

The above salary is based on:

- 9/10 months 11/12 months

16. In the four sets of ovals below, please mark the last two digits of the year of each of the following:

Year of birth

- 0 0
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9

Year of highest degree now held

- 0 0
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9

Year of appointment at present institution

- 0 0
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9

Year tenure was awarded

- 0 0
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9

Are you tenured?

- Yes No

17. Where did you receive your highest degree? (Please print)

(Name of Institution)

(City & State, Country if non-U.S.)

NOTE: If you are between terms, on leave, or in an interim term, please answer questions 18 and 19 as they apply to the full term most recently completed at this institution.

18. During the present term, how many hours per week on the average do you actually spend on each of the following activities?

(Mark one for each activity)

	Hours Per Week								
	None	1-4	5-8	9-12	13-16	17-20	21-34	35-44	45+
Scheduled teaching (give actual, not credit hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparing for teaching (including reading student papers and grading)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advising and counseling of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee work and meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research and scholarly writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other creative products/performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consultation with clients/patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community or public service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outside consulting/freelance work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Household/childcare duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. How many of the following courses are you teaching this term? (Mark one for each item)

General education courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other BA or BS undergraduate credit courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-BA credit courses (developmental/remedial)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Indicate the importance to you of each of the following:

(Mark one for each item)

Education Goals for Undergraduate Students:

	Essential	Very Important	Somewhat Important	Not Important
Develop ability to think clearly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for employment after college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for graduate or advanced education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop moral character	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide for students' emotional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for family living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach students the classic works of Western civilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help students develop personal values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance the out-of-class experience of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance students' self-understanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instill in students a commitment to community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for responsible citizenship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance students' knowledge of and appreciation for other racial/ethnic groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. During the past decade has your institution experienced significant change in any of the following areas? (Mark one for each item)

	Yes	No
Overall mission, purpose	<input type="radio"/>	<input type="radio"/>
General education	<input type="radio"/>	<input type="radio"/>
Faculty role/reward	<input type="radio"/>	<input type="radio"/>
Governance	<input type="radio"/>	<input type="radio"/>

Other (specify) _____

For questions 22-24, mark only one response for each question.

22. How many of the following have you published?

	None	1-2	3-4	5-10	11-20	21-50	51+
Articles in academic or professional journals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chapters in edited volumes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Books, manuals, or monographs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. How many exhibitions or performances in the fine or applied arts have you presented?

24. How many of your professional writings have been published or accepted for publication in the last two years?

25. How much of your publishing or other scholarly work is conducted:

	All	Most	Some	None
By you alone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With one other person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With two or more people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Prior to taking this position, what did you primarily do? (Mark one)

- Taught at a college or university
- Held a full-time nonteaching research position
- Held a postdoctoral fellowship in a university
- Held a full-time college or university administration position
- Held a professional position outside of higher education
- Student
- Other

27. For each of the following items, please mark either Yes or No.

	Yes	No
Have you ever held an academic administrative post?	<input type="radio"/>	<input type="radio"/>
Have you ever received an award for outstanding teaching?	<input type="radio"/>	<input type="radio"/>
Do you commute a long distance to work?	<input type="radio"/>	<input type="radio"/>
Has any of your research or writing focused on women?	<input type="radio"/>	<input type="radio"/>
Does your spouse/partner work in the same city?	<input type="radio"/>	<input type="radio"/>
Is your spouse/partner an academic?	<input type="radio"/>	<input type="radio"/>
Has any of your research or writing focused on racial or ethnic minorities?	<input type="radio"/>	<input type="radio"/>
Were you born in the USA?	<input type="radio"/>	<input type="radio"/>
Are you a U.S. citizen?	<input type="radio"/>	<input type="radio"/>
Have you ever interrupted your professional career for more than one year for family reasons?	<input type="radio"/>	<input type="radio"/>
Have you been sexually harassed at this institution?	<input type="radio"/>	<input type="radio"/>
Do you plan on working beyond age 70?	<input type="radio"/>	<input type="radio"/>

During the Last Two Years, Have You:

Received at least one firm job offer?	<input type="radio"/>	<input type="radio"/>
Developed a new course?	<input type="radio"/>	<input type="radio"/>
Considered early retirement?	<input type="radio"/>	<input type="radio"/>
Considered leaving academe for another job?	<input type="radio"/>	<input type="radio"/>
Taught courses at more than one institution during the same term?	<input type="radio"/>	<input type="radio"/>
Served as a paid consultant?	<input type="radio"/>	<input type="radio"/>

28. Indicate how important you believe each priority listed below is at your college or university.

(Mark one for each activity)

	Highest Priority	High Priority	Medium Priority	Low Priority
To promote the intellectual development of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To help students examine and understand their personal values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To hire more minority faculty and administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To develop a sense of community among students and faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To develop leadership ability among students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To hire more women faculty and administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To facilitate student involvement in community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To help students learn how to bring about change in American society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To increase or maintain institutional prestige	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To hire faculty "stars"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To recruit more minority students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To enhance the institution's national image	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To create a diverse multi-cultural campus environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Below are some statements about your current college. Indicate the extent to which you agree or disagree with each of the following.

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Faculty are interested in students' personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People here don't treat each other with enough respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty feel that most students are well-prepared academically	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Affairs staff have the support and respect of faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty are committed to the welfare of this institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty here are strongly interested in the academic problems of undergraduates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a lot of campus racial conflict here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Many courses include feminist perspectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty of color are treated fairly here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women faculty are treated fairly here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Many courses involve students in community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most students are strongly committed to community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay and lesbian faculty are treated fairly here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My research is valued by faculty in my department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. How important are each of the following in your decision to pursue an academic career?

(Mark one for each item)

	Very Important	Somewhat Important	Not Important
Autonomy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intellectual challenge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intellectual freedom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freedom to pursue my scholarly/teaching interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Occupational prestige/professional status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to influence social change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. What is the highest level of education reached by your spouse/partner and your parents?

(Mark one in each column)

	Spouse/Partner	Father	Mother
8th grade or less	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some high school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Completed high school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduated from college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attended graduate or professional school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attained advanced degree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does not apply (No spouse or partner)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Please indicate the extent to which each of the following has been a source of stress for you during the last two years.

(Mark one for each item)

	Extensive	Somewhat	Not At All
Managing household responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Care of elderly parent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My physical health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Review/promotion process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtle discrimination (e.g., prejudice, racism, sexism)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research or publishing demands	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional procedures and 'red tape'	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children's problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital friction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time pressures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of personal time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Illness or death of spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeping up with information technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. How satisfied are you with the following aspects of your job?

(Mark one for each item)

	Very Satisfied	Satisfied	Marginally Satisfied	Not Satisfied	Not Applicable
Salary and fringe benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for scholarly pursuits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (hours, location)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Autonomy and independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional relationships with other faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social relationships with other faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competency of colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visibility for jobs at other institutions/organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationships with administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall job satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to develop new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Indicate how well each of the following describes your college or university.

(Mark one for each item)

	Very Descriptive	Somewhat Descriptive	Not Descriptive
It is easy for students to see faculty outside of regular office hours	V	S	N
There is a great deal of conformity among the students	V	S	N
The faculty are typically at odds with campus administrators	V	S	N
Faculty here respect each other	V	S	N
Most students are treated like "numbers in a book"	V	S	N
Social activities are overemphasized	V	S	N
Intercollegiate sports are overemphasized	V	S	N
Students here do not usually socialize with one another	V	S	N
Faculty are rewarded for being good teachers	V	S	N

35. In how many of the undergraduate courses that you teach do you use each of the following?

(Mark one for each item)

Evaluation Methods:

	All	Most	Some	None
Multiple-choice mid-term and/or final exams	A	M	S	N
Essay mid-term and/or final exams	A	M	S	N
Short-answer mid-term and/or final exams	A	M	S	N
Quizzes	A	M	S	N
Weekly essay assignments	A	M	S	N
Student presentations	A	M	S	N
Term/research papers	A	M	S	N
Student evaluations of each others' work	A	M	S	N
Grading on a curve	A	M	S	N
Competency-based grading	A	M	S	N

Instructional Techniques/Methods:

	All	Most	Some	None
Class discussions	A	M	S	N
Computer or machine-aided instruction	A	M	S	N
Cooperative learning (small groups)	A	M	S	N
Experiential learning/Field studies	A	M	S	N
Teaching assistants	A	M	S	N
Recitals/Demonstrations	A	M	S	N
Group projects	A	M	S	N
Independent projects	A	M	S	N
Extensive lecturing	A	M	S	N
Multiple drafts of written work	A	M	S	N
Readings on racial and ethnic issues	A	M	S	N
Readings on women and gender issues	A	M	S	N
Student-developed activities (assignments, exams, etc.)	A	M	S	N
Student-selected topics for course content	A	M	S	N

36. During the past year, how often did you:

(Mark one for each item)

	Daily	2 or 3 times/week	Once a week	1 or 2 times/month	Never
Communicate using e-mail	D	T	W	M	N
Conduct research using Internet resources	D	T	W	M	N
Participate in on-line discussion groups	D	T	W	M	N
Work from home	D	T	W	M	N
Use a computer to:					
write memos/letters	D	T	W	M	N
conduct scholarly writing	D	T	W	M	N
conduct data analysis	D	T	W	M	N
create presentations	D	T	W	M	N

37. Please Indicate your agreement with each of the following statements.

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Western civilization and culture should be the foundation of the undergraduate curriculum	A	S	D	AS
College officials have the right to ban persons with extreme views from speaking on campus	A	S	D	AS
The chief benefit of a college education is that it increases one's earning power	A	S	D	AS
Promoting diversity leads to the admission of too many underprepared students	A	S	D	AS
Colleges should be actively involved in solving social problems	A	S	D	AS
Tenure is an outmoded concept	A	S	D	AS
Colleges should encourage students to be involved in community service activities	A	S	D	AS
Community service should be given weight in college admissions decisions	A	S	D	AS
Tenure is essential to attract the best minds to academe	A	S	D	AS
Student use of computers enhances their learning	A	S	D	AS
A racially/ethnically diverse student body enhances the educational experience of all students	A	S	D	AS

38. How would you characterize your political views?

- Far Left Middle-of-the-road Conservative
 Liberal Far Right

39. Indicate the importance to you personally of each of the following:

(Mark one for each item)

	Essential	Very Important	Somewhat Important	Not Important
Becoming an authority in my field	E	V	S	N
Influencing the political structure	E	V	S	N
Influencing social values	E	V	S	N
Raising a family	E	V	S	N
Being very well-off financially	E	V	S	N
Helping others who are in difficulty	E	V	S	N
Becoming involved in programs to clean up the environment	E	V	S	N
Developing a meaningful philosophy of life	E	V	S	N
Helping to promote racial understanding	E	V	S	N
Obtaining recognition from my colleagues for contributions to my special field	E	V	S	N
Integrating spirituality into my life	E	V	S	N
Being a good colleague	E	V	S	N
Being a good teacher	E	V	S	N

ADDITIONAL QUESTIONS: If you received additional questions, mark answers below:

40. A B C D E 47. A B C D E 54. A B C D E
 41. A B C D E 48. A B C D E 55. A B C D E
 42. A B C D E 49. A B C D E 56. A B C D E
 43. A B C D E 50. A B C D E 57. A B C D E
 44. A B C D E 51. A B C D E 58. A B C D E
 45. A B C D E 52. A B C D E 59. A B C D E
 46. A B C D E 53. A B C D E

Please return your completed questionnaire in the postage-paid envelope to:
 Higher Education Research Institute
 2905 West Service Road, Eagan, MN 55121

THANK YOU!

DO NOT MARK IN THIS AREA

Appendix C

The Precision of the Normative Data



Appendix C

The Precision of the Normative Data

A common question asked about sample surveys relates to the precision of the data, which is typically reported as the accuracy of a percentage “plus or minus x percentage points.” This figure, which is known as a confidence interval, can be estimated for items of interest if one knows the response percentage and its standard error.

Given the large normative sample, the calculated standard error associated with any particular response percentage will be small (as will its confidence interval). It is important to note, however, that traditional methods of calculating standard error assume conditions which, as is the case with most sample survey data, do not apply here. There are also sources of error unrelated to sampling variability which should be considered in comparing data across normative groups, across related item categories, and over time. These concerns include:

- 1) Traditional methods of calculating standard error assume that the analytical sample was selected through simple random sampling. Given the complex, stratified design of this survey, where the normative estimates are based on responses of faculty at participating institutions, it is likely that the actual standard errors will be somewhat larger than the standard error estimates produced through traditional computational methods.
- 2) The wording of some questions in the survey instrument, the text and number of response options, and their order of presentation may be different for different faculty surveys. We have found that even small changes can produce large order and context effects. Given this, the exact wording of items on the survey instrument should be examined carefully prior to making comparisons across survey years (for a copy of the 1998-99 survey instrument, see Appendix B).

Although it is impractical to report statistical indicators for every percentage in every normative group, it is important for those who are interested to be able to estimate the precision of the data. Toward this end, Table C1 provides estimates of standard errors for norms groups of various sizes and for different percentages, while Table C2 provides confidence interval estimates.

For example, the normative data indicates that 21.9 percent of all faculty reported that they had conducted research/writing on race/ethnicity within the past two years. To obtain an

estimate of the standard error¹, we would first choose the column that most closely corresponds to that percentage, or “20%”.² Next, select the row corresponding most closely to the unweighted sample size of the comparison group to find the appropriate standard error. The last column in Table A1 shows that the unweighted number of faculty from all institutions is 33,785. Thus, with a sample size of about 35,000 and a percentage that is close to 20, the estimated standard error would be .21.

Table C1

Estimated Standard Errors for Percentages and Groups of Various Sizes

Unweighted size of group	Percentage										
	1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
100	.99	2.18	3.00	3.57	4.00	4.33	4.58	4.77	4.90	4.97	4.97
250	.73	1.38	1.90	2.26	2.53	2.74	2.90	3.02	3.10	3.15	3.16
500	.44	.97	1.34	1.60	1.79	1.94	2.05	2.13	2.19	2.22	2.24
1,000	.31	.69	.95	1.13	1.26	1.37	1.45	1.51	1.55	1.57	1.58
2,000	.22	.49	.67	.80	.89	.97	1.02	1.07	1.10	1.11	1.12
4,000	.16	.34	.47	.56	.63	.68	.72	.75	.77	.79	.79
5,000	.14	.31	.42	.50	.57	.61	.65	.67	.69	.70	.71
8,000	.11	.24	.34	.40	.45	.48	.51	.53	.55	.56	.56
12,500	.09	.19	.27	.32	.36	.39	.41	.43	.44	.44	.45
30,000	.06	.13	.17	.21	.23	.25	.26	.28	.28	.29	.29
35,000	.05	.12	.16	.19	.21	.23	.24	.25	.26	.27	.27

NOTE: Assumes simple random sampling.

To obtain an estimate of the confidence interval at the 95% probability level, follow a similar procedure to look up the correct value in Table C2. We would again use the value in the fifth data column (“20%”) in the last row, or .4. In practical terms, this confidence interval means that if we were to replicate this survey a number of times, we would expect to find that 95 times out of 100 between 21.5 percent and 22.3 percent of the faculty would report conducting research/writing on race/ethnicity within the past two years.

¹Calculated by $\sqrt{\frac{x\%(100-x\%)}{N}}$, where x is the percentage of interest and N is the population count from Table A1.

²Since the distribution of the standard errors are symmetrical around the 50 percent mid-point, for percentages over 50 simply subtract the percentage from 100 and use the result to select the appropriate column. For example, if the percentage we were interested in was 59, 100 – 59 percent yields 41, so we would use the column labeled ‘40%’.

Table C2

Estimated Confidence Intervals for Percentages and Groups of Various Sizes

Unweighted size of group	Percentage										
	1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
100	2.0	4.3	5.9	7.0	7.8	8.5	9.0	9.3	9.6	9.8	9.8
250	1.2	2.7	3.7	4.4	5.0	5.4	5.7	5.9	6.1	6.2	6.2
500	.9	1.9	2.6	3.1	3.5	3.8	4.0	4.2	4.3	4.4	4.4
1,000	.6	1.4	1.9	2.2	2.5	2.7	2.8	3.0	3.0	3.1	3.1
2,000	.4	1.0	1.3	1.6	1.8	1.9	2.0	2.1	2.1	2.2	2.2
4,000	.3	.7	.9	1.1	1.2	1.3	1.4	1.5	1.5	1.5	1.5
5,000	.3	.6	.8	1.0	1.1	1.2	1.3	1.3	1.4	1.4	1.4
8,000	.2	.5	.7	.8	.9	.9	1.0	1.0	1.1	1.1	1.1
12,500	.2	.4	.5	.6	.7	.8	.8	.8	.9	.9	.9
30,000	.1	.2	.3	.4	.5	.5	.5	.5	.6	.6	.6
35,000	.1	.2	.3	.4	.4	.5	.5	.5	.5	.5	.5

NOTE: Calculated by multiplying the estimated standard error by the critical value of t at the .05 probability level, or 1.96. To calculate the confidence interval at the 99% probability level the critical t value is 2.56.

Determining the Significance of Differences between Percentages

Normally, confidence intervals are used to determine if the difference between two percentages is statistically significant. As an example, let us assume that a private university surveyed 455 of its faculty and found that 30.0 percent conducted research/writing on race/ethnicity in the last two years. Is this percentage significantly higher than the 25.8 percent reported for all private universities ($n=4,138$)? To determine this, one must perform the following three steps:

- 1) DETERMINE THE CONFIDENCE INTERVAL FOR EACH PERCENTAGE.
- 2) ADD THE CONFIDENCE INTERVALS TOGETHER.
- 3) IS THE SUM OF THE CONFIDENCE INTERVALS MORE OR LESS THAN THE DIFFERENCE? If it is more, then the difference is **not** statistically significant. If the sum of the confidence intervals is less than the difference, the difference **is** statistically significant.

Applying these steps to our example, we find:

- 1) Consulting Table C2, the confidence interval for the 30.0 percent figure ("sample private university") is **4.0** (the 30% column for a sample size of 500), and the confidence interval for

the 25.8 percent figure (“all private universities”) is **1.3** (the 25% column for a sample size of 4,000).

2) $4.0 + 1.3 = \mathbf{5.3}$

3) The sum of the confidence intervals is **larger** than the difference between the percentages ($30.0 - 25.8 = 4.2$), so the difference is **not** statistically significant.

Why is this so? With a confidence interval of 4.0, we know that there is a 95% probability that the “sample university” figure (reported as 30.0) is within the range 26.0-34.0. We also know that there is a 95% probability that the “all private universities” figure (reported as 25.8) is within the range 24.5-27.1. Because the ranges for the two figures overlap, we cannot presume that the difference between them is statistically significant. For the difference to be statistically significant, the figure reported for our sample university would need to be at least 31.2 percent.

Appendix D

Participants in the HERI Faculty Surveys

Appendix D

Participants in the HERI Faculty Surveys

1989 - 1998

The following list shows the institutions participating in the four Faculty Surveys conducted since 1989. A participation status of 'P' indicates that the institution did participate, but was not included in the national normative sample. A participation status of 'N' indicates that the institution was included. An asterisk (*) indicates that the institution was included in the survey as part of a supplemental sample by the Higher Education Research Institute, and was not an active participant. The respondent pool for these schools was obtained from mailing lists provided by a direct-mail company specializing in higher education clients, and the surveys were mailed directly from the Institute.

Norms Status and Response Rate

Determination of whether or not an institution was included in the national normative sample was accomplished by comparing the number of full-time undergraduate teachers who responded to the survey to the total number of full-time faculty at that institution, according to the latest available data from the U.S. Department of Education. (DOE data generally run behind the survey year. Thus, the counts for the 1998 survey were based on DOE data from 1997.) A two-year or four-year college was included if it had surveyed at least 35 percent of its total population of full-time faculty. Because the DOE data do not distinguish between undergraduate and graduate faculty, the requirement for universities was more liberal -- at least 25 percent of the full-time faculty.



<u>INSTITUTION</u>	<u>STATE</u>	<u>INST. TYPE</u>	<u>98</u>	<u>95</u>	<u>92</u>	<u>89</u>	<u>INSTITUTION</u>	<u>STATE</u>	<u>INST. TYPE</u>	<u>98</u>	<u>95</u>	<u>92</u>	<u>89</u>
Abilene Christian U	TX	Nonsectarian 4-yr	N	N	P	P*	Barton College	NC	Protestant 4-yr	N	--	--	--
Academy of the New Church	PA	Protestant 4-yr	--	--	--	N	Barton County Cmty College	KS	Public 2-yr	--	--	N	--
Adams State College	CO	Public 4-yr	--	--	--	N	Bates College	ME	Nonsectarian 4-yr	--	--	N	--
Agnes Scott College	GA	Protestant 4-yr	N	N	N	N	Baylor University	TX	Private university	N*	--	N	N*
Alaska Pacific University	AK	Nonsectarian 4-yr	--	N	--	--	Beaver College	PA	Protestant 4-yr	--	--	--	N
Albertson College	ID	Protestant 4-yr	N	--	--	N	Becker Junior College	MA	Private 2-yr	--	--	--	N
Albion College	MI	Protestant 4-yr	N*	--	--	N	Bellarmino College	KY	Catholic 4-yr	--	--	N	--
Albright College	PA	Protestant 4-yr	--	--	--	N	Belmont University	TN	Protestant 4-yr	N	--	N	--
Alexandria Technical College	MN	Public 2-yr	--	--	--	N	Beloit College	WI	Nonsectarian 4-yr	N	--	N	N
Alfred University	NY	Nonsectarian 4-yr	--	N	--	N	Bemidji State University	MN	Public 4-yr	--	--	--	N
Allegheny College	PA	Nonsectarian 4-yr	N*	--	--	P*	Benedict College	SC	Protestant 4-yr	--	--	--	N*
Allen County Cmty College	KS	Public 2-yr	--	--	--	N	Benedictine University	IL	Catholic 4-yr	N*	--	--	N*
Allentown Coll St Francis De Sales	PA	Catholic 4-yr	N*	--	--	P*	Bennett College	NC	Protestant 4-yr	--	N	N	--
Alma College	MI	Protestant 4-yr	--	--	N	P*	Bentley College	MA	Nonsectarian 4-yr	--	P*	N	--
Amarillo College	TX	Public 2-yr	--	--	--	N	Berea College	KY	Nonsectarian 4-yr	N*	--	--	N
American University	DC	Private university	N	N	N	N*	Berkeley College of Business	NJ	Private 2-yr	--	--	N	P
Anderson College	SC	Private 2-yr	N	--	N	N	Berklee College of Music	MA	Nonsectarian 4-yr	--	--	--	P
Anderson University	IN	Protestant 4-yr	N	N	--	--	Bethany College	WV	Nonsectarian 4-yr	N	N	--	N
Andrew College	GA	Private 2-yr	N	--	N	--	Bethel College	KS	Protestant 4-yr	--	N	--	N
Antioch University	OH	Nonsectarian 4-yr	N	N	N	N	Bethel College	MN	Protestant 4-yr	N	N	N	--
Antioch University of Seattle	WA	Nonsectarian 4-yr	N	--	--	--	Bethel College	IN	Protestant 4-yr	N	N	--	--
Arizona State University	AZ	Public university	N	--	--	--	Bethune-Cookman College	FL	Nonsectarian 4-yr	N	--	--	N
Arkansas State University	AR	Public 4-yr	P	--	N	--	Big Bend Cmty College	WA	Public 2-yr	--	N	--	--
Art Center College of Design	CA	Nonsectarian 4-yr	--	N	--	P	Biola University	CA	Nonsectarian 4-yr	N	--	--	--
Asbury College	KY	Nonsectarian 4-yr	N	N	--	--	Birmingham-Southern College	AL	Protestant 4-yr	N	--	--	N
Atlanta College of Art	GA	Nonsectarian 4-yr	--	--	N	--	Black Hills State University	SD	Public 4-yr	--	P	N	N
Atlantic Union College	MA	Protestant 4-yr	--	--	P	P*	Bloomfield College	NJ	Protestant 4-yr	--	N	--	--
Augsburg College	MN	Protestant 4-yr	--	--	N	--	Bloomsburg U of Pennsylvania	PA	Public 4-yr	N*	--	--	P*
Augustana College	IL	Protestant 4-yr	N	N	N	N*	Blue Mountain Cmty College	OR	Public 2-yr	--	--	--	N
Aurora University	IL	Protestant 4-yr	--	--	--	N	Bluefield State College	WV	Public 4-yr	N	--	--	--
Austin College	TX	Protestant 4-yr	N*	N	--	N	Bluffton College	OH	Protestant 4-yr	N	N	--	--
Austin Peay State University	TN	Public 4-yr	--	--	--	N	Boston University	MA	Private university	--	N*	--	--
Azusa Pacific University	CA	Nonsectarian 4-yr	N	N	--	--	Bowdoin College	ME	Nonsectarian 4-yr	--	N	N	--
							Bowling Green State University	OH	Public university	N	N	--	N
Babson College	MA	Nonsectarian 4-yr	--	N	--	--	Bradley University	IL	Private university	N	--	--	--
Baker University	KS	Protestant 4-yr	--	--	--	N	Brandeis University	MA	Private university	N*	--	--	N
Bard College	NY	Nonsectarian 4-yr	N*	--	--	P	Brazosport College	TX	Public 2-yr	--	--	--	N
Barnard College	NY	Nonsectarian 4-yr	N	N	--	--	Brenau College	GA	Nonsectarian 4-yr	--	--	--	N
Barry University	FL	Catholic 4-yr	--	--	N	N	Bridgewater College	VA	Protestant 4-yr	N	--	--	N
Barstow College	CA	Public 2-yr	--	--	--	N	Brigham Young University	UT	Private university	N	--	N	--
Bartlesville Wesleyan College	OK	Protestant 4-yr	N	--	--	--	Broome Cmty College	NY	Public 2-yr	--	--	N	--

Participation Codes

"N" participated, data included in National Norms "P" participated, data not included in National Norms "*" not an active participant, surveys administered directly by HERI
"--" faculty from the institution were not surveyed

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Brunswick College	GA	Public 2-yr	--	--	--	N	Chadron State College	NE	Public 4-yr	--	N	N	N
Bryn Mawr College	PA	Nonsectarian 4-yr	N	N	--	P*	Chapman University	CA	Nonsectarian 4-yr	N	--	--	N
Bucknell University	PA	Nonsectarian 4-yr	N	N	--	--	Charleston Southern University	SC	Protestant 4-yr	--	--	--	N
Buena Vista University	IA	Protestant 4-yr	N	N	--	N	Charleston University	SC	Public 4-yr	--	--	N	--
Butler University	IN	Private university	--	N	N	--	Chatham College	PA	Nonsectarian 4-yr	N*	--	--	N
							Christopher Newport University	VA	Public 4-yr	N	N	N	--
Cal Poly State U-Pomona	CA	Public 4-yr	--	P	--	--	Cincinnati Bible College & Sem	OH	Protestant 4-yr	N	N	P	--
Caldwell College	NJ	Catholic 4-yr	--	--	N	--	City College of New York	NY	Public 4-yr	P	--	--	--
California Baptist College	CA	Protestant 4-yr	N	N	N	--	Claremont McKenna College	CA	Nonsectarian 4-yr	N	--	--	N*
California Institute of Technology	CA	Private university	P*	--	--	P*	Clark Atlanta University	GA	Protestant 4-yr	--	P*	P	--
California Lutheran University	CA	Protestant 4-yr	N	--	N	N	Clark State Cmty College	OH	Public 2-yr	--	--	--	N
California Maritime Academy	CA	Public 4-yr	--	--	--	N	Clark University	MA	Nonsectarian 4-yr	N*	N	--	N
California State U-Bakersfield	CA	Public 4-yr	N	N	N	N	Clarke College	IA	Catholic 4-yr	--	N	--	--
California State U-Dominguez Hills	CA	Public 4-yr	N	--	--	--	Clarkson College	NE	Nonsectarian 4-yr	--	N	N	--
California State U-Fresno	CA	Public 4-yr	P	--	--	--	Clarkson University	NY	Private university	N	N	N	--
California State U-Fullerton	CA	Public 4-yr	N	--	--	--	Clearwater Christian College	FL	Nonsectarian 4-yr	--	--	--	N
California State U-Los Angeles	CA	Public 4-yr	P	P	P	N	Cleary College	MI	Nonsectarian 4-yr	--	--	--	N
California State U-Stanislaus	CA	Public 4-yr	N	--	--	--	Clemson University	SC	Public university	--	--	N	--
Calvin College	MI	Protestant 4-yr	N	N	P	N*	Cleveland Institute of Art	OH	Nonsectarian 4-yr	--	N	N	--
Cameron University	OK	Public 4-yr	--	N	--	--	Cleveland Institute of Music	OH	Nonsectarian 4-yr	--	P	P	--
Canisius College	NY	Catholic 4-yr	N	N	N	N*	Cleveland State University	OH	Public 4-yr	N	P	--	N
Cape Cod Cmty College	MA	Public 2-yr	--	--	N	--	Clinch Valley Coll of the U of Va	VA	Public 4-yr	--	N	--	N
Cardinal Stritch College	WI	Catholic 4-yr	--	N	--	--	Cloud County Cmty College	KS	Public 2-yr	--	N	N	N
Carleton College	MN	Nonsectarian 4-yr	N*	N	N	N*	Cmty College of Southern Nevada	NV	Public 2-yr	--	--	--	N
Carlow College	PA	Catholic 4-yr	--	--	--	P*	Cmty Colleges of Allegheny County	PA	Public 2-yr	--	P	--	--
Carnegie-Mellon University	PA	Private university	N*	--	--	P*	Coastline Cmty College	CA	Public 2-yr	N	--	--	--
Carribbean University	PR	Private 4-yr	--	--	P	--	Coe College	IA	Nonsectarian 4-yr	--	N	--	--
Carroll College	WI	Protestant 4-yr	N	N	--	N	Coker College	SC	Nonsectarian 4-yr	--	--	N	--
Carthage College	WI	Protestant 4-yr	--	--	N	--	Colgate University	NY	Nonsectarian 4-yr	N*	--	--	N
Case Western Reserve University	OH	Private university	--	N*	--	P*	College Misericordia	PA	Catholic 4-yr	--	--	--	N*
Catawba College	NC	Protestant 4-yr	--	--	--	N	College of Eastern Utah	UT	Public 2-yr	--	N	--	N
Catholic University of America	DC	Private university	--	--	--	P*	College of Lake County	IL	Public 2-yr	--	--	--	N
Cayuga County Cmty College	NY	Public 2-yr	--	--	N	--	College of Marin	CA	Public 2-yr	--	--	--	P
Cedar Crest College	PA	Protestant 4-yr	N	N	--	P*	College of Mount Saint Joseph	OH	Catholic 4-yr	--	--	N	--
Cedarville College	OH	Protestant 4-yr	N	N	--	--	College of Mount Saint Vincent	NY	Catholic 4-yr	--	N	--	P*
Centenary College of Louisiana	LA	Protestant 4-yr	--	--	--	N	College of Notre Dame	CA	Catholic 4-yr	P	N	--	--
Central College	IA	Protestant 4-yr	--	N	--	--	College of Saint Benedict	MN	Catholic 4-yr	--	N	--	N
Central Connecticut State U	CT	Public 4-yr	P	P	--	--	College of Saint Mary	NE	Catholic 4-yr	--	--	N	N
Central Michigan University	MI	Public 4-yr	--	P	--	--	College of Saint Rose	NY	Catholic 4-yr	N	--	--	--
Central Missouri State University	MO	Public 4-yr	N	N	N	N	College of Saint Scholastica	MN	Catholic 4-yr	N	N	N	--
Central Washington University	WA	Public 4-yr	N	N	N	N	College of Southern Idaho	ID	Public 2-yr	N	--	N	--
Centralia College	WA	Public 2-yr	--	--	--	N	College of the Canyons	CA	Public 2-yr	--	N	--	--
Centre College	KY	Nonsectarian 4-yr	N	--	--	--	College of the Holy Cross	MA	Catholic 4-yr	--	N	--	--
Cerritos College	CA	Public 2-yr	--	N	--	--	College of Wooster	OH	Protestant 4-yr	N	--	--	--

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Colorado College	CO	Nonsectarian 4-yr	N	N	N	N*	Detroit College of Business	MI	Nonsectarian 4-yr	--	--	N	--
Columbia College	IL	Nonsectarian 4-yr	--	N	--	--	DeVry Inst of Technology	IL	Nonsectarian 4-yr	--	--	--	N
Columbia International University	SC	Nonsectarian 4-yr	--	P	--	--	Dickinson College	PA	Nonsectarian 4-yr	N	--	--	--
Columbia Union College	MD	Protestant 4-yr	--	N	N	--	Dillard University	LA	Protestant 4-yr	P	--	--	P*
Columbia University	NY	Private university	--	P*	--	--	Dinee College	AZ	Public 2-yr	N	--	--	--
Columbia-Greene Cmty College	NY	Public 2-yr	--	--	N	--	Divine Word College	IA	Catholic 4-yr	--	N	--	--
Columbus State University	GA	Public 4-yr	N	N	N	N	Dominican College of Blauvelt	NY	Catholic 4-yr	N	--	N	--
Conception Seminary College	MO	Catholic 4-yr	--	--	N	N	Dominican College of San Rafael	CA	Catholic 4-yr	N	N	N	--
Concord College	WV	Public 4-yr	--	--	N	--	Dordt College	IA	Protestant 4-yr	N	N	--	--
Concordia College	MI	Protestant 4-yr	N	N	N	N	Drake University	IA	Private university	N*	N	--	P*
Concordia College	MN	Protestant 4-yr	--	--	N	--	Drew University	NJ	Protestant 4-yr	--	--	--	N
Concordia College	NY	Nonsectarian 4-yr	--	N	--	--	Drexel University	PA	Nonsectarian 4-yr	P	N	--	P
Concordia College	OR	Protestant 4-yr	--	--	--	N	Drury College	MO	Nonsectarian 4-yr	N	N	N	N*
Concordia Teachers College	NE	Protestant 4-yr	--	--	N	N	Dutchess Cmty College	NY	Public 2-yr	N	N	N	N
Concordia University	IL	Protestant 4-yr	--	N	--	--	Dyersburg State Cmty College	TN	Public 2-yr	N	--	--	N
Connecticut College	CT	Nonsectarian 4-yr	--	P	--	--	Earlham College	IN	Protestant 4-yr	--	N	N	N
Converse College	SC	Nonsectarian 4-yr	--	--	--	N*	East Carolina University	NC	Public 4-yr	N	--	--	--
Copiah-Lincoln Cmty College	MS	Public 2-yr	--	--	--	P	East Central University	OK	Public 4-yr	--	--	--	N
Coppin State College	MD	Public 4-yr	--	--	P	P	East Texas Baptist University	TX	Protestant 4-yr	--	--	N	--
Cornell College	IA	Protestant 4-yr	--	N	N	--	Eastern College	PA	Protestant 4-yr	N	--	--	N
Cornell University	NY	Private university	--	N*	--	N	Eastern Connecticut State U	CT	Public 4-yr	--	N	--	--
Cornerstone College	MI	Protestant 4-yr	N	--	--	N	Eastern Kentucky University	KY	Public 4-yr	P	--	--	--
Corning Cmty College	NY	Public 2-yr	N	--	N	--	Eastern Mennonite University	VA	Protestant 4-yr	N	N	--	P*
Creighton University	NE	Private university	N	N	N	--	Eastern Michigan University	MI	Public 4-yr	P	--	--	--
CSU San Bernardino	CA	Public 4-yr	N	--	--	--	Eastern Nazarene College	MA	Protestant 4-yr	N	N	--	--
Cuesta College	CA	Public 2-yr	--	--	--	P	Eastern New Mexico University	NM	Public 4-yr	--	N	--	--
Culver-Stockton College	MO	Protestant 4-yr	--	N	--	--	Eastern New Mexico U-Roswell	NM	Public 4-yr	P	--	--	--
Cumberland County College	NJ	Public 2-yr	--	--	--	N	Eastern Oregon State College	OR	Public 4-yr	--	N	--	--
Cypress College	CA	Public 2-yr	--	N	--	N	Eastern Washington University	WA	Public 4-yr	N	--	N	N
Dakota State University	SD	Public 4-yr	--	P	N	--	Eckerd College	FL	Protestant 4-yr	--	N	N	N
Dalton College	GA	Public 2-yr	--	--	--	N	Edgewood College	WI	Catholic 4-yr	N	N	N	N
Dartmouth College	NH	Nonsectarian 4-yr	N	--	--	--	Edinboro U of Pennsylvania	PA	Public 4-yr	--	P	--	P
Davenport College of Business	MI	Private 2-yr	--	--	N	--	Edison State Cmty College	OH	Public 2-yr	--	--	N	--
David Lipscomb University	TN	Protestant 4-yr	--	--	N	--	Edward Waters College	FL	Protestant 4-yr	--	--	--	N
Davis and Elkins College	WV	Protestant 4-yr	--	--	N	N	El Paso Cmty College	TX	Public 2-yr	--	N	--	--
Defiance College	OH	Nonsectarian 4-yr	--	--	--	N	Elizabeth City State University	NC	Public 4-yr	P*	--	--	N*
Del Mar College	TX	Public 2-yr	--	N	--	--	Elizabethtown College	PA	Nonsectarian 4-yr	N	N	--	--
Delaware Tech & CC-Wilmington	DE	Public 2-yr	--	N	--	--	Elmhurst College	IL	Protestant 4-yr	N	--	--	--
Denison University	OH	Nonsectarian 4-yr	N	N	N	N	Elon College	NC	Protestant 4-yr	N	--	--	--
Denmark Technical College	SC	Public 2-yr	--	--	--	P	Emmanuel College	GA	Private 2-yr	N	--	--	--
DePaul University	IL	Private university	N	N	--	N*	Emory and Henry College	VA	Protestant 4-yr	N	N	--	N
DePauw University	IN	Protestant 4-yr	N	N	N	N	Emory U	GA	Private university	N	--	--	P*
Detroit College of Business	MI	Nonsectarian 4-yr	P	--	--	--	Empire State College	NY	Public 4-yr	--	--	N	N

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Emporia State University	KS	Public 4-yr	--	--	--	N	Georgetown University	DC	Private university	--	N	N	N
Erie Cmty College North (Amherst)	NY	Public 2-yr	--	--	N	--	Georgia Institute of Technology	GA	Public 4-yr	P	--	P	P*
Erskine College	SC	Protestant 4-yr	N	--	N	--	Georgia Southern University	GA	Public 4-yr	--	N	--	--
Eureka College	IL	Protestant 4-yr	--	--	--	N	Georgian Court College	NJ	Catholic 4-yr	--	N	--	--
Evergreen State College	WA	Public 4-yr	P	--	P	N*	Gettysburg College	PA	Nonsectarian 4-yr	P	N	--	--
Fairleigh Dickinson University	NJ	Nonsectarian 4-yr	--	--	--	N	Golden Gate University	CA	Nonsectarian 4-yr	--	--	P	--
Fairmont State College	WV	Public 4-yr	N	--	--	--	Gonzaga University	WA	Catholic 4-yr	--	N*	--	N
Felician College	NJ	Catholic 4-yr	--	--	--	P	Gordon College	MA	Nonsectarian 4-yr	N	N	--	N
Fitchburg State College	MA	Public 4-yr	--	--	P	--	Goshen College	IN	Protestant 4-yr	N	N	--	--
Flagler College	FL	Nonsectarian 4-yr	--	--	P	--	Goucher College	MD	Nonsectarian 4-yr	N	N	--	--
Florida Atlantic University	FL	Public 4-yr	P	--	--	--	Grace Theological Seminary	IN	Protestant 4-yr	P	--	--	--
Florida Gulf Coast University	FL	Public 4-yr	P	--	--	--	Grand Canyon University	AZ	Protestant 4-yr	N	N	--	--
Florida State University	FL	Public university	--	N	--	--	Grand Valley State University	MI	Public 4-yr	N	N	N	N
Fontbonne College	MO	Catholic 4-yr	--	--	--	N	Greensboro College	NC	Protestant 4-yr	N	N	N	--
Foothill College	CA	Public 2-yr	--	P	--	N	Greenville College	IL	Protestant 4-yr	N	N	--	--
Fordham University	NY	Private university	N	--	P	--	Grinnell College	IA	Nonsectarian 4-yr	N	--	--	N
Fort Hays State University	KS	Public 4-yr	--	--	N	P*	Guilford College	NC	Protestant 4-yr	--	N*	N	N
Fort Lewis College	CO	Public 4-yr	--	--	--	N	Guilford Technical Cmty College	NC	Public 2-yr	--	--	N	--
Framingham State College	MA	Public 4-yr	--	N	N	N	Gustavus Adolphus College	MN	Protestant 4-yr	--	--	N	--
Francis Marion University	SC	Public 4-yr	N	N	--	--	Hagerstown Junior College	MD	Public 2-yr	--	N	N	--
Franklin and Marshall College	PA	Nonsectarian 4-yr	N	N	--	N	Hamilton College	NY	Nonsectarian 4-yr	N	N	--	--
Franklin College of Indiana	IN	Nonsectarian 4-yr	N	N	--	--	Hampden-Sydney College	VA	Protestant 4-yr	--	N	--	N
Franklin Pierce College	NH	Nonsectarian 4-yr	--	N	--	--	Hampshire College	MA	Nonsectarian 4-yr	P	N	N	N
Frederick Cmty College	MD	Public 2-yr	N	--	--	--	Hampton University	VA	Private 4-yr	--	--	--	N
Free Will Baptist Bible College	TN	Protestant 4-yr	--	N	N	--	Hannibal-LaGrange College	MO	Protestant 4-yr	--	N	--	--
Freed-Hardeman University	TN	Protestant 4-yr	N	N	--	N*	Harold Washington College	IL	Public 2-yr	--	N	--	--
Frostburg State University	MD	Public 4-yr	--	N	--	--	Harrisburg Area Cmty College	PA	Public 2-yr	--	--	N	--
Fulton-Montgomery Cmty College	NY	Public 2-yr	--	--	N	--	Harry S Truman College	IL	Public 2-yr	--	--	P	--
Furman University	SC	Nonsectarian 4-yr	N	--	--	N*	Hartwick College	NY	Nonsectarian 4-yr	P	N	--	--
Gadsden State Cmty College	AL	Public 2-yr	--	--	--	N	Harvard University	MA	Private university	--	P*	--	--
Gainesville College	GA	Public 2-yr	--	N	--	N	Harvey Mudd College	CA	Nonsectarian 4-yr	--	N	N	N
Gallaudet University	DC	Nonsectarian 4-yr	--	--	--	N	Haskell Indian Nations University	KS	Public 2-yr	N	--	--	--
Garden City Cmty College	KS	Public 2-yr	--	--	N	--	Haverford College	PA	Nonsectarian 4-yr	--	N	--	--
Garrett Cmty College	MD	Public 2-yr	--	--	--	N	Heidelberg College	OH	Protestant 4-yr	N	--	--	--
Gateway Technical College	WI	Public 2-yr	--	--	--	N	Hendrix College	AR	Protestant 4-yr	N	--	--	--
Genesee Cmty College	NY	Public 2-yr	N	--	--	--	Heritage College	WA	Catholic 4-yr	--	N	--	--
Geneva College	PA	Protestant 4-yr	N	N	--	N	Highline Cmty College	WA	Public 2-yr	N	--	--	--
George C Wallace State Cmty Coll	AL	Public 2-yr	--	--	--	N	Hillsborough Cmty College	FL	Public 2-yr	--	--	--	N
George Fox University	OR	Protestant 4-yr	N	N	--	--	Hiram College	OH	Nonsectarian 4-yr	N	N	N	--
George Mason University	VA	Public 4-yr	--	P	--	--	Hobart and William Smith Colleges	NY	Nonsectarian 4-yr	--	N	--	N
George Washington University	DC	Private university	--	N	P	--	Hocking Technical College	OH	Public 2-yr	N	N	--	--
Georgetown College	KY	Protestant 4-yr	--	--	N	--	Hofstra University	NY	Private university	--	--	N	--
							Holy Cross College	IN	Private 2-yr	--	N	--	--

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Holy Family College	PA	Catholic 4-yr	N	--	--	--	Kalamazoo College	MI	Nonsectarian 4-yr	--	--	--	N
Hood College	MD	Nonsectarian 4-yr	N*	--	--	N	Kankakee Cmty College	IL	Public 2-yr	--	--	--	N
Hope International University	CA	Protestant 4-yr	N	N	--	N	Kansas City Kansas Cmty College	KS	Public 2-yr	--	--	N	N
Horry-Georgetown Technical College	SC	Public 2-yr	--	--	--	N	Kean College of New Jersey	NJ	Public 4-yr	N	--	--	--
Houghton College	NY	Protestant 4-yr	N	N	--	P*	Keene State College	NH	Public 4-yr	N*	--	--	--
Howard Payne University	TX	Protestant 4-yr	N	N	--	--	Keiser College of Technology	FL	Private 2-yr	--	--	N	--
Hudson County Cmty College	NJ	Public 2-yr	--	--	--	P	Kendall College of Art and Design	MI	Nonsectarian 4-yr	--	--	--	N
Hudson Valley Cmty College	NY	Public 2-yr	P	N	P	--	Kent State U-Ashtabula	OH	Public 2-yr	--	--	--	N
Hunter College	NY	Public 4-yr	P	P	--	--	Kentucky State University	KY	Public 4-yr	--	--	--	N
Huntington College	IN	Protestant 4-yr	N	--	N	N	Kenyon College	OH	Nonsectarian 4-yr	--	--	N	--
							Kettering College of Medical Arts	OH	Private 2-yr	--	--	N	--
Illinois Central College	IL	Public 2-yr	--	--	--	N	Keuka College	NY	Nonsectarian 4-yr	--	N	--	N
Illinois College	IL	Nonsectarian 4-yr	N	--	N	--	King College	TN	Protestant 4-yr	--	--	N	--
Illinois State University	IL	Public 4-yr	--	N	--	N	King's College	PA	Nonsectarian 4-yr	N*	--	N	N
Illinois Wesleyan University	IL	Protestant 4-yr	N	N	--	--	Kirtland Cmty College	MI	Public 2-yr	N	N	N	N
Imperial Valley College	CA	Public 2-yr	--	--	N	--	Knox College	IL	Nonsectarian 4-yr	N	N	N	N
Indiana U of Pennsylvania	PA	Public 4-yr	--	P*	--	N*							
Indiana University Bloomington	IN	Public university	--	N*	--	N	La Guardia Cmty College	NY	Public 2-yr	--	P	--	--
Indiana University Northwest	IN	Public university	--	N	--	--	Lafayette College	PA	Nonsectarian 4-yr	--	N*	--	N
Indiana University Southeast	IN	Public 4-yr	N	N	N	N	LaGrange College	GA	Protestant 4-yr	--	N	--	--
Indiana University-South Bend	IN	Public 4-yr	N	--	--	--	Lake Erie College	OH	Nonsectarian 4-yr	--	--	--	N
Inter-American U of Puerto Rico	PR	Private university	--	--	P	--	Lake Forest College	IL	Protestant 4-yr	N	N	--	--
International Bible College	AL	Protestant 4-yr	N	--	--	--	Lake Michigan College	MI	Public 2-yr	--	--	--	N
Iona College	NY	Catholic 4-yr	--	N	--	--	Lakeland College	WI	Protestant 4-yr	--	--	N	--
Iowa State University	IA	Public university	N*	--	--	N*	Lane Cmty College	OR	Public 2-yr	N	--	--	--
Iowa Wesleyan College	IA	Protestant 4-yr	--	--	--	N	Lane College	TN	Protestant 4-yr	--	--	--	N
Iowa Western Cmty College	IA	Public 2-yr	--	N	--	--	Lawrence Technological University	MI	Nonsectarian 4-yr	--	--	P	--
Itasca Cmty College	MN	Public 2-yr	--	--	--	N	Lawrence University	WI	Nonsectarian 4-yr	--	N	--	--
Ithaca College	NY	Nonsectarian 4-yr	--	--	--	N	Lawson State Cmty College	AL	Public 2-yr	--	--	--	N
Ivy Tech State College-Muncie	IN	Public 2-yr	--	--	N	--	Le Moyne College	NY	Catholic 4-yr	N*	--	--	N*
							Lebanon Valley College	PA	Protestant 4-yr	--	N	N	N
Jackson Cmty College	MI	Public 2-yr	--	--	--	N	Lee University	TN	Protestant 4-yr	N	N	--	N
Jackson State Cmty College	TN	Public 2-yr	--	N	N	--	Lehigh Carbon Cmty College	PA	Public 2-yr	N	N	--	--
James Madison University	VA	Public 4-yr	--	N	--	--	Lehigh University	PA	Private university	N	--	--	--
Jamestown Cmty College	NY	Public 2-yr	--	N	--	--	Lesley College	MA	Nonsectarian 4-yr	N	P	--	--
Jefferson Cmty College	NY	Public 2-yr	--	--	N	--	LeTourneau University	TX	Nonsectarian 4-yr	N	N	--	--
Jefferson Technical College	OH	Public 2-yr	--	N	--	--	Lewis and Clark College	OR	Nonsectarian 4-yr	--	P*	P	--
Jewish Theological Sem of America	NY	Protestant 4-yr	--	--	P	--	Lewis College of Business	MI	Private 2-yr	--	N*	--	--
John Brown University	AR	Nonsectarian 4-yr	N	--	N	P*	Lewis University	IL	Catholic 4-yr	N	N	--	--
Johns Hopkins University	MD	Private university	N*	P*	--	N	Lewis-Clark State College	ID	Public 4-yr	--	--	--	N
Johnson C Smith University	NC	Protestant 4-yr	--	--	--	P*	Life University	GA	Nonsectarian 4-yr	N	--	--	--
Joliet Junior College	IL	Public 2-yr	--	N	P	--	Lincoln Memorial University	TN	Nonsectarian 4-yr	--	--	--	N
Juniata College	PA	Nonsectarian 4-yr	N	N	N	N	Lincoln University	MO	Public 4-yr	--	--	N	N*
							Lincoln University	PA	Nonsectarian 4-yr	P*	--	--	P

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Lindsey Wilson College	KY	Nonsectarian 4-yr	N	N	--	N	Meridian Cmty College	MS	Public 2-yr	--	--	--	N
Linfield College	OR	Protestant 4-yr	N	N	--	N	Merrimack College	MA	Catholic 4-yr	--	--	N	--
Lock Haven U of Pennsylvania	PA	Public 4-yr	--	P	N	--	Messiah College	PA	Protestant 4-yr	N	N	--	N
Longwood College	VA	Public 4-yr	N	N	N	N	Metropolitan Cmty College	NE	Public 2-yr	--	N	N	--
Lord Fairfax Cmty College	VA	Public 2-yr	--	--	N	--	Miami University	OH	Public university	N	N	--	--
Los Angeles Trade-Tech College	CA	Public 2-yr	--	--	--	N	Miami University-Hamilton	OH	Public 2-yr	N	N	--	--
Louisiana College	LA	Protestant 4-yr	N	--	--	N*	Miami University-Middletown	OH	Public 2-yr	N	--	--	--
Louisiana State U and A&M Coll	LA	Public university	--	P	--	--	Michigan State University	MI	Public university	--	P	P	--
Louisiana State U-Eunice	LA	Public 2-yr	--	--	N	--	Michigan Technological University	MI	Public 4-yr	--	--	--	N
Loyola College in Maryland	MD	Catholic 4-yr	--	--	--	P*	Mid Michigan Cmty College	MI	Public 2-yr	--	N	--	N
Loyola Marymount University	CA	Private university	N	N	N	--	Middle Tennessee State University	TN	Public 4-yr	N	--	--	--
Loyola University	LA	Private university	N*	--	--	--	Middlebury College	VT	Nonsectarian 4-yr	P	--	--	--
Loyola University of Chicago	IL	Private university	N*	--	--	P*	Middlesex County College	NJ	Public 2-yr	--	--	--	N
Luther College	IA	Protestant 4-yr	N	--	--	--	Mid-Plains Cmty College	NE	Public 2-yr	N	--	--	N
Lycoming College	PA	Protestant 4-yr	N	N	N	--	Mid-Plains Cmty College	NE	Public 2-yr	--	N	N	--
Lynn University	FL	Nonsectarian 4-yr	--	--	--	N	Millersville U of Pennsylvania	PA	Public 4-yr	--	--	--	N*
Lyon College	AR	Protestant 4-yr	N*	--	--	N	Milligan College	TN	Nonsectarian 4-yr	N*	--	--	P*
Macalester College	MN	Nonsectarian 4-yr	N	--	--	--	Mills College	CA	Nonsectarian 4-yr	--	--	N	--
MacMurray College	IL	Protestant 4-yr	--	--	--	N	Minneapolis Coll of Art and Design	MN	Nonsectarian 4-yr	--	--	N	--
Madison Area Technical College	WI	Public 2-yr	--	--	--	N	Mississippi College	MS	Protestant 4-yr	N	N	--	N*
Madonna University	MI	Catholic 4-yr	N	N	N	--	Missouri Western State College	MO	Public 4-yr	N	--	--	--
Malone College	OH	Protestant 4-yr	N	N	N	N	Mohave Cmty College	AZ	Public 2-yr	--	--	N	--
Manchester College	IN	Protestant 4-yr	N	--	--	--	Monmouth University	NJ	Nonsectarian 4-yr	--	--	N	N*
Manhattan College	NY	Catholic 4-yr	--	--	N	--	Monroe Cmty College	NY	Public 2-yr	--	N	N	--
Mansfield U of Pennsylvania	PA	Public 4-yr	N	--	--	--	Montana Coll of Mineral Sci & Tech	MT	Public 4-yr	--	--	--	N
Marian College	IN	Catholic 4-yr	--	--	--	N	Montana State University	MT	Public university	--	--	--	P*
Marietta College	OH	Nonsectarian 4-yr	N	N	--	P*	Montay College	IL	Private 2-yr	--	--	--	N
Maritime College	NY	Public 4-yr	--	--	N	N	Montclair State College	NJ	Public 4-yr	--	P	--	--
Marquette University	WI	Private university	N*	--	N	N*	Montreat College	NC	Protestant 4-yr	N	N	N	--
Marshalltown Cmty College	IA	Public 2-yr	--	N	--	--	Moorhead State University	MN	Public 4-yr	N	--	--	--
Martin Luther College	MN	Protestant 4-yr	N	P	--	N	Moorpark College	CA	Public 2-yr	--	N	--	N
Marywood College	PA	Catholic 4-yr	--	N	--	N	Moraine Valley Cmty College	IL	Public 2-yr	--	N	--	N
Massachusetts Inst of Technology	MA	Private university	P	P	--	--	Moravian College	PA	Protestant 4-yr	--	--	--	N
Master's College	CA	Protestant 4-yr	N	N	N	--	Morehead State University	KY	Public 4-yr	--	N	--	N
Mattatuck Cmty College	CT	Public 2-yr	--	--	--	N	Morehouse College	GA	Nonsectarian 4-yr	P*	--	P	P*
McHenry County College	IL	Public 2-yr	--	N	--	N	Morgan Cmty College	CO	Public 2-yr	--	--	--	N
McKendree College	IL	Protestant 4-yr	--	N	--	--	Morris Brown College	GA	Protestant 4-yr	--	P	--	--
McPherson College	KS	Protestant 4-yr	N	N	--	--	Mount Aloysius College	PA	Catholic 4-yr	N	--	N	--
Menlo College	CA	Nonsectarian 4-yr	--	--	N	--	Mount Holyoke College	MA	Nonsectarian 4-yr	--	--	N	--
Merced College	CA	Public 2-yr	--	--	--	N	Mount Mary College	WI	Catholic 4-yr	--	N	--	N*
Mercer County Cmty College	NJ	Public 2-yr	N	N	--	--	Mount Saint Mary College	NY	Nonsectarian 4-yr	--	N	N	--
Mercy College	NY	Nonsectarian 4-yr	--	--	N	P	Mount Saint Mary's College	CA	Catholic 4-yr	N*	N*	--	N
Mercyhurst College	PA	Catholic 4-yr	N	--	--	N*	Mount Saint Mary's College and Sem	MD	Catholic 4-yr	N	--	--	--
							Mount Vernon Nazarene College	OH	Protestant 4-yr	N	--	N	--

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Mount Wachusett Cmty College	MA	Public 2-yr	--	--	N	--	Northwestern University	IL	Private university	--	P*	P	P*
Muhlenberg College	PA	Protestant 4-yr	--	--	N	--	Norwalk Cmty College	CT	Public 2-yr	--	--	--	N
Nassau Cmty College	NY	Public 2-yr	N	--	--	--	Notre Dame College	NH	Catholic 4-yr	--	--	--	P*
National College	SD	Nonsectarian 4-yr	--	--	--	N	Nova University	FL	Nonsectarian 4-yr	--	N	--	--
Navarro College	TX	Public 2-yr	--	--	N	--	NY State College of Ceramics	NY	Public 4-yr	--	--	P	--
Nazareth College of Rochester	NY	Nonsectarian 4-yr	N	--	--	--	Nyack College	NY	Protestant 4-yr	--	--	--	N
Nebraska Wesleyan University	NE	Nonsectarian 4-yr	--	N	N	--	Oakland Cmty Clg-Orchard Ridge	MI	Public 2-yr	--	--	--	N
Neumann College	PA	Catholic 4-yr	N	N	N	--	Oakland University	MI	Public 4-yr	N*	--	--	P*
New Mexico Junior College	NM	Public 2-yr	--	--	--	N	Oakton Cmty College	IL	Public 2-yr	N	--	--	--
New Mexico State U-Alamogordo	NM	Public 2-yr	--	N	--	--	Oakwood College	AL	Protestant 4-yr	--	--	--	N
New York University	NY	Private university	--	P*	--	--	Oberlin College	OH	Nonsectarian 4-yr	--	N	--	--
Niagara County Cmty College	NY	Public 2-yr	--	--	N	--	Occidental College	CA	Nonsectarian 4-yr	N	N	N	N
Niagara University	NY	Catholic 4-yr	P	N	--	--	Ocean County College	NJ	Public 2-yr	--	--	N	--
Nicolet Area Technical College	WI	Public 2-yr	--	N	--	--	Oglethorpe University	GA	Nonsectarian 4-yr	N	--	--	--
North Adams State College	MA	Public 4-yr	--	--	N	--	Ohio Dominican College	OH	Catholic 4-yr	N	N	N	--
North Arkansas Cmty College	AR	Public 2-yr	N	--	--	N	Ohio State U	OH	Public university	N	P*	--	P*
North Carolina A & T State U	NC	Public 4-yr	P	--	--	N	Ohio State University-Marion	OH	Public 4-yr	--	--	--	N
North Carolina State University	NC	Public university	--	N	--	--	Ohio University-Belmont	OH	Public 2-yr	--	--	--	N
North Carolina Wesleyan College	NC	Protestant 4-yr	N	N	--	--	Ohio Wesleyan University	OH	Protestant 4-yr	--	N*	--	N
North Central Michigan College	MI	Public 2-yr	--	--	--	N	Oklahoma Baptist University	OK	Protestant 4-yr	--	--	--	N
North Dakota State University	ND	Public university	--	--	--	N	Oklahoma State U	OK	Public university	--	--	--	P
North Dakota State University Syst	ND	Public university	P	--	--	--	Olivet College	MI	Nonsectarian 4-yr	N	--	--	--
North Georgia College	GA	Public 4-yr	N	N	--	--	Olivet Nazarene University	IL	Protestant 4-yr	N	--	--	--
North Harris College	TX	Public 2-yr	--	--	--	N	Olympic College	WA	Public 2-yr	--	--	--	N
North Park University	IL	Protestant 4-yr	N	--	--	N	Onondaga Cmty College	NY	Public 2-yr	--	N	N	--
North Seattle Cmty College	WA	Public 2-yr	--	--	N	--	Oral Roberts University	OK	Nonsectarian 4-yr	N	--	--	--
Northampton Cmty College	PA	Public 2-yr	P	N	N	N	Orange County Cmty College	NY	Public 2-yr	--	--	N	--
Northeast Texas Cmty College	TX	Public 2-yr	--	N	--	--	Oregon State University	OR	Public university	--	--	--	N
Northeastern Oklahoma A&M Clg	OK	Public 2-yr	--	N	--	--	Ottawa University	KS	Protestant 4-yr	--	N	--	--
Northeastern State University	OK	Public 4-yr	N*	--	--	P*	Otterbein College	OH	Protestant 4-yr	--	--	N	P
Northeastern University	MA	Private university	N	N*	N	N	Ouachita Baptist University	AR	Protestant 4-yr	--	N	--	--
Northern Arizona University	AZ	Public 4-yr	--	--	--	N	Our Lady of the Holy Cross College	LA	Nonsectarian 4-yr	--	--	--	P
Northern Illinois University	IL	Public university	N	N	N	N*	Our Lady of the Lake College	LA	Catholic 4-yr	N	--	--	--
Northern Nevada Cmty College	NV	Public 2-yr	--	--	N	--	Our Lady of the Lake University	TX	Catholic 4-yr	N*	N	--	N
Northern State University	SD	Public 4-yr	--	P	N	--	Owensboro Cmty College	KY	Public 2-yr	--	P	--	--
Northland College	WI	Nonsectarian 4-yr	N	--	--	N	Ozarks Techincal Cmty College	MO	Public 2-yr	N	--	--	--
Northwest Christian College	OR	Protestant 4-yr	N	N	--	--	Pace University	NY	Nonsectarian 4-yr	--	--	P	P
Northwest College	WA	Protestant 4-yr	N	--	N	--	Pacific Lutheran University	WA	Protestant 4-yr	--	N	N	--
Northwest Mississippi Cmty College	MS	Public 2-yr	--	--	--	P	Pacific Union College	CA	Protestant 4-yr	N	--	--	N
Northwest Missouri State U	MO	Public 4-yr	N*	--	--	P*	Pacific University	OR	Nonsectarian 4-yr	--	N	--	--
Northwest Nazarene College	ID	Protestant 4-yr	N	N	--	--	Paine College	GA	Protestant 4-yr	--	--	--	N
Northwestern College	IA	Protestant 4-yr	--	--	N	N	Palm Beach Atlantic College	FL	Protestant 4-yr	N	N	--	--
Northwestern College	MN	Nonsectarian 4-yr	N	N	--	--							

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Panola College	TX	Public 2-yr	--	N	--	--	Robert Morris College	IL	Private 2-yr	--	N	--	--
Parkland College	IL	Public 2-yr	--	--	--	N	Roberts Wesleyan College	NY	Protestant 4-yr	N	N	--	--
Peace College	NC	Private 2-yr	--	--	N	--	Rochester Institute of Technology	NY	Nonsectarian 4-yr	P*	N	N	P*
Penn State U-Erie-Behrend	PA	Public 4-yr	--	N	--	--	Rockford College	IL	Nonsectarian 4-yr	--	--	N	N
Penn State U-Mont Alto	PA	Public 2-yr	--	--	--	N	Rollins College	FL	Nonsectarian 4-yr	--	N	N	N
Pensacola Junior College	FL	Public 2-yr	--	--	--	N	Rosary College	IL	Catholic 4-yr	N*	--	--	N*
Pepperdine University	CA	Nonsectarian 4-yr	N	N	--	N	Rowan-Cabarrus Cmty College	NC	Public 2-yr	--	--	N	--
Peralta Cmty College District	CA	Public 2-yr	--	P	--	--	Roxbury Cmty College	MA	Public 2-yr	--	P	--	--
Peru State College	NE	Public 4-yr	--	--	--	N	Rutgers University-New Brunswick	NJ	Public university	--	N*	--	N
Phila Coll of Textiles & Science	PA	Nonsectarian 4-yr	--	--	P	--	Sacred Heart University	CT	Catholic 4-yr	--	--	N	N
Phila College of Performing Arts	PA	Nonsectarian 4-yr	--	--	--	N	Saginaw Valley State University	MI	Public 4-yr	--	--	--	P
Philadelphia College of Bible	PA	Nonsectarian 4-yr	--	--	N	--	Saint Ambrose University	IA	Catholic 4-yr	--	N	N	--
Philander Smith College	AR	Protestant 4-yr	--	--	--	P	Saint Andrews Presbyterian College	NC	Protestant 4-yr	P*	--	--	N
Piedmont Cmty College	NC	Public 2-yr	--	--	--	N	Saint Bonaventure University	NY	Catholic 4-yr	N	N	--	--
Piedmont Virginia Cmty College	VA	Public 2-yr	--	N	--	--	Saint Charles County Cmty College	MO	Private 2-yr	N	--	--	--
Pikes Peak Cmty College	CO	Public 2-yr	--	P	--	--	Saint Edward's University	TX	Catholic 4-yr	--	N*	N	N
Pima County Cmty College District	AZ	Public 2-yr	P	--	--	--	Saint Francis College	NY	Catholic 4-yr	N	--	--	--
Pima County Cmty College District	AZ	Public 2-yr	--	N	--	--	Saint John Fisher College	NY	Catholic 4-yr	N	N	N	N
Pitzer College	CA	Nonsectarian 4-yr	N	--	N	N	Saint John's University	MN	Catholic 4-yr	N*	--	--	P*
Point Loma Nazarene College	CA	Protestant 4-yr	N	N	N	N	Saint John's University	NY	Private university	N	--	--	--
Point Park College	PA	Nonsectarian 4-yr	P	--	N	--	Saint Joseph's College	IN	Catholic 4-yr	N*	--	--	N
Polytechnic University	NY	Nonsectarian 4-yr	N	P	--	--	Saint Joseph's College	ME	Catholic 4-yr	--	N	--	--
Pomona College	CA	Nonsectarian 4-yr	N	N	--	--	Saint Joseph's University	PA	Catholic 4-yr	--	N*	N	--
Presbyterian College	SC	Protestant 4-yr	N	--	N	N	Saint Lawrence University	NY	Nonsectarian 4-yr	N	--	--	P*
Princeton University	NJ	Private university	N*	--	--	P	Saint Leo College	FL	Catholic 4-yr	--	--	--	N
Pueblo Cmty College	CO	Public 2-yr	--	--	--	N	Saint Mary College	KS	Catholic 4-yr	--	--	N	N
Purdue University-North Central	IN	Public 2-yr	--	N	--	N	Saint Mary-of-the-Woods College	IN	Catholic 4-yr	--	--	N	N
Rainy River Cmty College	MN	Public 2-yr	--	--	--	N	Saint Mary's College	IN	Catholic 4-yr	N*	P	--	N*
Ramapo College of New Jersey	NJ	Public 4-yr	N	--	--	N	Saint Mary's College	NC	Private 2-yr	--	P	--	--
Randolph-Macon College	VA	Protestant 4-yr	N	--	--	--	Saint Mary's College of California	CA	Catholic 4-yr	P	N	--	--
Randolph-Macon Woman's College	VA	Protestant 4-yr	N	N	--	--	Saint Mary's U of Minnesota	MN	Catholic 4-yr	N	N	--	N
Red Rocks Cmty College	CO	Public 2-yr	--	--	--	N	Saint Mary's University	TX	Catholic 4-yr	N	--	--	N
Regis College	MA	Nonsectarian 4-yr	N	N	--	--	Saint Michael's College	VT	Catholic 4-yr	--	--	--	N
Rend Lake College	IL	Public 2-yr	--	N	--	--	Saint Norbert College	WI	Catholic 4-yr	N	--	N	N
Rhode Island College	RI	Public 4-yr	--	N	--	N	Saint Olaf College	MN	Protestant 4-yr	N	--	--	--
Rhodes College	TN	Protestant 4-yr	--	N	--	N	Saint Paul's College	VA	Protestant 4-yr	--	--	N	--
Richard Stockton State College	NJ	Public 4-yr	--	--	--	N	Saint Peter's College	NJ	Catholic 4-yr	N	N	N	--
Richland Cmty College	IL	Public 2-yr	--	--	N	--	Saint Philip's College	TX	Public 2-yr	--	--	--	N
Richland College	TX	Public 2-yr	--	--	--	N	Saint Thomas University	FL	Catholic 4-yr	N	--	--	--
Rider College	NJ	Nonsectarian 4-yr	--	N	--	--	Sam Houston State University	TX	Public 4-yr	--	--	N	--
Ripon College	WI	Nonsectarian 4-yr	--	N	--	N	San Jose State University	CA	Public 4-yr	--	P	--	N
Riverside Cmty College	CA	Public 2-yr	N	--	--	--	Santa Clara University	CA	Private university	--	N	N	P*
Roanoke College	VA	Protestant 4-yr	--	--	--	N	Sarah Lawrence College	NY	Nonsectarian 4-yr	N	--	--	N

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Savannah State College	GA	Public 4-yr	--	N	--	--	Spelman College	GA	Nonsectarian 4-yr	N*	--	--	N
Schenectady County Cmty College	NY	Public 2-yr	--	--	N	--	Spring Arbor College	MI	Protestant 4-yr	N	N	--	N*
Schreiner College	TX	Protestant 4-yr	N	N	--	--	Springfield College	MA	Nonsectarian 4-yr	--	N	--	--
Scripps College	CA	Nonsectarian 4-yr	N	N	--	--	Springfield Technical Cmty College	MA	Public 2-yr	N	--	--	N
Seattle University	WA	Catholic 4-yr	--	N	--	N*	St Louis College of Pharmacy	MO	Nonsectarian 4-yr	--	--	N	N
Seton Hill College	PA	Catholic 4-yr	--	--	P	N	Stanford University	CA	Private university	N*	P*	--	P*
Shawnee State University	OH	Public 2-yr	--	N	--	--	Stephen F Austin State University	TX	Public 4-yr	N	N	--	--
Shelby State Cmty College	TN	Public 2-yr	--	N	--	--	Stephens College	MO	Nonsectarian 4-yr	N*	--	--	N
Shepherd College	WV	Public 4-yr	--	--	N	--	Sterling College	KS	Protestant 4-yr	N	N	--	--
Shimer College	IL	Nonsectarian 4-yr	--	--	--	N	Stetson University	FL	Protestant 4-yr	N*	--	N	N*
Shippensburg U of Pennsylvania	PA	Public 4-yr	--	N	N	N*	Stevens Institute of Technology	NJ	Nonsectarian 4-yr	--	P	--	--
Shorter College	GA	Protestant 4-yr	N	N	N	--	Stillman College	AL	Protestant 4-yr	--	--	--	N
Siena College	NY	Catholic 4-yr	--	N	--	N	Suffolk University	MA	Nonsectarian 4-yr	--	--	--	P*
Simmons College	MA	Nonsectarian 4-yr	--	P	--	N	Sullivan Co Cmty College	NY	Public 2-yr	N	--	N	--
Simpson College	CA	Protestant 4-yr	--	N	--	--	SUNY A & T College-Cobleskill	NY	Public 4-yr	P	N	N	N*
Sinclair Cmty College	OH	Public 2-yr	--	--	--	N	SUNY A & T College-Morrisville	NY	Public 2-yr	--	--	N	--
Skagit Valley College	WA	Public 2-yr	--	--	--	N	SUNY Coll of Technology-Alfred	NY	Public 2-yr	--	N	P	N*
Skidmore College	NY	Nonsectarian 4-yr	N*	N	N	P*	SUNY Coll of Technology-Canton	NY	Public 2-yr	--	--	N	N
Skyline College	CA	Public 2-yr	N	--	--	--	SUNY Coll of Technology-Delhi	NY	Public 2-yr	--	--	N	--
Slippery Rock U of Pennsylvania	PA	Public 4-yr	--	N	N	--	SUNY Coll of Technology-Frmngdle	NY	Public 4-yr	P	P	--	P
Smith College	MA	Nonsectarian 4-yr	N	N	N	N	SUNY College of Optometry	NY	Public 4-yr	--	--	P	--
South Dakota Schl of Mines & Tech	SD	Public 4-yr	--	P	N	--	SUNY College-Brockport	NY	Public 4-yr	N	N	N	P*
South Dakota State University	SD	Public university	N	P	N	--	SUNY College-Cortland	NY	Public 4-yr	N	--	N	--
South Florida Cmty College	FL	Public 2-yr	--	--	N	N	SUNY College-Fredonia	NY	Public 4-yr	--	--	N	--
South Suburban Coll of Cook County	IL	Public 2-yr	--	--	--	P	SUNY College-Geneseo	NY	Public 4-yr	N	N	N	P*
Southeast Missouri State U	MO	Public 4-yr	N	N	N	--	SUNY College-New Paltz	NY	Public 4-yr	--	P	N	--
Southeastern Louisiana University	LA	Public 4-yr	--	--	N	--	SUNY College-Old Westbury	NY	Public 4-yr	N	--	N	--
Southern Arkansas U	AR	Public 4-yr	--	N	--	N	SUNY College-Oneonta	NY	Public 4-yr	--	--	N	--
Southern California College	CA	Protestant 4-yr	N	N	--	N	SUNY College-Oswego	NY	Public 4-yr	--	--	P	N
Southern Connecticut State U	CT	Public 4-yr	--	N	--	--	SUNY College-Potsdam	NY	Public 4-yr	N	N	N	N*
Southern Illinois U-Carbondale	IL	Public university	N	--	--	--	SUNY College-Purchase	NY	Public 4-yr	--	--	N	--
Southern Illinois U-Edwardsville	IL	Public 4-yr	N	N	N	N*	SUNY Health Science Ctr-Syracuse	NY	Public university	N	--	--	--
Southern Methodist University	TX	Private university	--	N	--	--	SUNY-Albany	NY	Public university	--	--	P	--
Southern Nazarene University	OK	Protestant 4-yr	N	N	--	--	SUNY-Binghamton	NY	Public university	N	--	P	N
Southern University-New Orleans	LA	Public 4-yr	--	--	N	--	SUNY-Buffalo	NY	Public university	N*	N	P	P
Southern Utah University	UT	Public 4-yr	--	--	N	--	SUNY-HSC Syracuse	NY	Nonsectarian 4-yr	--	N	P	--
Southern Wesleyan University	SC	Protestant 4-yr	N	N	--	--	SUNY-Stony Brook	NY	Public university	--	--	N	--
Southwest Missouri State U	MO	Public 4-yr	N	--	--	--	Susquehanna University	PA	Protestant 4-yr	--	N	--	--
Southwest State University	MN	Public 4-yr	--	--	--	P	Swarthmore College	PA	Nonsectarian 4-yr	--	--	--	N
Southwest Texas State University	TX	Public 4-yr	--	--	N	--	Sweet Briar College	VA	Nonsectarian 4-yr	N	N	--	--
Southwestern College	CA	Public 2-yr	--	--	--	N	Syracuse University	NY	Private university	--	N	--	--
Southwestern Oklahoma State U	OK	Public 4-yr	--	--	N	--	Tabor College	KS	Protestant 4-yr	N	N	--	--
Southwestern University	TX	Protestant 4-yr	--	--	N	N	Tacoma Cmty College	WA	Public 2-yr	--	--	--	N
Spartanburg Methodist College	SC	Private 2-yr	--	--	N	--	Talladega College	AL	Private 4-yr	--	--	--	N

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Tallahassee Cmty College	FL	Public 2-yr	P	--	--	--	U of Connecticut	CT	Public university	N	--	--	--
Tarleton State University	TX	Public 4-yr	--	--	N	--	U of Connecticut-Waterbury	CT	Public 2-yr	--	--	--	P
Taylor University	IN	Nonsectarian 4-yr	N	N	N	N	U of Dayton	OH	Catholic 4-yr	--	N	--	--
Texas A&M University-Commerce	TX	Public 4-yr	N	N	N	N	U of Delaware	DE	Public university	--	--	N	P*
Texas A&M University-Kingsville	TX	Public 4-yr	N	--	--	--	U of Detroit Mercy	MI	Catholic 4-yr	--	N	--	--
Texas Christian University	TX	Private university	N*	--	--	--	U of Evansville	IN	Protestant 4-yr	--	N	--	--
Texas Lutheran University	TX	Protestant 4-yr	N	--	--	N	U of Findlay	OH	Protestant 4-yr	--	--	N	N*
Texas Tech University	TX	Public university	--	--	N	--	U of Guam	GU	Public 4-yr	--	--	--	N
Texas Wesleyan University	TX	Protestant 4-yr	--	N	--	P*	U of Hartford	CT	Nonsectarian 4-yr	--	--	--	P*
Texas Woman's University	TX	Public university	--	N	--	N	U of Hawaii-Kauai Cmty Coll	HI	Public 2-yr	--	N	--	N
The College of New Jersey	NJ	Public 4-yr	P	--	--	--	U of Hawaii-Leeward Cmty Coll	HI	Public 2-yr	--	--	--	N
Thomas More College	KY	Catholic 4-yr	--	--	N	N*	U of Hawaii-Manoa	HI	Public university	--	--	--	N
Tiffin University	OH	Nonsectarian 4-yr	P	--	--	--	U of Idaho	ID	Public university	N	--	--	N
Tompkins Cortland Cmty College	NY	Public 2-yr	N	N	N	--	U of Illinois-Chicago	IL	Public 4-yr	--	--	P	N
Towson State University	MD	Public 4-yr	N*	--	--	N*	U of Incarnate Word	TX	Catholic 4-yr	N	N	--	P
Treasure Valley Cmty College	OR	Public 2-yr	--	N	--	--	U of Indianapolis	IN	Protestant 4-yr	N	--	--	N
Trinity Christian College	IL	Nonsectarian 4-yr	N	N	--	--	U of La Verne	CA	Protestant 4-yr	--	--	N	--
Trinity College	DC	Catholic 4-yr	P	N	--	--	U of Louisville	KY	Public university	N*	--	--	P*
Trinity College of Vermont	VT	Catholic 4-yr	--	N	--	N	U of Maine-Farmington	ME	Public 4-yr	--	N	N	--
Trinity International University	IL	Protestant 4-yr	N	N	--	--	U of Maine-Fort Kent	ME	Public 4-yr	--	--	N	--
Truett McConnell College	GA	Private 2-yr	N	--	--	--	U of Maine-Presque Isle	ME	Public 4-yr	N	--	--	--
Truman State University	MO	Public 4-yr	N	N	N	N	U of Mary	ND	Catholic 4-yr	--	--	--	N
Tunxis Cmty College	CT	Public 2-yr	--	--	--	N	U of Maryland College Park	MD	Public university	--	N*	N	--
Tusculum College	TN	Nonsectarian 4-yr	--	--	--	N	U of Maryland Eastern Shore	MD	Public 4-yr	--	--	N	--
Tuskegee University	AL	Nonsectarian 4-yr	P*	N	--	N	U of Massachusetts-Amherst	MA	Public university	N	--	--	N
							U of Massachusetts-Boston	MA	Public university	--	--	--	N
U of Akron	OH	Public university	--	--	--	N	U of Miami	FL	Private university	--	N*	--	P*
U of Alabama-Birmingham	AL	Public university	--	N	--	--	U of Michigan	MI	Public university	--	P*	--	--
U of Alabama-Huntsville	AL	Public university	--	N	--	P*	U of Michigan-Dearborn	MI	Public 4-yr	--	--	N	P
U of Arizona	AZ	Public university	N	P*	--	N	U of Minnesota-Crookston	MN	Public 2-yr	N	--	--	--
U of Arkansas-Fayetteville	AR	Public university	--	--	N	--	U of Minnesota-Duluth	MN	Public university	--	--	--	P
U of Arkansas-Little Rock	AR	Public 4-yr	--	N	--	--	U of Minnesota-Twin Cities	MN	Public university	--	P*	--	--
U of Arkansas-Pine Bluff	AR	Public 4-yr	N*	--	--	--	U of Mississippi	MS	Public university	--	--	--	N
U of Bridgeport	CT	Nonsectarian 4-yr	--	--	--	N*	U of Missouri-Columbia	MO	Public university	N*	N	--	--
U of California-Berkeley	CA	Public university	--	N*	--	P*	U of Missouri-Kansas City	MO	Public university	N	--	--	--
U of California-Davis	CA	Public university	--	N	--	N	U of Missouri-Rolla	MO	Public 4-yr	N	--	--	--
U of California-Irvine	CA	Public university	--	--	--	P*	U of Montana	MT	Public university	--	N	--	--
U of California-Los Angeles	CA	Public university	N	P	--	N	U of Montevallo	AL	Public 4-yr	N	--	N	--
U of California-Riverside	CA	Public university	--	--	--	N	U of Nebraska-Kearney	NE	Public 4-yr	N	--	--	--
U of California-Santa Cruz	CA	Public university	--	--	--	P*	U of Nebraska-Omaha	NE	Public 4-yr	--	--	--	N
U of Central Arkansas	AR	Public 4-yr	N	--	--	--	U of Nevada-Las Vegas	NV	Public 4-yr	P	N	--	--
U of Charleston	WV	Nonsectarian 4-yr	N	N	N	--	U of New England	ME	Catholic 4-yr	--	P	--	N
U of Chicago	IL	Private university	--	P*	--	--	U of New Mexico	NM	Public university	--	N	--	N
U of Colorado-Colorado Springs	CO	Public university	N	N	--	--	U of New Mexico Branches	NM	Public university	--	P	--	--

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U of North Carolina-Asheville	NC	Public 4-yr	N	--	N	--	U of Texas-Pan American	TX	Public 4-yr	--	P	--	--
U of North Carolina-Chapel Hill	NC	Public university	N	N*	--	P*	U of Texas-San Antonio	TX	Public 4-yr	--	--	P	--
U of North Carolina-Charlotte	NC	Public 4-yr	N	--	--	--	U of the Ozarks	AR	Protestant 4-yr	--	N	N	--
U of North Carolina-Greensboro	NC	Public 4-yr	--	N	--	--	U of the South	TN	Protestant 4-yr	N	--	N	--
U of North Carolina-Wilmington	NC	Public 4-yr	N	--	--	--	U of the Virgin Islands	VI	Public 4-yr	--	--	P	--
U of North Dakota	ND	Public university	--	--	N	--	U of theSciences-Philadelphia	PA	Nonsectarian 4-yr	N	N	--	--
U of Northern Colorado	CO	Public 4-yr	--	N	--	--	U of Toledo	OH	Public university	--	--	--	N
U of Notre Dame	IN	Private university	N*	N*	--	P*	U of Utah	UT	Public university	--	--	--	N
U of Oregon	OR	Public university	--	N	--	--	U of Vermont	VT	Public university	N*	--	--	--
U of Pennsylvania	PA	Private university	--	P*	--	--	U of Virginia	VA	Public university	N*	N*	--	--
U of Pittsburgh	PA	Public university	--	P*	--	--	U of West Alabama	AL	Public 4-yr	--	--	--	N
U of Pittsburgh-Bradford	PA	Public 4-yr	--	N	N	--	U of West Georgia	GA	Public 4-yr	N	--	--	N
U of Pittsburgh-Greensburg	PA	Public 2-yr	--	--	--	N	U of Wisconsin Centers	WI	Public 2-yr	--	--	--	N
U of Pittsburgh-Johnstown	PA	Public 4-yr	N*	--	--	--	U of Wisconsin-Madison	WI	Public university	--	N*	--	--
U of Portland	OR	Private university	--	N	--	--	U of Wisconsin-Milwaukee	WI	Public university	--	--	--	P*
U of Puerto Rico-Rio Piedras	PR	Public university	--	--	P	--	U of Wisconsin-Parkside	WI	Public 4-yr	N	--	--	N
U of Puget Sound	WA	Protestant 4-yr	N	N	--	--	U of Wisconsin-River Falls	WI	Public 4-yr	--	N	--	--
U of Redlands	CA	Protestant 4-yr	--	--	--	P*	U of Wisconsin-Stevens Point	WI	Public 4-yr	--	--	--	N
U of Richmond	VA	Nonsectarian 4-yr	N	--	N	N	U of Wisconsin-Stout	WI	Public 4-yr	--	N	--	--
U of Rio Grande	OH	Nonsectarian 4-yr	N	N	N	--	Ulster County Cmty College	NY	Public 2-yr	--	--	N	--
U of Rochester	NY	Private university	--	N*	--	N	Umpqua Cmty College	OR	Public 2-yr	N	--	--	--
U of Saint Thomas	MN	Catholic 4-yr	N	--	N	--	Union College	NY	Nonsectarian 4-yr	--	N	--	--
U of San Diego	CA	Private university	N	N	N	N*	Union University	TN	Protestant 4-yr	N	--	N	--
U of San Francisco	CA	Catholic 4-yr	P	--	N	--	Ursinus College	PA	Nonsectarian 4-yr	N	--	--	N
U of Science and Arts of Oklahoma	OK	Public 4-yr	N	--	N	--	Ursuline College	OH	Catholic 4-yr	--	N	--	N
U of Scranton	PA	Catholic 4-yr	N	N	N	--	US Air Force Academy	CO	Public 4-yr	P*	--	--	P*
U of Sioux Falls	SD	Protestant 4-yr	N	N	--	--	US Coast Guard Academy	CT	Public 4-yr	--	N	--	--
U of South Alabama	AL	Public 4-yr	N	N	N	--	US Military Academy	NY	Public 4-yr	N*	N	N	--
U of South Carolina-Columbia	SC	Public university	N*	--	--	--	US Naval Academy	MD	Public 4-yr	N	--	--	P*
U of South Carolina-Spartanburg	SC	Public 4-yr	--	--	N	N	Utah State University	UT	Public university	--	N	--	--
U of South Carolina-Sumter	SC	Public 2-yr	--	--	--	N	Valley City State University	ND	Public 4-yr	--	--	--	N
U of South Carolina-Union	SC	Public 2-yr	--	--	--	N	Valley Forge Military College	PA	Private 2-yr	N	N	--	--
U of South Dakota	SD	Public university	--	P	N	--	Valparaiso University	IN	Protestant 4-yr	--	--	--	N
U of South Florida	FL	Public 4-yr	--	--	--	N	Vanderbilt University	TN	Private university	--	N*	--	P*
U of Southern California	CA	Private university	--	P*	--	--	Vermont Technical College	VT	Public 2-yr	--	N	--	--
U of Southern Colorado	CO	Public 4-yr	--	--	--	N	Villanova University	PA	Private university	--	--	--	P
U of Southern Mississippi	MS	Public 4-yr	--	--	N	--	Virginia Polytechnic Inst and St U	VA	Public university	N*	N*	--	P*
U of Tampa	FL	Nonsectarian 4-yr	N	--	--	P	Virginia State University	VA	Public 4-yr	--	--	--	N
U of Tennessee-Chattanooga	TN	Public 4-yr	--	N	N	--	Virginia Wesleyan College	VA	Protestant 4-yr	--	N	N	N
U of Tennessee-Knoxville	TN	Public university	N*	--	--	N	Wake Forest University	NC	Private university	N	--	--	--
U of Texas - Dallas	TX	Public university	--	--	P	--	Waldorf College	IA	Private 2-yr	--	--	--	N
U of Texas-Arlington	TX	Public 4-yr	N	--	--	--	Walsh College	OH	Catholic 4-yr	--	--	--	N*
U of Texas-Austin	TX	Public university	--	N*	--	--							
U of Texas-El Paso	TX	Public 4-yr	--	N	P	--							

<u>INSTITUTION</u>	<u>STATE</u>	<u>INST. TYPE</u>	<u>98</u>	<u>95</u>	<u>92</u>	<u>89</u>	<u>INSTITUTION</u>	<u>STATE</u>	<u>INST. TYPE</u>	<u>98</u>	<u>95</u>	<u>92</u>	<u>89</u>
Warner Southern College	FL	Nonsectarian 4-yr	N	N	--	--	William Jewell College	MO	Protestant 4-yr	--	N	--	N
Washburn University of Topeka	KS	Public 4-yr	--	N	--	--	William Marsh Rice University	TX	Private university	N	N	--	--
Washington and Lee University	VA	Nonsectarian 4-yr	N	--	--	--	William Paterson College of NJ	NJ	Public 4-yr	N	N	--	--
Washington College	MD	Nonsectarian 4-yr	N	--	--	N	William Rainey Harper College	IL	Public 2-yr	--	P	N	N
Washington State Cmty College	OH	Public 2-yr	--	--	N	--	Williams Baptist College	AR	Protestant 4-yr	--	N	--	--
Washington State University	WA	Public university	--	N	--	--	Williams College	MA	Nonsectarian 4-yr	--	--	--	N
Wayland Baptist University	TX	Protestant 4-yr	--	N	--	--	Willmar Cmty College	MN	Public 2-yr	--	--	N	--
Wayne State College	NE	Public 4-yr	--	N	N	--	Wilmington College	OH	Protestant 4-yr	--	N	N	--
Wayne State University	MI	Public university	P	--	--	--	Wingate College	NC	Protestant 4-yr	--	N	--	--
Waynesburg College	PA	Protestant 4-yr	--	N	--	N	Winston-Salem State University	NC	Public 4-yr	--	--	--	N
Weber State University	UT	Public 4-yr	--	--	N	--	Winthrop College	SC	Public 4-yr	--	N	--	--
Webster University	MO	Nonsectarian 4-yr	--	N	--	--	Wisconsin Lutheran College	WI	Private 2-yr	--	N	--	--
Wellesley College	MA	Nonsectarian 4-yr	N	--	--	--	Wofford College	SC	Protestant 4-yr	--	--	N	N
Wells College	NY	Nonsectarian 4-yr	--	N	--	--	Woodbury University	CA	Nonsectarian 4-yr	N	N	N	P*
Wentworth Institute of Technology	MA	Nonsectarian 4-yr	--	--	--	P	Worcester Polytechnic Institute	MA	Nonsectarian 4-yr	N	--	N	--
Wesleyan College	GA	Protestant 4-yr	--	--	--	N*	Worcester State College	MA	Public 4-yr	P	--	--	--
Wesleyan University	CT	Nonsectarian 4-yr	N*	--	N	N	Xavier University	OH	Catholic 4-yr	N	--	--	N*
West Chester U of Pennsylvania	PA	Public 4-yr	--	P	N	N	Xavier University of Louisiana	LA	Catholic 4-yr	N	P	--	N
West Liberty State College	WV	Public 4-yr	N	--	--	--							
West Texas State University	TX	Public 4-yr	N	--	N	--							
West Virginia Inst of Technology	WV	Public 4-yr	--	N	N	--							
West Virginia University	WV	Public university	--	--	N	--							
West Virginia U-Parkersburg	WV	Public 2-yr	--	N	--	N							
West Virginia Wesleyan College	WV	Protestant 4-yr	--	--	N	--							
Westchester Cmty College	NY	Public 2-yr	N	P	N	N							
Western Baptist College	OR	Protestant 4-yr	N	N	--	--							
Western Carolina University	NC	Public 4-yr	--	--	N	N							
Western Connecticut State U	CT	Public 4-yr	P	--	N	--							
Western Kentucky University	KY	Public 4-yr	--	N	--	--							
Western Nebraska Cmty College	NE	Public 2-yr	--	--	--	N							
Western New England College	MA	Nonsectarian 4-yr	P	--	--	N							
Western New Mexico University	NM	Public 4-yr	N	N	--	--							
Western Oregon State College	OR	Public 4-yr	--	N	--	--							
Western State College of Colorado	CO	Public 4-yr	N	--	--	--							
Westminster College	MO	Protestant 4-yr	--	N	--	N							
Westminster College	PA	Protestant 4-yr	--	N	--	--							
Westmont College	CA	Nonsectarian 4-yr	N	--	N	N							
Wheaton College	IL	Nonsectarian 4-yr	N	N	N	N							
Wheaton College	MA	Nonsectarian 4-yr	N	N	--	N							
Wheeling Jesuit University	WV	Catholic 4-yr	N	N	--	P*							
Whitman College	WA	Nonsectarian 4-yr	N	N	N	--							
Whitworth College	WA	Protestant 4-yr	N	N	--	--							
Wilbur Wright College	IL	Public 2-yr	--	--	--	N							
Wiley College	TX	Protestant 4-yr	--	--	--	P							