

# The American College Teacher:

## National Norms for the 1995-96 HERI Faculty Survey

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Graduate School of Education & Information Studies  
University of California, Los Angeles

September, 1996

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# The American College Teacher

## National Norms for the 1995-96 HERI Faculty Survey

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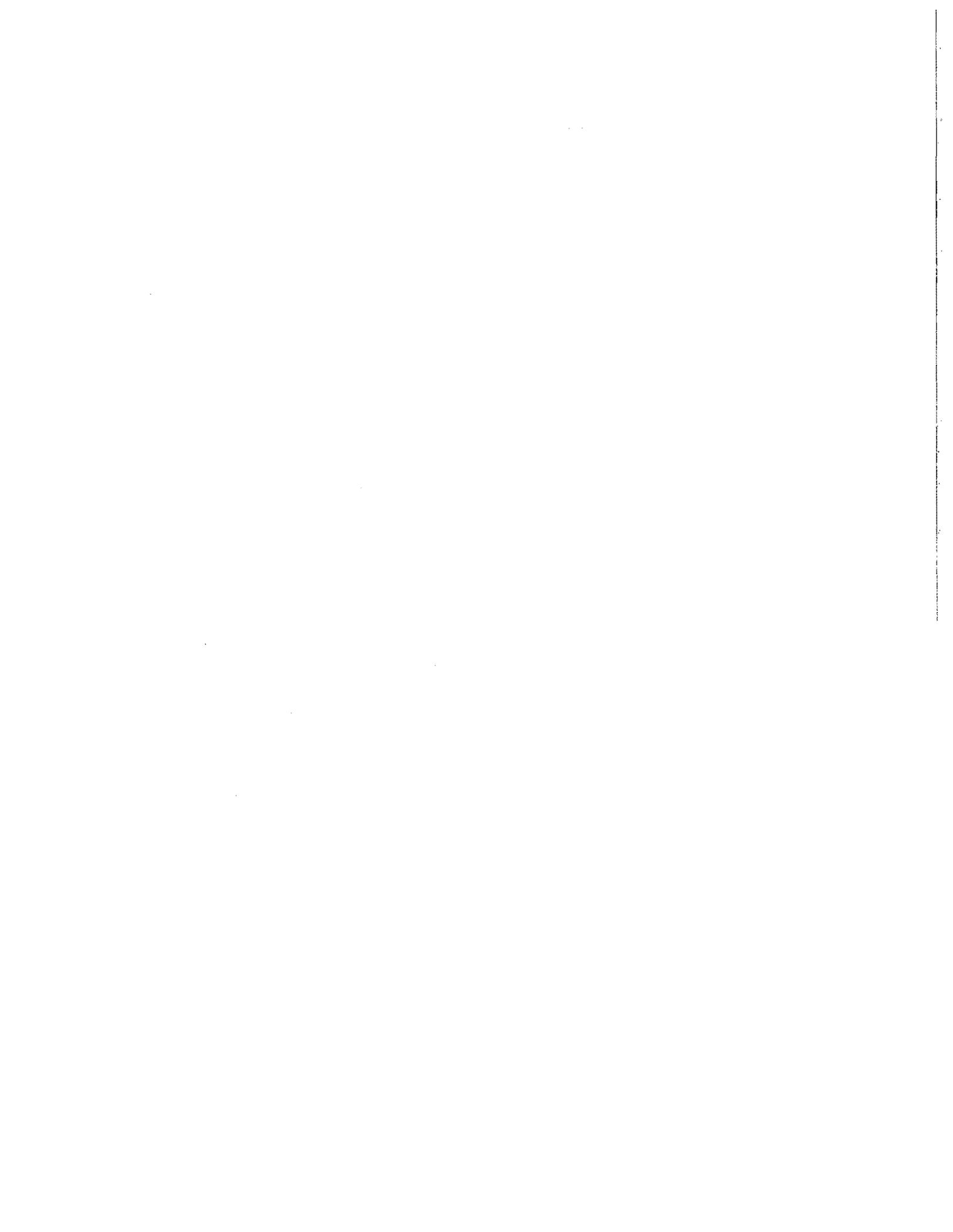
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A record number of institutions chose to participate in the 1995-96 HERI Faculty Survey. We are encouraged by this growing interest in research on faculty, and we appreciate the work of the hundreds of academic administrators and institutional researchers who helped coordinate the survey on each of the participating campuses.

Finally, we would also 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  
1995-96 HERI Faculty Survey



## **The American College Teacher: National Norms for the 1995-96 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 1995-96. This is the third 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 33,986 full-time college and university faculty members at 384 two-year colleges, four-year colleges, and universities nationwide. For this report, a '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. Although the survey also covered academic administrators from these same institutions, only those administrators who spend at least some time teaching undergraduates are included in the results reported here.

### **The Survey Instrument**

The survey questionnaire was based largely on the instruments used in the 1989-90 and 1992-93 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. Additional items on community service were added to the 1995-96 instrument with the support of the Corporation for National Service (CNS). The instrument also includes a section allowing individual institutions to ask their faculty members a set of up to ten locally-developed questions. (See Appendix A for a copy of the survey instrument.)

### **Institutional Sampling**

Letters of invitation to participate in the survey were sent to the chief academic and institutional research officers at nearly 2,600 institutions nationwide. Of the total population of institutions who were invited, 403 institutions agreed to administer the survey. Of these 403 institutions, 62 were dropped from the national data base because of low response rates, leaving 341. A careful examination of the characteristics of the participating institutions was conducted using a 23-cell stratification scheme based on institutional type, selectivity, and control. This inspection revealed that not every major type of institution was well-represented. Consequently, in

order to reduce sampling error within certain stratification cells, HERI supplemented the sample by including 21 additional institutions selected randomly from stratification cells that contained too few positive respondents from the original invitation. An additional 22 institutions were supplemented using funds from CNS. Faculty from the 43 supplemental schools were sent questionnaires directly. Therefore, it was possible to prepare national norms from 384 institutions for faculty in each of 12 different normative groups: all institutions, all four-year institutions, all two-year institutions, public universities, private universities, public four-year colleges, private four-year colleges (combined and broken down by three subgroupings: nonsectarian, Roman Catholic, and Protestant), and public and private two-year colleges.

### **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.<sup>1</sup>

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 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-

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<sup>1</sup>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.

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 1 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 1  
*Institutional and faculty participation in the 1995-96 HERI faculty survey*

Institutional type	Institutions			Faculty			
	Total	Participating	Used in Norms	Total	Mailout Sample	Respondents <sup>1</sup>	Used in Norms <sup>2</sup>
All institutions	2,551	446	384	418,213	143,816	59,933	33,986
All four-year institutions	1,463	378	328	323,989	130,891	54,028	30,849
All two-year institutions	1,088	68	56	94,224	12,925	5,905	3,137
<i>Universities</i>							
Public	119	36	27	105,030	45,857	16,922	7,373
Private	69	32	22	39,403	25,359	7,701	3,199
<i>Four-year colleges</i>							
Public	381	76	60	106,015	28,849	12,955	8,068
All Private	894	234	219	73,541	30,826	16,450	12,209
Nonsectarian	370	91	81	33,022	13,468	7,000	5,119
Catholic	167	43	41	14,948	6,881	3,424	2,399
Protestant	357	100	97	25,571	10,477	6,026	4,691
<i>Two-year colleges</i>							
Public	889	61	51	88,559	12,102	5,473	2,925
Private	199	7	5	5,665	823	432	212

<sup>1</sup>Includes respondents who were not classified as full-time undergraduate faculty.

<sup>2</sup>Full-time undergraduate faculty only.

### Survey Response

Of the 143,816 questionnaires mailed out, usable returns were eventually received from 59,933, constituting a 42 percent response rate for all institutions. It is important to note, however, that the supplemental institutions' response rate was much lower (28%) than those who participated on their own accord (47%). We believe that there are several factors that may have contributed to the lower response rate. First, there has been a general trend toward lower mail-out survey response rates over time (Dey, in press). Second, the faculty at the 43 supplemental institutions were sent a cover letter from UCLA, rather than a cover letter written by the

institution's chief executive officer (or other high-ranking administrator) that was sent to faculty at other institutions. Third, the faculty names for the supplemental schools were derived from commercial name and address files, rather than up-to-date lists of names and addresses provided by the institution. Finally, the lower overall response rate may also be attributed to the fact that some surveys went out later than usual, causing administrative delays in distributing the surveys due to winter break vacations.

Since it was necessary to identify each questionnaire recipient in order to be able to follow up on nonrespondents with a second wave of survey instruments, we decided to imprint the faculty member's name and address directly on the questionnaire (a procedure used in previous surveys). Although it may have been preferable to use a code number rather than the name and address, we wanted there to be no ambiguity in the respondent's mind as to the fact that he or she was being identified. We hoped that any concerns about confidentiality raised by printing the name and address directly on the questionnaire would be mitigated to some extent by the fact that the completed questionnaires were returned to a commercial processing center, rather than to the institution, with only a tape of the item responses being sent to the Higher Education Research Institute. This procedure ensured that there would be no way for the responses of any individual faculty member to be known to the institution.

In spite of these hopes and precautions, we received a good deal of critical mail from some of those surveyed. While many of the critical comments focused on particular survey questions, by far the most common complaint concerned the imprinting of the name and address on the questionnaire. While there is no way to know for sure how the normative figures have been affected by these concerns about privacy, it should be emphasized that the number of critical letters received is really quite small (approximately 400), given that 143,816 surveys were mailed out.

### 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. More 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 17] **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 17], 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 16], but did not indicate any specific types of courses being taught [question 17].

## Results

Complete results of the 1995–96 faculty survey, reported separately for all faculty, men faculty, and women faculty are provided later in this report. In this section we have abstracted highlights of these results for discussion and interpretation, with a special focus on gender and age differences. For purposes of comparison, this section includes selected normative results from the 1989-90 HERI faculty survey. Results are presented under six headings: background characteristics and salary, professional goals, teaching goals and practices, personal goals, stress, and diversity issues.

### Background Characteristics and Salary

Demographic and background characteristics of the faculty are shown in Table 2. The much-discussed aging of American college and university faculty is clearly demonstrated by the results: 27 percent of all faculty are 55 or older (compared with 24 percent in 1989), and 64 percent are 45 or older (compared with 59 percent in 1989). Only 9 percent of faculty are currently younger than 35.

The general trend toward faculty aging is not as clearly reflected by the number of years faculty have been at their current institution. While there has been a slight increase in the percent of faculty remaining at an institution for more than 30 years, there has also been an increase in those who have been at their institution for 6–10 years. These trends suggest an increase in faculty hiring during the late 1980s, a trend that is supported by recent data from the National Center for Education Statistics (1995, p. 230).

Finally, Table 2 also shows that there has been essentially no change in the racial composition of faculty since 1989, with Whites comprising 91% of both male and female faculty.

Next, Table 3 displays faculty salaries in 1995 and 1989 (adjusted to 1995 dollars) for men and women across different academic ranks. Based on constant 1995-96 dollars, faculty in 1995 earn somewhat less than they did in 1989. This trend is consistent with national declines in constant dollar salaries for workers of all occupations (U.S. Bureau of the Census, 1995a). Further, while gender differences in faculty salaries are smaller than gender differences in most other occupations (U.S. Bureau of the Census, 1995b), women faculty still earn approximately 80 percent of salaries earned by men. Because women tend to occupy lower ranks than men, it is important to examine these gender differences holding rank constant. Salaries are indeed closer for men and women within ranks, where women make between 88 and 94 percent of men's salaries. However, a comparison with 1989 suggests that, with the exception of salaries in the lecturer/instructor rank, women's salaries have not come any closer to men's in the past six years.

Table 2  
*Background Characteristics, by Gender and Year (Percentages)*

Background Characteristics	All			Men			Women		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
<i>Age</i>									
less than 35	10	9	-1	9	9	0	14	11	-3
35-44	31	27	-4	28	25	-3	37	32	-5
45-54	35	37	+2	36	36	0	32	40	+8
55-64	21	23	+2	24	26	+2	15	16	+1
65 or more	3	4	+1	4	5	+1	2	2	0
<i>Years Since Hired by Current Institution</i>									
More than 30	4	6	+2	5	8	+3	2	3	+1
21 to 30	23	23	0	27	27	0	13	14	+1
11 to 20	29	24	-5	30	24	-6	28	24	-4
6-10	16	20	+4	15	20	+5	19	24	+5
5 or fewer	28	28	0	23	24	+1	38	36	-2
<i>Race/Ethnicity</i>									
White	90	91	+1	91	91	0	89	91	+2
Black	4	3	-1	3	2	-1	7	4	-3
Asian-American	3	4	+1	4	4	0	2	3	+1
Latino*	1	2	+1	1	2	+1	2	2	0

\* Includes Mexican American and Puerto Rican American faculty.

Table 3  
*Faculty Salaries by Gender, Year, and Rank (includes 9/10 month salaries only)*

Faculty Rank	1989 median salary*			1995 median salary		
	Men	Women	Women as % of Men	Men	Women	Women as % of Men
All ranks	\$51,686	\$41,789	80.85	\$47,458	\$37,897	79.85
Full professor	63,393	56,644	89.35	58,938	51,738	87.78
Associate professor	49,360	46,128	93.45	44,850	41,326	92.14
Assistant professor	41,826	39,398	94.20	37,304	35,000	93.82
Lecturer/instructor	39,003	33,280	85.33	33,426	30,558	91.42

\*1989 salaries adjusted to 1995-96 dollars using Consumer Price Index.

## Professional Goals

Table 4 shows the percentages of faculty members who rate various professional goals as either 'essential' or 'very important.' Being a good teacher continues to be the top professional goal of faculty. However, since 1989, faculty have increased their commitment to being a good colleague and are less committed to engaging in research and outside activities. Declining interest in these latter two activities may be a function of faculty aging (see Table 5), since interest in research and outside activities tends to decline as faculty become older, while interest in teaching remains strong among faculty of all age groups.

Gender differences in faculty goals have not changed much since 1989: women continue to be more committed than men to being a good colleague, providing services to the community, participating in committee or administrative work, and engaging in activities outside the college. Men, on the other hand, continue to be more interested in research.

Table 4  
*Professional Goals of Higher Education Faculty, by Gender and Year (Percentages, ranked by total change)*

'Very Important' or 'Essential' Goals	All			Men			Women		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
Be a good colleague	80	87	+7	77	85	+8	86	91	+5
Be a good teacher	98	99	+1	98	99	+1	98	99	+1
Provide services to the community	43	42	-1	40	38	-2	52	50	-2
Participation in committee or administrative work	29	28	-1	26	24	-2	38	37	-1
Engage in research	59	55	-4	61	58	-3	52	49	-3
Engage in outside activities	53	49	-4	50	46	-4	59	56	-3

The faculty's continued commitment to teaching and declining interest in research is reflected again in Table 6. In the first set of questions, faculty members were asked to indicate their 'principal activity.' Given how we defined 'teaching faculty' (see page 5), it is not surprising that a large majority of college faculty (91 percent in 1995 and 90 percent in 1989) indicated that teaching is their principal activity and that research and administration are identified as principal activities by only a small fraction of faculty.

Table 5  
*Selected Professional Goals of Higher Education Faculty, by Age (Percentages)*

'Very Important' or 'Essential' Goals	Faculty age				
	<35	35-44	45-54	55-64	65+
Be a good teacher	99	99	99	99	99
Engage in research	66	62	52	46	54
Engage in outside activities	62	54	48	42	38

A somewhat different picture emerges, however, when we inquire about faculty interests. Faculty members were asked to indicate their relative degree of interest in research versus teaching along a four-point scale ranging from 'very heavily in teaching' to 'very heavily in research.' While about one-quarter of faculty members indicate that their interests lean more towards research than towards teaching, that percentage has declined slightly since 1989, again reflecting a small shift towards teaching and away from research.

Looking now at the number of hours faculty actually spend on teaching and research, we see that time spent on teaching is essentially unchanged since 1989, but that time spent on research has declined. While a declining interest in research might be indicative of fewer publications, the bottom portion of Table 6 shows that this is, in fact, not the case. Despite the fewer hours spent on research, faculty today are more likely to have published book chapters and large numbers of journal articles. This finding holds true even when faculty age is controlled. This trend could reflect increased "efficiency" among faculty (e.g., increasing use of personal computers), or may be a reflection of the growing trend toward multiple-authored work as well as the expansion of publication outlets.

Gender differences indicate that the small shift in interest from research to teaching occurs among men, but not women. Similarly, the decline in the percent of faculty spending large amounts of time on research (over 12 hours) is larger for men than women. Still, when compared to women, men continue to be more interested in research, less interested in teaching, and more likely to have published large numbers of journal articles and book chapters. In fact, men are more than twice as likely as women to have published five or more book chapters, nearly three times more likely to have published over ten journal articles, and eight times more likely to have published more than fifty journal articles.

Table 6  
*Faculty Interest and Involvement in Research and Teaching, by Gender and Year (Percentages)*

	All			Men			Women		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
<i>Principal activity</i>									
Teaching	90	91	+1	89	90	+1	92	93	+1
Research	6	5	-1	7	6	-1	3	3	0
Administration	3	3	0	3	4	+1	3	3	0
Other	1	1	0	1	1	0	2	2	0
<i>Do interests lie primarily in teaching or research?</i>									
very heavily in teaching	37	38	+1	33	34	+1	46	47	+1
leaning toward teaching	35	37	+2	36	38	+2	34	34	0
leaning toward research	24	23	-1	27	26	-1	17	18	+1
very heavily in research	4	3	-1	4	3	-1	3	2	-1
<i>Hours per week spent teaching classes</i>									
less than 9	34	35	+1	36	38	+2	28	29	+1
more than 12	34	33	-1	32	31	-1	41	39	-2
<i>Hours per week spent doing research</i>									
none	20	26	+6	17	22	+5	29	35	+6
1-4	28	30	+2	26	29	+3	33	33	0
more than 12	23	17	-6	27	20	-7	13	10	-3
<i>Articles in academic or professional journals</i>									
none	28	28	0	23	22	-1	43	39	-4
more than 10	25	27	+2	31	34	+3	10	12	+2
more than 50	5	6	+1	6	8	+2	1	1	0
<i>Chapters in edited volumes</i>									
none	66	58	-8	62	54	-8	76	68	-8
five or more	8	11	+3	10	14	+4	4	6	+2

## Teaching Goals and Practices

What kinds of goals do faculty have for their undergraduates, and how have these goals changed over time? Table 7 shows that since 1989, faculty have become increasingly concerned with preparing students for life after college, both in terms of employment and graduate school. Conversely, faculty have become generally less interested in students' personal development (e.g., values, emotions, and self-understanding). These trends suggest that faculty may be putting the development of the 'whole' person on the back burner and replacing it with an emphasis on career preparation. It appears that faculty may be shouldering the responsibility to prepare students for a labor market that increasingly requires new employees to have previous experience and/or a graduate degree.

Table 7 also illustrates that despite efforts led by conservative scholars in the late 1980s to maintain Western Civilization as the core of undergraduate education, less than one-third of faculty today believe that learning the classic works of Western Civilization is an essential or very important goal for undergraduates.

Gender differences in faculty goals for undergraduates reveal that women faculty are more strongly committed than are men to every one of these goals—with the exception of teaching the works of Western Civilization. The largest differences are women's stronger commitment to enhancing students' self-understanding, providing for students' emotional development, preparing students for employment, enhancing their out-of-class experience, and developing their personal values and moral character.

Are faculty's changing goals for undergraduates reflected in the instructional methods they use in their courses? Faculty preferences for different instructional methods are shown in Table 8, ranked by the degree of change occurring since 1989. As compared with faculty in 1989, faculty today are more likely to use collaborative instructional methods, such as cooperative learning and group projects. They are also more likely to adopt 'progressive' teaching methods, such as computer-aided instruction and readings on racial/ethnic or women's/gender issues. Paralleling the increase in progressive and group-oriented teaching methods is a decline in the traditional lecture format. Gender differences show that while women are most likely to use the more progressive instructional methods, men are nevertheless beginning to adopt teaching styles that have traditionally been used by women faculty (Wakai, 1994). To some extent, these changing teaching styles do indeed reflect faculty's changing goals for undergraduates: an increased emphasis on teaching and learning, and an increased commitment to preparing undergraduates for future careers. The increasing use of collaboration, technology, and diversity in the college classroom relates directly to an increasing emphasis on these areas in the work force.

Table 7  
*Faculty Goals for Undergraduates, by Gender and Year (Percentages, ranked by total change)*

'Very Important' or 'Essential' Goals	All			Men			Women		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
Prepare students for employment after college	62	70	+8	58	66	+8	71	77	+6
Prepare students for graduate or advanced education	51	54	+3	51	52	+1	51	56	+5
Develop moral character	56	57	+1	54	55	+1	62	63	+1
Develop ability to think clearly	99	99	0	99	99	0	100	100	0
Enhance the out-of-class experience of students	42	41	-1	39	39	0	49	47	-2
Increase desire and ability to undertake self-directed learning	93	92	-1	92	90	-2	95	95	0
Prepare students for family living	19	17	-2	16	15	-1	25	21	-4
Help students develop personal values	63	60	-3	60	57	-3	71	65	-6
Provide for students' emotional development	40	37	-3	36	33	-3	50	46	-4
Enhance students' self-understanding	67	61	-6	64	57	-7	77	71	-6
Teach students the classic works of Western Civilization	35	28	-7	36	30	-6	33	26	-7

Table 8  
*Instructional Methods Used by Higher Education Faculty,  
 by Gender and Year (Percentages, ranked by total change)*

Methods Used in 'All' or 'Most' Courses	All			Men			Women		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
Cooperative learning	26	35	+9	21	28	+7	40	50	+10
Group projects	16	23	+7	13	19	+6	22	30	+8
Computer/machine- aided instruction	13	19	+6	12	17	+5	16	22	+6
Readings on racial/ ethnic issues	11	16	+5	9	11	+2	18	24	+6
Readings on women's/ gender issues	11	15	+4	8	10	+2	18	24	+6
Multiple drafts of written work	12	16	+4	11	13	+2	17	21	+4
Experiential learning/ field studies	19	19	0	16	15	-1	26	28	+2
Student-selected topics	9	8	-1	7	7	0	12	11	-1
Independent projects	34	33	-1	31	30	-1	41	39	-2
Student-developed activities	15	13	-2	14	11	-3	19	16	-3
Class discussions	70	68	-2	67	64	-3	77	76	-1
Extensive lecturing	56	49	-7	61	55	-6	42	35	-7

A comparison of instructional methods by faculty age (Table 9) shows, not surprisingly, that the more progressive and group-oriented teaching methods are most likely to be used by younger faculty. Some of the largest differences between the youngest and oldest faculty are in the use of cooperative learning, group projects, and readings on racial/ethnic issues. Nevertheless, extensive lecturing is the second most popular instructional method for faculty of all age groups, and progressive teaching methods are still used by only a small percentage of faculty.

Table 9  
*Instructional Methods Used by Higher Education Faculty, by Age (Percentages)*

Methods Used in 'All' or 'Most' Courses	Faculty age				
	<35	35-44	45-54	55-64	65+
Class discussions	72	70	69	62	62
Extensive lecturing	50	48	46	51	58
Cooperative learning	46	40	35	27	19
Independent projects	37	35	33	29	32
Group projects	28	26	23	18	15
Computer/machine-aided instruction	25	20	19	15	14
Experiential learning/field studies	20	23	20	15	12
Readings on racial/ethnic issues	19	17	17	12	9
Readings on women's/gender issues	19	16	16	11	8
Multiple drafts of written work	17	16	16	13	11
Student-developed activities	16	13	13	13	11
Student-selected topics	8	9	8	7	8

### Personal Goals

Table 10 displays 1989 and 1995 faculty ratings of personal goals as either 'essential' or 'very important.' Faculty today are less interested in personally improving society, whether through politics, values, or the environment. These declines are similar to national trends in general and they are consistent with freshman trends during the same time period (see Dey, Astin, & Korn, 1991; Astin, Korn, & Riggs, 1993; Sax, Astin, Korn, & Mahoney, 1995). Further, consistent with faculty's declining interest in research, they report being less interested in being an authority in their field and in obtaining recognition from their colleagues.

While both men and women have become less interested in achieving many personal goals, Table 10 does reveal some noteworthy gender differences. First, the declining interest in obtaining professional recognition and becoming an authority in one's own field is stronger for women than

for men. Second, women became slightly less interested in being very well-off financially, while men became somewhat more interested in this goal. Third, women reported a greater increased commitment to raising a family than did men. Finally, despite a declining interest in effecting political, social, and environmental change among both sexes, women continue to be more committed to these goals than men.

Table 10  
*Personal Goals of Higher Education Faculty, by Gender and Year (Percentages, ranked by total change)*

'Very Important' or 'Essential' Goals	All			Men			Women		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
Raise a family	72	73	+1	77	78	+1	61	65	+4
Promote racial understanding	60	60	0	57	56	-1	68	68	0
Be very well-off financially	36	36	0	36	38	+2	34	32	-2
Develop a meaningful philosophy of life	81	79	-2	79	77	-2	85	83	-2
Help others in difficulty	67	64	-3	64	61	-3	74	72	-2
Influence political structure	20	16	-4	19	14	-5	24	20	-4
Influence social values	47	40	-7	43	36	-7	57	49	-8
Obtain recognition from colleagues	53	45	-8	53	46	-7	53	44	-9
Become an authority in own field	66	57	-9	66	58	-8	66	54	-12
Clean up environment	44	34	-10	42	32	-10	47	38	-9

To what extent does declining goal commitment reflect faculty aging? Do faculty become less interested in achieving these goals as they approach the end of their careers? As shown in Table 11, older faculty are in fact no less committed to these personal goals than younger faculty are. In fact, faculty 65 or older are the most committed to such goals as promoting racial understanding, developing a meaningful philosophy of life, influencing social values, cleaning up the environment, and helping others in difficulty.

Table 11  
*Personal Goals of Higher Education Faculty, by Age (Percentages)*

'Very important' or 'Essential' goals	Faculty age				
	<35	35-44	45-54	55-64	65+
Develop a meaningful philosophy of life	75	78	79	80	82
Raise a family	73	73	73	75	73
Help others in difficulty	65	65	64	63	69
Become an authority in own field	61	58	55	55	62
Promote racial understanding	52	56	61	63	69
Obtain recognition from colleagues	48	47	44	44	48
Influence social values	38	39	41	40	44
Be very well-off financially	37	35	36	36	37
Clean up environment	32	33	34	35	37
Influence political structure	16	16	15	17	18

## Stress

In 1995, 33 percent of faculty report experiencing "extreme" stress during the last two years. Gender differences on this item are quite large, with 44 percent of women faculty reporting 'extreme' stress, compared with 27 percent among men. Table 12 lists these sources of stress, as well as how the salience of each stressor has changed since 1989. Although time pressures and lack of personal time continue to be the greatest sources of stress for faculty, experiences with students appear to have become increasingly more stressful. This increased stress may be due to the greater interaction with students that results from the use of the more progressive and student-oriented teaching methods that faculty have been adopting.

Other sources of increased stress reflect the more personal side of faculty's lives: physical health, household responsibilities, and child care. Interestingly, subtle discrimination as a source of stress shows the greatest decline between 1989 and 1995, most notably among women (14 percent decline). While it is possible that efforts to improve the climate for women in academe have been effective, the fact still remains that 34 percent of women (compared with 18 percent of men) continue to experience stress from subtle discrimination.

Additional gender differences show that women continue to be significantly more stressed than men on nearly all measures. In addition to subtle discrimination, women are more likely than men to feel stress from time pressures, lack of personal time, household responsibilities, and teaching loads. Further, in the last six years, caring for an elderly parent has become an increased source of stress for women, but not for men.

To what extent do changing sources of faculty stress reflect faculty aging? Table 13 shows how the influence of each stressor varies by faculty age. In most cases, feelings of stress tend to decline as faculty become older, although different types of stress begin to decline at different points in time. Some sources of stress begin to subside immediately, showing their highest rates when faculty are less than 35 years old: review/promotion process, teaching load, students, and personal finances. Other sources of stress tend not to subside until faculty are at least 45 years old, most notably time pressures, research/publishing demands, and lack of personal time.

Some sources of stress do not show consistent patterns of increase or decrease as faculty become older, but instead tend to rise and fall throughout different stages of faculty lives. Household responsibilities, child care, and marital friction, for example, reach their peak when faculty are between 35 and 44. Other stressors reach their peak when faculty are between 45 and 54. On the personal side, these include children's problems and caring for an elderly parent. On the professional side, these include committee work, colleagues, and faculty meetings. Finally, feelings of stress related to one's own physical health increase over time but plateau once faculty reach 55.

Table 12  
*Sources of Stress for College Faculty, by Gender and Year (Percentages, ranked by total change)*

'Extensive' or 'Somewhat' Sources of Stress	All			Men			Women		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
Students	50	61	+11	48	58	+10	56	66	+10
My physical health	38	43	+5	36	41	+5	43	48	+5
Household responsibilities	64	69	+5	60	65	+5	73	76	+3
Child care	29	32	+3	29	32	+3	29	33	+4
Time pressures	84	86	+2	81	83	+2	91	92	+1
Colleagues	54	56	+2	53	54	+1	57	59	+2
Care of elderly parent	26	27	+1	26	25	-1	28	32	+4
Marital friction	24	25	+1	25	26	+1	22	23	+1
Lack of personal time	80	81	+1	76	77	+1	89	90	+1
Faculty meetings	50	50	0	49	48	-1	52	54	+2
Children's problems	32	32	0	33	33	0	29	32	+3
Research or publishing demands	50	49	-1	51	50	-1	48	48	0
Review/promotion process	46	45	-1	44	42	-2	51	50	-1
Teaching load	65	63	-2	62	60	-2	72	70	-2
Committee work	58	56	-2	56	54	-2	62	60	-2
Subtle discrimination	29	24	-5	22	18	-4	48	34	-14

Table 13  
*Sources of Stress for College Faculty, by Age (Percentages)*

'Extensive' or 'Somewhat' Sources of Stress	Faculty age				
	<35	35-44	45-54	55-64	65+
Time pressures	90	91	88	77	64
Lack of personal time	88	88	83	71	60
Household responsibilities	76	80	72	51	41
Personal finances	75	67	59	46	36
Teaching load	75	71	63	53	37
Students	72	65	59	56	47
Review/promotion process	66	59	47	40	31
Research or publishing demands	61	59	41	29	20
Colleagues	52	57	59	52	44
Committee work	46	59	60	53	37
Faculty meetings	43	50	54	50	40
My physical health	33	39	45	49	49
Child care	33	52	33	12	9
Marital friction	26	30	26	18	13
Subtle discrimination	26	26	25	20	18
Children's problems	16	32	38	31	26
Care of elderly parent	11	21	34	33	19

## Diversity Issues

Perhaps the most striking shift between 1989 and 1995 has been an increased commitment to diversity and multiculturalism among faculty and their institutions. As shown in Table 14, since 1989 faculty have become more likely to conduct research and do writing on race/ethnicity and women. Accordingly, they are also more likely to incorporate these issues into their courses. Faculty today are also much more likely to have attended a racial/cultural awareness workshop, and slightly more likely to have taught ethnic studies or women's studies courses. While this increased commitment to diversity and multiculturalism is demonstrated by both men and women, it is generally stronger among women.

Table 14  
*Diversity issues: Faculty activities and goals (Percentages)*

	All			Men			Women		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
<i>General activities</i>									
Conduct research/writing on race/ethnicity	18	23	+5	17	21	+4	21	27	+6
Conduct research/writing on women	19	23	+4	14	16	+2	32	37	+5
<i>Instructional methods</i>									
Readings on racial/ethnic issues	11	16	+5	9	11	+2	18	24	+6
Readings on women's/gender issues	11	15	+4	8	10	+2	18	24	+6
<i>Teaching activities</i>									
Attended racial/cultural awareness workshop	27	39	+12	22	32	+10	39	52	+13
Taught ethnic studies	6	9	+3	6	8	+2	7	11	+4
Taught women's studies	5	7	+2	2	2	0	13	15	+2
<i>Goal for undergraduates</i>									
Teach students the classic works of Western Civilization	35	28	-7	36	30	-6	33	26	-7

Table 15  
*Diversity issues: Faculty perceptions of institution (Percentages)*

	<u>All</u>			<u>Men</u>			<u>Women</u>		
	1989	1995	Change	1989	1995	Change	1989	1995	Change
<i>Perceptions of institution</i>									
Many courses include minority group perspectives	36	46	+10	35	44	+9	40	51	+11
There is little trust btwn. minority student groups & campus admin.	28	37	+9	28	37	+9	26	37	+11
Many courses include feminist perspectives	29	37	+8	30	38	+8	26	35	+9
Most faculty here are sensitive to the issues of minorities	69	76	+7	70	78	+8	68	74	+6
There is a lot of campus racial conflict here	12	13	+1	11	12	+1	14	15	+1
<i>Institutional priorities</i>									
Create a multicultural environment	40	50	+10	38	48	+10	44	54	+10
Recruit more minority students	47	50	+3	46	50	+4	50	50	0
Hire more women faculty/administrators	39	41	+2	41	45	+4	35	34	-1
Hire minority faculty/administrators	47	45	-2	46	45	-1	49	46	-3

Table 15 focuses on diversity issues from an institutional perspective. For the most part, faculty perceive an increased institutional commitment to diversity and multiculturalism, primarily in terms of the diversity in the curriculum and campus efforts to create a multicultural environment. Despite these trends, however, we see a small decline since 1989 in the perceived priority given to hiring minority faculty or administrators, and an increase in the perception that there is little trust between minority student groups and the campus administration. Although the reasons for this latter finding are not immediately clear, it may be that as issues of diversity are gaining acceptance on campus, minority student groups are becoming empowered to further challenge the administration, thus leading to a greater degree of conflict and distrust between minority student group leaders and campus administrators. Nevertheless, there has been very little change in the perceived degree of "racial conflict" on campus.

Finally, gender differences show that although women and men generally have similar perceptions of their institution's commitment to diversity, women are more likely than men to believe that their institution is committed to creating a multicultural environment. However, over the past six years, men—but not women—have become more likely to believe that their institution is committed to recruiting minority students and hiring more women faculty and administrators.

### **Summary**

This report is based on survey data collected in 1995-96 from a national sample of 33,986 faculty members at 384 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.

The most prominent theme that emerges from these results is that faculty have become more focused on students. First, faculty are increasingly more interested in teaching than research. Being a good teacher continues to be a top priority, while engaging in research has declined in importance. Interestingly, even though actual time spent on research has declined, publications have increased, suggesting that an increased emphasis on teaching has not diminished faculty research productivity.

Second, in recent years, faculty have adopted more 'student-centered' teaching styles. These include collaborative methods, such as group projects and cooperative learning, as well as progressive methods, such as computer-aided instruction and readings on racial/ethnic and women's/gender issues. Lecturing, perhaps the most traditional form of instruction, is on the decline.

Third, in a time of increasing racial/ethnic diversity among students, faculty's increased commitment to students is manifested in their own increased commitment to diversity and multiculturalism. Faculty have become more likely to conduct research, writing, and teaching on

issues of race, ethnicity, and gender, and are more likely to believe their institutions are committed to multiculturalism.

Finally, perhaps the most telling indication of faculty's increased commitment to students is that the level of stress resulting from students has increased 22 percent in recent years. No other source of stress has experienced nearly as much change. It appears, therefore, that faculty may be paying a price for their efforts at student-centered teaching and learning.

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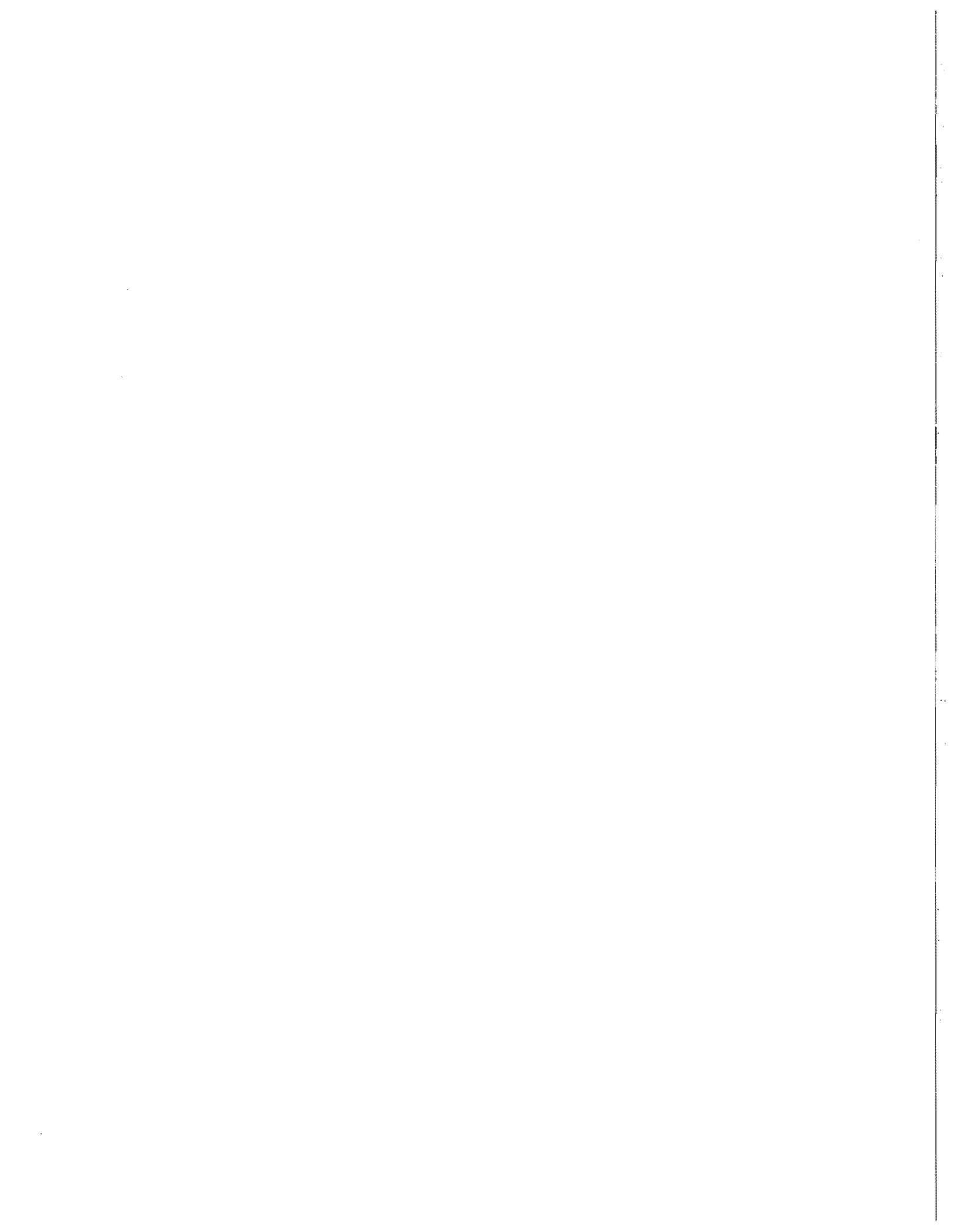
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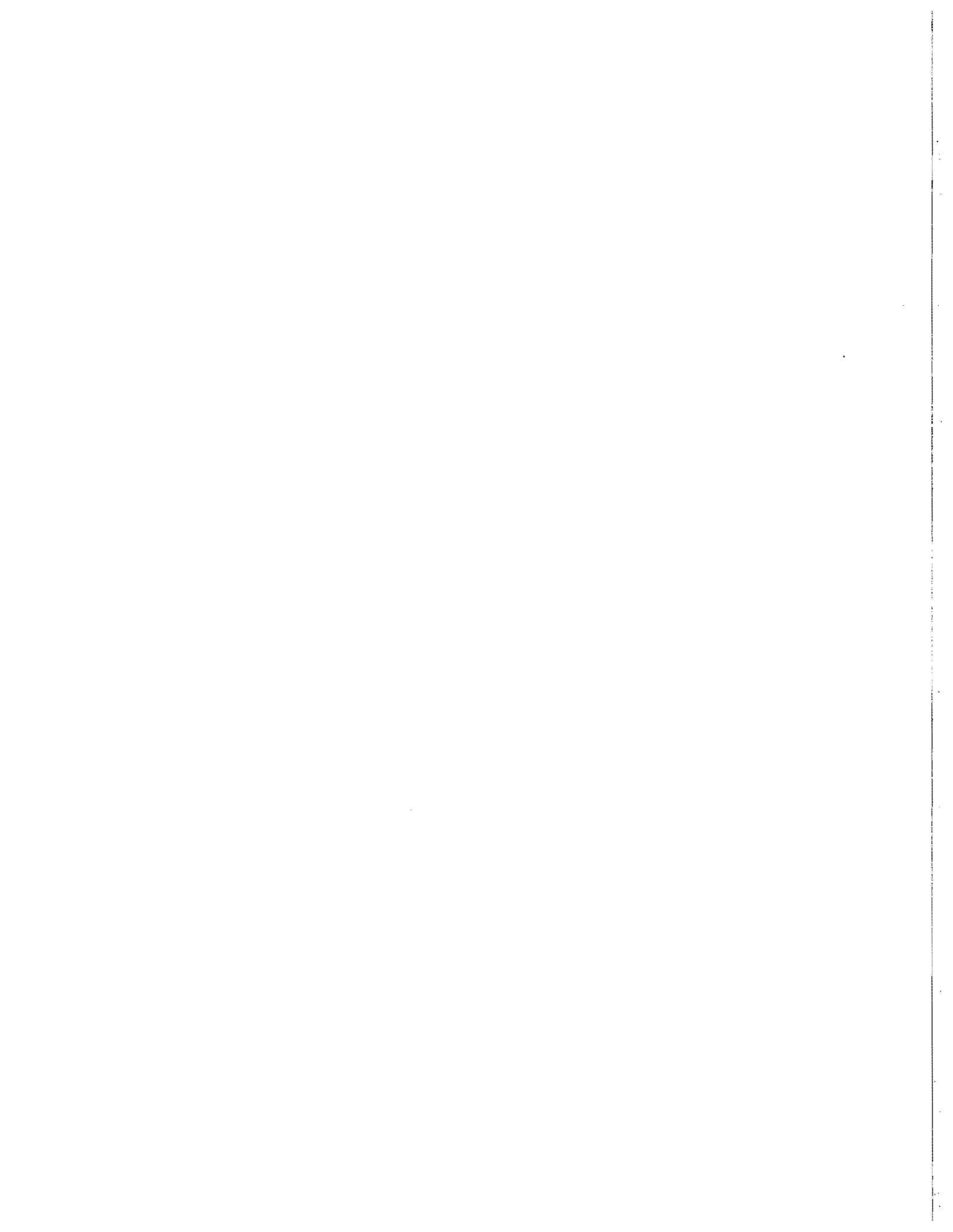
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National Normative Data for  
the 1995-96 HERI Faculty Survey



**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Respondents</b>	<b>33,986</b>	<b>30,849</b>	<b>3,137</b>	<b>7,373</b>	<b>3,199</b>	<b>8,068</b>	<b>12,209</b>	<b>5,119</b>	<b>2,399</b>	<b>4,691</b>	<b>2,925</b>	<b>212</b>
<b>Gender</b>												
male	64.6	65.7	54.3	68.8	68.8	65.0	63.4	64.7	55.2	66.0	53.7	62.7
female	35.4	34.3	45.7	31.2	31.2	35.0	36.6	35.3	44.8	34.0	46.3	37.3
<b>Age as of December 31, 1995</b>												
less than 30	2.0	1.8	2.5	1.3	1.7	2.2	2.0	1.7	1.2	2.9	2.2	7.4
30 to 34	7.3	8.2	4.7	7.4	7.7	8.7	8.7	9.0	7.2	9.3	4.5	7.7
35 to 39	11.6	12.3	9.5	12.0	12.7	12.1	12.8	13.6	11.3	12.5	9.1	16.7
40 to 44	15.6	15.8	14.7	16.2	14.9	15.0	16.9	17.3	15.5	17.1	14.5	18.7
45 to 49	18.7	17.5	22.5	17.1	16.8	17.3	18.8	18.7	19.8	18.4	22.9	16.3
50 to 54	18.2	17.0	21.9	16.9	16.2	18.4	15.6	14.6	16.6	16.3	22.4	14.7
55 to 59	14.3	14.2	14.3	15.1	12.9	15.0	12.7	13.1	12.1	12.6	14.7	7.3
60 to 64	8.5	9.0	6.8	9.5	10.1	8.1	8.8	8.6	10.8	8.0	6.8	6.5
65 to 69	3.1	3.4	2.2	3.6	6.1	2.7	2.9	2.9	3.9	2.3	2.1	3.7
70 or more	0.7	0.7	0.8	0.8	1.1	0.4	0.7	0.4	1.5	0.6	0.8	1.2
<b>Academic Rank</b>												
professor	33.3	35.7	26.0	41.5	40.1	31.6	30.7	33.3	24.1	31.2	26.9	10.7
associate professor	25.7	27.8	19.4	27.8	28.0	26.2	29.7	29.2	33.4	28.3	19.2	21.8
assistant professor	24.1	26.6	16.1	21.7	24.0	30.0	30.4	27.4	34.5	31.7	15.4	27.3
lecturer	2.5	3.1	0.5	3.6	4.5	3.4	1.1	1.8	1.0	0.3	0.5	0.1
instructor	13.0	5.9	35.6	4.3	2.5	8.2	6.8	6.4	6.0	7.8	35.8	31.8
other	1.3	0.9	2.5	1.0	1.0	0.5	1.3	1.9	0.9	0.7	2.1	8.3
<b>Administrative Title</b>												
not applicable	75.2	75.3	75.1	76.8	76.8	77.6	69.1	70.6	70.2	66.6	76.4	54.6
director or coordinator	10.5	10.8	9.6	11.5	11.6	10.0	10.4	10.6	10.1	10.4	9.4	12.7
department chair	8.8	8.2	10.9	4.4	5.9	7.6	15.5	14.1	15.7	17.2	10.6	15.3
dean	0.2	0.2	0.2	0.1	0.0	0.1	0.6	0.4	0.2	1.0	0.0	2.0
associate or assistant dean	0.6	0.6	0.5	0.9	0.8	0.3	0.7	0.7	0.8	0.8	0.0	8.7
vice-pres, provost, vice-chanc	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.2	0.0	0.1	0.0	1.2
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	4.6	4.9	3.7	6.2	4.7	4.4	3.5	3.5	3.0	4.0	3.6	5.5
<b>Principal Activity</b>												
administration	3.4	3.5	3.1	3.9	3.0	3.5	3.1	3.0	2.8	3.3	2.5	12.7
teaching	91.0	89.6	95.3	82.0	85.2	94.7	95.5	95.3	96.1	95.4	96.0	83.3
research	4.6	5.9	0.2	12.8	11.1	1.0	0.4	0.7	0.3	0.2	0.1	1.6
services to clients and patients	0.5	0.4	0.7	0.7	0.2	0.2	0.4	0.5	0.3	0.5	0.7	0.9
other	0.6	0.6	0.6	0.6	0.5	0.5	0.6	0.5	0.6	0.7	0.6	1.5
<b>Racial Background (1)</b>												
White/Caucasian	90.6	91.1	89.1	90.9	91.9	90.5	91.9	91.0	93.2	92.5	89.0	90.8
African American/Black	2.9	2.7	3.6	2.5	1.7	3.1	3.0	3.4	0.9	3.6	3.5	5.8
American Indian	1.5	1.2	2.4	1.1	0.5	1.5	1.4	1.7	1.4	1.1	2.5	0.7
Asian American/Asian	3.5	3.7	2.8	4.1	4.0	3.8	3.1	3.8	3.4	2.0	2.7	3.3
Mexican American/Chicano	1.5	0.8	3.5	1.0	0.5	1.0	0.5	0.3	0.8	0.5	3.6	0.7
Puerto Rican American	0.3	0.4	0.3	0.3	0.5	0.4	0.3	0.3	0.5	0.4	0.4	0.0
other Latino	1.1	1.2	0.9	1.1	1.8	1.3	1.0	1.0	1.0	1.0	1.0	0.7
other	1.8	1.7	2.0	1.7	1.5	1.7	1.7	1.8	1.7	1.4	2.1	0.7

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Highest Degree Earned</b>												
bachelor's (BA, BS, etc.)	2.7	1.1	7.8	0.9	0.8	1.0	1.6	2.3	1.1	1.1	8.1	4.3
master's (MA, MS, etc.)	28.2	17.5	62.5	11.3	9.1	22.7	23.8	22.2	21.2	27.3	62.5	61.7
LLB, JD	0.6	0.7	0.6	0.6	0.8	0.7	0.6	0.6	0.9	0.4	0.7	0.0
MD, DDS (or equivalent)	0.4	0.4	0.3	0.8	0.4	0.2	0.2	0.1	0.4	0.2	0.4	0.0
other first professional	0.6	0.6	0.6	0.7	0.5	0.4	0.7	0.5	0.3	1.1	0.6	0.1
EdD	4.1	4.5	3.0	2.8	1.2	7.1	5.0	4.8	4.2	5.8	3.1	1.2
PhD	57.6	71.1	14.5	79.7	84.2	63.1	62.9	64.1	67.0	58.9	13.8	25.9
other degree	4.0	3.4	5.9	2.7	2.6	4.1	4.0	3.9	3.7	4.2	5.9	6.1
none	1.7	0.8	4.7	0.6	0.4	0.8	1.2	1.5	1.3	0.9	5.0	0.7
<b>Field of Highest Degree (2)</b>												
agriculture or forestry	1.1	1.2	0.9	2.4	0.7	0.8	0.2	0.3	0.0	0.2	0.9	1.2
biological sciences	6.2	6.6	4.9	8.1	6.4	5.5	6.2	6.4	5.2	6.6	4.9	4.0
business	6.1	5.7	7.3	4.4	5.3	7.0	6.0	5.1	8.7	5.7	7.0	12.1
education	14.5	12.2	21.9	9.0	3.6	17.4	14.1	12.2	11.5	18.0	21.8	22.6
engineering	4.7	5.1	3.2	7.2	8.0	3.8	2.7	4.1	2.5	0.9	3.4	0.2
English	6.9	6.4	8.7	5.0	7.3	6.8	7.2	7.0	8.1	7.1	8.4	12.4
health related	5.3	4.3	8.8	5.1	2.3	4.1	4.3	3.8	6.3	4.0	9.2	2.3
history or political science	6.5	7.3	4.0	7.2	10.0	6.7	6.9	7.4	7.4	6.0	3.9	5.7
humanities	8.4	9.6	4.6	9.6	15.2	5.5	12.2	11.9	13.7	11.7	4.0	13.7
fine arts	8.5	9.0	6.9	9.0	7.2	8.9	10.3	10.9	6.7	11.6	6.9	7.1
mathematics or statistics	5.5	5.3	6.4	4.8	5.5	5.7	5.2	4.9	5.3	5.6	6.5	5.4
physical sciences	7.5	8.2	5.4	8.8	9.5	7.6	7.5	8.5	6.4	7.0	5.4	5.2
social sciences	11.8	13.0	7.7	13.2	15.6	12.5	12.0	11.7	13.7	11.5	8.0	3.3
other technical	1.8	1.4	3.4	1.0	0.6	1.9	1.6	1.8	1.3	1.4	3.5	2.5
other non-technical	5.1	4.7	6.1	5.3	2.9	5.8	3.6	4.1	3.4	2.9	6.3	2.2
<b>Year Highest Degree Earned</b>												
before 1958	2.4	2.2	3.1	2.7	3.7	1.4	1.6	1.8	1.9	1.3	3.2	2.2
1958 to 1962	3.6	3.8	2.8	5.1	6.5	2.3	2.7	3.1	2.5	2.2	2.9	1.5
1963 to 1967	9.0	9.1	8.5	11.8	10.9	7.3	6.9	7.3	6.8	6.4	8.8	3.4
1968 to 1972	14.2	14.3	13.9	15.3	15.0	15.1	11.5	12.0	11.0	11.1	13.9	13.3
1973 to 1977	14.6	14.2	15.9	15.0	13.8	13.9	13.7	12.9	15.0	14.0	16.4	9.0
1978 to 1982	14.3	13.5	16.5	13.2	14.2	12.7	14.9	14.8	16.0	14.3	16.8	12.6
1983 to 1987	15.0	15.0	14.7	14.1	13.4	15.0	17.3	16.8	17.5	17.9	14.5	17.6
1988 to 1992	17.6	17.9	16.8	15.8	15.4	19.2	20.5	20.8	19.3	20.8	16.4	22.0
1993 to 1995	9.4	9.9	7.8	7.0	7.1	13.1	10.9	10.5	9.9	11.9	7.0	18.6
<b>Degree Currently Working Toward</b>												
bachelor's (BA, BS, etc.)	1.5	0.2	5.5	0.2	0.3	0.2	0.3	0.4	0.1	0.2	5.8	1.5
master's (MA, MS, etc.)	4.8	1.9	14.0	0.8	1.0	2.2	3.6	4.2	3.6	2.8	13.5	19.8
LLB, JD	0.1	0.2	0.1	0.3	0.1	0.0	0.2	0.3	0.2	0.1	0.1	0.0
MD, DDS (or equivalent)	0.1	0.1	0.2	0.1	0.0	0.1	0.1	0.1	0.0	0.1	0.3	0.0
other first professional	0.2	0.2	0.1	0.1	0.2	0.4	0.3	0.2	0.0	0.5	0.1	0.0
EdD	3.0	2.1	6.1	0.6	0.6	2.9	3.5	4.1	2.1	3.6	6.5	1.5
PhD	13.3	11.5	18.9	7.1	6.2	14.6	15.6	12.4	15.6	19.4	18.0	29.3
other degree	2.5	1.6	5.4	1.2	0.8	1.9	2.1	2.4	1.6	2.1	5.0	10.9
none	74.4	82.2	49.7	89.7	90.8	77.7	74.3	75.8	76.8	71.3	50.8	36.9

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Department of Current Faculty Appointment (3)</b>												
agriculture or forestry	1.3	1.4	1.1	2.8	1.1	1.0	0.2	0.3	0.0	0.1	1.0	1.7
biological sciences	5.8	6.0	5.0	7.1	5.7	5.1	6.0	5.9	5.2	6.5	5.1	3.8
business	7.7	7.4	8.8	5.5	7.6	9.0	7.8	6.4	12.0	7.1	8.3	17.2
education	7.7	8.3	5.7	6.4	2.4	11.5	9.5	7.6	7.9	12.9	5.6	7.4
engineering	4.4	4.9	2.9	7.3	8.5	3.1	2.3	3.5	2.3	0.7	3.1	0.2
English	8.0	7.0	11.0	5.5	7.4	7.8	7.9	7.2	9.0	8.2	10.7	15.7
health related	7.1	5.6	11.7	7.1	3.2	5.3	5.3	5.2	7.3	4.2	12.3	1.6
history or political science	5.8	6.9	2.5	6.9	9.2	6.3	6.4	6.3	7.4	5.8	2.2	5.9
humanities	8.1	9.3	4.3	9.1	14.9	5.3	12.4	12.4	13.0	11.9	3.8	12.1
fine arts	9.0	9.8	6.4	9.6	7.9	9.9	10.9	11.7	6.5	12.3	6.3	7.3
mathematics or statistics	6.1	5.4	8.1	4.7	4.6	6.4	5.6	5.3	5.3	6.1	8.1	7.3
physical sciences	7.4	7.9	5.6	8.0	8.3	8.0	7.5	8.3	6.2	7.1	5.7	4.1
social sciences	11.2	12.0	8.6	11.6	14.2	12.0	11.5	11.4	11.7	11.4	8.9	4.4
other technical	3.9	2.2	9.2	1.6	1.2	3.1	2.4	2.8	2.1	2.1	9.3	7.9
other non-technical	6.6	5.7	9.2	6.7	3.8	6.3	4.6	5.6	4.0	3.7	9.6	3.6
<b>Year Appointed to Current Position</b>												
before 1958	1.4	1.4	1.5	1.4	1.9	1.0	1.6	1.9	1.6	1.2	1.4	2.5
1958 to 1962	1.8	2.1	0.5	2.5	3.4	1.0	2.5	2.3	3.2	2.3	0.5	0.3
1963 to 1967	7.2	7.6	5.9	8.8	9.6	6.9	5.6	5.9	5.4	5.2	6.1	2.1
1968 to 1972	12.3	12.0	13.4	13.3	11.0	13.6	8.3	9.0	7.8	7.7	14.1	2.7
1973 to 1977	10.6	10.0	12.7	11.7	10.6	9.0	8.5	8.2	9.1	8.5	13.1	5.4
1978 to 1982	11.7	11.3	12.9	12.3	12.8	9.2	11.9	11.7	13.7	11.1	13.2	8.1
1983 to 1987	13.7	13.8	13.5	13.6	13.0	12.6	16.3	16.4	16.4	16.2	13.4	14.1
1988 to 1992	23.5	23.2	24.4	21.7	23.1	23.3	25.3	25.2	24.6	25.8	24.0	30.6
1993 to 1995	17.8	18.7	15.2	14.7	14.6	23.4	20.0	19.4	18.2	21.8	14.0	34.2
<b>Tenured?</b>												
yes	59.3	59.6	58.5	67.1	63.8	56.6	51.1	51.0	55.4	48.6	60.9	21.7
no	40.7	40.4	41.5	32.9	36.2	43.4	48.9	49.0	44.6	51.4	39.1	78.3
<b>Year Received Tenure</b>												
before 1958	0.3	0.3	0.4	0.2	0.5	0.3	0.1	0.1	0.1	0.1	0.4	0.0
1958 to 1962	0.6	0.7	0.1	0.9	1.4	0.3	0.7	0.8	0.4	0.7	0.1	0.4
1963 to 1967	3.4	3.9	1.4	4.3	7.5	2.3	3.4	3.4	3.6	3.3	1.4	1.5
1968 to 1972	12.7	12.4	13.6	14.0	13.5	12.0	9.0	10.0	7.9	8.4	13.9	3.8
1973 to 1977	17.6	17.5	17.9	17.5	17.1	20.3	13.4	14.4	12.6	12.5	18.0	10.6
1978 to 1982	15.4	15.3	15.9	16.9	14.3	14.6	14.0	14.1	13.7	14.0	16.0	11.8
1983 to 1987	16.5	16.4	16.6	16.9	16.8	14.5	18.3	17.3	21.4	17.5	16.5	19.4
1988 to 1992	19.3	19.3	19.6	17.8	17.6	19.4	22.9	23.4	22.5	22.6	19.5	24.9
1993 to 1995	14.3	14.2	14.5	11.6	11.3	16.1	18.2	16.4	17.7	20.8	14.2	27.5
<b>Primary Interest</b>												
very heavily in teaching	37.9	27.3	71.2	14.7	13.9	35.6	40.8	35.2	39.1	48.9	72.2	55.9
leaning toward teaching	36.5	40.5	24.0	36.2	36.0	44.7	43.1	44.3	45.2	40.4	23.3	35.7
leaning toward research	22.9	28.8	4.4	43.2	44.0	18.1	15.0	19.0	14.5	10.0	4.3	5.9
very heavily in research	2.7	3.5	0.4	5.9	6.1	1.6	1.1	1.4	1.3	0.6	0.2	2.5

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Salary is Based On</b>												
9/10 months	78.5	78.0	80.0	78.5	77.4	81.5	72.7	69.2	75.9	75.3	81.1	62.4
11/12 months	21.5	22.0	20.0	21.5	22.6	18.5	27.3	30.8	24.1	24.7	18.9	37.6
<b>Base Salary in Thousands for:</b>												
<b>Faculty on 9/10 Month Contracts</b>												
less than 20	0.5	0.5	0.7	0.5	0.4	0.4	0.6	0.5	0.6	0.7	0.7	1.3
20 to 29	7.1	5.1	13.3	2.6	2.1	5.9	9.2	6.9	6.5	13.7	12.3	33.9
30 to 39	26.9	25.3	32.2	19.6	10.5	30.3	34.5	27.8	33.2	43.3	31.3	50.4
40 to 49	25.7	25.8	25.3	24.7	21.4	27.5	27.6	28.1	30.1	25.4	26.1	8.1
50 to 59	19.2	20.1	16.2	21.0	19.8	22.0	16.1	18.3	18.0	12.4	16.9	3.6
60 to 69	11.3	11.6	10.6	14.0	18.7	9.3	7.4	10.1	8.6	3.3	11.1	1.0
70 to 79	5.0	6.2	1.2	9.0	11.4	3.9	2.7	4.5	2.0	0.9	1.3	0.3
80 to 89	2.1	2.8	0.2	4.3	7.7	0.6	1.2	2.4	0.6	0.1	0.2	0.1
90 to 99	1.1	1.4	0.0	2.4	3.9	0.0	0.5	1.1	0.1	0.0	0.0	0.0
100 to 124	0.8	1.0	0.0	1.7	3.5	0.0	0.2	0.3	0.2	0.0	0.0	0.2
125 to 149	0.1	0.1	0.1	0.2	0.7	0.0	0.0	0.0	0.0	0.0	0.1	0.0
150 or more	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	1.1
<b>Faculty on 11/12 Month Contracts</b>												
less than 20	0.4	0.3	0.7	0.0	0.3	0.1	0.8	0.5	1.0	1.1	0.6	1.6
20 to 29	7.0	5.8	11.4	3.2	3.2	6.2	9.4	6.4	5.4	16.6	8.5	33.4
30 to 39	25.0	22.6	33.5	11.2	15.7	26.4	35.1	31.1	32.1	43.3	32.6	40.2
40 to 49	23.1	23.0	23.3	16.2	23.6	27.1	26.8	26.6	32.2	24.1	25.3	8.2
50 to 59	18.5	18.4	18.6	19.9	18.4	18.6	16.5	19.1	18.6	10.9	19.8	9.4
60 to 69	11.2	11.7	9.4	15.3	14.8	11.3	6.4	8.4	7.0	2.8	10.2	3.6
70 to 79	6.6	7.9	2.2	13.2	9.0	6.5	2.7	4.1	2.1	0.9	2.3	1.2
80 to 89	3.6	4.4	0.5	8.1	7.0	2.3	1.2	1.9	1.3	0.1	0.4	1.6
90 to 99	2.0	2.5	0.1	4.9	3.5	1.1	0.7	1.1	0.3	0.1	0.0	0.5
100 to 124	2.1	2.7	0.0	6.3	3.7	0.3	0.5	0.8	0.0	0.2	0.0	0.2
125 to 149	0.4	0.4	0.2	1.2	0.2	0.1	0.0	0.0	0.0	0.0	0.3	0.0
150 or more	0.2	0.2	0.0	0.4	0.6	0.0	0.1	0.1	0.0	0.1	0.0	0.0
<b>Father's Education</b>												
8th grade or less	14.8	13.6	18.7	11.7	11.7	15.9	14.2	12.7	15.1	15.7	19.1	13.8
some high school	9.7	9.0	12.2	8.2	8.7	9.8	9.1	8.8	10.5	8.9	12.0	15.0
completed high school	22.9	21.5	27.3	20.0	18.2	23.5	22.8	22.8	23.6	22.3	27.6	23.0
some college	14.8	14.5	15.4	14.3	13.2	15.2	14.6	14.1	15.2	14.9	15.4	15.7
graduated from college	14.5	15.5	11.4	17.0	16.4	13.8	15.1	15.6	14.4	14.9	11.4	10.9
attended grad/prof school	5.9	6.3	4.7	6.8	7.5	5.5	6.2	6.9	6.2	5.4	4.8	3.1
attained advanced degree	17.3	19.5	10.2	21.9	24.3	16.4	17.9	19.0	15.0	18.0	9.6	18.5
<b>Mother's Education</b>												
8th grade or less	10.4	9.7	12.5	8.5	9.1	10.7	10.5	9.2	11.9	11.3	12.5	12.8
some high school	9.0	8.7	10.2	7.8	7.9	9.6	9.1	8.9	10.1	8.7	10.4	6.3
completed high school	34.0	32.1	39.9	31.1	29.8	33.6	32.8	33.1	34.7	31.3	40.0	38.6
some college	17.6	18.1	15.9	18.5	18.1	17.8	17.9	17.7	17.0	18.7	15.8	18.1
graduated from college	16.3	17.3	13.1	18.9	18.2	15.9	16.4	16.9	14.9	16.7	13.2	11.2
attended grad/prof school	4.6	4.9	3.8	5.0	5.5	4.7	4.8	4.7	4.3	5.2	3.6	5.8
attained advanced degree	8.1	9.2	4.7	10.2	11.5	7.8	8.5	9.4	7.0	8.1	4.5	7.2

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Marital Status</b>												
married	76.9	77.2	75.8	78.6	75.8	77.5	75.7	76.9	67.6	78.8	75.8	74.4
unmarried, living with partner	3.9	4.0	3.8	4.4	4.8	3.2	4.0	5.0	3.5	2.9	3.9	2.4
single	19.2	18.8	20.5	16.9	19.4	19.3	20.4	18.2	28.9	18.2	20.3	23.2
<b>Has Respondent Ever Been</b>												
divorced	25.2	24.2	28.3	26.6	23.2	26.1	18.7	20.7	18.8	16.0	29.1	15.7
widowed	2.3	2.1	2.6	2.3	2.0	2.2	2.0	2.0	2.1	2.1	2.7	1.9
separated	5.2	5.1	5.5	5.8	4.5	5.2	4.1	4.4	4.2	3.6	5.8	0.9
<b>Spouse or Partner's Education</b>												
8th grade or less	0.2	0.2	0.2	0.1	0.1	0.3	0.2	0.3	0.2	0.1	0.2	0.0
some high school	0.3	0.3	0.4	0.2	0.5	0.4	0.2	0.1	0.2	0.3	0.4	0.0
completed high school	3.5	3.0	5.1	2.5	2.1	4.1	2.8	2.7	3.1	2.8	5.2	3.8
some college	11.1	9.2	17.2	8.6	6.9	10.2	9.7	10.2	8.4	9.8	17.5	13.2
graduated from college	20.0	19.2	22.5	19.7	16.0	19.2	20.1	19.8	16.7	22.3	22.5	21.4
attended grad/prof school	10.3	10.5	9.8	10.1	10.1	10.9	10.8	11.4	8.7	11.2	9.9	9.3
attained advanced degree	43.0	46.3	32.7	49.4	53.1	42.9	42.9	44.5	42.5	41.2	32.6	35.0
does not apply	11.5	11.3	12.0	9.3	11.2	12.0	13.3	11.0	20.3	12.3	11.7	17.4
<b>Is Spouse/Partner an Academic?</b>												
no	68.2	67.7	69.6	68.1	68.2	67.8	66.8	66.4	73.0	63.9	69.3	73.5
yes	31.8	32.3	30.4	31.9	31.8	32.2	33.2	33.6	27.0	36.1	30.7	26.5
<b>Number of Children Aged:</b>												
<b>0 to 4 years old</b>												
none	79.5	78.0	84.5	76.7	76.7	78.6	79.5	78.3	82.5	79.3	85.4	73.0
one	15.5	16.3	12.5	17.3	16.9	16.1	15.1	15.8	12.6	15.6	11.8	21.6
two	4.7	5.3	2.7	5.9	6.1	4.7	5.0	5.7	4.1	4.6	2.5	5.4
three	0.3	0.3	0.3	0.1	0.3	0.4	0.4	0.2	0.7	0.5	0.4	0.0
four or more	0.1	0.1	0.0	0.0	0.0	0.2	0.1	0.0	0.2	0.1	0.0	0.0
<b>5 to 12 years old</b>												
none	64.7	64.6	64.9	62.3	66.0	65.9	65.4	65.0	68.4	64.2	64.6	69.2
one	22.5	22.6	22.2	24.0	23.8	21.5	21.5	21.8	19.4	22.3	22.5	17.5
two	11.0	11.1	11.0	12.0	8.7	10.9	11.2	11.5	10.2	11.3	11.0	10.5
three	1.6	1.5	1.9	1.4	1.2	1.5	1.7	1.5	1.6	2.0	1.8	2.7
four or more	0.2	0.3	0.1	0.3	0.2	0.2	0.2	0.2	0.4	0.2	0.2	0.0
<b>13 to 17 years old</b>												
none	70.1	71.8	64.6	70.2	73.6	73.0	71.3	73.2	72.4	68.5	64.4	68.0
one	21.9	21.1	24.5	23.2	20.0	19.8	20.6	20.1	18.5	22.4	24.6	22.3
two	7.2	6.4	9.6	5.8	5.9	6.7	7.3	6.2	8.3	8.3	9.8	7.8
three	0.7	0.5	1.2	0.7	0.5	0.4	0.6	0.4	0.8	0.6	1.2	1.8
four or more	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Children Aged: 18 to 23 years old</b>												
none	66.0	68.7	57.5	67.3	71.2	68.3	70.0	71.7	71.7	66.9	57.0	64.6
one	23.5	22.0	28.2	23.9	19.5	22.6	19.9	19.8	17.7	21.5	28.6	22.3
two	9.1	8.0	12.4	7.6	7.7	8.0	8.8	7.2	9.6	10.4	12.5	10.7
three	1.2	1.0	1.7	1.0	1.4	0.9	1.1	1.2	0.8	1.1	1.7	1.3
four or more	0.2	0.2	0.3	0.2	0.3	0.3	0.1	0.2	0.2	0.1	0.2	1.0
<b>24 years old or older</b>												
none	54.5	56.3	48.8	53.7	56.3	56.0	60.3	60.1	64.1	58.5	47.7	67.5
one	14.1	13.1	17.3	13.3	12.3	14.2	11.4	11.4	9.7	12.4	17.8	10.0
two	17.1	16.9	17.7	18.6	16.3	16.4	15.4	16.1	12.8	15.9	18.4	6.8
three	8.7	8.4	9.6	8.7	8.7	8.2	8.0	7.5	7.4	8.9	9.4	11.6
four or more	5.7	5.4	6.5	5.6	6.5	5.2	4.9	4.9	6.0	4.4	6.7	4.1
<b>General Activities</b>												
held academic admin position	39.6	41.2	34.6	42.8	46.6	36.5	42.5	41.4	46.3	41.6	33.5	52.0
award for outstanding teaching	36.2	36.1	36.7	39.5	33.9	34.7	34.2	34.9	32.7	34.2	37.0	32.1
commute a long distance to work	17.7	15.1	25.9	11.2	16.0	16.5	18.3	19.4	20.9	15.4	25.8	27.9
research/writing on women	23.0	25.3	15.5	25.9	27.6	23.5	25.9	27.1	28.7	22.6	15.5	15.1
spouse/partner work in same city	55.2	57.7	47.5	63.3	64.7	52.4	53.1	50.9	47.4	59.2	47.1	54.2
research/writing on race/ethnicity	23.1	24.7	17.7	25.6	27.6	23.2	24.1	24.4	25.3	23.0	17.7	17.2
born in the U.S.A.	89.5	87.9	94.6	85.8	83.7	90.4	89.5	87.6	90.3	91.4	94.7	91.9
am a U.S. citizen	95.3	94.4	98.4	93.3	92.0	95.7	95.2	94.1	96.5	96.1	98.4	97.8
interrupted career for family reasons	12.1	10.3	18.1	8.3	8.8	11.4	12.3	10.6	14.7	13.0	17.9	21.6
sexually harassed at this inst	6.2	5.8	7.2	5.7	5.7	6.8	4.6	5.0	4.6	4.0	7.6	1.7
sexually harassed at other inst	8.1	8.0	8.3	7.2	7.8	8.5	8.5	8.3	9.1	8.5	8.5	5.7
plan working beyond age 70	32.3	34.4	25.8	34.9	42.3	30.7	34.8	34.6	40.8	31.5	25.1	35.6
<b>in the Last Two Years</b>												
received at least one firm job offer	25.2	24.3	28.0	21.8	21.9	26.0	26.9	26.1	24.2	29.4	26.7	47.9
developed a new course	69.7	71.6	63.5	72.3	75.4	66.2	76.2	77.8	77.4	73.5	63.4	65.4
considered early retirement	31.3	29.8	36.2	31.3	24.4	33.5	25.3	25.7	23.7	25.5	37.0	24.8
considered leaving academe for another job	34.0	34.0	34.2	33.4	27.6	36.9	34.3	35.3	31.2	34.8	33.5	44.9

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>HOURS PER WEEK SPENT ON:</b>												
<b>Scheduled Teaching</b>												
none	0.5	0.4	0.5	0.7	0.3	0.2	0.4	0.7	0.2	0.2	0.5	1.1
1 to 4	7.2	8.4	3.3	14.0	14.6	3.4	3.9	4.6	3.7	3.2	3.2	4.7
5 to 8	27.4	34.1	6.3	51.9	54.2	18.5	19.3	22.7	19.2	15.1	5.9	13.6
9 to 12	31.5	36.9	14.4	22.1	24.0	50.0	46.7	44.0	53.9	46.0	13.0	37.9
13 to 16	17.1	12.7	31.3	5.5	4.2	18.3	19.8	18.3	15.9	24.0	31.9	20.9
17 to 20	9.9	5.1	25.4	3.6	2.1	6.6	6.7	6.5	5.0	8.1	25.8	18.0
21 to 34	5.7	2.1	17.2	2.0	0.6	2.5	2.8	3.1	1.9	3.0	18.0	3.7
35 to 44	0.5	0.2	1.4	0.1	0.0	0.3	0.2	0.2	0.1	0.2	1.5	0.0
45 or more	0.1	0.1	0.3	0.1	0.1	0.1	0.1	0.1	0.2	0.2	0.3	0.0
<b>Preparing for Teaching</b>												
none	0.3	0.3	0.4	0.4	0.3	0.2	0.4	0.6	0.1	0.3	0.4	0.3
1 to 4	8.3	8.2	8.4	10.5	10.5	6.7	5.8	6.5	5.1	5.4	8.5	6.7
5 to 8	22.1	22.0	22.3	26.3	24.3	19.4	18.2	19.7	16.8	17.2	22.6	18.1
9 to 12	25.0	25.2	24.1	27.1	25.9	24.7	22.8	22.7	22.8	23.0	23.8	29.1
13 to 16	17.4	17.6	16.8	16.5	16.2	18.4	18.6	18.0	19.0	19.2	17.0	13.8
17 to 20	14.0	14.3	13.0	11.3	12.9	15.7	17.3	16.6	18.0	17.7	13.2	8.5
21 to 34	10.2	9.8	11.5	6.5	8.2	11.5	13.3	12.5	14.6	13.4	11.2	15.9
35 to 44	2.1	1.9	2.6	1.1	1.2	2.5	2.7	2.4	3.1	2.7	2.5	5.4
45 or more	0.6	0.6	0.9	0.3	0.5	0.7	0.9	1.0	0.6	1.0	0.8	2.2
<b>Advising/Counseling of Students</b>												
none	2.8	2.3	4.2	2.6	1.9	2.4	2.3	2.3	2.4	2.2	4.1	5.0
1 to 4	57.5	57.9	56.4	58.9	61.2	56.5	56.5	55.0	57.9	57.5	56.9	48.6
5 to 8	29.5	29.5	29.4	28.6	27.9	30.2	30.6	32.4	30.1	28.7	29.6	26.3
9 to 12	7.3	7.6	6.3	7.2	7.0	8.1	7.8	7.7	6.8	8.5	6.1	8.8
13 to 16	1.7	1.8	1.7	1.9	1.4	1.8	1.8	1.7	1.7	1.8	1.5	3.7
17 to 20	0.7	0.7	0.8	0.6	0.6	0.7	0.7	0.6	0.7	1.0	0.6	2.5
21 to 34	0.4	0.2	0.9	0.2	0.1	0.2	0.3	0.3	0.3	0.3	0.7	4.3
35 to 44	0.1	0.0	0.3	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.2	0.7
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
<b>Committee Work and Meetings</b>												
none	4.1	3.8	5.1	3.8	4.8	3.3	4.0	4.1	4.1	3.8	5.0	6.9
1 to 4	69.3	67.6	74.8	65.2	68.9	67.0	71.2	69.6	69.1	74.6	75.2	67.9
5 to 8	20.8	22.4	15.6	24.2	20.6	23.0	19.8	20.5	21.4	17.9	15.6	15.5
9 to 12	4.4	4.7	3.2	5.2	4.5	5.1	3.7	4.7	3.8	2.5	3.1	4.7
13 to 16	0.9	1.0	0.7	1.1	0.9	1.0	0.9	0.8	1.4	0.8	0.6	2.8
17 to 20	0.3	0.3	0.3	0.4	0.2	0.3	0.3	0.3	0.3	0.2	0.2	2.1
21 to 34	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.2	0.1	0.1
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	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges		
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private	
<b>HOURS PER WEEK SPENT ON:</b>													
<b>Other Administration</b>													
none	36.0	35.0	39.0	33.5	35.1	37.2	33.9	33.6	37.8	32.0	39.7	28.0	
1 to 4	40.5	40.9	39.4	42.6	43.2	38.6	40.4	41.2	37.2	41.2	39.1	44.8	
5 to 8	11.7	12.0	10.8	12.2	11.5	11.3	12.9	13.5	12.4	12.4	10.7	11.5	
9 to 12	5.6	5.8	5.0	5.7	5.3	5.8	6.1	5.6	6.6	6.3	5.0	5.3	
13 to 16	2.6	2.5	2.7	2.4	2.7	2.4	2.8	2.8	2.2	3.2	2.8	1.5	
17 to 20	1.9	2.0	1.8	1.9	1.2	2.5	2.0	1.6	2.3	2.3	1.7	3.6	
21 to 34	1.3	1.4	0.9	1.4	1.0	1.7	1.4	1.2	1.2	1.7	0.7	3.7	
35 to 44	0.3	0.3	0.4	0.3	0.1	0.3	0.4	0.2	0.2	0.7	0.3	1.6	
45 or more	0.1	0.1	0.0	0.1	0.0	0.2	0.2	0.3	0.1	0.2	0.0	0.0	
<b>Research and Scholarly Writing</b>													
none	26.3	15.6	61.4	7.6	8.3	18.8	26.8	23.1	22.4	34.1	62.2	49.2	
1 to 4	29.9	30.6	27.5	19.8	19.6	39.1	40.4	38.9	40.1	42.5	27.0	34.5	
5 to 8	16.3	19.2	6.6	19.6	19.5	20.3	17.2	19.2	19.1	13.4	6.4	8.3	
9 to 12	10.7	13.2	2.3	17.9	17.2	10.5	8.2	9.3	10.0	5.7	2.3	2.6	
13 to 16	6.4	8.1	0.8	12.6	11.9	5.2	3.6	4.3	3.8	2.4	0.7	1.8	
17 to 20	5.3	6.7	0.9	11.2	11.4	3.2	2.3	3.2	2.8	1.0	0.8	1.5	
21 to 34	3.7	4.7	0.3	7.8	8.9	2.2	1.3	1.7	1.4	0.7	0.3	0.9	
35 to 44	1.0	1.3	0.1	2.3	2.5	0.5	0.2	0.3	0.2	0.0	0.0	1.0	
45 or more	0.4	0.5	0.1	1.1	0.8	0.1	0.1	0.0	0.1	0.1	0.1	0.2	
<b>Creative Products &amp; Performances</b>													
none	55.5	58.5	46.5	61.5	64.4	55.7	55.2	55.3	57.8	53.7	46.1	52.8	
1 to 4	30.2	27.1	39.7	23.9	22.3	30.1	29.9	28.9	29.3	31.7	40.0	35.3	
5 to 8	8.0	7.9	8.5	7.8	7.7	7.8	8.3	9.0	7.4	7.8	8.5	7.3	
9 to 12	3.1	3.1	3.1	3.4	2.9	3.0	3.1	3.3	3.1	3.0	3.1	2.8	
13 to 16	1.3	1.4	0.9	1.5	0.8	1.5	1.5	1.6	1.4	1.4	0.9	1.0	
17 to 20	1.0	1.1	0.7	1.0	1.2	1.1	1.2	1.3	0.8	1.4	0.8	0.0	
21 to 34	0.5	0.5	0.4	0.6	0.5	0.5	0.5	0.4	0.2	0.8	0.4	0.0	
35 to 44	0.1	0.1	0.1	0.2	0.2	0.1	0.1	0.1	0.0	0.2	0.1	0.8	
45 or more	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.2	0.0	0.1	0.1	0.0	
<b>Consultation with Clients or Patients</b>													
none	79.6	80.5	76.6	80.1	83.4	79.0	81.8	82.9	79.9	81.7	76.1	84.7	
1 to 4	14.9	14.4	16.6	14.6	12.2	16.0	12.8	12.5	12.9	13.3	16.9	11.6	
5 to 8	3.4	3.2	3.7	3.4	2.9	3.3	3.1	3.0	4.2	2.7	3.8	2.1	
9 to 12	1.1	1.0	1.5	0.8	1.0	1.1	1.1	0.8	1.8	1.1	1.6	0.9	
13 to 16	0.4	0.4	0.6	0.5	0.2	0.3	0.4	0.4	0.6	0.3	0.7	0.0	
17 to 20	0.3	0.2	0.3	0.2	0.1	0.2	0.5	0.3	0.4	0.7	0.4	0.0	
21 to 34	0.2	0.1	0.3	0.2	0.0	0.1	0.1	0.1	0.2	0.1	0.2	0.8	
35 to 44	0.1	0.0	0.2	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.3	0.0	
45 or more	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.1	0.1	0.0	

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>HOURS PER WEEK SPENT ON:</b>												
<b>Community or Public Service</b>												
none	32.0	33.4	27.7	36.5	45.8	27.5	30.7	35.7	29.4	25.2	27.1	37.1
1 to 4	56.3	55.6	58.4	53.3	45.9	59.9	57.7	54.0	58.1	62.2	58.7	53.5
5 to 8	8.8	8.4	10.2	7.4	6.3	9.7	9.0	8.1	9.4	9.9	10.4	6.5
9 to 12	2.1	1.9	2.6	2.0	1.6	2.0	1.9	1.5	2.3	2.1	2.5	2.8
13 to 16	0.4	0.4	0.5	0.5	0.1	0.6	0.4	0.3	0.5	0.4	0.5	0.0
17 to 20	0.2	0.2	0.3	0.2	0.2	0.2	0.2	0.2	0.3	0.1	0.4	0.1
21 to 34	0.1	0.1	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.2	0.0
35 to 44	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0
45 or more	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
<b>Outside Consulting or Freelance Work</b>												
none	63.7	62.5	67.3	58.8	57.9	64.9	66.9	65.6	67.6	68.3	67.4	66.9
1 to 4	28.2	29.6	23.7	33.2	31.7	28.3	25.3	25.2	25.2	25.5	23.6	25.5
5 to 8	5.4	5.5	4.9	6.1	7.1	4.7	4.9	5.6	4.5	4.2	5.0	3.8
9 to 12	1.6	1.4	2.2	1.2	2.1	1.3	1.6	1.7	1.7	1.2	2.2	3.1
13 to 16	0.5	0.4	1.0	0.3	0.7	0.4	0.5	0.5	0.4	0.4	1.0	0.6
17 to 20	0.3	0.3	0.4	0.2	0.3	0.3	0.5	0.8	0.4	0.2	0.5	0.0
21 to 34	0.2	0.1	0.2	0.1	0.2	0.1	0.2	0.2	0.1	0.2	0.3	0.0
35 to 44	0.1	0.1	0.1	0.0	0.1	0.0	0.1	0.2	0.1	0.0	0.1	0.0
45 or more	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.1	0.0
<b>Household/Child Care Duties</b>												
none	11.6	11.9	10.5	13.1	12.4	12.1	9.7	9.6	11.1	9.1	10.5	9.2
1 to 4	18.4	19.2	16.0	17.5	20.2	19.3	20.9	20.4	20.2	22.0	15.8	19.0
5 to 8	24.1	24.2	23.6	23.3	23.4	24.9	25.1	25.0	23.6	26.2	23.6	23.5
9 to 12	17.3	17.1	17.9	17.5	17.3	16.8	16.7	17.6	15.6	16.3	17.9	18.0
13 to 16	9.4	9.1	10.4	10.0	8.6	8.5	9.1	9.0	9.2	9.0	10.5	8.3
17 to 20	7.4	7.3	7.8	7.2	6.9	7.7	7.1	6.5	8.2	7.1	7.6	9.5
21 to 34	5.9	5.7	6.9	6.0	5.9	5.2	5.7	6.0	5.4	5.6	7.0	5.0
35 to 44	2.4	2.4	2.4	2.7	2.6	2.2	2.3	2.6	2.7	1.7	2.3	3.3
45 or more	3.5	3.1	4.7	2.7	2.8	3.3	3.3	3.3	4.0	2.9	4.7	4.3
<b>Communication via E-mail</b>												
none	25.4	19.9	43.1	13.3	15.0	23.7	26.7	22.0	25.7	33.4	42.2	56.3
1 to 4	58.5	61.6	48.7	63.4	64.1	60.7	59.1	60.9	59.4	56.6	49.4	37.5
5 to 8	13.3	15.4	6.7	19.4	17.3	13.1	11.9	14.3	12.3	8.7	6.8	4.9
9 to 12	2.1	2.3	1.3	3.0	2.9	1.9	1.6	2.0	1.6	1.0	1.3	1.2
13 to 16	0.4	0.5	0.1	0.7	0.3	0.4	0.4	0.4	0.6	0.3	0.1	0.1
17 to 20	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.0	0.2	0.0
21 to 34	0.0	0.1	0.0	0.1	0.0	0.0	0.1	0.1	0.0	0.0	0.0	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	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL		Universities		Four-year Colleges					Two-year Colleges		
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Days Spent Off-Campus for Professional Activities</b>												
none	11.7	9.6	18.4	6.6	8.7	12.1	11.1	10.2	14.1	10.4	18.2	20.6
1 to 2	15.2	12.2	24.6	8.4	8.1	14.6	16.5	15.0	16.2	18.7	24.4	26.8
3 to 4	23.6	22.5	27.1	17.3	17.7	26.0	27.5	27.0	26.8	28.6	27.6	20.0
5 to 10	30.8	33.3	22.9	35.9	34.2	31.6	31.4	32.1	30.7	31.0	23.0	21.0
11 to 20	12.8	15.3	4.9	21.0	20.4	11.6	9.6	11.0	8.7	8.2	4.7	8.4
21 to 50	4.3	5.2	1.4	8.2	8.5	2.9	2.5	3.0	2.0	2.2	1.4	1.5
50 or more	1.6	1.8	0.7	2.6	2.4	1.2	1.4	1.8	1.4	0.9	0.7	1.7
<b>Teaching Activities in the Last Two Years</b>												
taught honors course	18.4	21.1	9.2	24.3	32.4	15.0	18.9	18.9	21.2	17.6	8.7	17.2
taught interdisciplinary course	37.4	41.1	25.0	44.3	46.4	32.5	45.5	50.3	38.6	43.3	24.3	35.9
taught ethnic studies course	8.6	9.3	6.2	8.2	10.0	8.5	11.5	11.6	11.0	11.8	6.2	7.2
taught women's studies course	6.6	7.4	3.9	6.5	8.4	6.4	9.4	10.6	11.1	7.0	4.0	2.0
team-taught a course	38.4	39.9	33.7	44.2	39.1	33.7	42.6	45.7	36.4	42.1	33.5	37.3
worked w/students on research project	68.6	76.1	43.2	84.7	80.4	70.8	68.4	71.7	68.5	64.0	42.2	58.9
attd racial/cultural workshop	38.9	34.0	54.2	27.6	24.5	39.4	40.5	39.8	47.9	37.1	55.2	37.5
held faculty senate/council office	24.7	24.1	26.8	19.8	23.2	26.5	27.3	27.1	29.2	26.4	27.1	21.3
used funds for research	44.3	54.1	11.3	66.9	66.6	43.2	43.1	49.0	40.1	37.3	10.9	17.6
served as a paid consultant	45.5	48.2	36.5	54.5	53.6	45.6	39.8	40.7	40.7	38.0	36.1	41.9
attd teaching enhance workshop	58.0	54.4	69.1	46.3	43.6	60.6	63.0	62.0	67.8	61.5	69.1	68.1
performed svc/vol work in cmty	78.2	77.4	81.0	73.9	67.9	82.4	80.3	75.9	81.9	84.9	81.3	74.8
advised std grps in svc/vol work	38.8	38.6	39.6	34.8	30.9	43.4	41.2	40.3	40.4	42.9	39.7	37.7
<b>SCHOLARLY WORK CONDUCTED:</b>												
<b>By Respondent Alone</b>												
none	14.4	9.4	31.2	7.3	6.0	11.1	12.1	10.9	11.0	14.5	31.3	30.0
some	24.8	28.6	12.2	35.5	31.3	26.1	20.6	22.1	22.3	17.7	12.3	10.3
most	30.5	33.2	21.3	35.1	32.6	33.4	30.7	31.8	31.6	28.6	21.4	20.2
all	30.2	28.7	35.3	22.1	30.1	29.5	36.6	35.2	35.1	39.2	35.0	39.6
<b>With One Other Person</b>												
none	36.8	29.4	61.6	20.1	26.9	31.6	41.4	38.3	37.4	47.9	61.5	63.1
some	46.7	51.6	30.5	57.9	53.1	49.5	44.3	47.1	45.7	39.6	30.5	31.3
most	15.0	17.8	5.8	20.8	19.3	17.6	12.8	13.4	15.1	10.7	5.9	4.1
all	1.4	1.3	2.1	1.1	0.7	1.4	1.5	1.2	1.8	1.7	2.1	1.5
<b>With Two or More People</b>												
none	56.0	49.6	76.9	37.5	46.1	55.0	62.1	58.5	62.0	67.0	76.9	76.7
some	33.9	38.5	18.7	47.0	40.5	35.3	29.1	31.9	29.8	25.1	18.6	19.7
most	8.7	10.3	3.2	13.8	12.0	8.2	7.1	7.9	7.2	6.0	3.2	3.5
all	1.5	1.5	1.2	1.6	1.4	1.4	1.6	1.7	1.0	1.9	1.2	0.1

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>NUMBER OF:</b>												
<b>Articles in Academic or Professional Journals</b>												
none	27.6	17.2	60.4	8.4	9.0	21.8	27.9	24.7	24.4	34.1	60.5	59.6
1 to 2	18.3	17.0	22.2	9.8	10.6	22.0	23.8	20.6	24.7	27.5	22.7	14.8
3 to 4	12.4	13.4	9.3	9.6	10.0	16.7	16.1	16.3	17.6	15.0	9.0	13.5
5 to 10	15.2	18.5	4.8	18.5	19.6	19.4	16.7	19.0	17.3	13.4	4.8	5.0
11 to 20	10.8	13.6	1.9	18.0	17.4	11.1	8.8	10.0	10.8	6.0	1.8	3.1
21 to 50	9.9	12.8	0.9	21.4	18.7	7.1	5.1	7.4	3.9	2.8	0.8	2.1
50 or more	5.8	7.4	0.6	14.1	14.6	1.9	1.6	2.1	1.3	1.1	0.5	1.9
<b>Chapters in Edited Volumes</b>												
none	58.4	49.3	87.3	32.8	30.2	63.3	64.5	58.4	65.5	71.9	87.4	86.0
1 to 2	20.6	24.3	8.9	24.9	27.9	23.4	22.6	24.8	23.6	19.0	8.8	10.0
3 to 4	10.0	12.4	2.1	18.0	16.6	8.3	7.6	9.6	6.6	5.5	2.1	1.5
5 to 10	7.2	9.1	1.2	15.2	16.0	3.6	4.0	5.5	3.1	2.7	1.1	2.0
11 to 20	2.6	3.3	0.2	6.2	6.0	0.9	0.9	1.1	0.9	0.7	0.2	0.3
21 to 50	1.1	1.3	0.2	2.4	2.6	0.3	0.4	0.5	0.3	0.3	0.2	0.2
50 or more	0.3	0.3	0.2	0.5	0.7	0.1	0.0	0.0	0.0	0.0	0.2	0.1
<b>Books, Manuals, Monographs</b>												
none	57.8	52.4	74.8	42.0	39.4	60.6	63.2	59.3	62.8	68.6	75.4	65.8
1 to 2	26.5	29.3	17.5	32.8	33.3	26.4	26.1	28.3	26.6	22.8	17.3	20.6
3 to 4	8.7	10.0	4.7	13.5	13.0	7.6	6.6	7.4	6.5	5.7	4.6	6.5
5 to 10	5.2	6.1	2.1	8.6	10.7	3.8	3.2	3.8	3.4	2.2	1.8	6.8
11 to 20	1.4	1.6	0.5	2.4	2.8	1.1	0.6	0.8	0.5	0.5	0.5	0.1
21 to 50	0.4	0.4	0.3	0.5	0.7	0.4	0.2	0.2	0.0	0.1	0.3	0.0
50 or more	0.1	0.1	0.2	0.2	0.1	0.0	0.1	0.1	0.2	0.1	0.2	0.2
<b>Exhibitions or Performances in the Fine/Applied Arts Presented</b>												
none	81.7	82.2	80.3	84.0	85.2	81.2	79.6	78.3	84.2	78.5	79.8	87.9
1 to 2	4.4	3.8	6.1	2.9	3.1	4.4	4.6	4.8	4.5	4.4	6.3	3.2
3 to 4	2.4	2.0	3.4	2.0	1.5	1.9	2.5	2.6	3.0	2.2	3.5	1.7
5 to 10	2.2	2.0	2.8	1.8	1.5	2.1	2.5	2.5	2.4	2.5	2.8	2.7
11 to 20	1.4	1.4	1.6	1.0	1.3	1.5	1.8	2.2	1.3	1.7	1.7	0.1
21 to 50	2.2	2.3	1.7	2.0	2.1	2.3	2.8	3.0	2.0	3.1	1.7	1.5
50 or more	5.7	6.2	4.2	6.3	5.2	6.5	6.2	6.7	2.6	7.6	4.2	2.7
<b>Prof. Writings or Performances Published or Presented in the Last Two Years</b>												
none	36.6	27.2	66.2	19.3	19.4	32.1	35.8	31.8	35.0	41.2	66.5	60.8
1 to 2	23.1	24.0	20.1	19.1	19.9	26.8	29.3	29.2	30.6	28.6	20.0	21.6
3 to 4	18.8	22.6	7.0	25.8	25.9	20.9	18.6	20.2	18.9	16.2	6.8	10.3
5 to 10	14.8	18.1	4.6	24.7	24.0	14.1	11.0	12.5	12.1	8.5	4.6	4.7
11 to 20	4.3	5.2	1.3	7.4	7.5	3.6	3.3	3.7	2.2	3.3	1.2	2.3
21 to 50	1.5	1.9	0.5	2.4	2.6	1.6	1.2	1.4	0.5	1.2	0.6	0.2
50 or more	0.9	1.0	0.3	1.3	0.8	0.9	1.0	1.1	0.7	1.0	0.4	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	Four-year Colleges											Two-year Colleges		
	Institutions	ALL		Universities		Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
	4-year	2-year	Public	Private										
<b>NUMBER OF COURSES TAUGHT IN:</b>														
<b>General Education</b>														
none	50.4	53.4	41.5	64.4	61.6	47.5	44.6	46.9	50.1	39.1		41.4	42.8	
one	20.9	24.0	11.4	24.8	24.5	22.1	25.6	26.2	19.4	28.3		11.0	16.7	
two	12.9	13.5	11.2	7.6	9.7	17.6	16.5	15.5	15.9	18.1		10.9	15.6	
three	6.9	5.8	10.2	2.0	2.8	8.2	8.4	7.2	9.2	9.5		10.4	7.0	
four	4.3	2.2	10.6	0.7	0.8	3.4	3.2	2.9	4.1	3.0		10.5	12.2	
five or more	4.5	1.0	15.1	0.5	0.6	1.1	1.6	1.4	1.3	2.0		15.7	5.6	
<b>Other BA or BS Undergraduate Credit Courses</b>														
none	11.6	6.8	29.9	7.1	5.6	7.1	6.6	7.0	7.5	5.6		30.8	16.9	
one	29.9	34.6	12.0	47.4	48.6	26.3	20.6	21.6	20.1	19.7		11.9	12.4	
two	27.9	31.0	16.3	31.9	32.5	29.5	30.8	32.8	30.3	28.6		15.8	23.8	
three	16.6	17.4	13.8	9.8	10.4	22.1	25.2	24.3	24.8	26.5		13.5	18.4	
four	8.5	7.6	11.9	2.6	1.8	11.6	12.2	10.3	13.3	13.8		11.3	20.2	
five or more	5.5	2.7	16.1	1.3	1.1	3.5	4.6	3.9	4.1	5.7		16.6	8.3	
<b>Non-BA Credit Courses (developmental or remedial)</b>														
none	87.1	94.4	67.5	95.5	96.0	93.4	93.6	92.8	94.3	94.1		66.9	78.9	
one	4.7	3.1	8.7	2.9	2.4	3.3	3.6	3.8	3.4	3.5		8.7	9.8	
two	2.8	1.0	7.6	0.8	0.6	1.2	1.3	1.6	0.9	1.2		7.7	6.2	
three	2.2	0.8	5.8	0.4	0.4	1.2	1.0	1.2	1.0	0.7		6.0	1.2	
four	1.7	0.3	5.4	0.1	0.5	0.6	0.3	0.4	0.2	0.2		5.6	2.5	
five or more	1.5	0.2	5.0	0.3	0.1	0.3	0.3	0.3	0.1	0.3		5.2	1.4	
<b>Graduate Courses</b>														
none	60.5	52.0	97.6	33.4	37.4	63.2	78.3	77.2	64.5	88.0		98.1	91.7	
one	32.3	39.3	1.9	56.0	53.8	29.1	15.0	15.9	24.0	8.5		1.6	5.8	
two	5.6	6.8	0.4	8.2	7.2	6.1	4.8	4.6	8.9	2.6		0.3	2.4	
three	1.1	1.3	0.0	1.5	1.1	1.3	1.3	1.4	1.9	0.9		0.0	0.1	
four	0.2	0.3	0.0	0.4	0.1	0.2	0.3	0.5	0.5	0.1		0.0	0.0	
five or more	0.2	0.3	0.0	0.4	0.4	0.2	0.2	0.4	0.3	0.0		0.0	0.0	
<b>Professional Goals Noted as Very Important or Essential</b>														
engage in research	54.6	65.0	21.6	78.1	80.3	54.8	52.1	57.3	54.3	44.3		21.0	31.6	
engage in outside activities	49.3	48.5	51.7	46.0	44.5	50.0	52.1	51.5	52.7	52.4		52.0	46.6	
provide services to the cmty	41.9	40.0	47.7	37.0	30.8	43.8	43.9	40.7	45.3	47.2		48.2	39.9	
participate in comm/admin work	28.3	26.3	34.7	23.2	18.4	29.8	30.2	30.0	31.1	30.0		34.6	35.9	
be a good colleague	86.6	85.9	89.0	84.1	82.6	87.2	88.4	87.7	87.7	89.8		89.0	88.7	
be a good teacher	99.2	99.1	99.5	98.7	98.7	99.4	99.6	99.5	99.6	99.6		99.5	99.1	

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Goals for Undergraduate Noted as Very Important or Essential</b>												
develop ability to think clearly	99.4	99.4	99.6	99.5	98.8	99.3	99.6	99.7	99.4	99.5	99.6	100.0
increase self-directed learning	91.6	91.5	92.0	90.5	90.0	91.9	93.1	93.4	91.1	93.9	92.1	90.7
prepare for employment	69.9	65.9	82.5	61.7	54.1	72.9	68.5	65.5	68.9	72.2	82.7	79.2
prepare for graduate education	53.5	54.9	49.1	52.3	52.9	54.2	60.5	56.6	58.8	66.5	48.3	61.0
develop moral character	57.4	55.1	64.6	46.1	48.8	57.0	68.4	64.3	67.5	74.3	63.3	84.8
provide for emotional development	37.4	34.6	46.0	27.6	28.4	36.4	45.4	43.1	42.3	50.2	45.6	52.4
prepare for family living	17.2	15.2	23.4	10.3	9.3	16.3	23.8	21.3	21.2	28.5	22.8	33.0
teach classics of Western civilization	28.3	30.2	22.4	26.7	30.9	30.1	34.9	32.6	34.6	38.0	21.5	36.5
help develop personal values	59.5	57.5	65.7	49.7	52.2	59.4	68.8	64.8	67.8	74.4	64.9	78.1
enhance out-of-class experience	41.3	39.6	46.7	34.5	31.1	44.1	45.1	44.6	42.9	47.1	46.4	51.3
enhance self-understanding	61.4	59.6	67.0	54.1	54.5	61.6	67.4	65.5	67.4	69.7	66.6	73.5
instill commitment to cmty svc	34.6	33.6	37.7	27.1	27.3	35.9	43.1	39.0	45.5	47.1	37.7	37.9
prep for responsible citizenship	61.4	60.1	65.6	54.6	51.3	64.7	66.2	63.4	66.5	69.8	65.3	68.8
<b>Evaluation Methods Used in Most or All Undergraduate Classes</b>												
multiple-choice mid-terms/finals	30.8	25.4	47.7	24.0	14.3	30.4	26.1	22.2	27.5	30.4	48.3	39.2
essay mid-terms/finals	40.1	42.9	31.1	41.1	47.1	40.9	46.2	44.9	50.6	45.3	30.6	39.3
short-answer mid-terms/finals	32.9	33.8	30.2	33.4	32.6	33.8	35.1	33.6	36.0	36.4	29.8	36.7
quizzes	36.1	31.9	49.2	27.6	25.2	36.4	35.3	32.4	36.3	38.4	49.2	49.2
weekly essay assignments	15.9	14.8	19.5	13.4	14.4	14.4	17.4	18.2	19.4	15.1	19.2	25.0
student presentations	30.9	32.2	26.7	29.0	28.1	33.8	36.6	37.0	35.9	36.4	25.6	44.5
term/research papers	32.8	35.9	23.1	34.0	39.8	34.6	38.1	37.6	40.6	37.2	22.3	36.6
stdnt evals of each others' work	12.9	12.7	13.3	11.1	10.1	14.1	14.5	14.8	15.0	13.9	13.0	18.6
grading on a curve	18.5	21.0	10.7	26.9	26.2	16.3	16.3	17.0	17.0	15.1	10.6	12.5
competency-based grading	48.4	46.9	52.9	47.1	50.4	46.6	45.3	46.1	45.8	43.9	53.6	42.2
<b>Instructional Methods Used in Most or All Undergraduate Courses</b>												
class discussions	67.7	67.2	69.2	63.5	66.9	68.3	71.3	71.1	71.7	71.5	68.8	75.4
computer/machine-aided instruct	18.5	15.9	26.5	14.5	14.1	18.0	16.0	16.0	17.1	15.3	26.8	22.4
cooperative learning	35.0	33.2	40.7	28.4	26.0	36.6	39.0	37.7	42.5	38.7	39.8	55.4
experiential learning/field studies	19.3	19.1	19.9	18.2	15.3	19.5	21.9	22.6	21.7	21.1	20.0	17.4
teaching assistants	9.5	11.4	3.5	20.4	19.8	3.8	4.9	5.9	2.7	4.8	3.5	3.4
recitals/demonstrations	19.2	18.1	22.4	17.8	17.3	18.5	18.4	18.8	16.3	19.1	22.8	16.8
group projects	22.8	22.6	23.5	20.5	19.7	24.8	24.0	23.7	26.7	22.8	22.8	33.7
independent projects	33.1	33.7	30.9	32.9	32.1	34.1	35.3	35.5	34.3	35.5	30.8	33.4
extensive lecturing	48.5	49.4	45.6	56.4	54.3	46.4	41.2	40.3	42.5	41.4	46.0	38.7
multiple drafts of written work	15.5	16.0	14.0	13.7	16.1	16.6	18.4	19.7	19.3	16.1	13.9	15.3
readings on racial/ethnic issues	15.6	15.8	14.8	14.6	15.2	15.9	17.7	17.3	19.5	17.1	15.1	10.9
readings on women/gender issues	15.0	15.6	13.0	14.6	15.6	15.2	17.6	18.2	19.4	15.7	13.3	7.6
student-developed activities	13.1	12.3	15.3	12.6	9.3	12.9	12.9	13.2	14.8	11.5	15.5	12.7
student-selected topics	8.0	7.7	8.8	7.7	7.3	7.8	8.0	8.3	8.3	7.3	8.8	9.2
cmty svc as course requirement	2.5	2.5	2.6	1.8	1.2	3.1	3.2	2.7	3.3	3.8	2.6	2.0
cmty svc as optional part of course	2.2	2.1	2.6	1.6	3.1	2.2	2.4	1.9	2.9	2.6	2.6	1.4

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>DO FOLLOWING EXIST ON CAMPUS</b>												
<b>Community Service Requirement for All Students</b>												
yes	4.7	5.3	2.7	1.3	2.8	4.2	13.9	12.0	11.3	17.8	2.2	10.3
no	76.8	75.0	82.5	74.6	77.7	76.3	72.4	72.7	73.0	71.6	82.9	75.6
don't know	18.5	19.7	14.8	24.1	19.5	19.5	13.8	15.3	15.7	10.6	14.9	14.1
<b>Community Service Requirement for Respondent's Department</b>												
yes	8.6	8.5	9.1	5.7	3.1	10.3	13.0	11.0	12.6	15.8	8.8	12.9
no	84.4	84.1	85.0	85.6	89.2	82.5	81.7	82.8	82.2	80.0	85.4	79.7
don't know	7.0	7.3	5.9	8.7	7.8	7.3	5.3	6.1	5.2	4.2	5.8	7.3
<b>Community Service Requirement for Other Departments</b>												
yes	13.0	13.1	12.7	8.3	9.7	12.0	23.1	18.0	28.4	26.6	12.6	13.8
no	41.1	38.2	50.0	34.8	44.6	37.5	40.8	44.7	35.9	38.8	49.4	60.0
don't know	45.9	48.7	37.2	56.9	45.8	50.6	36.0	37.3	35.7	34.6	37.9	26.2
<b>Community Service Center</b>												
yes	21.9	25.1	11.8	19.2	46.9	16.9	33.2	33.1	38.3	30.5	12.1	7.3
no	46.3	39.9	66.5	32.5	20.3	50.3	46.3	45.4	38.7	52.0	65.7	79.5
don't know	31.8	35.0	21.7	48.2	32.8	32.9	20.4	21.6	23.0	17.5	22.2	13.2
<b>Reasons Noted as Very Important for Pursuing an Academic Career</b>												
autonomy	69.8	72.0	62.6	76.3	76.5	68.9	67.9	69.9	71.9	62.8	63.1	54.7
flexible schedule	64.8	65.1	63.7	66.0	64.8	65.4	63.4	64.2	65.2	61.3	64.2	56.0
intellectual challenge	83.8	86.8	74.2	89.9	90.4	83.6	84.9	85.7	86.8	82.9	74.3	73.1
intellectual freedom	78.8	80.7	72.9	84.2	85.0	78.5	76.3	77.0	80.9	72.5	73.4	64.6
freedom to pursue interests	74.7	78.7	61.9	84.1	85.2	74.8	72.8	75.0	75.7	68.4	62.0	61.5
opportunities for teaching	71.8	69.8	78.0	62.2	62.2	75.5	76.9	74.7	79.8	78.0	77.8	81.6
opportunities for research	39.3	47.9	11.7	62.8	64.4	37.0	32.9	37.5	36.2	25.0	11.3	17.8
prestige & status	18.1	18.3	17.3	19.7	20.6	18.2	15.2	16.2	15.6	13.7	17.1	20.3
oppty to influence social change	20.5	19.9	22.4	18.5	17.5	21.0	21.7	21.7	23.1	20.8	22.4	23.2
expected of me after grad school	4.3	4.6	3.5	4.6	3.8	4.9	4.5	4.7	5.3	3.9	3.7	0.8
no other opportunities given training	3.8	3.7	4.2	4.0	3.8	3.6	3.3	3.3	3.3	3.3	4.2	4.2

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Political Orientation</b>												
far left	4.8	5.6	2.2	6.4	7.0	4.4	5.4	6.9	5.0	3.7	2.2	1.6
liberal	37.5	40.6	27.6	44.8	47.8	36.2	37.0	38.8	40.7	32.5	28.4	14.5
middle-of-the-road	37.8	36.0	43.6	35.2	33.3	38.5	35.1	33.9	38.9	34.5	43.6	42.2
conservative	19.5	17.4	26.1	13.4	11.6	20.4	22.1	20.0	15.2	28.9	25.2	40.4
far right	0.4	0.4	0.6	0.3	0.3	0.6	0.4	0.4	0.3	0.5	0.5	1.4
<b>Agrees Strongly or Somewhat</b>												
<b>General Issues</b>												
abolish death penalty	44.8	47.9	35.0	49.8	58.4	40.9	49.5	50.2	56.4	44.5	35.5	27.8
national health care plan needed	76.2	78.2	69.8	81.1	82.5	75.3	75.8	78.4	80.5	69.6	70.1	66.1
abortion should be legal	76.8	79.1	69.8	86.1	83.4	78.8	67.1	73.8	65.5	59.2	71.9	38.2
prohibit racist/sexist speech	53.1	50.5	61.2	45.6	46.5	52.2	57.3	53.3	60.2	60.8	61.2	62.7
West Civ foundation of UG curric	53.2	53.7	51.6	51.2	54.8	54.3	55.7	51.4	58.9	59.3	51.1	58.2
college can ban extreme speakers	32.2	30.7	36.7	23.8	30.6	31.0	40.3	35.8	37.8	47.5	35.4	57.0
college increases earning power	26.7	21.8	42.0	20.7	18.1	26.1	19.3	19.8	21.5	17.4	42.7	29.7
diversity yields undprep student	31.0	31.1	30.6	32.5	28.3	33.7	26.9	26.5	27.7	26.9	30.3	34.4
colleges be involved in social prob	62.6	64.0	58.2	64.8	60.9	63.4	65.4	64.3	66.1	66.3	58.1	59.5
tenure is an outmoded concept	38.3	36.6	43.7	34.5	33.3	37.4	40.2	38.8	41.1	41.5	43.1	52.7
encourage stdnts to do cmty svc	80.0	80.0	80.1	74.7	81.4	79.7	87.4	85.0	89.5	89.2	79.8	84.9
cmty svc be required for grad	31.0	29.8	34.8	24.0	23.4	30.7	40.2	36.1	42.9	43.9	34.3	42.2
cmty svc given weight in admiss	46.5	48.0	41.8	46.2	52.8	44.6	52.8	52.1	57.1	51.1	41.6	44.3
tenure attracts best to academe	54.3	57.6	43.8	62.2	63.0	55.9	50.5	53.3	50.7	46.9	44.2	37.3
<b>Specific to This Institution</b>												
fac interested in students' prob	77.4	74.9	85.4	62.2	71.5	78.2	90.1	87.0	90.4	94.0	84.7	96.1
fac sensitive to minority issues	76.4	75.8	78.6	74.9	74.5	74.8	79.0	78.0	77.6	81.1	78.3	81.9
people don't respect each other	33.5	33.0	35.2	34.6	29.3	35.2	29.5	30.7	28.0	28.9	35.9	24.6
students well prep academically	24.3	27.9	13.3	25.0	45.4	20.7	32.6	32.5	27.6	35.5	12.1	31.6
Stdnt Aff staff supported by fac	59.0	58.4	61.0	55.2	58.6	56.7	65.0	61.7	63.3	70.2	60.0	77.9
fac committed to welfare of inst	82.9	82.1	85.2	79.2	82.9	78.7	90.6	89.4	89.9	92.6	84.8	90.5
courses incl minority perspective	46.3	45.4	49.3	44.5	38.7	46.7	48.3	50.4	46.7	46.4	49.7	42.3
low trust btwn minorities/admin	37.4	40.6	27.3	46.7	46.4	38.1	32.7	34.1	32.9	30.9	27.7	21.2
fac interest in stdnts acad prob	81.5	80.0	86.3	70.2	80.5	81.2	91.8	90.5	91.5	93.5	85.7	95.6
a lot of racial conflict here	12.7	13.5	10.0	15.4	13.1	13.2	11.3	12.4	12.9	9.1	10.5	3.1
courses incl feminist perspective	36.7	38.5	31.2	41.1	40.1	34.3	39.8	44.3	45.1	31.1	32.1	18.3
faculty of color treated fairly	87.1	86.4	89.1	86.2	83.6	87.2	87.2	87.8	87.8	86.0	88.9	91.6
women faculty treated fairly	84.3	83.3	87.5	83.0	80.9	83.0	85.6	86.3	85.7	84.5	87.3	90.2
administrators act in good faith	62.1	62.7	60.3	61.4	62.0	58.0	71.3	70.0	68.5	74.5	59.3	75.3
courses involve cmty service	25.6	26.0	24.5	16.6	30.1	22.8	41.2	36.5	46.8	44.0	24.3	27.4
students committed to cmty svc	22.0	24.4	14.4	15.0	32.2	18.2	41.7	35.9	45.4	47.0	13.6	27.1
fac committed to local community	59.2	56.9	66.1	52.4	46.8	59.6	65.0	58.4	64.4	73.9	66.5	59.4

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Issues Believed to be of High or Highest Priority at Institution</b>												
promote intellectual development	76.0	76.7	73.9	74.4	80.6	72.8	83.1	82.3	82.6	84.4	73.3	82.4
help students understand values	47.1	47.4	46.1	33.2	50.4	43.2	71.8	63.5	78.7	78.5	44.5	70.8
hire more minority faculty/admin	45.0	47.0	38.8	52.2	42.2	48.9	39.3	41.4	40.1	36.3	39.1	34.3
devel community among stdnts/fac	44.3	44.1	44.7	34.3	42.5	41.6	62.6	60.5	63.1	65.1	43.9	57.1
devel leadership abil in stdnts	43.0	43.6	40.9	34.0	41.9	44.1	57.5	56.3	55.5	60.2	39.2	66.5
hire more women faculty/admin	41.0	44.0	31.3	49.6	43.0	43.1	38.0	40.7	38.1	34.5	31.5	28.6
facilitate comm svc involvement	32.7	34.5	26.9	21.1	43.3	30.2	54.9	48.4	63.1	58.6	26.4	34.5
teach students how to change society	25.4	26.0	23.2	19.2	26.6	24.5	37.7	36.1	38.6	39.3	22.8	29.0
increase/maintain inst prestige	69.4	71.3	63.4	76.5	81.0	63.3	69.8	72.4	67.8	67.7	62.3	80.7
hire faculty "stars"	25.3	29.3	12.7	47.1	45.5	15.8	13.9	15.4	11.3	13.4	11.3	33.6
recruit more minority students	49.8	52.6	41.1	55.5	51.8	52.6	48.8	52.3	47.3	45.3	41.1	41.6
enhance inst's national image	61.8	67.8	43.0	78.6	83.0	53.1	64.5	71.3	56.8	60.2	42.0	59.0
create multi-cultural environ	50.3	51.0	48.1	52.9	51.3	49.5	50.1	53.0	50.7	46.1	48.3	44.4
<b>Percentage Noting Attributes As:</b>												
<b>Very Descriptive of Institution</b>												
easy to see fac outside ofc hour	39.8	39.2	41.9	24.8	36.2	40.2	59.7	58.0	57.7	63.0	39.7	76.8
great conformity among students	21.7	24.2	13.7	16.7	27.1	25.6	31.3	27.8	34.6	33.9	13.4	19.2
most students are very bright	11.7	14.6	2.7	11.9	36.2	9.6	14.0	19.0	8.4	10.8	2.5	5.8
faculty at odds with admin	19.7	18.3	23.9	16.5	16.1	23.6	14.8	14.2	19.5	12.7	24.7	11.5
faculty respect each other	32.0	30.5	36.8	26.0	30.8	27.4	40.9	39.1	37.6	45.0	35.4	59.6
most stdnts treated like numbers	4.6	4.6	4.4	7.9	3.0	4.3	1.3	1.8	0.6	0.9	4.6	1.5
social activities overemphasized	8.0	9.6	2.9	9.5	10.7	8.0	11.3	12.8	7.1	11.8	2.8	3.7
little student/faculty contact	2.5	2.5	2.3	3.7	2.8	2.2	1.4	1.8	1.1	0.9	2.3	1.6
inst committed to minorities	33.2	31.0	40.1	30.0	28.9	31.2	33.5	34.4	34.9	31.4	39.2	53.3
intercoll sports overemphasized	19.5	23.3	7.3	37.3	20.9	19.4	10.5	9.9	10.7	11.1	7.5	4.2
stdnts don't socialize regularly	3.4	2.3	6.9	2.3	1.1	3.6	1.2	1.4	1.5	0.7	7.1	3.0
fac rewarded for good teaching	12.5	13.2	10.6	9.7	15.8	10.7	20.1	20.3	18.9	20.5	9.7	25.0
oppty for std partic in cmty svc	18.4	21.6	8.4	11.1	36.8	11.9	41.6	35.8	50.0	44.1	7.5	23.5
<b>Not Descriptive of Institution</b>												
easy to see fac outside ofc hour	10.0	10.3	9.2	16.1	11.1	9.0	3.3	4.0	3.9	1.9	9.7	2.0
great conformity among students	24.9	22.3	32.8	30.8	23.4	18.0	16.0	20.0	15.9	10.8	34.0	13.2
most students are very bright	42.0	37.4	56.3	36.2	21.3	49.7	30.8	28.2	40.6	28.5	57.0	44.4
faculty at odds with admin	31.9	32.9	28.6	32.1	33.9	29.2	38.7	36.4	31.8	45.5	27.6	44.1
faculty respect each other	7.2	8.0	4.8	8.8	7.0	9.4	5.5	6.3	5.3	4.5	5.0	1.3
most stdnts treated like numbers	71.2	69.9	75.2	52.9	75.2	69.9	91.2	89.1	91.6	93.7	74.2	90.5
social activities overemphasized	67.3	62.3	83.1	63.1	57.7	66.0	58.5	57.5	63.9	56.6	83.1	81.8
little student/faculty contact	73.4	71.9	78.0	60.5	71.0	72.9	87.3	85.8	84.8	90.9	77.1	92.9
inst committed to minorities	10.5	10.8	9.9	10.0	12.6	10.6	11.2	10.9	10.5	11.9	10.0	7.8
intercoll sports overemphasized	54.4	47.6	75.7	29.0	50.6	52.9	64.9	67.6	63.9	62.2	76.1	70.0
stdnts don't socialize regularly	67.3	74.3	45.3	74.9	82.8	65.6	81.0	80.5	73.1	86.3	43.4	76.2
fac rewarded for good teaching	36.0	32.9	45.5	35.0	27.9	37.1	26.8	25.4	28.3	27.8	46.5	29.0
oppty for std partic in cmty svc	18.4	15.4	27.8	19.4	8.1	20.2	7.1	10.0	3.6	5.5	28.3	20.2

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Aspects of Job Noted as Very Satisfactory or Satisfactory (4)</b>												
salary and fringe benefits	50.5	47.7	59.4	44.7	57.2	46.2	48.7	50.3	47.8	47.0	60.4	44.1
oppty for scholarly pursuits	53.8	54.7	50.8	64.9	66.6	46.2	45.6	48.4	42.8	43.8	50.6	52.8
teaching load	63.0	63.9	60.0	73.0	72.7	56.2	56.9	58.1	54.5	56.7	60.0	60.3
quality of students	47.8	51.3	36.8	52.3	67.0	42.2	54.3	54.5	49.1	57.2	35.5	57.0
working conditions	72.2	72.8	70.2	74.4	80.3	68.8	72.0	72.8	71.9	70.8	70.6	65.1
autonomy and independence	86.2	87.1	83.2	89.5	90.7	82.9	87.6	88.5	86.3	87.3	83.7	76.5
professional relations w/faculty	76.8	75.4	81.2	72.3	74.1	76.6	78.8	77.4	78.1	80.9	81.0	83.6
social relations w/faculty	65.0	63.2	70.8	58.4	62.4	65.4	67.4	66.2	67.6	68.9	70.8	70.1
competency of colleagues	75.9	76.0	75.8	76.1	76.8	72.7	80.1	79.8	78.3	81.5	75.3	83.2
visibility for jobs	46.2	47.2	42.9	54.3	55.2	40.4	41.5	41.8	39.3	42.3	42.6	47.5
job security	73.5	73.8	72.4	77.1	78.6	70.1	71.8	71.0	73.7	71.6	73.1	61.1
undergraduate course assignments	83.6	83.5	83.8	84.2	86.5	81.1	84.4	85.0	83.1	84.4	83.7	84.7
graduate course assignments	78.4	79.3	56.3	81.9	82.3	74.4	75.0	75.4	74.4	75.1	54.9	66.8
relationships with admin	56.1	56.3	55.3	54.6	55.3	54.4	62.0	61.8	59.6	63.5	54.6	66.9
overall job satisfaction	75.7	74.9	78.3	74.8	80.2	71.8	76.5	76.0	76.5	77.2	78.6	74.9
opportunity to develop new ideas	73.3	74.6	69.4	77.4	80.8	69.8	73.8	74.3	73.3	73.6	69.4	68.5
<b>Personal Goals Noted as Very Important or Essential</b>												
become authority in own field	56.6	58.9	49.6	67.8	67.2	52.8	50.2	53.0	49.2	47.0	49.4	53.6
influence political structure	15.8	15.8	16.0	16.0	16.2	15.2	16.0	16.0	17.6	15.0	16.1	14.3
influence social values	39.9	39.0	42.5	34.7	35.3	38.8	47.4	44.9	48.1	50.3	42.2	47.7
raise a family	73.4	73.1	74.5	75.0	71.2	72.4	72.4	72.0	65.8	76.7	74.3	76.9
be very well-off financially	35.8	34.2	40.9	35.8	33.5	36.8	28.7	30.2	30.0	26.0	41.2	35.1
help others in difficulty	64.2	62.5	69.5	58.6	57.3	63.8	69.2	66.0	70.2	72.8	69.1	75.3
be involved in environ clean-up	33.6	32.8	36.3	32.4	27.2	35.2	32.8	32.6	35.4	31.7	36.9	27.2
develop philosophy of life	78.6	78.1	80.0	75.8	74.6	77.8	83.6	81.4	85.4	85.3	79.6	86.0
promote racial understanding	59.9	59.7	60.4	56.0	58.7	60.3	64.9	64.3	66.6	64.7	60.3	62.4
obtain recog from colleagues	45.3	49.4	32.4	58.3	59.0	43.0	40.5	43.8	41.0	36.0	32.0	37.8
<b>Still Want to Be a College Professor?</b>												
definitely yes	47.0	46.5	48.6	43.7	49.8	44.9	50.8	49.4	52.2	51.9	48.7	47.7
probably yes	33.5	33.5	33.4	34.2	33.2	33.5	32.7	32.7	33.0	32.5	33.4	34.0
not sure	12.2	12.4	11.7	13.9	10.4	12.4	11.4	12.4	10.1	10.7	11.9	9.3
probably no	5.8	6.0	5.0	6.7	5.2	7.1	4.0	4.3	3.6	3.8	5.0	6.2
definitely no	1.5	1.6	1.2	1.5	1.5	2.2	1.2	1.2	1.1	1.1	1.1	2.8

(4) Respondents marking "not applicable" not included.

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Amount of Stress Experienced Over the Last Two Years</b>												
extreme	33.0	33.6	31.1	33.7	31.4	34.1	34.0	34.7	31.7	34.4	30.6	38.3
moderate	55.8	55.6	56.5	55.7	56.9	55.0	55.7	55.9	57.1	54.4	56.7	54.7
little	11.2	10.8	12.4	10.6	11.7	10.9	10.3	9.3	11.2	11.1	12.7	7.0
<b>Sources of Stress (5)</b>												
household responsibilities	68.6	67.4	72.5	66.9	65.5	67.1	69.3	70.8	67.3	68.5	72.6	71.5
child care	32.3	32.0	33.1	33.8	31.6	30.4	32.0	32.8	31.3	31.3	32.9	36.6
care of elderly parent	27.4	25.7	32.8	25.7	24.4	25.8	26.2	25.9	27.9	25.7	32.7	34.0
my physical health	43.2	42.1	46.9	41.9	41.1	42.5	42.2	42.0	43.3	41.8	47.0	46.2
review/promotion process	44.7	47.2	36.9	46.7	43.7	51.5	43.6	44.6	45.8	40.9	35.5	59.4
subtle discrimination	23.8	24.2	22.4	23.5	22.8	26.7	22.5	22.4	22.0	22.8	22.8	15.7
personal finances	58.7	58.3	60.1	56.9	52.6	60.4	60.4	61.1	55.3	62.6	59.9	64.3
committee work	55.7	56.4	53.3	56.4	51.9	57.0	58.2	58.9	58.1	57.3	52.9	59.1
faculty meetings	50.2	50.0	51.0	49.7	47.8	51.4	49.6	50.3	52.4	46.9	51.1	48.0
colleagues	55.8	56.9	52.3	58.5	56.8	56.3	55.7	56.5	56.0	54.5	52.6	47.4
students	60.8	58.3	68.5	56.6	52.7	58.8	63.1	64.0	59.3	64.2	68.6	66.8
research or publishing demands	49.3	60.7	13.2	73.0	70.9	54.3	46.5	51.1	50.8	38.2	12.1	30.7
inst procedures & 'red tape'	69.0	68.3	71.2	70.2	60.1	72.9	63.6	64.2	64.3	62.4	71.4	67.8
teaching load	63.0	61.8	66.6	56.7	53.7	64.7	69.6	69.1	68.1	71.1	66.4	68.6
children's problems	32.3	31.1	36.0	33.4	30.5	29.7	30.4	30.3	28.1	31.8	36.2	31.8
marital friction	24.8	24.6	25.6	26.5	24.8	23.8	22.7	24.3	21.2	21.5	25.5	26.6
time pressures	85.7	86.8	82.4	88.0	87.3	84.7	87.6	88.1	86.1	87.9	82.1	86.7
lack of personal time	81.0	81.4	79.6	82.7	78.8	80.3	82.7	83.3	81.5	82.7	79.2	87.0

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	Four-year Colleges											Two-year Colleges			
	ALL			Universities		All					Non-		Protestant	Public	Private
	Institutions	4-year	2-year	Public	Private	Public	Private	sectarian	Catholic						
<b>Field of Highest Degree Held</b>															
agriculture	0.9	1.0	0.8	1.9	0.7	0.7	0.2	0.3	0.0	0.2	0.8	1.1			
architecture or urban planning	0.6	0.5	0.7	1.1	0.7	0.1	0.2	0.3	0.4	0.0	0.8	0.1			
bacteriology, molecular biology	0.9	1.0	0.6	1.1	0.8	0.9	0.9	0.8	1.0	0.9	0.7	0.2			
biochemistry	0.6	0.7	0.3	1.1	1.2	0.4	0.5	0.5	0.5	0.5	0.3	0.2			
biophysics	0.1	0.1	0.0	0.1	0.2	0.0	0.1	0.1	0.1	0.1	0.0	0.1			
botany	0.8	0.8	0.7	0.9	0.8	0.8	0.8	0.8	0.3	1.0	0.7	0.2			
environmental science	0.4	0.4	0.3	0.6	0.3	0.3	0.3	0.3	0.2	0.2	0.3	0.2			
marine life sciences	0.2	0.2	0.0	0.2	0.1	0.2	0.3	0.5	0.2	0.1	0.0	0.0			
physiology, anatomy	0.7	0.8	0.3	1.1	0.8	0.7	0.7	0.7	0.7	0.6	0.3	0.2			
zoology	1.3	1.4	0.9	1.4	1.3	1.3	1.4	1.4	0.9	1.7	0.9	1.5			
general/other biological science	1.3	1.2	1.7	1.4	0.8	0.9	1.4	1.3	1.3	1.5	1.7	1.4			
accounting	1.5	1.5	1.3	1.4	1.1	1.9	1.4	1.0	2.0	1.4	1.2	3.6			
finance	0.7	0.7	0.6	0.4	1.0	0.9	0.8	0.6	1.1	0.7	0.5	2.6			
international business	0.1	0.1	0.3	0.1	0.1	0.1	0.2	0.2	0.3	0.2	0.3	0.0			
marketing	0.8	0.9	0.5	0.8	1.2	1.1	0.7	0.4	1.6	0.6	0.5	0.7			
management	2.0	1.7	3.0	1.2	1.3	2.2	2.0	2.1	2.4	1.6	2.9	4.5			
secretarial studies	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0			
general, other business	0.9	0.7	1.5	0.6	0.6	0.7	1.0	0.7	1.3	1.1	1.6	0.7			
computer science	1.0	1.1	0.9	0.9	0.5	1.4	1.2	1.4	1.1	1.1	0.8	2.5			
business education	0.9	0.3	2.8	0.2	0.0	0.7	0.2	0.1	0.2	0.4	2.6	6.1			
elementary education	0.9	1.0	0.6	0.4	0.2	1.7	1.3	0.8	1.1	1.9	0.7	0.0			
educational administration	1.2	1.1	1.7	0.7	0.5	1.5	1.3	0.9	1.7	1.6	1.6	3.5			
educational psych, counseling	1.0	0.8	1.4	0.7	0.3	1.1	0.9	0.7	1.1	1.1	1.4	1.5			
higher education	1.9	1.2	4.2	0.8	0.4	1.5	1.6	1.5	1.8	1.7	4.5	0.0			
music or art education	0.6	0.7	0.3	0.6	0.2	0.9	0.6	0.4	0.3	1.0	0.3	0.0			
physical and health education	2.5	2.5	2.4	2.0	0.6	3.5	2.9	2.6	1.0	4.4	2.5	0.6			
secondary education	1.2	0.9	2.1	0.6	0.2	1.5	0.9	0.8	0.8	1.2	2.1	2.2			
special education	0.7	0.8	0.5	0.7	0.1	1.3	0.6	0.7	0.7	0.5	0.6	0.0			
general, other education fields	3.6	2.9	5.9	2.2	1.0	3.8	3.7	3.6	2.8	4.2	5.7	8.8			
aeronautical/astronautical eng	0.2	0.2	0.1	0.4	0.3	0.1	0.1	0.2	0.0	0.0	0.1	0.0			
chemical engineering	0.3	0.4	0.1	0.6	0.9	0.2	0.3	0.5	0.2	0.0	0.1	0.0			
civil engineering	0.8	0.9	0.5	1.4	1.0	0.7	0.3	0.5	0.4	0.1	0.5	0.0			
electrical engineering	1.1	1.1	0.9	1.4	1.9	0.8	0.7	1.0	0.9	0.3	1.0	0.0			
industrial engineering	0.4	0.4	0.2	0.5	0.4	0.4	0.3	0.4	0.2	0.1	0.2	0.0			
mechanical engineering	1.0	1.1	0.8	1.4	2.1	0.7	0.5	0.8	0.5	0.2	0.8	0.0			
nuclear engineering	0.1	0.1	0.1	0.2	0.1	0.1	0.0	0.1	0.0	0.0	0.1	0.0			
general, other engineering field	0.8	0.9	0.6	1.3	1.2	0.8	0.4	0.6	0.2	0.1	0.6	0.2			
ethnic 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			

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Field of Degree (continued)</b>												
art	2.1	2.3	1.8	2.3	1.8	2.3	2.4	3.2	1.8	1.8	1.9	0.6
dramatics or speech	2.2	2.1	2.4	1.9	1.6	2.4	2.4	2.0	2.2	3.1	2.3	4.3
music	2.9	3.4	1.2	3.2	2.2	3.4	4.3	3.9	2.0	6.3	1.2	1.3
other fine arts	0.7	0.7	0.7	0.6	1.0	0.7	0.9	1.5	0.2	0.4	0.7	0.8
forestry	0.2	0.2	0.1	0.4	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.2
geography	0.6	0.7	0.2	0.8	0.3	1.2	0.1	0.1	0.1	0.2	0.3	0.1
dentistry	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.0	0.4	0.0	0.2	0.0
health technology	0.1	0.1	0.3	0.1	0.1	0.0	0.1	0.1	0.0	0.1	0.3	0.7
medicine or surgery	0.2	0.2	0.1	0.5	0.2	0.0	0.0	0.1	0.0	0.0	0.1	0.0
nursing	3.2	2.0	6.9	1.6	0.6	2.2	2.9	2.1	4.8	3.0	7.4	0.0
pharmacy, pharmacology	0.4	0.5	0.2	1.0	0.6	0.1	0.3	0.6	0.2	0.2	0.2	0.0
therapy (speech,physical,occup)	0.5	0.6	0.1	0.7	0.3	0.9	0.4	0.4	0.3	0.4	0.2	0.0
veterinary medicine	0.1	0.1	0.0	0.4	0.0	0.0	0.1	0.2	0.0	0.0	0.0	0.1
general, other health fields	0.7	0.6	0.9	0.8	0.5	0.7	0.4	0.4	0.7	0.3	0.8	1.5
home economics	0.4	0.4	0.3	0.6	0.1	0.6	0.2	0.2	0.1	0.1	0.3	0.2
English language & literature	6.9	6.4	8.7	5.0	7.3	6.8	7.2	7.0	8.1	7.1	8.4	12.4
foreign languages & literature	1.0	1.1	0.5	1.5	1.6	0.5	1.0	1.2	1.1	0.7	0.5	1.3
French	0.7	0.9	0.1	0.8	1.3	0.7	0.9	1.0	0.9	0.7	0.2	0.0
German	0.5	0.6	0.2	0.6	0.9	0.3	0.7	0.8	0.5	0.6	0.2	0.6
Spanish	0.9	1.0	0.5	0.9	1.2	0.9	1.1	1.1	1.0	1.2	0.5	0.0
other foreign languages	0.5	0.6	0.1	0.9	1.3	0.2	0.4	0.6	0.2	0.3	0.1	0.0
history	4.0	4.5	2.6	4.4	6.2	4.0	4.4	4.5	4.5	4.1	2.4	5.7
linguistics	0.7	0.8	0.7	1.1	1.3	0.5	0.4	0.3	0.5	0.4	0.7	0.7
philosophy	1.6	1.9	0.8	1.7	3.2	1.4	2.1	1.9	3.4	1.7	0.7	1.3
religion & theology	1.4	1.7	0.5	0.6	3.3	0.3	4.4	3.6	5.2	5.1	0.2	6.2
general, other humanities fields	1.1	1.1	1.1	1.5	1.1	0.8	1.1	1.3	0.9	1.0	0.9	3.7
journalism	0.7	0.8	0.3	1.0	0.7	1.0	0.5	0.5	0.2	0.7	0.3	0.0
law	0.8	0.8	0.8	0.6	0.9	0.9	0.7	0.7	1.1	0.5	0.9	0.0
law enforcement	0.2	0.1	0.7	0.1	0.0	0.2	0.1	0.1	0.3	0.1	0.7	0.0
library science	0.4	0.2	0.8	0.1	0.0	0.4	0.3	0.2	0.3	0.4	0.8	0.7
mathematics and/or statistics	5.5	5.3	6.4	4.8	5.5	5.7	5.2	4.9	5.3	5.6	6.5	5.4
military sciences	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996

ALL FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
Field of Degree (continued)												
astronomy	0.2	0.2	0.0	0.4	0.3	0.1	0.1	0.2	0.1	0.1	0.0	0.0
atmospheric sciences	0.1	0.1	0.1	0.1	0.3	0.1	0.1	0.1	0.0	0.0	0.1	0.0
chemsitry	2.8	3.0	2.3	2.5	3.1	2.7	3.9	3.8	4.2	4.0	2.3	2.3
earth sciences	1.2	1.4	0.7	1.9	1.2	1.3	0.9	1.3	0.3	0.6	0.6	1.6
marine sciences	0.1	0.2	0.0	0.2	0.3	0.1	0.1	0.2	0.1	0.0	0.0	0.0
physics	2.3	2.5	1.8	2.7	3.8	1.9	2.2	2.6	1.6	2.0	1.9	1.2
general, other physical sciences	0.2	0.1	0.2	0.2	0.2	0.1	0.1	0.1	0.0	0.1	0.2	0.0
clinical psychology	0.8	0.8	0.5	0.8	0.9	0.7	0.9	0.7	1.5	0.9	0.5	0.6
counseling & guidance	0.6	0.4	1.4	0.2	0.1	0.5	0.6	0.4	0.8	0.9	1.4	1.3
experimental psychology	1.3	1.6	0.4	1.5	1.7	1.7	1.6	1.5	1.8	1.7	0.4	0.0
social psychology	0.6	0.7	0.3	0.7	0.9	0.7	0.6	0.6	0.8	0.6	0.3	0.0
general, other psychology	1.1	1.1	1.0	0.8	1.0	1.4	1.1	0.9	1.4	1.0	1.1	0.6
anthropology	1.0	1.3	0.2	1.6	2.0	0.9	0.9	1.2	0.7	0.8	0.2	0.0
archaeology	0.2	0.2	0.1	0.2	0.6	0.1	0.1	0.2	0.1	0.1	0.1	0.0
economics	2.4	2.8	1.2	2.6	4.3	2.2	3.0	3.4	3.1	2.4	1.3	0.6
political science, government	2.5	2.8	1.4	2.8	3.8	2.7	2.5	2.9	2.8	1.8	1.4	0.0
sociology	2.3	2.6	1.2	3.0	3.2	2.6	1.8	1.7	2.1	1.8	1.3	0.0
general, other social sciences	0.9	0.9	0.7	1.3	0.8	0.8	0.6	0.6	0.6	0.6	0.7	0.2
social work, social welfare	0.6	0.6	0.7	0.5	0.1	0.9	0.7	0.5	0.9	0.8	0.7	0.1
building trades	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
data processing/computer prog	0.2	0.1	0.4	0.0	0.0	0.1	0.2	0.1	0.2	0.2	0.4	0.0
drafting/design	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
electronics	0.1	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0
industrial arts	0.2	0.1	0.5	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.6	0.1
mechanics	0.1	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.0
other technical	0.3	0.1	1.0	0.0	0.0	0.3	0.2	0.3	0.0	0.0	1.0	0.0
other vocational	0.3	0.1	0.9	0.1	0.0	0.2	0.0	0.0	0.0	0.0	1.0	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	2.0	2.1	1.7	2.6	1.1	2.2	1.7	2.3	1.4	1.0	1.7	1.2

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Department of Current Faculty Appointment</b>												
agriculture	1.2	1.2	1.0	2.4	1.1	0.9	0.2	0.3	0.0	0.1	0.9	1.3
architecture or urban planning	0.6	0.6	0.5	1.2	0.8	0.1	0.2	0.3	0.2	0.0	0.6	0.1
bacteriology, molecular biology	0.5	0.5	0.4	0.9	0.4	0.3	0.2	0.2	0.3	0.2	0.4	0.3
biochemistry	0.2	0.3	0.0	0.5	0.7	0.0	0.1	0.1	0.1	0.1	0.0	0.0
biophysics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
botany	0.2	0.2	0.1	0.5	0.2	0.0	0.1	0.1	0.0	0.0	0.1	0.4
environmental science	0.4	0.4	0.3	0.9	0.3	0.2	0.3	0.5	0.1	0.1	0.3	0.1
marine life sciences	0.1	0.1	0.2	0.1	0.1	0.0	0.1	0.1	0.1	0.0	0.2	0.0
physiology, anatomy	0.3	0.2	0.4	0.3	0.2	0.1	0.1	0.1	0.2	0.2	0.5	0.0
zoology	0.3	0.3	0.2	0.7	0.1	0.1	0.1	0.1	0.1	0.3	0.2	0.1
general/other biological science	3.9	4.1	3.4	3.2	3.7	4.4	5.0	4.8	4.3	5.6	3.4	2.9
accounting	1.9	1.8	2.1	1.5	1.5	2.3	1.6	1.2	2.7	1.4	1.9	6.4
finance	0.6	0.8	0.1	0.5	1.5	0.9	0.7	0.5	1.4	0.4	0.1	0.0
international business	0.1	0.1	0.1	0.0	0.2	0.1	0.1	0.1	0.1	0.0	0.1	0.0
marketing	0.9	1.0	0.4	1.0	1.2	1.3	0.8	0.5	1.6	0.5	0.4	0.0
management	2.0	2.2	1.5	1.5	1.9	3.0	2.2	2.1	3.3	1.8	1.5	2.0
secretarial studies	0.5	0.1	1.8	0.0	0.1	0.2	0.1	0.1	0.0	0.1	1.8	3.0
general, other business	1.8	1.4	2.8	1.0	1.2	1.4	2.4	1.9	2.9	2.7	2.6	5.9
computer science	1.6	1.6	1.8	1.2	1.1	2.0	1.8	1.8	1.8	1.7	1.6	5.1
business education	0.3	0.1	0.7	0.1	0.0	0.2	0.1	0.1	0.1	0.1	0.7	1.5
elementary education	1.2	1.5	0.4	0.7	0.2	2.3	2.0	1.5	1.7	2.8	0.4	1.3
educational administration	0.2	0.2	0.0	0.3	0.1	0.2	0.2	0.1	0.4	0.2	0.0	0.0
educational psych, counseling	0.3	0.3	0.2	0.4	0.1	0.3	0.2	0.1	0.3	0.3	0.2	0.0
higher education	0.2	0.2	0.3	0.1	0.0	0.3	0.2	0.1	0.3	0.3	0.3	0.7
music or art education	0.2	0.2	0.1	0.3	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.0
physical and health education	2.5	2.7	2.0	2.0	0.7	3.8	3.2	2.6	1.4	5.1	2.1	0.0
secondary education	0.5	0.6	0.1	0.5	0.3	0.9	0.7	0.5	0.9	0.8	0.1	0.0
special education	0.6	0.7	0.3	0.6	0.1	1.2	0.4	0.3	0.8	0.4	0.3	0.7
general, other education fields	1.7	1.8	1.6	1.5	0.7	2.0	2.4	2.2	1.9	2.8	1.5	3.1
aeronautical/astronautical eng	0.1	0.1	0.0	0.3	0.2	0.0	0.0	0.1	0.0	0.0	0.1	0.0
chemical engineering	0.2	0.3	0.0	0.5	0.6	0.1	0.2	0.3	0.2	0.0	0.0	0.0
civil engineering	0.8	0.9	0.5	1.5	1.2	0.6	0.4	0.6	0.5	0.1	0.5	0.0
electrical engineering	1.0	1.1	0.6	1.4	2.1	0.6	0.6	0.7	0.9	0.2	0.7	0.0
industrial engineering	0.2	0.2	0.3	0.3	0.4	0.2	0.1	0.1	0.0	0.0	0.3	0.0
mechanical engineering	1.1	1.3	0.7	1.8	2.6	0.8	0.6	1.0	0.6	0.2	0.7	0.0
nuclear engineering	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 engineering field	0.9	0.9	0.8	1.2	1.4	0.8	0.4	0.6	0.0	0.3	0.8	0.2
ethnic studies	0.1	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	All Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Department (continued)</b>												
art	2.5	2.7	1.8	2.4	2.1	3.0	2.8	3.6	2.0	2.2	1.9	0.6
dramatics or speech	2.2	2.1	2.2	1.9	1.6	2.4	2.5	2.4	2.1	2.9	2.0	4.5
music	3.1	3.7	1.2	3.4	2.6	3.9	4.6	3.9	2.0	7.0	1.1	1.3
other fine arts	0.7	0.7	0.7	0.7	0.8	0.5	0.8	1.5	0.2	0.2	0.7	0.8
forestry	0.2	0.2	0.1	0.5	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.3
geography	0.6	0.7	0.1	0.9	0.2	1.1	0.1	0.1	0.0	0.1	0.1	0.0
dentistry	0.2	0.1	0.7	0.1	0.1	0.1	0.1	0.0	0.4	0.0	0.7	0.0
health technology	0.4	0.2	1.1	0.2	0.1	0.2	0.3	0.5	0.0	0.1	1.2	0.7
medicine or surgery	0.2	0.3	0.0	0.7	0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.0
nursing	3.8	2.7	7.4	2.4	1.1	2.9	3.5	2.5	5.6	3.6	7.8	0.0
pharmacy, pharmacology	0.5	0.6	0.1	1.3	0.8	0.0	0.4	0.6	0.1	0.3	0.1	0.0
therapy (speech,physical,occup)	0.7	0.8	0.2	1.0	0.6	1.0	0.4	0.6	0.5	0.2	0.3	0.0
veterinary medicine	0.1	0.1	0.0	0.3	0.0	0.0	0.2	0.3	0.0	0.0	0.0	0.0
general, other health fields	1.2	0.9	2.1	1.1	0.4	1.2	0.4	0.6	0.8	0.0	2.1	0.8
home economics	0.5	0.6	0.1	0.9	0.1	0.9	0.2	0.2	0.2	0.2	0.1	0.1
English language & literature	8.0	7.0	11.0	5.5	7.4	7.8	7.9	7.2	9.0	8.2	10.7	15.7
foreign languages & literature	2.1	2.4	0.9	2.4	2.9	2.1	2.6	2.8	3.0	2.2	0.9	2.2
French	0.4	0.5	0.1	0.7	0.9	0.1	0.4	0.5	0.2	0.3	0.1	0.0
German	0.3	0.4	0.0	0.5	0.7	0.2	0.3	0.4	0.1	0.3	0.0	0.0
Spanish	0.5	0.6	0.3	0.8	0.7	0.5	0.6	0.6	0.3	0.8	0.3	0.7
other foreign languages	0.5	0.6	0.1	0.9	1.5	0.1	0.4	0.5	0.2	0.3	0.1	0.7
history	3.7	4.2	1.9	4.1	5.4	3.9	4.2	3.9	4.8	4.1	1.7	5.9
linguistics	0.2	0.3	0.1	0.5	0.7	0.0	0.0	0.0	0.1	0.0	0.1	0.0
philosophy	1.5	1.7	0.6	1.6	2.9	1.3	1.9	1.8	3.2	1.4	0.5	1.3
religion & theology	1.4	1.7	0.4	0.5	3.6	0.1	4.5	3.4	5.3	5.3	0.0	6.8
general, other humanities fields	1.3	1.2	1.8	1.3	0.9	0.9	1.6	2.3	0.7	1.2	1.9	0.3
journalism	0.8	1.0	0.2	1.5	1.2	0.6	0.7	0.7	0.7	0.7	0.2	0.0
law	0.1	0.2	0.0	0.1	0.2	0.2	0.1	0.2	0.3	0.0	0.0	0.0
law enforcement	0.5	0.3	1.1	0.2	0.1	0.6	0.2	0.2	0.4	0.2	1.1	0.8
library science	0.4	0.3	0.9	0.1	0.1	0.4	0.4	0.4	0.3	0.4	0.9	0.0
mathematics and/or statistics	6.1	5.4	8.1	4.7	4.6	6.4	5.6	5.3	5.3	6.1	8.1	7.3
military sciences	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

ALL FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Department (continued)</b>												
astronomy	0.1	0.1	0.0	0.3	0.4	0.0	0.1	0.1	0.0	0.0	0.0	0.0
atmospheric sciences	0.0	0.1	0.0	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
chemsitry	2.7	3.0	2.0	2.3	3.1	3.0	4.0	3.8	4.3	4.1	2.0	1.8
earth sciences	1.1	1.3	0.5	1.8	1.2	1.3	0.7	1.0	0.3	0.5	0.4	1.6
marine sciences	0.1	0.1	0.0	0.2	0.3	0.1	0.1	0.2	0.0	0.0	0.0	0.0
physics	2.1	2.3	1.6	2.4	2.9	2.0	2.1	2.6	1.4	2.0	1.7	0.6
general, other physical sciences	0.6	0.3	1.4	0.2	0.1	0.4	0.4	0.4	0.3	0.4	1.4	0.0
clinical psychology	0.3	0.4	0.0	0.5	0.5	0.3	0.4	0.3	0.9	0.3	0.0	0.0
counseling & guidance	0.3	0.2	0.7	0.1	0.0	0.2	0.3	0.2	0.2	0.4	0.8	0.0
experimental psychology	0.7	0.9	0.0	1.2	1.0	0.7	0.8	0.7	0.7	0.9	0.0	0.0
social psychology	0.2	0.3	0.0	0.3	0.4	0.3	0.2	0.3	0.1	0.1	0.0	0.0
general, other psychology	2.3	2.3	2.0	1.1	2.0	3.2	3.0	2.4	3.5	3.5	2.0	2.8
anthropology	0.9	1.1	0.1	1.7	1.9	0.7	0.6	0.9	0.2	0.5	0.1	0.0
archaeology	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0
economics	1.9	2.3	0.9	2.1	3.7	1.8	2.3	2.9	1.7	2.0	0.9	0.7
political science, government	2.1	2.6	0.5	2.7	3.7	2.4	2.2	2.4	2.6	1.7	0.6	0.0
sociology	2.0	2.3	0.8	2.3	2.9	2.5	1.8	1.5	2.3	1.9	0.8	0.0
general, other social sciences	1.9	1.4	3.4	1.3	1.5	1.4	1.4	1.6	1.3	1.1	3.5	0.9
social work, social welfare	0.6	0.6	0.6	0.6	0.1	0.9	0.6	0.5	0.8	0.7	0.7	0.0
building trades	0.1	0.0	0.5	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.5	0.0
data processing/computer prog	0.6	0.1	1.9	0.1	0.0	0.2	0.2	0.2	0.2	0.3	1.9	2.2
drafting/design	0.3	0.1	0.8	0.1	0.0	0.1	0.1	0.3	0.0	0.0	0.8	0.6
electronics	0.3	0.1	0.9	0.0	0.0	0.1	0.1	0.1	0.1	0.0	0.9	0.0
industrial arts	0.1	0.1	0.3	0.1	0.0	0.1	0.1	0.1	0.0	0.1	0.3	0.0
mechanics	0.4	0.0	1.5	0.0	0.0	0.1	0.0	0.0	0.0	0.0	1.6	0.0
other technical	0.8	0.3	2.4	0.1	0.0	0.7	0.2	0.5	0.1	0.0	2.5	0.0
other vocational	0.8	0.1	2.8	0.1	0.1	0.2	0.0	0.0	0.0	0.1	2.9	0.3
women's studies	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0
all other fields	3.1	3.1	3.4	3.6	2.0	3.1	2.8	3.8	2.0	1.9	3.5	2.3

National Normative Data for  
the 1995-96 HERI Faculty Survey

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**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Respondents</b>	<b>21,959</b>	<b>20,256</b>	<b>1,703</b>	<b>5,070</b>	<b>2,202</b>	<b>5,248</b>	<b>7,736</b>	<b>3,314</b>	<b>1,324</b>	<b>3,098</b>	<b>1,570</b>	<b>133</b>
<b>Age as of December 31, 1995</b>												
less than 30	1.6	1.3	2.4	0.9	1.3	1.7	1.6	1.3	0.7	2.5	2.1	6.8
30 to 34	6.9	7.6	4.2	6.7	7.1	8.9	7.5	7.6	6.1	8.1	4.0	7.1
35 to 39	10.7	11.4	7.8	10.7	11.4	11.5	12.2	13.2	10.8	11.7	7.4	14.0
40 to 44	14.0	14.3	12.8	14.8	13.7	13.0	15.9	15.4	15.4	16.9	12.4	18.7
45 to 49	17.4	16.4	21.4	16.0	15.5	16.0	18.1	17.5	19.6	18.1	22.1	10.9
50 to 54	18.3	17.3	22.0	17.2	16.6	18.9	15.8	15.6	16.3	15.9	22.2	18.9
55 to 59	16.1	15.9	16.9	17.0	13.8	16.6	14.2	14.8	13.1	13.9	17.3	10.1
60 to 64	10.2	10.7	8.2	11.6	12.1	9.4	10.4	10.6	12.4	9.1	8.3	6.9
65 to 69	3.9	4.2	3.0	4.2	7.2	3.3	3.4	3.5	4.3	2.9	2.8	6.4
70 or more	0.9	0.8	1.3	0.8	1.3	0.6	0.8	0.5	1.4	0.8	1.4	0.1
<b>Academic Rank</b>												
professor	41.3	43.5	32.3	49.2	47.3	38.8	38.6	41.4	30.7	39.0	33.2	18.0
associate professor	26.3	28.0	19.7	27.6	27.9	27.0	30.2	29.1	36.1	28.7	19.2	27.3
assistant professor	20.5	22.1	14.1	17.8	20.2	25.7	25.0	22.5	28.8	26.4	12.9	31.7
lecturer	1.7	2.0	0.4	2.5	2.7	2.1	0.8	1.4	0.6	0.2	0.4	0.1
instructor	9.2	3.7	31.3	2.4	1.3	6.0	4.2	4.1	2.9	5.0	32.0	20.5
other	0.9	0.6	2.3	0.5	0.5	0.4	1.1	1.5	0.9	0.6	2.2	2.3
<b>Administrative Title</b>												
not applicable	74.4	74.5	74.2	76.4	76.4	75.9	68.2	69.3	72.1	64.7	75.0	61.4
director or coordinator	10.2	10.6	8.7	11.5	11.6	9.9	9.5	10.2	8.3	9.3	8.8	6.4
department chair	9.9	9.0	13.5	4.9	6.7	9.2	17.1	15.8	15.7	19.5	13.0	21.8
dean	0.2	0.2	0.1	0.2	0.0	0.1	0.7	0.4	0.3	1.2	0.1	1.0
associate or assistant dean	0.6	0.7	0.2	0.8	0.9	0.3	0.9	0.8	0.9	0.9	0.0	4.1
vice-pres, provost, vice-chanc	0.1	0.1	0.1	0.1	0.1	0.0	0.2	0.2	0.1	0.2	0.0	2.0
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	4.9	3.1	6.2	4.3	4.6	3.5	3.3	2.6	4.3	3.1	3.2
<b>Principal Activity</b>												
administration	3.6	3.7	3.3	4.0	3.3	3.8	3.1	3.2	2.6	3.4	3.0	8.8
teaching	90.0	88.5	95.7	80.8	83.9	94.2	95.5	95.4	96.3	95.4	96.2	88.8
research	5.6	6.9	0.2	13.8	12.3	1.3	0.6	0.8	0.4	0.3	0.1	2.1
services to clients and patients	0.3	0.3	0.4	0.6	0.2	0.2	0.2	0.1	0.1	0.3	0.4	0.1
other	0.5	0.6	0.4	0.8	0.3	0.5	0.6	0.5	0.6	0.7	0.4	0.1
<b>Racial Background (1)</b>												
White/Caucasian	90.9	91.2	89.8	91.2	92.6	90.1	92.0	91.0	92.9	92.7	89.6	92.3
African American/Black	2.4	2.3	3.1	2.0	1.0	2.8	2.7	3.1	0.7	3.2	3.0	4.2
American Indian	1.4	1.1	2.7	1.0	0.4	1.3	1.5	1.9	1.1	1.2	2.8	1.3
Asian American/Asian	3.8	4.1	2.8	4.4	4.1	4.5	3.0	3.7	3.5	1.7	2.8	3.5
Mexican American/Chicano	1.3	0.8	3.3	0.8	0.4	1.1	0.5	0.3	0.6	0.7	3.5	0.0
Puerto Rican American	0.3	0.3	0.2	0.1	0.4	0.4	0.3	0.3	0.5	0.3	0.2	0.0
other Latino	1.0	1.1	0.7	1.0	1.6	1.1	0.9	0.9	0.9	0.8	0.7	0.0
other	1.9	1.8	2.4	1.8	1.5	1.9	1.9	1.8	2.3	1.7	2.5	0.0

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Highest Degree Earned</b>												
bachelor's (BA, BS, etc.)	2.4	1.0	8.0	0.8	0.8	1.0	1.4	2.1	0.7	0.7	8.6	0.0
master's (MA, MS, etc.)	21.9	13.4	56.5	7.7	6.7	18.9	19.1	18.6	16.2	21.3	56.9	49.5
LLB, JD	0.7	0.7	0.8	0.6	0.8	0.8	0.7	0.7	1.3	0.4	0.9	0.0
MD, DDS (or equivalent)	0.4	0.4	0.6	0.7	0.4	0.2	0.1	0.1	0.2	0.2	0.6	0.0
other first professional	0.6	0.6	0.8	0.6	0.4	0.4	0.8	0.7	0.2	1.1	0.8	0.1
EdD	3.7	3.8	3.1	2.3	0.9	6.3	4.4	4.0	3.9	5.1	3.2	2.2
PhD	65.2	76.5	19.0	84.3	87.6	68.2	68.9	69.3	73.2	66.2	17.8	37.3
other degree	3.7	3.1	6.2	2.6	2.2	3.6	3.9	3.8	3.6	4.3	5.9	10.9
none	1.4	0.5	5.0	0.4	0.2	0.6	0.7	0.7	0.6	0.6	5.4	0.0
<b>Field of Highest Degree (2)</b>												
agriculture or forestry	1.6	1.6	1.7	3.0	0.8	1.1	0.3	0.4	0.0	0.3	1.6	2.0
biological sciences	7.1	7.4	5.7	8.9	6.6	6.5	6.9	6.9	6.5	7.3	5.7	5.4
business	6.7	6.2	8.7	4.6	5.0	8.0	6.9	5.7	10.6	6.5	8.6	10.2
education	10.8	9.2	17.2	6.7	2.6	14.0	10.5	8.9	7.7	13.8	17.2	18.1
engineering	6.6	7.0	5.3	9.1	10.3	5.3	3.8	5.6	4.0	1.3	5.6	0.4
English	5.9	5.5	7.5	4.5	6.1	6.0	6.0	5.6	6.3	6.2	7.2	12.2
health related	1.7	1.8	1.4	2.8	1.3	1.3	1.1	1.5	1.4	0.5	1.4	0.1
history or political science	7.8	8.2	5.9	7.8	10.8	7.6	8.1	8.4	9.1	7.3	5.7	8.9
humanities	8.2	9.2	4.2	8.9	13.5	5.0	13.0	11.6	14.7	13.8	3.5	15.7
fine arts	8.9	9.2	7.7	9.0	6.4	9.7	10.4	10.9	6.5	11.7	7.9	4.5
mathematics or statistics	6.2	6.0	7.0	5.5	6.5	6.2	6.0	5.6	6.2	6.4	7.0	6.0
physical sciences	9.9	10.3	7.9	10.8	11.5	9.7	9.9	10.9	8.7	9.1	7.9	7.4
social sciences	12.1	13.0	8.5	12.9	15.0	12.9	12.1	11.7	13.9	11.8	8.8	4.0
other technical	2.2	1.5	4.9	1.1	0.7	2.1	1.9	2.3	1.3	1.7	5.0	3.1
other non-technical	4.5	3.9	6.6	4.3	2.7	4.5	3.2	3.9	3.1	2.3	6.9	2.0
<b>Year Highest Degree Earned</b>												
before 1958	2.8	2.6	3.7	3.2	4.5	1.6	2.0	2.4	1.6	1.6	3.7	3.8
1958 to 1962	4.7	5.0	3.6	6.4	8.2	3.0	3.4	3.9	3.4	2.7	3.7	2.6
1963 to 1967	11.4	11.5	11.2	14.4	13.1	9.3	8.8	9.6	8.5	7.9	11.8	3.0
1968 to 1972	17.1	16.9	17.7	17.3	16.6	18.5	14.2	14.8	14.5	13.3	18.0	14.4
1973 to 1977	15.7	15.4	16.8	15.9	14.4	15.5	15.2	13.8	17.2	16.0	17.4	7.9
1978 to 1982	13.0	12.6	14.7	12.1	13.0	11.9	14.3	14.0	16.3	13.8	14.7	15.3
1983 to 1987	13.2	13.3	12.5	12.8	12.1	13.0	15.5	15.2	14.4	16.6	12.4	13.1
1988 to 1992	14.3	14.5	13.5	12.6	12.0	15.6	17.5	17.1	16.5	18.4	12.9	22.2
1993 to 1995	7.8	8.1	6.2	5.2	6.0	11.6	9.0	9.1	7.7	9.7	5.5	17.8
<b>Degree Currently Working Toward</b>												
bachelor's (BA, BS, etc.)	1.6	0.2	7.2	0.1	0.4	0.3	0.2	0.4	0.0	0.1	7.7	0.0
master's (MA, MS, etc.)	3.5	1.5	11.2	0.7	1.0	1.8	2.7	3.5	2.7	1.7	11.3	9.3
LLB, JD	0.2	0.2	0.1	0.3	0.2	0.0	0.2	0.3	0.3	0.1	0.1	0.0
MD, DDS (or equivalent)	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.2	0.0	0.1	0.1	0.0
other first professional	0.2	0.2	0.0	0.0	0.0	0.4	0.4	0.3	0.0	0.6	0.0	0.0
EdD	2.1	1.3	5.5	0.4	0.5	1.7	2.5	2.7	1.0	3.0	5.9	0.0
PhD	9.9	7.9	17.7	4.2	3.4	11.2	11.8	9.0	10.8	15.6	16.4	36.7
other degree	2.2	1.3	5.7	1.1	0.3	2.0	1.4	1.8	0.8	1.3	5.2	12.9
none	80.2	87.2	52.6	93.2	94.3	82.4	80.7	81.8	84.4	77.6	53.4	41.1

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL		Universities		Four-year Colleges					Two-year Colleges		
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Department of Current Faculty Appointment (3)</b>												
agriculture or forestry	1.8	1.8	1.8	3.4	1.3	1.3	0.2	0.4	0.0	0.2	1.7	2.8
biological sciences	6.6	6.8	5.6	7.9	6.0	6.1	6.6	6.4	6.4	6.9	5.6	4.9
business	8.2	8.0	8.9	5.8	7.3	10.1	9.1	7.4	14.9	8.4	8.6	14.8
education	6.1	6.4	4.6	5.5	1.7	9.2	7.1	5.3	5.8	10.0	4.5	6.5
engineering	6.2	6.7	4.6	9.3	10.9	4.2	3.2	4.7	3.6	1.0	4.9	0.3
English	6.6	6.1	8.9	5.0	6.3	6.8	6.6	5.9	7.3	7.2	8.4	17.0
health related	2.4	2.3	2.5	3.7	1.7	1.7	1.3	2.1	1.4	0.4	2.7	0.0
history or political science	7.0	7.8	3.7	7.5	10.1	7.3	7.5	7.2	8.9	7.2	3.4	9.1
humanities	7.8	8.8	3.5	8.5	13.1	4.6	12.9	12.0	14.1	13.6	2.8	14.7
fine arts	9.4	9.9	7.3	9.4	7.2	10.8	11.2	12.1	6.0	12.6	7.5	4.7
mathematics or statistics	6.5	6.0	8.4	5.4	5.5	6.8	6.3	6.1	5.7	6.8	8.6	5.4
physical sciences	9.6	10.0	8.0	9.9	10.1	10.2	9.7	10.6	8.4	9.1	8.2	5.4
social sciences	11.4	11.8	9.7	11.4	13.7	11.9	11.3	11.2	11.4	11.4	10.1	3.0
other technical	4.6	2.7	12.3	1.9	1.5	3.8	3.1	3.5	2.7	2.7	12.6	7.5
other non-technical	5.9	4.9	10.1	5.5	3.6	5.3	3.9	5.1	3.5	2.6	10.5	4.0
<b>Year Appointed to Current Position</b>												
before 1958	1.6	1.6	1.6	1.6	2.4	1.1	1.7	1.8	1.8	1.6	1.5	2.7
1958 to 1962	2.4	2.7	0.9	3.0	4.5	1.4	3.3	3.1	4.2	3.0	1.0	0.3
1963 to 1967	9.2	9.6	7.9	11.1	11.7	8.5	7.3	7.6	7.2	6.9	8.2	3.8
1968 to 1972	15.3	14.6	18.2	15.8	12.8	16.8	10.4	11.2	9.7	9.8	19.2	2.7
1973 to 1977	11.2	10.6	13.6	12.0	11.1	9.6	9.4	8.8	10.4	9.6	13.9	9.4
1978 to 1982	11.7	11.7	11.5	12.9	12.6	9.5	12.5	12.2	15.0	11.6	11.8	6.1
1983 to 1987	12.8	13.0	12.2	12.7	11.7	11.6	16.1	16.7	15.5	15.8	12.2	12.5
1988 to 1992	20.3	20.3	20.3	18.7	20.9	20.6	22.2	22.1	21.0	22.9	19.6	31.9
1993 to 1995	15.5	15.9	13.7	12.1	12.4	20.8	17.1	16.5	15.2	18.9	12.7	30.8
<b>Tenured?</b>												
yes	66.0	67.0	61.9	74.3	71.0	63.3	58.2	58.0	64.7	55.4	64.0	32.0
no	34.0	33.0	38.1	25.7	29.0	36.7	41.8	42.0	35.3	44.6	36.0	68.0
<b>Year Received Tenure</b>												
before 1958	0.3	0.3	0.5	0.2	0.5	0.3	0.1	0.1	0.0	0.2	0.5	0.0
1958 to 1962	0.7	0.8	0.1	1.0	1.6	0.2	0.8	1.0	0.6	0.7	0.1	0.5
1963 to 1967	4.3	4.8	1.9	5.1	8.8	2.8	4.3	4.2	4.9	4.2	1.9	1.9
1968 to 1972	15.1	14.3	18.7	16.2	15.2	13.6	10.7	11.5	9.6	10.1	19.2	4.6
1973 to 1977	19.6	19.2	21.0	18.6	18.0	23.0	15.4	16.3	15.0	14.5	21.3	12.5
1978 to 1982	15.4	15.4	15.4	16.7	14.3	14.6	14.6	14.5	14.7	14.8	15.4	12.9
1983 to 1987	15.5	15.8	14.3	16.0	15.5	14.6	17.6	16.2	21.7	16.9	14.4	10.9
1988 to 1992	17.1	17.3	16.0	16.0	16.6	17.0	21.0	21.8	19.4	20.8	15.8	24.1
1993 to 1995	12.1	12.1	12.0	10.2	9.5	13.9	15.4	14.3	14.1	17.8	11.4	32.7
<b>Primary Interest</b>												
very heavily in teaching	33.5	24.6	69.0	12.5	12.3	33.7	38.9	34.5	35.6	46.2	70.6	44.1
leaning toward teaching	37.8	40.8	25.9	35.8	36.3	46.1	44.0	44.5	46.8	42.0	24.6	46.3
leaning toward research	25.6	30.8	4.7	45.4	45.1	18.6	15.9	19.5	16.2	11.1	4.6	6.7
very heavily in research	3.1	3.8	0.4	6.3	6.3	1.6	1.2	1.5	1.4	0.6	0.2	3.0

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Salary is Based On</b>												
9/10 months	79.0	78.5	80.7	78.4	79.8	81.4	73.7	70.7	76.5	76.1	82.0	61.8
11/12 months	21.0	21.5	19.3	21.6	20.2	18.6	26.3	29.3	23.5	23.9	18.0	38.2
<b>Base Salary in Thousands for:</b>												
<b>Faculty on 9/10 Month Contracts</b>												
less than 20	0.3	0.3	0.4	0.3	0.3	0.2	0.3	0.2	0.3	0.5	0.4	0.0
20 to 29	4.6	3.0	11.0	1.2	1.1	3.3	6.7	5.7	3.0	9.9	10.0	32.8
30 to 39	21.0	19.2	27.9	13.8	7.6	23.8	28.7	21.8	24.0	39.8	26.6	54.2
40 to 49	25.5	25.7	25.0	23.3	18.3	29.2	28.9	28.3	32.3	27.9	25.8	7.5
50 to 59	22.3	22.9	19.8	23.3	19.9	25.9	19.3	20.5	23.4	15.8	20.6	3.1
60 to 69	14.0	14.0	13.8	16.4	20.4	11.5	9.8	12.6	12.8	4.7	14.4	1.5
70 to 79	6.6	7.9	1.7	10.8	13.1	5.1	3.6	5.8	2.9	1.2	1.8	0.2
80 to 89	3.0	3.6	0.3	5.2	9.3	0.8	1.7	3.4	0.7	0.2	0.3	0.2
90 to 99	1.5	1.8	0.0	3.0	4.7	0.1	0.7	1.5	0.1	0.0	0.0	0.0
100 to 124	1.1	1.4	0.0	2.2	4.4	0.1	0.2	0.3	0.3	0.1	0.0	0.4
125 to 149	0.2	0.2	0.1	0.2	0.9	0.0	0.0	0.0	0.0	0.0	0.1	0.0
150 or more	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0
<b>Faculty on 11/12 Month Contracts</b>												
less than 20	0.4	0.2	1.2	0.1	0.1	0.0	0.7	0.7	0.9	0.8	1.0	3.0
20 to 29	4.5	3.8	7.3	2.2	2.5	3.3	7.4	4.6	4.1	13.5	6.1	15.9
30 to 39	19.3	17.7	26.2	7.8	9.9	22.6	30.1	26.3	25.4	38.4	23.3	47.4
40 to 49	21.4	20.9	23.6	12.3	20.4	25.9	27.5	26.9	30.7	27.0	25.8	7.6
50 to 59	21.1	20.3	25.0	20.8	19.3	20.7	19.7	21.0	25.6	14.6	26.4	14.7
60 to 69	12.9	13.2	11.4	16.0	15.2	13.8	7.6	9.8	8.2	3.8	12.1	6.1
70 to 79	8.9	10.0	4.1	15.0	12.0	8.7	3.5	5.1	2.4	1.4	4.5	1.6
80 to 89	5.0	5.8	1.0	9.6	9.4	3.1	1.9	2.8	2.4	0.1	0.8	2.4
90 to 99	2.9	3.5	0.1	6.5	5.0	1.5	0.9	1.6	0.4	0.1	0.0	0.8
100 to 124	3.0	3.7	0.0	8.1	4.9	0.4	0.6	1.0	0.0	0.2	0.0	0.4
125 to 149	0.4	0.5	0.0	1.3	0.3	0.0	0.0	0.1	0.0	0.0	0.0	0.0
150 or more	0.2	0.3	0.0	0.4	1.0	0.0	0.1	0.2	0.0	0.1	0.0	0.0
<b>Father's Education</b>												
8th grade or less	15.7	14.6	20.3	12.6	13.6	16.8	15.2	13.6	16.1	16.7	20.5	17.2
some high school	10.4	9.6	13.5	8.9	9.4	10.2	10.1	9.9	12.1	9.3	13.3	16.1
completed high school	23.1	21.7	28.5	20.7	17.3	23.8	23.1	22.9	25.3	22.2	28.6	27.1
some college	14.1	14.2	13.9	14.1	13.1	14.8	14.1	13.7	14.1	14.5	14.2	9.5
graduated from college	14.1	15.1	9.8	16.5	15.8	13.6	14.6	15.5	13.7	13.8	9.8	9.1
attended grad/prof school	5.5	5.8	4.2	6.3	6.9	4.8	5.8	6.6	4.6	5.4	4.3	2.7
attained advanced degree	17.2	19.0	9.9	20.8	23.8	16.0	17.2	17.8	14.0	18.1	9.3	18.3
<b>Mother's Education</b>												
8th grade or less	11.2	10.7	13.4	9.3	10.2	12.0	11.6	10.3	13.6	12.1	13.4	12.6
some high school	9.4	9.1	10.8	8.5	8.7	9.8	9.4	9.7	10.4	8.5	11.0	6.9
completed high school	34.8	33.2	41.4	32.4	30.4	34.7	33.9	33.2	38.5	32.6	41.4	41.3
some college	16.9	17.5	14.2	17.5	18.3	17.2	17.8	18.2	15.8	18.2	14.1	15.0
graduated from college	16.2	17.0	13.0	18.6	17.5	15.7	15.8	16.9	12.4	16.0	13.1	11.2
attended grad/prof school	3.9	4.1	3.2	4.5	4.7	3.5	3.9	3.5	3.6	4.6	3.0	6.2
attained advanced degree	7.5	8.4	4.0	9.3	10.2	7.1	7.7	8.2	5.7	8.0	3.9	6.7

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Marital Status</b>												
married	82.7	83.5	79.5	84.4	80.0	84.1	83.4	84.3	74.4	86.9	79.7	75.5
unmarried, living with partner	3.2	3.2	3.1	3.5	4.3	2.6	3.0	3.7	2.7	2.3	3.3	0.1
single	14.1	13.3	17.4	12.1	15.6	13.3	13.6	12.0	23.0	10.8	17.0	24.3
<b>Has Respondent Ever Been</b>												
divorced	23.6	22.9	26.3	25.3	21.9	24.5	17.3	19.6	17.5	14.1	27.3	9.4
widowed	1.7	1.7	1.8	2.0	1.6	1.5	1.5	1.6	1.4	1.3	1.9	0.3
separated	4.8	4.7	5.2	5.3	4.4	4.7	3.8	4.2	3.7	3.3	5.6	0.1
<b>Spouse or Partner's Education</b>												
8th grade or less	0.2	0.2	0.3	0.1	0.1	0.4	0.3	0.5	0.3	0.1	0.3	0.0
some high school	0.3	0.3	0.4	0.2	0.6	0.3	0.1	0.1	0.1	0.1	0.4	0.0
completed high school	3.8	3.3	5.6	2.8	2.3	4.4	3.1	2.8	4.0	3.0	5.7	2.8
some college	12.6	10.4	21.2	9.6	8.2	11.4	11.8	12.3	10.8	11.6	21.5	15.5
graduated from college	22.8	22.2	24.9	22.5	18.3	22.3	24.0	23.4	19.2	27.2	24.4	32.8
attended grad/prof school	10.8	11.0	9.8	10.5	10.9	11.3	11.4	11.7	8.7	12.4	10.1	5.3
attained advanced degree	41.1	44.6	27.4	47.6	50.3	41.7	40.2	41.9	40.3	37.9	27.7	23.7
does not apply	8.5	8.0	10.4	6.6	9.3	8.3	9.1	7.4	16.6	7.6	9.8	19.9
<b>Is Spouse/Partner an Academic?</b>												
no	68.6	69.2	66.2	70.0	71.6	68.3	67.8	68.4	73.5	64.3	65.9	70.3
yes	31.4	30.8	33.8	30.0	28.4	31.7	32.2	31.6	26.5	35.7	34.1	29.7
<b>Number of Children Aged:</b>												
<b>0 to 4 years old</b>												
none	76.6	75.2	82.4	74.1	74.8	75.8	76.4	75.3	81.3	75.3	83.0	74.5
one	17.2	18.1	13.5	19.2	18.0	17.8	16.9	17.7	13.0	17.9	13.0	20.2
two	5.7	6.3	3.4	6.5	7.0	5.7	6.2	6.7	5.1	6.2	3.3	5.2
three	0.4	0.4	0.6	0.2	0.2	0.6	0.4	0.2	0.6	0.6	0.7	0.0
four or more	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
<b>5 to 12 years old</b>												
none	61.5	61.0	63.5	58.7	64.0	62.0	61.6	62.3	65.8	58.4	63.4	64.8
one	23.9	24.1	22.9	25.1	24.8	23.5	23.2	22.9	20.4	25.1	22.9	23.1
two	12.5	12.7	11.6	14.1	9.4	12.5	12.7	12.7	11.4	13.5	11.8	9.3
three	1.8	1.8	1.7	1.7	1.5	1.8	2.2	1.8	2.0	2.8	1.7	2.8
four or more	0.3	0.3	0.2	0.4	0.3	0.3	0.3	0.3	0.4	0.2	0.2	0.0
<b>13 to 17 years old</b>												
none	68.3	69.2	64.5	67.1	71.8	71.0	68.5	70.9	70.6	64.3	64.2	68.4
one	23.1	23.0	23.6	25.6	20.4	21.3	22.8	21.5	20.9	25.5	23.6	23.9
two	7.6	7.0	10.0	6.5	7.0	7.0	7.9	7.0	7.7	9.2	10.3	6.3
three	0.9	0.7	1.8	0.8	0.6	0.6	0.6	0.5	0.8	0.8	1.8	1.4
four or more	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.0	0.2	0.1	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Children Aged: 18 to 23 years old</b>												
none	63.4	65.3	56.2	63.2	68.4	64.9	67.0	68.3	70.7	63.4	55.3	68.4
one	25.6	24.6	29.6	26.9	21.4	25.2	21.9	21.9	17.2	24.4	30.3	18.6
two	9.5	8.8	12.1	8.5	8.6	8.7	9.6	8.0	11.3	10.8	12.0	12.8
three	1.4	1.2	2.2	1.2	1.3	1.0	1.3	1.5	0.7	1.3	2.3	0.2
four or more	0.2	0.2	0.0	0.2	0.3	0.3	0.2	0.2	0.1	0.1	0.0	0.0
<b>24 years old or older</b>												
none	49.9	51.1	45.1	47.5	52.4	51.9	54.9	54.4	60.5	52.6	43.6	67.3
one	14.6	13.7	17.8	14.4	11.8	14.9	12.3	12.4	9.8	13.3	18.3	10.3
two	18.9	18.9	18.9	20.9	17.9	18.3	17.3	18.4	12.8	18.1	19.7	6.2
three	10.1	9.9	10.9	10.5	10.2	9.3	9.6	9.0	8.7	10.8	10.8	12.5
four or more	6.5	6.4	7.3	6.7	7.8	5.7	6.0	5.7	8.3	5.2	7.5	3.7
<b>General Activities</b>												
held academic admin position	43.1	44.4	37.9	45.7	49.8	39.4	46.1	45.8	48.4	45.3	37.2	48.0
award for outstanding teaching	37.6	37.2	39.2	40.8	34.0	35.1	36.1	37.2	35.2	35.2	39.1	40.0
commute a long distance to work	15.5	13.1	25.2	10.0	15.1	13.8	16.0	17.5	19.5	12.2	25.3	24.0
research/writing on women	15.8	17.3	9.9	18.5	19.6	15.0	17.3	18.0	18.2	16.1	10.0	8.9
spouse/partner work in same city	57.0	59.7	46.0	64.3	66.1	54.5	56.2	53.2	47.9	64.1	45.6	52.0
research/writing on race/ethnicity	21.3	22.4	17.1	23.0	24.8	21.2	21.5	21.3	21.5	21.7	17.1	17.0
born in the U.S.A.	88.5	87.1	94.1	84.8	83.6	89.7	89.5	87.8	90.6	91.1	94.2	91.8
am a U.S. citizen	94.8	94.0	98.1	92.8	92.3	95.4	95.2	94.1	96.4	95.9	98.0	98.6
interrupted career for family reasons	4.4	4.2	5.5	3.3	3.7	4.8	4.9	4.4	6.4	4.7	5.4	6.7
sexually harassed at this inst	3.1	2.8	4.2	2.6	2.9	3.6	2.1	2.4	2.5	1.3	4.4	0.6
sexually harassed at other inst	2.1	2.0	2.5	1.8	1.5	2.3	2.2	2.3	1.7	2.3	2.6	1.2
plan working beyond age 70	34.5	35.8	29.2	36.0	44.1	31.6	36.3	36.6	42.7	32.6	28.1	46.6
<b>in the Last Two Years</b>												
received at least one firm job offer	22.4	21.3	27.0	19.0	19.9	22.6	24.1	23.3	20.2	27.1	25.9	44.2
developed a new course	68.4	69.7	62.9	69.5	73.3	64.7	75.3	77.0	75.9	72.8	62.5	70.3
considered early retirement	32.5	31.0	38.7	32.2	24.6	35.4	26.5	27.6	26.0	25.4	39.6	23.9
considered leaving academe for another job	32.0	31.5	34.3	29.7	25.3	35.5	32.4	33.1	28.8	33.2	33.8	42.2

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	All sectarian	Catholic	Protestant	Public	Private
<b>HOURS PER WEEK SPENT ON:</b>												
<b>Scheduled Teaching</b>												
none	0.5	0.5	0.5	0.8	0.3	0.3	0.3	0.5	0.0	0.2	0.5	0.7
1 to 4	7.8	9.0	2.9	14.9	15.8	3.3	3.2	3.8	2.3	2.9	2.8	5.2
5 to 8	29.8	35.8	5.3	53.1	55.6	19.3	19.2	22.5	19.3	14.6	5.3	5.8
9 to 12	31.5	36.0	12.9	21.3	22.1	50.6	47.4	44.1	57.4	46.7	11.2	40.9
13 to 16	15.8	12.1	30.9	5.1	4.0	17.7	20.4	19.5	14.9	24.4	31.3	24.1
17 to 20	8.8	4.6	25.9	3.0	1.7	6.2	6.7	6.6	4.3	8.1	26.4	18.0
21 to 34	5.4	1.8	19.9	1.5	0.4	2.1	2.6	2.9	1.4	2.8	20.9	5.4
35 to 44	0.4	0.2	1.2	0.1	0.0	0.3	0.1	0.1	0.0	0.2	1.3	0.0
45 or more	0.2	0.1	0.4	0.1	0.1	0.1	0.1	0.0	0.3	0.0	0.5	0.0
<b>Preparing for Teaching</b>												
none	0.3	0.3	0.4	0.5	0.3	0.2	0.2	0.2	0.1	0.3	0.4	0.6
1 to 4	9.1	8.9	9.7	11.1	11.7	6.9	6.6	7.3	6.2	5.9	9.9	6.3
5 to 8	22.8	22.8	22.8	26.7	25.4	20.3	18.4	19.2	17.3	17.9	23.0	18.4
9 to 12	24.9	25.3	23.5	27.5	25.8	24.3	22.8	23.0	21.9	23.0	23.4	25.4
13 to 16	17.4	17.7	16.3	16.4	16.0	19.0	19.0	18.5	19.4	19.4	16.5	13.4
17 to 20	13.7	13.9	12.9	10.9	11.9	15.7	17.4	17.3	17.9	17.3	13.1	9.8
21 to 34	9.3	9.1	10.5	5.9	7.4	10.9	12.6	11.6	14.2	13.1	10.2	15.1
35 to 44	1.8	1.5	3.0	0.9	0.9	2.0	2.2	1.8	2.6	2.4	2.7	7.2
45 or more	0.6	0.5	0.9	0.2	0.6	0.5	0.8	0.9	0.5	0.7	0.7	3.9
<b>Advising/Counseling of Students</b>												
none	2.7	2.4	3.9	2.7	2.0	2.5	2.2	2.1	2.5	2.1	3.9	3.7
1 to 4	59.7	59.7	59.6	59.8	62.9	58.3	59.7	58.5	60.2	61.1	60.0	52.3
5 to 8	28.2	28.2	28.2	27.9	26.3	29.0	28.7	29.4	29.3	27.6	27.9	33.7
9 to 12	6.9	7.2	5.5	7.1	6.6	7.8	7.0	7.6	5.8	6.9	5.3	8.8
13 to 16	1.6	1.6	1.3	1.8	1.3	1.7	1.5	1.7	1.2	1.4	1.3	1.2
17 to 20	0.6	0.6	0.5	0.6	0.8	0.4	0.6	0.5	0.7	0.8	0.5	0.3
21 to 34	0.3	0.2	0.6	0.2	0.1	0.2	0.2	0.2	0.3	0.1	0.6	0.0
35 to 44	0.1	0.0	0.3	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.3	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
<b>Committee Work and Meetings</b>												
none	4.4	3.9	6.5	3.8	4.6	3.4	4.6	4.5	5.5	4.2	6.6	4.3
1 to 4	70.3	69.0	75.8	66.1	70.4	69.0	72.8	70.7	72.3	75.7	76.1	70.1
5 to 8	19.8	21.2	14.0	23.9	19.4	21.3	17.8	18.7	17.1	16.9	13.7	18.0
9 to 12	4.1	4.5	2.7	4.6	4.3	4.8	3.9	5.0	3.5	2.5	2.6	4.1
13 to 16	0.9	1.0	0.6	1.1	1.0	1.0	0.7	0.7	1.2	0.5	0.5	2.4
17 to 20	0.3	0.3	0.3	0.4	0.1	0.3	0.2	0.3	0.4	0.1	0.2	1.1
21 to 34	0.1	0.1	0.1	0.1	0.2	0.1	0.0	0.1	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	0.0	0.0	0.0	0.0
45 or more	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>HOURS PER WEEK SPENT ON:</b>												
<b>Other Administration</b>												
none	35.6	34.5	39.9	33.3	34.9	36.2	33.7	33.3	40.2	31.1	40.8	24.8
1 to 4	40.4	40.9	38.3	42.5	42.6	38.7	40.3	41.2	35.2	41.7	37.3	53.1
5 to 8	11.7	11.9	10.9	11.8	11.7	11.2	13.1	14.0	12.7	12.1	10.9	10.8
9 to 12	5.8	5.9	5.4	6.1	5.5	6.0	5.8	5.4	5.8	6.2	5.4	5.2
13 to 16	2.6	2.7	2.2	2.4	3.0	2.6	3.0	2.9	2.2	3.5	2.3	0.0
17 to 20	2.1	2.2	2.0	1.9	1.3	3.0	2.1	1.5	2.3	2.8	1.9	3.5
21 to 34	1.4	1.5	1.2	1.5	1.0	1.7	1.4	1.3	1.3	1.6	1.1	2.5
35 to 44	0.3	0.4	0.2	0.4	0.2	0.4	0.4	0.2	0.3	0.7	0.2	0.2
45 or more	0.1	0.1	0.0	0.1	0.0	0.2	0.2	0.2	0.0	0.2	0.0	0.0
<b>Research and Scholarly Writing</b>												
none	22.2	13.6	58.6	6.3	6.1	17.6	24.5	22.3	18.6	30.5	60.0	37.0
1 to 4	28.5	28.6	27.9	17.4	18.2	38.0	39.9	36.9	39.6	44.1	26.5	48.9
5 to 8	17.3	19.4	8.0	19.0	19.6	20.8	18.0	20.2	20.1	14.1	8.1	7.1
9 to 12	12.1	14.3	2.8	18.6	18.4	11.2	9.1	10.4	11.4	6.4	2.9	2.2
13 to 16	7.4	8.9	0.9	13.6	11.7	5.6	4.2	4.9	4.9	3.0	0.9	0.5
17 to 20	6.4	7.6	1.2	12.4	12.4	3.8	2.4	3.1	3.4	0.9	1.2	2.3
21 to 34	4.4	5.4	0.4	8.8	9.5	2.3	1.5	2.1	1.6	0.8	0.3	1.3
35 to 44	1.3	1.6	0.0	2.7	3.1	0.6	0.2	0.3	0.3	0.0	0.0	0.5
45 or more	0.5	0.6	0.1	1.3	0.9	0.1	0.1	0.0	0.1	0.1	0.1	0.3
<b>Creative Products &amp; Performances</b>												
none	56.6	59.2	46.7	62.5	64.9	55.9	55.4	56.1	59.1	52.7	46.2	54.0
1 to 4	28.5	26.1	37.5	22.9	22.0	29.3	29.1	27.5	26.9	32.2	37.9	31.9
5 to 8	8.3	8.0	9.5	7.5	7.5	8.4	8.4	9.1	7.9	7.8	9.5	8.7
9 to 12	3.2	3.2	3.4	3.5	2.8	2.9	3.4	3.4	3.0	3.4	3.4	3.6
13 to 16	1.5	1.5	1.4	1.6	0.8	1.6	1.6	1.6	1.5	1.6	1.4	1.8
17 to 20	1.1	1.2	1.1	1.0	1.1	1.1	1.4	1.5	1.2	1.4	1.2	0.0
21 to 34	0.5	0.6	0.3	0.7	0.6	0.6	0.5	0.5	0.3	0.7	0.4	0.0
35 to 44	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.0	0.2	0.0	0.0
45 or more	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.0
<b>Consultation with Clients or Patients</b>												
none	80.3	80.8	78.3	80.4	82.4	79.2	82.7	82.8	81.2	83.4	77.8	86.6
1 to 4	14.6	14.5	15.3	14.8	13.3	15.9	12.5	12.6	12.1	12.7	15.6	11.1
5 to 8	3.1	3.0	3.5	3.1	2.8	3.1	2.9	3.1	3.6	2.1	3.7	0.8
9 to 12	1.0	1.0	1.2	0.8	1.1	1.2	1.0	0.7	2.1	0.9	1.1	1.5
13 to 16	0.4	0.3	0.7	0.4	0.2	0.3	0.3	0.3	0.3	0.2	0.7	0.0
17 to 20	0.2	0.2	0.3	0.2	0.1	0.2	0.4	0.4	0.4	0.4	0.4	0.0
21 to 34	0.1	0.1	0.2	0.2	0.0	0.1	0.1	0.1	0.3	0.1	0.2	0.0
35 to 44	0.1	0.0	0.4	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.4	0.0
45 or more	0.1	0.1	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>HOURS PER WEEK SPENT ON:</b>												
<b>Community or Public Service</b>												
none	33.9	34.9	29.9	37.5	46.5	29.5	31.8	36.4	31.5	25.9	29.8	30.5
1 to 4	54.1	53.8	55.2	52.4	45.0	57.8	55.8	52.6	54.3	60.5	55.0	58.3
5 to 8	8.9	8.4	10.8	7.2	6.2	9.7	9.7	8.7	10.5	10.5	10.9	8.8
9 to 12	2.2	2.0	3.1	2.0	1.8	2.1	2.1	1.6	2.5	2.5	3.1	2.5
13 to 16	0.5	0.5	0.6	0.5	0.1	0.6	0.5	0.4	0.8	0.4	0.6	0.0
17 to 20	0.2	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.3	0.1	0.4	0.0
21 to 34	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	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	0.0	0.0	0.0	0.0	0.0
<b>Outside Consulting or Freelance Work</b>												
none	61.2	60.5	63.7	57.1	55.5	63.2	65.4	63.8	66.6	66.7	63.8	62.9
1 to 4	29.4	30.6	24.9	34.2	33.0	29.0	25.6	25.4	25.3	25.9	24.8	26.4
5 to 8	6.2	6.2	6.1	6.8	8.0	5.3	5.5	6.3	4.7	4.8	6.1	6.7
9 to 12	1.9	1.6	2.8	1.3	2.3	1.6	1.7	1.8	1.9	1.5	2.8	2.9
13 to 16	0.6	0.4	1.4	0.3	0.7	0.4	0.6	0.8	0.7	0.4	1.4	1.1
17 to 20	0.4	0.4	0.5	0.2	0.3	0.3	0.7	1.2	0.6	0.3	0.5	0.0
21 to 34	0.2	0.1	0.3	0.1	0.1	0.1	0.2	0.3	0.1	0.3	0.4	0.0
35 to 44	0.1	0.1	0.1	0.0	0.1	0.0	0.1	0.2	0.1	0.0	0.2	0.0
45 or more	0.1	0.0	0.2	0.0	0.0	0.0	0.1	0.2	0.0	0.1	0.2	0.0
<b>Household/Child Care Duties</b>												
none	15.6	15.4	16.4	16.4	15.4	16.0	12.7	12.5	15.7	11.6	16.6	13.8
1 to 4	20.1	20.3	19.1	18.3	20.5	20.7	22.9	22.2	21.6	24.5	18.6	25.9
5 to 8	24.4	24.4	24.1	23.3	23.6	25.0	26.0	25.8	24.1	27.2	24.0	26.4
9 to 12	17.1	16.9	18.1	17.1	17.8	16.6	16.5	16.9	15.2	16.7	18.5	12.7
13 to 16	8.8	8.7	9.1	9.8	7.3	8.3	8.5	8.6	9.3	7.9	9.0	10.9
17 to 20	6.6	6.6	6.3	6.8	6.5	6.5	6.5	6.2	7.5	6.2	6.2	8.5
21 to 34	4.7	4.7	4.3	5.1	5.6	4.1	4.4	4.8	4.2	4.0	4.5	1.4
35 to 44	1.4	1.5	1.2	1.6	1.7	1.2	1.4	1.8	1.2	1.1	1.2	0.2
45 or more	1.4	1.4	1.4	1.5	1.6	1.6	1.1	1.3	1.1	0.8	1.4	0.2
<b>Communication via E-mail</b>												
none	24.1	19.3	43.7	12.6	15.1	24.1	25.9	21.7	24.5	32.3	43.8	42.2
1 to 4	58.9	61.7	47.4	64.0	64.5	59.0	60.1	61.7	60.6	57.8	47.2	50.5
5 to 8	14.2	15.9	7.2	19.6	16.8	14.2	12.0	14.3	12.2	8.7	7.2	6.8
9 to 12	2.1	2.3	1.4	2.8	3.0	2.0	1.4	1.6	1.5	1.1	1.5	0.3
13 to 16	0.4	0.5	0.1	0.8	0.2	0.5	0.3	0.3	0.8	0.1	0.1	0.2
17 to 20	0.2	0.2	0.2	0.2	0.2	0.1	0.2	0.3	0.3	0.0	0.2	0.0
21 to 34	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	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	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Days Spent Off-Campus for Professional Activities</b>												
none	12.0	9.7	21.3	6.5	8.3	12.6	11.3	10.0	16.0	10.7	21.1	23.3
1 to 2	14.0	11.3	24.5	7.8	7.1	13.8	16.1	14.1	15.3	19.1	24.6	21.5
3 to 4	22.2	21.4	25.3	16.2	16.4	25.8	26.4	26.1	24.3	27.9	25.7	18.9
5 to 10	30.7	33.1	21.5	35.7	34.3	30.9	31.2	32.4	30.5	30.1	21.4	22.2
11 to 20	14.1	16.4	5.1	21.9	21.5	12.3	10.4	11.8	9.5	9.0	4.8	10.0
21 to 50	5.1	6.0	1.5	8.9	9.8	3.3	2.8	3.4	2.6	2.3	1.4	2.5
50 or more	1.9	2.2	1.0	3.0	2.7	1.3	1.7	2.2	1.8	0.9	0.9	1.6
<b>Teaching Activities in the Last Two Years</b>												
taught honors course	20.5	22.9	10.5	26.1	33.4	16.4	20.4	20.2	23.2	19.3	9.9	19.3
taught interdisciplinary course	38.2	41.0	26.3	44.2	45.8	31.8	46.0	50.1	37.7	44.6	25.5	40.8
taught ethnic studies course	7.6	8.0	6.0	7.2	7.9	7.5	10.2	10.0	9.6	10.8	5.9	6.7
taught women's studies course	2.3	2.3	2.2	1.9	2.6	2.0	3.5	4.3	2.9	2.7	2.3	0.2
team-taught a course	36.4	38.3	28.6	43.4	38.7	31.2	39.8	43.0	30.8	40.1	27.5	47.3
worked w/students on research project	72.9	78.7	47.7	86.7	81.6	73.3	71.3	74.1	72.3	67.0	46.3	70.6
attd racial/cultural workshop	32.1	28.2	47.4	22.2	20.5	34.6	33.3	32.8	38.7	31.2	48.0	36.3
held faculty senate/council office	25.5	24.7	28.9	20.1	24.3	27.3	28.4	28.0	30.4	27.8	29.0	28.2
used funds for research	48.7	56.9	13.2	69.5	68.7	44.6	45.7	50.6	44.2	39.9	12.6	23.8
served as a paid consultant	48.4	50.4	40.3	55.9	56.2	47.3	41.9	43.1	43.5	39.5	39.9	47.6
attd teaching enhance workshop	52.8	49.8	65.0	42.5	40.2	56.1	58.2	57.4	63.7	56.4	65.3	60.9
performed svc/vol work in cmty	76.2	75.6	78.8	72.4	66.5	80.8	78.7	74.7	79.1	83.6	78.7	81.2
advised std grps in svc/vol work	36.6	36.1	38.5	32.2	29.5	41.7	38.6	37.6	36.6	40.9	38.4	40.2
<b>SCHOLARLY WORK CONDUCTED:</b>												
<b>By Respondent Alone</b>												
none	12.2	8.2	28.6	6.0	5.4	10.4	10.4	9.6	8.9	12.3	29.3	19.0
some	25.8	29.5	10.2	36.8	33.7	25.6	20.4	23.0	21.8	16.4	10.2	10.5
most	31.6	34.0	21.5	35.4	32.9	34.4	31.8	32.6	33.3	30.0	21.1	27.4
all	30.5	28.3	39.7	21.7	28.0	29.6	37.3	34.9	35.9	41.3	39.4	43.1
<b>With One Other Person</b>												
none	35.0	28.3	63.3	19.5	24.7	31.1	41.2	37.5	36.6	48.7	63.9	53.4
some	48.4	52.8	30.0	58.6	54.3	50.8	44.9	47.0	47.4	40.7	29.4	39.8
most	15.4	17.9	4.7	21.2	20.3	16.8	12.6	14.4	14.5	9.1	4.7	5.4
all	1.2	1.0	2.0	0.7	0.7	1.3	1.3	1.1	1.4	1.5	2.0	1.3
<b>With Two or More People</b>												
none	53.5	47.5	78.7	35.2	43.3	54.2	61.2	57.2	60.5	66.9	79.4	68.3
some	35.5	39.8	17.4	48.2	42.2	35.8	29.7	32.8	31.3	24.6	16.6	29.2
most	9.7	11.3	2.8	15.1	13.2	8.7	7.4	8.0	7.3	6.5	2.9	2.4
all	1.4	1.5	1.1	1.5	1.3	1.3	1.8	2.0	0.9	2.0	1.2	0.2

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>NUMBER OF:</b>												
<b>Articles in Academic or Professional Journals</b>												
none	22.0	13.7	55.4	6.0	6.5	18.9	23.5	20.9	17.6	29.9	56.2	43.5
1 to 2	15.9	14.1	22.9	7.1	8.0	19.5	21.7	17.8	22.3	26.5	23.1	21.2
3 to 4	12.1	12.5	10.2	8.4	8.6	16.1	16.4	16.2	17.5	16.2	9.7	17.2
5 to 10	16.3	18.7	6.5	17.1	18.7	20.6	18.5	20.5	20.9	14.7	6.4	7.5
11 to 20	13.0	15.5	2.8	18.9	18.6	13.4	10.9	12.1	14.3	7.6	2.6	4.9
21 to 50	12.7	15.5	1.4	24.6	21.1	9.0	6.6	9.4	5.7	3.5	1.3	2.3
50 or more	8.1	9.9	0.8	17.8	18.6	2.6	2.3	3.0	1.7	1.6	0.6	3.5
<b>Chapters in Edited Volumes</b>												
none	53.5	45.9	84.7	29.4	28.0	62.1	61.8	56.3	61.0	69.4	84.9	81.7
1 to 2	21.5	24.2	10.6	24.2	27.1	23.5	23.3	25.5	25.6	19.3	10.5	12.5
3 to 4	11.4	13.6	2.3	19.4	16.8	8.7	8.7	10.5	8.1	6.7	2.3	2.0
5 to 10	8.7	10.4	1.6	16.6	17.3	4.2	4.7	5.9	3.9	3.4	1.5	2.7
11 to 20	3.1	3.9	0.2	7.0	6.7	1.0	1.0	1.1	0.9	0.8	0.2	0.6
21 to 50	1.4	1.7	0.3	2.8	3.3	0.3	0.5	0.6	0.4	0.4	0.3	0.3
50 or more	0.4	0.4	0.3	0.7	0.8	0.1	0.0	0.1	0.0	0.0	0.3	0.2
<b>Books, Manuals, Monographs</b>												
none	52.9	48.4	71.0	38.7	36.6	57.2	59.0	54.9	58.7	64.5	72.2	52.3
1 to 2	28.2	30.4	19.2	32.8	33.2	27.9	28.4	30.5	28.6	25.4	18.6	28.1
3 to 4	10.1	11.2	5.7	14.6	13.6	8.6	7.7	8.5	7.6	6.7	5.5	9.9
5 to 10	6.4	7.3	2.6	10.0	12.2	4.5	3.7	4.4	4.1	2.6	2.2	9.3
11 to 20	1.8	2.1	0.7	2.9	3.5	1.4	0.9	1.2	0.6	0.6	0.8	0.1
21 to 50	0.5	0.5	0.5	0.6	0.8	0.4	0.2	0.3	0.0	0.2	0.5	0.0
50 or more	0.2	0.1	0.2	0.2	0.1	0.0	0.2	0.1	0.3	0.1	0.2	0.3
<b>Exhibitions or Performances in the Fine/Applied Arts Presented</b>												
none	82.2	82.8	79.7	84.4	86.3	81.8	79.4	78.7	85.0	77.6	79.1	89.1
1 to 2	3.9	3.3	6.0	2.7	2.9	3.5	4.3	4.2	4.1	4.5	6.1	4.4
3 to 4	2.2	1.9	3.2	2.0	1.2	1.7	2.4	2.4	3.1	2.0	3.4	0.4
5 to 10	2.1	1.8	3.2	1.6	1.5	1.9	2.4	2.4	2.4	2.4	3.3	2.2
11 to 20	1.3	1.3	1.4	0.9	1.2	1.4	1.7	2.2	0.8	1.6	1.5	0.0
21 to 50	2.0	2.2	1.5	1.9	1.6	2.3	2.7	2.7	1.8	3.2	1.6	0.1
50 or more	6.4	6.7	5.0	6.5	5.2	7.4	7.0	7.3	2.8	8.7	5.1	3.7
<b>Prof. Writings or Performances Published or Presented in the Last Two Years</b>												
none	34.5	26.7	65.7	18.8	18.3	33.1	35.1	31.2	35.3	40.2	66.6	51.3
1 to 2	22.8	23.4	20.5	18.3	19.5	26.2	29.8	29.4	30.9	29.7	20.1	27.4
3 to 4	19.4	22.5	7.1	25.2	25.9	20.8	18.3	20.1	18.5	15.9	6.8	12.0
5 to 10	15.9	18.7	4.4	26.0	24.7	13.6	10.9	12.4	11.6	8.5	4.2	6.6
11 to 20	4.7	5.5	1.4	7.7	7.8	3.6	3.4	4.1	2.0	3.2	1.4	2.4
21 to 50	1.7	2.0	0.5	2.6	2.9	1.5	1.2	1.4	0.6	1.3	0.5	0.3
50 or more	1.1	1.2	0.4	1.4	0.9	1.1	1.3	1.4	1.1	1.3	0.4	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>NUMBER OF COURSES TAUGHT IN:</b>												
<b>General Education</b>												
none	49.5	52.6	37.6	63.2	61.2	46.3	43.0	46.8	49.6	35.6	37.3	42.6
one	22.1	25.1	10.8	25.9	26.3	23.1	26.5	25.3	19.9	31.0	10.7	12.5
two	13.5	13.7	12.5	7.9	8.9	18.4	17.2	16.0	16.0	19.3	12.3	15.7
three	6.8	5.7	11.2	1.9	2.5	8.6	8.2	7.4	8.8	8.9	11.4	8.7
four	3.8	1.9	10.8	0.6	0.6	2.8	3.2	2.9	4.2	3.1	10.6	14.6
five or more	4.3	0.9	17.0	0.5	0.4	0.9	1.8	1.6	1.5	2.1	17.7	5.8
<b>Other BA or BS Undergraduate Credit Courses</b>												
none	10.1	6.7	26.6	7.5	5.6	6.7	6.2	6.4	6.9	5.5	27.6	11.7
one	31.9	36.2	11.2	49.1	50.3	26.8	20.6	21.9	19.7	19.3	10.6	18.6
two	28.3	31.0	15.3	30.9	32.6	30.2	31.2	33.0	30.2	29.3	15.0	18.9
three	16.3	16.6	14.7	9.1	9.0	22.1	25.4	24.4	25.7	26.5	14.5	17.2
four	8.0	6.9	13.4	2.1	1.7	10.8	12.1	10.0	13.4	14.2	12.9	19.9
five or more	5.4	2.6	18.9	1.3	0.9	3.4	4.5	4.2	4.1	5.1	19.3	13.7
<b>Non-BA Credit Courses (developmental or remedial)</b>												
none	90.1	95.2	72.1	95.3	95.9	95.0	94.8	93.9	95.5	95.6	71.1	86.3
one	4.2	3.0	8.3	3.1	2.6	2.8	3.3	3.9	2.9	2.9	8.4	6.7
two	2.2	0.9	7.0	0.8	0.6	1.1	0.9	0.9	0.7	0.9	7.1	6.8
three	1.3	0.6	4.0	0.4	0.3	0.8	0.7	0.9	0.6	0.4	4.3	0.0
four	1.2	0.2	4.7	0.1	0.6	0.2	0.2	0.2	0.2	0.1	5.0	0.0
five or more	1.0	0.2	3.9	0.3	0.0	0.1	0.2	0.3	0.0	0.1	4.1	0.2
<b>Graduate Courses</b>												
none	56.6	49.6	97.1	31.4	36.0	62.9	77.2	75.4	62.7	87.5	97.5	91.7
one	35.8	41.6	2.5	58.2	55.1	29.4	15.8	16.8	25.7	9.0	2.4	4.5
two	5.8	6.7	0.3	8.0	7.4	5.9	4.8	5.1	8.3	2.4	0.1	3.5
three	1.2	1.4	0.0	1.5	1.1	1.3	1.6	1.7	2.4	1.0	0.0	0.2
four	0.3	0.3	0.0	0.4	0.1	0.3	0.4	0.5	0.7	0.1	0.0	0.0
five or more	0.3	0.3	0.0	0.4	0.3	0.2	0.3	0.5	0.2	0.0	0.0	0.0
<b>Professional Goals Noted as Very Important or Essential</b>												
engage in research	57.5	66.3	22.3	79.5	81.4	54.7	52.0	56.2	55.9	44.5	21.5	34.6
engage in outside activities	45.8	45.7	46.1	43.0	42.7	47.5	49.2	48.5	47.3	51.0	46.5	40.2
provide services to the cmty	37.6	36.2	43.3	33.6	27.1	40.4	40.1	37.2	39.6	44.2	44.0	32.5
participate in comm/admin work	24.2	23.2	28.2	21.1	16.2	26.1	26.6	26.8	24.1	27.7	28.3	26.4
be a good colleague	84.5	84.3	85.6	82.7	81.8	85.3	86.8	86.3	84.7	88.6	85.4	88.5
be a good teacher	99.1	99.1	99.5	98.7	98.8	99.3	99.5	99.4	99.4	99.5	99.4	99.7

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Goals for Undergraduate Noted as Very Important or Essential</b>												
develop ability to think clearly	99.3	99.3	99.5	99.5	98.8	99.2	99.5	99.7	99.2	99.4	99.4	100.0
increase self-directed learning	90.0	90.2	89.2	89.5	89.0	90.7	91.4	91.9	88.2	92.3	89.4	87.0
prepare for employment	66.3	63.5	77.3	59.4	54.4	70.5	65.7	63.8	64.5	68.7	77.9	68.6
prepare for graduate education	52.2	53.3	48.1	51.2	52.3	52.4	58.5	55.0	55.7	64.6	47.5	57.9
develop moral character	54.5	52.7	61.6	44.0	48.2	54.4	67.3	63.7	64.4	73.5	60.1	84.5
provide for emotional development	33.0	31.1	40.6	24.7	25.8	33.2	41.9	40.3	37.3	46.2	40.3	45.8
prepare for family living	15.1	13.5	21.4	9.0	8.5	14.6	22.3	20.3	18.0	27.2	21.0	28.3
teach classics of Western civilization	29.6	31.2	23.2	27.7	31.7	31.2	36.5	34.2	35.8	39.8	21.9	43.3
help develop personal values	56.6	54.9	63.5	47.5	50.6	57.0	66.5	63.4	62.2	72.8	62.5	79.2
enhance out-of-class experience	38.5	37.0	44.3	31.8	29.5	42.1	42.6	42.7	38.0	44.8	44.5	41.6
enhance self-understanding	56.7	55.7	60.6	50.3	51.8	57.9	63.8	61.9	63.2	66.5	60.5	62.5
instill commitment to cmtly svc	30.6	29.5	35.0	23.4	24.7	32.2	38.6	35.8	37.0	43.1	35.0	34.8
prep for responsible citizenship	58.2	56.9	63.2	52.0	49.1	61.7	62.9	60.9	61.3	66.2	63.0	66.7
<b>Evaluation Methods Used in Most or All Undergraduate Classes</b>												
multiple-choice mid-terms/finals	28.1	23.9	44.9	21.8	14.3	29.5	24.8	21.5	24.8	29.1	45.8	30.5
essay mid-terms/finals	41.0	42.8	33.8	41.2	46.7	40.2	46.7	44.7	51.9	46.8	33.4	39.8
short-answer mid-terms/finals	34.2	34.4	33.3	34.2	33.9	33.6	36.1	34.3	36.9	38.1	33.1	36.2
quizzes	35.4	32.2	48.0	28.3	25.2	37.0	35.7	33.3	35.7	38.8	48.3	44.3
weekly essay assignments	13.5	13.0	15.6	12.1	13.5	12.3	15.0	15.6	17.2	13.1	15.7	14.2
student presentations	26.2	27.3	22.0	24.7	25.1	29.1	30.1	31.3	27.4	29.9	21.3	32.9
term/research papers	31.7	33.7	23.6	31.5	37.5	32.7	36.2	35.7	38.9	35.5	22.5	41.3
stdnt evals of each others' work	9.8	9.8	9.9	8.5	8.0	11.1	10.9	11.3	11.7	10.0	9.5	15.9
grading on a curve	22.6	24.7	14.1	30.2	29.3	20.1	19.9	20.7	22.4	17.6	14.4	10.3
competency-based grading	47.0	45.9	51.1	46.3	49.6	45.3	43.9	44.5	46.2	42.0	51.6	43.3
<b>Instructional Methods Used in Most or All Undergraduate Courses</b>												
class discussions	63.8	62.9	67.4	59.2	63.0	64.4	66.6	65.7	65.8	68.0	67.4	68.7
computer/machine-aided instruct	16.5	15.2	22.0	14.3	14.3	16.7	14.8	15.7	15.1	13.6	22.6	13.5
cooperative learning	27.5	26.2	32.6	22.4	21.3	29.3	30.6	30.0	32.8	30.2	31.8	44.9
experiential learning/field studies	15.2	15.2	15.3	14.5	13.0	15.2	17.5	19.0	15.4	16.6	15.3	14.9
teaching assistants	10.8	12.7	2.9	21.6	21.6	4.2	5.4	6.4	2.9	5.3	2.9	4.2
recitals/demonstrations	18.1	17.2	21.5	17.3	16.7	17.6	16.8	17.6	15.4	16.4	22.1	11.7
group projects	19.0	19.0	18.9	17.4	17.3	21.0	19.9	20.0	21.7	18.8	18.6	23.3
independent projects	29.9	30.1	29.0	29.5	29.0	30.7	30.8	31.3	30.4	30.4	29.2	26.3
extensive lecturing	55.2	56.2	51.3	62.6	61.3	52.0	48.6	47.8	51.6	48.2	51.6	47.8
multiple drafts of written work	12.8	13.2	11.3	11.9	13.2	13.6	14.7	15.3	15.4	13.5	10.9	16.9
readings on racial/ethnic issues	11.3	11.2	11.4	10.7	11.4	11.1	12.3	12.0	12.4	12.6	11.4	10.1
readings on women/gender issues	10.4	10.6	9.5	10.3	10.6	10.2	11.9	12.4	11.6	11.5	9.7	6.8
student-developed activities	11.4	10.8	14.0	11.3	8.2	11.4	10.6	10.5	12.8	9.6	14.5	6.0
student-selected topics	6.5	6.3	7.1	6.5	5.9	6.3	6.3	6.8	7.1	5.2	7.1	7.1
cmtly svc as course requirement	1.5	1.5	1.5	1.2	0.8	1.7	2.0	2.0	1.6	2.2	1.5	1.0
cmtly svc as optional part of course	1.7	1.7	2.1	1.3	2.5	1.5	1.8	1.7	2.2	1.8	2.1	1.3

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>DO FOLLOWING EXIST ON CAMPUS</b>												
<b>Community Service Requirement for All Students</b>												
yes	4.5	4.8	3.2	1.2	2.8	4.3	12.4	11.0	8.6	16.3	2.7	11.7
no	77.2	76.0	82.3	75.5	78.1	76.5	74.7	74.6	76.9	73.6	82.7	76.2
don't know	18.3	19.2	14.5	23.3	19.1	19.2	12.9	14.4	14.6	10.1	14.7	12.0
<b>Community Service Requirement for Respondent's Department</b>												
yes	6.5	6.5	6.9	4.1	2.5	7.7	10.9	9.8	9.8	12.9	6.4	13.8
no	86.4	86.3	86.7	87.4	90.2	85.0	84.0	84.3	85.2	83.1	86.9	82.2
don't know	7.1	7.2	6.4	8.5	7.2	7.3	5.1	5.8	5.0	4.0	6.6	3.9
<b>Community Service Requirement for Other Departments</b>												
yes	12.8	12.4	14.5	8.1	9.0	11.8	22.4	17.3	27.7	26.5	14.4	16.6
no	42.1	39.5	52.3	35.3	46.0	39.2	43.0	47.4	38.3	39.7	51.9	58.9
don't know	45.0	48.0	33.2	56.6	45.0	49.1	34.5	35.2	34.0	33.9	33.7	24.6
<b>Community Service Center</b>												
yes	22.1	24.6	12.2	18.8	45.8	16.2	33.0	32.4	39.6	30.4	12.5	7.8
no	45.3	39.8	66.9	32.7	21.2	50.8	47.1	46.5	36.9	53.1	66.0	80.8
don't know	32.6	35.6	20.9	48.5	33.0	33.0	19.9	21.1	23.5	16.5	21.5	11.4
<b>Reasons Noted as Very Important for Pursuing an Academic Career</b>												
autonomy	69.8	71.9	61.2	76.6	76.7	68.2	66.8	69.5	71.3	61.0	61.7	53.6
flexible schedule	61.1	62.0	57.7	63.4	62.2	62.2	59.2	61.0	60.6	56.2	58.2	51.0
intellectual challenge	82.9	86.1	70.1	89.7	90.0	82.4	82.9	83.2	84.3	81.9	69.8	74.9
intellectual freedom	78.7	80.3	72.1	84.4	84.9	77.6	74.7	75.9	78.8	70.9	72.3	67.9
freedom to pursue interests	74.6	78.3	59.4	83.9	85.2	74.0	71.3	73.0	74.5	67.5	59.5	58.8
opportunities for teaching	68.8	67.3	75.1	59.7	60.9	73.8	74.3	72.7	76.5	75.2	74.8	79.1
opportunities for research	42.2	49.6	12.2	65.1	65.6	36.6	33.0	37.4	37.3	25.1	11.7	19.3
prestige & status	17.7	18.4	14.9	20.2	21.9	17.7	14.4	15.6	15.3	12.5	15.0	14.4
oppty to influence social change	16.6	16.1	18.9	15.2	14.3	17.0	17.1	17.1	17.7	16.7	19.0	17.3
expected of me after grad school	4.1	4.4	3.2	4.1	3.5	5.0	4.3	4.4	4.8	4.0	3.4	0.1
no other opportunities given training	3.7	3.5	4.4	3.7	3.5	3.6	3.2	3.3	2.6	3.3	4.4	5.8

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Political Orientation</b>												
far left	4.7	5.2	2.9	5.6	6.6	4.3	4.9	6.0	4.9	3.5	3.0	1.6
liberal	34.6	37.1	24.7	41.6	43.8	31.7	33.2	35.3	36.3	28.8	25.6	10.4
middle-of-the-road	38.5	37.6	41.8	37.4	35.7	40.0	35.7	34.7	38.6	35.5	42.0	39.9
conservative	21.7	19.6	29.7	15.1	13.6	23.2	25.6	23.5	19.7	31.5	28.6	47.1
far right	0.6	0.5	0.8	0.3	0.3	0.7	0.6	0.6	0.5	0.7	0.8	1.0
<b>Agrees Strongly or Somewhat</b>												
<b>General Issues</b>												
abolish death penalty	42.9	45.3	33.2	47.4	55.4	38.3	45.8	46.6	51.4	41.9	33.6	27.1
national health care plan needed	74.5	76.2	68.0	79.5	80.2	73.2	72.6	75.6	76.8	66.6	68.3	63.3
abortion should be legal	75.1	77.2	66.5	84.3	81.1	76.7	64.0	70.7	62.2	56.0	69.0	27.6
prohibit racist/sexist speech	47.1	45.0	55.6	40.5	41.8	46.8	51.5	48.3	51.2	55.8	55.7	53.9
West Civ foundation of UG curric	57.7	58.2	55.8	55.8	58.5	59.2	60.7	56.5	64.2	64.5	55.1	67.6
college can ban extreme speakers	33.0	31.9	37.6	24.5	31.4	32.7	42.9	37.8	40.5	50.8	36.2	60.6
college increases earning power	27.2	22.9	44.5	21.1	20.0	27.5	20.7	21.9	23.6	17.8	46.0	22.0
diversity yields undprep student	35.8	35.7	36.2	37.3	32.1	38.7	31.1	30.3	33.2	31.0	35.8	43.8
colleges be involved in social prob	60.1	61.2	55.8	62.4	57.7	60.4	62.6	61.5	61.9	64.5	55.7	56.6
tenure is an outmoded concept	34.6	33.0	40.7	31.2	30.4	33.5	37.0	36.1	35.5	38.8	40.0	52.9
encourage stdnts to do cmty svc	77.0	77.2	76.5	71.7	79.2	76.7	85.6	82.6	87.9	88.3	76.1	82.4
cmty svc be required for grad	25.7	24.7	29.5	19.3	19.6	26.1	34.7	30.6	36.5	39.2	29.1	35.7
cmty svc given weight in admmiss	44.7	46.0	39.4	43.7	50.8	42.8	51.4	51.2	55.3	49.6	39.0	45.9
tenure attracts best to academe	58.8	61.7	47.0	65.8	66.1	59.9	54.9	57.5	57.8	50.2	47.9	33.9
<b>Specific to This Institution</b>												
fac interested in students' prob	75.7	73.7	83.4	61.6	72.3	76.9	89.8	86.9	89.8	93.7	82.5	96.6
fac sensitive to minority issues	77.8	78.0	77.0	77.6	77.6	76.9	80.6	79.6	78.4	83.0	77.0	76.5
people don't respect each other	32.0	31.3	34.5	32.3	27.7	34.1	27.9	28.7	28.4	26.6	35.6	17.3
students well prep academically	24.1	27.2	12.0	23.1	46.4	20.0	32.4	32.1	27.5	35.2	10.6	33.7
Stdnt Aff staff supported by fac	57.6	57.6	57.5	54.5	59.3	55.4	64.7	61.3	62.2	70.4	56.4	76.1
fac committed to welfare of inst	82.3	82.1	83.3	79.9	83.2	78.5	90.0	88.9	88.1	92.5	82.8	92.3
courses incl minority perspective	44.2	44.2	44.3	43.4	39.6	45.3	46.7	48.2	43.3	46.6	45.0	34.6
low trust btwn minorities/admin	37.3	39.7	27.9	45.5	45.2	36.9	31.4	32.7	33.0	29.0	28.8	14.6
fac interest in stdnts acad prob	81.1	79.9	86.0	70.6	81.1	81.2	92.2	90.8	91.4	94.5	85.4	94.5
a lot of racial conflict here	11.5	11.8	10.5	13.7	11.2	11.5	9.4	10.3	11.6	7.0	11.1	1.0
courses incl feminist perspective	37.8	38.8	33.6	41.2	40.7	35.1	39.3	43.3	43.3	32.1	34.6	18.5
faculty of color treated fairly	89.6	89.6	89.7	89.8	87.6	90.2	89.6	90.0	90.6	88.5	89.6	91.5
women faculty treated fairly	90.4	89.7	92.8	89.5	87.8	90.1	90.7	90.7	91.6	90.2	92.8	94.0
administrators act in good faith	62.5	63.3	59.5	62.9	63.8	58.1	71.3	69.9	65.9	75.8	58.6	72.5
courses involve cmty service	23.6	23.4	24.4	14.7	28.9	20.4	38.2	34.1	42.0	41.7	24.2	27.6
students committed to cmty svc	21.2	22.9	14.7	13.6	31.7	17.4	40.1	34.8	41.3	46.4	14.0	26.3
fac committed to local community	58.7	57.1	64.9	54.0	47.9	59.1	64.9	58.7	62.0	74.5	64.9	64.9

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Issues Believed to be of High or Highest Priority at Institution</b>												
promote intellectual development	75.4	76.4	71.4	74.7	81.7	71.9	82.4	81.4	80.8	84.6	70.6	83.1
help students understand values	45.7	45.8	45.1	32.4	49.3	42.3	70.7	62.4	76.7	78.5	43.4	72.5
hire more minority faculty/admin	44.5	47.1	34.2	52.6	43.5	48.6	38.0	40.4	37.0	35.4	35.0	22.0
devel community among stdnts/fac	42.5	42.5	42.6	33.3	41.9	40.2	61.4	58.8	60.8	65.0	41.6	58.3
devel leadership abil in stdnts	40.7	41.3	38.5	32.4	40.8	42.5	54.2	52.7	50.5	57.9	36.7	66.1
hire more women faculty/admin	44.5	47.1	34.3	52.8	46.2	46.0	39.8	42.3	41.0	36.1	34.5	32.3
facilitate comm svc involvement	30.9	32.2	25.9	19.8	41.5	28.3	52.2	46.2	59.2	56.5	25.6	29.7
teach students how to change society	23.4	24.0	21.3	17.9	24.4	22.8	35.4	33.4	35.3	38.1	20.8	27.8
increase/maintain inst prestige	69.1	71.2	60.6	76.8	80.3	62.9	68.6	71.0	66.1	66.8	59.4	80.3
hire faculty "stars"	25.8	29.6	10.7	47.3	45.5	14.4	13.0	14.5	10.1	12.6	10.1	19.5
recruit more minority students	49.8	52.5	38.8	56.3	53.2	51.5	47.5	50.5	45.5	44.6	38.7	41.4
enhance inst's national image	63.1	68.5	41.6	79.4	83.0	53.3	63.9	70.3	56.5	59.1	40.8	53.8
create multi-cultural environ	48.4	49.7	43.3	52.2	50.9	48.1	47.5	50.2	46.6	44.2	44.3	29.3
<b>Percentage Noting Attributes As:</b>												
<b>Very Descriptive of Institution</b>												
easy to see fac outside ofc hour	40.7	39.7	44.5	24.9	36.8	43.0	60.6	58.7	59.0	63.8	42.6	74.7
great conformity among students	22.6	24.5	15.0	16.8	26.6	26.9	32.1	28.4	37.3	34.3	14.6	21.7
most students are very bright	12.0	14.6	1.8	10.8	37.3	9.8	13.9	19.0	7.8	10.4	1.6	4.8
faculty at odds with admin	20.0	18.7	25.5	16.8	16.2	24.1	15.3	14.7	21.5	12.7	26.5	9.0
faculty respect each other	31.6	30.4	36.0	26.4	31.1	27.8	40.6	39.3	34.7	45.2	34.3	62.6
most stdnts treated like numbers	5.1	4.9	6.1	8.0	2.7	4.8	1.4	2.0	0.9	0.8	6.3	2.7
social activities overemphasized	8.7	9.9	3.8	9.8	10.0	8.9	11.6	12.9	8.2	11.8	3.7	5.4
little student/faculty contact	2.7	2.7	2.8	4.0	2.6	2.4	1.3	1.7	1.2	0.9	2.9	0.1
inst committed to minorities	33.3	32.2	37.6	31.9	30.8	32.6	33.0	33.9	33.3	31.8	37.2	43.3
intercoll sports overemphasized	21.3	24.3	9.2	37.6	21.5	20.1	10.6	10.0	12.0	10.7	9.3	6.9
stdnts don't socialize regularly	3.3	2.3	7.3	2.5	1.0	3.3	1.2	1.5	1.7	0.7	7.6	2.5
fac rewarded for good teaching	12.5	13.0	10.3	10.1	15.4	10.6	20.0	21.0	18.3	19.6	9.4	25.5
oppty for std partic in cmty svc	17.9	20.3	8.6	10.6	35.9	11.3	39.0	33.1	47.1	42.5	7.3	28.0
<b>Not Descriptive of Institution</b>												
easy to see fac outside ofc hour	9.7	10.0	8.7	15.7	10.5	8.1	3.1	4.0	3.5	1.9	9.0	2.7
great conformity among students	22.9	21.6	27.9	30.3	22.3	16.6	14.1	17.9	13.0	9.7	28.8	13.6
most students are very bright	43.0	39.0	58.9	38.6	21.2	52.1	31.5	29.2	41.1	29.7	59.8	45.3
faculty at odds with admin	32.0	33.0	28.0	32.3	34.5	29.3	38.5	36.5	28.7	46.1	27.0	43.4
faculty respect each other	7.2	7.5	5.6	8.1	6.8	8.8	5.2	6.2	5.6	3.7	5.8	2.1
most stdnts treated like numbers	68.4	67.9	70.4	51.8	74.4	67.7	90.1	87.9	90.0	93.1	69.3	88.5
social activities overemphasized	64.4	60.7	78.8	62.0	57.8	63.8	55.9	56.2	58.4	54.4	78.8	78.5
little student/faculty contact	71.2	70.4	74.5	59.3	69.6	72.1	86.3	84.7	82.5	90.3	73.3	93.1
inst committed to minorities	9.9	9.6	11.1	8.8	9.9	9.6	10.6	10.6	10.4	10.7	11.1	10.9
intercoll sports overemphasized	51.1	45.7	72.8	27.6	50.3	51.2	64.4	67.2	62.7	61.7	73.3	65.3
stdnts don't socialize regularly	68.7	74.4	46.3	74.9	82.6	65.5	81.2	80.6	73.5	85.9	44.1	81.5
fac rewarded for good teaching	35.6	32.7	47.1	34.2	27.3	36.9	27.6	26.2	29.8	28.3	48.5	26.1
oppty for std partic in cmty svc	18.5	15.9	28.7	19.5	8.7	20.5	8.1	11.5	4.2	5.7	29.8	11.7

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Aspects of Job Noted as Very Satisfactory or Satisfactory (4)</b>												
salary and fringe benefits	50.8	48.9	58.7	46.3	59.2	47.0	49.3	50.9	48.6	47.7	59.4	47.5
oppty for scholarly pursuits	57.3	58.6	52.0	68.3	71.6	48.7	48.8	51.2	47.2	46.4	52.0	51.8
teaching load	64.7	66.0	59.5	74.6	76.2	57.8	57.5	58.3	56.6	56.8	59.0	66.5
quality of students	45.3	48.8	31.1	49.2	66.3	39.0	51.8	52.2	45.2	54.7	29.5	55.4
working conditions	73.2	74.0	69.8	75.7	82.3	69.3	73.0	73.5	72.7	72.5	69.8	70.1
autonomy and independence	86.8	87.8	82.8	90.3	91.6	83.0	88.1	88.9	86.0	87.9	83.1	78.6
professional relations w/faculty	76.1	75.4	79.0	73.0	74.4	76.3	78.7	77.3	76.4	81.7	78.8	82.2
social relations w/faculty	62.7	61.8	66.3	57.6	61.3	63.8	66.4	64.7	65.6	68.9	66.3	67.4
competency of colleagues	75.0	75.8	72.0	76.1	77.9	71.9	79.7	79.8	77.7	80.8	71.2	85.2
visibility for jobs	46.1	47.7	39.2	55.0	56.4	39.9	41.0	42.6	35.2	41.7	38.8	47.0
job security	77.1	78.2	72.9	81.8	82.9	74.1	75.4	74.8	76.8	75.6	73.5	63.1
undergraduate course assignments	83.8	84.1	82.5	84.9	87.4	81.1	85.0	85.7	82.4	85.3	82.0	89.5
graduate course assignments	79.3	80.2	52.7	82.6	83.6	75.1	75.3	76.2	72.4	77.1	50.2	77.5
relationships with admin	55.3	55.8	53.4	54.6	55.0	53.6	61.4	61.4	56.1	64.3	52.8	62.3
overall job satisfaction	75.7	75.5	76.4	75.9	81.4	71.9	76.6	76.0	75.7	77.8	76.3	77.6
opportunity to develop new ideas	74.0	75.7	67.2	79.1	82.5	69.9	74.3	75.0	73.6	73.8	66.8	73.5
<b>Personal Goals Noted as Very Important or Essential</b>												
become authority in own field	58.0	60.6	47.7	69.8	69.5	53.3	50.4	52.9	49.1	47.9	47.6	49.2
influence political structure	14.0	13.8	14.7	13.8	14.0	13.3	14.3	14.6	15.3	13.3	14.7	15.2
influence social values	35.6	34.7	39.1	30.6	31.0	34.5	43.8	40.4	43.8	48.2	38.7	45.0
raise a family	77.7	77.9	77.1	79.8	74.2	77.6	77.6	76.5	71.5	82.2	77.1	76.3
be very well-off financially	37.8	36.8	41.9	38.1	36.1	40.3	30.3	31.6	32.8	27.3	42.7	29.6
help others in difficulty	60.5	59.2	65.6	55.4	54.8	60.7	66.0	62.8	64.9	70.8	65.1	73.1
be involved in environ clean-up	31.7	31.1	34.0	31.3	25.9	33.7	30.2	29.5	31.7	30.3	34.6	24.0
develop philosophy of life	76.6	76.2	78.2	74.1	73.2	75.5	82.3	79.3	83.6	85.4	77.7	86.4
promote racial understanding	55.7	55.3	56.9	52.0	54.5	55.8	60.7	60.6	59.6	61.3	56.9	56.5
obtain recog from colleagues	46.0	49.9	30.5	58.7	60.4	43.0	39.1	41.8	38.9	35.5	30.4	31.2
<b>Still Want to Be a College Professor?</b>												
definitely yes	48.1	47.7	49.6	45.8	51.4	45.5	51.8	50.1	53.4	53.3	49.0	58.7
probably yes	32.6	32.7	32.0	32.7	32.2	33.2	32.4	32.5	32.8	32.1	32.1	29.7
not sure	11.8	11.9	11.7	13.7	10.1	11.6	10.4	11.8	8.7	9.4	12.2	3.3
probably no	6.0	6.1	5.8	6.5	5.0	7.4	4.2	4.4	3.8	4.2	5.7	7.2
definitely no	1.5	1.6	1.0	1.3	1.4	2.3	1.2	1.2	1.3	1.0	1.0	1.2

(4) Respondents marking "not applicable" not included.

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL		Universities		Four-year Colleges					Two-year Colleges		
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Amount of Stress Experienced Over the Last Two Years</b>												
extreme	27.4	28.1	24.5	28.6	26.2	28.4	28.0	29.2	23.7	28.7	24.1	30.0
moderate	58.5	58.5	58.4	58.5	59.8	58.1	58.4	59.1	59.6	56.9	58.4	57.6
little	14.1	13.4	17.1	12.9	14.0	13.6	13.6	11.7	16.7	14.4	17.4	12.5
<b>Sources of Stress (5)</b>												
household responsibilities	64.7	64.1	66.7	63.7	63.0	63.9	65.9	67.4	62.7	65.4	66.9	64.1
child care	32.0	32.1	31.6	33.7	31.1	30.8	32.0	32.2	31.4	31.9	31.3	35.2
care of elderly parent	25.3	24.1	30.1	24.4	22.6	24.4	23.9	24.1	25.0	23.1	30.3	27.0
my physical health	41.1	39.9	46.1	40.2	38.6	40.4	39.5	39.3	41.3	38.9	46.1	45.9
review/promotion process	42.0	44.1	33.7	43.4	40.2	49.4	39.9	41.4	41.6	37.0	32.5	53.3
subtle discrimination	18.4	18.0	20.1	17.0	16.3	21.3	16.0	15.9	17.2	15.6	20.4	14.9
personal finances	58.3	57.7	60.5	56.4	52.0	59.8	60.2	60.4	55.2	62.5	60.4	63.1
committee work	53.5	54.3	50.2	55.0	50.5	54.3	55.7	56.9	52.7	55.6	49.4	62.1
faculty meetings	48.2	47.9	49.7	47.9	45.8	49.2	47.2	48.9	48.2	44.5	49.7	49.7
colleagues	54.0	55.0	50.1	56.9	54.5	54.2	53.4	53.8	54.0	52.6	50.2	48.1
students	58.0	56.0	65.9	54.8	50.9	56.7	60.3	62.1	53.8	61.2	66.0	64.9
research or publishing demands	50.2	59.5	12.8	72.2	69.5	51.2	44.7	48.8	48.8	37.2	11.3	36.4
inst procedures & 'red tape'	69.3	68.5	72.4	70.5	60.3	73.1	63.6	64.8	63.5	62.1	72.6	69.6
teaching load	59.5	58.4	64.2	53.8	49.8	61.4	66.9	67.2	62.9	68.5	64.1	66.0
children's problems	32.7	32.1	34.9	34.8	31.3	30.3	30.9	30.2	28.7	32.8	35.3	28.6
marital friction	25.6	25.4	26.3	27.1	25.5	24.6	23.8	24.9	22.4	23.0	26.2	27.0
time pressures	82.6	84.1	76.7	86.1	85.1	80.9	84.6	85.8	79.8	85.4	76.4	81.2
lack of personal time	76.5	77.4	72.9	79.8	74.9	75.6	77.8	79.1	73.1	78.3	72.4	81.6

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Field of Highest Degree Held</b>												
agriculture	1.3	1.3	1.5	2.4	0.8	1.0	0.3	0.4	0.0	0.3	1.4	1.7
architecture or urban planning	0.7	0.7	1.0	1.3	0.7	0.2	0.3	0.4	0.7	0.0	1.1	0.1
bacteriology, molecular biology	0.9	1.0	0.7	1.1	0.9	1.0	0.9	0.9	1.3	0.8	0.7	0.4
biochemistry	0.8	0.9	0.3	1.3	1.3	0.4	0.5	0.5	0.5	0.4	0.4	0.0
biophysics	0.1	0.1	0.0	0.2	0.3	0.0	0.1	0.1	0.2	0.1	0.0	0.1
botany	1.0	1.0	1.1	1.1	0.8	1.0	1.0	1.0	0.4	1.4	1.1	0.4
environmental science	0.5	0.5	0.3	0.8	0.3	0.4	0.3	0.3	0.3	0.3	0.3	0.3
marine life sciences	0.2	0.2	0.1	0.2	0.1	0.2	0.4	0.7	0.2	0.1	0.1	0.0
physiology, anatomy	0.8	0.9	0.3	1.1	0.9	0.8	0.7	0.6	0.8	0.7	0.3	0.3
zoology	1.5	1.5	1.2	1.5	1.1	1.7	1.6	1.3	1.2	2.1	1.2	1.4
general/other biological science	1.4	1.3	1.6	1.5	1.0	1.1	1.4	1.4	1.5	1.4	1.6	2.4
accounting	1.6	1.6	1.6	1.4	1.1	2.0	1.5	1.2	2.3	1.5	1.5	3.9
finance	0.8	0.8	0.7	0.5	0.7	1.3	0.8	0.8	1.0	0.6	0.6	2.1
international business	0.2	0.1	0.4	0.1	0.1	0.1	0.3	0.2	0.2	0.3	0.4	0.0
marketing	0.9	1.0	0.6	0.8	1.2	1.3	0.9	0.4	2.5	0.8	0.6	0.0
management	2.2	1.9	3.5	1.1	1.5	2.7	2.4	2.4	3.2	2.0	3.5	4.2
secretarial studies	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
general, other business	1.0	0.7	1.8	0.7	0.4	0.7	1.0	0.7	1.3	1.3	1.9	0.0
computer science	1.2	1.3	1.1	1.0	0.7	1.7	1.4	1.6	1.2	1.3	1.0	3.1
business education	0.5	0.2	1.4	0.2	0.0	0.5	0.0	0.0	0.0	0.1	1.3	3.1
elementary education	0.4	0.5	0.3	0.3	0.1	0.9	0.4	0.2	0.4	0.7	0.4	0.0
educational administration	1.1	0.9	1.8	0.5	0.3	1.3	1.4	1.0	1.8	1.7	1.7	3.5
educational psych, counseling	0.8	0.7	1.3	0.6	0.3	0.9	0.7	0.6	0.5	1.1	1.4	0.0
higher education	1.3	0.8	3.6	0.5	0.1	1.0	1.3	1.2	1.2	1.3	3.9	0.0
music or art education	0.6	0.7	0.3	0.5	0.1	1.1	0.5	0.4	0.0	0.8	0.3	0.0
physical and health education	2.3	2.2	2.6	1.6	0.6	3.4	2.6	2.0	1.0	4.2	2.7	1.0
secondary education	0.9	0.8	1.2	0.6	0.2	1.2	0.8	0.8	0.6	0.8	1.3	0.1
special education	0.4	0.5	0.2	0.5	0.0	0.8	0.3	0.2	0.3	0.3	0.2	0.0
general, other education fields	2.5	2.0	4.5	1.4	0.8	2.8	2.5	2.4	2.0	2.9	4.1	10.3
aeronautical/astronautical eng	0.3	0.3	0.1	0.5	0.4	0.2	0.2	0.4	0.0	0.0	0.1	0.0
chemical engineering	0.5	0.6	0.1	0.8	1.1	0.3	0.4	0.6	0.3	0.0	0.1	0.0
civil engineering	1.2	1.2	0.9	1.8	1.4	1.0	0.5	0.6	0.7	0.1	0.9	0.0
electrical engineering	1.6	1.6	1.5	1.8	2.6	1.2	1.1	1.4	1.5	0.5	1.6	0.0
industrial engineering	0.5	0.5	0.4	0.6	0.5	0.5	0.3	0.5	0.2	0.1	0.4	0.0
mechanical engineering	1.4	1.5	1.3	1.8	2.7	1.0	0.8	1.2	0.9	0.3	1.4	0.0
nuclear engineering	0.1	0.2	0.1	0.3	0.1	0.1	0.0	0.1	0.0	0.0	0.1	0.0
general, other engineering field	1.1	1.2	0.8	1.6	1.6	1.0	0.5	0.8	0.3	0.2	0.9	0.4
ethnic studies	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY Field of Degree (continued)	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
	art	2.1	2.1	2.0	2.0	1.1	2.4	2.4	2.9	1.9	1.9	2.1
dramatics or speech	2.2	2.1	2.3	1.8	1.4	2.6	2.4	1.9	2.6	2.9	2.4	1.0
music	3.3	3.7	1.5	3.5	2.3	4.0	4.5	4.2	1.3	6.4	1.5	2.3
other fine arts	0.6	0.6	0.8	0.4	0.9	0.5	0.8	1.4	0.1	0.5	0.8	0.0
forestry	0.2	0.2	0.2	0.6	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.3
geography	0.7	0.8	0.3	0.9	0.4	1.4	0.2	0.1	0.1	0.2	0.3	0.1
dentistry	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.0	0.4	0.0	0.1	0.0
health technology	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.1	0.0
medicine or surgery	0.2	0.2	0.1	0.5	0.3	0.0	0.0	0.0	0.0	0.0	0.2	0.0
nursing	0.1	0.1	0.1	0.2	0.0	0.1	0.1	0.1	0.3	0.1	0.1	0.0
pharmacy, pharmacology	0.5	0.6	0.3	1.2	0.6	0.1	0.4	0.6	0.1	0.1	0.3	0.0
therapy (speech,physical,occup)	0.3	0.3	0.0	0.4	0.1	0.5	0.1	0.3	0.1	0.0	0.0	0.0
veterinary medicine	0.1	0.2	0.0	0.4	0.0	0.1	0.1	0.2	0.0	0.0	0.0	0.1
general, other health fields	0.4	0.3	0.7	0.3	0.2	0.4	0.2	0.1	0.4	0.2	0.7	0.0
home economics	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
English language & literature	5.9	5.5	7.5	4.5	6.1	6.0	6.0	5.6	6.3	6.2	7.2	12.2
foreign languages & literature	0.8	0.9	0.2	1.3	1.3	0.4	0.8	1.0	0.8	0.6	0.2	0.0
French	0.5	0.6	0.1	0.8	0.5	0.6	0.6	0.7	0.9	0.4	0.1	0.0
German	0.5	0.5	0.1	0.6	0.8	0.3	0.7	0.6	0.8	0.8	0.0	1.0
Spanish	0.6	0.6	0.3	0.7	0.7	0.6	0.7	0.6	0.4	0.9	0.3	0.0
other foreign languages	0.5	0.6	0.0	0.8	1.3	0.2	0.4	0.5	0.4	0.4	0.0	0.0
history	4.8	5.0	4.1	4.7	6.7	4.4	5.1	4.9	5.4	5.0	3.8	8.9
linguistics	0.6	0.6	0.6	0.9	1.0	0.3	0.3	0.3	0.5	0.3	0.6	0.0
philosophy	2.0	2.2	1.1	1.9	3.8	1.7	2.6	2.4	4.4	2.0	1.1	1.0
religion & theology	1.8	2.0	0.9	0.6	3.4	0.3	5.7	4.6	5.6	7.3	0.3	11.0
general, other humanities fields	1.0	1.0	1.0	1.3	0.8	0.6	0.9	0.9	0.9	1.0	0.9	2.6
journalism	0.7	0.8	0.3	1.2	0.8	0.7	0.5	0.5	0.3	0.6	0.3	0.0
law	0.9	0.8	1.0	0.6	1.0	1.0	0.9	0.9	1.4	0.5	1.1	0.0
law enforcement	0.3	0.1	1.0	0.1	0.0	0.2	0.1	0.2	0.2	0.1	1.1	0.0
library science	0.2	0.1	0.6	0.0	0.0	0.1	0.1	0.1	0.1	0.2	0.7	0.0
mathematics and/or statistics	6.2	6.0	7.0	5.5	6.5	6.2	6.0	5.6	6.2	6.4	7.0	6.0
military sciences	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY Field of Degree (continued)	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
	astronomy	0.2	0.3	0.0	0.4	0.4	0.2	0.2	0.2	0.1	0.1	0.0
atmospheric sciences	0.2	0.2	0.2	0.2	0.3	0.2	0.1	0.1	0.0	0.1	0.2	0.0
chemistry	3.5	3.6	3.3	3.0	3.6	3.3	4.9	4.7	5.3	5.0	3.2	4.2
earth sciences	1.6	1.8	0.9	2.4	1.4	1.7	1.2	1.9	0.4	0.8	0.9	1.0
marine sciences	0.1	0.2	0.0	0.2	0.3	0.1	0.1	0.1	0.2	0.0	0.0	0.0
physics	3.3	3.4	2.9	3.5	4.8	2.7	3.1	3.5	2.7	2.8	3.0	2.1
general, other physical sciences	0.2	0.1	0.4	0.2	0.2	0.1	0.1	0.2	0.0	0.1	0.4	0.0
clinical psychology	0.8	0.8	0.7	0.7	1.0	0.7	0.9	0.8	1.4	0.9	0.6	1.0
counseling & guidance	0.5	0.4	1.1	0.1	0.1	0.5	0.7	0.4	0.9	1.0	1.1	1.0
experimental psychology	1.4	1.7	0.2	1.7	1.5	2.0	1.6	1.5	2.0	1.5	0.2	0.0
social psychology	0.6	0.7	0.4	0.7	0.9	0.7	0.5	0.5	0.5	0.5	0.4	0.0
general, other psychology	0.9	0.8	0.9	0.6	0.7	1.2	0.8	0.6	1.1	1.0	0.9	1.0
anthropology	1.0	1.2	0.2	1.6	1.4	0.8	0.8	0.8	0.5	0.8	0.2	0.0
archaeology	0.2	0.2	0.1	0.1	0.6	0.1	0.1	0.2	0.0	0.0	0.1	0.0
economics	3.1	3.4	1.8	3.0	5.2	2.8	3.8	4.0	4.4	3.2	1.9	0.9
political science, government	2.9	3.3	1.7	3.1	4.1	3.2	3.1	3.4	3.8	2.2	1.8	0.0
sociology	2.4	2.6	1.5	3.0	2.8	2.7	1.9	1.8	2.3	1.8	1.6	0.0
general, other social sciences	0.8	0.8	0.9	0.9	0.8	0.7	0.6	0.6	0.6	0.6	0.9	0.0
social work, social welfare	0.4	0.3	0.7	0.2	0.0	0.5	0.4	0.4	0.2	0.4	0.7	0.0
building trades	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
data processing/computer prog	0.2	0.1	0.6	0.0	0.0	0.1	0.2	0.2	0.0	0.3	0.6	0.0
drafting/design	0.1	0.0	0.3	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.3	0.0
electronics	0.1	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0
industrial arts	0.3	0.2	1.0	0.2	0.0	0.3	0.1	0.2	0.0	0.1	1.0	0.1
mechanics	0.2	0.0	1.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	1.1	0.0
other technical	0.4	0.2	1.3	0.0	0.0	0.3	0.2	0.4	0.1	0.0	1.3	0.0
other vocational	0.4	0.2	1.2	0.1	0.0	0.3	0.0	0.0	0.0	0.1	1.2	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	1.6	1.7	1.3	2.1	0.9	1.7	1.4	2.0	1.1	0.8	1.3	1.8

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Department of Current Faculty Appointment</b>												
agriculture	1.6	1.6	1.6	2.9	1.3	1.2	0.2	0.4	0.0	0.2	1.6	2.2
architecture or urban planning	0.7	0.7	0.9	1.4	0.9	0.2	0.3	0.4	0.4	0.0	0.9	0.1
bacteriology, molecular biology	0.5	0.6	0.3	1.0	0.6	0.4	0.2	0.1	0.5	0.1	0.3	0.4
biochemistry	0.2	0.3	0.0	0.5	0.8	0.0	0.1	0.0	0.2	0.0	0.0	0.0
biophysics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
botany	0.2	0.2	0.2	0.6	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.3
environmental science	0.5	0.6	0.5	1.0	0.4	0.2	0.3	0.6	0.2	0.1	0.5	0.1
marine life sciences	0.1	0.1	0.1	0.0	0.2	0.0	0.1	0.1	0.0	0.0	0.1	0.0
physiology, anatomy	0.3	0.2	0.5	0.3	0.2	0.1	0.1	0.1	0.2	0.2	0.6	0.0
zoology	0.3	0.3	0.3	0.7	0.1	0.2	0.2	0.1	0.1	0.3	0.3	0.1
general/other biological science	4.4	4.5	3.7	3.7	3.6	5.1	5.5	5.2	5.1	6.0	3.7	3.9
accounting	2.1	1.9	2.6	1.6	1.6	2.5	1.9	1.5	3.3	1.7	2.3	6.2
finance	0.8	0.9	0.2	0.6	1.4	1.1	0.9	0.7	1.6	0.7	0.2	0.0
international business	0.1	0.1	0.0	0.0	0.2	0.1	0.1	0.2	0.2	0.1	0.0	0.0
marketing	1.0	1.1	0.5	1.0	1.2	1.4	0.9	0.5	2.3	0.7	0.5	0.0
management	2.3	2.4	2.1	1.4	2.1	3.5	2.7	2.5	4.1	2.2	2.0	2.1
secretarial studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
general, other business	1.9	1.5	3.6	1.0	0.8	1.5	2.7	2.0	3.5	3.1	3.4	6.4
computer science	1.8	1.9	1.7	1.4	1.5	2.3	2.2	2.1	2.4	2.2	1.3	6.4
business education	0.2	0.1	0.5	0.1	0.0	0.2	0.1	0.1	0.1	0.1	0.5	0.0
elementary education	0.7	0.8	0.3	0.6	0.2	1.3	0.8	0.6	0.7	1.2	0.2	2.4
educational administration	0.2	0.2	0.0	0.2	0.1	0.2	0.3	0.2	0.6	0.3	0.0	0.0
educational psych, counseling	0.3	0.3	0.2	0.5	0.1	0.3	0.2	0.0	0.4	0.3	0.2	0.0
higher education	0.1	0.1	0.1	0.1	0.0	0.2	0.1	0.1	0.1	0.1	0.1	0.0
music or art education	0.2	0.2	0.1	0.4	0.1	0.2	0.1	0.1	0.0	0.2	0.1	0.0
physical and health education	2.4	2.4	2.4	1.5	0.5	3.6	3.2	2.4	1.4	5.1	2.5	0.0
secondary education	0.4	0.5	0.0	0.4	0.3	0.7	0.6	0.4	0.8	0.7	0.0	0.0
special education	0.4	0.5	0.2	0.4	0.0	0.9	0.2	0.1	0.4	0.2	0.2	0.0
general, other education fields	1.2	1.3	0.9	1.2	0.4	1.5	1.5	1.3	1.2	1.8	0.7	4.1
aeronautical/astronautical eng	0.2	0.2	0.1	0.4	0.3	0.0	0.1	0.2	0.0	0.0	0.1	0.0
chemical engineering	0.3	0.4	0.0	0.7	0.8	0.1	0.3	0.4	0.4	0.0	0.0	0.0
civil engineering	1.2	1.3	0.8	1.9	1.7	0.8	0.5	0.7	0.8	0.1	0.9	0.0
electrical engineering	1.4	1.5	1.1	1.8	2.8	0.9	0.8	1.0	1.5	0.2	1.2	0.0
industrial engineering	0.3	0.3	0.3	0.4	0.4	0.3	0.1	0.1	0.1	0.0	0.3	0.0
mechanical engineering	1.6	1.7	1.2	2.2	3.4	1.1	0.9	1.4	0.9	0.2	1.3	0.0
nuclear engineering	0.1	0.1	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
general, other engineering field	1.2	1.2	1.1	1.5	1.7	1.0	0.6	0.9	0.0	0.4	1.1	0.3
ethnic studies	0.1	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

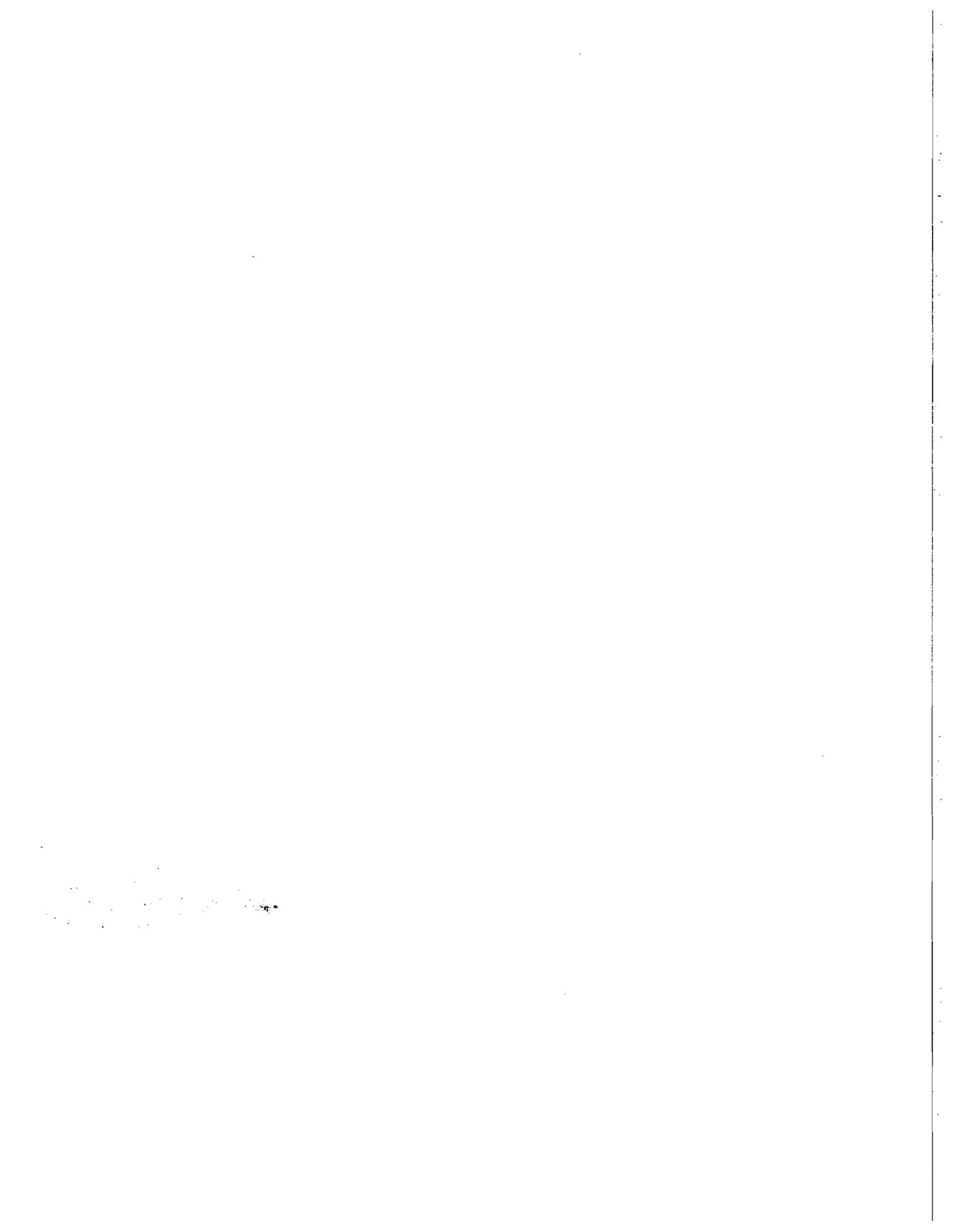
MALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Department (continued)</b>												
art	2.3	2.4	2.0	2.1	1.4	3.0	2.7	3.4	1.9	2.3	2.1	1.1
dramatics or speech	2.2	2.1	2.3	1.7	1.4	2.6	2.6	2.5	2.4	2.8	2.4	1.1
music	3.6	4.1	1.6	3.6	2.8	4.6	4.8	4.3	1.2	7.2	1.6	2.4
other fine arts	0.6	0.6	0.5	0.5	0.8	0.4	0.9	1.5	0.2	0.3	0.6	0.0
forestry	0.2	0.2	0.1	0.6	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.6
geography	0.7	0.8	0.2	1.0	0.3	1.3	0.1	0.1	0.0	0.2	0.2	0.0
dentistry	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.3	0.0	0.1	0.0
health technology	0.2	0.1	0.4	0.1	0.1	0.1	0.1	0.2	0.0	0.0	0.4	0.0
medicine or surgery	0.2	0.2	0.0	0.6	0.3	0.0	0.0	0.1	0.0	0.0	0.0	0.0
nursing	0.2	0.2	0.1	0.2	0.0	0.1	0.2	0.1	0.3	0.1	0.1	0.0
pharmacy, pharmacology	0.6	0.7	0.2	1.5	0.8	0.0	0.4	0.7	0.1	0.2	0.2	0.0
therapy (speech,physical,occup)	0.3	0.4	0.1	0.5	0.2	0.5	0.1	0.1	0.3	0.0	0.1	0.0
veterinary medicine	0.1	0.1	0.0	0.3	0.0	0.0	0.2	0.5	0.0	0.0	0.0	0.0
general, other health fields	0.7	0.5	1.6	0.5	0.2	0.9	0.2	0.3	0.4	0.0	1.7	0.0
home economics	0.1	0.1	0.0	0.2	0.0	0.1	0.1	0.1	0.0	0.0	0.0	0.0
English language & literature	6.6	6.1	8.9	5.0	6.3	6.8	6.6	5.9	7.3	7.2	8.4	17.0
foreign languages & literature	1.6	1.9	0.2	2.1	1.7	1.7	2.1	2.1	2.7	1.8	0.2	0.0
French	0.3	0.4	0.1	0.7	0.3	0.0	0.3	0.3	0.2	0.2	0.1	0.0
German	0.3	0.3	0.0	0.4	0.6	0.2	0.2	0.2	0.2	0.3	0.0	0.0
Spanish	0.4	0.5	0.1	0.6	0.6	0.3	0.4	0.3	0.2	0.7	0.1	0.0
other foreign languages	0.5	0.6	0.2	0.8	1.4	0.1	0.3	0.4	0.2	0.3	0.2	1.3
history	4.3	4.7	3.0	4.5	6.0	4.3	4.7	4.2	5.5	5.1	2.6	9.1
linguistics	0.2	0.3	0.0	0.5	0.6	0.0	0.0	0.0	0.1	0.0	0.0	0.0
philosophy	1.8	2.1	0.7	1.8	3.5	1.5	2.4	2.3	4.2	1.8	0.7	1.1
religion & theology	1.7	1.9	0.7	0.5	3.7	0.1	5.8	4.3	5.9	7.5	0.0	12.2
general, other humanities fields	1.1	1.0	1.5	1.2	0.6	0.7	1.4	2.0	0.4	1.0	1.6	0.1
journalism	0.9	1.1	0.2	1.7	1.2	0.6	0.6	0.7	0.5	0.6	0.2	0.0
law	0.2	0.2	0.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.0
law enforcement	0.6	0.4	1.7	0.2	0.2	0.8	0.2	0.2	0.4	0.1	1.7	1.4
library science	0.2	0.1	0.7	0.0	0.0	0.2	0.2	0.1	0.2	0.3	0.8	0.0
mathematics and/or statistics	6.5	6.0	8.4	5.4	5.5	6.8	6.3	6.1	5.7	6.8	8.6	5.4
military sciences	0.1	0.1	0.0	0.0	0.0	0.2	0.0	0.0	0.2	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

MALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Department (continued)</b>												
astronomy	0.2	0.2	0.0	0.3	0.5	0.0	0.1	0.1	0.0	0.0	0.0	0.0
atmospheric sciences	0.1	0.1	0.0	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
chemistry	3.4	3.6	2.8	2.7	3.6	3.6	4.9	4.7	5.4	4.9	2.7	3.2
earth sciences	1.5	1.7	0.6	2.2	1.5	1.8	1.0	1.4	0.4	0.7	0.5	1.1
marine sciences	0.1	0.2	0.0	0.2	0.4	0.1	0.1	0.2	0.0	0.1	0.0	0.0
physics	2.9	3.1	2.5	3.1	3.6	2.9	3.0	3.4	2.2	2.9	2.6	1.1
general, other physical sciences	0.7	0.4	2.0	0.3	0.1	0.6	0.5	0.6	0.3	0.4	2.1	0.0
clinical psychology	0.4	0.4	0.1	0.5	0.5	0.4	0.3	0.3	0.6	0.2	0.1	0.0
counseling & guidance	0.3	0.2	0.7	0.1	0.0	0.2	0.4	0.3	0.2	0.5	0.8	0.0
experimental psychology	0.8	1.0	0.0	1.3	1.0	0.7	0.8	0.7	0.8	0.8	0.1	0.0
social psychology	0.2	0.3	0.0	0.3	0.3	0.3	0.2	0.3	0.1	0.1	0.0	0.0
general, other psychology	2.2	2.2	2.1	1.0	1.8	3.3	2.7	2.1	3.0	3.4	2.1	2.1
anthropology	0.9	1.1	0.2	1.7	1.6	0.6	0.5	0.7	0.2	0.5	0.2	0.0
archaeology	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
economics	2.5	2.7	1.4	2.6	4.4	2.1	2.8	3.5	2.0	2.2	1.4	0.9
political science, government	2.6	3.1	0.8	3.0	4.1	2.9	2.7	2.9	3.4	2.1	0.8	0.0
sociology	2.0	2.3	0.8	2.2	2.7	2.5	1.9	1.5	2.8	2.0	0.8	0.0
general, other social sciences	1.8	1.2	3.9	1.1	1.3	1.2	1.3	1.5	1.4	1.0	4.2	0.0
social work, social welfare	0.4	0.3	0.5	0.3	0.0	0.5	0.4	0.3	0.3	0.6	0.5	0.0
building trades	0.2	0.0	0.8	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.9	0.0
data processing/computer prog	0.6	0.2	2.3	0.1	0.0	0.1	0.3	0.3	0.1	0.5	2.4	0.0
drafting/design	0.3	0.1	1.0	0.1	0.0	0.1	0.2	0.4	0.0	0.0	1.0	1.1
electronics	0.4	0.1	1.5	0.1	0.0	0.1	0.1	0.2	0.1	0.0	1.6	0.0
industrial arts	0.2	0.1	0.5	0.1	0.0	0.2	0.1	0.2	0.0	0.1	0.5	0.0
mechanics	0.6	0.0	2.7	0.0	0.0	0.1	0.0	0.0	0.0	0.0	2.9	0.0
other technical	1.0	0.4	3.2	0.2	0.0	0.9	0.3	0.7	0.1	0.0	3.4	0.0
other vocational	0.8	0.1	3.4	0.1	0.1	0.2	0.0	0.0	0.0	0.1	3.6	0.6
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	2.6	2.7	2.9	1.8	2.7	2.5	3.5	2.0	1.3	2.7	2.0

National Normative Data for  
the 1995-96 HERI Faculty Survey

Female Faculty



**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Respondents</b>	<b>12,027</b>	<b>10,593</b>	<b>1,434</b>	<b>2,303</b>	<b>997</b>	<b>2,820</b>	<b>4,473</b>	<b>1,805</b>	<b>1,075</b>	<b>1,593</b>	<b>1,355</b>	<b>79</b>
<b>Age as of December 31, 1995</b>												
less than 30	2.8	2.9	2.6	2.6	2.9	3.3	2.7	2.5	1.8	3.6	2.3	8.1
30 to 34	8.1	9.5	5.4	9.3	9.4	8.3	11.0	11.7	8.8	11.7	5.2	8.3
35 to 39	13.6	14.5	11.7	15.8	16.4	13.4	13.8	14.6	12.1	14.0	11.1	20.1
40 to 44	18.6	19.3	17.2	20.4	18.4	19.1	18.6	21.2	15.7	17.4	17.1	18.8
45 to 49	21.4	20.2	23.8	20.5	20.4	20.0	20.1	21.0	20.1	18.9	23.9	23.1
50 to 54	18.1	16.2	21.9	16.3	14.9	17.5	15.1	12.6	16.9	17.0	22.7	9.2
55 to 59	10.6	10.4	11.1	9.3	10.1	11.4	10.1	9.7	10.8	10.2	11.5	3.6
60 to 64	4.9	4.9	4.9	3.5	4.0	5.5	6.0	4.7	8.7	5.7	4.9	6.1
65 to 69	1.6	1.7	1.2	1.7	2.9	1.2	2.0	1.8	3.4	1.2	1.3	0.2
70 or more	0.3	0.4	0.2	0.6	0.5	0.1	0.6	0.1	1.7	0.3	0.1	2.5
<b>Academic Rank</b>												
professor	17.5	17.3	18.1	18.7	18.6	16.5	16.2	17.0	15.2	16.0	19.1	1.4
associate professor	24.5	27.2	19.0	28.4	28.1	24.5	28.9	29.5	29.8	27.4	19.2	14.8
assistant professor	31.3	37.2	18.7	33.1	35.0	39.1	40.0	37.2	42.2	42.0	18.5	21.7
lecturer	4.0	5.6	0.6	7.0	10.0	6.0	1.7	2.7	1.5	0.6	0.7	0.0
instructor	20.6	11.1	40.8	10.1	5.9	13.0	11.6	11.1	10.3	13.2	40.5	46.2
other	2.1	1.7	2.8	2.6	2.4	0.9	1.5	2.5	1.0	0.8	2.0	15.9
<b>Administrative Title</b>												
not applicable	76.8	77.1	76.2	77.9	78.1	81.1	70.9	73.3	67.7	70.2	78.1	45.7
director or coordinator	11.0	11.1	10.7	11.4	11.7	10.1	12.1	11.4	12.5	12.5	10.1	21.0
department chair	6.6	6.1	7.6	3.1	3.5	4.4	12.6	10.6	15.7	12.7	7.6	6.8
dean	0.2	0.2	0.2	0.0	0.0	0.1	0.4	0.4	0.1	0.6	0.0	3.3
associate or assistant dean	0.7	0.6	0.9	1.0	0.6	0.3	0.5	0.3	0.5	0.6	0.0	14.8
vice-pres, provost, vice-chanc	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
president, chancellor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
other	4.7	4.8	4.4	6.5	6.1	4.1	3.6	3.8	3.5	3.4	4.2	8.4
<b>Principal Activity</b>												
administration	3.0	3.0	3.0	3.7	2.1	2.9	2.9	2.7	3.1	3.1	2.0	17.7
teaching	92.9	92.1	94.7	85.3	89.3	95.6	95.4	95.1	95.7	95.4	95.8	76.3
research	2.6	3.7	0.2	9.7	7.5	0.5	0.2	0.5	0.1	0.0	0.2	1.0
services to clients and patients	0.8	0.7	1.2	1.1	0.0	0.4	0.9	1.1	0.5	0.8	1.1	1.8
other	0.7	0.6	1.0	0.2	1.1	0.6	0.6	0.5	0.6	0.7	0.8	3.2
<b>Racial Background (1)</b>												
White/Caucasian	90.1	90.9	88.4	89.8	89.6	91.4	91.8	90.9	93.4	91.9	88.3	89.0
African American/Black	3.8	3.7	4.2	3.9	3.9	3.6	3.4	4.1	1.2	4.2	4.0	7.8
American Indian	1.7	1.4	2.1	1.5	1.0	1.7	1.3	1.4	1.9	0.8	2.2	0.0
Asian American/Asian	2.9	3.0	2.7	3.1	3.7	2.5	3.3	4.0	3.1	2.4	2.7	3.1
Mexican American/Chicano	1.8	0.9	3.7	1.4	0.8	0.8	0.5	0.4	1.0	0.2	3.8	1.6
Puerto Rican American	0.5	0.5	0.5	0.7	0.7	0.5	0.4	0.2	0.5	0.5	0.6	0.0
other Latino	1.4	1.5	1.3	1.2	2.4	1.7	1.2	1.1	1.1	1.3	1.3	1.5
other	1.4	1.3	1.6	1.6	1.6	1.1	1.2	1.8	0.8	0.8	1.7	1.5

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		All					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Highest Degree Earned</b>												
bachelor's (BA, BS, etc.)	3.4	1.4	7.6	1.3	1.0	1.1	2.1	2.6	1.6	1.9	7.4	9.7
master's (MA, MS, etc.)	40.9	27.2	69.9	21.6	16.4	30.8	32.5	29.6	28.1	39.1	69.4	77.3
LLB, JD	0.5	0.5	0.4	0.5	0.7	0.5	0.4	0.3	0.3	0.5	0.5	0.0
MD, DDS (or equivalent)	0.3	0.4	0.0	1.0	0.2	0.1	0.3	0.2	0.6	0.3	0.0	0.0
other first professional	0.5	0.6	0.4	0.9	0.8	0.3	0.5	0.2	0.5	1.0	0.4	0.0
EdD	5.1	6.1	2.8	4.5	2.2	8.7	6.1	6.3	4.5	7.1	3.0	0.0
PhD	42.5	58.3	9.0	66.1	74.2	52.2	51.8	53.5	58.4	44.7	8.9	11.4
other degree	4.5	4.1	5.5	3.0	3.7	5.1	4.1	4.2	3.8	4.0	5.9	0.0
none	2.4	1.5	4.4	1.1	0.8	1.3	2.3	3.1	2.1	1.4	4.5	1.6
<b>Field of Highest Degree (2)</b>												
agriculture or forestry	0.2	0.2	0.1	0.5	0.3	0.2	0.0	0.1	0.0	0.1	0.0	0.2
biological sciences	4.5	4.7	3.9	5.8	5.7	3.4	4.9	5.4	3.4	5.4	4.0	2.3
business	4.9	4.6	5.7	3.8	6.0	4.9	4.4	3.8	6.2	4.0	5.1	14.7
education	21.9	19.2	27.6	15.8	6.6	24.7	20.6	18.7	16.6	26.0	27.5	28.4
engineering	0.8	0.8	0.7	1.3	0.9	0.6	0.6	1.1	0.4	0.1	0.7	0.0
English	8.9	8.4	10.0	6.5	10.8	8.3	9.6	9.8	10.5	8.7	9.9	12.5
health related	12.6	10.1	17.9	11.8	5.3	10.0	10.3	8.4	12.9	10.7	18.7	5.0
history or political science	4.0	5.1	1.7	5.3	7.4	4.7	4.6	5.4	4.9	3.4	1.7	1.6
humanities	8.8	10.6	5.1	11.6	20.2	6.6	10.8	12.3	12.3	7.8	4.7	11.2
fine arts	7.8	8.7	5.9	9.2	9.7	7.1	10.1	10.9	6.8	11.3	5.6	10.4
mathematics or statistics	4.3	3.6	5.7	2.6	2.4	4.6	3.7	3.4	4.0	3.8	5.8	4.7
physical sciences	2.8	3.1	2.2	2.8	3.4	3.2	3.2	3.5	3.3	2.8	2.2	2.3
social sciences	11.1	13.1	6.7	14.4	17.4	11.9	11.9	11.5	13.5	11.1	7.0	2.5
other technical	1.1	0.9	1.5	0.7	0.3	1.2	1.0	1.0	1.4	0.6	1.5	1.6
other non-technical	6.3	6.7	5.4	7.9	3.5	8.5	4.2	4.6	3.8	4.0	5.6	2.5
<b>Year Highest Degree Earned</b>												
before 1958	1.5	1.1	2.4	1.3	1.4	0.8	1.0	0.6	2.2	0.6	2.6	0.0
1958 to 1962	1.4	1.2	1.7	1.2	1.4	1.0	1.3	1.3	1.4	1.3	1.8	0.0
1963 to 1967	4.1	3.6	5.1	4.0	4.4	3.1	3.3	2.5	4.4	3.5	5.2	3.9
1968 to 1972	8.4	8.1	9.2	9.2	10.3	7.8	6.5	6.4	6.2	6.8	9.0	11.8
1973 to 1977	12.5	11.4	14.8	12.7	12.0	10.4	11.0	11.1	12.0	10.1	15.1	10.5
1978 to 1982	16.7	15.7	18.8	16.5	17.8	14.4	15.9	16.4	15.6	15.5	19.4	9.1
1983 to 1987	18.5	19.0	17.5	17.9	17.2	19.3	20.6	20.0	21.8	20.4	17.1	23.4
1988 to 1992	24.3	26.0	20.8	25.0	25.3	26.8	26.1	28.3	23.3	25.5	20.8	21.7
1993 to 1995	12.6	14.0	9.6	12.3	10.2	16.3	14.3	13.4	13.0	16.4	9.0	19.7
<b>Degree Currently Working Toward</b>												
bachelor's (BA, BS, etc.)	1.2	0.2	3.2	0.4	0.2	0.0	0.3	0.3	0.3	0.3	3.2	3.0
master's (MA, MS, etc.)	7.8	3.0	17.8	1.1	0.7	2.8	5.4	6.0	5.0	5.1	16.6	30.1
LLB, JD	0.1	0.1	0.0	0.2	0.0	0.1	0.1	0.3	0.0	0.0	0.0	0.0
MD, DDS (or equivalent)	0.2	0.1	0.5	0.0	0.0	0.2	0.1	0.0	0.0	0.2	0.5	0.0
other first professional	0.3	0.3	0.1	0.2	1.1	0.4	0.1	0.0	0.0	0.3	0.1	0.0
EdD	5.0	4.0	7.0	1.6	0.7	5.3	5.6	7.3	3.8	4.8	7.4	3.0
PhD	20.6	20.6	20.5	17.4	16.8	21.6	23.4	20.3	22.8	26.9	20.4	22.0
other degree	3.2	2.3	5.1	1.5	2.8	1.7	3.6	4.0	2.8	3.6	4.7	9.0
none	61.7	69.3	45.8	77.6	77.7	67.9	61.5	61.8	65.3	58.8	47.1	32.9

08

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Department of Current Faculty Appointment (3)</b>												
agriculture or forestry	0.3	0.4	0.2	1.1	0.3	0.2	0.0	0.1	0.0	0.0	0.2	0.2
biological sciences	4.2	4.2	4.3	4.6	4.9	3.1	4.9	5.0	3.6	5.6	4.5	2.4
business	6.8	5.9	8.7	4.8	8.3	6.5	5.3	4.4	8.0	4.4	8.0	20.4
education	10.8	12.6	7.1	9.3	4.5	16.5	14.0	12.4	10.7	18.4	7.0	8.6
engineering	0.8	0.9	0.8	1.3	1.4	0.6	0.6	1.0	0.5	0.1	0.8	0.0
English	10.7	9.3	13.5	7.0	10.6	10.0	10.4	9.9	11.3	10.2	13.5	14.1
health related	16.6	13.5	23.0	17.3	7.7	13.1	12.4	11.4	15.4	11.5	24.2	3.6
history or political science	3.5	4.8	0.9	5.0	6.6	4.4	4.4	4.6	5.4	3.2	0.8	1.7
humanities	8.8	10.6	5.2	11.0	20.3	6.7	11.3	13.2	11.7	8.6	5.0	8.7
fine arts	8.1	9.4	5.2	10.2	9.9	7.9	10.3	10.9	7.2	11.8	4.9	10.7
mathematics or statistics	5.2	4.0	7.7	2.6	2.0	5.5	4.3	3.8	4.6	4.9	7.5	9.7
physical sciences	2.9	3.0	2.5	2.5	3.0	3.2	3.4	3.5	3.4	3.2	2.6	2.4
social sciences	10.8	12.5	7.3	12.3	15.5	12.2	11.8	11.8	12.2	11.5	7.4	6.1
other technical	2.5	1.2	5.3	0.8	0.4	1.7	1.2	1.4	1.3	0.8	5.1	8.4
other non-technical	7.9	7.8	8.2	10.1	4.6	8.5	5.8	6.6	4.8	5.7	8.5	3.0
<b>Year Appointed to Current Position</b>												
before 1958	1.1	1.0	1.3	0.8	0.6	0.9	1.4	2.1	1.4	0.5	1.3	2.3
1958 to 1962	0.5	0.7	0.0	1.1	0.1	0.3	1.0	0.7	1.7	1.0	0.0	0.2
1963 to 1967	3.0	2.8	3.4	2.0	3.2	3.5	2.5	2.6	2.9	2.1	3.6	0.0
1968 to 1972	6.3	5.8	7.5	5.8	5.7	6.8	4.4	4.5	5.2	3.7	7.8	2.8
1973 to 1977	9.4	8.4	11.5	10.6	9.0	7.6	6.9	6.9	7.4	6.5	12.1	0.4
1978 to 1982	11.7	10.2	14.7	10.7	13.5	8.5	10.8	10.6	12.0	10.2	14.9	10.7
1983 to 1987	15.6	15.8	15.1	16.1	16.8	14.6	16.6	15.7	17.6	16.9	15.0	16.0
1988 to 1992	29.9	30.1	29.5	30.6	30.0	29.0	31.1	31.5	29.7	31.5	29.5	29.1
1993 to 1995	22.6	25.2	17.0	22.2	21.1	28.8	25.3	25.4	22.2	27.5	15.7	38.5
<b>Tenured?</b>												
yes	46.5	42.9	54.4	46.9	43.7	42.9	38.3	37.2	43.4	35.9	57.3	8.7
no	53.5	57.1	45.6	53.1	56.3	57.1	61.7	62.8	56.6	64.1	42.7	91.3
<b>Year Received Tenure</b>												
before 1958	0.3	0.3	0.3	0.4	0.4	0.3	0.1	0.1	0.2	0.0	0.3	0.0
1958 to 1962	0.2	0.4	0.0	0.3	0.4	0.5	0.2	0.0	0.0	0.6	0.0	0.0
1963 to 1967	0.8	0.8	0.7	0.5	1.2	0.9	0.8	0.8	0.9	0.7	0.7	0.0
1968 to 1972	5.5	5.1	6.2	3.7	5.3	7.0	4.2	4.8	4.3	3.4	6.3	0.0
1973 to 1977	11.9	11.1	13.3	12.4	12.7	11.8	7.6	8.4	7.6	6.7	13.4	2.4
1978 to 1982	15.7	15.1	16.6	17.8	14.6	14.8	12.2	13.0	11.6	11.8	16.7	7.1
1983 to 1987	19.2	18.7	19.9	20.9	23.2	14.3	20.3	20.9	20.9	19.1	19.6	57.1
1988 to 1992	25.9	26.6	24.8	25.8	22.2	27.2	28.5	28.6	29.0	27.9	24.8	28.8
1993 to 1995	20.5	21.9	18.1	18.1	19.9	23.2	26.0	23.3	25.4	29.7	18.2	4.7
<b>Primary Interest</b>												
very heavily in teaching	46.6	33.6	73.9	21.2	18.8	39.7	44.2	36.7	43.7	54.1	74.1	71.0
leaning toward teaching	33.9	39.7	21.7	37.1	34.9	41.8	41.5	43.9	43.0	37.3	21.7	22.3
leaning toward research	17.6	24.0	4.0	37.0	40.7	16.8	13.2	18.0	12.2	8.0	4.0	4.9
very heavily in research	2.0	2.7	0.4	4.6	5.5	1.6	1.1	1.3	1.1	0.7	0.3	1.8

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Salary is Based On</b>												
9/10 months	77.5	76.8	79.1	78.5	70.4	81.7	71.0	66.5	75.1	73.9	80.2	63.0
11/12 months	22.5	23.2	20.9	21.5	29.6	18.3	29.0	33.5	24.9	26.1	19.8	37.0
<b>Base Salary in Thousands for:</b>												
<b>Faculty on 9/10 Month Contracts</b>												
less than 20	1.0	0.9	1.1	1.0	0.6	0.8	1.2	1.2	1.0	1.2	1.1	2.9
20 to 29	12.2	10.2	16.3	6.6	5.5	11.5	14.1	9.4	11.4	21.5	15.3	35.3
30 to 39	39.3	40.0	37.7	36.7	20.0	44.1	45.6	41.1	45.9	50.5	37.3	45.4
40 to 49	26.1	26.2	25.8	28.5	31.7	23.8	25.0	27.7	27.1	20.4	26.6	8.9
50 to 59	12.9	13.5	11.7	14.2	19.3	13.8	10.0	13.5	10.5	5.5	12.1	4.2
60 to 69	5.9	5.6	6.6	7.0	12.8	4.6	2.7	4.7	2.7	0.5	6.9	0.3
70 to 79	1.8	2.3	0.6	3.6	5.9	1.3	1.0	1.7	0.7	0.3	0.6	0.3
80 to 89	0.5	0.7	0.0	1.5	2.3	0.1	0.2	0.3	0.5	0.0	0.0	0.0
90 to 99	0.2	0.3	0.0	0.7	1.3	0.0	0.1	0.2	0.1	0.0	0.0	0.0
100 to 124	0.1	0.1	0.0	0.3	0.4	0.0	0.1	0.2	0.0	0.0	0.0	0.0
125 to 149	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.2	0.0
150 or more	0.1	0.0	0.1	0.0	0.2	0.0	0.0	0.1	0.0	0.0	0.0	2.6
<b>Faculty on 11/12 Month Contracts</b>												
less than 20	0.4	0.5	0.2	0.0	0.6	0.3	0.8	0.3	1.1	1.5	0.2	0.0
20 to 29	11.6	9.8	15.9	6.2	4.5	12.1	12.6	9.3	7.0	21.8	11.2	55.0
30 to 39	35.4	32.9	41.4	20.9	27.0	34.3	43.1	39.3	40.2	51.5	42.7	31.3
40 to 49	26.2	27.6	23.0	27.2	29.7	29.4	25.6	26.0	33.9	19.1	24.7	9.0
50 to 59	13.6	14.5	11.6	17.5	16.7	14.4	11.3	15.9	10.2	4.6	12.7	2.9
60 to 69	8.1	8.4	7.2	13.3	14.1	6.1	4.4	5.9	5.6	1.1	8.0	0.6
70 to 79	2.5	3.6	0.1	8.2	3.1	2.0	1.5	2.3	1.6	0.0	0.0	0.6
80 to 89	1.1	1.5	0.1	3.7	2.4	0.6	0.1	0.3	0.0	0.0	0.0	0.6
90 to 99	0.3	0.4	0.0	0.5	0.5	0.5	0.2	0.3	0.3	0.0	0.0	0.0
100 to 124	0.4	0.6	0.0	1.1	1.3	0.0	0.3	0.4	0.0	0.3	0.0	0.0
125 to 149	0.3	0.3	0.5	0.8	0.0	0.2	0.0	0.0	0.0	0.0	0.6	0.0
150 or more	0.1	0.1	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Father's Education</b>												
8th grade or less	13.1	11.4	16.8	9.0	6.1	14.1	12.5	10.9	13.8	13.6	17.2	9.3
some high school	8.4	7.4	10.6	6.1	6.5	8.8	7.4	6.4	8.2	8.0	10.5	13.5
completed high school	22.6	21.1	25.8	18.0	20.7	22.7	22.2	22.7	21.3	22.3	26.4	17.5
some college	16.1	15.5	17.4	15.2	13.5	16.2	15.6	15.0	16.7	15.7	17.0	23.9
graduated from college	15.4	16.4	13.4	18.5	18.3	14.3	16.2	15.9	15.4	17.2	13.4	13.3
attended grad/prof school	6.8	7.5	5.4	8.2	9.4	6.8	7.0	7.5	8.2	5.4	5.5	3.6
attained advanced degree	17.5	20.8	10.5	25.1	25.6	17.1	19.0	21.5	16.4	17.8	10.0	18.8
<b>Mother's Education</b>												
8th grade or less	8.7	7.3	11.5	6.2	5.7	7.9	8.5	7.0	9.6	9.6	11.4	13.1
some high school	8.2	7.7	9.4	5.8	5.5	9.2	8.5	7.4	9.7	9.1	9.6	5.5
completed high school	32.3	29.7	38.0	27.3	27.9	31.3	30.7	32.9	29.6	28.7	38.2	34.9
some college	18.9	19.3	18.1	21.3	17.6	19.1	18.2	16.9	18.7	19.7	17.8	22.2
graduated from college	16.5	18.1	13.1	19.8	20.4	16.2	17.6	16.9	18.2	18.1	13.2	11.2
attended grad/prof school	6.0	6.8	4.4	6.5	7.8	7.1	6.4	7.0	5.3	6.4	4.4	5.2
attained advanced degree	9.3	11.1	5.5	13.1	15.2	9.2	10.0	11.9	8.8	8.4	5.3	7.9

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Marital Status</b>												
married	65.2	62.4	71.2	61.8	63.2	63.3	61.5	61.9	58.5	63.2	71.1	72.9
unmarried, living with partner	5.4	5.8	4.6	7.3	6.2	4.5	5.7	7.6	4.6	4.2	4.5	5.3
single	29.4	31.8	24.3	30.9	30.6	32.1	32.8	30.5	36.9	32.6	24.4	21.8
<b>Has Respondent Ever Been</b>												
divorced	28.4	27.3	30.8	30.3	27.3	29.6	21.2	22.9	20.6	19.5	31.2	23.7
widowed	3.4	3.2	3.7	3.1	3.0	3.6	3.0	2.7	2.9	3.5	3.7	3.9
separated	5.9	5.9	5.9	7.2	4.8	6.2	4.7	4.9	4.8	4.2	6.1	1.9
<b>Spouse or Partner's Education</b>												
8th grade or less	0.2	0.2	0.1	0.3	0.1	0.2	0.1	0.0	0.2	0.1	0.1	0.0
some high school	0.4	0.4	0.5	0.2	0.3	0.6	0.3	0.2	0.2	0.5	0.5	0.0
completed high school	3.1	2.4	4.6	1.7	1.4	3.4	2.2	2.3	1.8	2.4	4.6	5.1
some college	8.0	6.0	12.2	5.7	2.9	7.5	5.6	5.7	5.0	6.0	12.4	10.2
graduated from college	14.1	11.7	19.3	10.8	8.9	12.5	12.5	12.3	13.2	12.3	20.1	6.8
attended grad/prof school	9.4	9.2	9.9	8.5	7.5	9.8	9.7	11.0	8.6	8.8	9.6	14.5
attained advanced degree	47.0	50.6	39.4	54.9	61.8	45.7	48.2	49.9	45.4	47.9	38.8	49.4
does not apply	17.7	19.6	14.0	17.8	17.1	20.3	21.4	18.6	25.4	22.1	14.0	14.1
<b>Is Spouse/Partner an Academic?</b>												
no	67.2	63.9	73.9	61.8	57.5	66.7	64.8	62.0	72.2	63.2	73.7	77.5
yes	32.8	36.1	26.1	38.2	42.5	33.3	35.2	38.0	27.8	36.8	26.3	22.5
<b>Number of Children Aged:</b>												
<b>0 to 4 years old</b>												
none	84.6	83.6	87.0	82.8	81.7	84.1	84.7	83.8	84.0	86.3	88.1	70.9
one	12.3	12.7	11.2	12.7	14.3	12.9	11.9	12.2	12.0	11.5	10.4	23.4
two	2.9	3.3	1.8	4.4	3.6	2.7	2.9	3.7	2.8	1.8	1.5	5.7
three	0.1	0.2	0.0	0.0	0.5	0.1	0.4	0.3	0.8	0.2	0.0	0.0
four or more	0.1	0.1	0.0	0.1	0.0	0.2	0.1	0.0	0.4	0.1	0.0	0.0
<b>5 to 12 years old</b>												
none	70.6	72.4	66.5	71.2	71.5	73.8	72.2	70.2	71.8	74.9	65.9	76.2
one	19.8	19.2	21.3	21.2	21.4	17.5	18.4	19.7	17.9	17.3	22.0	8.8
two	8.3	7.6	10.2	6.8	6.9	7.8	8.4	9.2	8.7	7.1	10.1	12.5
three	1.1	0.7	2.0	0.7	0.2	0.7	0.9	1.0	1.1	0.7	2.0	2.5
four or more	0.1	0.1	0.1	0.1	0.0	0.2	0.1	0.0	0.4	0.0	0.1	0.0
<b>13 to 17 years old</b>												
none	73.4	77.2	64.7	78.0	78.2	76.9	76.3	77.6	74.9	75.9	64.5	67.6
one	19.7	17.2	25.5	17.5	18.9	16.7	16.8	17.6	15.2	16.9	25.8	20.1
two	6.4	5.2	9.2	4.0	2.9	6.0	6.3	4.5	9.0	6.6	9.2	9.9
three	0.4	0.3	0.5	0.4	0.1	0.3	0.4	0.3	0.8	0.3	0.4	2.4
four or more	0.1	0.1	0.1	0.2	0.0	0.1	0.1	0.0	0.1	0.3	0.1	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Children Aged:</b>												
<b>18 to 23 years old</b>												
none	70.9	76.4	59.1	78.1	79.4	75.2	75.2	78.5	73.0	73.0	59.1	59.3
one	19.6	16.3	26.6	15.9	13.7	17.2	16.5	15.4	18.4	16.3	26.6	27.6
two	8.4	6.3	12.7	5.5	5.2	6.6	7.4	5.4	7.3	9.7	13.0	7.8
three	0.8	0.7	1.0	0.3	1.5	0.8	0.8	0.7	1.0	0.9	0.9	2.7
four or more	0.3	0.2	0.6	0.2	0.2	0.2	0.1	0.0	0.2	0.1	0.4	2.5
<b>24 years old or older</b>												
none	64.1	68.9	53.8	72.2	68.5	64.8	70.9	72.8	69.2	69.8	52.9	67.9
one	13.1	11.4	16.7	10.2	14.1	12.9	9.7	9.1	9.6	10.5	17.2	9.4
two	13.2	11.8	16.2	11.7	11.0	12.2	11.6	11.0	12.7	11.6	16.7	7.6
three	5.7	4.7	7.8	3.5	4.1	5.8	4.9	4.1	5.7	5.3	7.6	10.3
four or more	4.0	3.2	5.6	2.4	2.4	4.3	2.9	3.0	2.9	2.8	5.6	4.7
<b>General Activities</b>												
held academic admin position	32.6	33.6	30.5	34.2	37.2	30.2	35.8	32.4	43.4	34.4	28.9	57.2
award for outstanding teaching	33.5	33.4	33.5	35.6	33.7	33.8	30.7	30.2	29.5	32.2	34.3	22.1
commute a long distance to work	22.1	19.8	26.8	14.6	18.7	22.2	22.5	23.1	22.7	21.6	26.5	32.8
research/writing on women	37.3	44.3	22.4	47.5	51.2	41.6	41.6	45.8	42.9	35.5	22.3	23.0
spouse/partner work in same city	51.3	52.2	49.6	60.2	60.3	47.5	46.7	45.6	46.6	48.3	49.1	57.1
research/writing on race/ethnicity	26.6	30.3	18.5	33.1	35.7	27.5	29.0	30.9	30.4	25.7	18.6	17.5
born in the U.S.A.	91.4	89.6	95.2	88.8	84.0	92.1	89.5	87.4	89.8	91.9	95.4	92.1
am a U.S. citizen	96.3	95.2	98.7	94.7	91.2	96.6	95.4	93.9	96.6	96.3	98.8	96.9
interrupted career for family reasons	27.6	24.6	33.8	22.9	23.8	25.2	25.9	23.3	25.8	29.4	33.4	40.4
sexually harassed at this inst	12.3	12.9	10.9	15.0	14.2	13.7	9.2	10.3	7.5	9.3	11.4	3.2
sexually harassed at other inst	20.0	22.2	15.5	22.9	26.4	21.8	20.2	20.6	19.1	20.6	15.8	11.4
plan working beyond age 70	28.1	31.3	21.5	31.5	37.0	28.8	32.0	30.7	38.1	29.1	21.4	21.8
<b>in the Last Two Years</b>												
received at least one firm job offer	30.7	31.4	29.1	30.0	28.0	33.2	32.0	31.9	29.7	33.8	27.6	52.6
developed a new course	72.4	76.2	64.2	80.6	81.6	69.6	78.0	79.5	79.4	74.9	64.6	59.1
considered early retirement	28.9	26.9	33.2	28.6	23.7	29.4	22.9	22.0	20.7	25.8	33.7	26.0
considered leaving academe for another job	38.0	40.0	34.0	43.9	34.6	40.0	37.8	39.7	34.5	38.0	33.1	48.5

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>HOURS PER WEEK SPENT ON:</b>												
<b>Scheduled Teaching</b>												
none	0.4	0.4	0.5	0.5	0.3	0.2	0.7	1.3	0.5	0.2	0.4	1.6
1 to 4	6.0	7.0	3.8	11.3	11.0	3.7	5.2	6.2	5.6	3.8	3.7	4.1
5 to 8	22.8	29.9	7.6	48.4	49.8	16.9	19.7	23.1	19.0	15.9	6.6	23.3
9 to 12	31.7	39.0	16.3	24.6	29.6	48.7	45.3	43.6	48.9	44.7	15.1	34.3
13 to 16	19.8	14.1	31.7	6.6	4.7	19.6	18.5	15.7	17.1	23.2	32.7	17.0
17 to 20	12.1	6.2	24.7	5.1	3.4	7.4	6.8	6.2	6.0	8.0	25.1	18.1
21 to 34	6.5	3.0	13.7	3.3	1.2	3.3	3.2	3.4	2.6	3.4	14.5	1.6
35 to 44	0.7	0.2	1.6	0.2	0.0	0.3	0.3	0.3	0.2	0.4	1.7	0.0
45 or more	0.1	0.1	0.1	0.0	0.1	0.1	0.3	0.2	0.1	0.6	0.1	0.0
<b>Preparing for Teaching</b>												
none	0.3	0.3	0.4	0.2	0.3	0.2	0.7	1.3	0.1	0.3	0.4	0.0
1 to 4	6.6	6.5	6.9	8.5	7.1	6.2	4.3	4.8	3.5	4.3	6.9	7.1
5 to 8	20.7	20.2	21.8	25.2	21.1	17.5	17.9	20.6	16.1	15.8	22.0	17.9
9 to 12	25.0	25.0	24.9	26.0	26.2	25.5	22.9	22.2	24.0	23.1	24.3	33.8
13 to 16	17.3	17.3	17.4	17.0	16.9	17.2	17.9	16.9	18.3	18.7	17.6	14.2
17 to 20	14.5	15.3	13.0	12.6	15.9	15.9	17.0	15.0	18.1	18.7	13.4	6.9
21 to 34	12.0	11.7	12.7	8.2	10.4	12.7	14.5	14.4	15.2	14.1	12.5	16.9
35 to 44	2.7	2.9	2.2	1.8	2.1	3.6	3.6	3.6	3.8	3.4	2.1	3.1
45 or more	0.8	0.8	0.8	0.4	0.1	1.1	1.2	1.2	0.8	1.5	0.8	0.0
<b>Advising/Counseling of Students</b>												
none	2.9	2.2	4.5	2.2	1.5	2.1	2.4	2.6	2.4	2.2	4.4	6.6
1 to 4	53.2	53.5	52.6	56.4	56.1	52.6	50.5	48.0	54.8	50.6	53.1	44.1
5 to 8	32.0	32.6	30.9	30.9	32.5	32.7	34.2	38.7	31.1	30.7	31.8	17.2
9 to 12	8.0	8.4	7.2	7.5	8.2	8.6	9.3	7.9	8.1	11.8	7.1	8.9
13 to 16	2.1	2.1	2.1	2.2	1.4	2.1	2.3	1.8	2.3	2.8	1.8	6.8
17 to 20	0.9	0.9	1.1	0.5	0.1	1.3	0.9	0.7	0.7	1.3	0.8	5.1
21 to 34	0.7	0.3	1.4	0.2	0.2	0.4	0.5	0.4	0.4	0.6	0.9	9.6
35 to 44	0.1	0.0	0.2	0.0	0.0	0.1	0.1	0.0	0.2	0.1	0.1	1.6
45 or more	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
<b>Committee Work and Meetings</b>												
none	3.5	3.5	3.5	3.9	5.3	3.1	2.9	3.2	2.1	3.1	3.1	10.0
1 to 4	67.3	64.4	73.6	62.4	64.5	62.8	68.4	67.3	64.6	72.4	74.1	65.3
5 to 8	22.7	25.1	17.6	25.2	24.1	26.6	23.4	24.1	27.4	19.8	17.9	12.6
9 to 12	4.9	5.4	3.9	6.8	5.3	5.8	3.5	4.0	4.1	2.4	3.8	5.3
13 to 16	1.0	1.1	0.9	1.0	0.5	1.2	1.2	0.9	1.6	1.3	0.7	3.3
17 to 20	0.4	0.4	0.4	0.6	0.3	0.4	0.3	0.4	0.1	0.4	0.2	3.3
21 to 34	0.1	0.2	0.1	0.1	0.0	0.2	0.2	0.1	0.0	0.5	0.1	0.2
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	0.0	0.0	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>HOURS PER WEEK SPENT ON:</b>												
<b>Other Administration</b>												
none	36.7	36.1	38.0	34.3	35.7	39.4	34.1	34.3	34.7	33.5	38.4	31.8
1 to 4	40.8	40.8	40.8	42.7	45.0	38.3	40.6	41.3	39.7	40.3	41.2	35.0
5 to 8	11.7	12.2	10.6	13.1	10.8	11.4	12.7	12.7	12.1	13.1	10.5	12.3
9 to 12	5.2	5.5	4.6	4.7	4.7	5.4	6.6	6.0	7.7	6.4	4.5	5.5
13 to 16	2.6	2.2	3.4	2.2	2.0	2.1	2.5	2.4	2.3	2.7	3.4	3.4
17 to 20	1.6	1.6	1.6	1.9	0.9	1.3	1.8	1.9	2.3	1.3	1.4	3.7
21 to 34	1.0	1.2	0.5	1.0	1.0	1.5	1.3	0.9	1.0	1.9	0.2	5.0
35 to 44	0.3	0.2	0.6	0.1	0.0	0.2	0.3	0.0	0.1	0.7	0.4	3.4
45 or more	0.1	0.2	0.0	0.1	0.0	0.4	0.2	0.3	0.1	0.1	0.0	0.0
<b>Research and Scholarly Writing</b>												
none	34.7	20.6	64.9	11.7	14.7	21.3	31.1	25.0	27.8	41.1	65.0	64.0
1 to 4	32.8	35.5	27.0	26.9	23.8	41.7	41.2	43.0	40.8	39.4	27.6	17.0
5 to 8	14.3	18.8	4.8	21.2	19.2	19.2	15.6	17.2	17.7	12.1	4.4	9.8
9 to 12	7.8	10.7	1.7	15.7	13.8	9.1	6.4	7.1	8.0	4.5	1.6	3.2
13 to 16	4.5	6.2	0.7	9.9	12.4	4.4	2.4	3.2	2.4	1.3	0.5	3.5
17 to 20	3.1	4.4	0.4	7.9	8.2	2.1	2.3	3.4	2.0	1.1	0.4	0.4
21 to 34	2.2	3.1	0.2	5.1	6.9	1.9	0.8	1.0	1.2	0.4	0.2	0.4
35 to 44	0.4	0.5	0.1	1.3	0.5	0.2	0.1	0.2	0.1	0.0	0.0	1.7
45 or more	0.2	0.2	0.2	0.5	0.5	0.1	0.1	0.0	0.1	0.1	0.2	0.0
<b>Creative Products &amp; Performances</b>												
none	53.4	56.9	46.2	58.6	62.8	55.3	54.9	53.6	56.0	55.6	45.9	51.4
1 to 4	33.7	29.5	42.4	26.7	23.2	31.9	31.5	31.5	32.5	30.7	42.6	39.5
5 to 8	7.5	7.7	7.2	8.5	8.3	6.6	7.9	8.7	6.7	7.9	7.3	5.5
9 to 12	2.9	3.0	2.8	3.1	2.9	3.1	2.8	2.9	3.1	2.3	2.8	1.9
13 to 16	1.0	1.3	0.3	1.2	0.9	1.5	1.3	1.6	1.3	1.0	0.4	0.0
17 to 20	0.8	1.0	0.3	0.9	1.4	1.1	1.0	1.1	0.2	1.4	0.3	0.0
21 to 34	0.4	0.4	0.4	0.5	0.2	0.4	0.5	0.3	0.1	0.9	0.4	0.0
35 to 44	0.2	0.1	0.2	0.2	0.2	0.1	0.1	0.0	0.0	0.1	0.1	1.7
45 or more	0.1	0.1	0.1	0.2	0.0	0.0	0.2	0.2	0.0	0.2	0.2	0.0
<b>Consultation with Clients or Patients</b>												
none	78.2	79.9	74.6	79.1	86.5	78.4	80.3	83.0	78.2	78.4	74.1	82.4
1 to 4	15.4	14.1	18.2	13.9	9.1	16.3	13.4	12.3	14.0	14.3	18.6	12.0
5 to 8	3.8	3.8	3.9	4.5	3.2	3.6	3.6	2.9	4.9	3.7	3.9	3.6
9 to 12	1.3	0.9	1.9	0.7	0.6	1.0	1.2	1.0	1.5	1.4	2.1	0.2
13 to 16	0.5	0.5	0.5	0.6	0.2	0.4	0.6	0.4	1.0	0.5	0.6	0.0
17 to 20	0.3	0.3	0.3	0.3	0.2	0.1	0.6	0.2	0.3	1.4	0.4	0.0
21 to 34	0.3	0.2	0.4	0.3	0.1	0.1	0.2	0.2	0.2	0.2	0.3	1.7
35 to 44	0.1	0.1	0.1	0.2	0.0	0.0	0.1	0.1	0.0	0.2	0.1	0.0
45 or more	0.1	0.1	0.1	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.2	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges		
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private	
<b>HOURS PER WEEK SPENT ON:</b>													
<b>Community or Public Service</b>													
none	28.2	29.8	25.1	33.6	43.6	23.4	28.8	34.3	26.5	23.8	23.8	45.2	
1 to 4	60.5	59.5	62.4	55.8	48.5	64.4	61.3	56.7	63.1	65.6	63.3	47.6	
5 to 8	8.8	8.4	9.5	8.0	6.5	9.7	7.8	7.0	7.9	8.8	9.9	3.6	
9 to 12	1.8	1.7	1.9	2.1	1.0	1.7	1.5	1.3	2.1	1.3	1.8	3.3	
13 to 16	0.3	0.3	0.3	0.3	0.2	0.4	0.3	0.2	0.2	0.3	0.3	0.0	
17 to 20	0.3	0.2	0.3	0.2	0.2	0.3	0.2	0.4	0.2	0.0	0.3	0.2	
21 to 34	0.1	0.0	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.3	0.0	
35 to 44	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	
45 or more	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	
<b>Outside Consulting or Freelance Work</b>													
none	68.6	67.1	71.7	63.7	65.1	68.3	69.8	69.1	68.9	71.2	71.7	71.9	
1 to 4	25.7	27.3	22.3	30.4	27.6	26.8	24.8	24.8	25.0	24.6	22.2	24.5	
5 to 8	3.7	3.9	3.5	4.1	4.7	3.6	3.7	4.0	4.3	2.9	3.7	0.2	
9 to 12	1.2	1.0	1.5	0.9	1.5	0.6	1.3	1.6	1.4	0.8	1.4	3.4	
13 to 16	0.4	0.3	0.5	0.3	0.4	0.4	0.1	0.1	0.1	0.3	0.5	0.0	
17 to 20	0.2	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	0.2	0.4	0.0	
21 to 34	0.1	0.1	0.1	0.1	0.4	0.1	0.1	0.2	0.2	0.0	0.1	0.0	
35 to 44	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.2	0.0	0.0	0.0	0.0	
45 or more	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>Household/Child Care Duties</b>													
none	3.8	4.0	3.4	3.6	3.9	4.2	4.3	4.0	4.9	4.2	3.4	3.6	
1 to 4	15.3	16.6	12.4	15.2	19.2	16.4	17.4	16.9	18.3	17.3	12.5	10.5	
5 to 8	23.5	23.8	22.9	23.2	22.7	24.7	23.5	23.3	23.0	24.2	23.1	19.9	
9 to 12	17.5	17.5	17.5	18.7	16.1	17.2	17.1	18.9	16.2	15.5	17.1	24.5	
13 to 16	10.7	10.1	12.0	10.5	12.2	9.1	10.1	9.8	9.1	11.1	12.4	5.2	
17 to 20	9.1	8.9	9.5	8.5	8.1	10.0	8.2	7.3	9.0	8.8	9.4	10.6	
21 to 34	8.4	7.8	9.9	8.3	6.7	7.3	8.1	8.2	7.1	8.7	9.9	9.2	
35 to 44	4.4	4.6	3.8	5.7	5.0	4.2	3.9	4.1	4.7	3.1	3.6	7.0	
45 or more	7.4	6.8	8.6	6.3	6.1	6.9	7.4	7.4	7.8	7.0	8.6	9.3	
<b>Communication via E-mail</b>													
none	28.0	21.3	42.3	15.3	14.8	22.8	28.2	22.8	27.2	35.5	40.3	73.1	
1 to 4	57.8	61.4	50.2	61.5	63.0	64.1	57.2	59.3	57.7	54.3	52.0	22.0	
5 to 8	11.6	14.2	6.0	18.8	18.7	10.9	11.9	14.1	12.4	8.8	6.3	2.5	
9 to 12	2.0	2.4	1.1	3.5	2.7	1.7	1.9	2.8	1.7	0.8	1.0	2.4	
13 to 16	0.3	0.4	0.2	0.6	0.6	0.2	0.5	0.4	0.5	0.5	0.2	0.0	
17 to 20	0.2	0.2	0.1	0.2	0.1	0.3	0.1	0.2	0.1	0.0	0.1	0.0	
21 to 34	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.3	0.1	0.0	0.0	0.0	
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	0.1	0.0	0.0	0.1	0.0	0.1	0.1	0.3	0.0	0.0	0.0	

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL		Universities		Four-year Colleges					Two-year Colleges		
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Number of Days Spent Off-Campus for Professional Activities</b>												
none	11.3	9.6	14.8	7.0	9.9	10.9	10.5	10.5	11.5	9.8	14.6	17.3
1 to 2	17.7	14.4	24.7	10.2	11.1	16.3	17.4	16.9	17.6	18.0	24.1	33.5
3 to 4	26.4	25.0	29.4	20.3	21.5	26.4	29.5	28.7	30.0	30.0	29.9	21.3
5 to 10	30.9	33.9	24.7	36.5	34.1	33.3	31.8	31.4	31.0	32.8	25.0	19.6
11 to 20	10.1	12.6	4.7	18.6	17.0	10.1	8.1	9.5	7.7	6.5	4.6	6.5
21 to 50	2.8	3.4	1.4	6.0	4.7	2.2	1.9	2.2	1.3	1.9	1.4	0.2
50 or more	0.9	1.1	0.4	1.4	1.6	0.8	0.9	0.8	0.8	1.0	0.3	1.8
<b>Teaching Activities in the Last Two Years</b>												
taught honors course	14.0	17.0	7.7	19.2	29.2	12.1	16.1	16.2	18.5	14.3	7.2	14.7
taught interdisciplinary course	35.7	41.3	23.4	44.6	48.1	33.8	44.6	50.5	39.7	40.9	23.0	30.5
taught ethnic studies course	10.5	12.2	6.6	11.2	16.1	10.6	13.9	14.9	12.8	13.6	6.5	7.8
taught women's studies course	14.8	18.9	6.0	19.8	24.8	15.5	20.1	23.3	21.6	14.9	6.1	4.0
team-taught a course	42.4	43.6	39.8	46.5	40.2	39.0	47.6	51.1	43.8	45.9	40.7	25.7
worked w/students on research project	59.9	69.8	37.5	79.0	76.8	65.4	62.9	66.5	63.4	58.1	37.0	45.0
attd racial/cultural workshop	52.1	47.2	62.4	42.8	36.1	49.3	53.3	53.6	59.6	48.2	63.8	38.9
held faculty senate/council office	23.1	22.7	24.1	18.6	20.1	24.7	25.3	25.2	27.7	23.6	24.8	12.8
used funds for research	35.4	47.3	8.9	59.4	60.2	40.1	38.4	45.6	34.7	32.1	8.8	10.1
served as a paid consultant	39.5	43.1	31.7	50.5	45.8	41.9	35.9	35.9	36.8	35.1	31.5	35.0
attd teaching enhance workshop	68.0	65.2	74.0	57.3	53.4	69.9	71.6	71.4	73.1	70.8	73.8	77.2
performed svc/vol work in cmty	82.1	81.5	83.6	78.1	71.8	85.7	83.1	78.3	85.6	87.3	84.6	66.7
advised std grps in svc/vol work	43.2	44.3	40.8	42.5	35.2	47.1	45.9	45.9	45.3	46.5	41.2	34.7
<b>SCHOLARLY WORK CONDUCTED:</b>												
<b>By Respondent Alone</b>												
none	19.2	12.3	34.6	10.8	7.8	12.6	15.3	13.5	13.9	18.8	34.0	45.3
some	22.9	26.4	14.8	31.8	24.0	27.0	21.0	20.3	23.0	20.3	15.1	9.9
most	28.2	31.4	21.0	34.2	32.0	31.0	28.5	30.2	29.1	25.9	21.7	10.1
all	29.8	29.9	29.5	23.1	36.2	29.4	35.2	35.9	34.0	35.1	29.2	34.7
<b>With One Other Person</b>												
none	40.6	32.1	59.4	21.8	33.7	32.6	41.7	39.8	38.6	46.5	58.4	75.4
some	43.1	48.5	31.2	55.8	49.4	46.5	43.1	47.5	43.2	37.5	31.9	20.6
most	14.3	17.5	7.2	19.8	16.2	19.2	13.3	11.3	15.9	13.9	7.5	2.3
all	2.0	1.9	2.2	2.6	0.8	1.7	1.9	1.5	2.3	2.2	2.2	1.7
<b>With Two or More People</b>												
none	61.2	55.0	74.7	44.6	55.1	56.7	63.9	61.1	64.2	67.3	73.9	87.5
some	30.6	35.4	20.3	43.4	35.2	34.3	28.1	30.1	27.7	26.0	21.1	7.6
most	6.6	8.0	3.7	9.9	8.2	7.3	6.6	7.5	7.1	5.0	3.7	4.9
all	1.6	1.7	1.3	2.1	1.5	1.7	1.4	1.3	1.1	1.7	1.4	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>NUMBER OF: Articles in Academic or Professional Journals</b>												
none	38.8	25.6	66.6	15.9	16.5	28.0	36.0	32.4	33.6	42.4	65.8	79.7
1 to 2	23.0	23.8	21.4	17.8	18.2	27.2	27.7	26.2	27.9	29.6	22.3	6.8
3 to 4	13.2	15.6	8.1	13.1	14.3	18.0	15.5	16.5	17.8	12.6	8.0	8.9
5 to 10	13.1	18.1	2.6	22.7	22.5	16.8	13.3	15.9	12.3	10.9	2.7	1.9
11 to 20	6.5	9.2	0.8	15.4	13.8	6.3	4.8	5.5	6.1	2.9	0.8	0.8
21 to 50	4.3	6.3	0.2	11.9	11.8	3.2	2.2	3.3	1.5	1.4	0.1	1.8
50 or more	1.1	1.5	0.3	3.1	2.9	0.5	0.4	0.3	0.8	0.2	0.3	0.0
<b>Chapters in Edited Volumes</b>												
none	68.0	57.3	90.5	42.9	37.0	65.8	69.4	62.5	71.4	76.8	90.4	91.1
1 to 2	18.8	24.4	6.9	27.0	30.0	23.2	21.2	23.6	20.9	18.3	6.9	6.9
3 to 4	7.2	9.7	1.8	14.0	16.0	7.5	5.5	8.0	4.7	3.1	1.9	0.9
5 to 10	4.3	6.0	0.6	10.9	12.1	2.5	2.9	4.7	2.0	1.3	0.6	1.1
11 to 20	1.4	2.0	0.1	3.8	4.1	0.7	0.8	0.9	1.0	0.5	0.1	0.0
21 to 50	0.4	0.5	0.1	1.2	0.7	0.1	0.2	0.3	0.0	0.1	0.1	0.0
50 or more	0.1	0.1	0.0	0.2	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0
<b>Books, Manuals, Monographs</b>												
none	67.7	62.0	79.5	51.7	47.9	67.8	71.1	68.3	68.3	76.8	79.3	82.8
1 to 2	23.0	26.7	15.3	32.7	33.8	23.3	21.8	23.7	24.0	17.6	15.6	11.2
3 to 4	5.9	7.1	3.4	9.9	11.1	5.6	4.7	5.2	5.0	3.7	3.5	2.3
5 to 10	2.7	3.3	1.5	4.4	6.3	2.5	2.2	2.6	2.4	1.4	1.3	3.7
11 to 20	0.4	0.6	0.1	1.0	0.5	0.5	0.2	0.1	0.2	0.3	0.1	0.0
21 to 50	0.1	0.2	0.0	0.1	0.3	0.3	0.1	0.1	0.0	0.1	0.0	0.0
50 or more	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.1	0.2	0.0
<b>Exhibitions or Performances in the Fine/Applied Arts Presented</b>												
none	80.9	80.9	81.0	82.7	82.0	80.0	79.8	77.5	83.0	80.2	80.6	86.5
1 to 2	5.4	5.0	6.2	3.6	3.7	6.3	5.2	5.9	5.2	4.3	6.5	1.8
3 to 4	2.8	2.4	3.7	2.1	2.5	2.2	2.7	2.9	2.8	2.5	3.7	3.4
5 to 10	2.4	2.5	2.3	2.3	1.7	2.7	2.7	2.8	2.5	2.7	2.2	3.4
11 to 20	1.7	1.7	1.8	1.3	1.3	1.7	2.1	2.2	1.9	2.0	1.9	0.2
21 to 50	2.5	2.7	2.0	2.4	3.6	2.4	3.0	3.6	2.2	2.9	1.9	3.2
50 or more	4.4	4.9	3.1	5.6	5.2	4.7	4.6	5.2	2.4	5.4	3.2	1.5
<b>Prof. Writings or Performances Published or Presented in the Last Two Years</b>												
none	40.9	28.6	66.7	20.8	22.9	30.0	36.9	33.1	34.6	43.3	66.3	72.8
1 to 2	23.6	25.6	19.5	21.6	20.9	28.0	28.4	28.9	30.2	26.4	19.9	14.4
3 to 4	17.7	22.8	7.0	27.5	26.0	21.0	19.0	20.6	19.4	16.8	6.9	8.2
5 to 10	12.7	16.4	4.8	20.8	21.8	15.3	11.3	12.6	12.7	8.5	5.0	2.4
11 to 20	3.4	4.5	1.1	6.4	6.5	3.7	3.0	2.9	2.6	3.4	1.0	2.1
21 to 50	1.2	1.5	0.6	1.9	1.5	1.7	1.1	1.4	0.5	1.1	0.7	0.0
50 or more	0.5	0.5	0.3	1.0	0.4	0.4	0.4	0.6	0.1	0.4	0.3	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>NUMBER OF COURSES TAUGHT IN:</b>												
<b>General Education</b>												
none	52.2	55.1	46.3	67.7	62.6	50.1	47.6	47.3	50.8	45.9	46.5	43.1
one	18.4	21.5	12.0	21.6	19.4	20.1	23.9	28.0	18.6	23.0	11.4	22.9
two	11.9	13.0	9.6	6.9	12.1	15.8	15.3	14.3	15.9	15.9	9.3	15.5
three	7.0	6.1	8.9	2.1	3.6	7.5	8.8	6.6	9.8	10.6	9.2	4.6
four	5.4	3.0	10.3	1.0	1.1	4.7	3.1	2.8	3.9	2.8	10.4	8.7
five or more	5.0	1.3	12.7	0.7	1.2	1.7	1.2	1.0	0.9	1.7	13.2	5.3
<b>Other BA or BS Undergraduate Credit Courses</b>												
none	14.7	7.0	34.1	5.9	5.5	8.0	7.5	8.2	8.4	5.9	34.8	23.2
one	25.7	30.7	13.0	42.4	43.6	25.2	20.7	20.9	20.6	20.5	13.6	4.7
two	27.1	30.9	17.5	34.7	32.3	27.9	30.2	32.6	30.4	27.3	16.7	29.9
three	17.3	19.1	12.8	11.8	14.7	22.0	24.8	24.1	23.6	26.5	12.3	19.9
four	9.5	9.2	10.1	3.8	2.3	13.3	12.2	11.0	13.1	13.2	9.4	20.6
five or more	5.7	3.0	12.5	1.3	1.6	3.5	4.6	3.2	4.0	6.7	13.3	1.8
<b>Non-BA Credit Courses (developmental or remedial)</b>												
none	81.8	92.7	62.6	96.2	96.4	90.3	91.4	90.8	92.7	91.4	62.2	69.2
one	5.6	3.5	9.2	2.4	2.0	4.1	4.1	3.6	4.2	4.7	8.9	13.9
two	3.9	1.4	8.2	0.7	0.8	1.6	2.0	2.8	1.1	1.6	8.4	5.5
three	3.6	1.4	7.6	0.5	0.4	2.1	1.5	1.8	1.5	1.1	7.9	2.7
four	2.7	0.6	6.3	0.0	0.1	1.3	0.5	0.7	0.3	0.5	6.3	5.7
five or more	2.5	0.4	6.1	0.2	0.2	0.6	0.4	0.3	0.2	0.7	6.3	2.9
<b>Graduate Courses</b>												
none	68.7	57.7	98.3	39.4	41.8	63.9	80.3	80.9	67.0	88.8	98.7	91.5
one	25.0	33.9	1.2	49.7	49.8	28.4	13.6	14.1	21.5	7.5	0.8	7.7
two	5.1	6.8	0.6	8.9	6.6	6.4	4.9	3.7	9.6	3.0	0.5	0.8
three	0.9	1.2	0.0	1.4	1.1	1.2	0.8	0.7	1.2	0.7	0.0	0.0
four	0.2	0.2	0.0	0.4	0.0	0.1	0.2	0.5	0.2	0.0	0.0	0.0
five or more	0.2	0.2	0.0	0.2	0.7	0.1	0.2	0.2	0.4	0.0	0.0	0.0
<b>Professional Goals Noted as Very Important or Essential</b>												
engage in research	48.7	61.9	20.7	73.8	77.1	55.1	52.3	59.4	52.0	43.7	20.3	27.7
engage in outside activities	56.3	55.2	58.6	54.8	50.0	55.2	57.4	57.6	60.0	55.1	58.8	54.6
provide services to the cmtty	50.3	48.9	53.3	47.1	41.9	51.0	50.8	47.9	53.0	52.9	53.5	49.4
participate in comm/admin work	36.6	33.7	42.7	29.4	24.7	37.6	36.7	36.4	40.4	34.4	42.3	48.2
be a good colleague	90.9	89.8	93.2	88.3	85.1	91.3	91.3	90.4	91.8	92.1	93.5	88.9
be a good teacher	99.3	99.3	99.5	98.6	98.5	99.7	99.7	99.6	99.9	99.7	99.5	98.4

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Goals for Undergraduate Noted as Very Important or Essential</b>												
develop ability to think clearly	99.6	99.5	99.9	99.6	98.9	99.6	99.7	99.7	99.7	99.7	99.9	100.0
increase self-directed learning	94.8	94.5	95.4	93.5	93.2	94.3	96.2	96.4	95.0	96.9	95.5	95.2
prepare for employment	77.2	71.7	88.8	68.6	53.1	78.1	73.7	68.8	74.8	79.0	88.6	92.8
prepare for graduate education	56.0	58.7	50.3	55.7	54.6	57.9	64.2	60.0	63.1	70.2	49.4	65.0
develop moral character	63.1	60.6	68.4	52.1	50.7	62.6	70.5	65.4	71.8	76.0	67.4	85.1
provide for emotional development	46.1	42.9	52.7	36.1	36.2	43.3	51.9	48.8	49.0	57.9	52.2	60.8
prepare for family living	21.3	19.2	25.8	14.2	11.6	19.7	26.5	23.5	25.4	31.0	25.0	38.8
teach classics of Western civilization	25.7	27.8	21.4	23.6	28.7	27.7	32.0	29.3	33.1	34.5	21.0	27.9
help develop personal values	65.2	63.7	68.3	56.3	56.9	64.5	72.9	67.7	75.4	77.6	67.8	76.7
enhance out-of-class experience	47.0	45.8	49.7	42.4	35.9	48.3	49.7	48.3	49.6	51.6	48.8	63.6
enhance self-understanding	70.7	68.7	75.0	65.2	62.9	69.2	74.0	72.9	73.1	76.0	74.2	87.3
instill commitment to cmtly svc	42.6	43.3	41.2	37.9	34.8	43.9	51.4	45.5	56.9	54.8	41.2	41.8
prep for responsible citizenship	67.8	67.6	68.4	62.1	57.7	71.1	72.4	68.4	73.4	76.7	68.2	71.6
<b>Evaluation Methods Used in Most or All Undergraduate Classes</b>												
multiple-choice mid-terms/finals	36.2	28.9	51.3	30.5	14.3	32.3	28.5	23.5	31.2	32.9	51.3	50.4
essay mid-terms/finals	38.2	43.3	27.7	40.6	48.4	42.3	45.3	45.3	48.9	42.5	27.1	38.7
short-answer mid-terms/finals	30.4	32.4	26.4	30.9	28.6	34.1	33.1	32.0	34.8	33.2	25.7	37.5
quizzes	37.6	31.3	50.7	25.7	24.9	35.1	34.7	30.7	37.3	37.7	50.4	55.0
weekly essay assignments	20.7	19.0	24.4	17.4	17.0	18.7	21.7	23.6	22.3	18.9	23.5	38.6
student presentations	40.2	43.8	32.6	41.7	36.9	44.0	48.5	48.5	47.5	49.1	30.9	59.0
term/research papers	35.1	41.1	22.5	41.4	46.5	38.8	41.5	41.4	43.1	40.5	22.0	30.6
stdnt evals of each others' work	19.0	19.7	17.6	18.6	16.2	20.5	21.1	21.8	19.5	21.5	17.4	22.0
grading on a curve	10.3	12.1	6.5	17.3	17.0	8.2	9.7	9.4	9.8	10.2	6.0	15.3
competency-based grading	51.2	49.3	55.0	49.3	52.6	49.4	47.8	49.3	45.3	47.8	55.9	40.9
<b>Instructional Methods Used in Most or All Undergraduate Courses</b>												
class discussions	75.6	77.5	71.5	75.9	78.5	76.5	80.1	81.9	79.6	78.2	70.7	83.9
computer/machine-aided instruct	22.4	17.7	32.1	15.1	13.7	20.7	18.1	16.7	19.8	18.7	32.0	33.7
cooperative learning	50.0	49.7	50.7	45.9	39.9	51.9	54.5	53.3	55.7	55.1	49.6	68.9
experiential learning/field studies	27.5	28.4	25.5	29.0	22.1	28.7	30.0	29.9	30.3	29.9	25.9	20.4
teaching assistants	6.9	8.3	4.2	16.6	14.4	3.0	4.0	4.9	2.4	4.0	4.3	2.4
recitals/demonstrations	21.3	20.2	23.6	19.3	18.9	20.5	21.4	21.2	17.6	24.6	23.6	23.2
group projects	30.4	31.0	29.2	29.7	26.7	32.9	31.5	31.2	33.3	30.5	28.1	46.9
independent projects	39.4	42.3	33.3	42.7	41.2	41.4	43.5	44.1	39.8	45.5	32.7	42.5
extensive lecturing	35.1	33.5	38.4	38.2	33.4	34.5	27.4	25.1	30.3	28.2	39.1	27.0
multiple drafts of written work	21.0	22.8	17.3	19.3	24.8	23.0	25.3	28.8	24.6	21.3	17.5	13.3
readings on racial/ethnic issues	24.2	26.6	19.1	26.2	26.6	26.2	27.6	28.1	29.1	25.8	19.5	12.0
readings on women/gender issues	24.1	27.4	17.3	27.5	30.5	25.9	28.0	30.0	30.0	24.0	17.9	8.7
student-developed activities	16.3	16.0	17.0	16.1	12.7	16.0	17.3	18.6	17.7	15.3	16.7	21.3
student-selected topics	11.0	11.1	10.9	11.5	11.3	10.9	11.0	11.3	10.1	11.4	10.8	11.9
cmtly svc as course requirement	4.6	4.9	3.9	3.7	2.2	6.2	5.4	4.2	5.7	6.8	3.9	3.3
cmtly svc as optional part of course	3.2	3.3	3.1	2.4	4.9	3.5	3.4	2.4	3.8	4.2	3.2	1.5

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>DO FOLLOWING EXIST ON CAMPUS</b>												
<b>Community Service Requirement for All Students</b>												
yes	5.1	6.6	2.1	1.5	2.6	4.0	16.5	14.0	15.0	20.8	1.7	8.6
no	75.9	72.7	82.7	72.0	76.5	75.8	68.2	68.9	67.7	67.7	83.2	74.8
don't know	18.9	20.7	15.2	26.5	21.0	20.2	15.3	17.2	17.3	11.5	15.2	16.6
<b>Community Service Requirement for Respondent's Department</b>												
yes	12.8	13.3	11.8	10.1	4.7	15.7	16.9	13.5	16.5	21.5	11.7	11.8
no	80.3	79.1	83.0	80.5	86.0	77.2	77.5	79.8	78.1	74.0	83.4	76.5
don't know	6.8	7.6	5.3	9.4	9.4	7.2	5.6	6.7	5.4	4.5	4.9	11.6
<b>Community Service Requirement for Other Departments</b>												
yes	13.3	14.6	10.5	8.9	11.5	12.4	24.4	19.4	29.5	27.0	10.5	10.4
no	39.0	35.1	47.2	33.2	40.3	33.9	36.8	39.0	32.5	37.0	46.3	61.4
don't know	47.7	50.3	42.3	57.9	48.2	53.7	38.8	41.5	38.0	35.9	43.2	28.2
<b>Community Service Center</b>												
yes	21.5	26.4	11.3	20.5	50.4	18.3	33.7	34.3	36.5	30.7	11.6	6.6
no	48.4	40.0	66.0	32.2	17.4	49.3	44.9	43.2	41.2	49.9	65.2	77.8
don't know	30.1	33.6	22.7	47.3	32.2	32.5	21.4	22.5	22.3	19.4	23.2	15.5
<b>Reasons Noted as Very Important for Pursuing an Academic Career</b>												
autonomy	69.8	72.3	64.4	75.6	76.2	70.4	69.8	70.7	72.7	66.5	64.9	56.1
flexible schedule	72.0	72.3	71.2	73.7	72.6	72.2	71.0	70.6	71.3	71.2	71.7	62.5
intellectual challenge	85.6	88.6	79.3	90.5	91.8	85.9	88.7	90.8	90.1	85.0	79.9	70.7
intellectual freedom	79.0	81.4	73.8	83.6	85.4	80.2	79.2	79.4	83.7	75.5	74.7	60.3
freedom to pursue interests	74.9	79.5	65.1	84.7	85.4	76.5	75.7	79.1	77.3	70.1	65.1	65.1
opportunities for teaching	77.7	75.8	81.6	69.7	66.0	79.2	81.6	78.7	84.2	83.5	81.4	84.7
opportunities for research	33.4	44.0	11.0	55.9	60.7	37.9	32.7	37.7	34.6	24.9	10.7	15.8
prestige & status	18.7	18.0	20.1	18.1	17.0	19.4	16.7	17.6	15.9	16.1	19.6	28.2
oppty to influence social change	28.3	28.9	26.8	27.8	26.8	29.6	30.1	31.0	30.3	28.9	26.6	30.7
expected of me after grad school	4.7	5.1	3.8	5.9	4.4	4.8	4.9	5.2	6.0	3.8	3.9	1.7
no other opportunities given training	4.0	4.1	3.9	4.9	4.6	3.6	3.5	3.1	4.3	3.4	4.0	1.9

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		All Non-sectarian Catholic Protestant					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	sectarian	Catholic	Protestant	Public	Private
<b>Political Orientation</b>												
far left	4.9	6.5	1.3	8.6	8.2	4.5	6.4	8.8	5.1	4.2	1.3	1.7
liberal	43.3	49.0	31.2	54.2	59.7	45.6	43.9	45.8	46.5	39.6	31.9	19.9
middle-of-the-road	36.5	32.2	45.7	28.7	26.2	35.3	34.1	32.4	39.2	32.5	45.7	45.2
conservative	15.1	12.1	21.6	8.3	5.6	14.3	15.5	12.9	9.1	23.6	21.0	31.4
far right	0.2	0.2	0.2	0.2	0.3	0.2	0.1	0.1	0.1	0.1	0.2	1.8
<b>Agrees Strongly or Somewhat General Issues</b>												
abolish death penalty	48.8	54.2	37.3	56.7	67.2	46.7	56.3	57.5	63.4	49.6	37.9	28.7
national health care plan needed	79.5	83.0	72.1	85.7	89.4	79.9	81.6	84.0	85.6	75.5	72.2	69.7
abortion should be legal	80.3	83.4	74.0	91.2	90.5	83.3	72.7	80.2	70.1	65.2	75.4	51.7
prohibit racist/sexist speech	65.0	63.5	68.3	60.1	60.6	63.7	67.9	63.4	72.4	70.3	67.9	73.8
West Civ foundation of UG curric	44.0	43.0	46.2	38.1	43.9	43.9	46.4	41.2	51.7	49.2	46.3	45.6
college can ban extreme speakers	30.5	28.1	35.5	21.7	28.0	27.5	35.5	31.8	34.1	41.2	34.5	52.5
college increases earning power	25.6	19.3	38.8	19.5	12.5	23.1	16.8	15.8	18.6	16.8	38.7	39.5
diversity yields undprep student	21.3	20.2	23.5	18.6	17.2	23.2	19.2	18.9	20.3	18.9	23.6	22.7
colleges be involved in social prob	67.5	70.5	61.1	71.5	70.4	69.8	70.3	70.0	71.8	69.7	61.0	63.2
tenure is an outmoded concept	45.8	45.0	47.3	44.1	41.7	45.9	46.2	44.1	48.7	46.9	47.0	52.4
encourage stdnts to do cmty svc	86.1	86.8	84.5	83.4	88.2	86.1	90.7	89.7	91.8	91.0	84.3	88.0
cmty svc be required for grad	41.6	41.8	41.3	37.9	34.6	40.4	50.2	47.2	51.5	53.0	40.7	50.5
cmty svc given weight in admisss	50.1	52.7	44.7	53.3	59.0	48.2	55.3	53.9	59.5	54.1	44.9	42.2
tenure attracts best to academe	45.3	47.9	39.8	51.6	53.5	47.5	42.5	44.8	41.2	40.5	39.7	41.5
<b>Specific to This Institution</b>												
fac interested in students' prob	80.9	77.6	87.8	64.0	69.3	80.8	90.7	87.3	91.2	94.5	87.4	95.5
fac sensitive to minority issues	73.8	70.5	80.5	67.3	65.0	70.5	76.1	74.8	76.4	77.3	80.0	88.8
people don't respect each other	36.6	36.8	36.1	41.1	34.0	37.6	32.4	34.6	27.6	33.3	36.3	33.8
students well prep academically	24.8	29.5	14.9	30.3	42.5	22.2	32.9	33.4	27.7	36.2	14.0	28.9
Stdnt Aff staff supported by fac	61.9	60.3	65.3	57.4	56.6	59.4	65.5	62.5	64.8	69.6	64.4	80.2
fac committed to welfare of inst	84.0	82.3	87.4	77.0	82.2	79.1	91.8	90.5	92.4	93.0	87.4	88.3
courses incl minority perspective	50.5	48.1	55.4	47.9	35.9	49.5	51.1	55.1	51.2	46.2	55.6	52.0
low trust btwn minorities/admin	37.4	42.7	26.6	50.2	50.3	40.7	35.1	36.8	32.8	34.6	26.4	29.7
fac interest in stdnts acad prob	82.2	80.1	86.6	69.0	78.5	81.0	90.9	90.0	91.6	91.7	85.9	97.0
a lot of racial conflict here	15.0	17.6	9.5	20.4	19.0	16.9	15.0	16.7	14.6	13.1	9.8	5.6
courses incl feminist perspective	34.7	37.7	28.3	40.7	38.1	32.7	40.9	46.3	47.5	29.1	28.9	18.1
faculty of color treated fairly	81.9	78.8	88.3	75.3	71.2	80.8	82.7	83.2	84.1	81.0	88.1	91.7
women faculty treated fairly	72.4	68.4	80.8	64.3	60.2	68.0	76.1	77.3	77.9	73.3	80.5	85.3
administrators act in good faith	61.2	61.1	61.3	57.1	56.6	57.7	71.2	70.1	71.9	72.0	60.2	78.9
courses involve cmty service	29.7	32.1	24.7	22.1	33.8	28.0	46.8	41.4	53.3	48.6	24.5	27.3
students committed to cmty svc	23.5	28.0	14.0	19.3	33.9	19.8	44.7	38.2	50.8	48.2	13.1	28.1
fac committed to local community	60.1	56.6	67.5	47.9	43.7	60.6	65.2	57.6	67.7	72.7	68.5	52.5

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL		Universities		Four-year Colleges					Two-year Colleges		
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Issues Believed to be of High or Highest Priority at Institution</b>												
promote intellectual development	77.2	77.3	77.0	73.7	77.4	74.7	84.3	84.1	84.9	84.0	76.7	81.5
help students understand values	50.0	51.2	47.3	35.6	53.9	45.2	73.9	65.8	81.4	78.5	46.0	68.7
hire more minority faculty/admin	46.0	46.7	44.6	51.2	38.3	49.6	41.8	43.4	44.2	37.9	44.3	49.9
devel community among stdnts/fac	47.7	47.9	47.3	37.1	44.4	44.4	64.9	63.8	66.2	65.4	46.7	55.7
devel leadership abil in stdnts	47.5	49.2	43.8	38.7	45.0	47.5	63.6	63.6	62.2	64.8	42.4	67.1
hire more women faculty/admin	33.9	36.9	27.5	40.6	33.6	36.8	34.6	37.4	34.3	31.3	27.7	23.9
facilitate comm svc involvement	36.2	40.0	28.1	24.7	48.4	34.1	60.0	52.9	68.4	62.6	27.3	40.6
teach students how to change society	29.2	30.9	25.6	22.9	33.1	28.0	41.9	41.4	42.9	41.9	25.3	30.4
increase/maintain inst prestige	70.0	71.5	66.8	75.8	82.9	64.2	72.0	75.3	70.0	69.4	65.9	81.2
hire faculty "stars"	24.2	28.5	15.1	46.6	45.3	18.9	15.4	17.1	13.0	15.0	12.8	51.8
recruit more minority students	49.9	52.7	43.9	53.4	47.7	54.8	51.2	55.8	49.6	46.7	44.1	41.8
enhance inst's national image	59.2	66.0	44.7	76.2	83.1	52.8	65.7	73.3	57.3	62.4	43.4	65.5
create multi-cultural environ	54.0	54.0	54.0	55.2	52.3	52.6	55.0	58.5	56.0	49.9	53.4	64.0
<b>Percentage Noting Attributes As:</b>												
<b>Very Descriptive of Institution</b>												
easy to see fac outside ofc hour	38.2	38.0	38.7	24.5	34.2	34.2	58.0	56.6	55.9	61.3	36.1	79.5
great conformity among students	19.8	23.5	12.1	16.2	28.4	22.8	29.9	26.7	31.0	33.2	11.9	15.9
most students are very bright	11.2	14.7	3.7	15.3	33.1	9.1	14.1	19.0	9.1	11.5	3.5	6.9
faculty at odds with admin	19.1	17.6	22.0	15.8	16.0	22.6	13.8	13.2	16.8	12.5	22.5	14.6
faculty respect each other	32.9	30.5	37.8	24.7	29.7	26.7	41.4	38.7	41.5	44.8	36.7	55.7
most stdnts treated like numbers	3.5	4.0	2.3	7.6	3.9	3.4	1.1	1.5	0.2	1.1	2.5	0.0
social activities overemphasized	6.5	8.8	1.7	8.6	12.9	6.2	10.6	12.6	5.7	11.8	1.7	1.6
little student/faculty contact	2.0	2.1	1.7	2.7	3.4	1.7	1.4	2.2	1.0	0.9	1.6	3.5
inst committed to minorities	33.1	28.3	43.1	24.5	23.4	28.2	34.3	35.5	37.2	30.7	41.7	66.0
intercoll sports overemphasized	15.9	21.1	5.0	36.4	19.0	17.9	10.3	9.9	8.9	11.7	5.3	0.6
stdnts don't socialize regularly	3.7	2.4	6.3	2.0	1.4	4.1	1.0	1.1	1.2	0.8	6.5	3.5
fac rewarded for good teaching	12.6	13.4	11.0	8.8	16.7	10.9	20.1	18.8	19.6	22.1	10.1	24.4
oppty for std partic in cmtly svc	19.4	24.8	8.2	12.3	39.6	13.1	46.4	41.3	53.9	47.2	7.6	17.7
<b>Not Descriptive of Institution</b>												
easy to see fac outside ofc hour	10.6	10.9	9.9	17.5	12.7	10.8	3.5	4.2	4.4	2.1	10.5	1.0
great conformity among students	28.9	24.2	38.8	32.0	26.4	20.9	19.4	24.3	19.9	12.9	40.4	12.8
most students are very bright	40.0	33.8	53.0	29.0	21.5	44.7	29.5	26.2	39.9	26.1	53.6	43.3
faculty at odds with admin	31.7	32.8	29.4	31.6	32.2	29.0	39.0	36.4	36.2	44.5	28.5	45.0
faculty respect each other	7.4	9.1	3.8	10.7	7.8	10.5	6.0	6.7	4.8	6.1	4.0	0.4
most stdnts treated like numbers	76.8	74.7	81.1	56.1	77.7	74.4	93.1	91.3	93.6	94.9	80.4	93.2
social activities overemphasized	73.2	66.0	88.3	66.0	57.3	70.9	63.2	60.2	71.3	60.9	88.5	85.8
little student/faculty contact	77.8	75.7	82.4	63.8	75.1	74.6	89.2	87.9	87.9	92.0	81.7	92.7
inst committed to minorities	11.9	13.5	8.5	13.6	20.7	12.5	12.2	11.6	10.6	14.0	8.7	3.9
intercoll sports overemphasized	60.8	52.0	79.3	33.0	51.6	56.6	65.9	68.3	65.5	63.1	79.5	76.0
stdnts don't socialize regularly	64.4	74.2	44.1	75.0	83.3	65.8	80.7	80.3	72.5	87.2	42.5	69.4
fac rewarded for good teaching	36.7	33.5	43.4	37.5	29.9	37.7	25.4	23.7	26.4	26.8	44.1	32.7
oppty for std partic in cmtly svc	18.2	14.1	26.7	19.1	6.3	19.5	5.2	6.9	2.7	4.9	26.4	31.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Aspects of Job Noted as Very Satisfactory or Satisfactory (4)</b>												
salary and fringe benefits	49.8	44.8	60.2	40.2	51.2	44.5	47.4	49.2	46.8	45.7	61.5	39.7
oppty for scholarly pursuits	46.7	45.5	49.3	54.6	51.6	40.8	39.9	42.8	36.9	38.5	49.0	54.2
teaching load	59.5	58.9	60.7	68.4	62.4	52.7	55.8	57.5	51.7	56.6	61.2	52.4
quality of students	53.0	57.2	44.0	61.2	68.8	49.1	58.9	59.1	54.4	62.1	43.0	59.0
working conditions	70.2	69.8	70.8	70.6	74.2	67.8	70.0	71.4	70.8	67.6	71.6	58.9
autonomy and independence	85.0	85.6	83.8	87.1	87.8	82.6	86.9	87.7	86.7	86.0	84.4	73.9
professional relations w/faculty	78.0	75.3	83.9	70.1	73.3	77.3	78.8	77.7	80.3	79.2	83.8	85.4
social relations w/faculty	69.6	66.5	76.2	61.0	65.7	68.9	69.3	69.2	70.2	68.7	76.4	73.7
competency of colleagues	77.8	76.5	80.4	76.1	73.5	74.4	80.7	79.9	79.2	83.0	80.4	80.7
visibility for jobs	46.5	46.0	47.7	52.0	51.7	41.5	42.4	40.2	44.7	43.4	47.6	48.2
job security	66.1	63.4	71.9	63.2	66.1	61.5	65.0	63.2	69.4	63.9	72.7	58.4
undergraduate course assignments	83.3	82.3	85.5	82.2	83.8	81.2	83.3	83.4	83.9	82.8	85.9	78.4
graduate course assignments	75.7	76.6	61.9	79.8	77.9	72.7	74.3	73.2	77.7	70.6	62.8	57.6
relationships with admin	57.6	57.5	57.8	54.5	56.2	56.1	62.9	62.8	64.3	62.0	56.8	72.8
overall job satisfaction	75.7	73.4	80.8	71.5	76.4	71.6	76.4	75.9	77.6	76.0	81.4	71.5
opportunity to develop new ideas	71.9	71.9	72.1	72.5	75.7	69.4	73.0	72.8	72.9	73.2	72.7	62.2
<b>Personal Goals Noted as Very Important or Essential</b>												
become authority in own field	54.0	54.9	52.0	61.9	60.2	51.7	49.7	53.3	49.5	45.3	51.6	59.1
influence political structure	19.6	20.5	17.7	22.6	23.0	19.1	19.1	18.8	20.7	18.4	17.9	13.2
influence social values	48.5	49.3	46.8	46.5	48.3	48.0	54.2	54.1	54.0	54.5	46.5	51.2
raise a family	64.8	61.7	71.2	60.7	62.4	61.4	62.7	62.9	58.1	65.9	70.8	77.7
be very well-off financially	31.8	28.0	39.6	29.4	25.7	29.5	25.7	27.3	26.2	23.5	39.5	42.1
help others in difficulty	71.6	70.3	74.3	67.8	64.6	70.4	75.1	72.7	77.2	76.6	74.0	78.1
be involved in environ clean-up	37.5	36.7	39.3	35.8	30.8	38.4	37.7	38.8	40.4	34.3	39.7	31.3
develop philosophy of life	82.5	82.6	82.2	80.6	78.7	82.7	86.0	85.7	87.7	85.2	82.0	85.5
promote racial understanding	68.4	70.0	64.8	67.5	71.0	69.8	72.6	71.7	76.0	71.4	64.5	70.1
obtain recog from colleagues	43.9	48.3	34.7	57.2	55.0	43.0	43.3	47.9	43.7	37.1	34.0	46.2
<b>Still Want to Be a College Professor?</b>												
definitely yes	44.8	43.6	47.5	37.7	45.0	43.7	49.0	47.9	50.6	49.2	48.3	34.0
probably yes	35.2	35.3	35.2	38.5	36.2	34.0	33.2	33.0	33.3	33.4	35.0	39.3
not sure	13.0	13.6	11.7	14.6	11.1	14.0	13.2	13.8	11.9	13.3	11.4	16.8
probably no	5.3	5.8	4.2	7.4	5.7	6.4	3.5	4.0	3.3	3.1	4.1	5.1
definitely no	1.6	1.7	1.5	1.9	2.0	1.9	1.1	1.3	0.9	1.1	1.3	4.8

(4) Respondents marking "not applicable" not included.

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Amount of Stress Experienced Over the Last Two Years</b>												
extreme	44.3	46.7	39.3	48.6	47.1	46.3	45.0	46.1	42.3	45.7	38.8	48.7
moderate	50.4	48.6	54.2	47.3	48.0	48.4	50.6	49.5	53.9	49.7	54.4	51.0
little	5.2	4.7	6.4	4.1	4.9	5.4	4.4	4.5	3.8	4.7	6.8	0.2
<b>Sources of Stress (5)</b>												
household responsibilities	76.4	74.9	79.7	76.2	72.7	73.9	75.6	77.6	73.5	74.6	79.6	80.9
child care	32.9	31.9	35.1	33.9	33.0	29.7	32.0	33.9	31.3	30.2	34.9	38.4
care of elderly parent	31.7	29.6	36.1	29.8	29.5	28.8	30.5	29.4	31.9	30.7	35.7	42.8
my physical health	47.5	47.2	48.0	47.2	48.6	46.9	47.2	47.5	46.0	47.6	48.1	46.6
review/promotion process	50.1	54.4	40.9	56.4	54.4	56.0	50.3	51.1	51.4	48.6	39.2	67.2
subtle discrimination	34.4	38.7	25.3	42.6	42.1	38.1	34.4	35.8	28.5	36.9	25.8	16.6
personal finances	59.7	59.8	59.6	58.4	54.3	61.7	60.9	62.4	55.4	63.0	59.2	65.8
committee work	60.0	61.4	57.2	60.4	56.0	62.7	62.8	63.1	65.3	60.7	57.3	55.4
faculty meetings	54.2	54.9	52.6	55.1	53.8	55.9	53.9	53.2	58.1	51.6	53.0	45.8
colleagues	59.4	61.4	55.0	63.1	63.4	60.8	59.8	61.8	58.8	58.0	55.6	46.4
students	66.2	63.6	71.8	62.0	58.1	63.0	68.2	67.8	66.7	70.0	71.9	69.2
research or publishing demands	47.5	63.4	13.7	75.4	75.0	60.8	49.9	55.8	53.4	40.0	13.0	23.5
inst procedures & 'red tape'	68.4	67.9	69.6	69.2	59.4	72.6	63.6	62.9	65.5	63.1	69.9	65.6
teaching load	69.8	70.0	69.5	65.3	65.5	71.5	74.5	72.8	75.1	76.3	69.3	71.8
children's problems	31.6	28.9	37.3	29.3	27.9	28.3	29.5	30.4	27.3	29.9	37.4	35.9
marital friction	23.3	22.6	24.7	24.8	22.5	22.3	20.7	23.0	19.4	18.6	24.6	26.1
time pressures	92.0	93.2	89.4	93.6	93.8	92.6	93.2	92.7	94.5	93.0	89.1	93.7
lack of personal time	90.0	90.9	88.0	91.1	90.6	90.1	91.8	91.8	92.8	91.2	87.6	93.7

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

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Field of Highest Degree Held</b>												
agriculture	0.2	0.2	0.0	0.5	0.3	0.2	0.0	0.1	0.0	0.1	0.0	0.2
architecture or urban planning	0.3	0.2	0.4	0.5	0.4	0.0	0.0	0.0	0.0	0.1	0.4	0.0
bacteriology, molecular biology	0.8	0.9	0.6	1.2	0.6	0.8	0.8	0.6	0.5	1.2	0.6	0.0
biochemistry	0.4	0.5	0.2	0.5	1.0	0.2	0.6	0.6	0.4	0.7	0.2	0.4
biophysics	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0
botany	0.3	0.4	0.1	0.6	0.8	0.3	0.3	0.4	0.2	0.3	0.1	0.0
environmental science	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.2	0.0
marine life sciences	0.1	0.1	0.0	0.0	0.3	0.0	0.1	0.1	0.1	0.0	0.0	0.0
physiology, anatomy	0.6	0.7	0.3	0.9	0.6	0.7	0.6	0.8	0.6	0.4	0.3	0.0
zoology	0.8	1.0	0.6	1.1	1.8	0.6	1.0	1.4	0.4	1.0	0.5	1.6
general/other biological science	1.2	0.9	1.8	1.2	0.5	0.6	1.3	1.1	1.1	1.7	1.9	0.2
accounting	1.2	1.3	1.0	1.3	1.1	1.6	1.1	0.6	1.7	1.2	0.9	3.3
finance	0.5	0.5	0.6	0.1	1.8	0.2	0.8	0.4	1.2	1.0	0.4	3.2
international business	0.1	0.1	0.1	0.0	0.1	0.1	0.2	0.1	0.4	0.1	0.1	0.0
marketing	0.6	0.7	0.5	0.8	1.0	0.8	0.3	0.5	0.3	0.2	0.4	1.6
management	1.5	1.2	2.3	1.2	0.6	1.3	1.2	1.4	1.4	0.9	2.1	4.9
secretarial studies	0.1	0.1	0.1	0.0	0.3	0.2	0.1	0.1	0.0	0.1	0.1	0.0
general, other business	0.8	0.7	1.1	0.5	1.1	0.6	0.8	0.7	1.2	0.6	1.1	1.6
computer science	0.6	0.7	0.5	0.4	0.2	0.9	0.8	0.9	0.9	0.6	0.4	1.6
business education	1.8	0.5	4.4	0.2	0.0	0.9	0.5	0.3	0.5	0.9	4.1	9.9
elementary education	1.8	2.2	1.0	0.8	0.4	3.3	2.8	2.0	2.1	4.4	1.1	0.0
educational administration	1.5	1.4	1.6	1.3	1.1	1.7	1.2	0.9	1.5	1.3	1.5	3.4
educational psych, counseling	1.3	1.1	1.6	0.8	0.1	1.6	1.3	1.1	2.0	1.1	1.5	3.4
higher education	3.0	2.1	4.9	1.7	1.3	2.5	2.3	1.9	2.7	2.5	5.2	0.0
music or art education	0.5	0.7	0.3	0.9	0.5	0.5	0.7	0.3	0.6	1.3	0.3	0.0
physical and health education	2.9	3.3	2.0	3.5	0.7	3.9	3.4	3.8	0.9	4.8	2.2	0.0
secondary education	1.9	1.3	3.1	0.7	0.3	2.2	1.2	0.8	1.0	1.8	3.0	4.8
special education	1.3	1.5	0.9	1.3	0.3	2.2	1.3	1.6	1.3	1.0	1.0	0.0
general, other education fields	5.9	5.1	7.7	4.7	1.8	5.8	5.7	6.0	3.9	6.8	7.7	6.9
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	0.1	0.1	0.1	0.2	0.0	0.1	0.2	0.1	0.0	0.1	0.0
civil engineering	0.1	0.1	0.0	0.2	0.0	0.0	0.1	0.2	0.0	0.0	0.0	0.0
electrical engineering	0.1	0.1	0.2	0.1	0.0	0.0	0.1	0.2	0.1	0.1	0.2	0.0
industrial engineering	0.2	0.2	0.0	0.3	0.3	0.1	0.1	0.2	0.1	0.0	0.0	0.0
mechanical engineering	0.1	0.2	0.1	0.3	0.2	0.2	0.0	0.1	0.0	0.0	0.1	0.0
nuclear engineering	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 engineering field	0.2	0.2	0.2	0.2	0.1	0.3	0.1	0.1	0.1	0.0	0.3	0.0
ethnic studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	All sectarian	Catholic	Protestant	Public	Private
<b>Field of Degree (continued)</b>												
art	2.3	2.6	1.6	3.0	3.8	2.1	2.5	3.8	1.8	1.5	1.6	0.0
dramatics or speech	2.3	2.2	2.6	2.3	2.0	1.9	2.6	2.3	1.6	3.7	2.2	8.5
music	2.1	2.7	0.8	2.3	2.0	2.1	4.0	3.2	3.0	5.9	0.8	0.0
other fine arts	0.9	1.0	0.6	1.1	1.4	1.0	0.9	1.8	0.4	0.2	0.5	1.9
forestry	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
geography	0.4	0.4	0.2	0.6	0.2	0.7	0.0	0.0	0.1	0.0	0.2	0.0
dentistry	0.2	0.1	0.4	0.1	0.0	0.1	0.1	0.0	0.5	0.0	0.4	0.0
health technology	0.3	0.1	0.7	0.2	0.1	0.0	0.1	0.1	0.0	0.2	0.6	1.6
medicine or surgery	0.2	0.2	0.0	0.7	0.1	0.0	0.1	0.2	0.0	0.0	0.0	0.0
nursing	9.3	6.4	15.4	6.0	2.3	6.7	8.1	6.1	10.7	8.6	16.3	0.0
pharmacy, pharmacology	0.2	0.3	0.0	0.4	0.6	0.0	0.3	0.4	0.2	0.2	0.0	0.0
therapy (speech,physical,occup)	1.1	1.4	0.3	1.7	0.8	1.8	0.9	0.8	0.5	1.2	0.3	0.0
veterinary medicine	0.1	0.1	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
general, other health fields	1.4	1.5	1.1	2.3	1.3	1.4	0.8	0.8	1.0	0.6	1.0	3.4
home economics	1.1	1.4	0.6	2.3	0.6	1.5	0.4	0.6	0.3	0.4	0.6	0.4
English language & literature	8.9	8.4	10.0	6.5	10.8	8.3	9.6	9.8	10.5	8.7	9.9	12.5
foreign languages & literature	1.4	1.5	1.0	2.3	2.7	0.8	1.3	1.6	1.4	1.0	0.8	3.1
French	1.1	1.4	0.3	1.1	3.8	1.0	1.4	1.7	1.0	1.3	0.3	0.0
German	0.6	0.7	0.3	0.9	1.3	0.2	0.7	1.4	0.1	0.3	0.4	0.0
Spanish	1.4	1.7	0.7	1.4	2.5	1.5	1.9	2.0	1.7	2.0	0.8	0.0
other foreign languages	0.4	0.6	0.2	1.0	1.3	0.2	0.3	0.7	0.0	0.1	0.2	0.0
history	2.5	3.4	0.8	3.4	4.5	3.2	3.1	3.7	3.3	2.3	0.7	1.6
linguistics	1.0	1.0	0.9	1.5	2.1	0.8	0.5	0.3	0.6	0.5	0.9	1.5
philosophy	0.8	1.0	0.4	1.1	1.6	0.8	1.2	0.8	2.0	1.0	0.3	1.6
religion & theology	0.7	1.0	0.0	0.3	2.8	0.2	2.0	1.5	4.5	0.9	0.0	0.0
general, other humanities fields	1.5	1.6	1.3	2.2	2.1	1.1	1.5	2.2	1.0	0.9	1.0	5.0
journalism	0.7	0.9	0.4	0.5	0.4	1.5	0.5	0.3	0.2	0.9	0.4	0.0
law	0.6	0.6	0.6	0.5	0.6	0.8	0.4	0.2	0.6	0.4	0.6	0.0
law enforcement	0.1	0.1	0.2	0.0	0.0	0.2	0.1	0.0	0.3	0.1	0.2	0.0
library science	0.8	0.6	1.1	0.4	0.1	1.0	0.6	0.4	0.5	0.8	1.0	1.6
mathematics and/or statistics	4.3	3.6	5.7	2.6	2.4	4.6	3.7	3.4	4.0	3.8	5.8	4.7
military sciences	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY	Four-year Colleges											
	ALL			Universities		All					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Field of Degree (continued)</b>												
astronomy	0.1	0.1	0.0	0.3	0.1	0.0	0.1	0.2	0.0	0.0	0.0	0.0
atmospheric sciences	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
chemsitry	1.4	1.6	1.1	1.1	1.3	1.6	2.2	2.0	2.7	2.2	1.2	0.0
earth sciences	0.4	0.4	0.5	0.4	0.4	0.4	0.2	0.2	0.2	0.1	0.4	2.3
marine sciences	0.1	0.1	0.0	0.1	0.2	0.1	0.1	0.3	0.0	0.0	0.0	0.0
physics	0.4	0.4	0.4	0.2	1.1	0.2	0.5	0.7	0.3	0.5	0.5	0.0
general, other physical sciences	0.1	0.1	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0
clinical psychology	0.7	0.8	0.4	1.1	0.6	0.6	0.9	0.4	1.7	1.1	0.4	0.0
counseling & guidance	0.8	0.4	1.7	0.4	0.1	0.5	0.5	0.3	0.5	0.6	1.7	1.6
experimental psychology	1.1	1.3	0.5	0.9	2.3	1.1	1.6	1.4	1.5	2.1	0.6	0.0
social psychology	0.6	0.8	0.2	0.7	1.0	0.7	0.9	0.9	1.2	0.6	0.2	0.0
general, other psychology	1.5	1.6	1.2	1.4	1.6	1.9	1.5	1.7	1.7	1.0	1.2	0.0
anthropology	1.1	1.6	0.1	1.7	3.8	1.0	1.2	1.8	1.0	0.6	0.1	0.0
archaeology	0.2	0.2	0.0	0.3	0.5	0.2	0.2	0.2	0.1	0.2	0.0	0.0
economics	1.0	1.3	0.5	1.3	1.9	0.9	1.5	2.1	1.4	0.8	0.6	0.2
political science, government	1.5	1.8	0.9	1.9	2.9	1.6	1.5	1.7	1.6	1.1	1.0	0.0
sociology	2.0	2.6	0.9	3.0	4.4	2.3	1.7	1.4	1.9	2.0	0.9	0.0
general, other social sciences	1.0	1.2	0.5	2.2	0.9	1.0	0.6	0.6	0.6	0.6	0.5	0.4
social work, social welfare	1.1	1.3	0.7	1.4	0.3	1.6	1.2	0.7	1.8	1.5	0.8	0.2
building trades	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
data processing/computer prog	0.1	0.1	0.2	0.1	0.0	0.0	0.1	0.0	0.5	0.0	0.2	0.0
drafting/design	0.1	0.0	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	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	0.1	0.0	0.0	0.0	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	0.3	0.1	0.6	0.1	0.1	0.3	0.0	0.1	0.0	0.0	0.6	0.0
other vocational	0.2	0.1	0.6	0.0	0.0	0.1	0.0	0.1	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	0.1	0.1	0.0	0.0
all other fields	2.7	3.0	2.1	4.1	1.6	3.3	2.2	3.0	1.9	1.5	2.2	0.4

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

FEMALE FACULTY Department of Current Faculty Appointment	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non- sectarian	Catholic	Protestant	Public	Private
	agriculture	0.3	0.4	0.1	0.8	0.3	0.2	0.0	0.1	0.0	0.0	0.1
architecture or urban planning	0.2	0.3	0.1	0.7	0.7	0.0	0.1	0.1	0.0	0.0	0.1	0.0
bacteriology, molecular biology	0.3	0.2	0.5	0.6	0.1	0.1	0.2	0.2	0.0	0.3	0.5	0.2
biochemistry	0.1	0.2	0.0	0.4	0.3	0.0	0.1	0.2	0.0	0.2	0.0	0.0
biophysics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
botany	0.1	0.2	0.0	0.4	0.4	0.0	0.1	0.2	0.0	0.0	0.0	0.4
environmental science	0.1	0.2	0.1	0.3	0.1	0.1	0.2	0.4	0.1	0.1	0.1	0.0
marine life sciences	0.1	0.0	0.3	0.1	0.0	0.0	0.0	0.0	0.1	0.1	0.3	0.0
physiology, anatomy	0.2	0.2	0.3	0.3	0.1	0.1	0.1	0.1	0.2	0.1	0.3	0.0
zoology	0.2	0.2	0.1	0.6	0.2	0.0	0.1	0.0	0.0	0.1	0.1	0.0
general/other biological science	3.0	3.0	3.0	1.8	3.8	2.8	4.0	4.0	3.2	4.8	3.1	1.7
accounting	1.5	1.4	1.6	1.3	1.3	1.8	1.0	0.7	1.9	0.8	1.2	6.8
finance	0.3	0.4	0.1	0.2	1.8	0.3	0.3	0.1	1.1	0.0	0.1	0.0
international business	0.1	0.1	0.2	0.1	0.4	0.0	0.0	0.0	0.1	0.0	0.2	0.0
marketing	0.6	0.8	0.3	0.9	0.9	0.9	0.5	0.6	0.7	0.3	0.3	0.0
management	1.4	1.6	0.8	1.5	1.6	1.9	1.4	1.2	2.2	1.0	0.8	1.7
secretarial studies	1.5	0.3	4.1	0.0	0.3	0.5	0.1	0.1	0.0	0.4	3.9	6.8
general, other business	1.4	1.3	1.7	0.8	2.0	1.0	1.9	1.8	2.1	1.9	1.5	5.1
computer science	1.2	0.9	1.9	0.5	0.2	1.2	1.0	1.2	1.0	0.8	1.8	3.4
business education	0.5	0.2	1.1	0.2	0.1	0.2	0.1	0.1	0.1	0.2	0.9	3.4
elementary education	2.2	3.0	0.6	1.0	0.2	4.5	4.2	3.5	2.9	5.9	0.6	0.0
educational administration	0.1	0.2	0.0	0.4	0.3	0.1	0.1	0.1	0.2	0.1	0.0	0.0
educational psych, counseling	0.3	0.3	0.2	0.4	0.1	0.4	0.1	0.2	0.1	0.1	0.2	0.0
higher education	0.4	0.3	0.6	0.1	0.0	0.4	0.4	0.1	0.6	0.6	0.5	1.7
music or art education	0.2	0.2	0.2	0.2	0.1	0.2	0.1	0.2	0.2	0.1	0.2	0.0
physical and health education	2.8	3.4	1.4	3.3	1.6	4.3	3.2	2.9	1.3	5.0	1.5	0.0
secondary education	0.7	0.9	0.2	0.6	0.6	1.4	0.8	0.5	1.0	1.0	0.2	0.0
special education	1.0	1.2	0.5	1.0	0.2	1.9	0.9	0.8	1.3	0.8	0.5	1.7
general, other education fields	2.7	3.0	2.3	2.3	1.3	3.1	4.0	4.1	2.9	4.7	2.3	1.8
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	0.0	0.1	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.0	0.0	0.0
civil engineering	0.1	0.1	0.1	0.3	0.0	0.0	0.1	0.3	0.1	0.0	0.1	0.0
electrical engineering	0.1	0.1	0.0	0.1	0.1	0.0	0.1	0.1	0.1	0.0	0.0	0.0
industrial engineering	0.1	0.1	0.3	0.1	0.3	0.0	0.0	0.1	0.0	0.0	0.3	0.0
mechanical engineering	0.2	0.2	0.0	0.4	0.4	0.2	0.1	0.1	0.2	0.0	0.0	0.0
nuclear engineering	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 engineering field	0.3	0.3	0.4	0.3	0.4	0.4	0.1	0.1	0.1	0.1	0.4	0.0
ethnic studies	0.1	0.1	0.0	0.3	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0

**WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996**

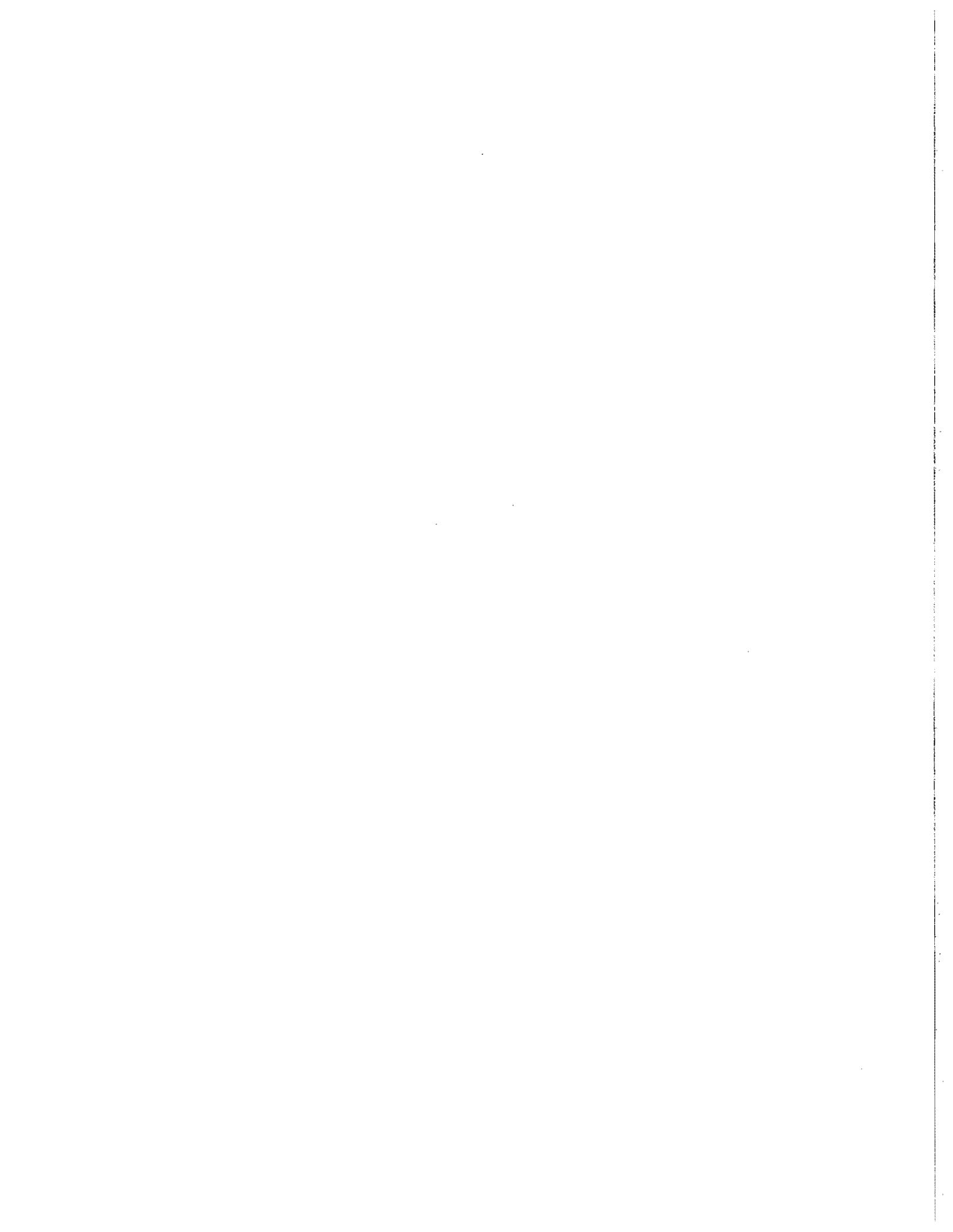
FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Department (continued)</b>												
art	2.7	3.2	1.6	3.2	4.2	3.0	2.9	4.1	2.2	2.1	1.7	0.0
dramatics or speech	2.1	2.2	2.0	2.3	2.0	2.0	2.3	2.1	1.8	3.0	1.6	8.8
music	2.2	3.0	0.6	2.8	2.2	2.2	4.3	3.2	3.0	6.7	0.6	0.0
other fine arts	0.8	0.8	0.8	1.2	0.8	0.6	0.7	1.4	0.2	0.0	0.8	1.9
forestry	0.1	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
geography	0.3	0.5	0.0	0.5	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0
dentistry	0.6	0.2	1.4	0.4	0.0	0.2	0.1	0.0	0.5	0.0	1.5	0.0
health technology	0.9	0.4	2.1	0.6	0.0	0.3	0.6	1.3	0.0	0.2	2.1	1.7
medicine or surgery	0.2	0.4	0.0	1.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
nursing	11.1	8.6	16.4	8.7	4.3	9.0	9.6	7.2	12.8	10.3	17.4	0.0
pharmacy, pharmacology	0.2	0.3	0.0	0.7	0.8	0.0	0.3	0.4	0.1	0.3	0.0	0.0
therapy (speech,physical,occup)	1.4	1.8	0.4	2.6	1.6	1.9	1.0	1.5	0.7	0.7	0.4	0.0
veterinary medicine	0.1	0.1	0.0	0.3	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.0
general, other health fields	2.0	1.7	2.7	2.8	0.8	1.8	0.8	1.1	1.3	0.1	2.7	1.9
home economics	1.3	1.9	0.2	2.9	0.3	2.5	0.5	0.4	0.6	0.7	0.2	0.2
English language & literature	10.7	9.3	13.5	7.0	10.6	10.0	10.4	9.9	11.3	10.2	13.5	14.1
foreign languages & literature	3.1	3.7	1.8	3.5	6.4	3.1	3.6	4.3	3.3	3.0	1.6	5.0
French	0.5	0.7	0.2	0.6	2.6	0.1	0.7	0.9	0.3	0.6	0.2	0.0
German	0.3	0.4	0.0	0.8	0.8	0.1	0.4	0.7	0.0	0.3	0.0	0.0
Spanish	0.9	1.0	0.5	1.3	1.1	0.9	1.0	1.1	0.5	1.1	0.5	1.6
other foreign languages	0.5	0.7	0.0	1.2	2.0	0.2	0.5	0.8	0.2	0.2	0.0	0.0
history	2.4	3.2	0.6	3.2	3.9	3.0	3.1	3.3	3.8	2.3	0.6	1.7
linguistics	0.2	0.3	0.1	0.5	1.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0
philosophy	0.8	1.0	0.4	1.0	1.4	0.8	1.0	0.8	1.8	0.8	0.4	1.7
religion & theology	0.7	1.1	0.0	0.4	3.3	0.1	2.1	1.6	4.5	1.1	0.0	0.0
general, other humanities fields	1.8	1.7	2.1	1.9	1.8	1.3	2.0	2.9	1.1	1.5	2.2	0.4
journalism	0.6	0.8	0.2	1.0	1.0	0.7	0.9	0.7	1.0	1.0	0.2	0.0
law	0.1	0.1	0.0	0.2	0.1	0.1	0.1	0.1	0.3	0.0	0.0	0.0
law enforcement	0.2	0.1	0.4	0.1	0.0	0.1	0.2	0.0	0.4	0.2	0.4	0.0
library science	0.7	0.6	1.0	0.4	0.2	0.8	0.7	0.9	0.4	0.7	1.1	0.0
mathematics and/or statistics	5.2	4.0	7.7	2.6	2.0	5.5	4.3	3.8	4.6	4.9	7.5	9.7
military 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

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 1995-1996

FEMALE FACULTY	ALL			Universities		Four-year Colleges					Two-year Colleges	
	Institutions	4-year	2-year	Public	Private	Public	All Private	Non-sectarian	Catholic	Protestant	Public	Private
<b>Current Department (continued)</b>												
astronomy	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0
atmospheric sciences	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
chemsitry	1.4	1.6	1.0	1.0	1.4	1.6	2.4	2.1	2.7	2.4	1.1	0.0
earth sciences	0.3	0.3	0.4	0.5	0.3	0.2	0.2	0.2	0.1	0.1	0.2	2.4
marine sciences	0.1	0.1	0.0	0.0	0.1	0.1	0.1	0.3	0.0	0.0	0.0	0.0
physics	0.5	0.4	0.5	0.3	1.0	0.2	0.5	0.9	0.3	0.3	0.6	0.0
general, other physical sciences	0.2	0.1	0.6	0.0	0.0	0.1	0.2	0.0	0.3	0.3	0.6	0.0
clinical psychology	0.3	0.4	0.0	0.5	0.6	0.2	0.5	0.2	1.3	0.5	0.0	0.0
counseling & guidance	0.3	0.1	0.7	0.1	0.0	0.2	0.1	0.0	0.1	0.2	0.8	0.0
experimental psychology	0.6	0.9	0.0	0.9	1.2	0.9	0.7	0.6	0.5	0.9	0.0	0.0
social psychology	0.2	0.2	0.0	0.2	0.5	0.3	0.1	0.2	0.2	0.0	0.0	0.0
general, other psychology	2.4	2.7	2.0	1.4	2.6	3.0	3.5	3.1	4.2	3.5	1.9	3.5
anthropology	0.8	1.2	0.0	1.7	2.8	0.8	0.7	1.3	0.1	0.4	0.0	0.0
archaeology	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0
economics	0.9	1.1	0.3	0.8	1.6	0.9	1.6	1.8	1.3	1.6	0.3	0.4
political science, government	1.2	1.6	0.2	1.8	2.7	1.4	1.3	1.3	1.7	0.9	0.2	0.0
sociology	1.9	2.4	0.7	2.5	3.7	2.5	1.7	1.6	1.7	1.9	0.8	0.0
general, other social sciences	2.0	1.8	2.7	2.0	2.1	1.7	1.5	1.9	1.0	1.4	2.7	2.1
social work, social welfare	1.2	1.4	0.9	1.5	0.4	1.8	1.0	0.8	1.6	1.0	0.9	0.0
building trades	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
data processing/computer prog	0.5	0.1	1.4	0.1	0.0	0.2	0.1	0.1	0.3	0.0	1.2	5.0
drafting/design	0.2	0.1	0.5	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.5	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	0.1	0.0	0.0	0.0	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	1.4	0.1	0.1	0.2	0.0	0.1	0.0	0.0	1.5	0.0
other vocational	0.7	0.1	2.0	0.0	0.2	0.2	0.1	0.1	0.0	0.1	2.1	0.0
women's studies	0.1	0.2	0.0	0.4	0.2	0.0	0.1	0.2	0.0	0.1	0.0	0.0
all other fields	4.2	4.2	4.3	5.5	2.8	4.1	3.4	4.4	2.0	3.0	4.3	2.8

# Appendix A

## 1995-96 Faculty Survey Instrument



# 1995 Faculty Survey

Higher Education Research Institute, UCLA

### DIRECTIONS

Your responses will be read by an optical mark reader. Your observance of these few directions will be most appreciated.

- 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. What is your present academic rank?

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

4. 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

5. Are you currently: (Mark one)

- Married
- Unmarried, living with partner
- Single

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

- Divorced
- Widowed
- Separated

7. 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

8. 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

9. 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

10. Your sex:     Male     Female

11. On the following list, please mark: (Mark one in each column)

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

12. 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  | Y   | N  |
| Taught an interdisciplinary course                                   | Y   | N  |
| Taught an ethnic studies course                                      | Y   | N  |
| Taught a women's studies course                                      | Y   | N  |
| Team-taught a course   | Y   | N  |
| Worked with students on a research project                           | Y   | N  |
| Attended a racial/cultural awareness workshop                        | Y   | N  |
| Held a faculty senate or council office                              | Y   | N  |
| Used intra- or extramural funds for research                         | Y   | N  |
| Served as a paid consultant  | Y   | N  |
| Participated in a teaching enhancement workshop                      | Y   | N  |
| Performed service/volunteer work in the community                    | Y   | N  |
| Advised student groups involved in community service/volunteer work. | Y   | N  |

13. 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

14. 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	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

The above salary is based on:

9/10 months     11/12 months

15. 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

**NOTE: If you are now between terms (quarters, semesters, trimesters), on leave, or in an interim term, please answer questions 16 and 17 as they apply to the full term most recently completed at this institution.**

**16. 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	21-24	25-44	45+
Scheduled teaching (give actual, not credit hours)	<input type="radio"/>								
Preparing for teaching (including reading student papers and grading)	<input type="radio"/>								
Advising and counseling of students	<input type="radio"/>								
Committee work and meetings	<input type="radio"/>								
Other administration	<input type="radio"/>								
Research and scholarly writing	<input type="radio"/>								
Other creative products/performance	<input type="radio"/>								
Consultation with clients/patients	<input type="radio"/>								
Community or public service	<input type="radio"/>								
Outside consulting/freelance work	<input type="radio"/>								
Household/childcare duties	<input type="radio"/>								
Communication through electronic mail	<input type="radio"/>								

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

- General education courses  0  1  2  3  4  5
- Other BA or BS undergraduate credit courses  0  1  2  3  4  5
- Non-BA credit courses (developmental/remedial)  0  1  2  3  4  5
- Graduate courses  0  1  2  3  4  5

**18. 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"/>
Increase desire and ability to undertake self-directed learning	<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"/>

**Your Personal/Professional Goals:**

	Essential	Very Important	Somewhat Important	Not Important
Engage in research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engage in outside activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide services to the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in committee or other administrative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be a good colleague	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be a good teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**19. Is your spouse/partner an academic?**  Yes  No

**if yes, is the individual employed:** (Mark all that apply)

- In the same field  Out of state
- In the same institution  Not currently employed
- In the same state

For questions 20-23, mark only one response for each question.

**20. How many of the following have you published?**

- Articles in academic or professional journals
- Chapters in edited volumes
- Books, manuals, or monographs

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

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

**22. How many professional writings/performance have you published or presented in the last two years?**

**23. About how many days during the past (1994-95) academic year were you away from campus for professional activities (e.g., professional meetings, speeches, consulting)?**

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

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

(Mark one for each item)

- Salary and fringe benefits
- Opportunity for scholarly pursuits
- Teaching load
- Quality of students
- Working conditions (hours, location)
- Autonomy and independence
- Professional relationships with other faculty
- Social relationships with other faculty
- Competency of colleagues
- Visibility for jobs at other institutions/organizations
- Job security
- Undergraduate course assignments
- Graduate course assignments
- Relationships with administration
- Overall job satisfaction
- Opportunity to develop new ideas

**25. 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"/> |
| 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 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"/> |
| Have you been sexually harassed at any other 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?
- Developed a new course?
- Considered early retirement?
- Considered leaving academe for another job?

**26. 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	4	3	2	1
To help students examine and understand their personal values	4	3	2	1
To hire more minority faculty and administrators	4	3	2	1
To develop a sense of community among students and faculty	4	3	2	1
To develop leadership ability among students	4	3	2	1
To hire more women faculty and administrators	4	3	2	1
To facilitate student involvement in community service activities	4	3	2	1
To help students learn how to bring about change in American society	4	3	2	1
To increase or maintain institutional prestige	4	3	2	1
To hire faculty "stars"	4	3	2	1
To recruit more minority students	4	3	2	1
To enhance the institution's national image	4	3	2	1
To create a diverse multi-cultural campus environment	4	3	2	1

**27. How would you characterize your political views?**

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

**28. How much stress have you experienced over the past two years?**

- Extreme       Moderate       Little

**29. Please indicate the extent to which each of the following has contributed to your stress during the last two years.**

(Mark one for each item)

	Extensive	Somewhat	Not At All
Managing household responsibilities	4	3	2
Child care	4	3	2
Care of elderly parent	4	3	2
My physical health	4	3	2
Review/promotion process	4	3	2
Subtle discrimination (e.g., prejudice, racism, sexism)	4	3	2
Personal finances	4	3	2
Committee work	4	3	2
Faculty meetings	4	3	2
Colleagues	4	3	2
Students	4	3	2
Research or publishing demands	4	3	2
Institutional procedures and 'red tape'	4	3	2
Teaching load	4	3	2
Children's problems	4	3	2
Marital friction	4	3	2
Time pressures	4	3	2
Lack of personal time	4	3	2

**30. 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

**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	4	3	2
Some high school	4	3	2
Completed high school	4	3	2
Some college	4	3	2
Graduated from college	4	3	2
Attended graduate or professional school	4	3	2
Attained advanced degree	4	3	2
Does not apply (No spouse or partner)	4	3	2

**32. 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	4	3	2	1
Most faculty are sensitive to the issues of minorities	4	3	2	1
People here don't treat each other with enough respect	4	3	2	1
Faculty feel that most students are well-prepared academically	4	3	2	1
Student Affairs staff have the support and respect of faculty	4	3	2	1
Faculty are committed to the welfare of this institution	4	3	2	1
Many courses include minority group perspectives	4	3	2	1
There is little trust between minority student groups and campus administrators	4	3	2	1
Faculty here are strongly interested in the academic problems of undergraduates	4	3	2	1
There is a lot of campus racial conflict here	4	3	2	1
Many courses include feminist perspectives	4	3	2	1
Faculty of color are treated fairly here	4	3	2	1
Women faculty are treated fairly here	4	3	2	1
Administrators here act in good faith	4	3	2	1
Many courses involve students in community service	4	3	2	1
Most students are strongly committed to community service	4	3	2	1
Faculty are committed to the welfare of the local community	4	3	2	1

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

(Mark all that apply)

	Very Important	Somewhat Important	Not Important
Autonomy	Y	4	2
Flexible schedule	Y	4	2
Intellectual challenge	Y	4	2
Intellectual freedom	Y	4	2
Freedom to pursue my scholarly/teaching interests	Y	4	2
Opportunities for teaching	Y	4	2
Opportunities for research	Y	4	2
Occupational prestige/professional status	Y	4	2
Opportunity to influence social change	Y	4	2
It was expected of me after graduate school	Y	4	2
No other opportunities for someone with my training	Y	4	2

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

	All	Most	Some	None
By you alone	4	3	2	1
With one other person	4	3	2	1
With two or more people	4	3	2	1

**35. 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a great deal of conformity among the students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most of the students are very bright	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The faculty are typically at odds with campus administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty here respect each other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most students are treated like "numbers in a book"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social activities are overemphasized	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is little or no contact between students and faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This institution is genuinely committed to helping minority students succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intercollegiate sports are overemphasized	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students here do not usually socialize with one another	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty are rewarded for being good teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This campus provides opportunities for students to engage in community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**36. Please indicate whether the following exist on your campus:**

	Yes	No	Don't Know
A community service requirement for all students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A community service requirement for students in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A community service requirement for students in other departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A community service center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

(Mark one for each item)

	All	Most	Some	None
<b>Evaluation Methods:</b>				
Multiple-choice mid-term and/or final exams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Essay mid-term and/or final exams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-answer mid-term and/or final exams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quizzes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Weekly essay assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student presentations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Term/research papers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student evaluations of each others' work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grading on a curve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competency-based grading	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Instructional Techniques/Methods:</b>				
Class discussions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer or machine-aided instruction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperative learning (small groups)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experiential learning/Field studies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recitals/Demonstrations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Independent projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extensive lecturing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multiple drafts of written work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Readings on racial and ethnic issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Readings on women and gender issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student-developed activities (assignments, exams, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student-selected topics for course content	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community service as a required part of course work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community service as an optional part of course work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**38. Please indicate your agreement with each of the following statements.**

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
The death penalty should be abolished	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A national health care plan is needed to cover everybody's medical costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Abortion should be legal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racist/sexist speech should be prohibited on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Western civilization and culture should be the foundation of the undergraduate curriculum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
College officials have the right to ban persons with extreme views from speaking on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chief benefit of a college education is that it increases one's earning power	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promoting diversity leads to the admission of too many underprepared students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleges should be actively involved in solving social problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tenure is an outmoded concept	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleges should encourage students to be involved in community service activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community service should be a requirement for graduation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community service should be given weight in college admissions decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tenure is essential to attract the best minds to academe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influencing the political structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influencing social values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raising a family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being very well-off financially	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helping others who are in difficulty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Becoming involved in programs to clean up the environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing a meaningful philosophy of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helping to promote racial understanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining recognition from my colleagues for contributions to my special field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

40. A B C D E    44. A B C D E    47. A B C D E  
 41. A B C D E    45. A B C D E    48. A B C D E  
 42. A B C D E    46. A B C D E    49. A B C D E  
 43. 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

DO NOT MARK IN THIS AREA

THANK YOU!

## Appendix B

### The Precision of the Normative Data



## Appendix B

### 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 (which is produced as Appendix A) should be examined carefully prior to making comparisons across survey years.

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 B1 provides estimates of standard errors for norms groups of various sizes and for different percentages, while Table B2 provides confidence interval estimates.

For example, the normative data indicates that 23.1 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 error<sup>1</sup>, we would first choose the column that most closely corresponds to that percentage, or “25%”.<sup>2</sup> Next, select the row corresponding most closely to the unweighted sample

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

<sup>2</sup>Since 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%’.

size of the comparison group to find the appropriate standard error. The last column in Table 1 shows that the unweighted number of faculty from all institutions is 33,986. Thus, with a sample size of about 35,000 and a percentage that is close to 25, the estimated standard error would be .23.

Table B1

*Estimated Standard Errors of Percentages for Norms Groups of Various Sizes*

Unweighted size of norms groups	Percentage										
	1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
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
3,000	.18	.40	.55	.65	.73	.79	.84	.87	.89	.91	.91
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
10,000	.10	.22	.30	.36	.40	.43	.46	.48	.49	.50	.50
25,000	.06	.14	.19	.23	.25	.27	.29	.30	.31	.31	.32
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 B2. We would again use the value in the sixth data column ("25%") in the last row, or .5. 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 22.6 percent and 23.6 percent of the faculty would report conducting research/writing on race/ethnicity within the past two years.

Table B2

*Estimated Confidence Intervals for Percentages and Normative Groups of Various Sizes*

Unweighted size of norms groups	Percentage										
	1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
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
3,000	.4	.8	1.1	1.3	1.4	1.5	1.6	1.7	1.8	1.8	1.8
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
10,000	.2	.4	.6	.7	.8	.8	.9	.9	1.0	1.0	1.0
25,000	.1	.3	.4	.4	.5	.5	.6	.6	.6	.6	.6
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.

## Appendix C

### Participants in the HERI Faculty Surveys



## Appendix C

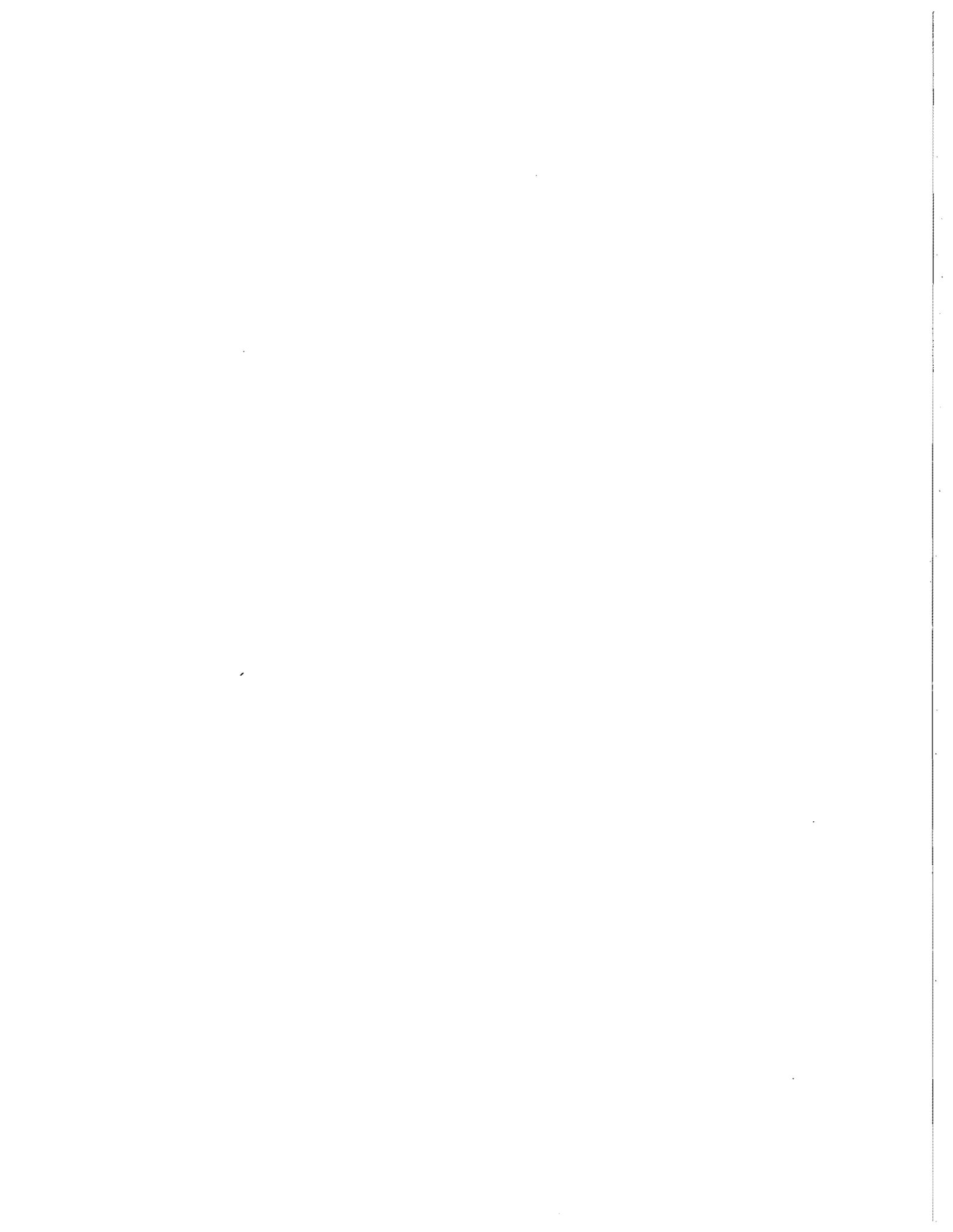
### Participants in the HERI Faculty Surveys 1989 - 1995

The following list shows the institutions participating in the three 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 (which generally runs two years behind the survey year. Thus, the counts for the 1995 survey were based on DOE data from 1993). 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.

Inclusion in the normative sample should not be confused with response rate. An institution's response rate depends on the number of *sampled* faculty returned. 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.



Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
Abilene Christian University	TX	Nonsectarian 4-yr	N	P	P*	Becker Junior College	MA	Private 2-yr	--	--	N
Academy of the New Church	PA	Protestant 4-yr	--	--	N	Bellarmino College	KY	Catholic 4-yr	--	N	--
Adams State College	CO	Public 4-yr	--	--	N	Belmont University	TN	Protestant 4-yr	--	N	--
Agnes Scott College	GA	Protestant 4-yr	N	N	N	Beloit College	WI	Nonsectarian 4-yr	--	N	N
Alaska Pacific University	AK	Nonsectarian 4-yr	N	--	--	Bemidji State University	MN	Public 4-yr	--	--	N
Albertson College	ID	Protestant 4-yr	--	--	N	Benedict College	SC	Protestant 4-yr	--	--	N*
Albion College	MI	Protestant 4-yr	--	--	N	Bennett College	NC	Protestant 4-yr	N	N	--
Albright College	PA	Protestant 4-yr	--	--	N	Bentley College	MA	Nonsectarian 4-yr	P*	N	--
Alexandria Technical College	MN	Public 2-yr	--	--	N	Berea College	KY	Nonsectarian 4-yr	--	--	N
Alfred University	NY	Nonsectarian 4-yr	N	--	N	Berkeley College of Business	NJ	Private 2-yr	--	N	P
Allegheny College	PA	Nonsectarian 4-yr	--	--	P*	Berklee College of Music	MA	Nonsectarian 4-yr	--	--	P
Allen County Cmty College	KS	Public 2-yr	--	--	N	Bethany College	WV	Nonsectarian 4-yr	N	--	N
Allentown College	PA	Catholic 4-yr	--	--	P*	Bethel College	IN	Protestant 4-yr	N	--	--
Alma College	MI	Protestant 4-yr	--	N	P*	Bethel College	KS	Protestant 4-yr	N	--	N
Amarillo College	TX	Public 2-yr	--	--	N	Bethel College	MN	Protestant 4-yr	N	N	--
American University	DC	Private Univ	N	N	N*	Bethune-Cookman College	FL	Private 4-yr	--	--	N
Anderson College	SC	Private 2-yr	--	N	N	Big Bend Cmty College	WA	Public 2-yr	N	--	--
Anderson University	IN	Protestant 4-yr	N	--	--	Birmingham-Southern College	AL	Protestant 4-yr	--	--	N
Andrew College	GA	Private 2-yr	--	N	--	Black Hills State University	SD	Public 4-yr	P	N	N
Antioch University	OH	Nonsectarian 4-yr	N	N	N	Bloomfield College	NJ	Protestant 4-yr	N	--	--
Arkansas State University	AR	Public 4-yr	--	N	--	Bloomsburg U of Pennsylvania	PA	Public 4-yr	--	--	P*
Art Center College of Design	CA	Nonsectarian 4-yr	N	--	P	Blue Mountain Cmty College	OR	Public 2-yr	--	--	N
Asbury College	KY	Nonsectarian 4-yr	N	--	--	Bluffton College	OH	Protestant 4-yr	N	--	--
Atlanta College of Art	GA	Nonsectarian 4-yr	--	N	--	Boston University	MA	Private Univ	N*	--	--
Atlantic Union College	MA	Protestant 4-yr	--	P	P*	Bowdoin College	ME	Nonsectarian 4-yr	N	N	--
Augsburg College	MN	Protestant 4-yr	--	N	--	Bowling Green State University	OH	Public Univ	N	--	N
Augustana College	IL	Protestant 4-yr	N	N	N*	Brandeis University	MA	Private Univ	--	--	N
Aurora University	IL	Protestant 4-yr	--	--	N	Brazosport College	TX	Public 2-yr	--	--	N
Austin College	TX	Protestant 4-yr	N	--	N	Brenau College	GA	Nonsectarian 4-yr	--	--	N
Austin Peay State University	TN	Public 4-yr	--	--	N	Bridgewater College	VA	Protestant 4-yr	--	--	N
Azusa Pacific University	CA	Nonsectarian 4-yr	N	--	--	Brigham Young University	UT	Private Univ	--	N	--
Babson College	MA	Nonsectarian 4-yr	N	--	--	Broome Cmty College	NY	Public 2-yr	--	N	--
Baker University	KS	Protestant 4-yr	--	--	N	Brunswick College	GA	Public 2-yr	--	--	N
Bard College	NY	Nonsectarian 4-yr	--	--	P	Bryn Mawr College	PA	Nonsectarian 4-yr	N	--	P*
Barnard College	NY	Nonsectarian 4-yr	N	--	--	Bucknell University	PA	Nonsectarian 4-yr	N	--	--
Barry University	FL	Catholic 4-yr	--	N	N	Buena Vista College	IA	Protestant 4-yr	N	--	N
Barstow College	CA	Public 2-yr	--	--	N	Butler University	IN	Private Univ	N	N	--
Barton County Cmty College	KS	Public 2-yr	--	N	--	Cal Poly State U-Pomona	CA	Public 4-yr	P	--	--
Bates College	ME	Nonsectarian 4-yr	--	N	--	Caldwell College	NJ	Catholic 4-yr	--	N	--
Baylor University	TX	Private Univ	--	N	N*	California Baptist College	CA	Protestant 4-yr	N	N	--
Beaver College	PA	Protestant 4-yr	--	--	N	California Institute of Technology	CA	Private Univ	--	--	P*

Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
California Lutheran University	CA	Protestant 4-yr	--	N	N	Clarkson University	NY	Nonsectarian 4-yr	N	N	--
California Maritime Academy	CA	Public 4-yr	--	--	N	Clearwater Christian College	FL	Nonsectarian 4-yr	--	--	N
California State U-Bakersfield	CA	Public 4-yr	N	N	N	Cleary College	MI	Nonsectarian 4-yr	--	--	N
California State U-Los Angeles	CA	Public 4-yr	P	P	N	Clemson University	SC	Public Univ	--	N	--
Calvin College	MI	Protestant 4-yr	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*	Cleveland State University	OH	Public 4-yr	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*	Cmty College of Southern Nevada	NV	Public 2-yr	--	--	N
Carlow College	PA	Catholic 4-yr	--	--	P*	Cmty Colls of Allegheny Cty	PA	Public 2-yr	P	--	--
Carnegie-Mellon University	PA	Private Univ	--	--	P*	Coe College	IA	Nonsectarian 4-yr	N	--	--
Carribean University	PR	Private 4-yr	--	P	--	Coker College	SC	Nonsectarian 4-yr	--	N	--
Carroll College	WI	Protestant 4-yr	N	--	N	Colgate University	NY	Nonsectarian 4-yr	--	--	N
Carthage College	WI	Protestant 4-yr	--	N	--	College Misericordia	PA	Catholic 4-yr	--	--	N*
Case Western Reserve University	OH	Private Univ	N*	--	P*	College of Eastern Utah	UT	Public 2-yr	N	--	N
Catawba College	NC	Protestant 4-yr	--	--	N	College of Lake County	IL	Public 2-yr	--	--	N
Catholic University of America	DC	Private Univ	--	--	P*	College of Marin	CA	Public 2-yr	--	--	P
Cayuga County Cmty College	NY	Public 2-yr	--	N	--	College of Mount Saint Joseph	OH	Catholic 4-yr	--	N	--
Cedar Crest College	PA	Protestant 4-yr	N	--	P*	College of Mount Saint Vincent	NY	Catholic 4-yr	N	--	P*
Cedarville College	OH	Protestant 4-yr	N	--	--	College of Notre Dame	CA	Catholic 4-yr	N	--	--
Centenary College of Louisiana	LA	Protestant 4-yr	--	--	N	College of Saint Benedict	MN	Catholic 4-yr	N	--	N
Central College	IA	Protestant 4-yr	N	--	--	College of Saint Mary	NE	Catholic 4-yr	--	N	N
Central Connecticut State U	CT	Public 4-yr	P	--	--	College of Saint Scholastica	MN	Catholic 4-yr	N	N	--
Central Michigan University	MI	Public 4-yr	P	--	--	College of Southern Idaho	ID	Public 2-yr	--	N	--
Central Missouri State University	MO	Public 4-yr	N	N	N	College of the Canyons	CA	Public 2-yr	N	--	--
Central Washington University	WA	Public 4-yr	N	N	N	College of the Holy Cross	MA	Catholic 4-yr	N	--	--
Centralia College	WA	Public 2-yr	--	--	N	Colorado College	CO	Nonsectarian 4-yr	N	N	N*
Cerritos College	CA	Public 2-yr	N	--	--	Columbia College	IL	Nonsectarian 4-yr	N	--	--
Chadron State College	NE	Public 4-yr	N	N	N	Columbia International University	SC	Nonsectarian 4-yr	P	--	--
Chapman University	CA	Nonsectarian 4-yr	--	--	N	Columbia Union College	MD	Protestant 4-yr	N	N	--
Charleston Southern University	SC	Protestant 4-yr	--	--	N	Columbia University	NY	Private Univ	P*	--	--
Charleston University	SC	Public 4-yr	--	N	--	Columbia-Greene Cmty College	NY	Public 2-yr	--	N	--
Chatham College	PA	Nonsectarian 4-yr	--	--	N	Columbus College	GA	Public 4-yr	N	N	N
Christopher Newport College	VA	Public 4-yr	N	N	--	Conception Seminary College	MO	Catholic 4-yr	--	N	N
Cincinnati Bible College & Sem	OH	Protestant 4-yr	N	P	--	Concord College	WV	Public 4-yr	--	N	--
Claremont McKenna College	CA	Nonsectarian 4-yr	--	--	N*	Concordia College	NY	Nonsectarian 4-yr	N	--	--
Clark Atlanta University	GA	Protestant 4-yr	P*	P	--	Concordia College	MI	Nonsectarian 4-yr	N	N	N
Clark State Cmty College	OH	Public 2-yr	--	--	N	Concordia College	MN	Protestant 4-yr	--	N	--
Clark University	MA	Nonsectarian 4-yr	N	--	N	Concordia College	OR	Protestant 4-yr	--	--	N
Clarke College	IA	Catholic 4-yr	N	--	--	Concordia Teachers College	NE	Protestant 4-yr	--	N	N
Clarkson College	NE	Nonsectarian 4-yr	N	N	--	Concordia University	IL	Protestant 4-yr	N	--	--

Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
Connecticut College	CT	Nonsectarian 4-yr	P	--	--	East Central University	OK	Public 4-yr	--	--	N
Converse College	SC	Nonsectarian 4-yr	--	--	N*	East Texas Baptist University	TX	Protestant 4-yr	--	N	--
Copiah-Lincoln Cmty College	MS	Public 2-yr	--	--	P	East Texas State University	TX	Public 4-yr	N	N	N
Coppin State College	MD	Public 4-yr	--	P	P	Eastern College	PA	Protestant 4-yr	--	--	N
Cornell College	IA	Protestant 4-yr	N	N	--	Eastern Connecticut State U	CT	Public 4-yr	N	--	--
Cornell University	NY	Private Univ	N*	--	N	Eastern Mennonite College	VA	Protestant 4-yr	N	--	P*
Cornerstone College	MI	Protestant 4-yr	--	--	N	Eastern Nazarene College	MA	Protestant 4-yr	N	--	--
Corning Cmty College	NY	Public 2-yr	--	N	--	Eastern New Mexico University	NM	Public 4-yr	N	--	--
Creighton University	NE	Private Univ	N	N	--	Eastern Oregon State College	OR	Public 4-yr	N	--	--
Cuesta College	CA	Public 2-yr	--	--	P	Eastern Washington University	WA	Public 4-yr	--	N	N
Culver-Stockton College	MO	Protestant 4-yr	N	--	--	Eckerd College	FL	Protestant 4-yr	N	N	N
Cumberland County College	NJ	Public 2-yr	--	--	N	Edgewood College	WI	Catholic 4-yr	N	N	N
Cypress College	CA	Public 2-yr	N	--	N	Edinboro U of Pennsylvania	PA	Public 4-yr	P	--	P
Dakota State University	SD	Public 4-yr	P	N	--	Edison State Cmty College	OH	Public 2-yr	--	N	--
Dalton College	GA	Public 2-yr	--	--	N	Edward Waters College	FL	Protestant 4-yr	--	--	N
Davenport College of Business	MI	Private 2-yr	--	N	--	El Paso Cmty College	TX	Public 2-yr	N	--	--
David Lipscomb University	TN	Protestant 4-yr	--	N	--	Elizabeth City State University	NC	Public 4-yr	--	--	N*
Davis and Elkins College	WV	Protestant 4-yr	--	N	N	Elizabethtown College	PA	Nonsectarian 4-yr	N	--	--
Defiance College	OH	Nonsectarian 4-yr	--	--	N	Emory and Henry College	VA	Protestant 4-yr	N	--	N
Del Mar College	TX	Public 2-yr	N	--	--	Emory University	GA	Private Univ	--	--	P*
Delaware Tech & CC-Wilmington	DE	Public 2-yr	N	--	--	Empire State College	NY	Public 4-yr	--	N	N
Denison University	OH	Nonsectarian 4-yr	N	N	N	Emporia State University	KS	Public 4-yr	--	--	N
Denmark Technical College	SC	Public 2-yr	--	--	P	Erie Cmty College - Amherst	NY	Public 2-yr	--	N	--
DePaul University	IL	Private Univ	N	--	N*	Erskine College	SC	Protestant 4-yr	--	N	--
DePauw University	IN	Protestant 4-yr	N	N	N	Eureka College	IL	Protestant 4-yr	--	--	N
Detroit College of Business	MI	Nonsectarian 4-yr	--	N	--	Evergreen State College	WA	Public 4-yr	--	P	N*
DeVry Inst of Technology	IL	Nonsectarian 4-yr	--	--	N	Fairleigh Dickinson University	NJ	Nonsectarian 4-yr	--	--	N
Dillard University	LA	Protestant 4-yr	--	--	P*	Felician College	NJ	Catholic 4-yr	--	--	P
Divine Word College	IA	Catholic 4-yr	N	--	--	Fitchburg State College	MA	Public 4-yr	--	P	--
Dominican College of Blauvelt	NY	Catholic 4-yr	--	N	--	Flagler College	FL	Nonsectarian 4-yr	--	P	--
Dominican College of San Rafael	CA	Catholic 4-yr	N	N	--	Florida State University	FL	Public Univ	N	--	--
Dordt College	IA	Protestant 4-yr	N	--	--	Fontbonne College	MO	Catholic 4-yr	--	--	N
Dr Martin Luther College	MN	Protestant 4-yr	P	--	N	Foothill College	CA	Public 2-yr	P	--	N
Drake University	IA	Private Univ	N	--	P*	Fordham University	NY	Private Univ	--	P	--
Drew University	NJ	Protestant 4-yr	--	--	N	Fort Hays State University	KS	Public 4-yr	--	N	P*
Drexel University	PA	Nonsectarian 4-yr	N	--	P	Fort Lewis College	CO	Public 4-yr	--	--	N
Drury College	MO	Nonsectarian 4-yr	N	N	N*	Framingham State College	MA	Public 4-yr	N	N	N
Dutchess Cmty College	NY	Public 2-yr	N	N	N	Francis Marion College	SC	Public 4-yr	N	--	--
Dyersburg State Cmty College	TN	Public 2-yr	--	--	N	Franklin and Marshall College	PA	Nonsectarian 4-yr	N	--	N
Earlham College	IN	Protestant 4-yr	N	N	N	Franklin College of Indiana	IN	Nonsectarian 4-yr	N	--	--
						Franklin Pierce College	NH	Nonsectarian 4-yr	N	--	--

Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
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*	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	Protestant 4-yr	--	--	N*	Hartwick College	NY	Protestant 4-yr	N	--	--
Gadsden State Cmty College	AL	Public 2-yr	--	--	N	Harvard University	MA	Private Univ	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	Haverford College	PA	Nonsectarian 4-yr	N	--	--
Garden City Cmty College	KS	Public 2-yr	--	N	--	Heritage College	WA	Catholic 4-yr	N	--	--
Garrett Cmty College	MD	Public 2-yr	--	--	N	Hillsborough Cmty College	FL	Public 2-yr	--	--	N
Gateway Technical College	WI	Public 2-yr	--	--	N	Hiram College	OH	Nonsectarian 4-yr	N	N	--
Geneva College	PA	Protestant 4-yr	N	--	N	Hobart & Wm Smith Colleges	NY	Nonsectarian 4-yr	N	--	N
George C Wallace State Cmty Coll	AL	Public 2-yr	--	--	N	Hocking Technical College	OH	Public 2-yr	N	--	--
George Fox College	OR	Protestant 4-yr	N	--	--	Hofstra University	NY	Private Univ	--	N	--
George Mason University	VA	Public 4-yr	P	--	--	Holy Cross College	IN	Private 2-yr	N	--	--
George Washington University	DC	Private Univ	N	P	--	Hood College	MD	Nonsectarian 4-yr	--	--	N
Georgetown College	KY	Protestant 4-yr	--	N	--	Horry-Georgetown Tech College	SC	Public 2-yr	--	--	N
Georgetown University	DC	Private Univ	N	N	N	Houghton College	NY	Protestant 4-yr	N	--	P*
Georgia Institute of Technology	GA	Public 4-yr	--	P	P*	Howard Payne University	TX	Protestant 4-yr	N	--	--
Georgia Southern University	GA	Public 4-yr	N	--	--	Hudson County Cmty College	NJ	Public 2-yr	--	--	P
Georgian Court College	NJ	Catholic 4-yr	N	--	--	Hudson Valley Cmty College	NY	Public 2-yr	N	P	--
Gettysburg College	PA	Nonsectarian 4-yr	N	--	--	Hunter College	NY	Public 4-yr	P	--	--
Golden Gate University	CA	Nonsectarian 4-yr	--	P	--	Huntington College	IN	Protestant 4-yr	--	N	N
Gonzaga University	WA	Catholic 4-yr	N*	--	N	Illinois Benedictine College	IL	Catholic 4-yr	--	--	N*
Gordon College	MA	Nonsectarian 4-yr	N	--	N	Illinois Central College	IL	Public 2-yr	--	--	N
Goshen College	IN	Protestant 4-yr	N	--	--	Illinois College	IL	Nonsectarian 4-yr	--	N	--
Goucher College	MD	Nonsectarian 4-yr	N	--	--	Illinois State University	IL	Public 4-yr	N	--	N
Grand Canyon University	AZ	Protestant 4-yr	N	--	--	Illinois Wesleyan University	IL	Protestant 4-yr	N	--	--
Grand Valley State University	MI	Public 4-yr	N	N	N	Imperial Valley College	CA	Public 2-yr	--	N	--
Greensboro College	NC	Protestant 4-yr	N	N	--	Incarinate Word College	TX	Catholic 4-yr	N	--	P
Greenville College	IL	Protestant 4-yr	N	--	--	Indiana U of Pennsylvania	PA	Public 4-yr	P*	--	N*
Grinnell College	IA	Nonsectarian 4-yr	--	--	N	Indiana University Bloomington	IN	Public Univ	N*	--	N
Guilford College	NC	Protestant 4-yr	N*	N	N	Indiana University Northwest	IN	Public Univ	N	--	--
Guilford Technical Cmty College	NC	Public 2-yr	--	N	--	Indiana University Southeast	IN	Public 4-yr	N	N	N
Gustavus Adolphus College	MN	Protestant 4-yr	--	N	--	Inter-American U of Puerto Rico	PR	Private Univ	--	P	--
Hagerstown Junior College	MD	Public 2-yr	N	N	--	Iona College	NY	Catholic 4-yr	N	--	--
Hamilton College	NY	Nonsectarian 4-yr	N	--	--	Iowa State University	IA	Public Univ	--	--	N*
Hampden-Sydney College	VA	Protestant 4-yr	N	--	N	Iowa Wesleyan College	IA	Protestant 4-yr	--	--	N
Hampshire College	MA	Nonsectarian 4-yr	N	N	N	Iowa Western Cmty College	IA	Public 2-yr	N	--	--
Hampton University	VA	Private 4-yr	--	--	N	Itasca Cmty College	MN	Public 2-yr	--	--	N
						Ithaca College	NY	Nonsectarian 4-yr	--	--	N

Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
Ivy Tech State College-Muncie	IN	Public 2-yr	--	N	--	Le Moyne College	NY	Catholic 4-yr	--	--	N*
Jackson Cmty College	MI	Public 2-yr	--	--	N	Lebanon Valley College	PA	Protestant 4-yr	N	N	N
Jackson State Cmty College	TN	Public 2-yr	N	N	--	Lee College	TN	Protestant 4-yr	N	--	N
James Madison University	VA	Public 4-yr	N	--	--	Lehigh County Cmty College	PA	Public 2-yr	N	--	--
Jamestown Cmty College	NY	Public 2-yr	N	--	--	Lesley College	MA	Nonsectarian 4-yr	P	--	--
Jefferson Cmty College	NY	Public 2-yr	--	N	--	LeTourneau University	TX	Nonsectarian 4-yr	N	--	--
Jefferson Technical College	OH	Public 2-yr	N	--	--	Lewis and Clark College	OR	Nonsectarian 4-yr	P*	P	--
Jewish Theological Seminary	NY	Protestant 4-yr	--	P	--	Lewis College of Business	MI	Private 2-yr	N*	--	--
John B Stetson University	FL	Protestant 4-yr	--	N	N*	Lewis University	IL	Nonsectarian 4-yr	N	--	--
John Brown University	AR	Nonsectarian 4-yr	--	N	P*	Lewis-Clark State College	ID	Public 4-yr	--	--	N
Johns Hopkins University	MD	Private Univ	P*	--	N	Lincoln Memorial University	TN	Nonsectarian 4-yr	--	--	N
Johnson C Smith University	NC	Protestant 4-yr	--	--	P*	Lincoln University	MO	Public 4-yr	--	N	N*
Joliet Junior College	IL	Public 2-yr	N	P	--	Lincoln University	PA	Private 4-yr	--	--	P
Juniata College	PA	Nonsectarian 4-yr	N	N	N	Lindsey Wilson College	KY	Nonsectarian 4-yr	N	--	N
Kalamazoo College	MI	Nonsectarian 4-yr	--	--	N	Linfield College	OR	Protestant 4-yr	N	--	N
Kankakee Cmty College	IL	Public 2-yr	--	--	N	Lock Haven U of Pennsylvania	PA	Public 4-yr	P	N	--
Kansas City Kansas Cmty Coll	KS	Public 2-yr	--	N	N	Longwood College	VA	Public 4-yr	N	N	N
Keiser College of Technology	FL	Private 2-yr	--	N	--	Lord Fairfax Cmty College	VA	Public 2-yr	--	N	--
Kendall College of Art and Design	MI	Nonsectarian 4-yr	--	--	N	Los Angeles Trade-Tech College	CA	Public 2-yr	--	--	N
Kent State U-Ashtabula	OH	Public 2-yr	--	--	N	Louisiana College	LA	Protestant 4-yr	--	--	N*
Kentucky State University	KY	Public 4-yr	--	--	N	Louisiana State U and A&M Coll	LA	Public Univ	P	--	--
Kenyon College	OH	Nonsectarian 4-yr	--	N	--	Louisiana State U-Eunice	LA	Public 2-yr	--	N	--
Kettering College of Medical Arts	OH	Private 2-yr	--	N	--	Loyola College in Maryland	MD	Catholic 4-yr	--	--	P*
Keuka College	NY	Nonsectarian 4-yr	N	--	N	Loyola Marymount University	CA	Private Univ	N	N	--
King College	TN	Protestant 4-yr	--	N	--	Loyola University of Chicago	IL	Private Univ	--	--	P*
King's College	PA	Nonsectarian 4-yr	--	N	N	Lycoming College	PA	Protestant 4-yr	N	N	--
Kirtland Cmty College	MI	Public 2-yr	N	N	N	Lynn University	FL	Nonsectarian 4-yr	--	--	N
Knox College	IL	Nonsectarian 4-yr	N	N	N	Lyon College	AR	Protestant 4-yr	--	--	N
La Guardia Cmty College	NY	Public 2-yr	P	--	--	MacMurray College	IL	Protestant 4-yr	--	--	N
Lafayette College	PA	Nonsectarian 4-yr	N*	--	N	Madison Area Technical College	WI	Public 2-yr	--	--	N
LaGrange College	GA	Protestant 4-yr	N	--	--	Madonna University	MI	Catholic 4-yr	N	N	--
Lake Erie College	OH	Nonsectarian 4-yr	--	--	N	Malone College	OH	Protestant 4-yr	N	N	N
Lake Forest College	IL	Protestant 4-yr	N	--	--	Manhattan College	NY	Catholic 4-yr	--	N	--
Lake Michigan College	MI	Public 2-yr	--	--	N	Marian College	IN	Catholic 4-yr	--	--	N
Lakeland College	WI	Protestant 4-yr	--	N	--	Marietta College	OH	Nonsectarian 4-yr	N	--	P*
Lane College	TN	Protestant 4-yr	--	--	N	Maritime College	NY	Public 4-yr	--	N	N
Lawrence Technological U	MI	Nonsectarian 4-yr	--	P	--	Marquette University	WI	Private Univ	--	N	N*
Lawrence University	WI	Nonsectarian 4-yr	N	--	--	Marshalltown Cmty College	IA	Public 2-yr	N	--	--
Lawson State Cmty College	AL	Public 2-yr	--	--	N	Marywood College	PA	Catholic 4-yr	N	--	N
						Massachusetts Inst of Technology	MA	Private Univ	P	--	--
						Master's College	CA	Protestant 4-yr	N	N	--

Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
Mattatuck Cmty College	CT	Public 2-yr	--	--	N	Mount Holyoke College	MA	Nonsectarian 4-yr	--	N	--
McHenry County College	IL	Public 2-yr	N	--	N	Mount Mary College	WI	Catholic 4-yr	N	--	N*
McKendree College	IL	Protestant 4-yr	N	--	--	Mount Saint Mary College	NY	Nonsectarian 4-yr	N	N	--
McPherson College	KS	Protestant 4-yr	N	--	--	Mount Saint Mary's College	CA	Catholic 4-yr	N*	--	N
Menlo College	CA	Nonsectarian 4-yr	--	N	--	Mount Vernon Nazarene College	OH	Protestant 4-yr	--	N	--
Merced College	CA	Public 2-yr	--	--	N	Mount Wachusetts Cmty College	MA	Public 2-yr	--	N	--
Mercer County Cmty College	NJ	Public 2-yr	N	--	--	Muhlenberg College	PA	Protestant 4-yr	--	N	--
Mercy College	NY	Nonsectarian 4-yr	--	N	P	National College	SD	Nonsectarian 4-yr	--	--	N
Mercyhurst College	PA	Catholic 4-yr	--	--	N*	Navarro College	TX	Public 2-yr	--	N	--
Meridian Cmty College	MS	Public 2-yr	--	--	N	Nebraska Wesleyan University	NE	Nonsectarian 4-yr	N	N	--
Merrimack College	MA	Catholic 4-yr	--	N	--	Neumann College	PA	Nonsectarian 4-yr	N	N	--
Messiah College	PA	Protestant 4-yr	N	--	N	New Mexico Junior College	NM	Public 2-yr	--	--	N
Metropolitan Cmty College	NE	Public 2-yr	N	N	--	New Mexico State U-Alamogordo	NM	Public 2-yr	N	--	--
Miami University	OH	Public Univ	N	--	--	New York University	NY	Private Univ	P*	--	--
Miami University-Hamilton	OH	Public 2-yr	N	--	--	Niagara County Cmty College	NY	Public 2-yr	--	N	--
Michigan State University	MI	Public Univ	P	P	--	Niagara University	NY	Catholic 4-yr	N	--	--
Michigan Technological U	MI	Public 4-yr	--	--	N	Nicolet Area Technical College	WI	Public 2-yr	N	--	--
Mid Michigan Cmty College	MI	Public 2-yr	N	--	N	North Adams State College	MA	Public 4-yr	--	N	--
Mid-Plains Cmty College	NE	Public 2-yr	N	N	--	North Arkansas Cmty College	AR	Public 2-yr	--	--	N
Mid-Plains Tech Cmty College	NE	Public 2-yr	--	--	N	North Carolina A & T State U	NC	Public 4-yr	--	--	N
Middlesex County College	NJ	Public 2-yr	--	--	N	North Carolina State University	NC	Public Univ	N	--	--
Millersville U of Pennsylvania	PA	Public 4-yr	--	--	N*	North Carolina Wesleyan College	NC	Protestant 4-yr	N	--	--
Milligan College	TN	Nonsectarian 4-yr	--	--	P*	North Central Michigan College	MI	Public 2-yr	--	--	N
Mills College	CA	Nonsectarian 4-yr	--	N	--	North Dakota State University	ND	Public Univ	--	--	N
Minneapolis Coll of Art & Design	MN	Nonsectarian 4-yr	--	N	--	North Georgia College	GA	Public 4-yr	N	--	--
Mississippi College	MS	Protestant 4-yr	N	--	N*	North Harris College	TX	Public 2-yr	--	--	N
Mohave Cmty College	AZ	Public 2-yr	--	N	--	North Park Coll & Theol Seminary	IL	Protestant 4-yr	--	--	N
Monmouth University	NJ	Nonsectarian 4-yr	--	N	N*	North Seattle Cmty College	WA	Public 2-yr	--	N	--
Monroe Cmty College	NY	Public 2-yr	N	N	--	Northampton Cmty College	PA	Public 2-yr	N	N	N
Montana Coll of Min Sci & Tech	MT	Public 4-yr	--	--	N	Northeast Missouri State U	MO	Public 4-yr	N	N	N
Montana State University	MT	Public Univ	--	--	P*	Northeast Texas Cmty College	TX	Public 2-yr	N	--	--
Montay College	IL	Private 2-yr	--	--	N	Northeastern OK A&M College	OK	Public 2-yr	N	--	--
Montclair State College	NJ	Public 4-yr	P	--	--	Northeastern State University	OK	Public 4-yr	--	--	P*
Montreat-Anderson College	NC	Private 2-yr	N	N	--	Northeastern University	MA	Private Univ	N*	N	N
Moorpark College	CA	Public 2-yr	N	--	N	Northern Arizona University	AZ	Public 4-yr	--	--	N
Moraine Valley Cmty College	IL	Public 2-yr	N	--	N	Northern Illinois University	IL	Public Univ	N	N	N*
Moravian College	PA	Protestant 4-yr	--	--	N	Northern Nevada Cmty College	NV	Public 2-yr	--	N	--
Morehead State University	KY	Public 4-yr	N	--	N	Northern State University	SD	Public 4-yr	P	N	--
Morehouse College	GA	Private 4-yr	--	P	P*	Northland College	WI	Nonsectarian 4-yr	--	--	N
Morgan Cmty College	CO	Public 2-yr	--	--	N	Northwest Christian College	OR	Protestant 4-yr	N	--	--
Morris Brown College	GA	Protestant 4-yr	P	--	--	Northwest Coll of Assem of God	WA	Protestant 4-yr	--	N	--
Mount Aloysius Junior College	PA	Private 2-yr	--	N	--						

Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
Northwest Missouri State U	MO	Public 4-yr	--	--	P*	Panola College	TX	Public 2-yr	N	--	--
Northwest Nazarene College	ID	Protestant 4-yr	N	--	--	Parkland College	IL	Public 2-yr	--	--	N
Northwestern College	MN	Nonsectarian 4-yr	N	--	--	Peace College	NC	Private 2-yr	--	N	--
Northwestern College	IA	Protestant 4-yr	--	N	N	Penn State U-Erie-Behrend	PA	Public 4-yr	N	--	--
Northwestern University	IL	Private Univ	P*	P	P*	Penn State U-Mont Alto	PA	Public 2-yr	--	--	N
Norwalk Cmty College	CT	Public 2-yr	--	--	N	Pensacola Junior College	FL	Public 2-yr	--	--	N
Notre Dame College	NH	Catholic 4-yr	--	--	P*	Pepperdine University	CA	Nonsectarian 4-yr	N	--	N
Nova University	FL	Nonsectarian 4-yr	N	--	--	Peralta Cmty College District	CA	Public 2-yr	P	--	--
NY State College of Ceramics	NY	Public 4-yr	--	P	--	Peru State College	NE	Public 4-yr	--	--	N
Nyack College	NY	Protestant 4-yr	--	--	N	Phila Coll of Pharmacy & Science	PA	Nonsectarian 4-yr	N	--	--
Oakland Cmty Colle-Orchard Rdg	MI	Public 2-yr	--	--	N	Phila Coll of Textiles & Science	PA	Nonsectarian 4-yr	--	P	--
Oakland University	MI	Public 4-yr	--	--	P*	Phila College of Performing Arts	PA	Nonsectarian 4-yr	--	--	N
Oakwood College	AL	Protestant 4-yr	--	--	N	Philadelphia College of Bible	PA	Nonsectarian 4-yr	--	N	--
Oberlin College	OH	Nonsectarian 4-yr	N	--	--	Philander Smith College	AR	Protestant 4-yr	--	--	P
Occidental College	CA	Nonsectarian 4-yr	N	N	N	Piedmont Cmty College	NC	Public 2-yr	--	--	N
Ocean County College	NJ	Public 2-yr	--	N	--	Piedmont Virginia Cmty College	VA	Public 2-yr	N	--	--
Ohio Dominican College	OH	Catholic 4-yr	N	N	--	Pikes Peak Cmty College	CO	Public 2-yr	P	--	--
Ohio State University	OH	Public Univ	P*	--	P*	Pima County Cmty College	AZ	Public 2-yr	N	--	--
Ohio State University-Marion	OH	Public 4-yr	--	--	N	Pitzer College	CA	Nonsectarian 4-yr	--	N	N
Ohio University-Belmont	OH	Public 2-yr	--	--	N	Point Loma Nazarene College	CA	Protestant 4-yr	N	N	N
Ohio Wesleyan University	OH	Protestant 4-yr	N*	--	N	Point Park College	PA	Nonsectarian 4-yr	--	N	--
Oklahoma Baptist University	OK	Protestant 4-yr	--	--	N	Polytechnic University	NY	Nonsectarian 4-yr	P	--	--
Oklahoma State U	OK	Public Univ	--	--	P	Pomona College	CA	Nonsectarian 4-yr	N	--	--
Olympic College	WA	Public 2-yr	--	--	N	Presbyterian College	SC	Protestant 4-yr	--	N	N
Onondaga Cmty College	NY	Public 2-yr	N	N	--	Princeton University	NJ	Private Univ	--	--	P
Orange County Cmty College	NY	Public 2-yr	--	N	--	Pueblo Cmty College	CO	Public 2-yr	--	--	N
Oregon State University	OR	Public Univ	--	--	N	Purdue University-North Central	IN	Public 2-yr	N	--	N
Ottawa University	KS	Protestant 4-yr	N	--	--	Rainy River Cmty College	MN	Public 2-yr	--	--	N
Otterbein College	OH	Protestant 4-yr	--	N	P	Ramapo College of New Jersey	NJ	Public 4-yr	--	--	N
Ouachita Baptist University	AR	Protestant 4-yr	N	--	--	Randolph-Macon Woman's Coll	VA	Protestant 4-yr	N	--	--
Our Lady of the Holy Cross Coll	LA	Nonsectarian 4-yr	--	--	P	Red Rocks Cmty College	CO	Public 2-yr	--	--	N
Our Lady of the Lake University	TX	Catholic 4-yr	N	--	N	Regis College	MA	Nonsectarian 4-yr	N	--	--
Owensboro Cmty College	KY	Public 2-yr	P	--	--	Rend Lake College	IL	Public 2-yr	N	--	--
Pace University	NY	Nonsectarian 4-yr	--	P	P	Rhode Island College	RI	Public 4-yr	N	--	N
Pacific Christian College	CA	Protestant 4-yr	N	--	N	Rhodes College	TN	Protestant 4-yr	N	--	N
Pacific Lutheran University	WA	Protestant 4-yr	N	N	--	Richard Stockton State College	NJ	Public 4-yr	--	--	N
Pacific Union College	CA	Protestant 4-yr	--	--	N	Richland Cmty College	IL	Public 2-yr	--	N	--
Pacific University	OR	Nonsectarian 4-yr	N	--	--	Richland College	TX	Public 2-yr	--	--	N
Paine College	GA	Protestant 4-yr	--	--	N	Rider College	NJ	Nonsectarian 4-yr	N	--	--
Palm Beach Atlantic College	FL	Protestant 4-yr	N	--	--	Ripon College	WI	Nonsectarian 4-yr	N	--	N
						Roanoke College	VA	Protestant 4-yr	--	--	N

Institution	State	Type	Participated		
			95	92	89
Robert Morris College	IL	Private 2-yr	N	--	--
Roberts Wesleyan College	NY	Protestant 4-yr	N	--	--
Rochester Institute of Technology	NY	Nonsectarian 4-yr	N	N	P*
Rockford College	IL	Nonsectarian 4-yr	--	N	N
Rollins College	FL	Nonsectarian 4-yr	N	N	N
Rosary College	IL	Catholic 4-yr	--	--	N*
Rowan-Cabarrus Cmty College	NC	Public 2-yr	--	N	--
Roxbury Cmty College	MA	Public 2-yr	P	--	--
Rutgers U - New Brunswick	NJ	Public Univ	N*	--	N
Sacred Heart University	CT	Catholic 4-yr	--	N	N
Saginaw Valley State University	MI	Public 4-yr	--	--	P
Saint Ambrose University	IA	Catholic 4-yr	N	N	--
Saint Andrews Presbyterian Coll	NC	Protestant 4-yr	--	--	N
Saint Bonaventure University	NY	Catholic 4-yr	N	--	--
Saint Edward's University	TX	Catholic 4-yr	N*	N	N
Saint John Fisher College	NY	Catholic 4-yr	N	N	N
Saint John's University	MN	Catholic 4-yr	--	--	P*
Saint Joseph's College	ME	Catholic 4-yr	N	--	--
Saint Joseph's College	IN	Catholic 4-yr	--	--	N
Saint Joseph's University	PA	Catholic 4-yr	N*	N	--
Saint Lawrence University	NY	Nonsectarian 4-yr	--	--	P*
Saint Leo College	FL	Catholic 4-yr	--	--	N
Saint Mary College	KS	Catholic 4-yr	--	N	N
Saint Mary's College	IN	Catholic 4-yr	P	--	N*
Saint Mary's College	NC	Private 2-yr	P	--	--
Saint Mary's College of California	CA	Catholic 4-yr	N	--	--
Saint Mary's College of Minnesota	MN	Catholic 4-yr	N	--	N
Saint Mary's University	TX	Catholic 4-yr	--	--	N
Saint Mary-of-the-Woods College	IN	Catholic 4-yr	--	N	N
Saint Michael's College	VT	Catholic 4-yr	--	--	N
Saint Norbert College	WI	Catholic 4-yr	--	N	N
Saint Paul's College	VA	Protestant 4-yr	--	N	--
Saint Peter's College	NJ	Catholic 4-yr	N	N	--
Saint Philip's College	TX	Public 2-yr	--	--	N
Sam Houston State University	TX	Public 4-yr	--	N	--
San Jose State University	CA	Public 4-yr	P	--	N
Santa Clara University	CA	Private Univ	N	N	P*
Sarah Lawrence College	NY	Nonsectarian 4-yr	--	--	N
Savannah State College	GA	Public 4-yr	N	--	--
Schenectady County Cmty College	NY	Public 2-yr	--	N	--
Schreiner College	TX	Protestant 4-yr	N	--	--

Institution	State	Type	Participated		
			95	92	89
Scripps College	CA	Nonsectarian 4-yr	N	--	--
Seattle University	WA	Catholic 4-yr	N	--	N*
Seton Hill College	PA	Catholic 4-yr	--	P	N
Shawnee State University	OH	Public 2-yr	N	--	--
Shelby State Cmty College	TN	Public 2-yr	N	--	--
Shepherd College	WV	Public 4-yr	--	N	--
Shimer College	IL	Nonsectarian 4-yr	--	--	N
Shippensburg U of Pennsylvania	PA	Public 4-yr	N	N	N*
Shorter College	GA	Protestant 4-yr	N	N	--
Siena College	NY	Catholic 4-yr	N	--	N
Simmons College	MA	Nonsectarian 4-yr	P	--	N
Simpson College	CA	Protestant 4-yr	N	--	--
Sinclair Cmty College	OH	Public 2-yr	--	--	N
Sioux Falls College	SD	Protestant 4-yr	N	--	--
Skagit Valley College	WA	Public 2-yr	--	--	N
Skidmore College	NY	Nonsectarian 4-yr	N	N	P*
Slippery Rock U of Pennsylvania	PA	Public 4-yr	N	N	--
Smith College	MA	Nonsectarian 4-yr	N	N	N
South Dakota Schl of Min & Tech	SD	Public 4-yr	P	N	--
South Dakota State University	SD	Public Univ	P	N	--
South Florida Cmty College	FL	Public 2-yr	--	N	N
South Suburban Coll of Cook Cty	IL	Public 2-yr	--	--	P
Southeast Missouri State U	MO	Public 4-yr	N	N	--
Southeastern Louisiana University	LA	Public 4-yr	--	N	--
Southern Arkansas U	AR	Public 4-yr	N	--	N
Southern California College	CA	Protestant 4-yr	N	--	N
Southern Connecticut State U	CT	Public 4-yr	N	--	--
Southern Illinois U-Edwardsville	IL	Public 4-yr	N	N	N*
Southern Methodist University	TX	Private Univ	N	--	--
Southern Nazarene University	OK	Protestant 4-yr	N	--	--
Southern University-New Orleans	LA	Public 4-yr	--	N	--
Southern Utah University	UT	Public 4-yr	--	N	--
Southern Wesleyan University	SC	Protestant 4-yr	N	--	--
Southwest State University	MN	Public 4-yr	--	--	P
Southwest Texas State University	TX	Public 4-yr	--	N	--
Southwestern College	CA	Public 2-yr	--	--	N
Southwestern Oklahoma State U	OK	Public 4-yr	--	N	--
Southwestern University	TX	Protestant 4-yr	--	N	N
Spartanburg Methodist College	SC	Private 2-yr	--	N	--
Spelman College	GA	Private 4-yr	--	--	N
Spring Arbor College	MI	Protestant 4-yr	N	--	N*
Springfield College	MA	Nonsectarian 4-yr	N	--	--

Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
Springfield Technical Cmty Coll	MA	Public 2-yr	--	--	N	Texas Lutheran College	TX	Protestant 4-yr	--	--	N
St Louis College of Pharmacy	MO	Nonsectarian 4-yr	--	N	N	Texas Tech University	TX	Public Univ	--	N	--
Stanford University	CA	Private Univ	P*	--	P*	Texas Wesleyan University	TX	Protestant 4-yr	N	--	P*
Stephen F Austin State University	TX	Public 4-yr	N	--	--	Texas Woman's University	TX	Public Univ	N	--	N
Stephens College	MO	Nonsectarian 4-yr	--	--	N	Thomas More College	KY	Catholic 4-yr	--	N	N*
Sterling College	KS	Protestant 4-yr	N	--	--	Tompkins Cortland Cmty College	NY	Public 2-yr	N	N	--
Stevens Institute of Technology	NJ	Nonsectarian 4-yr	P	--	--	Towson State University	MD	Public 4-yr	--	--	N*
Stillman College	AL	Protestant 4-yr	--	--	N	Treasure Valley Cmty College	OR	Public 2-yr	N	--	--
Suffolk University	MA	Nonsectarian 4-yr	--	--	P*	Trinity Christian College	IL	Nonsectarian 4-yr	N	--	--
Sullivan County Cmty College	NY	Public 2-yr	--	N	--	Trinity College	DC	Catholic 4-yr	N	--	--
SUNY A & T College-Cobleskill	NY	Public 4-yr	N	N	N*	Trinity College	IL	Protestant 4-yr	N	--	--
SUNY A & T College-Morrisville	NY	Public 2-yr	--	N	--	Trinity College of Vermont	VT	Catholic 4-yr	N	--	N
SUNY Coll of Technology-Alfred	NY	Public 2-yr	N	P	N*	Tunxis Cmty College	CT	Public 2-yr	--	--	N
SUNY Coll of Technology-Canton	NY	Public 2-yr	--	N	N	Tusculum College	TN	Nonsectarian 4-yr	--	--	N
SUNY Coll of Technology-Delhi	NY	Public 2-yr	--	N	--	Tuskegee University	AL	Private 4-yr	N	--	N
SUNY Coll of Technology-Farm	NY	Public 4-yr	P	--	P	U of Akron	OH	Public Univ	--	--	N
SUNY College of Optometry	NY	Public 4-yr	--	P	--	U of Alabama-Birmingham	AL	Public Univ	N	--	--
SUNY College-Brockport	NY	Public 4-yr	N	N	P*	U of Alabama-Huntsville	AL	Public Univ	N	--	P*
SUNY College-Cortland	NY	Public 4-yr	--	N	--	U of Arizona	AZ	Public Univ	P*	--	N
SUNY College-Fredonia	NY	Public 4-yr	--	N	--	U of Arkansas-Fayetteville	AR	Public Univ	--	N	--
SUNY College-Geneseo	NY	Public 4-yr	N	N	P*	U of Arkansas-Little Rock	AR	Public 4-yr	N	--	--
SUNY College-New Paltz	NY	Public 4-yr	P	N	--	U of Bridgeport	CT	Nonsectarian 4-yr	--	--	N*
SUNY College-Old Westbury	NY	Public 4-yr	--	N	--	U of California-Berkeley	CA	Public Univ	N*	--	P*
SUNY College-Oneonta	NY	Public 4-yr	--	N	--	U of California-Davis	CA	Public Univ	N	--	N
SUNY College-Oswego	NY	Public 4-yr	--	P	N	U of California-Irvine	CA	Public Univ	--	--	P*
SUNY College-Potsdam	NY	Public 4-yr	N	N	N*	U of California-Los Angeles	CA	Public Univ	P	--	N
SUNY College-Purchase	NY	Public 4-yr	--	N	--	U of California-Riverside	CA	Public Univ	--	--	N
SUNY-Albany	NY	Public Univ	--	P	--	U of California-Santa Cruz	CA	Public Univ	--	--	P*
SUNY-Binghamton	NY	Public Univ	--	P	N	U of Charleston	WV	Nonsectarian 4-yr	N	N	--
SUNY-Buffalo	NY	Public Univ	N	P	P	U of Chicago	IL	Private Univ	P*	--	--
SUNY-HSC Syracuse	NY	Nonsectarian 4-yr	N	P	--	U of Colorado-Colorado Springs	CO	Public Univ	N	--	--
SUNY-Stony Brook	NY	Public Univ	--	N	--	U of Connecticut-Waterbury	CT	Public 2-yr	--	--	P
Susquehanna University	PA	Protestant 4-yr	N	--	--	U of Dayton	OH	Catholic 4-yr	N	--	--
Swarthmore College	PA	Nonsectarian 4-yr	--	--	N	U of Delaware	DE	Public Univ	--	N	P*
Sweet Briar College	VA	Nonsectarian 4-yr	N	--	--	U of Detroit Mercy	MI	Catholic 4-yr	N	--	--
Syracuse University	NY	Private Univ	N	--	--	U of Evansville	IN	Protestant 4-yr	N	--	--
Tabor College	KS	Protestant 4-yr	N	--	--	U of Findlay	OH	Protestant 4-yr	--	N	N*
Tacoma Cmty College	WA	Public 2-yr	--	--	N	U of Guam	GU	Public 4-yr	--	--	N
Talladega College	AL	Private 4-yr	--	--	N	U of Hartford	CT	Nonsectarian 4-yr	--	--	P*
Tarleton State University	TX	Public 4-yr	--	N	--	U of Hawaii-Kauai Cmty Coll	HI	Public 2-yr	N	--	N
Taylor University	IN	Nonsectarian 4-yr	N	N	N	U of Hawaii-Leeward Cmty Coll	HI	Public 2-yr	--	--	N

Institution	State	Type	Participated			Institution	State	Type	Participated		
			95	92	89				95	92	89
U of Hawaii-Manoa	HI	Public Univ	--	--	N	U of Rio Grande	OH	Nonsectarian 4-yr	N	N	--
U of Idaho	ID	Public Univ	--	--	N	U of Rochester	NY	Private Univ	N*	--	N
U of Illinois-Chicago	IL	Public 4-yr	--	P	N	U of Saint Thomas	MN	Catholic 4-yr	--	N	--
U of Indianapolis	IN	Protestant 4-yr	--	--	N	U of San Diego	CA	Private Univ	N	N	N*
U of La Verne	CA	Protestant 4-yr	--	N	--	U of San Francisco	CA	Catholic 4-yr	--	N	--
U of Louisville	KY	Public Univ	--	--	P*	U of Science and Arts	OK	Public 4-yr	--	N	--
U of Maine-Farmington	ME	Public 4-yr	N	N	--	U of Scranton	PA	Catholic 4-yr	N	N	--
U of Maine-Fort Kent	ME	Public 4-yr	--	N	--	U of South Alabama	AL	Public 4-yr	N	N	--
U of Mary	ND	Catholic 4-yr	--	--	N	U of South Carolina-Spartanburg	SC	Public 4-yr	--	N	N
U of Maryland College Park	MD	Public Univ	N*	N	--	U of South Carolina-Sumter	SC	Public 2-yr	--	--	N
U of Maryland Eastern Shore	MD	Public 4-yr	--	N	--	U of South Carolina-Union	SC	Public 2-yr	--	--	N
U of Massachusetts-Amherst	MA	Public Univ	--	--	N	U of South Dakota	SD	Public Univ	P	N	--
U of Massachusetts-Boston	MA	Public Univ	--	--	N	U of South Florida	FL	Public 4-yr	--	--	N
U of Miami	FL	Private Univ	N*	--	P*	U of Southern California	CA	Private Univ	P*	--	--
U of Michigan	MI	Public Univ	P*	--	--	U of Southern Colorado	CO	Public 4-yr	--	--	N
U of Michigan-Dearborn	MI	Public 4-yr	--	N	P	U of Southern Mississippi	MS	Public 4-yr	--	N	--
U of Minnesota-Duluth	MN	Public Univ	--	--	P	U of Tampa	FL	Nonsectarian 4-yr	--	--	P
U of Minnesota-Twin Cities	MN	Public Univ	P*	--	--	U of Tennessee-Chattanooga	TN	Public 4-yr	N	N	--
U of Mississippi	MS	Public Univ	--	--	N	U of Tennessee-Knoxville	TN	Public Univ	--	--	N
U of Missouri-Columbia	MO	Public Univ	N	--	--	U of Texas - Dallas	TX	Public Univ	--	P	--
U of Montana	MT	Public Univ	N	--	--	U of Texas-Austin	TX	Public Univ	N*	--	--
U of Montevallo	AL	Public 4-yr	--	N	--	U of Texas-El Paso	TX	Public 4-yr	N	P	--
U of Nebraska-Omaha	NE	Public 4-yr	--	--	N	U of Texas-Pan American	TX	Public 4-yr	P	--	--
U of Nevada-Las Vegas	NV	Public 4-yr	N	--	--	U of Texas-San Antonio	TX	Public 4-yr	--	P	--
U of New England	ME	Catholic 4-yr	P	--	N	U of the Ozarks	AR	Protestant 4-yr	N	N	--
U of New Mexico	NM	Public Univ	N	--	N	U of the South	TN	Protestant 4-yr	--	N	--
U of North Carolina-Asheville	NC	Public 4-yr	--	N	--	U of the Virgin Islands	VI	Public 4-yr	--	P	--
U of North Carolina-Chapel Hill	NC	Public Univ	N*	--	P*	U of Toledo	OH	Public Univ	--	--	N
U of North Carolina-Greensboro	NC	Public 4-yr	N	--	--	U of Utah	UT	Public Univ	--	--	N
U of North Dakota	ND	Public Univ	--	N	--	U of Virginia	VA	Public Univ	N*	--	--
U of Northern Colorado	CO	Public 4-yr	N	--	--	U of West Alabama	AL	Public 4-yr	--	--	N
U of Notre Dame	IN	Private Univ	N*	--	P*	U of Wisconsin Centers	WI	Public 2-yr	--	--	N
U of Oregon	OR	Public Univ	N	--	--	U of Wisconsin-Madison	WI	Public Univ	N*	--	--
U of Pennsylvania	PA	Private Univ	P*	--	--	U of Wisconsin-Milwaukee	WI	Public Univ	--	--	P*
U of Pittsburgh	PA	Public Univ	P*	--	--	U of Wisconsin-Parkside	WI	Public 4-yr	--	--	N
U of Pittsburgh-Bradford	PA	Public 4-yr	N	N	--	U of Wisconsin-River Falls	WI	Public 4-yr	N	--	--
U of Pittsburgh-Greensburg	PA	Public 2-yr	--	--	N	U of Wisconsin-Stevens Point	WI	Public 4-yr	--	--	N
U of Portland	OR	Private Univ	N	--	--	U of Wisconsin-Stout	WI	Public 4-yr	N	--	--
U of Puerto Rico-Rio Piedras	PR	Public Univ	--	P	--	U. of New Mexico Branches	NM	Public Univ	P	--	--
U of Puget Sound	WA	Protestant 4-yr	N	--	--	Ulster County Cmty College	NY	Public 2-yr	--	N	--
U of Redlands	CA	Protestant 4-yr	--	--	P*	Union College	NY	Nonsectarian 4-yr	N	--	--
U of Richmond	VA	Nonsectarian 4-yr	--	N	N	Union University	TN	Protestant 4-yr	--	N	--

Institution	State	Type	Participated		
			95	92	89
Ursinus College	PA	Nonsectarian 4-yr	--	--	N
Ursuline College	OH	Catholic 4-yr	N	--	N
US Air Force Academy	CO	Public 4-yr	--	--	P*
US Coast Guard Academy	CT	Public 4-yr	N	--	--
US Military Academy	NY	Public 4-yr	N	N	--
US Naval Academy	MD	Public 4-yr	--	--	P*
Utah State University	UT	Public Univ	N	--	--
Valley City State University	ND	Public 4-yr	--	--	N
Valley Forge Military Jr College	PA	Private 2-yr	N	--	--
Valparaiso University	IN	Protestant 4-yr	--	--	N
Vanderbilt University	TN	Private Univ	N*	--	P*
Vermont Technical College	VT	Public 2-yr	N	--	--
Villanova University	PA	Private Univ	--	--	P
Virginia Polytechnic Inst and St U	VA	Public Univ	N*	--	P*
Virginia State University	VA	Public 4-yr	--	--	N
Virginia Wesleyan College	VA	Protestant 4-yr	N	N	N
Waldorf College	IA	Private 2-yr	--	--	N
Walsh College	OH	Catholic 4-yr	--	--	N*
Warner Southern College	FL	Nonsectarian 4-yr	N	--	--
Washburn University of Topeka	KS	Public 4-yr	N	--	--
Washington College	MD	Nonsectarian 4-yr	--	--	N
Washington State Cmty College	OH	Public 2-yr	--	N	--
Washington State University	WA	Public Univ	N	--	--
Wayland Baptist University	TX	Protestant 4-yr	N	--	--
Wayne State College	NE	Public 4-yr	N	N	--
Waynesburg College	PA	Protestant 4-yr	N	--	N
Weber State University	UT	Public 4-yr	--	N	--
Webster University	MO	Nonsectarian 4-yr	N	--	--
Wells College	NY	Nonsectarian 4-yr	N	--	--
Wentworth Institute of Technology	MA	Nonsectarian 4-yr	--	--	P
Wesleyan College	GA	Protestant 4-yr	--	--	N*
Wesleyan University	CT	Nonsectarian 4-yr	--	N	N
West Chester U of Pennsylvania	PA	Public 4-yr	P	N	N
West Georgia College	GA	Public 4-yr	--	--	N
West Texas State University	TX	Public 4-yr	--	N	--
West Virginia Inst of Technology	WV	Public 4-yr	N	N	--
West Virginia U-Parkersburg	WV	Public 2-yr	N	--	N
West Virginia University	WV	Public Univ	--	N	--
West Virginia Wesleyan College	WV	Protestant 4-yr	--	N	--
Westchester Cmty College	NY	Public 2-yr	P	N	N

Institution	State	Type	Participated		
			95	92	89
Western Baptist College	OR	Protestant 4-yr	N	--	--
Western Carolina University	NC	Public 4-yr	--	N	N
Western Connecticut State U	CT	Public 4-yr	--	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	--	--	N
Western New Mexico University	NM	Public 4-yr	N	--	--
Western Oregon State College	OR	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
Wheaton College	IL	Nonsectarian 4-yr	N	N	N
Wheaton College	MA	Nonsectarian 4-yr	N	--	N
Wheeling Jesuit College	WV	Catholic 4-yr	N	--	P*
Whitman College	WA	Nonsectarian 4-yr	N	N	--
Whitworth College	WA	Protestant 4-yr	N	--	--
Wilbur Wright College	IL	Public 2-yr	--	--	N
Wiley College	TX	Protestant 4-yr	--	--	P
William Jewell College	MO	Protestant 4-yr	N	--	N
William Marsh Rice University	TX	Private Univ	N	--	--
William Paterson College of NJ	NJ	Public 4-yr	N	--	--
William Rainey Harper College	IL	Public 2-yr	P	N	N
Williams Baptist College	AR	Protestant 4-yr	N	--	--
Williams College	MA	Nonsectarian 4-yr	--	--	N
Willmar Cmty College	MN	Public 2-yr	--	N	--
Wilmington College	OH	Protestant 4-yr	N	N	--
Wingate College	NC	Protestant 4-yr	N	--	--
Winston-Salem State University	NC	Public 4-yr	--	--	N
Winthrop College	SC	Public 4-yr	N	--	--
Wisconsin Lutheran College	WI	Private 2-yr	N	--	--
Wofford College	SC	Protestant 4-yr	--	N	N
Woodbury University	CA	Nonsectarian 4-yr	N	N	P*
Worcester Polytechnic Institute	MA	Nonsectarian 4-yr	--	N	--
Xavier University	OH	Catholic 4-yr	--	--	N*
Xavier University of Louisiana	LA	Protestant 4-yr	P	--	N



# Higher Education Research Institute

## Current Publications List

September, 1996

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National Norms for 1989-90 HERI Faculty Survey report.

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National Norms for 1992-93 HERI Faculty Survey report.

December, 1993/109 pages \$20.00

National Norms for 1995-96 HERI Faculty Survey report.

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