



	Variable Name	Variable Description
	ACE SUBJID	College I.D. Subject I.D.
	PRINACT	What is your principal activity in your current position at this institution? 1=Administration 2=Teaching 3=Research 4=Services to clients and patients 5=Other
	FULLSTAT	Are you considered a full-time employee of your institution for at least nine months of the current academic year? 1=No 2=Yes
	ACADRANK	What is your present academic rank? 1=Professor 2=Associate Professor 3=Assistant Professor 4=Lecturer 5=Instructor 6=Other
	ADMTITLE	What is your administrative title? 1=Not applicable 2=Director, coordination, or administrator of an institute, center, lab, or specially-funded program 3=Department Chair 4=Dean 5=Associate or Assistant Dean 6=Vice-President, Provost, Vice-Chancellor 7=President, Chancellor 8=Other
	SEX	Your sex: 1=Male 2=Female
	MARITAL	Your marital status: 1=Married (currently) 2=Separated 3=Single (never married) 4=Single (with partner) 5=Single (divorced) 6=Single (widowed)
	DO_OVER	If you were to begin your career again, would you still want to be a college professor? 1=Definitely no 2=Probably no 3=Not sure 4=Probably yes 5=Definitely yes
	RACE1 RACE2 RACE3 RACE4 RACE5 RACE6 RACE7	Racial/Ethnic group: 1=Not marked 2=Marked White/Caucasian African American/Black American Indian/Alaska Native Asian American/Asian Mexican American/Chicano Puerto Rican Other
	PRIMINTEREST	Do your interests lie primarily in teaching or research? 1=Very heavily in teaching 2=In both, but leaning toward teaching 3=In both, but leaning toward research 4=Very heavily in research
	RESTYPE	Which of these statements applies to your current research or scholarly endeavors? 1=I am essentially working alone 2=I am working with one or two colleagues 3=I am a member of a larger group



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	DEGEARN DEGWORK	Highest degree earned Degree currently working on 1=Bachelor's degree (B.A., B.S., etc.) 2=Master's degree (M.A., M.S., etc.) 3=LL.B., J.D. 4=M.D., D.D.S., (or equivalent) 5=Other first professional degree beyond B.A. (e.g., D.D., D.V.M.) 6=Ed.D. 7=Ph.D. 8=Other degree 9=None
	TCHACT01 TCHACT02 TCHACT03 TCHACT04 TCHACT05 TCHACT06 TCHACT07 TCHACT08 TCHACT09 TCHACT10 TCHACT11 TCHACT12 TCHACT13	During the past two years, have you engaged in any of the following activities? 1=No 2=Yes Activity: Taught an honors course Activity: Taught an interdisciplinary course Activity: Taught a general education course Activity: Taught a developmental/remedial course Activity: Taught an ethnic studies course Activity: Taught a women's studies course Activity: Team-taught a course Activity: Worked with students on a research project Activity: Attended a racial/cultural awareness workshop Activity: Participated in a faculty seminar to integrate women's and minorities' perspectives in regular courses Activity: Held a faculty senate or council office Activity: Used intra- or extramural funds for research Activity: Served as paid consultant
	MAJOR DEPT	Major of highest degree held Department of current faculty appointment 1=Agriculture 2=Architecture or urban planning 3=Bacteriology, molecular biology 4=Biochemistry 5=Biophysics 6=Botany 7=Marine life sciences 8=Physiology, anatomy 9=Zoology 10=General, other biological science 11=Accounting 12=Finance 13=Marketing 14=Management 15=Secretarial studies 16=General, other business 17=Computer science 18=Business education 19=Elementary education 20=Educational administration 21=Educational psych, counseling 22=Music or art education 23=Physical or health education 24=Secondary education 25=Special education 26=General, other education fields 27=Aeronautical, astronautical eng 28=Chemical engineering 29=Civil engineering 30=Electrical engineering 31=Industrial engineering 32=Mechanical engineering 33=Nuclear engineering 34=General, other engineering fields 35=Ethnic studies



	Variable Name	Variable Description
		36=Art 37=Dramatics or speech 38=Music 39=Other fine arts 40=Forestry 41=Geology 42=Dentistry 43=Health technology 44=Medicine or surgery 45=Nursing 46=Pharmacy, pharmacology 47=Therapy (speech,physical,occup) 48=Veterinary medicine 49=General, other health fields 50=Home economics 51=English language & literature 52=Foreign languages & literature 53=French 54=German 55=Spanish 56=Other foreign languages 57=History 58=Linguistics 59=Philosophy 60=Religion & theology 61=General, other humanities fields 62=Journalism 63=Law 64=Law enforcement 65=Library science 66=Mathematics and/or statistics 67=Military science 68=Astronomy 69=Atmospheric sciences 70=Chemistry 71=Earth sciences 72=Marine sciences 73=Physics 74=General, other physical sciences 75=Clinical psychology 76=Counseling & guidance 77=Experimental psychology 78=Social psychology 79=General, other psychology 80=Anthropology 81=Archaeology 82=Economics 83=Political science, government 84=Sociology 85=General, other social sciences 86=Social work, social welfare 87=Building trades 88=Data processing, computer prog 89=Drafting/design 90=Electronics 91=Industrial arts 92=Mechanics 93=Other technical 94=Other vocational 95=Women's studies 96=All other fields



	Variable Name	Variable Description
	SALARY	Please mark the dollar value of your base institutional salary, rounded to the nearest \$1,000
	SALARYBASE	The above salary is based on: 1=9/10 months 2=11/12 months
	BIRTHYR DEGYR APPTYR TENUREYR	Year of birth Year of highest degree now held Year of appointment at present institution If tenured, year tenure awarded at current institution
	NOTENURE	Not tenured 1=Not marked 2=Marked
	HPW01 HPW02 HPW03 HPW04 HPW05 HPW06 HPW07	During the present term, how many hours per week on the average do you actually spend in connection with your present position on each of the following activities? 1=None 2=1-4 3=5-8 4=9-12 5=13-16 6=17-20 7=21-34 8=35-44 9=45+ Hours per Week: Scheduled teaching (give actual, not credit hours) Hours per Week: Preparing for teaching (including reading student papers and grading) Hours per Week: Advising and counseling of students Hours per Week: Committee work and meetings Hours per Week: Other administration Hours per Week: Research and scholarly writing Hours per Week: Consultation with clients/patients
	COURSES1 COURSES2 COURSES3 COURSES4	How many of the following courses are you teaching this term? 1=0 2=1 3=2 4=3 5=4 6=5+ Course Number: General education courses Course Number: Other BA or BS undergraduate credit courses Course Number: Non-BA credit courses (developmental and/or remedial) Course Number: Graduate courses
	POLIVIEW	How would you characterize your political views? 1=Far right 2=Conservative 3=Middle-of-the-road 4=Liberal 5=Far left



	Variable Name	Variable Description
	UGGOAL01 UGGOAL02 UGGOAL03 UGGOAL04 UGGOAL05 UGGOAL06 UGGOAL07 UGGOAL08 UGGOAL09 UGGOAL10 UGGOAL11 FACGOAL1 FACGOAL2 FACGOAL3 FACGOAL4 FACGOAL5 FACGOAL6	Indicate the importance to you of each of the following: 1=Not important 2=Somewhat important 3=Very important 4=Essential UG Goal: Develop ability to think clearly UG Goal: Increase desire and ability to undertake self-directed learning UG Goal: Prepare students for employment after college UG Goal: Prepare students for graduate or advanced education UG Goal: Develop moral character UG Goal: Provide for students' emotional development UG Goal: Prepare students for family living UG Goal: Teach students the classic works of Western civilization UG Goal: Help students develop personal values UG Goal: Enhance the out-of-class experience of students UG Goal: Enhance students' self-understanding Professional Goal: Engage in research Professional Goal: Engage in outside activities Professional Goal: Provide services to the community Professional Goal: Participate in committee or other administrative work Professional Goal: Be a good colleague Professional Goal: Be a good teacher
	PUBLISH01 PUBLISH02 PUBLISH03 PUBLISH04 PUBLISH05	1=None 2=1-2 3=3-4 4=5-10 5=11-20 6=21-50 7=50+ Publish: How many articles have you published in academic or professional journals? Publish: How many chapters have you published in edited volumes? Publish: How many books, manuals, or monographs have you written or edited, alone or in collaboration? Publish: How many of your professional writings have been published or accepted for publication in the last two years? Publish: How many days during the past (1988-89) academic year were you away from campus for professional activities(e.g., professional meetings, speeches, consulting)?
	SPOUSEDUC FATHEDUC MOTHEDEC	What is the highest level of education reached by your spouse/partner and your parents? 1=8th grade or less 2=Some high school 3=Completed high school 4=Some college 5=Graduated from college 6=Attended graduate or professional school 7=Attained advanced degree 8=Does not apply (No spouse or partner) Spouse/Partner's education Father's education Mother's education



	Variable Name	Variable Description
	GENACT01 GENACT02 GENACT03 GENACT04 GENACT05 GENACT06 GENACT07 GENACT08 GENACT09 GENACT10 GENACT11	For each of the following items, please mark either Yes or No 1=No 2=Yes Act: Have you ever held an academic administrative post? Act: Have you ever received an award for outstanding teaching? Act: Is your spouse or live-in partner an academic? Act: Do you commute a long distance to work? Act: Has any of your research or writing focused on women or gender? Act: Has any of your research or writing focused on racial or ethnic minorities? Act: Do you have dependent children? Act: Are you a U.S. citizen? Act: Have you ever interrupted your professional career for more than one year for health or family reasons? Act: Have you even considered a career in academic administration? Act: Do you plan on working beyond age 70?
	PASTACT01 PASTACT02 PASTACT03 PASTACT04 PASTACT05	During the last two years, have you: 1=No 2=Yes Past Act: Received at least one firm job offer? Past Act: Participated in a faculty development program? Past Act: Developed a new course? Past Act: Considered early retirement? Past Act: Considered leaving academe for another job?
	INSTPRIORITY01 INSTPRIORITY02 INSTPRIORITY03 INSTPRIORITY04 INSTPRIORITY05 INSTPRIORITY06 INSTPRIORITY07 INSTPRIORITY08 INSTPRIORITY09 INSTPRIORITY10 INSTPRIORITY11 INSTPRIORITY12 INSTPRIORITY13 INSTPRIORITY14 INSTPRIORITY15 INSTPRIORITY16 INSTPRIORITY17 INSTPRIORITY18 INSTPRIORITY19 INSTPRIORITY20 INSTPRIORITY21 INSTPRIORITY22	Indicate how important you believe each priority listed below is at your college or university 1=Low priority 2=Medium priority 3=High priority 4=Highest priority Inst Priority: To promote the intellectual development of students Inst Priority: To help students examine and understand their personal values Inst Priority: To increase the representation of minorities in the faculty and administration Inst Priority: To develop a sense of community among students and faculty Inst Priority: To develop leadership ability among students Inst Priority: To conduct basic and applied research Inst Priority: To raise money for the institution Inst Priority: To develop leadership ability among faculty Inst Priority: To increase the representation of women in the faculty and administration Inst Priority: To facilitate student involvement in community service activities Inst Priority: To help students learn how to bring about change in American society Inst Priority: To help solve major social and environmental problems Inst Priority: To maintain a campus climate where differences of opinion can be aired openly Inst Priority: To increase or maintain institutional prestige Inst Priority: To develop among students and faculty an appreciation for a multi-cultural society Inst Priority: To hire faculty 'stars' Inst Priority: To economize and cut costs Inst Priority: To recruit more minority students Inst Priority: To enhance the institution's national image Inst Priority: To create a positive undergraduate experience Inst Priority: To create a diverse multi-cultural environment on campus Inst Priority: To enhance the out-of-class experience of students



	Variable Name	Variable Description
	<p>STRESS01 STRESS02 STRESS03 STRESS04 STRESS05 STRESS06 STRESS07 STRESS08 STRESS09 STRESS10 STRESS11 STRESS12 STRESS13 STRESS14 STRESS15 STRESS16 STRESS17 STRESS18</p>	<p>Please indicate the extent to which each of the following has been a source of stress for you during the last two years</p> <p>1=Not at all 2=Somewhat 3=Extensive</p> <p>Stress: Managing household responsibilities Stress: Child care Stress: Care of elderly parent Stress: My physical health Stress: Review/promotion process Stress: Subtle discrimination including prejudice, racism, sexism Stress: Long-distance commuting Stress: Committee work Stress: Faculty meetings Stress: Colleagues Stress: Students Stress: Research or publishing demands Stress: Fund-raising expectations Stress: Teaching load Stress: Children's problems Stress: Marital friction Stress: Time pressures Stress: Lack of personal time</p>
	<p>SATIS01 SATIS02 SATIS03 SATIS04 SATIS05 SATIS06 SATIS07 SATIS08 SATIS09 SATIS10 SATIS11 SATIS12 SATIS13 SATIS14</p>	<p>How satisfied are you with the following aspects of your job?</p> <p>1=Not applicable 2=Not satisfied 3=Marginally satisfied 4=Satisfied 5=Very satisfied</p> <p>Satisfaction: Salary and fringe benefits Satisfaction: Opportunity for scholarly pursuits Satisfaction: Teaching load Satisfaction: Quality of students Satisfaction: Working conditions (hours, location) Satisfaction: Autonomy and independence Satisfaction: Relationships with other faculty Satisfaction: Competency of colleagues Satisfaction: Visibility for jobs at other institutions/organizations Satisfaction: Job security Satisfaction: Undergraduate course assignments Satisfaction: Graduate course assignments Satisfaction: Relationships with administration Satisfaction: Overall job satisfaction</p>

	Variable Name	Variable Description
	INSOPN01 INSOPN02 INSOPN03 INSOPN04 INSOPN05 INSOPN06 INSOPN07 INSOPN08 INSOPN09 INSOPN10 INSOPN11 INSOPN12 INSOPN13 INSOPN14 INSOPN15 INSOPN16 INSOPN17 INSOPN18 INSOPN19 INSOPN20	Indicate the extent to which you agree or disagree with each of the following: 1=Disagree strongly 2=Disagree somewhat 3=Agree somewhat 4=Agree strongly Inst Opinion: Faculty here are interested in student's personal problems Inst Opinion: Most faculty here are sensitive to the issues of minorities Inst Opinion: The curriculum here suffers from faculty overspecialization Inst Opinion: Many students feel like they do not 'fit in' on this campus Inst Opinion: Faculty are committed to the welfare of this institution Inst Opinion: Many courses include minority group perspectives Inst Opinion: Administrators consider student concerns when making policy Inst Opinion: Faculty here are strongly interested in the academic problems of undergraduates Inst Opinion: There is a lot of campus racial conflict here Inst Opinion: Students here resent taking courses outside their major Inst Opinion: Students of different racial/ethnic origins communicate well with one another Inst Opinion: Campus administrators care little about what happens to students Inst Opinion: There is little trust between minority student groups and campus administrators Inst Opinion: Faculty here are positive about the general education program Inst Opinion: Many courses include feminist perspectives Inst Opinion: There are many opportunities for faculty and students to socialize with one another Inst Opinion: Administrators consider faculty concerns when making policy Inst Opinion: Faculty feel that most students are well-prepared academically Inst Opinion: Student Affairs staff have the support and respect of faculty Inst Opinion: Institutional demands for doing research interfere with my effectiveness as a teacher
	INSTDESCR01 INSTDESCR02 INSTDESCR03 INSTDESCR04 INSTDESCR05 INSTDESCR06 INSTDESCR07 INSTDESCR08 INSTDESCR09 INSTDESCR10 INSTDESCR11 INSTDESCR12 INSTDESCR13 INSTDESCR14 INSTDESCR15 INSTDESCR16 INSTDESCR17 INSTDESCR18 INSTDESCR19	Indicate how well each of the following describes your college or university 1=Not descriptive 2=Somewhat descriptive 3=Very descriptive Inst Description: It is easy for students to see faculty outside of regular office hours Inst Description: There is a great deal of conformity among the students Inst Description: Most of the students are very bright Inst Description: The administration is open about its policies Inst Description: There is keen competition among most of the students for high grades Inst Description: Course work is definitely more theoretical than practical Inst Description: Faculty are rewarded for their advising skills Inst Description: Students have little contact with each other outside of class Inst Description: The faculty are typically at odds with the campus administration Inst Description: Intercollegiate sports are overemphasized Inst Description: The classes are usually informal Inst Description: Faculty here respect each other Inst Description: Most students are treated like 'numbers in a book' Inst Description: Social activities are overemphasized Inst Description: There is little or no contact between students and faculty Inst Description: The student body is apathetic and has little 'school spirit' Inst Description: Students here do not usually socialize with one another Inst Description: Faculty are rewarded for being good teachers Inst Description: Student services are well supported on this campus

	Variable Name	Variable Description
	EVALMETHOD01 EVALMETHOD02 EVALMETHOD03 EVALMETHOD04 EVALMETHOD05 EVALMETHOD06 EVALMETHOD07 EVALMETHOD08 EVALMETHOD09 EVALMETHOD10 EVALMETHOD11 EVALMETHOD12 INSTMETHOD01 INSTMETHOD02 INSTMETHOD03 INSTMETHOD04 INSTMETHOD05 INSTMETHOD06 INSTMETHOD07 INSTMETHOD08 INSTMETHOD09 INSTMETHOD10 INSTMETHOD11 INSTMETHOD12 INSTMETHOD13 INSTMETHOD14	<p>In how many of the undergraduate courses that you teach, do you require each of the following?</p> <p>1=None 2=Some 3=Most 4=All</p> <p>Evaluation Method: Multiple-choice mid-term and/or final exams Evaluation Method: Essay mid-term and/or final exams Evaluation Method: Short-answer mid-term and/or final exams Evaluation Method: Multiple-choice quizzes Evaluation Method: Short-answer quizzes Evaluation Method: Weekly essay assignments Evaluation Method: Student presentations Evaluation Method: Term/research papers Evaluation Method: Student evaluations of each others' work Evaluation Method: Grading on a curve Evaluation Method: Competency-based grading Evaluation Method: Student evaluations of teaching</p> <p>Instructional Method: Class discussions Instructional Method: Computer or machine-aided instruction Instructional Method: Cooperative learning (small groups) Instructional Method: Experiential learning/Field studies Instructional Method: Graduate teaching assistants Instructional Method: Undergraduate teaching assistants Instructional Method: Group projects Instructional Method: Independent projects Instructional Method: Extensive lecturing Instructional Method: Multiple drafts of written work Instructional Method: Readings on racial and ethnic issues Instructional Method: Readings on women and gender issues Instructional Method: Student-developed activities (assignments, exams, etc.) Instructional Method: Student-selected topics for course content</p>
	VIEW01 VIEW02 VIEW03 VIEW04 VIEW05 VIEW06 VIEW07 VIEW08 VIEW09 VIEW10 VIEW11	<p>Please indicate your agreement with each of the following statements</p> <p>1=Disagree strongly 2=Disagree somewhat 3=Agree somewhat 4=Agree strongly</p> <p>View: The death penalty should be abolished View: A national health care plan is needed to cover everybody's medical costs View: Abortion should be legalized View: Grading in colleges has become too easy View: Wealthy people should pay a larger share of taxes than they do now View: College officials have the right to ban persons with extreme views from speaking on campus View: The chief benefit of a college education is that it increases one's earning power View: Racial discrimination is no longer a problem in America View: Colleges should be actively involved in solving social problems View: Faculty unionization has enhanced the teaching/learning process View: Tenure is an outmoded concept</p>
	OBJ01 OBJ02 OBJ03 OBJ04 OBJ05 OBJ06 OBJ07 OBJ08 OBJ09 OBJ10 OBJ11	<p>Indicate the importance to you personally of each of the following:</p> <p>1=Not important 2=Somewhat important 3=Very important 4=Essential</p> <p>Objective: Becoming an authority in my field Objective: Influencing the political structure Objective: Influencing social values Objective: Raising a family Objective: Having administrative responsibility for the work of others Objective: Being very well-off financially Objective: Helping others who are in difficulty Objective: Becoming involved in programs to clean up the environment Objective: Developing a meaningful philosophy of life Objective: Helping to promote racial understanding Objective: Obtaining recognition from my colleagues for contributions to my special field</p>



	Variable Name	Variable Description
	OPT01 OPT02 OPT03 OPT04 OPT05 OPT06 OPT07 OPT08 OPT09 OPT10	Optional Questions 1=A 2=B 3=C 4=D 5=E Optional Question 1 Optional Question 2 Optional Question 3 Optional Question 4 Optional Question 5 Optional Question 6 Optional Question 7 Optional Question 8 Optional Question 9 Optional Question 10
Faculty Survey - Derived Variables		
	RRACE	Responded to race 1=No 2=Yes
	RACEGROUP	Race/Ethnicity Group 1 = American Indian 2 = Asian 3 = Black 4 = Hispanic 5 = White 6 = Other 7 = Two or more race/ethnicity
	SALARYA	base salary (converted to 12-month) 1=\$19,000 or less 2=\$20,000 to \$29,999 3=\$30,000 to \$39,999 4=\$40,000 to \$49,999 5=\$50,000 to \$59,999 6=\$60,000 to \$69,999 7=\$70,000 to \$79,999 8=\$80,000 to \$89,999 9=\$90,000 to \$99,999 10=\$99,000 or more
	AGE	age as of 12/31/89 1=Under 30 2=30 to 34 3=35 to 39 4=40 to 44 5=45 to 49 6=50 to 54 7=55 to 59 8=60 to 64 9=65 to 69 10=70+
	DEGYRA APPTYRA TENYRA	Year of highest degree held aggregated Year of appointment at current institution aggregated Year tenured aggregated 1=1951 or earlier 2=1952 to 1956 3=1957 to 1961 4=1962 to 1966 5=1967 to 1971 6=1972 to 1976 7=1977 to 1981 8=1982 to 1986 9=1987 or later

	Variable Name	Variable Description
	MAJORA DEPTA	Major of highest degree held aggregated Department of current faculty appointment aggregated 1=Agriculture or Forestry 2=Biological Sciences 3=Business 4=Education 5=Engineering 6=English 7=Health related 8=History or Political Science 9=Humanities 10=Fine Arts 11=Mathematics or Statistics 12=Physical Sciences 13=Social Sciences 14=Other Technical 15=Other Non-technical
	RESTYPE1 RESTYPE2 RESTYPE3 RESTYPE4 RESTYPE5	Full time undergraduate faculty Part time undergraduate faculty Full time administrator Graduate faculty (only) All others 1=No 2=Yes
	NORMSTAT	Norms status 1 = In norms 2 = Not in norms
	FACWGT	Faculty weight



	Variable Name	Variable Description
Faculty Survey - Institutional Characteristics		
	STRAT	CIRP Stratification Cell 1 = Public Universities - low 2 = Public Universities - medium 3 = Public Universities - high 4 = Private Universities - medium 5 = Private Universities - high 6 = Private Universities - very high 7 = Public 4yr Colleges - low 8 = Public 4yr Colleges - medium 9 = Public 4yr Colleges - high 10 = Public 4yr Colleges - unknown 11 = Private/Nonsectarian 4yr Colleges - low 12 = Private/Nonsectarian 4yr Colleges - medium 13 = Private/Nonsectarian 4yr Colleges - high 14 = Private/Nonsectarian 4yr Colleges - very high 15 = Private/Nonsectarian 4yr Colleges - unknown 16 = Catholic 4yr Colleges - low 17 = Catholic 4yr Colleges - medium 18 = Catholic 4yr Colleges - high 19 = Catholic 4yr Colleges - unknown 20 = Other Religious 4yr Colleges - very low 21 = Other Religious 4yr Colleges - low 22 = Other Religious 4yr Colleges - medium 23 = Other Religious 4yr Colleges - high 24 = Other Religious 4yr Colleges - unknown 25 = Public 2yr Colleges - very low 26 = Public 2yr Colleges - low 27 = Public 2yr Colleges - medium 28 = Public 2yr Colleges - high 29 = Public 2yr Colleges - very high 30 = Private 2yr Colleges - very low 31 = Private 2yr Colleges - low 32 = Private 2yr Colleges - medium 33 = Private 2yr Colleges - high 34 = HBCU Public 4yr Colleges 35 = HBCU Private 4yr Colleges 36 = HBCU Public 2yr Colleges 37 = HBCU Private 2yr Colleges 38 = HBCU Other Religious 4yr Colleges 39 = HBCU Catholic 4yr Colleges 40 = HBCU Public Universities 41 = HBCU Private Universities 99 = Other
	STATE	Institution's state
	HERIREG	HERI Region 1 = East 2 = Midwest 3 = South 4 = West
	OBereg	OBE Region 1 = New England - CT ME MA NH RI VT 2 = Mid East - DE DC MD NJ NY PA 3 = Great Lakes - IL IN MI OH WI 4 = Plains - IA KS MN MO NE ND SD 5 = Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6 = Southwest - AZ NM OK TX 7 = Rocky Mountains - CO ID MT UT WY 8 = Far West - AK CA HI NV OR WA 9 = Other
	HBCU	HBCU Flag 1 = Not HBCU 2 = Public HBCU 3 = Private HBCU



	Variable Name	Variable Description
	SELECTIVITY	Institutional Selectivity
	INSTTYPE	Institution Type 1 = University 2 = 4-year 3 = 2-year
	INSTCONT	Institution Control 1 = Public 2 = Private
	COMPGROUP1	Comparison Group 1 1=Public Universities 2=Private Universities 3=Public 4yr Colleges 4=Nonsectarian 4yr Colleges 5=Catholic 4yr Colleges 6=Other Religious 4yr Colleges 7=Public 2yr Colleges 8=Private 2yr Colleges
	COMPGROUP2	Comparison Group 2 1=Public Universities, Private Universities, Public 4yr Colleges 2=Nonsectarian, Catholic, Other Religious 4yr Colleges 3=Public 2yr Colleges 4=Private 2yr Colleges
	COMPGROUP3	Comparison Group 3 1=All Baccalaureate Institutions 2=All Two-Year Colleges