



|  | Variable Name   | Variable Description  |
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|  | ACE<br>SUBJID   | College I.D.<br>Subject I.D.  |
|  | PRINACT   | What is your principal activity in your current position at this institution?<br>1=Administration<br>2=Teaching<br>3=Research<br>4=Services to clients and patients<br>5=Other  |
|  | FULLSTAT  | Are you considered a full-time employee of your institution for at least nine months of the current academic year?<br>1=No<br>2=Yes   |
|  | SEX   | Your sex:<br>1=Male<br>2=Female   |
|  | ACADRANK  | What is your present academic rank?<br>1=Professor<br>2=Associate Professor<br>3=Assistant Professor<br>4=Lecturer<br>5=Instructor<br>6=Other   |
|  | TENURE  | What is your tenure status at this institution?<br>1=Tenured<br>2=On tenure track, but not tenured<br>3=Not on tenure track, but institution has tenure system<br>4=Institution has no tenure system  |
|  | ADMCHAIR<br>ADMDEAN<br>ADMOTHER   | Are you currently serving in an administrative position as:<br>1=Not marked<br>2=Marked<br>Department chair<br>Dean (Associate or Assistant)<br>Other   |
|  | MARITAL   | Are you currently:<br>1=Married<br>2=Unmarried, living with partner<br>3=Single   |
|  | DIVORCED<br>WIDOWED<br>SEPARATED  | Have you ever been:<br>1=Not marked<br>2=Marked<br>Divorced<br>Widowed<br>Separated   |
|  | RACE1<br>RACE2<br>RACE3<br>RACE4<br>RACE5<br>RACE6<br>RACE7<br>RACE8<br>RACE9 | Racial/Ethnic group:<br>1=Not marked<br>2=Marked<br>White/Caucasian<br>African American/Black<br>American Indian/Alaska Native<br>Asian American/Asian<br>Native Hawaiian/Pacific Islander<br>Mexican American/Chicano<br>Puerto Rican<br>Other Latino<br>Other |
|  | NCHILD1<br>NCHILD2  | How many children do you have in the following age ranges:<br>1=0<br>2=1<br>3=2<br>4=3<br>5=4+<br>Child: Under 18 years old<br>Child: 18 years or older   |

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|  | PRIMINTEREST   | Do your interests lie primarily in teaching or research?<br>1=Very heavily in teaching<br>2=In both, but leaning toward teaching<br>3=In both, but leaning toward research<br>4=Very heavily in research   |
|  | DEGEARN<br>DEGWORK   | Highest degree earned<br>Degree currently working on<br>1=Bachelor's degree (B.A., B.S., etc.)<br>2=Master's degree (M.A., M.S., etc.)<br>3=LL.B., J.D.<br>4=M.D., D.D.S., (or equivalent)<br>5=Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)<br>6=Ed.D.<br>7=Ph.D.<br>8=Other degree<br>9=None   |
|  | TCHACT01<br>TCHACT02<br>TCHACT03<br>TCHACT04<br>TCHACT05<br>TCHACT06<br>TCHACT07<br>TCHACT08<br>TCHACT09<br>TCHACT10<br>TCHACT11<br>TCHACT12<br>TCHACT13<br>TCHACT14<br>TCHACT15<br>TCHACT16<br>TCHACT17 | During the past two years, have you engaged in any of the following activities?<br>1=No<br>2=Yes<br>Activity: Taught an honors course<br>Activity: Taught an interdisciplinary course<br>Activity: Taught an ethnic studies course<br>Activity: Taught a women's studies course<br>Activity: Team-taught a course<br>Activity: Taught a service learning course<br>Activity: Worked with undergraduates on a research project<br>Activity: Placed or collected assignments on the Internet<br>Activity: Taught a course exclusively on the Internet<br>Activity: Participated in a faculty development program<br>Activity: Advised student groups involved in service/volunteer work<br>Activity: Collaborated with the local community in research/teaching<br>Activity: Developed a new course<br>Activity: Conducted research or writing focused on international/global issues<br>Activity: Conducted research or writing focused on racial or ethnic minorities<br>Activity: Conducted research or writing focused on women and gender issues<br>Activity: Taught a first-year seminar |



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|  | MAJOR<br>DEPT | Major of highest degree held<br>Department of current faculty appointment<br>1=Agriculture<br>2=Forestry<br>3=Bacteriology, Molecular Biology<br>4=Biochemistry<br>5=Biophysics<br>6=Botany<br>7=Environmental Science<br>8=Marine (life) Sciences<br>9=Physiology, Anatomy<br>10=Zoology<br>11=General, Other Biological Sciences<br>12=Accounting<br>13=Finance<br>14=International Business<br>15=Management<br>16=Marketing<br>17=Secretarial Studies<br>18=General, Other Business<br>19=Business Education<br>20=Educational Administration<br>21=Educational Psychology/Counseling<br>22=Elementary Education<br>23=Higher Education<br>24=Music or Art Education<br>25=Physical or Health Education<br>26=Secondary Education<br>27=Special Education<br>28=General, Other Education Fields<br>29=Aero-/Astronautical Engineering<br>30=Chemical Engineering<br>31=Civil Engineering<br>32=Electrical Engineering<br>33=Industrial Engineering<br>34=Mechanical Engineering<br>35=General, Other Engineering Fields<br>36=Dentistry<br>37=Health Technology<br>38=Medicine or Surgery<br>39=Nursing<br>40=Pharmacy, Pharmacology<br>41=Therapy (speech, physical, occup.)<br>42=Veterinary Medicine<br>43=General, Other Health Fields<br>44=History<br>45=Political Science, Government<br>46=English Language & Literature<br>47=Foreign Languages & Literature<br>48=French<br>49=German<br>50=Spanish<br>51=Other Foreign Languages |



|  | Variable Name                          | Variable Description  |
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|  |  | 52=Linguistics<br>53=Philosophy<br>54=Religion or Theology<br>55=General, Other Humanities Fields<br>56=Architecture/Urban Planning<br>57=Art<br>58=Dramatics or Speech<br>59=Music<br>60=Television or Film<br>61=Other Fine Arts<br>62=Mathematics and/or Statistics<br>63=Astronomy<br>64=Atmospheric Sciences<br>65=Chemistry<br>66=Earth Sciences<br>67=Geography<br>68=Marine Sciences (incl. Oceanography)<br>69=Physics<br>70=General, Other Physical Sciences<br>71=Anthropology<br>72=Archaeology<br>73=Clinical Psychology<br>74=Counseling and Guidance<br>75=Experimental Psychology<br>76=Social Psychology<br>77=General, Other Psychology<br>78=Economics<br>79=Sociology<br>80=Social Work, Social Welfare<br>81=General, Other Social Sciences<br>82=Computer Science<br>83=Data Processing, Computer Prog.<br>84=Drafting/Design<br>85=Electronics<br>86=Industrial Arts<br>87=Mechanics<br>88=Other Technical<br>89=Building Trades<br>90=Communications<br>91=Ethnic Studies<br>92=Human Ecology/Family Science<br>93=Journalism<br>94=Law<br>95=Law Enforcement<br>96=Library Science<br>97=Women's Studies<br>98=Other Vocational<br>99=All Other Fields |
|  | SALARY                                 | Please mark the dollar value of your base institutional salary, rounded to the nearest \$1,000  |
|  | SALARYBASE                             | The above salary is based on:<br>1=9/10 months<br>2=11/12 months  |
|  | BIRTHYR<br>DEGYR<br>APPTYR<br>TENUREYR | Year of birth<br>Year of highest degree now held<br>Year of appointment at present institution<br>If tenured, year tenure was awarded   |

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|  | <p>HPW01<br/>HPW02<br/>HPW03<br/>HPW04<br/>HPW05<br/>HPW06<br/>HPW07<br/>HPW08<br/>HPW09<br/>HPW10<br/>HPW11<br/>HPW12</p> | <p>During the present term, how many hours per week on the average do you actually spend on each of the following activities?<br/>           1=None<br/>           2=1-4<br/>           3=5-8<br/>           4=9-12<br/>           5=13-16<br/>           6=17-20<br/>           7=21-34<br/>           8=35-44<br/>           9=45+</p> <p>Hours per Week: Scheduled teaching (give actual, not credit hours)<br/>           Hours per Week: Preparing for teaching (including reading student papers and grading)<br/>           Hours per Week: Advising and counseling of students<br/>           Hours per Week: Committee work and meetings<br/>           Hours per Week: Other administration<br/>           Hours per Week: Research and scholarly writing<br/>           Hours per Week: Other creative products/performances<br/>           Hours per Week: Consultation with clients/patients<br/>           Hours per Week: Community or public service<br/>           Hours per Week: Outside consulting/freelance work<br/>           Hours per Week: Household/childcare duties<br/>           Hours per Week: Communicating via email</p> |
|  | <p>COURSES1<br/>COURSES2<br/>COURSES3<br/>COURSES4<br/>COURSES5<br/>COURSES6</p>   | <p>How many of the following courses are you teaching this term?<br/>           1=0<br/>           2=1<br/>           3=2<br/>           4=3<br/>           5=4<br/>           6=5+</p> <p>Course Number: General education courses<br/>           Course Number: Developmental/remedial courses<br/>           Course Number: Other undergraduate credit courses<br/>           Course Number: Graduate courses<br/>           Course Number: Vocational or technical courses<br/>           Course Number: Non-credit courses (other than above)</p>   |
|  | <p>REMEDIAL01<br/>REMEDIAL02<br/>REMEDIAL03<br/>REMEDIAL04<br/>REMEDIAL05<br/>REMEDIAL06</p>                               | <p>Do you teach remedial/developmental skills in any of the following areas?<br/>           1=Not marked<br/>           2=Marked</p> <p>Remedial: Reading<br/>           Remedial: Writing<br/>           Remedial: Mathematics<br/>           Remedial: ESL<br/>           Remedial: General academic skills<br/>           Remedial: Other subject areas</p>   |

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|  | UGGOAL01<br>UGGOAL02<br>UGGOAL03<br>UGGOAL04<br>UGGOAL05<br>UGGOAL06<br>UGGOAL07<br>UGGOAL08<br>UGGOAL09<br>UGGOAL10<br>UGGOAL11<br>UGGOAL12<br>UGGOAL13<br>UGGOAL14<br>UGGOAL15<br>UGGOAL16 | Indicate the importance to you of each of the following education goals for undergraduate students:<br>1=Not important<br>2=Somewhat important<br>3=Very important<br>4=Essential<br>UG Goal: Develop ability to think critically<br>UG Goal: Prepare students for employment after college<br>UG Goal: Prepare students for graduate or advanced education<br>UG Goal: Develop moral character<br>UG Goal: Provide for students' emotional development<br>UG Goal: Help students develop personal values<br>UG Goal: Enhance students' self-understanding<br>UG Goal: Instill in students a commitment to community service<br>UG Goal: Prepare students for responsible citizenship<br>UG Goal: Enhance students' knowledge of and appreciation for other racial/ethnic groups<br>UG Goal: Help master knowledge in a discipline<br>UG Goal: Develop creative capacities<br>UG Goal: Instill a basic appreciation of the liberal arts<br>UG Goal: Enhance spiritual development<br>UG Goal: Promote ability to write effectively<br>UG Goal: Facilitate search for meaning/purpose in life |
|  | PUBLISH01<br>PUBLISH02<br>PUBLISH03<br>PUBLISH04<br>PUBLISH05<br>PUBLISH06   | 1=None<br>2=1-2<br>3=3-4<br>4=5-10<br>5=11-20<br>6=21-50<br>7=51+<br>Publish: How many articles have you published in academic or professional journals?<br>Publish: How many chapters have you published in edited volumes?<br>Publish: How many books, manuals, or monographs have you written or edited, alone or in collaboration?<br>Publish: Other, such as patents or computer software products<br>Publish: How many exhibitions or performances in the fine or applied arts have been presented?<br>Publish: How many of your professional writings have been published or accepted for publication in the last two years?  |
|  | GENACT01<br>GENACT02<br>GENACT03<br>GENACT04<br>GENACT05<br>GENACT06<br>GENACT07<br>GENACT08<br>GENACT09<br>GENACT10<br>GENACT11<br>GENACT12   | For each of the following items, please mark either Yes or No<br>1=No<br>2=Yes<br>Act: Have you ever held an academic administrative post?<br>Act: Have you ever received an award for outstanding teaching?<br>Act: Do you commute a long distance to work?<br>Act: Does your spouse/partner work in the same/nearby city?<br>Act: Is your spouse/partner an academic?<br>Act: Were you born in the USA?<br>Act: Are you a U.S. citizen?<br>Act: Have you been sexually harassed at this institution?<br>Act: Are you a member of a faculty union?<br>Act: Do you plan to retire within the next three years?<br>Act: Do you use your scholarship to address local community needs?<br>Act: Have you published op-ed pieces or editorials?  |
|  | PASTACT01<br>PASTACT02<br>PASTACT03<br>PASTACT04<br>PASTACT05<br>PASTACT06<br>PASTACT07<br>PASTACT08<br>PASTACT09<br>PASTACT10<br>PASTACT11<br>PASTACT12                                     | During the past two years, have you:<br>1=No<br>2=Yes<br>Past Act: Received at least one firm job offer?<br>Past Act: Considered early retirement?<br>Past Act: Considered leaving academe for another job?<br>Past Act: Considered leaving this institution for another?<br>Past Act: Changed academic institutions?<br>Past Act: Taught courses at more than one institution during the same term?<br>Past Act: Requested/sought an early promotion?<br>Past Act: Engaged in paid consulting outside of your institution?<br>Past Act: Engaged in public service/professional consulting without pay?<br>Past Act: Received funding for your work from foundations?<br>Past Act: Received funding for your work from state or federal government?<br>Past Act: Received funding for your work from business or industry?   |

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|  | INSTDESCR01<br>INSTDESCR02<br>INSTDESCR03<br>INSTDESCR04<br>INSTDESCR05<br>INSTDESCR06<br>INSTDESCR07<br>INSTDESCR08<br>INSTDESCR09  | Indicate how well each of the following describes your college or university<br>1=Not descriptive<br>2=Somewhat descriptive<br>3=Very descriptive<br>Inst Description: It is easy for students to see faculty outside of regular office hours<br>Inst Description: The faculty are typically at odds with campus administration<br>Inst Description: Faculty here respect each other<br>Inst Description: Most students are treated like 'numbers in a book'<br>Inst Description: Social activities are overemphasized<br>Inst Description: Faculty are rewarded for being good teachers<br>Inst Description: There is respect for the expression of diverse values and beliefs<br>Inst Description: Faculty are rewarded for their efforts to use instructional technology<br>Inst Description: Faculty are rewarded for their efforts to work with underprepared students  |
|  | AFFACT01<br>AFFACT02<br>AFFACT03<br>AFFACT04<br>AFFACT05<br>AFFACT06<br>AFFACT07<br>AFFACT08<br>AFFACT09<br>AFFACT10<br>AFFACT11<br>AFFACT12<br>AFFACT13<br>AFFACT14<br>AFFACT15<br>AFFACT16                                     | Please indicate the extent to which you:<br>1=Not at all<br>2=To some extent<br>3=To a great extent<br>Affect: Engage in academic work that spans multiple disciplines<br>Affect: Feel that the training you received in graduate school prepared you well for you role as a faculty mentor<br>Affect: Experience joy in your work<br>Affect: Feel good about the direction in which your life is headed<br>Affect: Engage in self-reflection<br>Affect: Achieve a healthy balance between your personal life and your professional life<br>Affect: Feel that your work adds meaning to your life<br>Affect: Consider yourself a religious person<br>Affect: Consider yourself a spiritual person<br>Affect: Engage in regular exercise<br>Affect: Eat a well-balanced diet<br>Affect: Get adequate amounts of sleep<br>Affect: Engage in prayer/meditation<br>Affect: Experience close alignment between your work and your personal values<br>Affect: Seek opportunities to grow spiritually<br>Affect: Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar   |
|  | INSOPN01<br>INSOPN02<br>INSOPN03<br>INSOPN04<br>INSOPN05<br>INSOPN06<br>INSOPN07<br>INSOPN08<br>INSOPN09<br>INSOPN10<br>INSOPN11<br>INSOPN12<br>INSOPN13<br>INSOPN14<br>INSOPN15<br>INSOPN16<br>INSOPN17<br>INSOPN18<br>INSOPN19 | Indicate the extent to which you agree or disagree with each of the following:<br>1=Disagree strongly<br>2=Disagree somewhat<br>3=Agree somewhat<br>4=Agree strongly<br>Inst Opinion: Faculty are interested in student's personal problems<br>Inst Opinion: Racial and ethnic diversity should be more strongly reflected in the curriculum<br>Inst Opinion: Faculty feel that most students are well prepared academically<br>Inst Opinion: Faculty here are strongly interested in the academic problems of undergraduates<br>Inst Opinion: There is a lot of campus racial conflict here<br>Inst Opinion: Most students are strongly committed to community service<br>Inst Opinion: My research is valued by faculty in my department<br>Inst Opinion: My teaching is valued by faculty in my department<br>Inst Opinion: My department does a good job of mentoring new faculty<br>Inst Opinion: Faculty are sufficiently involved in campus decision making<br>Inst Opinion: My values are congruent with the dominant institutional values<br>Inst Opinion: There is adequate support for integrating technology in my teaching<br>Inst Opinion: This institution takes responsibility for educating underprepared students<br>Inst Opinion: The criteria for advancement and promotion decisions are clear<br>Inst Opinion: Most of the students I teach lack the basic skills for college level work<br>Inst Opinion: My department has difficulty recruiting faculty<br>Inst Opinion: My department has difficulty retaining faculty<br>Inst Opinion: There is adequate support for faculty development<br>Inst Opinion: This institution should not offer remedial/developmental education |

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|  | INSTPRIORITY01<br>INSTPRIORITY02<br>INSTPRIORITY03<br>INSTPRIORITY04<br>INSTPRIORITY05<br>INSTPRIORITY06<br>INSTPRIORITY07<br>INSTPRIORITY08<br>INSTPRIORITY09<br>INSTPRIORITY10<br>INSTPRIORITY11<br>INSTPRIORITY12<br>INSTPRIORITY13<br>INSTPRIORITY14<br>INSTPRIORITY15<br>INSTPRIORITY16 | Indicate how important you believe each priority listed below is at your college or university<br>1=Low priority<br>2=Medium priority<br>3=High priority<br>4=Highest priority<br>Inst Priority: To promote the intellectual development of students<br>Inst Priority: To develop a sense of community among students and faculty<br>Inst Priority: To develop leadership ability among students<br>Inst Priority: To help students learn how to bring about change in American society<br>Inst Priority: To increase or maintain institutional prestige<br>Inst Priority: To hire faculty 'stars'<br>Inst Priority: To recruit more minority students<br>Inst Priority: To enhance the institution's national image<br>Inst Priority: To create a diverse multi-cultural environment on campus<br>Inst Priority: To mentor new faculty<br>Inst Priority: To promote gender equity among faculty<br>Inst Priority: To provide resources for faculty to engage in community-based teaching or research<br>Inst Priority: To create and sustain partnerships with surrounding communities<br>Inst Priority: To pursue extramural funding<br>Inst Priority: To increase the representation of minorities in the faculty and administration<br>Inst Priority: To increase the representation of women in the faculty and administration  |
|  | DO_OVER  | If you were to begin your career again, would you still want to be a college professor?<br>1=Definitely no<br>2=Probably no<br>3=Not sure<br>4=Probably yes<br>5=Definitely yes  |
|  | VIEW01<br>VIEW02<br>VIEW03<br>VIEW04<br>VIEW05<br>VIEW06<br>VIEW07<br>VIEW08<br>VIEW09<br>VIEW10<br>VIEW11<br>VIEW12<br>VIEW13<br>VIEW14   | Please indicate your agreement with each of the following statements<br>1=Disagree strongly<br>2=Disagree somewhat<br>3=Agree somewhat<br>4=Agree strongly<br>View: Western civilization and culture should be the foundation of the undergraduate curriculum<br>View: College officials have the right to ban persons with extreme views from speaking on campus<br>View: The chief benefit of a college education is that it increases one's earning power<br>View: Promoting diversity leads to the admission of too many underprepared students<br>View: Colleges should be actively involved in solving social problems<br>View: Tenure is an outmoded concept<br>View: Colleges should encourage students to be involved in community service activities<br>View: Tenure is essential to attract the best minds to academe<br>View: A racially/ethnically diverse student body enhances the educational experience of all students<br>View: Realistically, an individual can do little to bring about changes in society<br>View: Colleges should be concerned with facilitating undergraduate students' spiritual development<br>View: Colleges have a responsibility to work with their surrounding communities to address local issues<br>View: The spiritual dimension of faculty members' lives has no place in the academy<br>View: Including community service as part of a course is a poor use of resources |



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|  | <p>STRESS01<br/>STRESS02<br/>STRESS03<br/>STRESS04<br/>STRESS05<br/>STRESS06<br/>STRESS07<br/>STRESS08<br/>STRESS09<br/>STRESS10<br/>STRESS11<br/>STRESS12<br/>STRESS13<br/>STRESS14<br/>STRESS15<br/>STRESS16<br/>STRESS17<br/>STRESS18<br/>STRESS19<br/>STRESS20<br/>STRESS21<br/>STRESS22</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<br/>2=Somewhat<br/>3=Extensive</p> <p>Stress: Managing household responsibilities<br/>Stress: Child care<br/>Stress: Care of elderly parent<br/>Stress: My physical health<br/>Stress: Health of spouse/partner<br/>Stress: Review/promotion process<br/>Stress: Subtle discrimination (e.g., prejudice, racism, sexism)<br/>Stress: Personal finances<br/>Stress: Committee work<br/>Stress: Faculty meetings<br/>Stress: Research or publishing demands<br/>Stress: Institutional procedures and 'red tape'<br/>Stress: Teaching load<br/>Stress: Children's problems<br/>Stress: Marital friction<br/>Stress: Lack of personal time<br/>Stress: Keeping up with information technology<br/>Stress: Job security<br/>Stress: Being part of a dual career couple<br/>Stress: Self-imposed high expectations<br/>Stress: Change in work responsibilities<br/>Stress: Working with underprepared students</p>  |
|  | <p>INSTMETHOD01<br/>INSTMETHOD02<br/>INSTMETHOD03<br/>INSTMETHOD04<br/>INSTMETHOD05<br/>INSTMETHOD06<br/>INSTMETHOD07<br/>EVALMETHOD01<br/>EVALMETHOD02<br/>EVALMETHOD03<br/>EVALMETHOD04<br/>EVALMETHOD05<br/>EVALMETHOD06<br/>EVALMETHOD07<br/>EVALMETHOD08<br/>EVALMETHOD09<br/>EVALMETHOD10<br/>EVALMETHOD11<br/>EVALMETHOD12<br/>EVALMETHOD13<br/>EVALMETHOD14</p> | <p>In how many of the undergraduate courses that you teach do you use each of the following?</p> <p>1=None<br/>2=Some<br/>3=Most<br/>4=All</p> <p>Instructional Method: Class discussions<br/>Instructional Method: Community service as part of coursework<br/>Instructional Method: Cooperative learning (small groups)<br/>Instructional Method: Essay mid-term and/or final exams<br/>Instructional Method: Extensive lecturing<br/>Instructional Method: Grading on a curve<br/>Instructional Method: Group projects<br/>Evaluation Method: Multiple-choice mid-term and/or final exams<br/>Evaluation Method: Multiple drafts of written work<br/>Evaluation Method: On-line instruction<br/>Evaluation Method: Readings on racial and ethnic issues<br/>Evaluation Method: Readings on women and gender issues<br/>Evaluation Method: Recitals/Demonstrations<br/>Evaluation Method: Reflective writing/journaling<br/>Evaluation Method: Short-answer mid-term and/or final exams<br/>Evaluation Method: Student evaluations of each others' work<br/>Evaluation Method: Student evaluations of their own work<br/>Evaluation Method: Student presentations<br/>Evaluation Method: Student-selected topics for course content<br/>Evaluation Method: Teaching assistants<br/>Evaluation Method: Term/research papers</p> |
|  | <p>POLVIEW</p>  | <p>How would you characterize your political views?</p> <p>1=Far right<br/>2=Conservative<br/>3=Middle-of-the-road<br/>4=Liberal<br/>5=Far left</p>  |

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|  | <p>SATIS01<br/>SATIS02<br/>SATIS03<br/>SATIS04<br/>SATIS05<br/>SATIS06<br/>SATIS07<br/>SATIS08<br/>SATIS09<br/>SATIS10<br/>SATIS11<br/>SATIS12<br/>SATIS13<br/>SATIS14<br/>SATIS15<br/>SATIS16</p> | <p>How satisfied are you with the following aspects of your job?<br/>           1=Not applicable<br/>           2=Not satisfied<br/>           3=Marginally satisfied<br/>           4=Satisfied<br/>           5=Very satisfied</p> <p>Satisfaction: Salary and fringe benefits<br/>           Satisfaction: Opportunity for scholarly pursuits<br/>           Satisfaction: Teaching load<br/>           Satisfaction: Quality of students<br/>           Satisfaction: Office/lab space<br/>           Satisfaction: Autonomy and independence<br/>           Satisfaction: Professional relationships with other faculty<br/>           Satisfaction: Social relationships with other faculty<br/>           Satisfaction: Competency of colleagues<br/>           Satisfaction: Visibility for jobs at other institutions/organizations<br/>           Satisfaction: Relationship with administration<br/>           Satisfaction: Overall job satisfaction<br/>           Satisfaction: Opportunity to develop new ideas<br/>           Satisfaction: Availability of child care at this institutions<br/>           Satisfaction: Prospects for career advancement<br/>           Satisfaction: Clerical/administrative support</p> |
|  | <p>OBJ01<br/>OBJ02<br/>OBJ03<br/>OBJ04<br/>OBJ05<br/>OBJ06<br/>OBJ07<br/>OBJ08<br/>OBJ09<br/>OBJ10<br/>OBJ11<br/>OBJ12<br/>OBJ13<br/>OBJ14<br/>OBJ15</p>   | <p>Indicate the importance to you personally of each of the following:<br/>           1=Not important<br/>           2=Somewhat important<br/>           3=Very important<br/>           4=Essential</p> <p>Objective: Becoming an authority in my field<br/>           Objective: Influencing the political structure<br/>           Objective: Influencing social values<br/>           Objective: Raising a family<br/>           Objective: Being very well off financially<br/>           Objective: Helping other who are in difficulty<br/>           Objective: Becoming involved in programs to clean up the environment<br/>           Objective: Developing a meaningful philosophy of life<br/>           Objective: Helping to promote racial understanding<br/>           Objective: Obtaining recognition from my colleagues for contributions to my special field<br/>           Objective: Integrating spirituality into my life<br/>           Objective: Being a good colleague<br/>           Objective: Being a good teacher<br/>           Objective: Achieving congruence between my own values and institutional values<br/>           Objective: Serving as a role model to students</p>                          |
|  | <p>PERMIT</p>  | <p>Do you give the HERI permission to retain your contact information for possible follow-up research?<br/>           1=No<br/>           2=Yes</p>  |



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|---|----------------------|---|
|   |                      | Optional Questions<br>1=A<br>2=B<br>3=C<br>4=D<br>5=E   |
|   | OPT01                | Optional Question 1   |
|   | OPT02                | Optional Question 2   |
|   | OPT03                | Optional Question 3   |
|   | OPT04                | Optional Question 4   |
|   | OPT05                | Optional Question 5   |
|   | OPT06                | Optional Question 6   |
|   | OPT07                | Optional Question 7   |
|   | OPT08                | Optional Question 8   |
|   | OPT09                | Optional Question 9   |
|   | OPT10                | Optional Question 10  |
|   | OPT11                | Optional Question 11  |
|   | OPT12                | Optional Question 12  |
|   | OPT13                | Optional Question 13  |
|   | OPT14                | Optional Question 14  |
|   | OPT15                | Optional Question 15  |
|   | OPT16                | Optional Question 16  |
|   | OPT17                | Optional Question 17  |
|   | OPT18                | Optional Question 18  |
|   | OPT19                | Optional Question 19  |
|   | OPT20                | Optional Question 20  |
|   | OPT21                | Optional Question 21  |
| <b>Faculty Survey - Derived Variables</b> |                      |   |
|   | RRACE                | Responded to race<br>1=No<br>2=Yes  |
|   | RACEGROUP            | Race/Ethnicity Group<br>1 = American Indian<br>2 = Asian<br>3 = Black<br>4 = Hispanic<br>5 = White<br>6 = Other<br>7 = Two or more race/ethnicity   |
|   | SALARY09<br>SALARY12 | Base salary (9-10 month)<br>Base salary (11-12 month)<br>1=Less than \$20,000<br>2=\$20,000 to \$29,999<br>3=\$30,000 to \$39,999<br>4=\$40,000 to \$49,999<br>5=\$50,000 to \$59,999<br>6=\$60,000 to \$69,999<br>7=\$70,000 to \$79,999<br>8=\$80,000 to \$89,999<br>9=\$90,000 to \$99,999<br>10=\$100,000 to \$124,999<br>11=\$125,000 to \$149,999<br>12=\$150,000 or more |
|   | AGE                  | Age as of 12/31/04<br>1=Under 30<br>2=30 to 34<br>3=35 to 39<br>4=40 to 44<br>5=45 to 49<br>6=50 to 54<br>7=55 to 59<br>8=60 to 64<br>9=65 to 69<br>10=70+  |



|  | Variable Name  | Variable Description   |
|--|--|--|
|  | DEGYRA<br>APPTYRA<br>TENYRA                              | Year highest degree earned<br>Year of appointment at current institution aggregated<br>Year received tenure<br>1=Before 1967<br>2=1967 to 1971<br>3=1972 to 1976<br>4=1977 to 1981<br>5=1982 to 1986<br>6=1987 to 1991<br>7=1992 to 1996<br>8=1997 to 2001<br>9=2002 to 2004   |
|  | MAJORA<br>DEPTA  | Major of highest degree held aggregated<br>Department of current faculty appointment aggregated<br>1=Agriculture or Forestry<br>2=Biological Sciences<br>3=Business<br>4=Education<br>5=Engineering<br>6=English<br>7=Health related<br>8=History or Political Science<br>9=Humanities<br>10=Fine Arts<br>11=Mathematics or Statistics<br>12=Physical Sciences<br>13=Social Sciences<br>14=Other Technical<br>15=Other Non-technical |
|  | RESTYPE1<br>RESTYPE2<br>RESTYPE3<br>RESTYPE4<br>RESTYPE5 | Full-time undergraduate faculty<br>Part-time undergraduate faculty<br>Full-time academic administrator<br>Graduate-only faculty<br>Other<br>1=No<br>2=Yes  |
|  | NORMSTAT   | Norms status<br>1 = In norms<br>2 = Not in norms   |
|  | FACWGT   | Faculty weight   |



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



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