

Va	ariable Name	Variable Description
	ACE	College I.D.
	SUBJID	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
	SEX	Your sex:
		1=Male
		2=Female
	ACADRANK	What is your present academic rank?
		1=Professor
		2=Associate Professor
		3=Assistant Professor
		4=Lecturer
		5=Instructor
		6=Other
	TENURE	
	IENUKE	What is your tenure status at this institution? 1=Tenured
		2=On tenure track, but not tenured
		3=Not on tenure track, but institution has tenure system
		4=Institution has no tenure system
		Are you currently serving in an administrative position as:
		1=Not marked
		2=Marked
	ADMCHAIR	Department chair
	ADMDEAN	Dean (Associate or Assistant)
	ADMOTHER	Other
	MARITAL	Are you currently:
		1=Married
		2=Unmarried, living with partner
		3=Single
		Have you ever been:
		1=Not marked
		2=Marked
	DIVORCED	Divorced
	WIDOWED	Widowed
	SEPARATED	
	DEPAKATED	Separated
		Racial/Ethnic group:
		1=Not marked
	5405	2=Marked
	RACE1	White/Caucasian
	RACE2	African American/Black
	RACE3	American Indian/Alaska Native
	RACE4	Asian American/Asian
	RACE5	Native Hawaiian/Pacific Islander
	RACE6	Mexican American/Chicano
	RACE7	Puerto Rican
	RACE8	Other Latino
	RACE9	Other
		How many children do you have in the following age ranges:
		1=0
		2=1
		3=2
		4=3
		5=4+
		5 17
	NCHILD1	Child: Under 18 years old



Variable Name	Variable Description
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
DEGEARN	Highest degree earned
DEGWORK	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
	During the past two years, have you engaged in any of the following activities?
	1=No
	2=Yes
TCHACT01	Activity: Taught an honors course
TCHACT02	Activity: Taught an interdisciplinary course
TCHACT03	Activity: Taught an ethnic studies course
TCHACT04	Activity: Taught a women's studies course
TCHACT05	Activity: Team-taught a course
TCHACT06	Activity: Taught a service learning course
TCHACT07	Activity: Worked with undergraduates on a research project
TCHACT08	Activity: Placed or collected assignments on the Internet
TCHACT09	Activity: Taught a course exclusively on the Internet
TCHACT10	Activity: Participated in a faculty development program
TCHACT11	Activity: Advised student groups involved in service/volunteer work
TCHACT12	Activity: Collaborated with the local community in research/teaching
TCHACT13	Activity: Developed a new course
TCHACT14	Activity: Conducted research or writing focused on international/global issues
TCHACT15	Activity: Conducted research or writing focused on racial or ethnic minorities
TCHACT16	Activity: Conducted research or writing focused on women and gender issues
TCHACT17	Activity: Taught a first-year seminar

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

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

Variable Name	Variable Description
	During the present term, how many hours per week on the average do you actually spend 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+
HPW01	Hours per Week: Scheduled teaching (give actual, not credit hours)
HPW02	Hours per Week: Preparing for teaching (including reading student papers and grading)
HPW03	Hours per Week: Advising and counseling of students
HPW04	Hours per Week: Committee work and meetings
HPW05	Hours per Week: Other administration
HPW06	Hours per Week: Research and scholarly writing
HPW07	Hours per Week: Other creative products/performances
HPW08	Hours per Week: Consultation with clients/patients
HPW09	Hours per Week: Community or public service
HPW10	Hours per Week: Outside consulting/freelance work
HPW11	Hours per Week: Household/childcare duties
HPW12	Hours per Week: Communicating via email
	How many of the following courses are you teaching this term?
	1=0
	2=1
	3=2
	4=3
	5=4
	6=5+
COURSES1	Course Number: General education courses
COURSES2	Course Number: Developmental/remedial courses
COURSES3	Course Number: Other undergraduate credit courses
COURSES4	Course Number: Graduate courses
COURSES5	Course Number: Vocational or technical courses
COURSES6	Course Number: Non-credit courses (other than above)
	Do you teach remedial/developmental skills in any of the following areas?
	1=Not marked
	2=Marked
REMEDIAL01	Remedial: Reading
REMEDIAL02	Remedial: Writing
REMEDIAL03	Remedial: Mathematics
REMEDIAL04	Remedial: ESL
REMEDIAL05	Remedial: General academic skills
REMEDIAL06	Remedial: Other subject areas



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



000	Variable Name	Variable Description
	Variable Name	Indicate how well each of the following describes your college or university
		1=Not descriptive
		2=Somewhat descriptive
		3=Very descriptive
	INSTDESCR01	Inst Description: It is easy for students to see faculty outside of regular office hours
	INSTDESCROT	Inst Description: The faculty are typically at odds with campus administration
	INST DESCR02 INST DESCR02	Inst Description: The faculty are typically at outs with campus authinistration Inst Description: Faculty here respect each other
	INSTDESCR03	
	INSTDESCR04 INSTDESCR05	Inst Description: Most students are treated like 'numbers in a book'
	INST DESCROS	Inst Description: Social activities are overemphasized
	INSTDESCR06 INSTDESCR07	Inst Description: Faculty are rewarded for being good teachers Inst Description: There is respect for the expression of diverse values and beliefs
	INSTDESCR07 INSTDESCR08	Inst Description: Faculty are rewarded for their efforts to use instructional technology
	INSTDESCR08 INSTDESCR09	
	INSTDESCRU9	Inst Description: Faculty are rewarded for their efforts to work with underprepared students
		Please indicate the extent to which you: 1=Not at all
		2=To some extent
	AFFACT01	3=To a great extent
		Affect: Engage in academic work that spans multiple disciplines
	AFFACT02	Affect: Feel that the training you received in graduate school prepared you well for you role as a faculty mentor
	AFFACT03	Affect: Experience joy in your work
	AFFACT04	Affect: Feel good about the direction in which your life is headed
	AFFACT05	Affect: Engage in self-reflection
	AFFACT06	Affect: Achieve a healthy balance between your personal life and your professional life
	AFFACT07	Affect: Feel that your work adds meaning to your life
	AFFACT08 AFFACT09	Affect: Consider yourself a religious person
	AFFACT09 AFFACT10	Affect: Consider yourself a spiritual person Affect: Engage in regular exercise
	AFFACTIO AFFACT11	Affect: Eat a well-balanced diet
	AFFACTT1 AFFACT12	Affect: Get adequate amounts of sleep
	AFFACT12 AFFACT13	Affect: Engage in prayer/meditation
	AFFACT13 AFFACT14	Affect: Experience close alignment between your work and your personal values
	AFFACT14 AFFACT15	Affect: Seek opportunities to grow spiritually
	AFFACT16	Affect: Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar
	ATTACTIO	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
	INSOPN01	Inst Opinion: Faculty are interested in student's personal problems
	INSOPN02	Inst Opinion: Racial and ethnic diversity should be more strongly reflected in the curriculum
	INSOPN03	Inst Opinion: Faculty feel that most students are well prepared academically
	INSOPN04	Inst Opinion: Faculty here are strongly interested in the academic problems of undergraduates
	INSOPN05	Inst Opinion: There is a lot of campus racial conflict here
	INSOPN06	Inst Opinion: Most students are strongly committed to community service
	INSOPN07	Inst Opinion: My research is valued by faculty in my department
	INSOPN08	Inst Opinion: My teaching is valued by faculty in my department
	INSOPN09	Inst Opinion: My department does a good job of mentoring new faculty
	INSOPN10	Inst Opinion: Faculty are sufficiently involved in campus decision making
	INSOPN11	Inst Opinion: My values are congruent with the dominant institutional values
	INSOPN12	Inst Opinion: There is adequate support for integrating technology in my teaching
	INSOPN13	Inst Opinion: This institution takes responsibility for educating underprepared students
	INSOPN14	Inst Opinion: The criteria for advancement and promotion decisions are clear
	INSOPN15	Inst Opinion: Most of the students I teach lack the basic skills for college level work
	INSOPN16	Inst Opinion: My department has difficulty recruiting faculty
	INSOPN17	Inst Opinion: My department has difficulty retaining faculty
	INSOPN18	Inst Opinion: There is adequate support for faculty development
	INSOPN19	Inst Opinion: This institution should not offer remedial/developmental education
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Variable Name	Variable Description
	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
INSTPRIORITY01	Inst Priority: To promote the intellectual development of students
INSTPRIORITY02	Inst Priority: To develop a sense of community among students and faculty
INSTPRIORITY03	Inst Priority: To develop leadership ability among students
INSTPRIORITY04	Inst Priority: To help students learn how to bring about change in American society
	Inst Priority: To increase or maintain institutional prestige
INSTPRIORITY06	Inst Priority: To hire faculty 'stars'
INSTPRIORITY07	
	Inst Priority: To recruit more minority students
INSTPRIORITY08	Inst Priority: To enhance the institution's national image
INSTPRIORITY09	Inst Priority: To create a diverse multi-cultural environment on campus
INSTPRIORITY10	Inst Priority: To mentor new faculty
INSTPRIORITY11	Inst Priority: To promote gender equity among faculty
	Inst Priority: To provide resources for faculty to engage in community-based teaching or research
INSTPRIORITY13	Inst Priority: To create and sustain partnerships with surrounding communities
INSTPRIORITY14	Inst Priority: To pursue extramural funding
INSTPRIORITY15	Inst Priority: To increase the representation of minorities in the faculty and administration
INSTPRIORITY16	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?
	1=Definitely no
	2=Probably no
	3=Not sure
	4=Probably yes
	5=Definitely yes
	Please indicate your agreement with each of the following statements
	1=Disagree strongly
	2=Disagree somewhat
	3=Agree somewhat
	4=Agree strongly
VIEW01	View: Western civilization and culture should be the foundation of the undergraduate curriculum
VIEW02	View: College officials have the right to ban persons with extreme views from speaking on campus
VIEW03	View: The chief benefit of a college education is that it increases one's earning power
VIEW04	View: Promoting diversity leads to the admission of too many underprepared students
VIEW05	View: Colleges should be actively involved in solving social problems
VIEW06	View: Tenure is an outmoded concept
VIEW07	View: Colleges should encourage students to be involved in community service activities
VIEW07 VIEW08	View: Tenure is essential to attract the best minds to academe
VIEW08	
	View: A racially/ethnically diverse student body enhances the educational experience of all students
VIEW10	View: Realistically, an individual can do little to bring about changes in society
VIEW11	View: Colleges should be concerned with facilitating undergraduate students' spiritual development
VIEW12	View: Colleges have a responsibility to work with their surrounding communities to address local issues
VIEW13	View: The spiritual dimension of faculty members' lives has no place in the academy
VIEW14	View: Including community service as part of a course is a poor use of resources



Mariahla Nama	Variable Description
Variable Name	Variable Description
	Please indicate the extent to which each of the following has been a source of stress for you during the last two years
	1=Not at all
	2=Somewhat
	3=Extensive
STRESS01	Stress: Managing household responsibilities
STRESS02	Stress: Child care
STRESS03	Stress: Care of elderly parent
STRESS04	Stress: My physical health
STRESS05	Stress: Health of spouse/partner
STRESS06	Stress: Review/promotion process
STRESS07	Stress: Subtle discrimination (e.g., prejudice, racism, sexism)
STRESS08	Stress: Personal finances
STRESS09	Stress: Committee work
STRESS10	Stress: Faculty meetings
STRESS11	Stress: Research or publishing demands
STRESS12	Stress: Institutional procedures and 'red tape'
STRESS13	Stress: Teaching load
STRESS14	Stress: Children's problems
STRESS15	Stress: Marital friction
STRESS16	Stress: Lack of personal time
STRESS17	Stress: Keeping up with information technology
STRESS18	Stress: Job security
STRESS19	Stress: Being part of a dual career couple
STRESS20	Stress: Self-imposed high expectations
STRESS21	Stress: Change in work responsibilities
STRESS22	Stress: Working with underprepared students
	In how many of the undergraduate courses that you teach do you use each of the following?
	1=None
	2=Some
	3=Most
	4=All
INSTMETHOD01	Instructional Method: Class discussions
INSTMETHOD02	Instructional Method: Community service as part of coursework
INSTMETHOD03	Instructional Method: Cooperative learning (small groups)
INSTMETHOD04	Instructional Method: Essay mid-term and/or final exams
INSTMETHOD05	Instructional Method: Extensive lecturing
INSTMETHOD05	Instructional Method: Grading on a curve
INSTMETHOD07	Instructional Method: Group projects
EVALMETHOD01	Evaluation Method: Multiple-choice mid-term and/or final exams
EVALMETHODOT EVALMETHODO2	Evaluation Method: Multiple-choice mid-term and/or final exams Evaluation Method: Multiple drafts of written work
EVALMETHOD02 EVALMETHOD03	Evaluation Method: Multiple drafts of whiten work
EVALMETHODO4	Evaluation Method: Readings on racial and ethnic issues
EVALMETHOD05	Evaluation Method: Readings on women and gender issues
EVALMETHOD06	Evaluation Method: Recitals/Demonstrations
	Evaluation Method: Reflective writing/journaling
EVALMETHOD08	Evaluation Method: Short-answer mid-term and/or final exams
EVALMETHOD10	Evaluation Method: Student evaluations of each others' work
EVALMETHOD10	Evaluation Method: Student evaluations of their own work
EVALMETHOD11	Evaluation Method: Student presentations
EVALMETHOD12	Evaluation Method: Student-selected topics for course content
EVALMETHOD13	Evaluation Method: Teaching assistants
EVALMETHOD14	Evaluation Method: Term/research papers
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	
	How satisfied are you with the following aspects of your job?
	1=Not applicable
	2=Not satisfied
	3=Marginally satisfied
	4=Satisfied
	5=Very satisfied
SATIS01	Satisfaction: Salary and fringe benefits
SATIS02	Satisfaction: Opportunity for scholarly pursuits
SATIS03	Satisfaction: Teaching load
SATIS04	Satisfaction: Quality of students
SATIS05	Satisfaction: Office/lab space
SATIS06	Satisfaction: Autonomy and independence
SATIS07	Satisfaction: Professional relationships with other faculty
SATIS08	Satisfaction: Social relationships with other faculty
SATIS09	Satisfaction: Competency of colleagues
SATIS10	Satisfaction: Visibility for jobs at other institutions/organizations
SATIS11	Satisfaction: Relationship with administration
SATIS12	Satisfaction: Overall job satisfaction
SATIS12	Satisfaction: Opportunity to develop new ideas
SATIS14	Satisfaction: Availability of child care at this institutions
SATIS15	Satisfaction: Prospects for career advancement
SATIS16	Satisfaction: Clerical/administrative support
	Indicate the importance to you personally of each of the following:
	1=Not important
	2=Somewhat important
	3=Very important
	4=Essential
OBJ01	Objective: Becoming an authority in my field
OBJ02	Objective: Influencing the political structure
OBJ03	Objective: Influencing social values
OBJ04	Objective: Raising a family
OBJ05	Objective: Being very well off financially
OBJ06	Objective: Helping other who are in difficulty
OBJ07	Objective: Becoming involved in programs to clean up the environment
OBJ08	Objective: Developing a meaningful philosophy of life
OBJ09	Objective: Helping to promote racial understanding
OBJ10	Objective: Obtaining recognition from my colleagues for contributions to my special field
OBJ11	Objective: Integrating spirituality into my life
OBJ12	Objective: Being a good colleague
OBJ12 OBJ13	Objective: Being a good teacher
OBJ13 OBJ14	Objective: Achieving congruence between my own values and institutional values
OBJ14 OBJ15	Objective: Serving as a role model to students
PERMIT	Do you give the HERI permission to retain your contact information for possible follow-up research?
	1=No
	2=Yes
	2=103



Optimal Quastions 1-A 2-8 3-C 4-9 5-1 OPT01 Optimal Quastion 1 OPT01 Optimal Quastion 2 OPT01 Optimal Quastion 3 OPT01 Optimal Quastion 5 OPT01 Optimal Quastion 5 OPT01 Optimal Quastion 5 OPT01 Optimal Quastion 7 OPT01 Optimal Quastion 7 OPT01 Optimal Quastion 7 OPT01 Optimal Quastion 10 OPT11 Optimal Quastion 11 OPT01 Optimal Quastion 12 OPT11 Optimal Quastion 13 OPT13 Optimal Quastion 13 OPT14 Optimal Quastion 13 OPT15 OPT16 Optimal Quastion 13 OPT17 Optimal Quastion 13 OPT20 OPT21 <tr< th=""><th>0000</th><th>Moriela Norre</th><th>Verdella Description</th></tr<>	0000	Moriela Norre	Verdella Description
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9=65 to 69			7=55 to 59
			8=60 to 64
10=70+			9=65 to 69
			10=70+



Variable Name	Variable Description
DEGYRA	Year highest degree earned
APPTYRA	Year of appointment at current institution aggregated
TENYRA	Year received tenure
	1=Before 1967
	2=1967 to 1971
	3=1972 to 1976
	4=1977 to 1981
	5=1982 to 1986
	6=1987 to 1991
	7=1992 to 1996
	8=1997 to 2001
	9=2002 to 2004
MAJORA	Major of highest degree held aggregated
DEPTA	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	Full-time undergraduate faculty
RESTYPE2	Part-time undergraduate faculty
RESTYPE3	Full-time academic administrator
RESTYPE4	Graduate-only faculty
RESTYPE5	Other
	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 - Iow
	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 - Iow
	8 = Public 4yr Colleges - medium
	9 = Public 4yr Colleges - high
	10 = Public 4yr Colleges - unknown
	11 = Private/Nonsectarian 4yr Colleges - Iow
	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 - Iow
	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 - Iow
	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 - Iow
	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 - Iow
	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 4vr 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



	Madella New Arthur
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