

ANALYSIS, ASSESSMENT, AND ACCREDITATION

RESULTS OF 2008 HERI FACULTY SURVEY

UCLA Higher Education Research Institute (HERI)

AUGUST, 2008

PERSONAL CHARACTERISTICS AND CHOICES OF FACULTY

Age. USU faculty members are younger than those in the comparison groups. 30.7% of USU respondents were 55 years of age or older, compared to 44.3% at public universities and 39.2% of respondents at all four year institutions who participated in the survey. Only 3.2% of USU faculty are 65 years or older, versus 11.7% at public universities and 9.2% at all four year institutions.

Year of Appointment at Present Institution. A large proportion of faculty members are new to USU. 41.0% of USU respondents started at USU in 2001 or later, compared to 35.9% at public universities and 40.2% at all four year institutions.

Tenure Status and Academic Rank. 81.5% of USU respondents were tenured or tenure track, a percentage that is slightly higher than for the two comparison groups. About 30% of USU respondents were full professors, six percentage points less than at public universities, but about the same as at all four year schools.

Marital Status. 83.3% of the USU group were married, higher than the 80% at public institutions and the 76.8% at all four year institutions.

Children Under 18. 45.5% of USU faculty have no children under 18, compared to nearly two-thirds in the two comparative groups.

Spouse an Academic? About one-third of those in each group reported that their spouse or partner is or was an academic.

Native Language/Ethnicity. English is the native language for 89.8% of the USU respondents, almost exactly the same as for the two comparative groups. 89.8% of USU respondents categorized themselves as White/Caucasian, about two percentage points higher than those in the other two groups.

Retirement Plans. 9.6% of the USU group planned to retire in the next three years, less than the 16.4% and 13.1% in the comparison groups. During the last two years, 25.0% at USU had considered early retirement, a slightly higher percentage than the peer groups.

Job Offers. 30.9% of the USU respondents reported they had received at least one firm job offer in the last two years, compared to less than one-fourth in each of the other two groups.

Considered Leaving Present Institution. During the past two years, 53.2% of the USU respondents had considered leaving USU for another college or university. The numbers for the public and four year schools were 47.9% and 46.5%, respectively.

Considered Leaving Academe. During the past two years, 41.0% of the USU faculty considered shifting to another profession, compared to slightly over 30% for the other two groups.

Political Views. One-fifth of the USU respondents characterized their political views as far right or conservative and nearly half said liberal or far left. About 13% of those at public universities selected conservative or far right and nearly 60% said liberal or far left. At all four year institutions about 16% were self-rated conservatives or far right and 56% reported liberal or far left.

FACULTY ACTIVITIES

Paid Consulting. 38.3% of the USU respondents received pay as consultants outside the university during the last two years. The proportion was slightly lower than at public universities and about the same as at all four year institutions.

External Funding. Slightly more than half of USU respondents had received funding from federal or state government during the past two years. This proportion was much higher than the 39.2% for public institutions and the 27.1% for all four year schools.

Research with Undergraduates. 63.5% of USU respondents had collaborated with an undergraduate student on research during the past two years, versus 57.3% for each of the other two groups.

Research/Teaching in the Local Community. 46.8% of the USU respondents had collaborated with the local community on teaching and/or research during the past two years. The percentages for public universities and all four year schools were 43.7% and 46.2%, respectively.

Taught Internet Course. About one in five of the USU respondents had taught a course exclusively on the internet during the past two years. This was up from one in seven from the 2005 HERI survey. Only about 12% of those in the other two groups had taught such courses.

Placed or Collected Assignments on the Internet. Nearly 80% of USU respondents used the internet for placing or collecting assignments, slightly higher than the percentage for the other two groups.

Recent Publications. During the past two years, 56% of the USU group had three or more of their professional writings published, more than the 50.3% at the other public universities and the 36.9% at all four year institutions.

Time Spent Teaching. 70.5% of USU faculty reported that they averaged eight or less hours a week in the classroom. At public universities the proportion was 62.7% and at all four year institutions it was 45.2%.

Time Spent Preparing to Teach. 45.5% of USU faculty reported that they averaged eight or less hours a week preparing to teach. At public universities the number was 40.4% and at all four year institutions it was 34.5%.

Time Spent on Research and Scholarly Writing. Research and scholarly writing averaged nine hours or more per week for about 53.2% of the USU respondents. The comparable percentage was 45.9% at all public universities and 31.4% at all four year schools.

Time Spent in Committee Work and Meetings. 68.2% of USU respondents said they averaged four or less hours per week on committee work and meetings. Four or less was the proportion for about 60% in the other two groups.

ATTITUDES RELATED TO SELF

Becoming an Authority. Becoming an authority in her/his field was “very important or essential” to 62.4% of the USU group, 67.7% of at public universities and 60.0% at all four year institutions.

Being Very Well Off Financially. About two in five from USU reported that being very well off financially was “very important or essential,” compared to 36.9% at public schools and 32.6% at all four year schools.

Influencing Social Values. About 40% of each group said that influencing social values was “very important or essential.”

Improving the Environment. 44.1% of USU respondents considered becoming involved in programs to clean up the environment as “very important or essential,” versus about 35% for the two other groups.

Percent Rating Selected Job Aspects as “Satisfactory or Very Satisfactory”

	USU	Public Universities	All 4-year Institutions
Salary	42.0%	47.2%	46.2%
Health Benefits	63.6%	71.2%	68.3%
Retirement Benefits	85.6%	72.9%	68.7%
Teaching Load	76.5%	66.7%	57.7%
Opportunity for Scholarly Pursuits	68.6%	63.5%	54.1%
Autonomy and Independence	88.3%	87.0%	85.0%
Competency of Colleagues	85.0%	78.3%	78.2%
Department Leadership	73.1%	64.8%	69.1%
Relationship with Administration	55.7%	57.5%	58.3%
Overall Job Satisfaction	75.0%	74.0%	74.8%

Factors Noted as a Source of “Somewhat” or “Extensive “Stress During the Last Two Years

	USU	Public Universities	All 4-year Institutions
Managing Household Responsibilities	76.3%	70.9%	72.7%
Child Care	38.7%	29.3%	30.9%
Personal Finances	62.4%	58.4%	62.8%
Research and Publishing Demands	69.9%	67.7%	62.7%
Institutional “Red Tape”	69.9%	74.5%	71.8%
Lack of Personal Time	76.3%	72.7%	74.1%
Keeping Up with Information Technology	59.1%	52.0%	52.7%
Self-Imposed High Expectations	80.6%	80.0%	80.1%

ATTITUDES RELATED TO FACULTY MEMBER’S INSTITUTION

Percentage Who “Somewhat or Strongly Agree” with Selected Statements

	USU	Public Universities	4-Year Institutions
Faculty are Interested in Students’ Personal Problems	81.3%	73.5%	83.2%
Faculty Feel that Most Students Are Well-Prepared Academically	39.6%	45.3%	44.2%
Students are Strongly Committed to Community Service	74.6%	43.4%	51.0%
My Research is Valued in My Department	76.8%	72.6%	73.7%
My Teaching is Valued in My Department	89.3%	86.7%	89.6%
Faculty are Sufficiently Involved in Campus Decision Making	44.8%	50.2%	52.9%
Criteria for Promotion and Tenure Decisions are Clear	66.5%	73.1%	72.1%
There is Adequate Support for Faculty Development	60.2%	69.4%	67.6%

Percentage Perceiving Selected Issues to be of “High or Highest Priority” at Faculty Member’s Institution

	USU	Public Universities	4-Year Institutions
Enhance the Institution’s National Image	74.1%	80.9%	69.4%
Recruit More Minority Students	39.5%	53.8%	50.3%
Create a diverse multi-cultural Campus Environment	38.9%	53.6%	53.7%
Promote Gender Equity Among Faculty	63.2%	55.0%	52.1%
Pursue Extramural Funding	85.9%	78.6%	61.0%
Increase Representation of Minorities in Faculty and Admin.	40.8%	48.5%	44.9%
Increase Representation of Women in Faculty and Administration	51.6%	45.0%	38.4%
Strengthen Links with the For-Profit, Corporate Sector	67.4%	61.4%	49.1%

Percentage Perceiving Selected Attributes to be “Very Descriptive” of Faculty Member’s Institution

	USU	Public Universities	4-Year Institutions
Faculty are Accessible to Students Outside Regular Office Hours	59.0%	48.7%	60.6%
Faculty are Typically at Odds With Campus Administration	18.6%	17.1%	19.4%
Faculty are Rewarded for Being Good Teachers	10.6%	12.7%	16.0%
Respect for Expression of Diverse Values and Beliefs	21.9%	33.4%	35.8%
Faculty are Rewarded for Efforts to Use Instructional Technology	13.4%	20.9%	20.3%

ADDITIONAL HERI SURVEY RESULTS

As previously noted, only a portion of the HERI Faculty Survey results for full-time, undergraduate faculty are presented in the body of this report. Additional information for this group is provided in Appendix II. This survey report can also be accessed online at <http://aaa.usu.edu/FactsFigures/surveys.asp>. Results of the 2002 and 2005 HERI Faculty

Surveys can be found at that location. However, the survey administrators note that “Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options.”

APPENDIX II

COMPARATIVE RESPONSES OF FULL-TIME UNDERGRADUATE FACULTY

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Men	Percent Women	Total	Men	Percent Women	Total	Men	Percent Women	Total
	67.7	32.3	100.0	64.3	35.7	100.0	60.7	39.3	100.0
What is your principal activity in your current position?									
Administration	11.7	8.2	10.6	10.4	6.0	8.8	7.9	5.5	7.0
Teaching	46.1	57.4	49.7	67.8	75.9	70.7	81.4	86.4	83.4
Research	36.7	34.4	36.0	20.1	16.1	18.7	9.2	6.2	8.0
Services to clients and patients	0.8	0.0	0.5	0.9	0.4	0.7	0.7	0.9	0.8
Other	4.7	0.0	3.2	0.8	1.6	1.1	0.8	1.0	0.9
What is your present academic rank?									
Professor	37.5	13.1	29.6	43.8	20.0	35.3	39.5	19.7	31.7
Associate Professor	26.6	27.9	27.0	25.4	27.0	26.0	25.9	26.3	26.1
Assistant Professor	25.0	37.7	29.1	21.1	30.4	24.4	23.7	33.2	27.4
Lecturer	8.6	18.0	11.6	6.2	13.2	8.7	5.7	9.5	7.2
Instructor	2.3	3.3	2.6	3.5	9.4	5.6	5.2	11.3	7.6
What is your tenure status?									
Tenured	60.9	39.3	54.0	67.8	44.1	59.3	61.6	43.5	54.4
On tenure track, but not tenured	24.2	34.4	27.5	17.1	22.4	19.0	20.1	26.0	22.4
Not on tenure track, but institution has tenure system	14.8	26.2	18.5	14.9	32.9	21.3	15.0	26.7	19.6
Institution has no tenure system	0.0	0.0	0.0	0.2	0.6	0.3	3.4	3.8	3.5
Which of the following do you consider "very important" or "essential"?									
Research	85.9	78.3	83.5	80.9	71.6	77.6	74.0	67.5	71.4
Teaching	94.5	96.7	95.2	96.3	96.4	96.4	97.6	97.7	97.7
Service	62.5	63.3	62.8	63.8	64.7	64.2	63.3	70.3	66.1
Highest degree earned									
Bachelor's	1.6	0.0	1.1	1.9	0.8	1.5	1.2	0.8	1.0
Master's	12.5	34.4	19.6	10.4	24.2	15.3	14.9	27.0	19.7
LL.B., J.D.	0.8	1.6	1.1	1.1	0.5	0.9	1.0	0.9	1.0
M.D., D.D.S. (or equivalent)	0.0	0.0	0.0	1.3	0.6	1.0	0.7	0.5	0.6
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	2.3	1.6	2.1	0.6	0.6	0.6	0.7	0.6	0.7
Ed.D.	0.8	0.0	0.5	1.8	2.2	1.9	2.5	4.3	3.2
Ph.D.	81.3	62.3	75.1	81.3	69.2	77.0	77.0	63.2	71.5
Other degree	0.8	0.0	0.5	1.4	1.9	1.5	1.7	2.1	1.9
None	0.0	0.0	0.0	0.3	0.2	0.2	0.3	0.6	0.4
During the past two years, have you engaged in any of the following activities?									
Taught an honors course	16.5	27.9	20.2	21.5	21.3	21.4	20.9	18.3	19.9
Taught an interdisciplinary course	32.0	54.1	39.2	42.1	41.9	42.0	40.9	41.1	41.0
Taught an ethnic studies course	8.7	13.1	10.1	8.2	11.8	9.5	8.8	13.0	10.4
Taught a women's studies course	0.8	9.8	3.7	1.9	12.4	5.6	2.6	14.5	7.3
Team-taught a course	33.1	39.3	35.1	36.7	37.3	36.9	31.1	35.1	32.7
Taught a service learning course	18.3	18.0	18.2	15.8	25.0	19.1	16.4	24.8	19.7
Placed or collected assignments on the Internet	78.9	82.0	79.9	72.5	80.0	75.1	72.0	78.0	74.4
Taught a course exclusively on the Internet	17.2	23.0	19.0	9.4	16.5	11.9	11.5	16.1	13.3
Participated in a teaching enhancement workshop	41.7	63.9	48.9	44.5	60.5	50.2	50.1	66.5	56.5
Advised student groups involved in service/volunteer work	34.6	47.5	38.8	34.7	41.5	37.1	39.2	47.3	42.4
Collaborated with the local community in research/teaching	44.9	50.8	46.8	41.1	48.3	43.7	43.1	51.0	46.2
Developed a new course	65.4	73.8	68.1	63.7	67.1	64.9	65.4	68.2	66.5
Conducted research/writing focused on:									
International/global issues	33.9	36.7	34.8	29.7	25.1	28.0	29.7	26.5	28.4
Racial or ethnic minorities	15.0	21.3	17.0	16.8	24.8	19.7	17.5	25.4	20.6
Women and gender issues	8.7	35.0	17.1	12.7	29.3	18.7	12.1	29.9	19.1
Taught a seminar for first-year students	19.8	20.0	19.9	19.9	19.7	19.8	22.6	25.1	23.6
Engaged undergraduates on <u>your</u> research project	57.5	52.5	55.9	47.3	38.3	44.1	45.2	36.2	41.6
Worked with undergraduates on a research project	64.1	62.3	63.5	60.5	51.5	57.3	60.4	52.5	57.3

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:									
Scheduled teaching (actual, not credit hours)									
None	1.6	0.0	1.1	0.9	0.9	0.9	0.6	0.7	0.6
1 to 4	27.3	24.6	26.5	24.0	14.9	20.8	14.5	11.8	13.4
5 to 8	45.3	37.7	42.9	41.6	39.8	41.0	32.0	30.1	31.2
9 to 12	18.0	19.7	18.5	23.7	26.6	24.7	35.0	35.4	35.1
13 to 16	3.9	4.9	4.2	4.9	8.9	6.3	11.1	13.6	12.1
17 to 20	0.0	8.2	2.6	2.5	5.3	3.5	4.4	5.2	4.7
21 to 34	2.3	4.9	3.2	1.8	3.0	2.2	2.0	2.8	2.3
35 to 44	1.6	0.0	1.1	0.5	0.2	0.4	0.3	0.3	0.3
45 +	0.0	0.0	0.0	0.1	0.3	0.2	0.1	0.2	0.2
Preparing for teaching (including reading student papers and grading)									
None	0.8	0.0	0.5	0.3	0.5	0.4	0.3	0.3	0.3
1 to 4	18.7	6.6	14.8	15.8	10.0	13.7	11.9	7.9	10.3
5 to 8	32.0	26.2	30.2	27.9	23.4	26.3	25.1	21.9	23.9
9 to 12	21.9	27.9	23.8	25.7	24.7	25.3	25.3	23.4	24.5
13 to 16	14.8	16.4	15.3	14.7	15.8	15.1	15.6	16.0	15.8
17 to 20	5.5	13.1	7.9	9.9	15.2	11.8	12.3	16.0	13.8
21 to 34	5.5	4.9	5.3	4.5	8.2	5.8	7.3	10.9	8.7
35 to 44	0.8	3.3	1.6	0.8	1.6	1.1	1.7	2.6	2.1
45 +	0.0	1.6	0.5	0.3	0.7	0.4	0.5	1.0	0.7
Advising and counseling of students									
None	4.7	4.9	4.8	4.8	4.3	4.6	4.1	3.5	3.9
1 to 4	64.8	62.3	64.0	59.2	54.5	57.5	58.6	51.4	55.8
5 to 8	21.1	24.6	22.2	25.3	29.5	26.8	26.4	31.4	28.4
9 to 12	4.7	6.6	5.3	7.4	7.7	7.5	7.6	8.6	8.0
13 to 16	4.7	1.6	3.7	1.9	2.0	2.0	1.9	2.9	2.3
17 to 20	0.0	0.0	0.0	0.9	1.7	1.2	0.9	1.4	1.1
21 to 34	0.0	0.0	0.0	0.4	0.1	0.3	0.4	0.4	0.4
35 to 44	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.3	0.2
45 +	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.2	0.1
Committee work and meetings									
None	3.9	4.9	4.2	6.2	5.5	6.0	5.7	4.1	5.0
1 to 4	61.7	68.9	64.0	55.1	54.8	55.0	58.5	55.2	57.2
5 to 8	23.4	18.0	21.7	26.5	28.0	27.0	25.4	28.2	26.5
9 to 12	7.8	8.2	7.9	8.4	7.6	8.1	7.0	8.3	7.5
13 to 16	1.6	0.0	1.1	2.4	3.0	2.6	2.1	2.6	2.3
17 to 20	0.8	0.0	0.5	1.0	0.8	0.9	0.9	1.1	1.0
21 to 34	0.8	0.0	0.5	0.3	0.3	0.3	0.3	0.4	0.3
35 to 44	0.0	0.0	0.0	0.2	0.0	0.1	0.1	0.1	0.1
45 +	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0
Other administration									
None	35.2	24.6	31.7	28.9	30.8	29.6	30.4	29.3	30.0
1 to 4	32.0	49.2	37.6	39.6	35.1	38.0	39.2	38.6	39.0
5 to 8	11.7	9.8	11.1	14.1	16.8	15.1	14.0	15.4	14.6
9 to 12	6.3	8.2	6.9	7.8	7.4	7.7	6.9	7.7	7.2
13 to 16	3.1	3.3	3.2	3.1	3.4	3.2	3.4	3.2	3.3
17 to 20	3.1	1.6	2.6	2.9	3.7	3.2	3.0	3.2	3.1
21 to 34	5.5	3.3	4.8	2.5	2.1	2.3	2.2	1.8	2.1
35 to 44	3.1	0.0	2.1	1.0	0.2	0.7	0.7	0.5	0.6
45 +	0.0	0.0	0.0	0.1	0.5	0.2	0.2	0.3	0.2
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:									
Research and scholarly writing									
None	11.0	11.5	11.2	10.9	16.9	13.0	13.2	19.1	15.5
1 to 4	16.5	24.6	19.1	21.1	28.8	23.9	29.3	36.9	32.3
5 to 8	18.9	11.5	16.5	16.9	17.8	17.2	20.8	19.1	20.2
9 to 12	15.7	23.0	18.1	15.5	13.2	14.7	13.5	11.1	12.5
13 to 16	9.4	9.8	9.6	10.9	8.0	9.9	7.5	5.1	6.6
17 to 20	13.4	13.1	13.3	11.1	7.6	9.8	7.4	4.4	6.2
21 to 34	11.0	4.9	9.0	9.1	4.4	7.4	5.3	2.6	4.2
35 to 44	3.1	1.6	2.7	3.0	2.2	2.7	1.9	1.1	1.6
45 +	0.8	0.0	0.5	1.5	1.2	1.4	1.0	0.6	0.8
Other creative products/performances									
None	49.6	32.8	44.1	51.5	52.6	51.9	50.4	51.3	50.8
1 to 4	31.2	42.6	34.9	29.0	28.3	28.7	29.2	29.8	29.5
5 to 8	14.4	19.7	16.1	10.9	11.8	11.2	11.0	11.0	11.0
9 to 12	2.4	3.3	2.7	4.3	4.6	4.4	4.5	4.3	4.4
13 to 16	0.0	0.0	0.0	1.8	1.6	1.7	1.9	1.6	1.8
17 to 20	2.4	1.6	2.2	1.2	0.4	0.9	1.8	1.0	1.4
21 to 34	0.0	0.0	0.0	0.8	0.6	0.7	0.7	0.6	0.7
35 to 44	0.0	0.0	0.0	0.4	0.0	0.2	0.3	0.1	0.2
45 +	0.0	0.0	0.0	0.2	0.1	0.2	0.3	0.1	0.2

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Consultation with clients/patients									
None	84.3	78.7	82.4	81.0	80.7	80.8	81.7	79.4	80.8
1 to 4	12.6	19.7	14.9	13.1	13.3	13.2	12.3	12.2	12.2
5 to 8	0.8	1.6	1.1	3.4	3.8	3.5	3.5	4.5	3.9
9 to 12	2.4	0.0	1.6	0.6	1.1	0.8	1.0	1.8	1.3
13 to 16	0.0	0.0	0.0	0.8	0.4	0.7	0.6	0.8	0.7
17 to 20	0.0	0.0	0.0	0.7	0.5	0.7	0.5	0.6	0.6
21 to 34	0.0	0.0	0.0	0.1	0.1	0.1	0.3	0.4	0.4
35 to 44	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.0	0.1
45 +	0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.2	0.1
Community or public service									
None	43.3	29.5	38.8	42.9	34.3	39.9	40.0	33.1	37.3
1 to 4	40.2	67.2	48.9	45.1	50.7	47.1	47.0	52.3	49.1
5 to 8	10.2	3.3	8.0	8.8	11.8	9.9	9.5	11.1	10.1
9 to 12	4.7	0.0	3.2	2.3	2.6	2.4	2.3	2.7	2.5
13 to 16	0.8	0.0	0.5	0.4	0.6	0.5	0.6	0.6	0.6
17 to 20	0.8	0.0	0.5	0.1	0.0	0.1	0.3	0.2	0.3
21 to 34	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
35 to 44	0.0	0.0	0.0	0.3	0.0	0.2	0.1	0.0	0.1
45 +	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Outside consulting/freelance work									
None	67.7	80.3	71.8	63.5	68.9	65.4	66.1	70.3	67.7
1 to 4	23.6	18.0	21.8	26.6	24.3	25.8	24.9	22.5	23.9
5 to 8	6.3	1.6	4.8	7.2	4.5	6.2	6.3	4.8	5.7
9 to 12	1.6	0.0	1.1	1.9	1.7	1.8	1.7	1.7	1.7
13 to 16	0.8	0.0	0.5	0.5	0.2	0.4	0.5	0.3	0.4
17 to 20	0.0	0.0	0.0	0.2	0.4	0.3	0.3	0.3	0.3
21 to 34	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1
35 to 44	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
45 +	0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.1
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:									
Household/childcare duties									
None	15.1	6.6	12.3	18.3	6.7	14.1	16.6	5.4	12.2
1 to 4	21.4	9.8	17.6	19.0	13.8	17.1	19.3	16.1	18.0
5 to 8	19.0	23.0	20.3	25.4	24.3	25.0	25.4	25.2	25.3
9 to 12	22.2	13.1	19.3	15.2	17.3	16.0	15.6	17.2	16.3
13 to 16	9.5	14.8	11.2	8.7	9.1	8.8	8.1	8.8	8.3
17 to 20	4.0	13.1	7.0	6.9	10.0	8.0	7.1	9.0	7.8
21 to 34	2.4	6.6	3.7	4.1	9.0	5.9	4.4	7.7	5.7
35 to 44	3.2	3.3	3.2	1.2	5.3	2.7	1.7	4.7	2.9
45 +	3.2	9.8	5.3	1.2	4.5	2.4	1.8	6.0	3.5
Communicating via email									
None	0.0	1.6	0.5	0.5	0.1	0.3	0.6	0.1	0.4
1 to 4	41.7	24.6	36.2	29.7	18.4	25.6	33.3	21.9	28.8
5 to 8	38.6	45.9	41.0	41.2	39.0	40.4	40.5	39.4	40.1
9 to 12	15.0	21.3	17.0	18.4	23.3	20.2	16.1	21.4	18.2
13 to 16	3.9	4.9	4.3	6.0	11.2	7.9	5.6	9.8	7.2
17 to 20	0.0	1.6	0.5	2.5	6.1	3.8	2.5	4.7	3.4
21 to 34	0.8	0.0	0.5	1.3	1.3	1.3	1.1	1.7	1.3
35 to 44	0.0	0.0	0.0	0.2	0.4	0.3	0.2	0.5	0.3
45 +	0.0	0.0	0.0	0.2	0.3	0.2	0.2	0.5	0.3
Commuting to campus									
None	4.7	1.6	3.7	5.7	6.2	5.9	6.4	5.4	6.0
1 to 4	82.7	83.6	83.0	69.5	60.1	66.1	63.8	57.9	61.5
5 to 8	11.0	13.1	11.7	19.0	24.5	21.0	21.6	25.1	23.0
9 to 12	0.8	1.6	1.1	5.1	8.0	6.1	7.0	9.6	8.0
13 to 16	0.8	0.0	0.5	0.6	0.7	0.7	0.9	1.3	1.0
17 to 20	0.0	0.0	0.0	0.0	0.4	0.2	0.2	0.5	0.3
21 to 34	0.0	0.0	0.0	0.0	0.1	0.1	0.1	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
45 +	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1
Other employment, outside of academia									
None	89.8	93.4	91.0	89.1	89.5	89.3	87.2	86.7	87.0
1 to 4	4.7	6.6	5.3	5.9	6.2	6.0	6.9	6.7	6.8
5 to 8	3.1	0.0	2.1	2.6	2.4	2.5	2.7	3.6	3.1
9 to 12	0.8	0.0	0.5	1.2	0.8	1.1	1.5	1.5	1.5
13 to 16	0.8	0.0	0.5	0.6	0.5	0.6	0.7	0.7	0.7
17 to 20	0.0	0.0	0.0	0.3	0.3	0.3	0.5	0.3	0.4
21 to 34	0.8	0.0	0.5	0.1	0.3	0.2	0.2	0.3	0.3
35 to 44	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.1	0.2
45 +	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.1

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Including all institutions at which you teach, how many undergraduate courses are you teaching this term?									
None	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
One	50.4	37.7	46.3	37.2	31.6	35.2	22.7	20.0	21.7
Two	23.6	21.3	22.9	36.6	33.9	35.6	29.5	27.7	28.8
Three	12.6	29.5	18.1	16.9	19.0	17.6	24.9	27.0	25.8
Four	8.7	8.2	8.5	6.3	10.8	7.9	14.5	16.7	15.4
Five	3.1	1.6	2.7	1.6	2.6	1.9	5.2	5.2	5.2
Six or more	1.6	1.6	1.6	1.5	2.2	1.7	3.2	3.3	3.2
HAVE YOU ENGAGED IN ANY OF THE FOLLOWING PROFESSIONAL DEVELOPMENT OPPORTUNITIES AT YOUR INSTITUTION?									
Workshops focused on teaching in the classroom									
Yes	55.6	65.6	58.8	62.7	75.9	67.4	66.0	76.4	70.1
No	42.9	32.8	39.6	36.4	23.4	31.7	31.9	20.8	27.5
Not eligible	0.8	0.0	0.5	0.2	0.0	0.1	0.2	0.2	0.2
Not available	0.8	1.6	1.1	0.7	0.6	0.7	1.9	2.7	2.2
Paid workshops outside the institution focused on teaching									
Yes	15.9	26.2	19.3	13.7	27.6	18.7	19.4	32.6	24.6
No	80.2	68.9	76.5	83.1	67.1	77.4	76.4	61.7	70.6
Not eligible	0.8	0.0	0.5	0.8	0.8	0.8	0.8	0.8	0.8
Not available	3.2	4.9	3.7	2.3	4.5	3.1	3.3	4.9	3.9
Paid sabbatical leave									
Yes	31.7	29.5	31.0	32.5	24.7	29.7	32.0	23.6	28.7
No	58.7	54.1	57.2	56.8	52.3	55.2	55.1	54.0	54.6
Not eligible	8.7	11.5	9.6	6.6	19.1	11.1	9.6	19.3	13.4
Not available	0.8	4.9	2.1	4.1	3.9	4.0	3.3	3.1	3.2
Internal grants for research									
Yes	58.7	60.7	59.4	52.5	48.3	51.0	48.5	44.1	46.8
No	37.3	37.7	37.4	45.2	47.0	45.9	48.2	50.7	49.2
Not eligible	2.4	0.0	1.6	1.7	3.0	2.2	1.7	2.7	2.1
Not available	1.6	1.6	1.6	0.6	1.7	1.0	1.6	2.4	1.9
Training for administrative leadership									
Yes	16.7	9.8	14.4	13.9	13.2	13.6	13.5	12.8	13.2
No	77.8	85.2	80.2	79.9	75.9	78.5	78.0	74.0	76.4
Not eligible	1.6	1.6	1.6	1.1	4.0	2.1	2.0	3.8	2.7
Not available	4.0	3.3	3.7	5.2	6.9	5.8	6.4	9.5	7.6
Goals for undergraduates noted as "very important" or "essential"									
Develop ability to think critically	99.2	100.0	99.5	99.4	100.0	99.6	99.4	99.9	99.6
Prepare students for employment after college	85.0	88.5	86.2	78.1	84.5	80.4	79.0	85.2	81.5
Prepare students for graduate or advanced education	77.2	83.6	79.3	72.6	73.2	72.8	74.7	76.7	75.5
Develop moral character	58.3	60.7	59.0	62.2	68.4	64.4	67.7	74.1	70.2
Provide for students' emotional development	34.6	44.3	37.8	38.8	48.6	42.3	43.3	55.4	48.1
Prepare students for family living	15.7	9.8	13.8	15.1	18.0	16.1	20.1	23.0	21.2
Teach students the classic works of Western civilization	27.6	24.6	26.6	31.1	28.6	30.2	36.3	32.1	34.7
Help students develop personal values	50.4	59.0	53.2	57.1	63.2	59.3	63.4	70.2	66.1
Enhance students' self-understanding	62.2	72.1	65.4	64.0	72.6	67.1	68.5	76.8	71.8
Instill in students a commitment to community service	46.5	60.7	51.1	43.3	57.7	48.4	49.6	64.5	55.5
Enhance students' knowledge of and appreciation for other racial/ethnic groups	55.6	86.9	65.8	64.5	84.5	71.6	67.4	87.2	75.2
Study a foreign language	40.2	62.3	47.3	49.3	57.2	52.1	50.5	60.0	54.2
Help master knowledge in a discipline	96.0	96.7	96.3	94.3	94.1	94.2	94.7	95.6	95.1
Develop creative capacities	80.3	90.2	83.5	82.5	81.1	82.0	81.7	81.2	81.5
Instill a basic appreciation of the liberal arts	50.4	77.0	59.0	64.3	71.3	66.8	70.2	76.7	72.8
Promote ability to write effectively	95.3	98.4	96.3	95.1	97.1	95.8	95.3	98.1	96.4
Help students evaluate the quality and reliability of information	95.3	98.4	96.3	96.1	98.5	96.9	96.4	98.6	97.2
Engage students in civil discourse around controversial issues	55.9	78.7	63.3	62.4	77.2	67.7	67.7	79.7	72.4
Teach students tolerance and respect for different beliefs	68.5	93.4	76.6	73.7	90.5	79.7	76.6	91.6	82.5
Encourage students to become agents of social change	37.8	68.9	47.9	42.8	65.3	50.8	49.0	71.5	57.8

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?									
Articles in academic or professional journals									
None	15.0	15.0	15.0	8.9	18.5	12.3	15.0	24.5	18.8
1 to 2	5.5	11.7	7.5	7.0	18.0	10.9	14.1	23.0	17.6
3 to 4	10.2	25.0	15.0	10.3	16.2	12.4	12.9	16.8	14.5
5 to 10	13.4	23.3	16.6	17.8	19.9	18.6	18.7	17.8	18.4
11 to 20	17.3	15.0	16.6	17.5	12.3	15.7	14.9	9.4	12.7
21 to 50	26.8	8.3	20.9	21.4	10.6	17.5	14.7	6.2	11.4
51+	11.8	1.7	8.6	17.0	4.5	12.5	9.7	2.3	6.7
Chapters in edited volumes									
None	38.9	38.3	38.7	35.5	45.5	39.1	46.4	54.4	49.5
1 to 2	26.2	46.7	32.8	23.8	26.6	24.8	24.8	26.6	25.5
3 to 4	15.1	8.3	12.9	16.6	12.6	15.2	13.0	10.0	11.8
5 to 10	12.7	3.3	9.7	14.8	10.2	13.2	10.3	6.4	8.8
11 to 20	5.6	1.7	4.3	5.7	3.8	5.0	3.7	2.0	3.0
21 to 50	0.8	1.7	1.1	2.8	1.0	2.2	1.4	0.6	1.1
51+	0.8	0.0	0.5	0.8	0.3	0.6	0.4	0.1	0.3
Books, manuals, or monographs									
None	52.0	64.4	55.9	49.6	56.9	52.2	57.0	67.3	61.1
1 to 2	24.4	28.8	25.8	30.0	30.6	30.2	26.8	23.9	25.7
3 to 4	15.0	3.4	11.3	10.0	8.0	9.3	8.3	5.7	7.3
5 to 10	5.5	3.4	4.8	7.4	3.4	6.0	5.7	2.3	4.4
11 to 20	0.8	0.0	0.5	1.9	0.8	1.5	1.5	0.6	1.1
21 to 50	0.8	0.0	0.5	0.9	0.4	0.7	0.5	0.2	0.4
51+	1.6	0.0	1.1	0.2	0.0	0.1	0.2	0.0	0.1
Other, such as patents or computer software products									
None	72.4	88.3	77.5	77.2	85.8	80.3	82.1	89.8	85.1
1 to 2	10.2	5.0	8.6	11.9	9.1	10.9	9.9	6.6	8.6
3 to 4	4.7	3.3	4.3	5.6	2.6	4.5	4.0	1.9	3.2
5 to 10	6.3	1.7	4.8	3.5	1.8	2.9	2.5	1.0	1.9
11 to 20	1.6	1.7	1.6	1.1	0.4	0.8	0.8	0.3	0.6
21 to 50	3.1	0.0	2.1	0.5	0.1	0.3	0.4	0.1	0.3
51+	1.6	0.0	1.1	0.3	0.2	0.3	0.3	0.2	0.3
IN THE LAST TWO YEARS, HOW MANY:									
Exhibitions or performances in the fine or applied arts have you presented?									
None	85.8	83.3	85.0	87.5	84.0	86.3	82.4	80.8	81.8
1 to 2	3.9	8.3	5.3	3.2	4.7	3.7	5.2	6.6	5.8
3 to 4	1.6	1.7	1.6	2.9	4.7	3.5	3.9	5.1	4.4
5 to 10	2.4	3.3	2.7	3.0	3.4	3.1	4.0	4.1	4.1
11 to 20	1.6	1.7	1.6	1.6	1.0	1.4	2.0	1.7	1.9
21 to 50	0.0	1.7	0.5	0.7	1.3	0.9	1.2	1.0	1.1
51+	4.7	0.0	3.2	1.1	1.0	1.1	1.2	0.7	1.0
Of your professional writings have been published or accepted for publication?									
None	18.9	25.0	20.9	16.7	28.1	20.7	26.1	35.9	30.0
1 to 2	18.1	33.3	23.0	25.4	31.7	27.6	31.1	33.9	32.2
3 to 4	28.3	21.7	26.2	25.2	22.6	24.3	22.0	19.1	20.9
5 to 10	29.1	18.3	25.7	24.6	14.7	21.0	16.0	9.2	13.3
11 to 20	4.7	1.7	3.7	6.5	2.1	4.9	3.6	1.4	2.7
21 to 50	0.0	0.0	0.0	1.4	0.6	1.1	0.9	0.4	0.7
51+	0.8	0.0	0.5	0.3	0.3	0.3	0.3	0.1	0.2
General activities									
Are you a member of a faculty union?	3.9	1.6	3.2	16.0	21.0	17.8	20.0	23.8	21.5
Are you a U.S. citizen?	92.9	91.8	92.6	90.8	93.7	91.9	92.9	94.6	93.6
Were you born in the U.S.A.?	85.8	82.0	84.6	82.2	84.2	82.9	84.4	86.6	85.3
Do you plan to retire within the next three years?	7.9	13.1	9.6	17.5	14.5	16.4	14.3	11.1	13.1
Do you use your scholarship to address local community needs?	51.2	52.5	51.6	42.6	50.8	45.5	43.8	52.3	47.1
Have you been sexually harassed at this institution?	0.0	13.1	4.3	1.7	13.1	5.8	2.3	10.0	5.4
Have you ever interrupted your professional career for more than one year for family reasons?	7.1	19.7	11.2	4.2	24.4	11.4	5.0	22.1	11.7
Have you ever received an award for outstanding teaching?	49.6	52.5	50.5	49.6	45.2	48.0	44.0	40.3	42.5
Have you published op-ed pieces or editorials?	28.3	18.0	25.0	28.5	19.4	25.2	27.8	18.1	24.0
Is (or was) your:									
Father an academic?	11.0	16.4	12.8	13.1	15.0	13.8	13.3	14.0	13.6
Mother an academic?	7.9	3.3	6.4	7.4	11.8	9.0	8.0	11.2	9.3
Spouse/partner an academic?	32.3	39.3	34.6	32.2	40.9	35.3	31.9	34.4	32.9
Are you currently teaching courses at more than one institution?	2.4	0.0	1.6	3.7	3.8	3.7	4.8	4.6	4.7

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Men	Percent		Men	Percent		Men	Percent	
		Women	Total		Women	Total		Women	Total
During the past two years, have you:									
Considered early retirement?	23.6	27.9	25.0	21.0	25.6	22.6	20.3	22.6	21.2
Considered leaving academe for another job?	40.2	42.6	41.0	26.5	39.5	31.2	29.7	37.4	32.7
Considered leaving this institution for another?	55.1	49.2	53.2	44.7	53.6	47.9	45.1	48.7	46.5
Changed academic institutions?	10.2	8.2	9.6	9.9	10.0	9.9	11.0	12.0	11.4
Engaged in paid consulting outside of your institution?	45.7	23.0	38.3	46.6	35.4	42.6	40.8	32.8	37.6
Engaged in public service/professional consulting without pay?	63.8	59.0	62.2	61.4	61.7	61.5	58.6	60.7	59.4
Received at least one firm job offer?	33.1	26.2	30.9	20.3	25.2	22.1	22.4	26.3	23.9
Received funding for your work from:									
Foundations?	24.4	23.0	23.9	24.9	20.0	23.2	20.8	18.0	19.7
State or federal government?	59.1	37.7	52.1	44.6	29.6	39.2	30.2	22.2	27.1
Business or industry?	24.4	4.9	18.1	22.2	10.8	18.1	16.7	8.4	13.5
Requested/sought an early promotion?	10.2	0.0	6.9	7.4	8.4	7.7	7.2	7.4	7.3
IF YOU WERE TO BEGIN YOUR CAREER AGAIN, WOULD YOU STILL WANT TO:									
Come to this institution?									
Definitely yes	27.6	30.0	28.3	34.4	28.3	32.2	35.7	33.9	35.0
Probably yes	37.8	41.7	39.0	33.6	37.3	34.9	33.5	34.6	33.9
Not sure	17.3	18.3	17.6	16.4	17.6	16.8	16.1	17.4	16.7
Probably no	12.6	3.3	9.6	10.4	10.9	10.6	9.6	9.0	9.4
Definitely no	4.7	6.7	5.3	5.2	5.9	5.5	5.0	5.1	5.0
Be a college professor?									
Definitely yes	59.1	56.7	58.3	64.9	54.0	61.0	65.9	59.2	63.3
Probably yes	28.3	33.3	29.9	23.5	30.0	25.8	23.8	27.0	25.1
Not sure	9.4	10.0	9.6	7.9	11.4	9.2	7.4	10.0	8.4
Probably no	3.1	0.0	2.1	2.7	3.2	2.9	2.3	2.8	2.5
Definitely no	0.0	0.0	0.0	0.9	1.3	1.1	0.7	0.9	0.8
Attributes noted as being "very descriptive" of your institution									
It is easy for students to see faculty outside of regular office hours	57.5	62.3	59.0	47.4	51.2	48.7	60.1	61.2	60.6
There is a great deal of conformity among the students	54.3	78.7	62.2	30.5	28.6	29.8	29.9	28.6	29.4
The faculty are typically at odds with campus administration	20.5	14.8	18.6	17.5	16.5	17.1	19.1	19.8	19.4
Faculty here respect each other	59.1	52.5	56.9	45.1	44.9	45.0	47.3	48.0	47.6
Most students are treated like "numbers in a book"	3.9	1.6	3.2	7.1	4.1	6.0	4.4	3.0	3.8
Social activities are overemphasized	0.8	3.3	1.6	8.7	10.6	9.4	8.5	8.1	8.3
Faculty are rewarded for being good teachers	7.1	18.0	10.6	13.0	12.1	12.7	16.2	15.6	16.0
There is respect for the expression of diverse values and beliefs	24.6	16.4	21.9	34.7	31.0	33.4	36.1	35.3	35.8
Faculty are rewarded for their efforts to use instructional technology	11.1	18.0	13.4	19.0	24.3	20.9	18.4	23.3	20.3
Faculty are rewarded for their efforts to work with underprepared students	3.2	6.7	4.3	3.8	4.1	3.9	5.1	6.5	5.7
Administrators consider faculty concerns when making policy	6.3	13.1	8.6	10.1	10.3	10.2	13.4	12.4	13.0
The administration is open about its policies	11.1	13.1	11.8	14.4	13.2	14.0	17.0	15.8	16.5
Do you, "to a great extent":									
Engage in academic work that spans multiple disciplines	49.6	45.9	48.4	42.0	39.3	41.0	40.0	36.7	38.7
Feel that the training you received in graduate school prepared you well for your role as a faculty mentor	33.9	37.7	35.1	40.6	36.0	39.0	40.4	37.1	39.1
Achieve a healthy balance between your personal life and your professional life	33.1	23.0	29.8	38.7	29.7	35.5	38.7	27.3	34.2
Experience close alignment between your work and your personal values	62.2	60.7	61.7	62.4	61.4	62.0	64.7	66.2	65.3
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar	21.3	37.7	26.6	21.7	36.7	27.1	22.8	32.9	26.7
Mentor new faculty	16.5	24.6	19.1	20.9	25.1	22.4	19.8	26.2	22.3

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Aspects of your job with which you are "very satisfied" or "satisfied":									
Salary	40.2	45.9	42.0	51.4	39.6	47.2	48.9	41.9	46.2
Health benefits	59.5	72.1	63.6	70.3	72.7	71.2	67.9	68.9	68.3
Retirement benefits	84.3	88.5	85.6	73.6	71.5	72.9	69.6	67.4	68.7
Opportunity for scholarly pursuits	69.3	67.2	68.6	68.3	54.9	63.5	58.4	47.4	54.1
Teaching load	77.8	73.8	76.5	70.5	59.8	66.7	60.4	53.5	57.7
Quality of students	51.2	59.0	53.7	58.7	61.4	59.7	55.5	59.7	57.1
Office/lab space	72.6	67.2	70.8	70.5	68.5	69.8	68.0	66.3	67.3
Autonomy and independence	85.0	95.1	88.3	88.9	83.7	87.0	85.9	83.6	85.0
Professional relationships with other faculty	78.0	83.6	79.8	76.2	72.2	74.8	77.7	77.4	77.6
Social relationships with other faculty	68.5	78.0	71.6	63.3	65.4	64.1	65.6	70.1	67.4
Competency of colleagues	82.7	90.0	85.0	77.9	79.1	78.3	77.1	79.9	78.2
Visibility for jobs at other institutions/organizations	55.0	58.8	56.2	62.3	56.8	60.4	55.1	51.6	53.8
Job security	77.2	80.0	78.1	83.8	71.1	79.3	80.8	72.8	77.7
Relationship with administration	56.8	53.3	55.7	59.2	54.5	57.5	59.1	57.0	58.3
Departmental leadership	71.9	75.4	73.1	67.8	59.5	64.8	71.4	65.7	69.1
Course assignments	84.9	82.0	84.0	85.9	79.5	83.6	85.5	81.7	84.0
Freedom to determine course content	94.5	96.7	95.2	94.5	90.6	93.1	93.3	91.2	92.5
Availability of child care at this institution	22.5	6.5	15.5	36.3	25.9	32.5	33.7	26.9	30.9
Prospects for career advancement	59.7	55.0	58.2	58.5	46.2	54.1	57.7	49.9	54.6
Clerical/administrative support	66.1	65.6	66.0	60.9	55.4	58.9	63.0	57.4	60.8
Overall job satisfaction	74.0	77.0	75.0	77.2	68.3	74.0	76.6	72.1	74.8
Do you agree "strongly" or "somewhat"?									
Faculty are interested in students' personal problems	77.0	90.2	81.3	72.2	75.9	73.5	82.0	85.1	83.2
Racial and ethnic diversity should be more strongly reflected in the curriculum	57.5	85.0	66.3	50.9	65.5	56.2	52.3	67.9	58.5
Faculty feel that most students are well-prepared academically	38.6	41.7	39.6	44.3	47.1	45.3	43.7	45.1	44.2
This institution should hire more faculty of color	75.6	93.3	81.3	71.9	80.7	75.0	69.2	79.4	73.2
Student Affairs staff have the support and respect of faculty	76.0	81.7	77.8	74.3	76.9	75.2	75.6	79.4	77.1
Faculty are committed to the welfare of this institution	88.9	95.0	90.9	88.2	86.7	87.7	90.5	90.9	90.7
Faculty here are strongly interested in the academic problems of undergraduates	84.1	91.7	86.6	82.0	80.1	81.3	87.7	87.8	87.8
There is a lot of campus racial conflict here	6.3	5.0	5.9	10.9	14.8	12.3	8.6	13.6	10.6
Most students are strongly committed to community service	75.2	73.3	74.6	41.7	46.5	43.4	49.3	53.6	51.0
My research is valued by faculty in my department	78.6	72.9	76.8	74.7	68.8	72.6	75.9	70.1	73.7
My teaching is valued by faculty in my department	89.8	88.3	89.3	88.0	84.5	86.7	90.2	88.6	89.6
Many courses include feminist perspectives	29.5	44.1	34.3	37.9	41.4	39.2	40.8	46.6	43.1
Faculty of color are treated fairly here	89.5	81.4	86.9	91.2	79.1	86.9	92.1	83.6	88.7
Women faculty are treated fairly here	89.6	70.0	83.2	90.2	70.8	83.2	92.1	76.4	85.9
Many courses involve students in community service	40.7	53.4	44.8	34.1	42.0	36.9	44.8	54.4	48.6
This institution should hire more women faculty	66.7	94.9	75.7	61.3	70.5	64.6	53.2	63.1	57.1
Gay and lesbian faculty are treated fairly here	72.4	51.7	65.7	86.3	76.7	82.9	83.2	77.6	81.0
My department does a good job of mentoring new faculty	72.2	63.3	69.4	69.4	58.6	65.6	72.2	64.7	69.2
Faculty are sufficiently involved in campus decision making	42.3	50.0	44.8	49.9	50.6	50.2	52.5	53.5	52.9
My values are congruent with the dominant institutional values	69.6	52.5	64.1	66.9	65.0	66.2	72.1	73.3	72.6
There is adequate support for integrating technology in my teaching	86.5	75.0	82.8	87.9	83.5	86.3	85.8	81.7	84.2
This institution takes responsibility for educating underprepared students	63.7	55.0	60.9	62.1	56.2	60.0	65.0	60.9	63.4
The criteria for advancement and promotion decisions are clear	64.8	70.0	66.5	76.6	66.9	73.1	74.3	68.6	72.1
Most of the students I teach lack the basic skills for college level work	36.0	36.7	36.2	31.0	33.2	31.8	35.4	37.9	36.4
There is adequate support for faculty development	59.5	61.7	60.2	72.2	64.5	69.4	69.3	65.0	67.6
This institution should not offer remedial/developmental education	28.2	20.0	25.5	32.0	23.4	28.9	31.3	23.4	28.2

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Men	Percent		Men	Percent		Men	Percent	
		Women	Total		Women	Total		Women	Total
Issues you believe to be of "high" or "highest" priority at your institution:									
To promote the intellectual development of students	83.5	89.8	85.5	85.7	83.7	85.0	85.6	86.1	85.8
To help students examine and understand their personal values	40.9	45.8	42.5	42.9	42.6	42.8	55.1	57.5	56.0
To develop a sense of community among students and faculty	40.9	47.5	43.0	42.9	45.2	43.7	51.9	57.5	54.1
To facilitate student involvement in community service	28.6	44.8	33.7	31.1	36.1	32.9	42.5	51.3	46.0
To help students learn how to bring about change in American society	23.2	27.6	24.6	25.2	27.3	25.9	32.4	39.3	35.1
To increase or maintain institutional prestige	62.7	82.8	69.0	71.8	72.4	72.0	63.6	64.4	64.0
To hire faculty "stars"	47.2	48.3	47.6	47.6	45.9	47.0	29.0	29.6	29.2
To recruit more minority students	39.4	39.7	39.5	52.6	56.0	53.8	48.6	52.8	50.3
To enhance the institution's national image	71.7	79.3	74.1	81.4	80.0	80.9	70.0	68.6	69.4
To create a diverse multi-cultural campus environment	37.0	43.1	38.9	51.4	57.5	53.6	51.6	57.0	53.7
To promote gender equity among faculty	67.7	53.4	63.2	60.9	44.3	55.0	57.1	44.3	52.1
To provide resources for faculty to engage in community-based teaching or research	33.1	39.7	35.2	30.8	33.5	31.7	33.5	38.1	35.3
To create and sustain partnerships with surrounding communities	54.0	46.6	51.6	42.4	49.3	44.8	44.8	51.8	47.5
To pursue extramural funding	88.1	81.0	85.9	79.5	76.9	78.6	60.9	61.1	61.0
To increase the representation of minorities in the faculty and administration	38.9	44.8	40.8	49.0	47.5	48.5	44.7	45.3	44.9
To strengthen links with the for-profit, corporate sector	66.7	69.0	67.4	62.7	59.2	61.4	48.4	50.2	49.1
To develop leadership ability among students	54.0	51.7	53.3	52.0	53.1	52.4	57.5	61.3	59.0
To increase the representation of women in the faculty and administration	51.6	51.7	51.6	49.5	36.8	45.0	41.9	33.1	38.4
To develop an appreciation for multiculturalism	46.0	39.7	44.0	51.5	52.8	52.0	53.0	56.8	54.5
Do you agree "strongly" or "somewhat"?									
Western civilization and culture should be the foundation for the undergraduate curriculum	52.0	49.2	51.1	60.3	47.6	55.8	62.8	49.3	57.5
College officials have the right to ban persons with extreme views from speaking on campus	22.8	10.2	18.8	23.4	20.4	22.3	30.0	24.0	27.6
The chief benefit of a college education is that it increases one's earning power	42.5	27.1	37.6	32.5	28.4	31.0	29.5	28.0	28.9
Promoting diversity leads to the admission of too many underprepared students	24.4	5.2	18.4	28.3	18.2	24.7	27.9	17.3	23.7
Colleges should be actively involved in solving social problems	62.2	79.7	67.7	68.0	74.7	70.4	68.1	75.5	71.0
Tenure is an outmoded concept	37.0	35.6	36.6	27.6	38.4	31.4	28.7	37.2	32.0
Colleges should encourage students to be involved in community service activities	80.3	89.8	83.3	82.1	89.6	84.7	85.2	92.0	87.9
Community service should be given weight in college admissions decisions	59.5	69.0	62.5	61.8	66.8	63.6	64.4	69.5	66.4
A racially/ethnically diverse student body enhances the educational experience of all students	95.3	96.6	95.7	92.1	96.6	93.7	91.6	96.8	93.6
Realistically, an individual can do little to bring about changes in society	18.9	18.6	18.8	23.5	13.3	19.9	23.1	12.2	18.8
Colleges should be concerned with facilitating undergraduate students' spiritual development	21.3	15.5	19.5	23.1	23.2	23.1	37.0	35.9	36.6
Colleges have a responsibility to work with their surrounding communities to address local issues	85.8	84.7	85.5	85.3	88.3	86.4	86.1	90.6	87.9
Private funding sources often prevent researchers from being completely objective in the conduct of their work	65.1	62.7	64.3	59.6	64.6	61.4	58.3	61.4	59.5

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Factors noted as a source of "somewhat" or "extensive" stress for you during the last two years									
Managing household responsibilities	74.0	81.4	76.3	65.5	80.8	70.9	67.6	80.5	72.7
Child care	36.2	44.1	38.7	28.4	30.9	29.3	30.7	31.2	30.9
Care of elderly parent	24.4	45.8	31.2	27.7	38.2	31.5	30.9	37.6	33.5
My physical health	50.4	42.4	47.8	45.1	55.5	48.8	46.7	53.9	49.5
Health of spouse/partner	49.2	33.9	44.3	37.4	32.9	35.8	38.9	31.4	35.9
Review/promotion process	65.4	67.8	66.1	46.0	59.2	50.7	46.6	57.9	51.1
Subtle discrimination (e.g., prejudice, racism, sexism)	21.3	47.5	29.6	18.1	42.4	26.8	18.2	38.7	26.3
Personal finances	63.0	61.0	62.4	56.5	61.9	58.4	61.3	65.2	62.8
Committee work	55.1	55.9	55.4	56.4	62.5	58.6	59.3	64.8	61.5
Faculty meetings	49.2	49.2	49.2	48.8	56.1	51.4	51.0	56.2	53.0
Colleagues	58.3	62.7	59.7	60.1	69.4	63.4	61.3	68.7	64.2
Students	63.0	66.1	64.0	58.8	67.8	62.0	61.4	69.0	64.4
Research or publishing demands	71.7	66.1	69.9	67.8	67.6	67.7	61.1	65.0	62.7
Institutional procedures and "red tape"	72.4	64.4	69.9	74.6	74.3	74.5	72.0	71.5	71.8
Teaching load	52.0	69.5	57.5	52.9	64.6	57.1	59.6	69.1	63.3
Children's problems	37.0	42.4	38.7	29.6	30.9	30.1	31.7	30.9	31.4
Friction with spouse/partner	32.3	22.0	29.0	28.2	25.0	27.1	27.4	24.6	26.3
Lack of personal time	74.8	79.7	76.3	67.4	82.4	72.7	67.8	83.7	74.1
Keeping up with information technology	51.2	76.3	59.1	47.3	60.5	52.0	48.3	59.4	52.7
Job security	40.9	40.7	40.9	24.2	39.5	29.6	28.3	39.3	32.6
Being part of a dual career couple	32.3	50.8	38.2	38.0	49.0	41.9	40.5	47.8	43.4
Working with underprepared students	61.4	59.3	60.8	52.9	60.4	55.6	59.0	64.5	61.1
Classroom conflict	14.2	23.7	17.2	13.9	23.2	17.2	16.3	24.3	19.4
Self-imposed high expectations	78.0	86.4	80.6	77.5	84.6	80.0	77.0	84.8	80.1
Change in work responsibilities	44.1	54.2	47.3	38.4	53.7	43.9	40.6	55.3	46.4
Personal goals noted as "very important" or "essential":									
Becoming an authority in my field	66.9	52.5	62.4	70.3	63.0	67.7	61.5	57.5	60.0
Influencing the political structure	18.9	22.0	19.9	19.2	22.3	20.3	18.0	20.7	19.0
Influencing social values	37.0	42.4	38.7	33.3	42.6	36.6	35.3	46.7	39.8
Raising a family	80.3	69.5	76.9	73.1	63.2	69.6	72.4	64.2	69.2
Becoming very well off financially	39.4	40.7	39.8	38.8	33.5	36.9	34.3	30.0	32.6
Helping others who are in difficulty	65.4	72.9	67.7	58.6	67.4	61.7	61.2	71.3	65.2
Becoming involved in programs to clean up the environment	41.7	49.2	44.1	33.5	36.5	34.6	33.1	38.1	35.1
Developing a meaningful philosophy of life	76.4	76.3	76.3	68.5	71.5	69.6	70.8	75.2	72.5
Helping to promote racial understanding	45.7	62.7	51.1	47.6	60.0	52.0	48.4	62.1	53.8
Obtaining recognition from my colleagues for contributions to my special field	51.2	40.7	47.8	56.3	55.8	56.1	47.0	48.2	47.5
Integrating spirituality into my life	48.8	50.8	49.5	35.5	47.8	39.9	43.8	53.1	47.5
IN YOUR INTERACTIONS WITH UNDERGRADUATES, HOW OFTEN DO YOU ENCOURAGE THEM TO:									
Ask questions in class									
Frequently	95.3	98.3	96.2	91.9	97.5	93.9	92.9	97.1	94.6
Occasionally	4.7	1.7	3.8	7.7	2.2	5.7	6.9	2.7	5.3
Not at all	0.0	0.0	0.0	0.4	0.4	0.4	0.2	0.2	0.2
Support their opinions with a logical argument									
Frequently	78.7	81.4	79.6	78.8	85.4	81.2	80.4	86.4	82.8
Occasionally	21.3	16.9	19.9	19.8	13.8	17.7	18.5	13.0	16.4
Not at all	0.0	1.7	0.5	1.4	0.8	1.1	1.0	0.6	0.9
Seek solutions to problems and explain them to others									
Frequently	74.8	79.3	76.2	71.2	79.4	74.1	71.3	79.9	74.7
Occasionally	23.6	19.0	22.2	26.6	19.2	23.9	26.7	18.8	23.6
Not at all	1.6	1.7	1.6	2.2	1.5	1.9	1.9	1.3	1.7
Revise their papers to improve their writing									
Frequently	50.4	69.5	56.5	49.3	67.9	56.0	52.3	68.9	58.8
Occasionally	36.2	25.4	32.8	37.1	25.3	32.9	37.2	25.8	32.7
Not at all	13.4	5.1	10.8	13.5	6.8	11.1	10.5	5.4	8.5
Evaluate the quality or reliability of information they receive									
Frequently	63.0	78.0	67.7	68.4	80.4	72.7	69.0	80.2	73.4
Occasionally	37.0	20.3	31.7	28.9	18.3	25.1	28.6	18.4	24.6
Not at all	0.0	1.7	0.5	2.7	1.4	2.2	2.4	1.4	2.0
Take risks for potential gains									
Frequently	28.3	42.4	32.8	33.7	43.1	37.0	33.8	42.8	37.4
Occasionally	52.8	33.9	46.8	49.6	45.0	48.0	50.3	45.6	48.4
Not at all	18.9	23.7	20.4	16.7	11.9	15.0	15.9	11.6	14.2
Seek alternative solutions to a problem									
Frequently	55.9	69.5	60.2	59.2	71.8	63.7	60.9	71.7	65.1
Occasionally	44.1	27.1	38.7	39.1	24.7	34.0	36.8	26.2	32.6
Not at all	0.0	3.4	1.1	1.6	3.5	2.3	2.3	2.1	2.2

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Look up scientific research articles and resources									
Frequently	59.8	71.2	63.4	56.4	59.6	57.5	52.4	59.6	55.2
Occasionally	33.9	25.4	31.2	34.6	29.7	32.9	36.4	29.0	33.5
Not at all	6.3	3.4	5.4	9.0	10.7	9.6	11.2	11.5	11.3
Explore topics on their own, even though it was not required for a class									
Frequently	50.4	69.5	56.5	49.3	58.1	52.4	48.8	57.1	52.1
Occasionally	47.2	30.5	41.9	46.8	38.9	44.0	46.8	39.9	44.1
Not at all	2.4	0.0	1.6	3.9	3.0	3.6	4.4	3.0	3.8
Acknowledge failure as a necessary part of the learning process									
Frequently	44.1	40.7	43.0	44.3	53.6	47.6	46.2	54.5	49.5
Occasionally	47.2	52.5	48.9	47.4	39.8	44.7	46.2	39.9	43.7
Not at all	8.7	6.8	8.1	8.2	6.6	7.7	7.6	5.6	6.8
Seek feedback on their academic work									
Frequently	61.4	74.6	65.6	64.5	80.0	70.0	66.9	82.5	73.0
Occasionally	36.2	23.7	32.3	33.3	18.6	28.0	31.1	16.5	25.3
Not at all	2.4	1.7	2.2	2.3	1.4	2.0	2.1	1.0	1.7
Methods you use in "all" or "most" of the courses you teach:									
Multiple-choice exams	37.0	37.3	37.1	29.5	32.1	30.5	32.0	34.7	33.1
Essay exams	30.7	47.5	36.0	40.7	41.6	41.1	45.0	43.1	44.3
Short-answer exams	42.5	50.8	45.2	43.1	42.5	42.9	46.4	44.0	45.5
Quizzes	42.5	44.8	43.2	35.2	41.6	37.5	38.9	41.3	39.8
Weekly essay assignments	15.7	25.4	18.8	20.5	23.8	21.7	19.5	25.0	21.7
Student presentations	39.4	54.2	44.1	40.6	53.1	45.1	40.6	56.1	46.7
Term/research papers	38.6	49.2	41.9	41.6	44.8	42.8	42.5	47.1	44.3
Student evaluations of each others' work	17.3	37.3	23.7	20.0	28.9	23.2	19.7	29.5	23.5
Grading on a curve	23.6	6.8	18.3	24.5	12.6	20.2	20.8	10.7	16.8
Competency-based grading	53.5	59.3	55.4	51.5	53.8	52.3	51.6	55.1	53.0
Class discussions	81.9	83.1	82.3	74.9	87.2	79.3	78.3	88.2	82.2
Cooperative learning (small groups)	51.2	74.6	58.6	48.5	71.5	56.8	50.0	73.2	59.1
Experiential learning/Field studies	27.6	39.0	31.2	24.6	35.8	28.7	25.5	36.9	30.0
Teaching assistants	23.6	15.3	21.0	20.5	13.6	18.0	13.3	9.5	11.8
Recitals/Demonstrations	25.2	32.2	27.4	21.6	23.9	22.4	20.9	23.4	21.9
Group projects	33.9	52.5	39.8	32.4	45.0	37.0	31.1	42.9	35.8
Extensive lecturing	55.9	40.7	51.1	56.5	32.5	47.9	54.8	33.4	46.4
Multiple drafts of written work	22.0	37.3	26.9	20.4	28.7	23.4	21.2	30.6	24.9
Readings on racial and ethnic issues	15.0	30.5	19.9	17.2	32.1	22.5	17.9	33.0	23.9
Readings on women and gender issues	11.8	27.1	16.7	15.8	29.4	20.7	15.5	29.8	21.1
Student-developed activities (assignments, exams, etc.)	30.7	33.9	31.7	26.1	25.8	26.0	26.2	27.5	26.7
Student-selected topics for course content	17.3	13.6	16.1	15.3	18.1	16.3	15.2	19.7	17.0
Reflective writing/journaling	13.4	18.6	15.1	14.1	25.7	18.2	16.3	29.9	21.7
Community service as part of coursework	4.7	10.2	6.5	4.4	12.4	7.2	5.3	12.4	8.1
Electronic quizzes with immediate feedback in class	8.7	6.8	8.1	4.9	8.8	6.3	6.3	7.6	6.8
Using real-life problems	66.9	64.4	66.1	53.7	55.7	54.4	53.8	58.6	55.7
Using student inquiry to drive learning	51.6	45.8	49.7	41.9	47.3	43.9	43.7	52.3	47.1
YOUR BASE INSTITUTIONAL SALARY									
9/10 month contract									
Less than \$20,000	0.0	2.1	0.8	1.5	2.4	1.8	1.9	2.1	2.0
\$20,000 to 29,999	1.2	2.1	1.6	0.4	1.2	0.7	0.4	1.1	0.7
\$30,000 to 39,999	1.2	10.6	4.7	2.7	8.0	4.6	3.5	6.7	4.8
\$40,000 to 49,999	11.1	21.3	14.8	7.0	12.7	9.1	11.8	18.7	14.5
\$50,000 to 59,999	24.7	38.3	29.7	15.4	27.9	20.0	18.4	27.8	22.1
\$60,000 to 69,999	21.0	6.4	15.6	14.3	18.7	15.9	15.8	18.3	16.8
\$70,000 to 79,999	19.8	10.6	16.4	14.5	12.4	13.7	13.8	10.4	12.5
\$80,000 to 89,999	7.4	4.3	6.3	11.9	6.9	10.1	10.7	6.1	8.9
\$90,000 to 99,999	7.4	0.0	4.7	9.5	4.5	7.7	8.4	4.4	6.8
\$100,000 to 124,999	6.2	4.3	5.5	15.9	4.0	11.5	11.2	3.4	8.1
\$125,000 to 149,999	0.0	0.0	0.0	3.7	1.0	2.8	2.3	0.7	1.7
\$150,000 or more	0.0	0.0	0.0	3.2	0.2	2.1	1.7	0.3	1.2
11/12 month contract									
Less than \$20,000	0.0	0.0	0.0	2.7	2.2	2.6	2.4	2.9	2.6
\$20,000 to 29,999	0.0	0.0	0.0	0.5	0.4	0.5	0.6	0.5	0.6
\$30,000 to 39,999	2.3	0.0	1.8	2.1	5.3	3.2	2.9	6.4	4.3
\$40,000 to 49,999	0.0	33.3	7.3	5.2	14.3	8.1	12.0	17.3	14.1
\$50,000 to 59,999	9.3	0.0	7.3	9.8	19.2	12.8	15.0	23.3	18.3
\$60,000 to 69,999	9.3	0.0	7.3	8.4	17.1	11.1	12.3	19.6	15.3
\$70,000 to 79,999	7.0	0.0	5.5	6.8	11.7	8.3	9.4	10.9	10.0
\$80,000 to 89,999	23.3	33.3	25.5	17.5	6.4	14.0	13.1	6.9	10.6
\$90,000 to 99,999	2.3	0.0	1.8	9.9	6.0	8.7	8.8	4.5	7.1
\$100,000 to 124,999	23.3	33.3	25.5	19.2	13.5	17.4	14.3	5.8	10.9
\$125,000 to 149,999	14.0	0.0	10.9	7.7	2.0	5.9	4.5	1.2	3.2
\$150,000 or more	9.3	0.0	7.3	10.1	2.0	7.5	4.4	0.7	2.9
Your base institutional salary is based on:									
9/10 months	65.6	80.0	70.3	76.4	80.1	77.7	74.4	73.8	74.2
11/12 months	34.4	20.0	29.7	23.6	19.9	22.3	25.6	26.2	25.8

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT PERCENTAGE OF YOUR CURRENT YEAR'S SALARY COMES FROM:									
Income from this institution									
All	55.2	70.0	60.0	58.7	69.9	62.7	59.8	69.3	63.6
75 to 99	36.0	26.7	33.0	31.6	25.6	29.5	31.5	26.1	29.4
50 to 74	6.4	1.7	4.9	7.2	3.1	5.8	6.3	3.1	5.0
25 to 49	0.8	1.7	1.1	1.6	0.7	1.3	1.7	0.9	1.4
1 to 24	0.8	0.0	0.5	0.5	0.4	0.4	0.4	0.3	0.3
None	0.8	0.0	0.5	0.3	0.4	0.3	0.2	0.2	0.2
Other academic income									
All	0.0	0.0	0.0	0.1	0.2	0.1	0.1	0.1	0.1
75 to 99	0.0	0.0	0.0	0.1	0.3	0.2	0.1	0.1	0.1
50 to 74	0.0	0.0	0.0	1.0	0.3	0.7	0.6	0.3	0.5
25 to 49	5.1	0.0	3.5	3.3	1.6	2.7	2.2	1.5	1.9
1 to 24	13.7	15.1	14.1	15.9	15.3	15.7	17.0	14.4	16.0
None	81.2	84.9	82.4	79.6	82.3	80.6	80.1	83.6	81.5
Non-academic income									
All	0.9	0.0	0.6	0.3	0.3	0.3	0.1	0.2	0.2
75 to 99	0.9	0.0	0.6	0.4	0.1	0.3	0.5	0.2	0.4
50 to 74	1.7	3.8	2.4	2.0	1.5	1.8	2.0	1.3	1.8
25 to 49	4.3	0.0	2.9	4.8	3.0	4.2	5.4	2.9	4.4
1 to 24	25.6	17.0	22.9	23.8	15.7	20.9	22.7	17.4	20.6
None	66.7	79.2	70.6	68.7	79.4	72.5	69.2	78.0	72.7
What is your age as of 12/31/2007?									
Less than 30	0.0	0.0	0.0	0.8	1.6	1.1	1.4	1.9	1.6
30 to 34	8.7	11.7	9.7	5.0	7.2	5.8	5.8	7.9	6.6
35 to 39	13.5	13.3	13.4	10.8	12.2	11.3	11.5	13.0	12.1
40 to 44	11.9	3.3	9.1	10.8	12.2	11.3	11.8	13.1	12.3
45 to 49	19.8	15.0	18.3	11.7	12.8	12.1	12.8	13.6	13.1
50 to 54	15.9	25.0	18.8	13.2	15.8	14.1	14.2	16.6	15.1
55 to 59	15.9	18.3	16.7	17.4	21.4	18.8	16.4	18.3	17.2
60 to 64	11.1	10.0	10.8	16.0	10.1	13.8	14.6	10.0	12.8
65 to 69	3.2	3.3	3.2	11.3	4.5	8.8	8.6	4.3	6.9
70 or more	0.0	0.0	0.0	3.2	2.3	2.9	2.9	1.3	2.3
Year of highest degree now held									
Before 1970	3.2	1.7	2.7	12.1	3.9	9.1	8.0	2.2	5.7
1971 to 1975	7.9	3.3	6.5	10.1	4.9	8.3	9.5	3.9	7.3
1976 to 1980	14.3	11.7	13.4	13.4	8.4	11.6	11.3	7.5	9.8
1981 to 1985	7.1	11.7	8.6	11.7	10.5	11.3	11.7	9.0	10.7
1986 to 1990	15.9	13.3	15.1	11.8	13.1	12.3	12.2	12.9	12.5
1991 to 1995	15.1	13.3	14.5	10.7	15.7	12.5	12.3	16.2	13.9
1996 to 2000	15.9	20.0	17.2	14.9	16.5	15.5	15.1	18.9	16.6
2001 to 2005	18.3	21.7	19.4	12.0	21.1	15.3	15.4	22.0	18.0
2006 to 2007	2.4	3.3	2.7	3.3	5.9	4.2	4.5	7.5	5.7
Year of appointment at current position									
Before 1970	0.0	0.0	0.0	6.6	0.8	4.5	4.8	0.9	3.3
1971 to 1975	4.1	1.7	3.3	5.1	3.1	4.4	4.7	2.0	3.6
1976 to 1980	2.4	3.3	2.7	8.7	5.8	7.7	7.1	4.3	6.0
1981 to 1985	8.9	10.0	9.3	9.2	7.9	8.8	8.4	6.3	7.6
1986 to 1990	20.3	8.3	16.4	12.5	9.4	11.4	12.0	9.9	11.1
1991 to 1995	10.6	21.7	14.2	9.8	14.8	11.6	10.6	12.7	11.4
1996 to 2000	12.2	15.0	13.1	15.6	16.0	15.7	15.9	18.2	16.8
2001 to 2005	25.2	26.7	25.7	23.1	29.6	25.5	25.4	30.7	27.5
2006 to 2007	16.3	13.3	15.3	9.2	12.5	10.4	11.1	15.1	12.7
If tenured, year tenure was awarded									
Before 1970	0.0	0.0	0.0	1.8	0.0	1.3	1.6	0.2	1.2
1971 to 1975	1.3	0.0	1.0	7.5	1.4	5.8	5.2	1.2	4.0
1976 to 1980	7.8	0.0	6.0	8.1	4.7	7.2	7.5	3.4	6.2
1981 to 1985	6.5	4.3	6.0	14.0	8.4	12.5	11.1	5.9	9.5
1986 to 1990	13.0	17.4	14.0	13.4	10.9	12.7	13.1	10.1	12.1
1991 to 1995	27.3	26.1	27.0	16.6	14.5	16.0	16.7	14.7	16.0
1996 to 2000	20.8	26.1	22.0	13.3	25.0	16.4	15.3	20.9	17.0
2001 to 2005	13.0	21.7	15.0	15.9	18.7	16.6	17.9	24.6	20.0
2006 to 2007	10.4	4.3	9.0	9.5	16.5	11.3	11.6	19.1	13.9
WHAT IS THE MAJOR OF THE HIGHEST DEGREE THAT YOU HOLD?									
Biological Science	19.0	9.6	15.9	10.9	6.2	9.2	9.3	6.0	7.9
Business	8.0	11.5	9.1	6.0	5.5	5.9	6.8	4.9	6.0
Education	10.4	11.4	10.7	6.1	14.7	9.1	8.2	15.9	11.2
Engineering	13.5	1.6	9.6	10.9	1.9	7.7	6.4	1.2	4.3
Health	1.6	6.5	3.2	3.1	12.3	6.5	2.5	11.4	6.0
Humanities	10.2	18.1	12.8	18.1	25.3	20.5	22.0	25.0	23.1
Fine Arts	8.7	11.4	9.5	7.4	7.8	7.5	8.8	8.5	8.7
Physical Science	14.2	4.9	11.2	17.8	6.5	13.7	16.2	6.8	12.5
Social Science	7.1	14.6	9.6	13.2	12.1	12.7	12.8	13.5	13.0
Technical	3.9	0.0	2.6	2.9	1.0	2.2	2.6	1.3	2.0
Other Fields	3.9	9.8	5.8	3.6	6.5	4.7	4.6	6.2	5.2

HERI Survey Question	Utah State University			Public Universities			All 4-year Institutions		
	Percent			Percent			Percent		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
HOW MANY CHILDREN DO YOU HAVE IN THE FOLLOWING AGE RANGES?									
Under 18 years old									
None	42.1	52.5	45.5	61.9	67.1	63.7	60.0	66.3	62.5
One	23.0	29.5	25.1	14.2	17.7	15.4	16.0	16.9	16.4
Two	15.9	13.1	15.0	17.2	12.3	15.4	16.3	13.3	15.1
Three	11.1	3.3	8.6	4.8	2.1	3.8	5.4	2.6	4.3
Four or more	7.9	1.6	5.9	2.0	0.8	1.6	2.2	0.9	1.7
18 years or older									
None	55.1	61.7	57.2	49.1	57.9	52.2	52.5	59.6	55.3
One	9.4	11.7	10.2	13.6	13.6	13.6	12.9	13.0	12.9
Two	15.7	11.7	14.4	21.9	21.2	21.7	19.7	18.4	19.2
Three	7.1	5.0	6.4	9.8	5.1	8.1	9.0	5.9	7.8
Four or more	12.6	10.0	11.8	5.6	2.2	4.4	5.9	3.1	4.8
How would you characterize your political views?									
Far left	4.0	6.7	4.9	7.7	10.5	8.7	8.0	9.9	8.8
Liberal	32.8	60.0	41.6	48.5	53.5	50.3	43.8	51.9	47.0
Middle of the Road	39.2	21.7	33.5	29.5	24.8	27.8	29.9	26.0	28.4
Conservative	22.4	11.7	18.9	13.1	10.9	12.3	17.3	11.9	15.2
Far right	1.6	0.0	1.1	1.2	0.2	0.9	0.9	0.3	0.7
Are you currently:									
Single	4.0	11.5	6.5	5.9	12.6	8.3	8.2	14.8	10.8
Married	88.8	72.1	83.3	85.7	68.5	79.5	82.9	67.4	76.8
Unmarried, living with partner	1.6	3.3	2.2	3.9	5.8	4.6	3.7	5.7	4.5
Divorced	3.2	9.8	5.4	3.2	9.2	5.4	3.9	8.8	5.8
Widowed	1.6	3.3	2.2	1.0	3.5	1.9	0.8	2.4	1.4
Separated	0.8	0.0	0.5	0.4	0.3	0.4	0.6	0.8	0.7
Is English your native language?									
Yes	92.1	85.2	89.8	87.4	90.0	88.3	89.0	90.4	89.6
No	7.9	14.8	10.2	12.6	10.0	11.7	11.0	9.6	10.4
Are you:									
White/Caucasian	91.2	88.5	90.3	87.3	90.2	88.3	88.2	89.2	88.6
African American/Black	0.0	0.0	0.0	2.2	2.8	2.4	2.4	3.4	2.8
American Indian/Alaska Native	2.4	0.0	1.6	2.1	1.8	2.0	1.9	1.5	1.7
Asian American/Asian	5.6	4.9	5.4	6.6	2.2	5.0	5.3	3.4	4.5
Native Hawaiian/Pacific Islander	0.0	0.0	0.0	0.3	0.3	0.3	0.3	0.2	0.3
Mexican American/Chicano	0.8	1.6	1.1	1.0	0.7	0.9	1.2	1.0	1.1
Puerto Rican	0.0	0.0	0.0	0.2	0.3	0.3	0.3	0.4	0.3
Other Latino	1.6	3.3	2.2	1.8	2.0	1.9	1.7	1.9	1.8
Other	0.8	1.6	1.1	2.4	2.9	2.6	2.7	2.4	2.6