

2007-2008 HERI FACULTY SURVEY INSTITUTIONAL PROFILE

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				Pubic 4 Yr Colleges	All 4 Yr Inst
	# Respondents	Percent			UNCA previous administrations					
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Number of Respondents	95	60.0	40.0	100.0	115	108	100	105	5,629	22,562
Allocation of faculty time and responsibilities										
During the past two years, have you engaged in any of the following activities?										
Worked with undergraduates on a research project	95	86.0	84.2	85.3	84.4	86.1	-	-	55.7	57.3
Developed a new course	95	78.9	89.5	83.2	81.4	87.0	82.8	85.4	64.6	66.5
Participated in a teaching enhancement workshop [2]	95	66.7	86.8	74.7	-	-	-	-	60.8	56.5
Placed or collected assignments on the Internet	94	70.2	75.7	72.3	68.0	53.9	38.9	-	73.3	74.4
Taught an interdisciplinary course	95	70.2	68.4	69.5	69.7	67.0	65.3	61.8	35.8	41.0
Collaborated with the local community in research/teaching	95	56.1	76.3	64.2	72.8	-	-	-	51.6	46.2
Engaged undergraduates on your research project [2]	94	59.6	43.2	53.2	-	-	-	-	38.7	41.6
Advised student groups involved in service/volunteer work	95	42.1	50.0	45.3	51.9	-	-	-	45.0	42.4
Taught a seminar for first-year students	95	45.6	44.7	45.3	31.5	-	-	-	21.1	23.6
Team-taught a course	93	29.8	33.3	31.2	38.4	37.4	57.1	51.1	27.8	32.7
Taught an honors course	94	36.8	21.6	30.9	25.7	31.0	35.2	33.7	17.1	19.9
Taught a service learning course	94	28.1	32.4	29.8	36.3	20.0	34.5	-	20.9	19.7
Conducted research/writing focused on: International/global issues	94	28.1	27.0	27.7	36.0	-	-	-	26.5	28.4
Conducted research/writing focused on: Racial or ethnic minorities	94	21.1	29.7	24.5	22.7	-	-	-	21.1	20.6
Conducted research/writing focused on: Women and gender issues	94	12.3	43.2	24.5	25.0	-	-	-	18.6	19.1
Taught an ethnic studies course	95	15.8	13.2	14.7	10.3	11.6	9.3	7.9	10.6	10.4
Taught a women's studies course	94	5.3	21.6	11.7	19.2	14.7	14.6	13.0	7.2	7.3
Taught a course exclusively on the Internet	94	3.5	2.7	3.2	6.2	1.0	1.1	-	19.9	13.3

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)					
	# Res- pondents	Percent			UNCA previous administrations				2007-08 National Norms	
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93	Pubic 4 Yr Colleges	All 4 Yr Inst
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:										
Scheduled teaching (actual, not credit hours)	95									
None		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.6
1 to 4		1.8	0.0	1.1	2.8	4.0	1.0	3.0	8.4	13.4
5 to 8		31.6	23.7	28.4	16.0	17.8	13.1	16.0	22.6	31.2
9 to 12		52.6	60.5	55.8	59.4	60.4	69.7	65.0	43.9	35.1
13 to 16		10.5	13.2	11.6	17.0	14.9	12.1	11.0	15.6	12.1
17 to 20		1.8	2.6	2.1	2.8	2.0	3.0	2.0	5.8	4.7
21 to 34		1.8	0.0	1.1	0.9	1.0	1.0	3.0	2.7	2.3
35 to 44		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.3
45 +		0.0	0.0	0.0	0.9	0.0	0.0	0.0	0.2	0.2
Preparing for teaching (including reading student papers and grading)	95									
None		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.3
1 to 4		5.3	2.6	4.2	6.4	2.0	4.0	1.0	8.3	10.3
5 to 8		26.3	13.2	21.1	22.9	22.8	13.1	21.2	23.0	23.9
9 to 12		17.5	28.9	22.1	17.4	29.7	24.2	21.2	24.0	24.5
13 to 16		24.6	18.4	22.1	19.3	13.9	20.2	22.2	15.6	15.8
17 to 20		15.8	23.7	18.9	16.5	20.8	13.1	16.2	15.3	13.8
21 to 34		7.0	7.9	7.4	9.2	8.9	22.2	14.1	10.1	8.7
35 to 44		1.8	5.3	3.2	5.5	2.0	1.0	4.0	2.6	2.1
45 +		1.8	0.0	1.1	2.8	0.0	2.0	0.0	0.8	0.7
Advising and counseling of students	95									
None		3.5	0.0	2.1	0.0	1.0	1.0	0.0	4.1	3.9
1 to 4		57.9	47.4	53.7	50.5	56.4	58.2	41.8	53.5	55.8
5 to 8		29.8	42.1	34.7	35.8	36.6	32.7	42.9	29.2	28.4
9 to 12		7.0	10.5	8.4	11.9	5.0	4.1	9.2	8.5	8.0
13 to 16		1.8	0.0	1.1	1.8	0.0	2.0	6.1	2.6	2.3
17 to 20		0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.1
21 to 34		0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.7	0.4
35 to 44		0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.2	0.2
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				Pubic 4 Yr Colleges	All 4 Yr Inst
	# Respondents	Percent			UNCA previous administrations					
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Committee work and meetings	95									
None		3.5	0.0	2.1	2.7	0.0	0.0	5.1	3.7	5.0
1 to 4		54.4	52.6	53.7	61.8	68.3	70.4	76.5	54.8	57.2
5 to 8		26.3	36.8	30.5	24.5	20.8	23.5	14.3	28.6	26.5
9 to 12		10.5	2.6	7.4	7.3	6.9	5.1	4.1	8.5	7.5
13 to 16		0.0	7.9	3.2	3.6	2.0	1.0	0.0	2.6	2.3
17 to 20		3.5	0.0	2.1	0.0	1.0	0.0	0.0	1.3	1.0
21 to 34		1.8	0.0	1.1	0.0	0.0	0.0	0.0	0.4	0.3
35 to 44		0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.1	0.1
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other administration	95									
None		38.6	28.9	34.7	35.4	37.4	30.8	32.6	32.0	30.0
1 to 4		33.3	34.2	33.7	39.6	36.3	39.6	34.8	37.2	39.0
5 to 8		15.8	21.1	17.9	8.3	15.4	19.8	20.2	14.4	14.6
9 to 12		3.5	7.9	5.3	10.4	6.6	5.5	5.6	6.9	7.2
13 to 16		3.5	5.3	4.2	3.1	3.3	1.1	3.4	3.5	3.3
17 to 20		3.5	2.6	3.2	2.1	0.0	2.2	0.0	3.3	3.1
21 to 34		1.8	0.0	1.1	0.0	1.1	1.1	2.2	2.0	2.1
35 to 44		0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.6	0.6
45 +		0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.2	0.2
Research and scholarly writing	95									
None		12.3	0.0	7.4	13.1	18.4	17.2	6.1	15.4	15.5
1 to 4		38.6	65.8	49.5	39.3	33.7	41.4	6.9	37.6	32.3
5 to 8		24.6	10.5	18.9	27.1	25.5	20.2	21.4	22.9	20.2
9 to 12		8.8	5.3	7.4	8.4	14.3	12.1	10.2	11.5	12.5
13 to 16		1.8	10.5	5.3	5.6	2.0	5.1	4.1	5.0	6.6
17 to 20		7.0	7.9	7.4	6.5	5.1	3.0	6.1	4.2	6.2
21 to 34		7.0	0.0	4.2	0.0	0.0	1.0	1.0	2.1	4.2
35 to 44		0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.8	1.6
45 +		0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.4	0.8
Other creative products/performances	95									
None		52.6	57.9	54.7	57.8	60.6	65.6	73.9	48.8	50.8
1 to 4		28.1	26.3	27.4	25.5	24.5	22.6	15.9	30.4	29.5
5 to 8		12.3	0.0	7.4	7.8	10.6	5.4	3.4	11.7	11.0
9 to 12		3.5	7.9	5.3	5.9	1.1	1.1	4.5	4.4	4.4
13 to 16		3.5	2.6	3.2	2.9	2.1	3.2	0.0	2.0	1.8
17 to 20		0.0	2.6	1.1	0.0	1.1	1.1	1.1	1.9	1.4
21 to 34		0.0	2.6	1.1	0.0	0.0	1.1	1.1	0.5	0.7
35 to 44		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				UNCA previous administrations				2007-08 National Norms	
	# Respondents	Percent			2004-05	2001-02	1998-99	1992-93	Pubic 4 Yr Colleges	All 4 Yr Inst
		Men	Women	Total						
Consultation with clients/patients	94									
None		93.0	91.9	92.6	89.0	92.5	88.8	79.3	79.4	80.8
1 to 4		5.3	5.4	5.3	10.0	5.4	9.0	13.8	12.7	12.2
5 to 8		0.0	0.0	0.0	1.0	2.2	2.2	5.7	4.4	3.9
9 to 12		1.8	0.0	1.1	0.0	0.0	0.0	1.1	1.5	1.3
13 to 16		0.0	2.7	1.1	0.0	0.0	0.0	0.0	0.8	0.7
17 to 20		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.6
21 to 34		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.4
35 to 44		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1
Community or public service	95									
None		33.3	28.9	31.6	19.8	21.6	18.1	10.6	34.4	37.3
1 to 4		47.4	60.5	52.6	65.3	67.0	67.0	73.4	51.9	49.1
5 to 8		15.8	5.3	11.6	12.9	10.3	11.7	8.5	10.2	10.1
9 to 12		3.5	5.3	4.2	1.0	1.0	3.2	6.4	2.4	2.5
13 to 16		0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.6	0.6
17 to 20		0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.3	0.3
21 to 34		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1
35 to 44		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Outside consulting/freelance work	94									
None		68.4	75.7	71.3	79.8	73.9	69.1	56.5	68.3	67.7
1 to 4		26.3	16.2	22.3	19.2	19.6	22.3	40.2	23.5	23.9
5 to 8		1.8	5.4	3.2	1.0	5.4	6.4	2.2	5.6	5.7
9 to 12		3.5	2.7	3.2	0.0	1.1	2.1	1.1	1.7	1.7
13 to 16		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.4
17 to 20		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.3
21 to 34		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1
35 to 44		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1
Household/childcare duties	95									
None		14.0	2.6	9.5	13.7	9.0	9.5	8.4	12.3	12.2
1 to 4		14.0	15.8	14.7	14.7	16.0	10.5	13.7	17.9	18.0
5 to 8		35.1	28.9	32.6	22.5	22.0	27.4	17.9	25.4	25.3
9 to 12		10.5	23.7	15.8	19.6	20.0	18.9	15.8	16.7	16.3
13 to 16		17.5	7.9	13.7	5.9	13.0	9.5	14.7	7.7	8.3
17 to 20		5.3	10.5	7.4	8.8	7.0	9.5	9.5	7.8	7.8
21 to 34		1.8	10.5	5.3	9.8	8.0	8.4	8.4	5.5	5.7
35 to 44		0.0	0.0	0.0	1.0	4.0	4.2	7.4	2.9	2.9
45 +		1.8	0.0	1.1	3.9	1.0	2.1	4.2	3.8	3.5

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)					
	# Respondents	Percent			UNCA previous administrations				2007-08 National Norms	
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93	Public 4 Yr Colleges	All 4 Yr Inst
Communicating via email	95									
None		0.0	0.0	0.0	0.9	-	-	-	0.3	0.4
1 to 4		38.6	18.4	30.5	39.4	-	-	-	29.2	28.8
5 to 8		36.8	47.4	41.1	40.4	-	-	-	39.7	40.1
9 to 12		17.5	21.1	18.9	9.2	-	-	-	18.0	18.2
13 to 16		5.3	7.9	6.3	7.3	-	-	-	7.4	7.2
17 to 20		0.0	5.3	2.1	1.8	-	-	-	3.1	3.4
21 to 34		1.8	0.0	1.1	0.9	-	-	-	1.7	1.3
35 to 44		0.0	0.0	0.0	0.0	-	-	-	0.4	0.3
45 +		0.0	0.0	0.0	0.0	-	-	-	0.3	0.3
Commuting to campus [2]	95									
None		0.0	0.0	0.0	-	-	-	-	5.6	6.0
1 to 4		73.7	84.2	77.9	-	-	-	-	61.7	61.5
5 to 8		22.8	10.5	17.9	-	-	-	-	23.3	23.0
9 to 12		3.5	5.3	4.2	-	-	-	-	7.9	8.0
13 to 16		0.0	0.0	0.0	-	-	-	-	0.9	1.0
17 to 20		0.0	0.0	0.0	-	-	-	-	0.3	0.3
21 to 34		0.0	0.0	0.0	-	-	-	-	0.1	0.1
35 to 44		0.0	0.0	0.0	-	-	-	-	0.0	0.0
45 +		0.0	0.0	0.0	-	-	-	-	0.2	0.1
Other employment, outside of academia [2]	95									
None		94.7	89.5	92.6	-	-	-	-	86.2	87.0
1 to 4		1.8	5.3	3.2	-	-	-	-	6.9	6.8
5 to 8		1.8	2.6	2.1	-	-	-	-	3.7	3.1
9 to 12		1.8	2.6	2.1	-	-	-	-	1.7	1.5
13 to 16		0.0	0.0	0.0	-	-	-	-	0.5	0.7
17 to 20		0.0	0.0	0.0	-	-	-	-	0.4	0.4
21 to 34		0.0	0.0	0.0	-	-	-	-	0.3	0.3
35 to 44		0.0	0.0	0.0	-	-	-	-	0.1	0.2
45 +		0.0	0.0	0.0	-	-	-	-	0.1	0.1

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				Pubic 4 Yr Colleges	All 4 Yr Inst
	# Respondents	Percent			UNCA previous administrations					
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Including all institutions at which you teach, how many undergraduate courses are you teaching this term? [2]	95									
None		0.0	0.0	0.0	-	-	-	-	0.0	0.0
One		0.0	2.6	1.1	-	-	-	-	12.8	21.7
Two		22.8	7.9	16.8	-	-	-	-	24.4	28.8
Three		43.9	50.0	46.3	-	-	-	-	29.8	25.8
Four		26.3	36.8	30.5	-	-	-	-	21.5	15.4
Five		3.5	2.6	3.2	-	-	-	-	7.0	5.2
Six or more		3.5	0.0	2.1	-	-	-	-	4.5	3.2
FOR UP TO FOUR OF THE UNDERGRADUATE COURSES MENTIONED ABOVE, HOW MANY STUDENTS ARE ENROLLED IN: [2]										
Course #1	95									
10 or fewer		14.0	5.3	10.5	-	-	-	-	9.6	12.0
11 to 20		35.1	55.3	43.2	-	-	-	-	22.8	27.1
21 to 30		42.1	36.8	40.0	-	-	-	-	30.1	26.2
31 to 50		5.3	2.6	4.2	-	-	-	-	25.8	20.8
51 to 100		3.5	0.0	2.1	-	-	-	-	9.2	9.1
More than 100		0.0	0.0	0.0	-	-	-	-	2.6	4.8
Course #2	94									
10 or fewer		14.0	10.8	12.8	-	-	-	-	13.4	16.9
11 to 20		50.9	45.9	48.9	-	-	-	-	27.8	31.5
21 to 30		31.6	43.2	36.2	-	-	-	-	30.2	26.7
31 to 50		3.5	0.0	2.1	-	-	-	-	22.5	17.9
51 to 100		0.0	0.0	0.0	-	-	-	-	5.0	5.0
More than 100		0.0	0.0	0.0	-	-	-	-	1.1	2.1
Course #3	78									
10 or fewer		36.4	41.2	38.5	-	-	-	-	19.5	24.9
11 to 20		43.2	38.2	41.0	-	-	-	-	30.9	32.8
21 to 30		18.2	20.6	19.2	-	-	-	-	28.4	24.9
31 to 50		2.3	0.0	1.3	-	-	-	-	18.1	13.8
51 to 100		0.0	0.0	0.0	-	-	-	-	2.7	2.7
More than 100		0.0	0.0	0.0	-	-	-	-	0.5	1.0

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				2007-08 National Norms	
	# Respondents	Percent			UNCA previous administrations				Pubic 4 Yr Colleges	All 4 Yr Inst
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Course #4	34									
10 or fewer		47.4	73.3	58.8	-	-	-	-	27.4	31.7
11 to 20		31.6	26.7	29.4	-	-	-	-	28.6	31.6
21 to 30		21.1	0.0	11.8	-	-	-	-	27.8	23.2
31 to 50		0.0	0.0	0.0	-	-	-	-	14.6	11.1
51 to 100		0.0	0.0	0.0	-	-	-	-	1.5	1.8
More than 100		0.0	0.0	0.0	-	-	-	-	0.2	0.6
HOW MANY OF THE FOLLOWING COURSES ARE YOU TEACHING THIS ACADEMIC YEAR?										
General education courses	94									
None		42.1	37.8	40.4	29.3	33.7	34.1	33.7	50.7	56.0
One		35.1	18.9	28.7	36.4	28.1	31.8	32.6	18.2	17.5
Two		10.5	13.5	11.7	22.2	23.6	25.0	28.3	14.3	12.2
Three		5.3	10.8	7.4	8.1	11.2	4.5	2.2	6.7	6.1
Four		3.5	8.1	5.3	4.0	2.2	4.5	2.2	4.9	3.9
Five or more		3.5	10.8	6.4	0.0	1.1	0.0	1.1	5.1	4.2
Developmental/remedial courses	88									
None		96.2	100.0	97.7	-	-	-	-	94.3	94.6
One		3.8	0.0	2.3	-	-	-	-	3.0	3.0
Two		0.0	0.0	0.0	-	-	-	-	1.4	1.2
Three		0.0	0.0	0.0	-	-	-	-	0.6	0.5
Four		0.0	0.0	0.0	-	-	-	-	0.4	0.4
Five or more		0.0	0.0	0.0	-	-	-	-	0.3	0.3
Other undergraduate credit courses	91									
None		3.6	11.4	6.6	6.8	5.2	8.3	2.1	15.6	18.0
One		8.9	2.9	6.6	17.5	18.6	11.5	22.3	17.8	20.4
Two		19.6	22.9	20.9	35.9	28.9	27.1	36.2	22.7	23.1
Three		21.4	25.7	23.1	26.2	36.1	34.4	19.1	16.9	16.0
Four		21.4	22.9	22.0	8.7	6.2	15.6	17.0	12.1	9.9
Five or more		25.0	14.3	20.9	4.9	5.2	3.1	3.2	14.9	12.5
Graduate courses	88									
None		98.1	91.4	95.5	93.6	95.2	92.2	90.3	66.9	63.4
One		1.9	2.9	2.3	6.4	4.8	7.8	8.1	19.7	22.4
Two		0.0	0.0	0.0	0.0	0.0	0.0	1.6	8.5	8.7
Three		0.0	2.9	1.1	0.0	0.0	0.0	0.0	2.3	2.9
Four		0.0	2.9	1.1	0.0	0.0	0.0	0.0	1.6	1.5
Five or more		0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.1

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)					
	# Respondents	Percent			UNCA previous administrations				2007-08 National Norms	
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93	Public 4 Yr Colleges	All 4 Yr Inst
Vocational or technical courses	88									
None		98.1	97.1	97.7	-	-	-	-	97.2	97.4
One		1.9	0.0	1.1	-	-	-	-	1.0	1.0
Two		0.0	0.0	0.0	-	-	-	-	0.7	0.6
Three		0.0	2.9	1.1	-	-	-	-	0.5	0.4
Four		0.0	0.0	0.0	-	-	-	-	0.1	0.3
Five or more		0.0	0.0	0.0	-	-	-	-	0.4	0.3
Non-credit courses (other than above)	87									
None		94.3	97.1	95.4	-	-	-	-	95.6	95.0
One		3.8	0.0	2.3	-	-	-	-	2.8	3.5
Two		1.9	2.9	2.3	-	-	-	-	1.0	1.0
Three		0.0	0.0	0.0	-	-	-	-	0.3	0.2
Four		0.0	0.0	0.0	-	-	-	-	0.1	0.1
Five or more		0.0	0.0	0.0	-	-	-	-	0.1	0.2
Do you teach remedial/developmental skills in any of the following areas?	95									
Reading		5.3	5.3	5.3	-	-	-	-	4.3	4.2
Writing		12.3	10.5	11.6	-	-	-	-	10.4	10.3
Mathematics		0.0	2.6	1.1	-	-	-	-	4.6	4.1
ESL		1.8	0.0	1.1	-	-	-	-	1.0	1.0
General academic skills		5.3	5.3	5.3	-	-	-	-	8.6	8.5
Other subject areas		3.5	0.0	2.1	-	-	-	-	5.4	5.6
HAVE YOU ENGAGED IN ANY OF THE FOLLOWING PROFESSIONAL DEVELOPMENT OPPORTUNITIES AT YOUR INSTITUTION? [2]										
Workshops focused on teaching in the classroom	95									
Yes		75.4	97.4	84.2	-	-	-	-	70.7	70.1
No		22.8	2.6	14.7	-	-	-	-	26.5	27.5
Not eligible		1.8	0.0	1.1	-	-	-	-	0.2	0.2
Not available		0.0	0.0	0.0	-	-	-	-	2.6	2.2
Paid workshops outside the institution focused on teaching	94									
Yes		29.8	32.4	30.9	-	-	-	-	27.5	24.6
No		68.4	67.6	68.1	-	-	-	-	67.1	70.6
Not eligible		0.0	0.0	0.0	-	-	-	-	1.0	0.8
Not available		1.8	0.0	1.1	-	-	-	-	4.4	3.9

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				Pubic 4 Yr Colleges	All 4 Yr Inst
	# Respondents	Percent			UNCA previous administrations					
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Paid sabbatical leave	94									
Yes		36.8	32.4	35.1	-	-	-	-	22.0	28.7
No		56.1	54.1	55.3	-	-	-	-	59.6	54.6
Not eligible		5.3	8.1	6.4	-	-	-	-	14.5	13.4
Not available		1.8	5.4	3.2	-	-	-	-	3.9	3.2
Travel funds paid by the institution	95									
Yes		89.5	94.7	91.6	-	-	-	-	80.3	78.9
No		10.5	5.3	8.4	-	-	-	-	17.0	18.1
Not eligible		0.0	0.0	0.0	-	-	-	-	1.4	1.4
Not available		0.0	0.0	0.0	-	-	-	-	1.3	1.6
Association membership/dues paid by the institution	94									
Yes		26.3	18.9	23.4	-	-	-	-	21.3	28.9
No		59.6	51.4	56.4	-	-	-	-	59.1	55.0
Not eligible		0.0	0.0	0.0	-	-	-	-	2.7	2.6
Not available		14.0	29.7	20.2	-	-	-	-	16.9	13.4
Tuition remission	94									
Yes		5.3	2.7	4.3	-	-	-	-	11.9	14.4
No		91.2	97.3	93.6	-	-	-	-	79.0	77.5
Not eligible		3.5	0.0	2.1	-	-	-	-	3.1	3.5
Not available		0.0	0.0	0.0	-	-	-	-	6.0	4.6
Internal grants for research	94									
Yes		47.4	54.1	50.0	-	-	-	-	44.8	46.8
No		50.9	45.9	48.9	-	-	-	-	51.7	49.2
Not eligible		0.0	0.0	0.0	-	-	-	-	1.8	2.1
Not available		1.8	0.0	1.1	-	-	-	-	1.6	1.9
Training for administrative leadership	94									
Yes		15.8	16.2	16.0	-	-	-	-	13.4	13.2
No		77.2	81.1	78.7	-	-	-	-	76.2	76.4
Not eligible		3.5	0.0	2.1	-	-	-	-	2.8	2.7
Not available		3.5	2.7	3.2	-	-	-	-	7.6	7.6

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				Pubic 4 Yr Colleges	All 4 Yr Inst
	# Respondents	Percent			UNCA previous administrations					
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?										
Articles in academic or professional journals										
None	95	7.0	7.9	7.4	16.2	7.6	13.3	16.8	20.1	18.8
1 to 2		19.3	34.2	25.3	17.1	25.7	17.3	17.8	21.7	17.6
3 to 4		17.5	21.1	18.9	23.4	11.4	12.2	12.9	16.6	14.5
5 to 10		12.3	18.4	14.7	16.2	28.6	31.6	25.7	19.9	18.4
11 to 20		19.3	15.8	17.9	14.4	10.5	11.2	16.8	11.2	12.7
21 to 50		17.5	2.6	11.6	9.9	12.4	10.2	7.9	7.8	11.4
51+		7.0	0.0	4.2	2.7	3.8	4.1	2.0	2.6	6.7
Chapters in edited volumes										
None	94	47.4	37.8	43.6	47.2	48.5	60.4	66.3	56.8	49.5
1 to 2		28.1	43.2	34.0	35.2	33.0	25.0	23.8	26.9	25.5
3 to 4		15.8	10.8	13.8	11.1	11.7	8.3	5.9	9.3	11.8
5 to 10		5.3	8.1	6.4	4.6	3.9	4.2	3.0	5.6	8.8
11 to 20		1.8	0.0	1.1	0.9	1.0	1.0	1.0	1.0	3.0
21 to 50		1.8	0.0	1.1	0.9	1.9	1.0	0.0	0.3	1.1
51+		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.3
Books, manuals, or monographs										
None	95	47.4	73.7	57.9	59.0	52.0	58.3	45.0	66.7	61.1
1 to 2		40.4	15.8	30.5	21.0	36.3	31.2	34.0	24.0	25.7
3 to 4		1.8	10.5	5.3	13.3	6.9	4.2	9.0	5.8	7.3
5 to 10		7.0	0.0	4.2	4.8	3.9	5.2	8.0	2.6	4.4
11 to 20		3.5	0.0	2.1	0.0	0.0	1.0	3.0	0.6	1.1
21 to 50		0.0	0.0	0.0	1.9	1.0	0.0	1.0	0.2	0.4
51+		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1
Other, such as patents or computer software products										
None	93	82.5	94.4	87.1	87.0	-	-	-	88.1	85.1
1 to 2		10.5	2.8	7.5	8.0	-	-	-	7.2	8.6
3 to 4		3.5	2.8	3.2	2.0	-	-	-	2.4	3.2
5 to 10		1.8	0.0	1.1	3.0	-	-	-	1.2	1.9
11 to 20		1.8	0.0	1.1	0.0	-	-	-	0.5	0.6
21 to 50		0.0	0.0	0.0	0.0	-	-	-	0.4	0.3
51+		0.0	0.0	0.0	0.0	-	-	-	0.2	0.3

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				Pubic 4 Yr Colleges	All 4 Yr Inst
	# Respondents	Percent			UNCA previous administrations					
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
IN THE LAST TWO YEARS, HOW MANY: Exhibitions or performances in the fine or applied arts have you presented?	95									
None		78.9	81.6	80.0	77.1	77.7	87.2	83.7	80.3	81.8
1 to 2		5.3	2.6	4.2	4.8	5.8	2.1	4.1	6.0	5.8
3 to 4		1.8	7.9	4.2	6.7	4.9	2.1	2.0	5.0	4.4
5 to 10		7.0	2.6	5.3	1.9	0.0	3.2	1.0	4.3	4.1
11 to 20		5.3	2.6	4.2	1.0	1.9	0.0	3.1	2.3	1.9
21 to 50		1.8	0.0	1.1	2.9	2.9	0.0	0.0	1.4	1.1
51+		0.0	2.6	1.1	5.7	6.8	5.3	6.1	0.7	1.0
Of your professional writings have been published or accepted for publication?	95									
None		31.6	23.7	28.4	20.4	23.8	33.3	25.2	33.3	30.0
1 to 2		26.3	50.0	35.8	46.3	40.0	39.4	37.9	36.7	32.2
3 to 4		22.8	21.1	22.1	25.9	25.7	16.2	18.4	20.0	20.9
5 to 10		17.5	5.3	12.6	6.5	9.5	10.1	13.6	8.2	13.3
11 to 20		1.8	0.0	1.1	0.9	0.0	1.0	3.9	1.3	2.7
21 to 50		0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.5	0.7
51+		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2
During the past two years, have you:										
Engaged in public service/professional consulting without pay?	95	59.6	63.2	61.1	73.9	-	-	-	61.6	59.4
Considered leaving this institution for another?	94	50.0	52.6	51.1	43.2	-	-	-	48.0	46.5
Engaged in paid consulting outside of your institution?	95	50.9	44.7	48.4	44.1	-	-	-	36.5	37.6
Received funding for your work from: State or federal government?	95	38.6	15.8	29.5	29.4	-	-	-	26.0	27.1
Considered early retirement?	95	33.3	21.1	28.4	23.4	31.5	35.4	32.0	23.6	21.2
Considered leaving academe for another job?	95	28.1	23.7	26.3	36.0	35.2	32.3	36.5	35.6	32.7
Received funding for your work from: Foundations?	95	19.3	21.1	20.0	28.7	-	-	-	17.5	19.7
Received at least one firm job offer?	95	12.3	28.9	18.9	20.7	17.8	20.2	20.2	24.6	23.9
Requested/sought an early promotion?	95	10.5	13.2	11.6	10.8	10.2	-	-	8.4	7.3
Received funding for your work from: Business or industry?	95	7.0	10.5	8.4	16.0	-	-	-	11.5	13.5
Changed academic institutions?	95	3.5	7.9	5.3	5.4	-	-	-	12.2	11.4

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)					
	# Resp- ondents	Percent			UNCA previous administrations				2007-08 National Norms	
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93	Pubic 4 Yr Colleges	All 4 Yr Inst
<i>Institutional Attributes/Job Satisfaction</i>										
Attributes noted as being "very descriptive" of your institution										
It is easy for students to see faculty outside of regular office hours	95	78.9	76.3	77.9	85.1	66.7	74.7	56.3	58.9	60.6
Faculty here respect each other	95	61.4	63.2	62.1	60.5	43.8	48.5	31.1	42.8	47.6
There is respect for the expression of diverse values and beliefs	95	56.1	52.6	54.7	42.1	-	-	-	35.5	35.8
Faculty are rewarded for being good teachers	95	31.6	39.5	34.7	36.0	38.1	40.4	21.4	14.9	16.0
The faculty are typically at odds with campus administration	95	24.6	15.8	21.1	6.2	10.4	11.1	0.0	25.1	19.4
Faculty are rewarded for their efforts to use instructional technology	95	10.5	18.4	13.7	21.2	-	-	-	21.8	20.3
The administration is open about its policies [2]	95	12.3	7.9	10.5	-	-	-	-	15.9	16.5
There is a great deal of conformity among the students [2]	95	8.8	13.2	10.5	-	-	-	-	24.1	29.4
Administrators consider faculty concerns when making policy [2]	95	7.0	10.5	8.4	-	-	-	-	11.7	13.0
Faculty are rewarded for their efforts to work with underprepared students	95	3.5	5.3	4.2	6.3	-	-	-	6.3	5.7
Social activities are overemphasized	95	3.5	2.6	3.2	1.8	0.9	2.0	0.0	5.8	8.3
Most students are treated like "numbers in a book"	95	1.8	0.0	1.1	0.9	0.9	1.0	0.0	3.7	3.8
Do you, "to a great extent":										
Experience close alignment between your work and your personal values	95	66.7	84.2	73.7	56.4	-	-	-	63.7	65.3
Engage in academic work that spans multiple disciplines	95	49.1	57.9	52.6	50.9	-	-	-	35.2	38.7
Achieve a healthy balance between your personal life and your professional life	95	42.1	34.2	38.9	34.5	-	-	-	33.3	34.2
Feel that the training you received in graduate school prepared you well for your role as a faculty mentor	95	35.1	28.9	32.6	30.4	-	-	-	41.1	39.1
Mentor new faculty [2]	95	22.8	21.1	22.1	-	-	-	-	23.1	22.3
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar	95	21.1	18.4	20.0	24.8	-	-	-	27.6	26.7

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				2007-08 National Norms	
	# Res- pondents	Percent			UNCA previous administrations				Pubic 4 Yr Colleges	All 4 Yr Inst
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Aspects of your job with which you are "very satisfied" or "satisfied": [3]										
Freedom to determine course content [2]	95	94.7	97.4	95.8	-	-	-	-	91.4	92.5
Autonomy and independence	95	91.2	92.1	91.6	85.8	92.5	85.0	87.4	81.7	85.0
Job security [2]	95	87.7	89.5	88.4	-	-	-	-	77.1	77.7
Course assignments [2]	95	86.0	89.5	87.4	-	-	-	-	81.8	84.0
Professional relationships with other faculty	95	86.0	86.8	86.3	80.5	76.6	76.0	68.0	76.4	77.6
Competency of colleagues	95	86.0	81.6	84.2	78.8	74.5	80.0	73.1	73.9	78.2
Overall job satisfaction	95	78.9	86.8	82.1	81.4	77.6	72.7	75.7	72.2	74.8
Quality of students	95	73.7	84.2	77.9	79.6	66.4	67.0	55.8	46.8	57.1
Office/lab space	94	66.1	78.9	71.3	67.0	63.8	-	-	61.9	67.3
Social relationships with other faculty	91	66.7	75.7	70.3	68.8	64.4	61.1	62.7	66.1	67.4
Departmental leadership [2]	94	64.9	70.3	67.0	-	-	-	-	67.8	69.1
Clerical/administrative support	94	62.5	65.8	63.8	56.2	-	-	-	60.9	60.8
Retirement benefits [2]	93	54.5	71.1	61.3	-	-	-	-	68.9	68.7
Prospects for career advancement	82	57.1	63.6	59.8	48.5	-	-	-	52.4	54.6
Salary [2]	95	56.1	55.3	55.8	-	-	-	-	42.0	46.2
Relationship with administration	93	43.9	63.9	51.6	54.1	65.7	54.5	61.2	54.6	58.3
Opportunity for scholarly pursuits	95	50.9	44.7	48.4	30.0	39.3	43.4	32.4	44.0	54.1
Teaching load	95	52.6	42.1	48.4	33.6	30.8	31.0	40.8	47.3	57.7
Health benefits [2]	94	44.6	42.1	43.6	-	-	-	-	70.6	68.3
Visibility for jobs at other institutions/organizations	73	40.9	44.8	42.5	48.0	25.8	32.1	33.3	47.6	53.8
Availability of child care at this institution	28	11.8	0.0	7.1	6.3	11.1	-	-	34.6	30.9

UNCA 2007-08 total is 10+ percentage points higher than national norms	Comparison Groups (Total)									
	UNCA 2007-08				UNCA previous administrations				2007-08 National Norms	
	# Resp- ondents	Percent			2004-05	2001-02	1998-99	1992-93	Pubic 4 Yr Colleges	All 4 Yr Inst
Men		Women	Total							
UNCA 2007-08 total is 10+ percentage points lower than national norms	Full-time Undergraduate Faculty									
Do you agree "strongly" or "somewhat"?										
Faculty here are strongly interested in the academic problems of undergraduates	94	100.0	94.7	97.9	91.1	91.5	94.9	91.3	87.8	87.8
Faculty are committed to the welfare of this institution [2]	94	96.4	94.7	95.7	-	-	-	-	89.5	90.7
Faculty are interested in students' personal problems	95	96.5	92.1	94.7	88.3	83.0	85.9	88.5	84.2	83.2
Women faculty are treated fairly here [2]	94	96.4	92.1	94.7	-	-	-	-	86.4	85.9
My teaching is valued by faculty in my department	94	91.1	97.4	93.6	89.3	90.6	-	-	89.5	89.6
Faculty of color are treated fairly here [2]	94	92.9	92.1	92.6	-	-	-	-	88.8	88.7
Gay and lesbian faculty are treated fairly here [2]	94	94.6	89.5	92.6	-	-	-	-	85.5	81.0
My research is valued by faculty in my department	94	85.7	84.2	85.1	69.6	-	-	-	71.6	73.7
Many courses involve students in community service [2]	94	73.2	94.7	81.9	-	-	-	-	47.3	48.6
This institution should hire more faculty of color [2]	94	80.4	84.2	81.9	-	-	-	-	67.6	73.2
Faculty feel that most students are well-prepared academically	94	76.8	84.2	79.8	75.7	65.4	63.6	40.4	30.6	44.2
My department does a good job of mentoring new faculty	94	80.4	71.1	76.6	66.7	-	-	-	67.6	69.2
My values are congruent with the dominant institutional values	93	69.6	86.5	76.3	70.6	-	-	-	70.3	72.6
There is adequate support for integrating technology in my teaching	94	76.8	65.8	72.3	78.2	-	-	-	82.0	84.2
Student Affairs staff have the support and respect of faculty [2]	93	69.6	73.0	71.0	-	-	-	-	75.7	77.1
Racial and ethnic diversity should be more strongly reflected in the curriculum	94	60.7	84.2	70.2	71.2	70.1	-	-	57.8	58.5
There is adequate support for faculty development	94	67.9	63.2	66.0	40.2	-	-	-	62.1	67.6
Many courses include feminist perspectives [2]	94	53.6	81.6	64.9	-	-	-	-	43.0	43.1
The criteria for advancement and promotion decisions are clear	94	69.6	55.3	63.8	68.8	-	-	-	70.1	72.1
Most students are strongly committed to community service	94	55.4	57.9	56.4	41.4	36.8	30.9		38.0	51.0
Faculty are sufficiently involved in campus decision making	94	53.6	57.9	55.3	60.9	-	-	-	51.8	52.9
This institution should hire more women faculty [2]	93	44.6	59.5	50.5	-	-	-	-	50.9	57.1
This institution takes responsibility for educating underprepared students	94	48.2	52.6	50.0	48.1	-	-	-	63.5	63.4
This institution should not offer remedial/developmental education	93	44.6	48.6	46.2	42.6	-	-	-	26.0	28.2
Most of the students I teach lack the basic skills for college level work	94	14.3	15.8	14.9	16.1	-	-	-	49.7	36.4
There is a lot of campus racial conflict here	94	3.6	5.3	4.3	12.6	12.3	6.1	11.7	8.8	10.6

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				2007-08 National Norms	
	# Resp- ondents	Percent			UNCA previous administrations				Pubic 4 Yr Colleges	All 4 Yr Inst
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Issues you believe to be of "high" or "highest" priority at your institution:										
To promote the intellectual development of students	95	100.0	97.4	98.9	94.7	97.2	99.0	96.2	82.6	85.8
To help students examine and understand their personal values	95	73.7	84.2	77.9	53.6	60.4	54.0	63.4	48.9	56.0
To develop a sense of community among students and faculty	95	70.2	78.9	73.7	61.6	68.9	62.6		50.9	54.1
To recruit more minority students	94	67.9	73.7	70.2	55.4	62.9	60.2	76.0	49.0	50.3
To develop an appreciation for multiculturalism [2]	94	64.3	68.4	66.0	55.4	62.9	60.2	76.0	54.1	54.5
To facilitate student involvement in community service [2]	95	57.9	71.1	63.2	-	-	-	-	42.2	46.0
To develop leadership ability among students	95	61.4	57.9	60.0	43.7	44.3	51.5	38.5	53.4	59.0
To create a diverse multi-cultural campus environment	94	58.9	60.5	59.6	57.1	61.3	62.2	62.5	54.7	53.7
To increase the representation of minorities in the faculty and administration	94	58.9	57.9	58.5	51.4	-	-	-	44.6	44.9
To enhance the institution's national image	94	62.5	50.0	57.4	71.4	72.6	70.4	76.7	59.7	69.4
To promote gender equity among faculty	95	68.4	39.5	56.8	53.2	-	-	-	49.9	52.1
To increase or maintain institutional prestige	94	42.9	50.0	45.7	55.0	47.2	64.6	72.8	55.3	64.0
To pursue extramural funding	94	50.0	39.5	45.7	39.3	-	-	-	54.7	61.0
To create and sustain partnerships with surrounding communities	95	42.1	34.2	38.9	35.1	-	-	-	54.8	47.5
To help students learn how to bring about change in American society	94	33.9	44.7	38.3	33.0	27.4	35.4	30.8	33.7	35.1
To provide resources for faculty to engage in community-based teaching or research	94	35.7	42.1	38.3	26.1	-	-	-	39.1	35.3
To increase the representation of women in the faculty and administration	94	35.7	18.4	28.7	41.8	-	-	-	34.6	38.4
To strengthen links with the for-profit, corporate sector [2]	94	25.0	23.7	24.5	-	-	-	-	49.7	49.1
To hire faculty "stars"	94	7.1	5.3	6.4	8.0	5.7	10.2	5.8	18.7	29.2

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				2007-08 National Norms	
	# Res- pondents	Percent			UNCA previous administrations				Pubic 4 Yr Colleges	All 4 Yr Inst
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Do you agree "strongly" or "somewhat"?										
A racially/ethnically diverse student body enhances the educational experience of all students	94	92.9	92.1	92.6	92.9	95.3	95.0	-	93.4	93.6
Colleges should encourage students to be involved in community service activities	94	91.1	92.1	91.5	84.8	83.0	81.0	-	87.8	87.9
Colleges have a responsibility to work with their surrounding communities to address local issues	94	78.6	94.7	85.1	82.1	-	-	-	89.0	87.9
Colleges should be actively involved in solving social problems	94	76.8	84.2	79.8	65.2	68.3	66.0	-	71.0	71.0
Community service should be given weight in college admissions decisions [2]	94	58.9	65.8	61.7	-	-	-	-	64.1	66.4
Private funding sources often prevent researchers from being completely objective in the conduct of their work [2]	94	58.9	65.8	61.7	-	-	-	-	59.8	59.5
Western civilization and culture should be the foundation for the undergraduate curriculum	94	57.1	44.7	52.1	50.9	50.5	59.6	-	55.6	57.5
Tenure is an outmoded concept	94	25.0	26.3	25.5	32.1	24.3	29.0	36.6	32.0	32.0
Colleges should be concerned with facilitating undergraduate students' spiritual development	94	25.0	21.1	23.4	25.0	-	-	-	26.0	36.6
The chief benefit of a college education is that it increases one's earning power	94	25.0	21.1	23.4	12.5	18.9	20.2	-	32.7	28.9
Realistically, an individual can do little to bring about changes in society	94	25.0	15.8	21.3	17.0	-	-	-	18.8	18.8
Promoting diversity leads to the admission of too many underprepared students	94	21.4	13.2	18.1	13.5	14.3	21.0	-	24.7	23.7
College officials have the right to ban persons with extreme views from speaking on campus	94	16.1	18.4	17.0	20.7	19.0	15.0	-	22.4	27.6

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				Pubic 4 Yr Colleges	All 4 Yr Inst
	# Respondents	Percent			UNCA previous administrations					
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Teaching Practices IN YOUR INTERACTIONS WITH UNDERGRADUATES, HOW OFTEN DO YOU ENCOURAGE THEM TO: [2] Ask questions in class	95									
Frequently		94.7	100.0	96.8	-	-	-	-	95.1	94.6
Occasionally		5.3	0.0	3.2	-	-	-	-	4.8	5.3
Not at all		0.0	0.0	0.0	-	-	-	-	0.1	0.2
Support their opinions with a logical argument	95									
Frequently		91.2	94.7	92.6	-	-	-	-	83.8	82.8
Occasionally		7.0	5.3	6.3	-	-	-	-	15.5	16.4
Not at all		1.8	0.0	1.1	-	-	-	-	0.7	0.9
Seek solutions to problems and explain them to others	95									
Frequently		80.7	81.6	81.1	-	-	-	-	76.6	74.7
Occasionally		17.5	18.4	17.9	-	-	-	-	21.9	23.6
Not at all		1.8	0.0	1.1	-	-	-	-	1.5	1.7
Revise their papers to improve their writing	95									
Frequently		71.9	78.9	74.7	-	-	-	-	60.0	58.8
Occasionally		21.1	21.1	21.1	-	-	-	-	33.2	32.7
Not at all		7.0	0.0	4.2	-	-	-	-	6.8	8.5
Evaluate the quality or reliability of information they receive	95									
Frequently		77.2	92.1	83.2	-	-	-	-	75.1	73.4
Occasionally		21.1	7.9	15.8	-	-	-	-	23.3	24.6
Not at all		1.8	0.0	1.1	-	-	-	-	1.7	2.0
Take risks for potential gains	95									
Frequently		35.1	47.4	40.0	-	-	-	-	37.6	37.4
Occasionally		49.1	47.4	48.4	-	-	-	-	48.1	48.4
Not at all		15.8	5.3	11.6	-	-	-	-	14.3	14.2
Seek alternative solutions to a problem	95									
Frequently		64.9	76.3	69.5	-	-	-	-	68.0	65.1
Occasionally		33.3	23.7	29.5	-	-	-	-	30.0	32.6
Not at all		1.8	0.0	1.1	-	-	-	-	2.0	2.2

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				2007-08 National Norms	
	# Respondents	Percent			UNCA previous administrations				Public 4 Yr Colleges	All 4 Yr Inst
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Look up scientific research articles and resources	94									
Frequently		57.1	60.5	58.5	-	-	-	-	56.7	55.2
Occasionally		32.1	21.1	27.7	-	-	-	-	33.3	33.5
Not at all		10.7	18.4	13.8	-	-	-	-	9.9	11.3
Explore topics on their own, even though it was not required for a class	95									
Frequently		61.4	63.2	62.1	-	-	-	-	53.3	52.1
Occasionally		35.1	36.8	35.8	-	-	-	-	42.8	44.1
Not at all		3.5	0.0	2.1	-	-	-	-	3.9	3.8
Acknowledge failure as a necessary part of the learning process	95									
Frequently		42.1	52.6	46.3	-	-	-	-	52.4	49.5
Occasionally		50.9	44.7	48.4	-	-	-	-	41.4	43.7
Not at all		7.0	2.6	5.3	-	-	-	-	6.2	6.8
Seek feedback on their academic work	95									
Frequently		70.2	84.2	75.8	-	-	-	-	75.4	73.0
Occasionally		28.1	15.8	23.2	-	-	-	-	23.1	25.3
Not at all		1.8	0.0	1.1	-	-	-	-	1.5	1.7

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)					
	# Resp- ondents	Percent			UNCA previous administrations				2007-08 National Norms	
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93	Pubic 4 Yr Colleges	All 4 Yr Inst
Methods you use in "all" or "most" of the courses you teach:										
Class discussions	95	82.5	94.7	87.4	84.2	72.6	75.0	72.8	83.0	82.2
Essay exams [2]	95	57.9	68.4	62.1	63.7	51.4	49.0	52.4	42.5	44.3
Cooperative learning (small groups)	95	45.6	81.6	60.0	48.2	37.7	40.4	38.2	60.8	59.1
Short-answer exams [2]	95	56.1	63.2	58.9	37.2	42.1	44.0	46.5	46.3	45.5
Using real-life problems [2]	95	54.4	47.4	51.6	-	-	-	-	58.5	55.7
Student presentations	95	36.8	65.8	48.4	61.4	47.7	46.0	30.7	45.8	46.7
Using student inquiry to drive learning [2]	95	40.4	60.5	48.4	-	-	-	-	48.9	47.1
Term/research papers	95	43.9	52.6	47.4	40.7	45.8	45.9	42.7	43.2	44.3
Competency-based grading [2]	92	44.6	47.2	45.7	-	-	-	-	54.7	53.0
Multiple drafts of written work	95	31.6	47.4	37.9	33.6	24.5	23.2	14.7	24.6	24.9
Quizzes [2]	95	33.3	39.5	35.8	-	-	-	-	42.8	39.8
Extensive lecturing	95	45.6	18.4	34.7	37.7	34.0	43.0	52.9	47.9	46.4
Readings on racial and ethnic issues	95	29.8	36.8	32.6	30.7	23.6	18.4	15.7	24.7	23.9
Group projects	95	24.6	39.5	30.5	30.1	26.4	29.3	22.5	36.3	35.8
Experiential learning/Field studies [2]	95	22.8	36.8	28.4	-	-	-	-	31.7	30.0
Readings on women and gender issues	95	26.3	31.6	28.4	27.2	26.4	17.3	-	21.6	21.1
Student evaluations of each others' work	95	19.3	39.5	27.4	24.8	17.8	21.2	13.7	23.8	23.5
Reflective writing/journaling	95	19.3	26.3	22.1	24.8	-	-	-	23.2	21.7
Multiple-choice exams [2]	95	17.5	23.7	20.0	14.0	16.8	18.0	22.8	39.0	33.1
Student-developed activities (assignments, exams, etc.) [2]	95	21.1	15.8	18.9	-	-	-	-	28.0	26.7
Weekly essay assignments [2]	95	22.8	13.2	18.9	-	-	-	-	20.2	21.7
Student-selected topics for course content	95	12.3	23.7	16.8	19.6	9.5	11.1	7.8	18.2	17.0
Recitals/Demonstrations	95	14.0	10.5	12.6	21.2	18.9	13.0	14.0	22.1	21.9
Grading on a curve	95	14.0	7.9	11.6	11.5	12.1	11.1	15.5	15.1	16.8
Community service as part of coursework	95	7.0	5.3	6.3	15.0	6.7	-	-	8.9	8.1
Electronic quizzes with immediate feedback in class [2]	95	1.8	2.6	2.1	-	-	-	-	8.5	6.8
Teaching assistants	95	0.0	0.0	0.0	1.8	0.0	0.0	2.0	6.1	11.8

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				2007-08 National Norms	
	# Res- pondents	Percent			UNCA previous administrations				Pubic 4 Yr Colleges	All 4 Yr Inst
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Goals for undergraduates noted as "very important" or "essential"										
Develop ability to think critically	95	100.0	100.0	100.0	100.0	100.0	100.0	99.0	99.6	99.6
Promote ability to write effectively	95	98.2	100.0	98.9	92.9	-	-	-	96.2	96.4
Help students evaluate the quality and reliability of information [2]	95	96.5	100.0	97.9	-	-	-	-	97.0	97.2
Help master knowledge in a discipline	95	98.2	92.1	95.8	92.0	-	-	-	96.0	95.1
Develop creative capacities	95	89.5	81.6	86.3	72.6	-	-	-	80.3	81.5
Teach students tolerance and respect for different beliefs [2]	95	84.2	89.5	86.3	-	-	-	-	82.7	82.5
Instill a basic appreciation of the liberal arts	95	84.2	84.2	84.2	82.3	-	-	-	71.8	72.8
Prepare students for graduate or advanced education	95	86.0	78.9	83.2	76.3	68.9	73.0	63.5	74.7	75.5
Enhance students' knowledge of and appreciation for other racial/ethnic groups	95	77.2	89.5	82.1	64.6	64.8	58.0	-	75.6	75.2
Enhance students' self-understanding	95	78.9	86.8	82.1	69.3	72.1	62.0	66.0	71.8	71.8
Engage students in civil discourse around controversial issues [2]	95	82.5	76.3	80.0	-	-	-	-	72.6	72.4
Prepare students for employment after college	95	77.2	78.9	77.9	61.4	65.4	65.0	53.8	84.8	81.5
Develop moral character	95	80.7	71.1	76.8	61.6	54.7	52.5	49.0	68.1	70.2
Help students develop personal values	95	82.5	68.4	76.8	53.6	60.4	54.0	63.4	64.6	66.1
Study a foreign language [2]	95	71.9	76.3	73.7	-	-	-	-	51.1	54.2
Encourage students to become agents of social change [2]	95	59.6	65.8	62.1	-	-	-	-	59.3	57.8
Instill in students a commitment to community service	95	56.1	65.8	60.0	42.0	39.4	42.0	-	57.3	55.5
Provide for students' emotional development	95	56.1	39.5	49.5	33.9	35.8	30.6	35.3	46.8	48.1
Teach students the classic works of Western civilization [2]	95	45.6	36.8	42.1	-	-	-	-	33.8	34.7
Prepare students for family living	95	14.0	2.6	9.5	-	-	-	-	20.9	21.2

UNCA 2007-08 total is 10+ percentage points higher than national norms

UNCA 2007-08 total is 10+ percentage points lower than national norms

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)				Pubic 4 Yr Colleges	All 4 Yr Inst
	# Respondents	Percent			UNCA previous administrations					
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93		
Personal Goals, Activities, Attributes										
IF YOU WERE TO BEGIN YOUR CAREER AGAIN, WOULD YOU STILL WANT TO:										
Come to this institution? [2]										
Definitely yes	95	43.9	55.3	48.4	-	-	-	-	31.6	35.0
Probably yes		31.6	34.2	32.6	-	-	-	-	33.6	33.9
Not sure		15.8	2.6	10.5	-	-	-	-	18.0	16.7
Probably no		5.3	5.3	5.3	-	-	-	-	10.8	9.4
Definitely no		3.5	2.6	3.2	-	-	-	-	6.0	5.0
Be a college professor?										
Definitely yes	95	59.6	73.7	65.3	59.1	48.1	54.0	56.7	62.9	63.3
Probably yes		33.3	15.8	26.3	24.5	35.2	35.0	29.8	24.8	25.1
Not sure		7.0	10.5	8.4	10.0	11.1	6.0	8.7	8.7	8.4
Probably no		0.0	0.0	0.0	5.5	5.6	4.0	2.9	2.8	2.5
Definitely no		0.0	0.0	0.0	0.9	0.0	1.0	1.9	0.8	0.8
Factors noted as a source of stress for you during the last two years [4]										
Self-imposed high expectations	94	82.1	81.6	81.9	80.4	-	-	-	79.9	80.1
Lack of personal time	95	71.9	81.6	75.8	80.4	87.6	83.8	89.2	74.3	74.1
Teaching load	95	70.2	81.6	74.7	83.8	86.7	84.0	79.6	68.9	63.3
Institutional procedures and "red tape"	95	78.9	65.8	73.7	65.8	69.5	68.7	65.0	76.3	71.8
Committee work	95	66.7	71.1	68.4	64.3	67.6	69.7	48.5	66.8	61.5
Managing household responsibilities	95	64.9	73.7	68.4	73.9	81.0	76.8	70.9	73.0	72.7
Colleagues [2]	95	59.6	57.9	58.9	-	-	-	-	68.0	64.2
Personal finances	95	66.7	47.4	58.9	67.0	68.6	61.6	62.1	65.6	62.8
Research or publishing demands	95	52.6	68.4	58.9	67.0	56.7	57.6	60.2	62.4	62.7
Faculty meetings	95	63.2	50.0	57.9	50.0	46.7	54.5	26.5	56.5	53.0
Keeping up with information technology	95	52.6	65.8	57.9	58.9	63.8	67.7	-	55.2	52.7
Students	95	59.6	55.3	57.9	37.5	-	-	-	67.4	64.4
Working with underprepared students	95	47.4	55.3	50.5	37.5	-	-	-	70.4	61.1
My physical health	95	54.4	39.5	48.4	50.0	48.6	43.9	-	51.1	49.5
Review/promotion process	95	43.9	44.7	44.2	43.7	53.3	50.5	56.3	54.7	51.1
Change in work responsibilities	94	42.9	36.8	40.4	41.4	-	-	-	48.6	46.4
Being part of a dual career couple	95	42.1	31.6	37.9	38.4	-	-	-	43.2	43.4
Care of elderly parent	95	29.8	36.8	32.6	38.4	30.5	28.3	25.5	34.2	33.5
Health of spouse/partner	95	38.6	23.7	32.6	38.4	-	-	-	36.4	35.9
Job security	95	24.6	26.3	25.3	26.1	-	-	-	34.1	32.6
Child care	95	22.8	26.3	24.2	25.9	28.6	31.3	40.8	30.4	30.9

	UNCA 2007-08				Comparison Groups (Total)					
	# Resp- ondents	Percent			UNCA previous administrations				2007-08 National Norms	
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93	Pubic 4 Yr Colleges	All 4 Yr Inst
Full-time Undergraduate Faculty										
Friction with spouse/partner [2]	95	22.8	26.3	24.2	-	-	-	-	25.9	26.3
Children's problems	95	21.1	21.1	21.1	27.9	29.5	27.3	32.0	31.4	31.4
Subtle discrimination (e.g., prejudice, racism, sexism)	95	15.8	28.9	21.1	33.0	23.8	27.3	29.4	28.5	26.3
Classroom conflict [2]	95	12.3	21.1	15.8	-	-	-	-	23.3	19.4
Noted as being personally "very important" or "essential": [2]										
Teaching	95	100.0	100.0	100.0	-	-	-	-	98.2	97.7
Research	95	77.2	73.7	75.8	-	-	-	-	68.4	71.4
Service	95	52.6	68.4	58.9	-	-	-	-	64.7	66.1
Personal goals noted as "very important" or "essential":										
Developing a meaningful philosophy of life	94	75.0	84.2	78.7	73.0	80.8	79.0	83.2	71.6	72.5
Raising a family	94	66.1	57.9	62.8	65.8	65.4	72.7	65.0	65.9	69.2
Helping others who are in difficulty	94	60.7	60.5	60.6	65.2	60.0	67.0	72.3	65.3	65.2
Helping to promote racial understanding	94	58.9	55.3	57.4	56.2	62.9	60.0	79.4	53.3	53.8
Integrating spirituality into my life	94	42.9	57.9	48.9	51.4	51.9	46.5	-	45.5	47.5
Becoming an authority in my field	94	48.2	42.1	45.7	33.9	38.1	38.0	53.9	55.4	60.0
Becoming involved in programs to clean up the environment	94	41.1	34.2	38.3	33.9	39.0	39.0	44.1	36.1	35.1
Obtaining recognition from mycolleagues for contributions to my special field	94	39.3	28.9	35.1	40.7	30.5	34.0	35.3	42.7	47.5
Influencing social values	94	26.8	34.2	29.8	31.2	37.1	36.0	44.1	39.0	39.8
Becoming very well off financially	94	28.6	23.7	26.6	29.5	29.8	33.3	22.5	34.0	32.6
Influencing the political structure	94	10.7	15.8	12.8	11.6	13.5	13.0	17.6	19.2	19.0

UNCA 2007-08 total is 10+ percentage points higher than national norms	Comparison Groups (Total)									
	UNCA 2007-08				UNCA previous administrations				2007-08 National Norms	
	# Respondents	Percent			2004-05	2001-02	1998-99	1992-93	Public 4 Yr Colleges	All 4 Yr Inst
Men		Women	Total							
UNCA 2007-08 total is 10+ percentage points lower than national norms										
Full-time Undergraduate Faculty										
What is your present academic rank?	95									
Professor		42.1	26.3	35.8	34.8	35.5	30.0	25.7	28.2	31.7
Associate Professor		31.6	39.5	34.7	23.5	30.8	36.0	32.4	25.6	26.1
Assistant Professor		14.0	15.8	14.7	27.0	26.2	24.0	27.6	29.5	27.4
Lecturer		12.3	18.4	14.7	13.9	7.5	9.0	12.4	8.4	7.2
Instructor		0.0	0.0	0.0	0.9	0.0	1.0	1.9	8.3	7.6
What is your tenure status at this institution?	95									
Tenured		77.2	60.5	70.5	63.5	64.4	61.1	62.0	54.4	54.4
On tenure track, but not tenured		10.5	18.4	13.7	22.6	-	-	-	26.1	22.4
Not on tenure track, but institution has tenure system		12.3	21.1	15.8	13.9	-	-	-	17.8	19.6
Institution has no tenure system		0.0	0.0	0.0	0.0	-	-	-	1.7	3.5
Are you currently serving in an administrative position as: [1]	95									
Department Chair		15.8	21.1	17.9	14.8	18.1	16.7	18.3	10.2	11.3
Dean (Associate or Assistant)		0.0	0.0	0.0	1.7	0.0	0.0	0.0	1.2	1.6
Other		14.0	2.6	9.5	15.7	-	-	-	14.3	15.9
Not Applicable		57.9	65.8	61.1	-	-	-	-	69.2	65.2
Highest degree earned	95									
Bachelor's (B.A., B.S., etc.)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	1.0
Master's (M.A., M.S., M.F.A, M.B.A, etc.)		8.8	23.7	14.7	13.9	8.3	12.0	15.2	22.2	19.7
LL.B., J.D.		0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0
M.D., D.D.S. (or equivalent)		0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.2	0.6
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)		0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.3	0.7
Ed.D.		1.8	2.6	2.1	2.6	1.9	2.0	3.8	4.2	3.2
Ph.D.		87.7	73.7	82.1	80.0	85.2	80.0	72.4	68.9	71.5
Other degree		1.8	0.0	1.1	3.5	4.6	5.0	7.6	1.9	1.9
None		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.4

Full-time Undergraduate Faculty	UNCA 2007-08				Comparison Groups (Total)					
	# Resp- ondents	Percent			UNCA previous administrations				2007-08 National Norms	
		Men	Women	Total	2004-05	2001-02	1998-99	1992-93	Pubic 4 Yr Colleges	All 4 Yr Inst
General activities										
Are you a U.S. citizen?	94	98.2	97.4	97.9	95.5	96.3	98.0	98.1	94.3	93.6
Were you born in the U.S.A.?	94	92.9	97.4	94.7	92.9	92.6	91.9	93.2	86.7	85.3
Do you use your scholarship to address local community needs?	94	50.0	63.2	55.3	60.4	-	-	-	53.2	47.1
Have you ever received an award for outstanding teaching?	94	48.2	50.0	48.9	50.9	51.9	39.4	22.1	39.9	42.5
Have you published op-ed pieces or editorials?	94	42.9	44.7	43.6	35.7	-	-	-	22.9	24.0
Is (or was) your: Spouse/partner an academic?	94	23.2	34.2	27.7	26.0	26.8	30.4	34.4	31.4	32.9
Is (or was) your: Mother an academic?	94	10.7	15.8	12.8	-	-	-	-	9.1	9.3
Is (or was) your: Father an academic?	94	10.7	13.2	11.7	-	-	-	-	12.4	13.6
Do you plan to retire within the next three years?	94	8.9	13.2	10.6	8.0	-	-	-	13.3	13.1
Have you ever interrupted your professional career for more than one year for family or personal reasons?	94	1.8	15.8	7.4	-	-	-	-	13.2	11.7
Are you a member of a faculty union?	94	1.8	2.6	2.1	-	-	-	-	40.2	21.5
Are you currently teaching courses at more than one institution?	94	1.8	2.6	2.1	-	-	-	-	4.6	4.7
Have you been sexually harassed at this institution?	94	0.0	5.3	2.1	8.0	4.7	6.1	5.8	6.1	5.4
How would you characterize your political views?	93									
Far left		14.3	8.1	11.8	12.7	10.5	11.2	9.0	8.8	8.8
Liberal		50.0	70.3	58.1	66.7	62.9	46.9	48.0	45.5	47.0
Middle of the Road		25.0	13.5	20.4	15.7	18.1	33.7	27.0	30.1	28.4
Conservative		10.7	8.1	9.7	4.9	7.6	8.2	15.0	15.1	15.2
Far right		0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.5	0.7

[2] This question asked for the first time in 2007 or worded differently.

[3] Respondents marking "Not Applicable" were not included in the computation of these results.

[4] Percentage represents those reporting "somewhat" or "extensive" stress.

[5] Percentages will sum to more than 100.0 if any respondent marked more than one category.