

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Report on Faculty Activities
Date: May 12, 2003

Recommended Action: Receive the report.

Executive Summary: The annual governance report on faculty activities is required by the Regent's Policy Manual §6.16 and contains information about the allocation of faculty effort, instructional productivity measures, and time spent by faculty on professional activities.

Scope of Report

- 1.0 Faculty Effort and Activities** (average hours per week work load; percentages of effort on various activities by rank and college)
- 2.0 Faculty Instructional Workload** (student credit hours [SCH])
- 3.0 Faculty Productivity** (sponsored research)
- 4.0 Faculty Portfolios** (emphasis upon service/outreach activities)
- 5.0 Peer Institution Studies** (comparative SCH rates).

Conclusions

The findings are similar to the past five years. They include: 1) the major faculty effort, for all ranks and faculty status, is teaching; 2) student credit hours (SCH) increased; 3) sponsored research funding increased. Two changes occurred: 1) the percent of SCH taught by tenured and tenure-track faculty decreased while the percent of SCH taught by non-tenure-track faculty increased at all three institutions; and 2) the number of degrees awarded increased.

1.0 Faculty Effort and Activities

Hours Worked Per Week by Faculty

- The data for 2002-03 show average faculty workweeks of 57.3 hours at SUI (a decrease from 58.2 hours in 2001-02); 58.1 hours at ISU (an increase from 56.7 hours in 2001-02); and 55.3 hours at UNI (an increase from 55.0 hours in 2001-02).
 - The averages are consistent with those reported since 1984-85, as seen in Table 2 on page 31.
 - The weighted average of the three institutional averages (57.3 hours) exceeds the number of hours per week worked by faculty as reported in a national survey (55.8 hours).
-

Faculty Activities

- The six activities surveyed include: teaching, sponsored research, non-sponsored research, other sponsored research, administrative activities, and other university public and professional service.
 - Faculty members spend the largest portion of their time teaching – tenured (49.6%), tenure-track (49.3%), and non-tenure-track faculty (80.7%).
 - Faculty at UNI report the highest allocation of their effort to teaching activities. Faculty at SUI and ISU devote more effort (percentage-wise) than UNI to sponsored and non-sponsored research.
-

Methods Used to Compile Data

- A variety of quantitative and qualitative measures are used for this report. Specific details on the statistically representative faculty effort surveys are included on pages 7-8.
 - Additional data come from institutional research offices (e.g., student credit hours), and national surveys (done by the Joint Commission on Accountability Reporting, and, especially, the “Delaware Study.”)
 - Some data in this memorandum are based on fall semester data while other data, e.g., performance indicators, reflect the entire academic year.
-

2.0 Faculty Instructional Workload

Student Credit Hours (SCH) Taught by Faculty

- Student credit hours (SCH) are the number of course credit hours multiplied by the number of students in that course.
 - The combined total SCH at the three Regent universities has increased each of the past five years:
 - ▣ Fall 1998 – 800,009
 - ▣ Fall 1999 – 806,500
 - ▣ Fall 2000 – 821,885
 - ▣ Fall 2001 – 839,276
 - ▣ Fall 2002 – 852,969
 - The tenured and tenure-track faculty at each university continue to teach at least 60% of the student credit hours (SCH).
 - In Fall 2002, the proportion of student credit hours generated by non-tenure-track faculty increased at all Regent universities.
-

Relationship of SCH to Instructional Full-Time Equivalent (IFTE) Faculty

- The credit hours generated by each instructional full-time equivalent (IFTE) instructional position is another measure of instructional productivity.
 - In Fall 2002, faculty workloads increased at SUI from 217 SCH/IFTE to 220 SCH/IFTE and at ISU from 216 SCH/IFTE to 219 SCH/IFTE. Faculty workloads decreased at UNI from 280 SCH/IFTE to 273 SCH/IFTE.
 - SCH per IFTE rates differ significantly by college.
 - Non-tenure-track faculty who do not have research and service obligations generally carry heavier teaching workloads than their tenured and tenure-track colleagues.
-

Changes in the Ratios of Full-Time and Part-Time Faculty

This is the second year for compiling data on the ratios of full-time and part-time faculty. Incorporating data from the Faculty Tenure governance report (Fall 2002), the following table indicates that the proportions of full-time to total faculty at ISU and UNI are well above the national rate. Conversely, SUI is below the national average for the ratio of full-time to total faculty and above the national average for the ratio of part-time to total faculty.

Ratios of Full-Time and Part-Time Faculty

	SUI	ISU	UNI	National
Total # Faculty	2,374*	1,720	842	
Full-time	1,705 (71.8%)	1,487 (86.5%)	678 (80.5%)	79%
Part-time	669 (28.2%)	233 (13.5%)	164 (19.5%)	21%

*Total faculty includes tenured, tenure-track, non-tenure-track, adjuncts, and clinical faculty (at SUI). Excluded are 1,658 non-tenure-track faculty in health disciplines at SUI.

Sources: Faculty Tenure Report January 2002; Michael Middaugh, *Understanding Faculty Productivity: Standards and Benchmarks for Colleges and Universities* (San Francisco: Jossey-Bass, 2001).

3.0 Faculty Productivity

Other Measures The Board Office regularly collects data on other measures related to faculty productivity and effectiveness, some of which are listed below.

Sponsored Funding Generated by Faculty in FY 2001-02 Sponsored funding supports faculty activities and institutional goals in research, outreach, and teaching. Tenured faculty members are responsible for a significant amount of sponsored funding. The following amounts of sponsored funding were generated by the Regent universities in 2001-02:

- University of Iowa - \$341.0 million compared to \$277.9 million the prior year.
- Iowa State University - \$225.4 million compared to \$217.7 million the prior year.
- University of Northern Iowa - \$20.7 million compared to \$19.4 million the prior year.
- Total - \$587.1 million compared to \$515.0 million the prior year.

Faculty Contributions to Research Individual institutional indicators, describing such measures as number of scholarly articles, awards, and acceptance into national and international professional societies, are described on page 29.

4.0 Faculty Portfolios

Faculty Portfolio System Each university has a faculty portfolio system in place; how departments and colleges use such a system varies widely. Post-tenure reviews are linked to the portfolios for tenured faculty.

5.0 Peer Institution Studies

Comparative Data In 1997, the Board requested the use of comparative collegiate and/or departmental faculty workload information, where available, from each university's established group of peer institutions. Based on such national studies, Regent university faculty members meet or exceed the norms for hours spent on instruction.

Regent Exhibit Book The institutional reports are contained in the Regent Exhibit Book.

Link to Strategic Plan:

This report addresses the following Key Result Areas (KRAs) in the Board's Strategic Plan:

- KRA 1.0.0.0 Become the best public education enterprise in the United States.
- Objective 1.1.0.0 Improve the quality of existing and newly created educational programs.
- Action Step 1.1.2.3 Recruit an outstanding, strong faculty to foster intellectual vitality for graduate programs.
- Action Step 1.1.3.1 Implement and maintain faculty portfolios at Regent universities.
- Action Step 1.1.4.2 Each university increase sponsored research consistent with its mission.
- Action Step 1.1.4.3. Each institution increase its service to Iowans, nation, and world.

The information compiled for this report is also closely tied to the strategic plans of the universities, reflecting their benchmarks and indicators.

Background: Figures in the text are based on data found in tables on pages 30-48.

Location of Tables		<u>Page</u>
	• Table 1 Faculty Effort (by Status)	30
	• Table 2 Faculty Effort (1984-2003)	31
	• Table 3 Faculty Effort (% of Time) Allocations	32
	• Table 4 Faculty Activities Allocations	33
	• Table 5 Effort Devoted to Teaching by College	34
	• Table 6 Percent Of Total Student Credit Hours Generated	35
	• Table 7 Percent of Total SCH Generated by All Faculty, GTAs, and Others	36
	• Table 8 Proportion of SCH Generated by All Faculty & GTAs by College	37
	• Table 9a-c Percent of SCH Generated by Faculty and GTAs by College	38-40
	• Table 10 Student Credit Hours Generated per Instructional Full-time Equivalent (IFTE)	41
	• Table 11 Average SCH/IFTE by College and Range	42
	• Table 12 50% or More Variance from Average SCH/IFTE	43
	• Table 13a-c Peer Comparisons	44-48

(Definitions regarding specific faculty activities are found on page 8.)

Analysis:

1.0 Faculty Effort and Activities

Definition *Faculty effort is the amount of time associated with various faculty activities, i.e., actual hours worked per week; faculty activities examine the percentage of time associated with teaching, administrative duties, sponsored research, non-sponsored research, other sponsored activities, and university public and professional service.*

Hours Worked Per Week Faculty at the three Regent universities reported the following work weeks during Fall 2002:

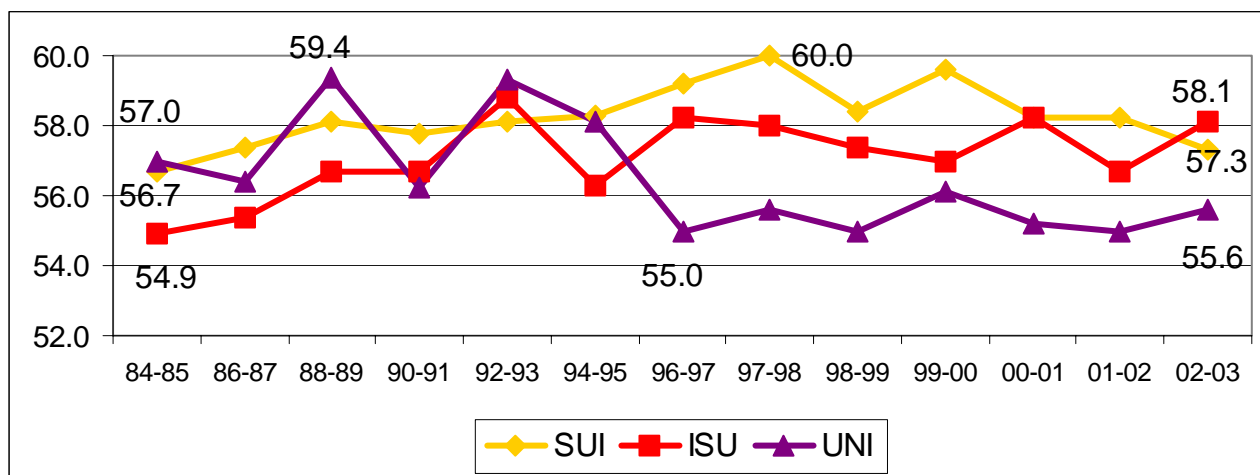
- SUI – 57.3 hours per week compared to 58.2 hours the prior year.
- ISU – 58.1 hours per week compared to 56.7 hours the prior year.
- UNI – 55.3 hours per week compared to 55.0 hours the prior year.

Table 1 (page 30) describes the average number of hours worked per week by tenure status (tenured, tenure-track, and non-tenure-track).

Comparison
Over Time

Since 1984-85, when such data were first compiled, the range of hours for each institution has been: SUI – 56.7 (84-85) to 60.0 (97-98); ISU – 54.9 (84-85) to 58.8 (92-93); and UNI – 55.0 (96-97) to 59.4 (88-89). Data from Figure 1 below are consistent with national surveys, cited at the bottom of the page.

Figure 1
Faculty Effort
Average Number of Hours Worked per Week by
Regent University Tenured and Tenure-Track Faculty, Fall 1984 - Fall 2002



National
Comparison

The comparable national average in a major study in 1999 was 55.8 hours for full-time professors at public research universities and 52.4 hours at public comprehensive universities¹. The weighted average of the three Regent university averages was 57.3 hours in 2002-03.

Sampling Size
and Procedure

While the sampling procedures are slightly different at each university, the following procedures are typical. During each of approximately 10 weeks during the fall semester (UNI surveys during six weeks in fall, four in spring semester), a random sample of faculty is sent the survey. At SUI, faculty report prospectively, that is, for the current week. At ISU and UNI, faculty members are asked to report on the prior week's activities. The advantages of these procedures are:

1. Different weeks of the semester are reflected in the data;
2. Faculty report on a recent and specific block of time rather than a projected period of time;

¹ Source: 1999 National Study of Postsecondary Faculty, NCES.

3. High degree of statistical significance. (SUI and UNI surveys are sent anonymously. At ISU, the department head or chair is only informed that a faculty member has not returned the survey.) In no case, does a supervisor review the data provided.

The response rates for the random stratified surveys of 2002-03 are:

	Total Faculty	No. Faculty Surveyed	No. of Responses	% of Faculty Responding
SUI	1,796	452	333	73.7%
ISU	1,356	506 ²	413	83.6%
UNI	629	228	157	68.9%

Time
Allocations
for Faculty
Activities

Figure 2 on the following page reflects percentages of time allotted to various categories of activities. The percentages are based on Tables 3 and 4, pages 32-33. Allocation of effort spent on teaching, research, and service (by percentages of time) varies by rank and institution:

- Professors tend to spend more time on administrative responsibilities than those of other ranks.
- Reflecting its land grant mission, tenured and tenure-track faculty at ISU devote significant effort to public service and research; on the other hand, UNI faculty direct more of their professional efforts toward teaching.

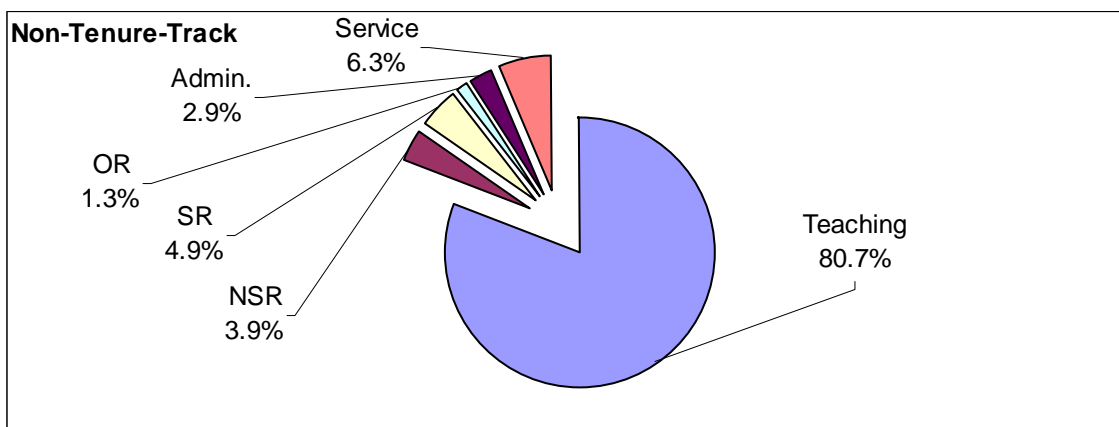
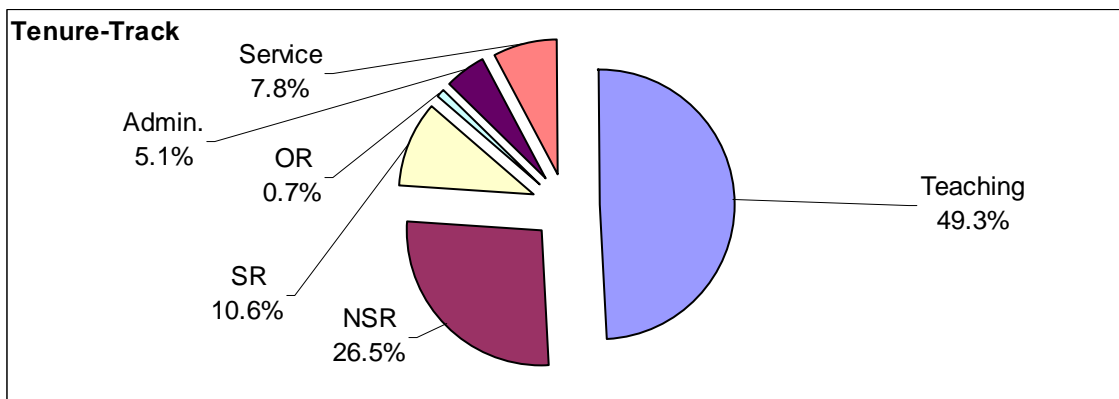
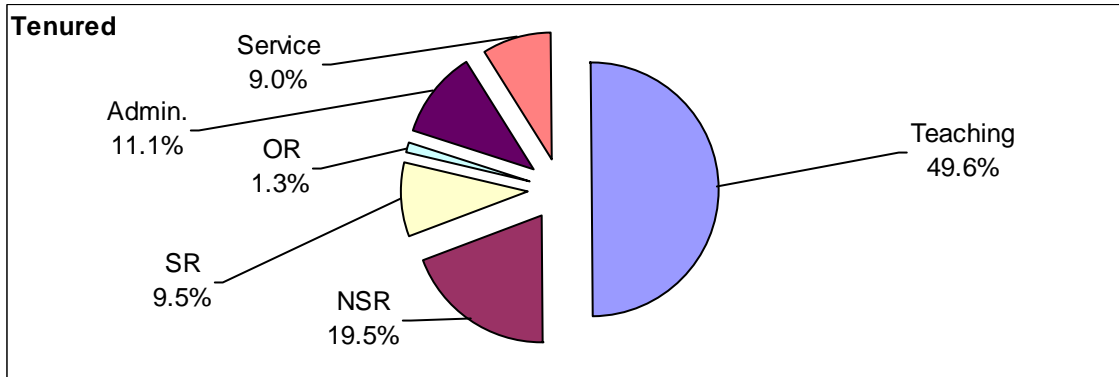
Definitions

The categories used in the tables and Figure 2 are those required for reports to federal agencies:

- **Teaching:** includes departmental instruction, as well as teaching paid for by State and federal funds, and through certain cost-sharing grants.
- **Non-sponsored research (NSR):** includes departmental research, research/scholarly/creative projects undertaken by faculty, and in the case of ISU, Experiment Station funded research, that is not supported by external grants or contracts.
- **Sponsored research (SR):** includes research and scholarship efforts funded through State, federal, and private sources (such as foundations), which may also include mandatory cost-sharing.
- **Other sponsored activities (OR):** includes outreach and service activities that have federal or state funding.
- **Administrative activities (Admin):** includes non-sponsored administrative activities.
- **Other university public and professional service:** includes departmental outreach, extension-funded, and various non-sponsored service, both on campus and for professional organizations.

² 12 out of the 506 faculty surveyed were ineligible for the survey (i.e., retired, resigned).

Figure 2
Faculty Time Allocations, 2002-03
Faculty Effort in Percentages of Time



Analysis of Time
Allocations by
Faculty Rank

During the past five years, percentages of activities have remained relatively constant for the three ranks at each university. However, there are some differences between universities that reflect their distinct missions.

University of Iowa

- Teaching is the major activity of professors, although the total percentage of time spent on teaching has been decreasing.
 - ▣ 48.7%(1999-00)
 - ▣ 48.6%(2000-01)
 - ▣ 47.8%(2001-02)
 - ▣ 46.5%(2002-03)
 - The percentage of time spent on teaching in 2002-03 varied by rank: professor (46.5%); associate professor (49.3%); and assistant professor (43.5%)
 - The percentage of time spent on administrative duties in 2002-03 varied by rank: professor (15.5%); associate professor (10.5%); and assistant professor (7.4%).
 - The percentage of time spent on research in 2002-03 also varied: professor (36.3%), associate professor (38.7%) and assistant professor (47.3%).
 - The total number of faculty credit hours (FCH) taught per IFTE was 7.5 in Fall 2002.
-

Iowa State
University

- Teaching is the major activity of professors, with fluctuations during the past four years.
 - ▣ 41.1% (1999-00)
 - ▣ 39.2% (2000-01)
 - ▣ 40.2% (2001-02)
 - ▣ 39.8% (2002-03)
- The percentage of time spent on teaching in 2002-03 varied by rank: professor (39.8%); associate professor (43.7%); and assistant professor (51.3%).
- In keeping with its land grant mission, 12.3% of faculty effort was devoted to university public and professional service by professors, 15.8% by associate professors, and 10.5% by assistant professors in 2002-03.
- Faculty served 147,800 clients in one-to-one interactions in Fall 2002; this represents a decrease of 2,709 (-1.8%) from the previous year. Group events totaled 10,983; this represents an increase of 1,446 (+15.2%) from the previous year.

- Tenure-track faculty professors devote more effort than tenured faculty to research, 44.3%, based on establishing a research program early in their careers.
 - Professors, on the other hand, report more effort in administrative activities, 9.0%, than the other two ranks combined.
 - The total number of FCH/IFTE was 5.4 in Fall 2002.
-

University of
Northern Iowa

- Teaching is the major activity of professors, with increases during three out of the past four years:
 - ▣ 51.1% (1999-00)
 - ▣ 51.6% (2000-01)
 - ▣ 57.5% (2001-02)
 - ▣ 56.3% (2002-03)
 - The percentage of time spent on teaching in 2002-03 varied by rank: professor (56.3%); associate professor (58.1%); and assistant professor (60.8%).
 - The average teaching load at UNI was 12.6 credit hours in Fall 2002.
 - Non-tenure-track faculty, devote nearly all of their time to teaching duties – 91.8%.
-

2.0 Faculty Instructional Workload

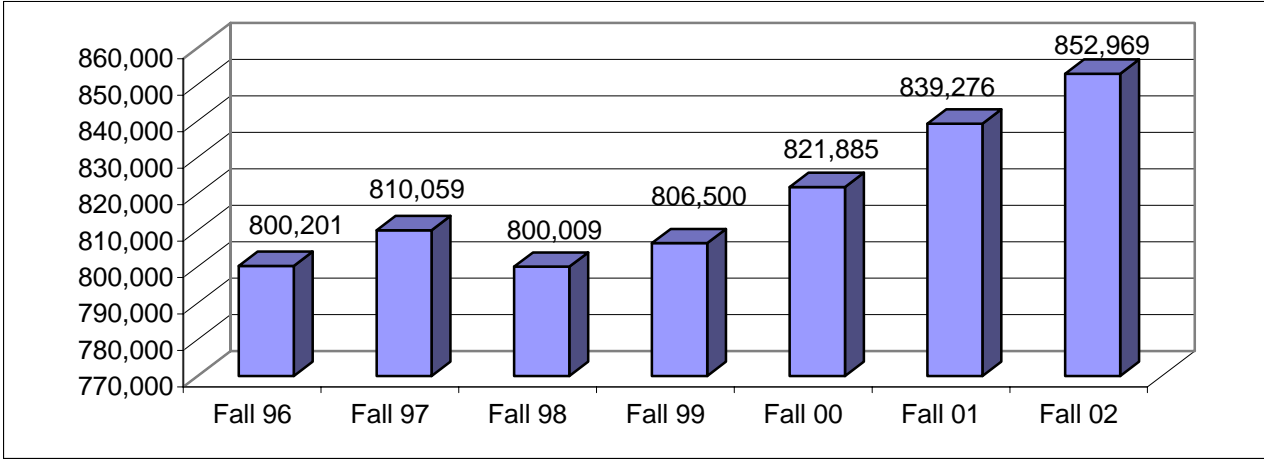
Definition

Instructional workload can be understood through the analysis of two sets of data: the number of student credit hours (SCH) taught, and Instructional Full-time Equivalent (IFTE).

Overview of
Student Credit
Hours Data

The faculty at the Regent universities generated 852,969 SCH in Fall 2002; this represents an increase of 13,693 (+1.6%) from the previous year. As Figure 3 on the following page indicates, the combined SCH has increased significantly since Fall 1996. It is attributed to higher undergraduate enrollments.

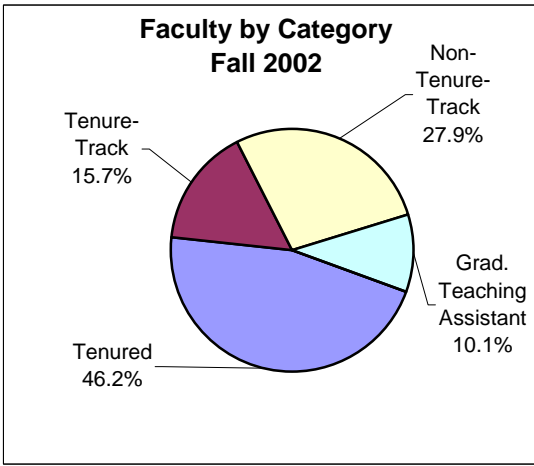
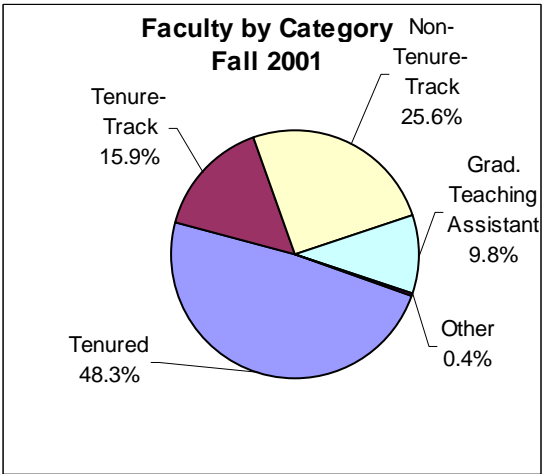
Figure 3
Regent University Total Student Credit Hours
Fall 1996 through Fall 2002



Additional SCH Data

Regent universities provide SCH data by faculty status - tenured, tenure-track, non-tenure-track, and graduate teaching assistants. Figure 4 below indicates that in Fall 2002, like in Fall 2001, tenured and tenure-track faculty provided the highest percentages of the total SCH at Regent universities.

Figure 4
Percentage of SCH Taught by Faculty Category – Fall 2001 and 2002



SCH Data by
College

When analyzed over the past eight years by college, the data from Fall 2002 reflect consistent patterns from previous years as seen in Table 7 (page 36) and Table 8 (page 37). Figure 5 below clusters similar colleges or programs from the three universities.

Figure 5
Percentage Effort Devoted to Teaching
Activities by Tenured and Tenure-Track Faculty
By Colleges or Related Fields -- 2002-03

Business

	SUI	ISU	UNI
Tenured	46.2%	41.5%	53.9%
Tenure-Track	43.1%	37.6%	54.4%

Education

	SUI	ISU	UNI
Tenured	62.2%	44.5%	63.1%
Tenure-Track	57.2%	40.3%	71.9%

Engineering

	SUI	ISU	UNI
Tenured	42.6%	48.5%	NA
Tenure-Track	41.9%	42.2%	NA

Health

	SUI (Dent.)	SUI (Med.)	SUI (Nurs.)	SUI (Pharm.)	SUI (Public Health)	ISU (VM)
Tenured	62.8%	48.1%	41.5%	47.1%	26.9%	35.5%
Tenure-Track	49.0%	41.6%	57.2%	41.6%	23.9%	26.5%

Liberal Arts

	SUI	ISU	UNI (HFA)	UNI (NS)	UNI (SBS)
Tenured	45.5%	48.6%	62.9%	64.5%	53.9%
Tenure-Track	44.5%	47.2%	55.2%	69.9%	60.6%

Other

	SUI (Law)	ISU (Agriculture)	ISU (Design)	ISU (FCS)
Tenured	53.9%	30.1%	59.7%	52.6%
Tenure-Track	NA	30.0%	62.3%	56.2%

Additional
Performance
Indicators
Related to
Instruction

The commitment of the Board and the universities to undergraduate education is reflected in several performance indicators. The performance indicators listed on page 29 relate to teaching and research and include:

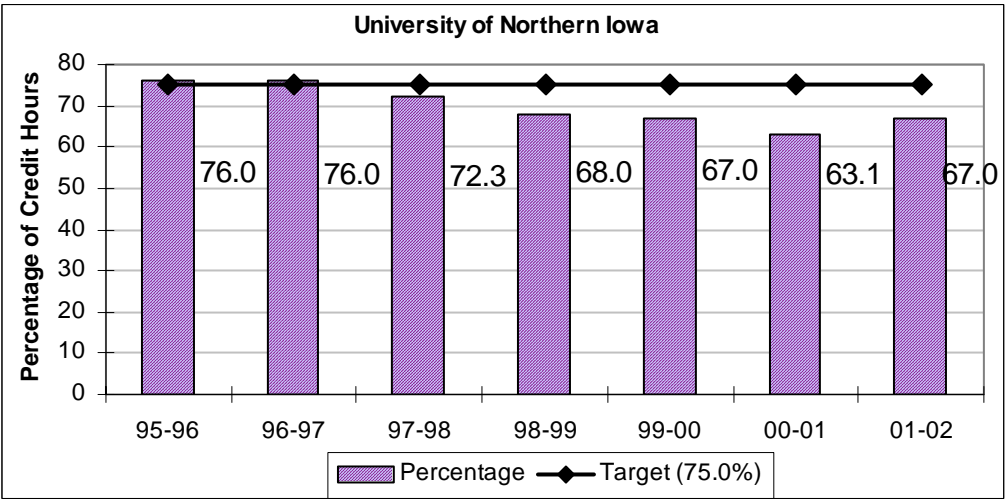
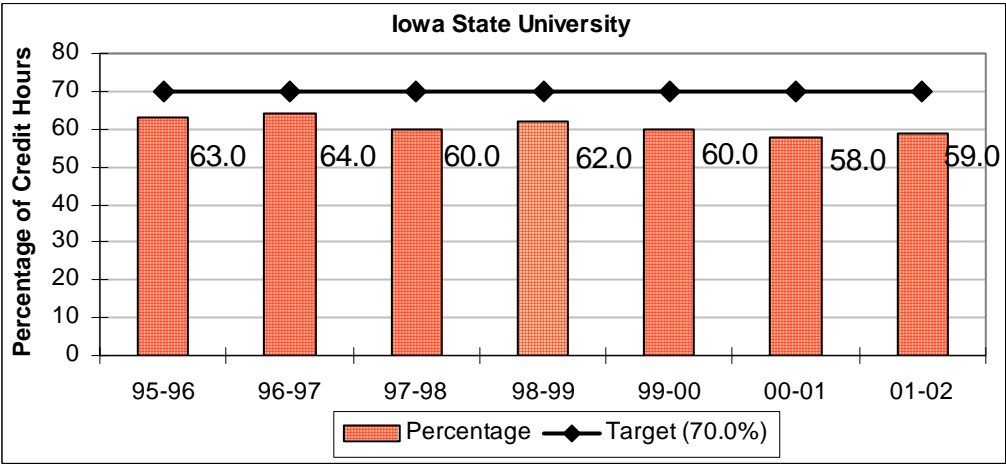
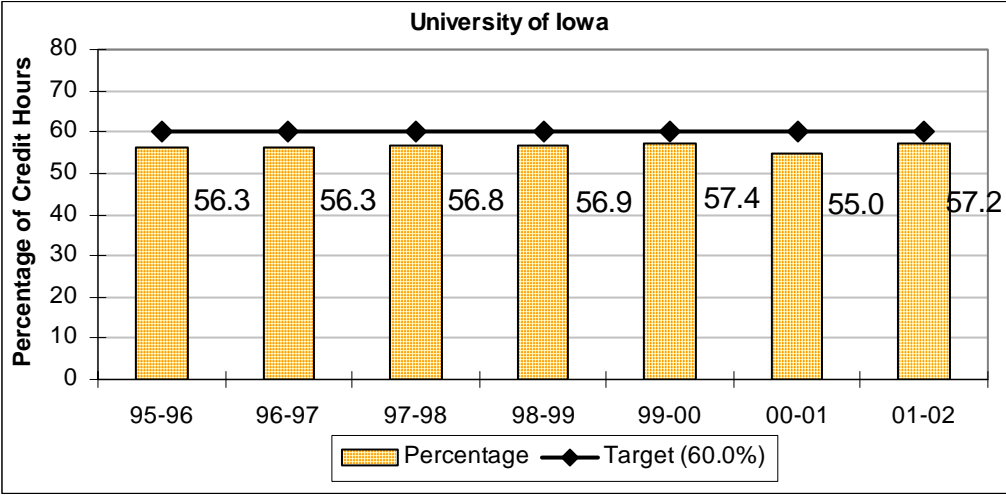
- Performance Indicator #1 Percentage of tenured and tenure-track faculty teaching undergraduates (Figure 6, page 15).
- Performance Indicator #2 Percentage of senior faculty at the University of Iowa who teach undergraduates.
- Performance Indicator #3b University of Northern Iowa's lower division courses (typically first and second year) that are taught by tenured and tenure-track faculty.
- Performance Indicator #4 Percentage of senior faculty teaching at least one undergraduate course annually at ISU.

Page 29 also contains a list of institutional indicators relating to faculty activities that are part of the new strategic plans of the University of Iowa, Iowa State University, and the University of Northern Iowa.

Summary of SCH
Findings

- Since Fall 1996, the number of total student credit hours has increased by 52,768 (+6.6%).
 - Overall, the percentage of SCH generated by tenured and tenure-track faculty decreased in 2002-2003 while the percentage of student credit hours generated by non-tenure-track faculty increased.
 - The non-tenure track faculty category at SUI includes a number of visiting and clinical track faculty members that could be included in the tenured or tenure-track categories, in terms of their instructional qualifications.
 - At SUI, more than 50% of student credit hours are generated by tenured and tenure-track faculty in all colleges except pharmacy.
 - At ISU and UNI, more than 50% of the student credit hours are generated by tenured and tenure-track faculty in all colleges.
-

Figure 6
Percentage of Undergraduate Student Credit Hours
Taught by Tenured and Tenure-Track Faculty
Performance Indicator #1



SCH Data
Related to IFTE

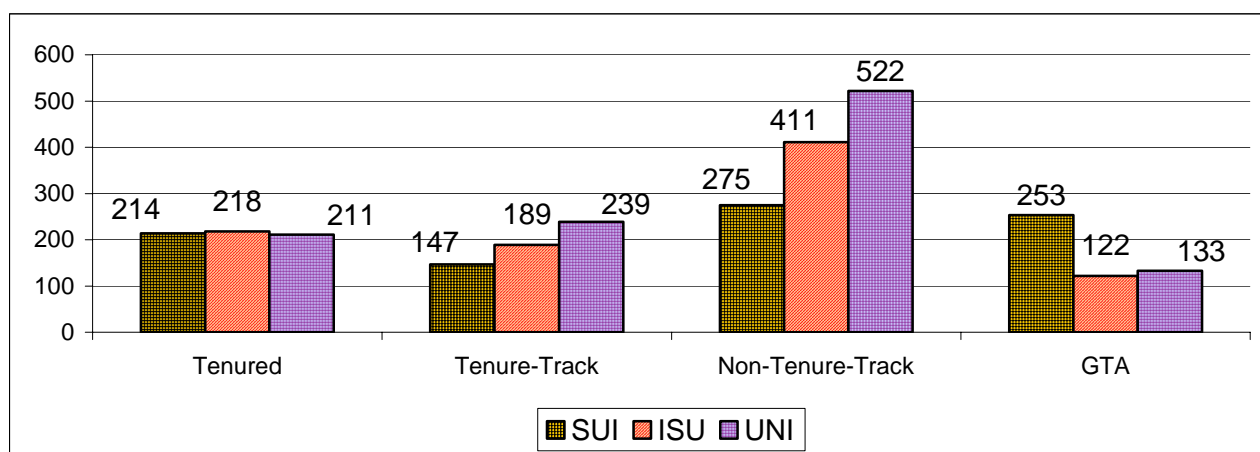
Table 10 (page 41) provides SCH/IFTE measures for Fall 2002 by tenure status and college at each university. The following SCH/IFTE averages were reported at each university:

- University of Iowa – 220 compared to 217 the previous year.
- Iowa State University – 219 compared to 216 last year.
- University of Northern Iowa – 273 compared to 280 last year.

SCH/IFTE by
Status

Understandably, non-tenure-track faculty who do not carry significant research or service obligations typically have a higher SCH/IFTE workload ratio than do tenured and tenure-track faculty, as shown on Table 10 (page 41). Figure 7 below indicates the SCH/IFTE averages by status.

Figure 7
SCH/IFTE Averages by Faculty Status



Ranges of
SCH/IFTE by
Colleges

When viewed collectively, medical and health programs tend to have the lowest SCH/IFTE ratios. However, SCH ratios may be less applicable for the health science colleges, where emphasis is placed on student contact hours rather than credit hour assignments for faculty.

As Table 11 (page 42) indicates:

- The colleges with the lowest average ranges of SCH/IFTE (50-160) are Dentistry (SUI), Engineering (SUI), Medicine (SUI), Nursing (SUI), Public Health (SUI), and Veterinary Medicine (ISU).
- The colleges with an average range of 161-200 SCH/IFTE are Education (SUI), Pharmacy (SUI), Design (ISU), and Engineering (ISU).

- The colleges with an average range of 201-350 SCH/IFTE are Graduate College (SUI), Law (SUI), Liberal Arts (SUI, ISU, UNI³), Agriculture (ISU), Education (ISU, UNI), and Family and Consumer Science (ISU).
- The Business Colleges at all three Regent universities had the highest average range of SCH/IFTE (351-417).

Variations from
Average

The purpose of Table 12 (page 43) is to describe which colleges have variations of 50% or more from the SCH/IFTE average for the college. Such variations can alert the universities and the Board to over-use or under-utilization of different levels of faculty and graduate teaching assistants. The significant variations are listed in the table below. Most occur in the non-tenure-track (NT) category.

University of Iowa

College	Average	Tenure-Track	Non-Tenure-Track	GTA
Business	411		660 (+61%)	
Dentistry	55	13 (-76%)		
Education	179	83 (-54%)	311 (+74%)	
Engineering	156		432 (+177%)	
Law	292	135 (-54%)		
Medicine	103	22 (-79%)		
Pharmacy	163	65 (-60%)		
"University"	332	66 (-80%)		

Iowa State University

College	Average	Tenure-Track	Non-Tenure-Track	GTA
Agriculture	277			57 (-79%)
Business	421		1,304 (+210%)	
Design	166			77 (-54%)
Education	205		360 (+76%)	
Engineering	165		319 (+93%)	75 (-55%)
Family & CS	204			98 (-52%)
Liberal Arts	238		448 (+88%)	
Veterinary Med.	77	28 (-64%)	24 (-69%)	

University of Northern Iowa

College	Average	Tenure-Track	Non-Tenure-Track	GTA
Humanities & FA	236		627 (+166%)	
Natural Sciences	275		664 (+141%)	
Social & Beh. Sci.	345		726 (+110%)	

³ Includes UNI's colleges of Humanities and Fine Arts, Natural Sciences, and Social and Behavioral Sciences.

Summary Analysis
of SCH/IFTE

The following statements describe student credit hour activities at the Regent universities:

- Liberal Arts colleges generate well over half of all student credit hours at their respective universities.
 - Liberal Arts colleges have the highest proportion of student credit hours generated by graduate teaching assistants at SUI and ISU.
 - As a result of large sections, the Colleges of Business tend to have the highest SCH/IFTE ratios of other colleges on the respective campuses.
-

University of Iowa

- The total number of IFTE was 1,547.21 in Fall 2002; this represents an increase of 280.07 (+1.8%) from the previous year.
 - The total number of student credit hours in Fall 2002 was 340,184; this represents an increase of 9,891 (+3.0%) from the prior year.
 - The number of student credit hours taught per IFTE in Fall 2002 was 220; this represents an increase of 3 (+1.4%) from the prior year.
-

Iowa State
University

- The total number of IFTE in Fall 2002 was 1,550.57; this represents an increase of 9.67 (+0.6%) from the prior year.
 - The total number of student credit hours generated in Fall 2002 was 339,170; this represents an increase of 7,069 (+2.1%) from the prior year.
 - The total number of SCH/IFTE in Fall 2002 was 219; this represents an increase of 3 (+1.4%) from the prior year.
-

University of
Northern Iowa

- The total number of IFTE in Fall 2002 was 636.9 this represents an increase of 4.8 (+0.8%) from the prior year.
 - The total number of student credit hours generated in Fall 2002 was 173,615; this represents a decrease of 3,267 (-1.8%) from the prior year.
 - The total number of SCH/IFTE was 272.6 in Fall 2002; this represents a decrease of 7.6 (-2.7%) from the prior year.
-

3.0 Faculty Productivity

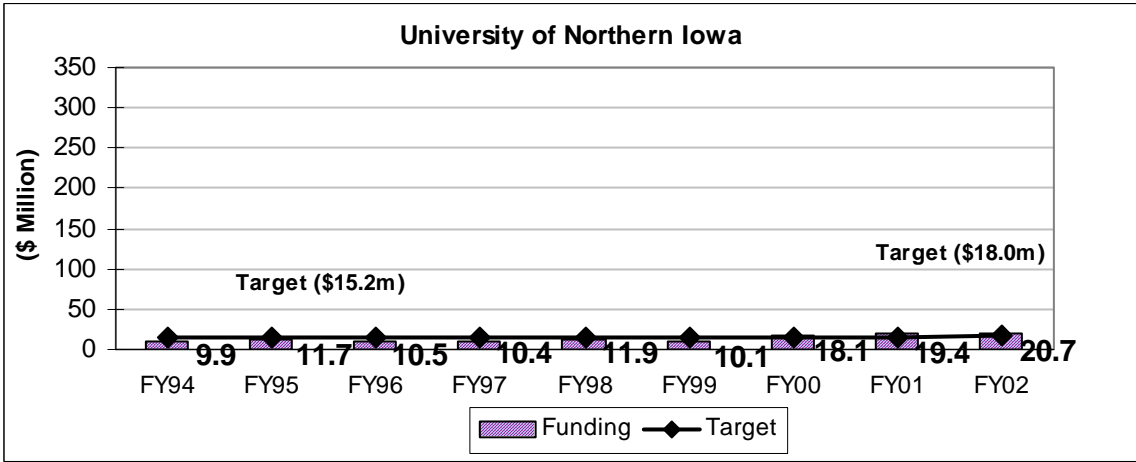
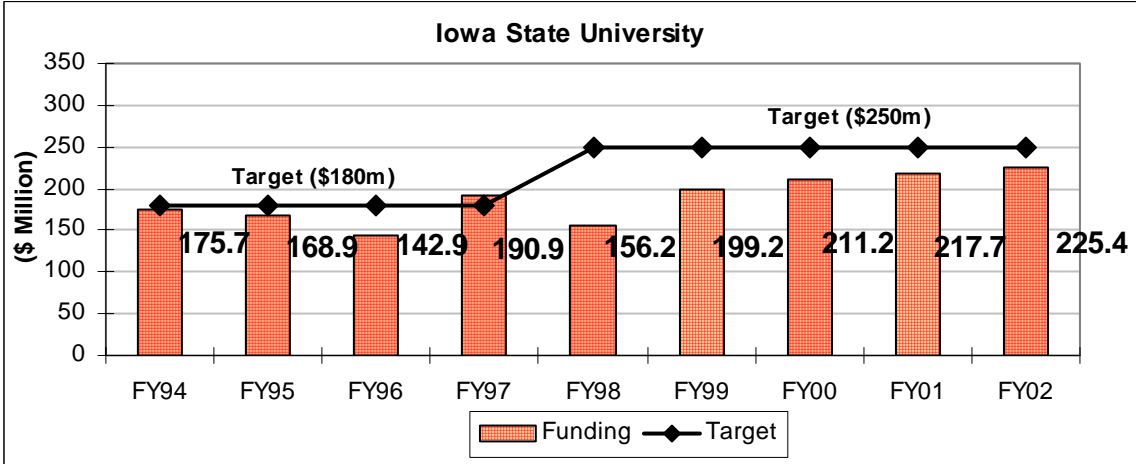
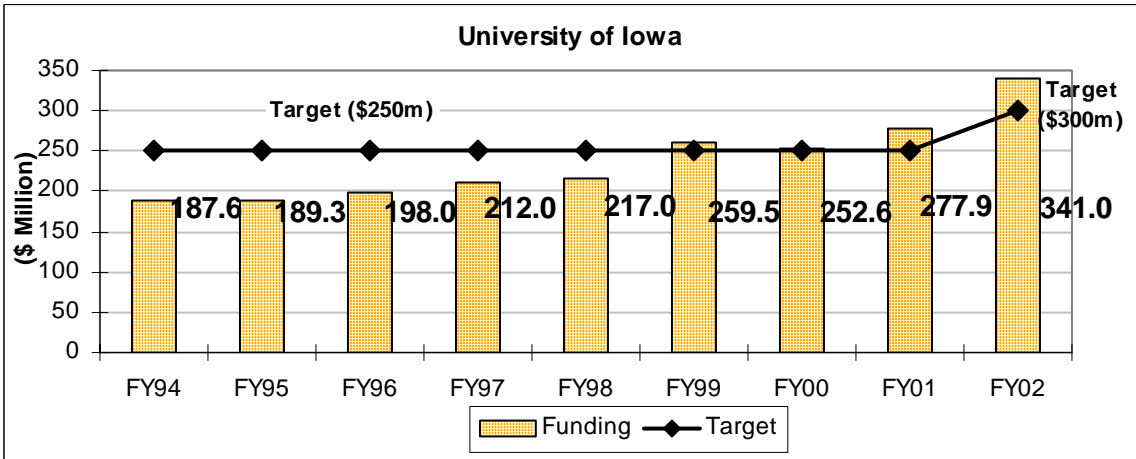
Definition *Faculty productivity describes the process of transforming the inputs from other reports [i.e., number and quality of new students, faculty effort, library holdings] into outputs [e.g., scholarly and artistic activities, research findings, and clinical service].*

Sponsored Research A faculty active in research and scholarship is essential to further the mission of the institutions, demonstrate quality, and promote economic development in the state. The strategic plans of the universities, linked to the Board of Regents' strategic plan, include benchmarks, indicators, and targets, which have been developed based on data presented in this report. Figure 9 on the following page describes sponsored funding levels per year for each institution.

- SUI's total of \$341.0 million in FY 02 represents an increase of \$63.1 million (+22.7%) from the previous year. Of the total amount obtained in FY 02, 68.6% was from federal sources, 9.1% was from state sources, and 22.3% was from other sources.
- ISU's total of \$225.4 million in FY 02 represents an increase of \$7.7 million (+3.5%) from the prior year. Of the total amount obtained in FY 02, 65.0% was from federal sources, 9.5% was from state sources, and 25.5% was from other sources.
- UNI's total of \$20.7 million in FY 02 represents an increase of \$1.3 million (+6.7%) from the prior year.

Performance Indicator #18 (page 20) describes trends in sponsored research activities. Each university has developed additional Performance Indicators in their strategic plans that relate to research activities of the faculty. Only the Board of Regents' indicator on sponsored research is included in this report.

Figure 9
Sponsored Funding Per Year in Dollars
Performance Indicator #18



4.0 Faculty Portfolios

Definition	<i>The faculty portfolio includes important and supplemental materials that provide a clear understanding of the faculty member's accomplishments within scholarship and his/her areas of faculty activities, including teaching, research/creative activities, professional practice, and institutional service.</i>
Background	In February 1997, the Board instructed the universities "to develop a common portfolio database information system" both for the institutional management of faculty workloads and for the Board's oversight of workload issues. Over time, representatives from the universities have developed a set of mutual indicators that are the basis of faculty portfolios rather than what was originally envisioned.
Common Indicators in Teaching and Research/Scholarship	The May 1998 report on Faculty Activities indicated that a common set of indicators had been developed in the areas of teaching, research/scholarship and creative endeavors. Some of these are now among the Board's performance indicators (examples: undergraduate student credit hours generated by faculty, and sponsored funding).
Different Indicators in Outreach/Service	The distinctive missions of the three universities contribute to the difficulty in using common criteria for outreach and service. Since outreach and service activities are vital to citizens of the state and nation, some examples will be provided below.
Portfolio Policies and Practices	The universities have similar, but distinct, policies and practices regarding faculty portfolios. Considering the size of various colleges, departments, and units on each campus, there is a wide range of effectiveness in using the portfolio concept.
University of Iowa	In 1998-99, the Office of the Provost implemented the Post-Tenure Effort Allocation Policy (PTEAP), which "allows for variations in the combination of teaching, research, and service for a limited period of time through which faculty can make the maximum contribution to the university's mission."

All tenured faculty members must establish whether their allocation of effort for the coming year will fall within unit norms. In 2002-03, 245 tenured faculty members had individualized portfolios. Within that group, 24% had greater-than-unit-norm instructional responsibilities, 38% had greater-than-unit-norm research responsibilities, 28% had greater-than-unit norm service (including administrative) responsibilities, and 13% had greater-than-unit-norm clinical service responsibilities.

Iowa State
University

At ISU, the faculty portfolio plays a role in shaping faculty work through two main processes.

1. Each tenure-track and tenured faculty member is required to develop a Position Responsibility Statement (PRS) that specifies work responsibilities. The PRS defines work expectations in areas of teaching, research/creative activity, extension/professional practice, and institutional service. It guides faculty and administrative decisions and planning and is altered to meet the changing needs of departments and faculty members. It also serves as a guide in annual reviews as well as probationary, tenure, promotion, and post-tenure review. Summary portfolios of faculty work are submitted for the major reviews.
 2. ISU tracks faculty work in the four areas of faculty responsibility (teaching, research/creative activity, extension/professional practice, and institutional service). These faculty output data allow departments, colleges, and the university to assess how specific goals in learning, discovery, and engagement are being met.
-

University of
Northern Iowa

The faculty portfolio provides an on-going history of each faculty member's assigned responsibilities and serves to illustrate how the faculty member fulfills the teacher/scholar model and contributes to the mission of the institution. Because faculty workload assignments are influenced by the academic discipline, each department articulates its expectations for faculty in each of the three areas – teaching, research/scholarship and creative activity, and service. The faculty member's portfolio assignment is determined on an annual basis by consultation between the department head and the faculty member.

The annual departmental performance evaluation process provides written feedback consistent with the faculty member's assignment and the established criteria for evaluation. Assigned responsibilities for the majority of faculty continue to be teaching, research/scholarship, and service. The standard load is to teach nine credit hours per semester and to be engaged actively in research/scholarship and service.

SUI Service
Indicators and
Practices

Faculty members provide a wide range of services in-state and out-of-state from an informational workshop serving a few people to a program that serves hundreds of individuals. The Community Partnership and Outreach database lists more than 356 established programs, a fraction of the total number.

- SUI faculty serve on advisory boards, review grants for outside agencies, and participate on peer review, accreditation, and professional committees.
 - Clinical faculty diagnose and treat patients, provide public education about health-related issues, and represent legal clinic clients.
 - Faculty provide distance learning; advise community groups; develop and present informational conferences, workshops, and seminars; undertake applied research directed at specific short-term needs;
 - Assist local school systems;
 - Provide expertise to the media, community groups, and the general public;
 - Collaborate with local industry;
 - Facilitate the transfer of technology to industry.
-

ISU Service
Indicators and
Practices

As Iowa's land-grant university, ISU devotes its knowledge and expertise toward increased responsive and productive involvement in improving Iowa's communities and the larger society, at home and abroad.

- The Colleges of Agriculture and Veterinary Medicine report the most activity with clients, reflecting the strong extension and outreach missions of these units. The two colleges account for 75% of the clients served in the 147,800 one-to-one interactions.
 - ISU faculty served 10,983 group events.
 - Many faculty also served in some type of advisory role to organizations within the state.
-

UNI Service
Indicators and
Practices

UNI faculty engage in a broad range of service and outreach activities at the university, local, state, national, and international levels by:

- Providing statewide service to Iowa businesses and communities through applied research and consultation with UNI Business and Community Services programs.
- Contributing expertise to government and non-government organizations and causes;
- Serving as officers for their professional organizations;
- Providing leadership for state and local school and community improvement initiatives;

- Volunteering with international organizations; and
 - Including students in university and community service activities to promote an emphasis on experiential learning.
-

5.0 Peer Institution Studies

Definition *The peer institutions of the Regent universities share many comparable characteristics, including enrollment, mission, and control.*

Background and Limitations of Comparative Data In 1997, the Board asked the universities to compile and report annually on collegiate and departmental faculty workloads and teaching responsibilities at peer institutions. Historically, this report has included these data.

In theory, peer institution data should provide meaningful comparative statistics. In practice, use of such data is often limited for a variety of reasons:

- Peer institutions of similar student enrollments may be organized along different collegiate or departmental lines.
 - Selected peer institutions may not participate in national surveys from year to year.
 - Data are often not available until two to three years after they are compiled.
-

Issues in Identifying Peers The Regent universities are part of an effort comparing faculty course loads sponsored by the Joint Commission on Accountability Reporting (JCAR), coordinated by the University of Delaware. As noted on pages 44-48, the tables on comparative data are from Fall 2000. Not all of the Regent-approved peer group institutions are currently participating in the JCAR study. SUI and ISU have, therefore, identified some additional Carnegie Research 1 institutions from the JCAR study to include in their peer groups. The University of Iowa's peers are all classified as Carnegie R1 institutions. ISU's peers also are classified as Carnegie R1 institutions and, in addition, have a land-grant mission or are part of a land-grant system. UNI also selected additional peers that are classified as public comprehensive institutions.

Comparable
Institutions

University of Iowa	Iowa State University	University of Northern Iowa
University of Arizona	University of Arizona	Northern Arizona University
University of California - Irvine	University of Maryland – College Park	Ohio University - Athens
University of Pittsburgh	Ohio State University	Central Michigan University
Michigan State University	University of Massachusetts - Amherst	Illinois State University
University of North Carolina - Chapel Hill	Michigan State University	University of Minnesota - Duluth
Ohio State University	University of Missouri - Columbia	University of Wisconsin – Eau Claire
U. of Texas – Austin	North Carolina State University	University of North Texas
University of Virginia - Charlottesville	Texas A & M University	
University of Colorado - Boulder		
University of Maryland – College Park		

Peer Comparison
Data

The tables on pages 44-48 include selected tables from SUI, ISU, and UNI regarding their comparisons with peer institutions. The peer data are for Fall 2000.

- University of Iowa
- In Table 13a (page 44), the University of Iowa indicates how SUI compares with peer institutions in the distribution of student credit hours.
- At nine peer colleges of business, tenured/tenure-track faculty in the field of economics taught 60% of the undergraduate SCH compared to 92% at SUI.
 - At eight peer colleges of engineering, tenured/tenure-track faculty taught 72% of the undergraduate SCH compared to 94% at SUI.
 - At seven peer colleges of nursing, tenured/tenure-track faculty taught 33% of the undergraduate SCH compared to 62% at SUI.
 - In liberal arts, comparative data were available for 20 disciplines and fields. In 13 out of the 20, the percent of undergraduate SCH taught by tenured/tenure-track faculty was greater at SUI than at peer institutions.
 - Overall, at seven peer institutions, tenured/tenure-track taught 54% of the undergraduate SCH compared to 65% at SUI.
-

Iowa State University

For Iowa State University, comparable data were available for a number of academic departments in the following colleges as shown on Table 13b (pages 45-47):

- In the College of Agriculture, the percent of SCH taught by tenured/tenure-track faculty at peer institutions had a range of 56%-90% while ISU had a range of 32%-100%.
 - In the College of Business, tenured and tenure-track faculty taught a higher percent of both undergraduate and graduate SCH than did its peer institutions.
 - In the College of Design, tenured/tenure-track faculty at peer institutions taught a higher percent of undergraduate SCH than at ISU; the reverse was true for graduate SCH.
 - In the College of Education, tenured/tenure-track faculty at ISU taught a higher percent of both undergraduate and graduate SCH than at peer institutions.
 - In the College of Engineering, ISU tenured/tenure-track faculty taught a higher percent of undergraduate and graduate SCH than did its peers.
 - In the College of Liberal Arts and Sciences, ISU tenured/tenure-track faculty taught a higher percent of undergraduate SCH in 10 out of 19 departments than did its peers.
-

University of
Northern Iowa

UNI obtained the following comparative data from seven peer institutions as shown on Table 13c (page 48):

- UNI's total student credit hour (SCH) per instructional full-time equivalent (IFTE) of 272.6 ranks sixth highest of peer institutions.
- UNI's faculty credit hour (FCH) per IFTE ratio of 12.6 is the fifth highest in its list of peers.

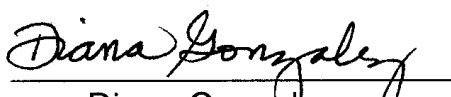
Summary
Analysis

Comparisons with peer research institutions indicate that ISU and SUI generally do as well or better than their peers in the percentage of student credit hours generated by tenured and tenure-track faculty. UNI is close to the midpoint in the percentage of SCH/IFTE in peer comparisons.

Conclusions:

The following conclusions can be drawn:

1. Findings are similar to those during the past five years, with minor fluctuations.
2. The major faculty effort, for all ranks and faculty status, is teaching. The percentages of time for research, service, and administrative duties mirror past tendencies, reflecting rank.
3. Total student credit hours increased, reflecting additional student enrollments. Two changes that occurred are that the percent of SCH taught by tenured and tenure-track faculty decreased and the percent of SCH taught by non-tenure-track faculty increased at all three institutions.
4. Faculty productivity, measured by sponsored research, increased.
5. The Board Office will continue to work with the institutions to ensure that future faculty activity reports contain specific examples of changes generated in departments or other units as a result of the faculty portfolio system.
6. The Board Office will continue to work with the institutions to ensure that peer comparative data include greater detail about how the Regent universities benefit from these comparisons.
7. The Board Office will continue to work with the institutions to determine what indicators might be replaced or added, in addition to new ones in institutional strategic plans that would provide more relevant data.


Diana Gonzalez

Approved: _____


Gregory S. Nichols

Analytical
Measurements

Glossary of Terms

FTE	Full-time equivalent. Calculated by multiplying the instructor's appointment base by the fraction of salary paid from a fund source. A full-time faculty member paid 50% from instructional funds and 50% from research funds is 0.50 FTE instruction and 0.50 FTE research for a total of 1.00 FTE with the university.
IFTE	Instructional full-time equivalent. An IFTE is calculated by multiplying the instructor's appointment base by the fraction of salary paid from university funds for teaching.
FCH	Faculty credit hours. FCH is equal to the credit value assigned to a section of a course, or a course the instructor teaches, e.g., a three-credit course generates three FCHs. It does not include the number of students in the courses or sections.
FCH/IFTE	Faculty credit hour per instructional full-time equivalent. Calculated by dividing the FCH by the IFTE for each instructor classification.
SCH	Student credit hour. Calculated by multiplying the number of students in a section of a course by the section credit, e.g., 100 students in a three-credit course generate 300 SCH.
SCH/IFTE	Student credit hour/instructional full-time equivalent. Calculated by dividing the SCH by the IFTE for each instructor classification, e.g., if the SCH/IFTE ratio is 250, it indicates that each <u>instructional full-time equivalent</u> is teaching 250 <u>student credit hours</u> .

Descriptions of
Status of Faculty
and Other
Instructional Staff

T – Tenured faculty. Those faculty members who have tenure.
TT – Tenure-track of tenure-eligible (also referred to as probationary) faculty for whom tenure is an expected outcome.
NT – Non-tenure-track. Faculty appointed on a recurring contractual basis, but who are ineligible for tenure. This category includes adjunct and visiting faculty.
O – Other. This term includes personnel in the military science program or P & S staff who teach orientation classes.
GTA – Graduate Teaching Assistants.

**Board of Regents, State of Iowa
And Regent University Performance Indicators
Related to Faculty Activities**

Instruction

- Undergraduate Student Credit Hours (#1, all)
- Senior Faculty Teaching Undergraduates (#2, SUI)
- Lower Division Courses Taught by Tenured, Tenure-Track Faculty (#3, UNI)
- Senior Faculty Teaching at Least One Undergraduate Course Yearly (#4, ISU)
- Student Credit Hours from Practica/Internships (#52, ISU)

Faculty Productivity

- Number of Intellectual Property Disclosures (#22, all)
- Sponsored Funding Per Year in Dollars (#18, all)
- Faculty with Scholarly Work Published (#17, ISU)
- Faculty as Principal or Co-Principal Investigators (#20, ISU)
- Sponsored Funding Per Faculty Member (#21, ISU)
- New Technologies Licensed (#23, ISU)
- Faculty Receiving External Support (#58, SUI)
- New Faculty Elected to National Scholarly Academies (#59a, SUI; #59b, ISU)
- Faculty Receiving Fellowships (#60a, SUI; #60b, ISU)
- Faculty Participating in Professional Associations (#62, ISU)

Faculty Portfolios (Outreach and Service)

- Number of Extension Clients (#29, ISU)
- Patient Satisfaction Rate (#27, SUI)
- Availability of Off-campus Credit Courses (#30, UNI)

TABLE 1
FACULTY EFFORT
AVERAGE NUMBER OF HOURS WORKED PER WEEK
BY REGENT UNIVERSITY FACULTY DURING 2002-03
MAY 2003

	Tenured	Tenure-Track	Non-Tenure-Track	Average of All Faculty
University of Iowa	57.8	57.5	55.7	57.3
Iowa State University	58.9	57.4	54.7	58.1
University of Northern Iowa	55.0	56.2	51.7	55.3

National Average: 55.8 hours (for full-time professors at research universities)

Source: National Center for Education Statistics, 1999 National Study of Postsecondary Faculty

**TABLE 2
FACULTY EFFORT
AVERAGE NUMBER OF HOURS WORKED PER WEEK BY
REGENT UNIVERSITY TENURED AND TENURE-TRACK FACULTY FROM 1984-85 TO 2002-03
MAY 2003**

	84-85	86-87	88-89	90-91	92-93	94-95	96-97	97-98	98-99	99-00	00-01	01-02	02-03
SUI	56.7	57.4	58.1	57.8	58.1	58.3*	59.2	60.0	58.4	59.6	58.2	58.2	57.3
ISU	54.9	55.4	56.7	56.7	58.8	56.3	58.2**	58.0	57.4	57.0	58.2	56.7	58.1
UNI	57.0	56.4	59.4	56.2	59.3	58.1	55.0	55.6	55.0	56.1***	55.2***	55.0***	55.6

*SUI data were for 1995-96 academic year.

**No survey was reported in May 1997 for ISU.

***Weighted average for tenured and tenure-track faculty.

**TABLE 3
FACULTY TIME ALLOCATIONS DURING 2002-03
FACULTY EFFORT (PERCENTAGES OF TIME)
FOR TENURED, TENURE-TRACK, NON-TENURE-TRACK FACULTY
MAY 2003**

	Tenured			Tenure-Track			Non-Tenure-Track		
	SUI	ISU	UNI	SUI	ISU	UNI	SUI	ISU	UNI
Teaching	47.6%	42.1%	59.1%	43.5%	42.3%	62.1%	74.3%	76.0%	91.8%
Non-Sponsored Research	19.5%	25.1%	14.0%	26.5%	34.6%	18.3%	3.6%	6.1%	2.1%
Sponsored Research	16.7%	9.3%	2.4%	20.2%	8.8%	2.9%	6.3%	7.8%	0.8%
Other Sponsored Research	1.0%	1.5%	1.4%	0.6%	0.9%	0.5%	2.5%	0.8%	0.5%
Administrative Activities	13.6%	7.7%	12.1%	7.4%	1.9%	6.1%	3.9%	2.6%	2.3%
Service	1.6%	14.3%	11.0%	1.8%	11.5%	10.1%	9.5%	6.8%	2.5%
Total All Activities	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.1%	100.1%	100.0%

Definitions:

Teaching: includes departmental instruction, as well as teaching paid for by state and federal funds, and through certain cost-sharing grants.

Non-sponsored research (NS research): includes departmental research, research/scholarly/creative projects undertaken by faculty and, for ISU, Experiment Station funded research, that is not supported by external grants or contracts.

Sponsored research (SP research): includes research and scholarship efforts funded through state, federal, and private sources (such as foundations) which may also include mandatory cost-sharing.

Other sponsored research (Other research): includes outreach and service activities that have federal or state funding.

Administrative activities (Admin.): includes non-sponsored administrative activities.

Other university public and professional service (Service): includes departmental outreach, extension-funded, and various non-sponsored service, both on campus and for professional organizations.

TABLE 4
FACULTY ACTIVITIES ALLOCATIONS FROM 1999-00 TO 2002-03
(PERCENTAGES OF TIME, BY INSTITUTION, AND RANK)
MAY 2003

1999-00	Professor			Associate Professor			Assistant Professor		
	SUI	ISU	UNI	SUI	ISU	UNI	SUI	ISU	UNI
Teaching	48.7%	41.1%	51.1%	51.9%	45.1%	55.3%	50.7%	52.4%	61.7%
Non-Sponsored Research	18.8%	26.7%	13.1%	19.8%	24.4%	12.9%	24.9%	26.4%	14.5%
Sponsored Research	13.8%	9.4%	6.3%	14.7%	9.1%	5.8%	15.6%	6.2%	5.2%
Other Sponsored Research	1.4%	1.2%	4.2%	1.2%	1.3%	4.4%	0.9%	1.1%	5.2%
Administrative Activities	15.6%	9.0%	15.3%	10.4%	4.9%	9.1%	6.5%	2.1%	3.3%
Service	1.7%	12.6%	10.0%	2.0%	15.2%	12.5%	1.4%	11.7%	10.1%
Total All Activities	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%

2000-01	Professor			Associate Professor			Assistant Professor		
	SUI	ISU	UNI	SUI	ISU	UNI	SUI	ISU	UNI
Teaching	48.6%	39.2%	51.6%	50.3%	44.8%	56.0%	46.9%	53.2%	59.6%
Non-Sponsored Research	19.2%	26.4%	13.6%	20.9%	24.0%	12.7%	25.9%	25.7%	15.9%
Sponsored Research	14.0%	10.7%	6.2%	15.9%	8.7%	4.5%	17.3%	6.2%	5.0%
Other Sponsored Research	1.0%	1.1%	4.2%	0.7%	1.1%	4.8%	0.9%	1.0%	4.5%
Administrative Activities	15.1%	9.4%	14.0%	10.1%	5.7%	8.4%	7.5%	2.5%	4.0%
Service	2.1%	13.3%	10.4%	2.1%	15.7%	13.6%	1.5%	11.4%	11.0%
Total All Activities	100.0%	100.1%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

2001-02	Professor			Associate Professor			Assistant Professor		
	SUI	ISU	UNI	SUI	ISU	UNI	SUI	ISU	UNI
Teaching	47.8%	40.2%	57.5%	51.3%	43.3%	59.5%	46.7%	53.2%	64.4%
Non-Sponsored Research	19.2%	25.4%	15.3%	21.0%	26.6%	14.8%	27.2%	26.3%	17.5%
Sponsored Research	14.5%	10.5%	4.3%	15.7%	8.7%	2.6%	18.2%	6.8%	3.3%
Other Sponsored Research	1.0%	1.4%	1.6%	0.7%	0.7%	1.0%	0.7%	0.5%	0.6%
Administrative Activities	15.6%	9.6%	13.7%	9.5%	5.1%	11.0%	6.3%	2.3%	5.7%
Service	1.9%	12.9%	7.6%	1.8%	15.5%	11.1%	0.9%	11.1%	8.7%
Total All Activities	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	100.0%	100.2%	100.2%

2002-03	Professor			Associate Professor			Assistant Professor		
	SUI	ISU	UNI	SUI	ISU	UNI	SUI	ISU	UNI
Teaching	46.5%	39.8%	56.3%	49.3%	43.7%	58.1%	43.5%	51.3%	60.8%
Non-Sponsored Research	18.4%	25.2%	15.7%	21.2%	25.1%	15.4%	26.5%	27.2%	18.6%
Sponsored Research	16.7%	12.0%	3.0%	16.8%	8.6%	2.2%	20.2%	8.0%	2.9%
Other Sponsored Research	1.2%	1.7%	1.6%	0.7%	1.2%	1.1%	0.6%	0.9%	0.4%
Administrative Activities	15.5%	9.0%	14.0%	10.5%	5.6%	11.5%	7.4%	2.1%	6.2%
Service	1.7%	12.3%	9.4%	1.5%	15.8%	11.7%	1.8%	10.5%	11.1%
Total All Activities	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

TABLE 5
PERCENTAGE EFFORT DEVOTED TO TEACHING
ACTIVITIES BY TENURED AND TENURE-TRACK FACULTY
BY COLLEGE DURING 2002-03
MAY 2003

University of Iowa

College	% Tenured	% Tenure-Track
Business	46.2%	43.1%
Dentistry	62.8%	49.0%
Education	62.2%	57.2%
Engineering	42.6%	41.9%
Graduate College	36.7%	41.8%
Law	53.9%	NA
Liberal Arts	45.5%	44.5%
Medicine	48.1%	41.6%
Nursing	41.5%	57.2%
Pharmacy	47.1%	41.6%
Public Health	26.9%	23.9%
Average All Colleges	48.2%	44.3%

Iowa State University

College	% Tenured	% Tenure-Track
Agriculture	30.1%	30.0%
Business	41.5%	37.6%
Design	59.7%	62.3%
Education	44.5%	40.3%
Engineering	48.5%	42.2%
Family and Consumer Science	52.6%	56.2%
Liberal Arts and Sciences	48.6%	47.2%
Veterinary Medicine	35.5%	26.5%
Other	8.5%	11.4%
Average All Colleges	42.1%	42.3%

University of Northern Iowa

College	% Tenured	% Tenure-Track
Business	53.9%	54.4%
Education	63.1%	71.9%
Humanities and Fine Arts	62.9%	55.2%
Natural Sciences	64.5%	69.9%
Social and Behavioral Sciences	53.9%	60.6%
Other	10.2%	5.4%
Average All Colleges	59.2%	62.1%

TABLE 6
PERCENTAGE OF TOTAL STUDENT CREDIT HOURS GENERATED BY
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS DURING FALL 2002
MAY 2003

	Tenured	Tenure-Track	Combined (T & TT)	NT	GTA	Other	Percent	SCH
SUI	48.5%	11.6%	60.1%	22.7%	17.0%	0.3%	100.1%	340,184
ISU	45.0%	15.0%	60.0%	27.0%	13.0%		100.0%	339,170
UNI	45.1%	20.7%	65.8%	34.1%	0.2%	0.0%	100.1%	173,615
Percentage Combined	46.2%	15.8%	62.0%	27.9%	10.1%	0.1%	100.1%	852,969

NT = Non-tenure-track

GTA = Graduate Teaching Assistant

TABLE 7
PERCENT OF TOTAL STUDENT CREDIT HOURS GENERATED BY
ALL FACULTY, GTA, AND OTHERS FROM 1991 TO 2002
MAY 2003

SUI	Year	Tenured/Tenure-Track	Non-Tenure-Track	GTA	Other	Total
	1991	46.0%	13.0%	41.0%	0.0%	100.0%
	1993	64.0%	15.0%	21.0%	0.0%	100.0%
	1995	62.0%	15.0%	22.0%	0.5%	99.5%
	1996	62.0%	16.0%	21.0%	0.7%	99.7%
	1997	60.0%	19.0%	20.0%	0.7%	99.7%
	1998	62.0%	17.0%	20.0%	0.8%	99.8%
	1999	62.0%	20.0%	18.0%	0.8%	100.8%
	2000	60.0%	22.0%	18.0%	0.6%	100.6%
	2001	60.0%	22.0%	18.0%	0.4%*	100.4%
	2002	60.0%	23.0%	17.0%	0.3%	100.3%
ISU						
	1991	65.0%	16.0%	19.0%	0.0%	100.0%
	1993	63.0%	17.0%	16.0%	4.0%	100.0%
	1995	63.0%	20.0%	13.0%	4.0%	100.0%
	1996	64.0%	21.0%	12.0%	3.0%	100.0%
	1997	64.0%	19.0%	12.0%	5.0%	100.0%
	1998	67.0%	22.0%	11.0%	0.0%	100.0%
	1999	65.0%	22.0%	13.0%	0.0%	100.0%
	2000	62.0%	24.0%	14.0%	0.0%	100.0%
	2001	64.0%	23.0%	14.0%	0.0%	101.0%
	2002	60.0%	27.0%	13.0%	0.0%	100.0%
UNI						
	1991	76.0%	23.0%	0.0%	1.0%	100.0%
	1993	75.0%	24.0%	0.0%	1.0%	100.0%
	1995	76.0%	22.0%	0.0%	2.0%	100.0%
	1996	76.0%	22.0%	0.0%	2.0%	100.0%
	1997	72.0%	27.0%	0.0%	1.0%	100.0%
	1998	69.0%	28.0%	1.0%	2.0%	100.0%
	1999	65.0%	32.0%	1.0%	2.0%	100.0%
	2000	64.0%	35.0%	1.0%	0.0%	100.0%
	2001	68.0%	32.0%	0.0%	0.0%	100.0%
	2002**	66.0%	34.0%	0.0%	0.0%	100.0%

*SUI Other - credit hours not assigned to any individual, e.g., cooperative education internships.

**UNI GTA - less than 1% (333 out of 173,615 SCH)

TABLE 8
PROPORTION OF STUDENT CREDIT HOURS (SCH) GENERATED BY
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS AT REGENT UNIVERSITIES
DURING FALL 2002 BY COLLEGE
MAY 2003

SUI College	Total SCH	Percent SCH Generated in Fall 2002 by						
		Tenured	Tenure-Track	Combined	Non-Tenure-Track	GTA	Other	Total %
Business	41,110	51.2%	10.8%	62.0%	27.7%	10.2%	0.0%	99.9%
Dentistry	3,997	73.5%	2.9%	76.4%	23.6%	0.0%	0.0%	100.0%
Education	17,477	50.6%	5.9%	56.5%	33.8%	9.6%	0.1%	100.0%
Engineering	10,931	59.7%	29.3%	89.0%	11.0%	0.0%	0.0%	100.0%
Graduate College	2,853	58.8%	28.4%	87.2%	6.9%	1.8%	4.1%	100.0%
Law	10,539	77.3%	7.7%	85.0%	15.0%	0.0%	0.0%	100.0%
Liberal Arts	213,911	44.2%	12.4%	56.6%	18.9%	24.2%	0.3%	100.0%
Medicine	19,993	60.3%	3.8%	64.1%	35.3%	0.0%	0.6%	100.0%
Nursing	6,576	49.7%	13.6%	63.3%	36.2%	0.5%	0.0%	100.0%
Pharmacy	5,437	42.9%	3.1%	46.0%	54.0%	0.0%	0.0%	100.0%
Public Health	1,967	58.4%	29.3%	87.7%	11.4%	0.9%	0.0%	100.0%
"University"	5,393	43.6%	1.2%	44.8%	53.4%	0.0%	1.8%	100.0%
Total	340,184	48.5%	11.6%	60.1%	22.7%	17.0%	0.3%	100.1%

ISU College	Total SCH	Percent SCH Generated in Fall 2002 by						
		Tenured	Tenure-Track	Combined	Non-Tenure-Track	GTA	Other	Total %
Agriculture	26,019	77.0%	12.0%	89.0%	9.0%	2.0%	0.0%	100.0%
Business	29,035	45.0%	13.0%	58.0%	42.0%	0.0%	0.0%	100.0%
Design	18,112	40.0%	26.0%	66.0%	28.0%	6.0%	0.0%	100.0%
Education	20,069	35.0%	20.0%	55.0%	32.0%	13.0%	0.0%	100.0%
Engineering	36,631	56.0%	19.0%	75.0%	14.0%	11.0%	0.0%	100.0%
FCS	16,002	54.0%	18.0%	72.0%	15.0%	13.0%	0.0%	100.0%
LAS	185,701	38.0%	13.0%	51.0%	31.0%	18.0%	0.0%	100.0%
Veterinary Medicine	7,601	88.0%	7.0%	95.0%	3.0%	2.0%	0.0%	100.0%
Total	339,170	45.0%	15.0%	60.0%	27.0%	13.0%	0.0%	100.0%

UNI College	Total SCH	Percent SCH Generated in Fall 2002 by						
		Tenured	Tenure-Track	Combined	Non-Tenure-Track	GTA	Other	Total %
Business	25,300	55.1%	12.2%	67.3%	32.7%	0.0%	0.0%	100.0%
Education	34,377	46.5%	20.2%	66.7%	32.5%	0.8%	0.0%	100.0%
Humanities & FA	39,956	43.7%	17.3%	61.0%	38.8%	0.2%	0.0%	100.0%
Natural Science	33,112	42.5%	20.5%	63.0%	37.1%	0.0%	0.0%	100.1%
Social/Behavioral	39,834	42.0%	30.6%	72.6%	27.3%	0.0%	0.0%	99.9%
Other	1,036	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Total	173,615	45.1%	20.6%	65.7%	34.1%	0.2%	0.0%	100.0%

	Total SCH	Percent SCH Generated in Fall 2002 by						
		Tenured	Tenure-Track	Combined	Non-Tenure-Track	GTA	Other	Total %
Total and Averages	852,969	46.2%	15.7%	61.9%	27.9%	10.1%	0.1%	100.0%

TABLE 9a
PERCENT OF SCH GENERATED BY FACULTY AND GTA BY COLLEGE
FROM FALL 1995 TO FALL 2002
MAY 2003
UNIVERSITY OF IOWA

College	Position	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Business	T/TT	69.3%	67.8%	68.7%	70.8%	65.6%	62.9%	64.3%	62.0%
	NT	10.9%	19.9%	19.0%	15.9%	22.5%	25.7%	25.8%	27.7%
	GTA	19.7%	12.2%	12.2%	13.2%	11.8%	11.4%	9.9%	10.2%
	Other	0.2%	0.1%	0.2%	0.1%	0.1%	0.0%	0.0%	0.0%
Dentistry	T/TT	92.3%	98.9%	82.6%	81.5%	88.6%	88.2%	79.1%	76.4%
	NT	7.7%	1.0%	17.4%	18.5%	11.4%	11.8%	20.9%	23.6%
	GTA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Other	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	T/TT	54.2%	53.9%	55.8%	55.0%	55.0%	54.3%	58.5%	56.5%
	NT	28.2%	24.6%	27.9%	29.5%	36.3%	28.8%	30.4%	33.8%
	GTA	17.0%	21.6%	16.2%	15.2%	8.5%	16.6%	11.0%	9.6%
	Other	0.7%	0.0%	0.2%	0.3%	0.2%	0.3%	0.1%	0.1%
Engineering	T/TT	93.8%	97.6%	91.2%	87.6%	90.3%	90.4%	93.4%	89.0%
	NT	4.8%	1.3%	7.9%	11.6%	9.7%	9.4%	6.6%	11.0%
	GTA	0.7%	1.1%	0.9%	0.8%	0.0%	0.0%	0.0%	0.0%
	Other	0.7%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
Graduate College	T/TT	90.4%	79.8%	82.9%	81.8%	56.4%	76.6%	90.2%	87.2%
	NT	5.0%	12.1%	4.9%	8.4%	24.8%	15.3%	3.6%	6.9%
	GTA	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	4.2%	1.8%
	Other	4.6%	8.1%	12.2%	9.9%	18.8%	5.4%	2.1%	4.1%
Law	T/TT	89.2%	90.2%	91.1%	90.5%	91.4%	88.1%	85.6%	85.0%
	NT	10.8%	9.8%	8.9%	9.5%	8.6%	10.6%	14.1%	15.0%
	GTA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.2%	0.0%
Liberal Arts	T/TT	54.8%	55.7%	53.4%	56.7%	56.7%	54.4%	55.2%	56.6%
	NT	16.0%	15.6%	18.8%	15.6%	17.7%	20.2%	19.8%	18.9%
	GTA	28.5%	27.9%	27.0%	26.7%	24.6%	24.7%	24.5%	24.2%
	Other	0.6%	0.8%	0.9%	1.1%	1.0%	0.7%	0.5%	0.3%
Medicine	T/TT	82.0%	75.3%	74.4%	70.3%	70.1%	69.7%	69.9%	64.1%
	NT	17.7%	23.2%	25.2%	29.2%	29.6%	29.6%	29.3%	35.3%
	GTA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Other	0.3%	1.5%	0.4%	0.5%	0.3%	0.7%	0.8%	0.6%
Nursing	T/TT	91.8%	90.2%	91.0%	80.0%	79.5%	78.8%	68.7%	63.3%
	NT	8.2%	9.8%	8.3%	10.8%	20.2%	20.4%	31.3%	36.2%
	GTA	0.0%	0.0%	0.8%	8.2%	0.0%	0.0%	0.0%	0.5%
	Other	0.0%	0.0%	0.0%	1.0%	0.4%	0.8%	0.0%	0.0%
Pharmacy	T/TT	87.2%	67.0%	63.5%	71.7%	61.8%	53.5%	43.0%	46.0%
	NT	11.6%	33.0%	36.5%	28.3%	38.2%	45.8%	56.7%	54.0%
	GTA	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
	Other	1.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	0.0%
Public Health	T/TT	NA	NA	NA	NA	77.5%	85.7%	76.5%	87.6%
	NT	NA	NA	NA	NA	14.6%	13.8%	19.8%	11.4%
	GTA	NA	NA	NA	NA	0.0%	0.0%	2.6%	0.9%
	Other	NA	NA	NA	NA	7.9%	0.6%	1.1%	0.0%
"University"	T/TT	NA	NA	NA	NA	NA	NA	NA	44.9%
	NT	NA	NA	NA	NA	NA	NA	NA	53.4%
	GTA	NA	NA	NA	NA	NA	NA	NA	0.0%
	Other	NA	NA	NA	NA	NA	NA	NA	1.8%

TABLE 9b
PERCENT OF SCH GENERATED BY FACULTY AND GTA BY COLLEGE
FROM FALL 1995 to FALL 2002
MAY 2003
IOWA STATE UNIVERSITY

College	Position	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Agriculture	T/TT	83.8%	90.3%	91.9%	94.8%	95.3%	92.0%	86.0%	89.0%
	NT	10.9%	7.0%	4.2%	3.7%	2.9%	7.0%	2.0%	9.0%
	GTA	5.3%	2.7%	3.9%	1.5%	1.7%	1.0%	3.0%	2.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Business	T/TT	64.6%	62.1%	58.7%	61.5%	62.7%	60.0%	59.0%	58.0%
	NT	35.4%	37.9%	41.3%	38.5%	37.3%	40.0%	41.0%	42.0%
	GTA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Design	T/TT	55.8%	58.8%	56.6%	64.6%	58.2%	64.0%	60.0%	65.0%
	NT	38.4%	35.5%	30.3%	26.2%	32.9%	28.0%	32.0%	28.0%
	GTA	4.8%	5.7%	13.1%	9.2%	8.9%	8.0%	7.0%	6.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	T/TT	52.4%	48.0%	46.8%	54.1%	59.0%	62.0%	57.0%	55.0%
	NT	37.3%	39.2%	42.2%	34.8%	31.2%	28.0%	29.0%	32.0%
	GTA	10.3%	12.8%	11.0%	11.1%	9.8%	10.0%	14.0%	13.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Engineering	T/TT	76.0%	79.6%	79.5%	84.6%	80.1%	73.0%	76.0%	75.0%
	NT	16.9%	13.1%	12.7%	8.6%	10.5%	11.0%	11.0%	14.0%
	GTA	7.1%	7.3%	7.8%	6.8%	9.4%	16.0%	14.0%	11.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Family/Cons. Sci.	T/TT	83.1%	77.7%	71.5%	75.4%	70.8%	77.0%	75.0%	72.0%
	NT	15.0%	15.8%	24.3%	18.1%	16.4%	8.0%	13.0%	15.0%
	GTA	1.9%	6.5%	4.2%	6.5%	12.7%	15.0%	12.0%	13.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Liberal Arts	T/TT	56.5%	58.1%	57.4%	58.7%	56.8%	54.0%	56.0%	51.0%
	NT	24.3%	24.9%	26.0%	25.1%	24.8%	27.0%	25.0%	31.0%
	GTA	19.2%	17.0%	16.6%	16.2%	18.4%	19.0%	19.0%	18.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Veterinary Med.	T/TT	NA	NA	89.9%	95.4%	94.0%	94.0%	92.0%	95.0%
	NT	NA	NA	10.1%	4.4%	6.0%	5.0%	6.0%	3.0%
	GTA	NA	NA	0.0%	0.2%	0.0%	1.0%	2.0%	2.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

TABLE 9c
PERCENT OF SCH GENERATED BY FACULTY AND GTA BY COLLEGE
FROM FALL 1995 to FALL 2002
MAY 2003
UNIVERSITY OF NORTHERN IOWA

College	Position	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Business	T/TT	77.8%	77.1%	70.3%	66.0%	62.3%	63.9%	65.9%	67.3%
	NT	19.2%	18.8%	29.2%	32.5%	36.0%	36.1%	34.1%	32.7%
	GTA	NA	NA	NA	0.0%	0.0%	0.0%	0.0%	0.0%
Education	T/TT	80.5%	76.5%	70.2%	71.1%	61.3%	63.2%	67.5%	66.7%
	NT	17.8%	20.1%	27.4%	25.5%	34.6%	36.2%	32.3%	32.5%
	GTA	NA	NA	NA	0.2%	0.3%	0.6%	0.2%	0.8%
Hum. & Fine Arts	T/TT	76.8%	80.6%	76.4%	72.7%	66.7%	64.9%	69.5%	61.0%
	NT	23.2%	18.7%	23.1%	25.7%	27.2%	32.0%	30.2%	38.8%
	GTA	NA	NA	NA	0.6%	3.7%	3.1%	0.3%	0.2%
Nat. Sciences	T/TT	66.2%	69.7%	67.8%	62.5%	60.8%	60.3%	60.8%	62.9%
	NT	32.0%	29.2%	31.4%	34.0%	35.8%	38.6%	39.0%	37.1%
	GTA	NA	NA	NA	1.1%	1.8%	1.1%	0.2%	0.0%
Soc./Behav. Sci.	T/TT	80.8%	78.1%	75.8%	72.8%	69.8%	69.7%	75.3%	72.7%
	NT	19.2%	20.9%	23.9%	26.2%	30.1%	30.3%	24.7%	27.3%
	GTA	NA	NA	NA	0.0%	0.0%	0.0%	0.0%	0.0%
Other	T/TT	0.0%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%
	NT	6.0%	6.0%	82.4%	23.0%	34.7%	98.9%	100.0%	100.0%
	GTA	NA	NA	NA	0.0%	0.0%	1.1%	0.0%	0.0%

(Excludes "other" faculty; number may not add up to 100%.)

TABLE 10
STUDENT CREDIT HOURS (SCH) GENERATED PER IFTE
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS
BY COLLEGE DURING 2002
MAY 2003

College	Tenured	Tenure-Track	Total T/TT	NT	GTA	Average
SUI						
Business	409.0	212.0	351.0	660.0	411.0	411.0
Dentistry	77.0	13.0	65.0	38.0	0.0	55.0
Education	162.0	83.0	147.0	311.0	149.0	179.0
Engineering	136.0	167.0	145.0	432.0	0.0	156.0
Graduate College	288.0	125.0	202.0	221.0	204.0	212.0
Law	315.0	135.0	281.0	370.0	0.0	292.0
Liberal Arts	240.0	192.0	227.0	358.0	251.0	251.0
Medicine	113.0	22.0	91.0	132.0	0.0	103.0
Nursing	192.0	108.0	165.0	84.0	144.0	122.0
Pharmacy	136.0	65.0	126.0	218.0	0.0	163.0
Public Health	98.0	55.0	78.0	63.0	72.0	76.0
"University"	523.0	66.0	440.0	268.0	0.0	332.0
Total IFTE	770.0	268.0	1,038.0	280.0	228.0	1,547.0
Average All Colleges	214.0	147.0	197.0	275.0	253.0	220.0
ISU	Tenured	Tenure-Track	Total T/TT	NT	GTA	Average
Agriculture	305.0	258.0	298.0	402.0	57.0	277.0
Business	311.0	220.0	284.0	1,304.0	0.0	421.0
Design	179.0	160.0	171.0	206.0	77.0	166.0
Education	168.0	189.0	175.0	360.0	153.0	205.0
Engineering	190.0	157.0	181.0	319.0	75.0	165.0
Family & Con. Sci.	257.0	207.0	242.0	249.0	98.0	204.0
Liberal Arts & Sci.	231.0	220.0	228.0	448.0	140.0	238.0
Veterinary Medicine	100.0	28.0	85.0	24.0	40.0	77.0
Total IFTE	701.0	268.0	969.0	223.0	358.0	1,551.0
Average All Colleges	218.0	189.0	210.0	411.0	122.0	219.0
UNI	Tenured	Tenure-Track	Total T/TT	NT	GTA	Average
Business	338.4	343.7	339.3	547.4	0.0	387.4
Education	190.0	174.8	185.1	306.3	130.5	211.7
Humanities & FA	154.0	222.9	168.8	627.4	144.0	235.5
Natural Sciences	203.5	205.9	204.3	663.6	0.0	274.8
Social/Behavioral Sci.	267.9	321.3	288.1	725.5	0.0	344.9
Other	0.0	0.0	0.0	296.0	0.0	296.0
Total IFTE	370.5	150.6	521.1	113.3	2.5	636.9
Average All Colleges	211.1	238.6	219.0	521.9	133.2	272.6

TABLE 11
AVERAGE SCH/IFTE BY COLLEGE AND RANGES DURING FALL 2002
MAY 2003

	50-160	161-200	201-350	351-417
University of Iowa				
Business				411
Dentistry	55			
Education		179		
Engineering	156			
Graduate College			212	
Law			292	
Liberal Arts			251	
Medicine	103			
Nursing	122			
Pharmacy		163		
Public Health	76			
"University"			332	
Iowa State University				
Agriculture			277	
Business				421
Design		166		
Education			205	
Engineering		165		
Family & Consumer Science			204	
Liberal Arts and Sciences			238	
Veterinary Medicine	77			
University of Northern Iowa				
Business				388
Education			212	
Humanities and Fine Arts			236	
Natural Sciences			275	
Social/Behavioral Sciences			345	
Other			296	

TABLE 12
50% OR MORE VARIANCE FROM AVERAGE STUDENT CREDIT
HOURS/INSTRUCTIONAL FULL-TIME EQUIVALENT BY COLLEGE
MAY 2003

	College	Average Faculty of College	Tenured Faculty	Tenure-Track Faculty	Non-Tenure-Track Faculty	GTA
University of Iowa	Business	411			660	
	Dentistry	55		13		
	Education	179		83	311	
	Engineering	156			432	
	Graduate College	212				
	Law	292		135		
	Liberal Arts	251				
	Medicine	103		22		
	Nursing	122	192			
	Pharmacy	163		65		
	Public Health	76				
	"University"	332	523	66		
Iowa State University	Agriculture	277				57
	Business	421			1,304	
	Design	166				77
	Education	205			360	
	Engineering	165			319	75
	Family & CS	204				98
	Liberal Arts & Sci.	238			448	
	Veterinary Medicine	77		28	24	
University of Northern Iowa	Business	387				
	Education	212				
	Humanities & FA	236			627	
	Natural Sciences	275			664	
	Social & Behav. Sci.	345			726	

Table 13a
University of Iowa
Distribution of Student Credit Hours by Faculty Category
Peer Comparisons for Fall 2001
May 2003

University of Iowa Departments for Which Comparable Data Available	Number of Peers	Tenured/Tenure Track				Non Tenure-Track				Teaching Assistants			
		% Undergrad		% Graduate		% Undergrad		% Graduate		% Undergrad		% Graduate	
		U of I	Peers	U of I	Peers	U of I	Peers	U of I	Peers	U of I	Peers	U of I	Peers
Business													
Economics	9	92%	60%	100%	95%	8%	28%	0%	5%	1%	12%	0%	0%
Engineering	8	94%	72%	92%	92%	6%	21%	8%	8%	0%	7%	0%	0%
Liberal Arts													
Anthropology	9	61%	79%	66%	91%	35%	17%	35%	9%	3%	4%	0%	0%
Art & Art History	10	54%	69%	78%	86%	27%	19%	22%	14%	19%	12%	0%	0%
Biological Sciences	6	77%	56%	96%	92%	23%	36%	4%	8%	0%	8%	0%	0%
Chemistry	9	48%	57%	100%	89%	52%	36%	0%	11%	0%	7%	0%	0%
Computer Science	7	37%	34%	70%	95%	53%	62%	30%	5%	10%	4%	0%	0%
English	10	36%	32%	95%	97%	8%	27%	5%	3%	56%	41%	0%	0%
Geography	7	59%	61%	93%	91%	37%	23%	7%	9%	3%	16%	0%	0%
Geoscience	8	72%	66%	99%	89%	28%	22%	1%	11%	0%	12%	0%	0%
History	10	49%	65%	100%	96%	10%	26%	0%	4%	41%	9%	0%	0%
Journalism & Mass Comm.	7	67%	58%	90%	82%	26%	36%	10%	17%	7%	6%	0%	1%
Mathematics	9	71%	37%	100%	54%	9%	53%	0%	46%	20%	10%	0%	0%
Music	10	88%	54%	89%	88%	11%	30%	11%	12%	1%	16%	0%	0%
Philosophy	9	64%	58%	100%	98%	12%	20%	0%	2%	24%	22%	0%	0%
Physics & Astronomy	7	69%	83%	100%	89%	31%	15%	0%	11%	0%	2%	0%	0%
Political Science	9	100%	63%	100%	96%	0%	24%	0%	4%	0%	13%	0%	0%
Psychology	9	76%	51%	94%	91%	20%	29%	6%	9%	5%	20%	0%	0%
Sociology	9	78%	44%	92%	99%	15%	34%	8%	1%	7%	22%	0%	0%
Spanish & Portuguese	9	29%	16%	90%	87%	18%	25%	3%	13%	53%	59%	8%	0%
Statistics	5	61%	43%	88%	91%	39%	40%	1%	7%	0%	17%	11%	2%
Theatre Arts	8	41%	46%	51%	84%	23%	31%	49%	16%	37%	23%	0%	0%
Nursing	7	62%	33%	73%	70%	38%	66%	27%	30%	0%	1%	0%	0%
Average of Units Listed	7	65%	54%	89%	89%	23%	31%	10%	11%	12%	15%	1%	0%

Note: The University of Iowa does not distinguish between non-tenure-track and supplemental faculty when participating in the Delaware Study. Peer data are from Fall 2000. Not all institutions participating in the Delaware Study report comparable data for all their colleges and departments.

TABLE 13b
IOWA STATE UNIVERSITY
DISTRIBUTION OF STUDENT CREDIT HOURS BY FACULTY CATEGORY
PEER COMPARISONS FOR FALL 2002
MAY 2003

IOWA STATE UNIVERSITY Departments for which Comparable Data Are Available	Number of Peers	Tenured & Tenure-Track				Non-Tenure-Track & Supplemental				Teaching Assistants			
		% Undergraduate		% Graduate		% Undergraduate		% Graduate		% Undergraduate		% Graduate	
		ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers
Agriculture													
Agricultural & Biosystems Eng.	5	74%	88%	96%	98%	19%	6%	4%	2%	7%	6%	0%	0%
Agronomy	8	95%	79%	100%	93%	0%	19%	0%	6%	5%	1%	0%	0%
Animal Science	8	99%	82%	100%	95%	0%	11%	0%	5%	1%	1%	0%	0%
Biochemistry & Biophysics (Agriculture & LAS combined)	6	62%	73%	100%	92%	38%	23%	0%	8%	0%	4%	0%	0%
Economics (Agriculture only)	7	100%	75%	100%	97%	0%	21%	0%	2%	0%	0%	0%	0%
Forestry	5	100%	90%	100%	87%	0%	9%	0%	13%	0%	1%	0%	0%
Sociology (Agriculture & LAS combined)	8	71%	56%	100%	98%	14%	26%	0%	2%	15%	18%	0%	0%
Zoology & Genetics (Zoology from LAS)	7	32%	79%	84%	98%	55%	21%	0%	2%	13%	0%	16%	0%
Business													
Accounting	6	44%	33%	100%	85%	56%	59%	0%	16%	0%	8%	0%	0%
Finance	5	87%	34%	100%	87%	13%	46%	0%	10%	0%	20%	0%	3%
Management	6	74%	29%	100%	69%	26%	45%	0%	31%	0%	25%	0%	0%
Marketing	5	57%	40%	100%	58%	43%	49%	0%	42%	0%	11%	0%	0%
Design													
Architecture	5	55%	64%	91%	82%	41%	26%	9%	18%	4%	10%	0%	1%
Art and Design	6	54%	56%	93%	80%	34%	27%	7%	20%	12%	17%	0%	0%
Education													
Curriculum and Instruction	5	45%	32%	100%	83%	46%	47%	0%	15%	9%	21%	0%	2%
Educational Leadership &	6			81%	78%			19%	21%			0%	0%

TABLE 13b
IOWA STATE UNIVERSITY
DISTRIBUTION OF STUDENT CREDIT HOURS BY FACULTY CATEGORY
PEER COMPARISONS FOR FALL 2002
MAY 2003

IOWA STATE UNIVERSITY Departments for which Comparable Data Available	Number of Peers	Tenured & Tenure-Track				Non-Tenure-Track				Teaching Assistants			
		% Undergraduate		% Graduate		% Undergraduate		% Graduate		% Undergraduate		% Graduate	
		ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers
Engineering													
Aerospace Eng. & Eng. Mech.													
Chemical Engineering	8	100%	80%	100%	97%	0%	16%	0%	2%	0%	1%	0%	0%
Civil & Construction Eng.	8	71%	78%	100%	91%	28%	13%	0%	9%	1%	9%	0%	0%
Electrical & Computer Eng.	7	75%	70%	100%	96%	9%	23%	0%	4%	16%	7%	0%	0%
Mechanical Engineering	7	64%	84%	92%	96%	13%	10%	7%	3%	23%	2%	1%	0%
Liberal Arts & Sciences													
Biological Sciences													
Biochemistry & Biophysics (Agriculture & LAS combined)	6	62%	73%	100%	92%	38%	23%	0%	8%	0%	4%	0%	0%
Botany	5	60%	93%	100%	89%	22%	4%	0%	11%	18%	3%	0%	0%
Zoology & Genetics (Zoology only)	7	32%	79%	84%	98%	55%	21%	0%	2%	13%	0%	16%	0%
Humanities													
English	8	34%	25%	94%	97%	38%	28%	6%	2%	28%	33%	0%	0%
Foreign Languages and Literatures (no grad. program)	5	55%	51%			45%	27%			0%	22%		
History	8	53%	63%	100%	97%	1%	19%	0%	5%	46%	14%	0%	0%
Journalism & Mass Comm.	7	87%	56%	100%	86%	13%	41%	0%	13%	0%	3%	0%	2%
Music (no grad. program)	7	85%	48%			15%	38%			0%	14%		
Philosophy (no grad. program)	8	88%	63%			12%	19%			0%	18%		

TABLE 13b
IOWA STATE UNIVERSITY
DISTRIBUTION OF STUDENT CREDIT HOURS BY FACULTY CATEGORY
PEER COMPARISONS FOR FALL 2002
MAY 2003

IOWA STATE UNIVERSITY Departments for which Comparable Data Available	Number of Peers	Tenured & Tenure-Track				Non-Tenure-Track				Teaching Assistants			
		% Undergraduate		% Graduate		% Undergraduate		% Graduate		% Undergraduate		% Graduate	
		ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers
Mathematical Sciences													
Computer Science	7	19%	33%	91%	89%	69%	58%	9%	12%	12%	9%	0%	0%
Mathematics	8	44%	39%	96%	93%	34%	45%	0%	5%	22%	15%	4%	0%
Statistics	5	35%	43%	100%	89%	6%	27%	0%	11%	58%	30%	0%	0%
Physical Sciences													
Chemistry	8	49%	55%	100%	98%	10%	35%	0%	2%	41%	10%	0%	0%
Geological & Atmospheric Sci.	7	86%	69%	100%	93%	4%	14%	0%	7%	10%	17%	0%	0%
Physics and Astronomy	8	65%	69%	100%	94%	16%	18%	0%	4%	19%	12%	0%	0%
Social Sciences													
Anthropology	7	53%	58%	100%	95%	41%	19%	0%	4%	6%	22%	0%	0%
Economics (LAS only)	8	70%	60%	83%	99%	14%	22%	17%	0%	16%	14%	0%	0%
Psychology	8	66%	53%	89%	90%	27%	29%	11%	10%	7%	10%	0%	0%
Sociology (Agriculture and LAS combined)	8	71%	56%	100%	98%	14%	26%	0%	2%	15%	18%	0%	0%

TABLE 13c
UNIVERSITY OF NORTHERN IOWA
PEER INSTITUTION INSTRUCTIONAL WORKLOAD DATA FOR FALL 2002
MAY 2003

	Instructional Full-Time Equivalent (IFTE)	Faculty Credit Hours (FCH)				Student Credit Hours (SCH)			
		Undergraduate	Graduate	Total	Total FCH per IFTE	Undergraduate	Graduate	Total	Total SCH per IFTE
Central Michigan University*	772.7	8,824	1,552	10,376	13.4	239,864	16,428	256,292	331.7
University of Minnesota, Duluth	405.7	4,903	1,150	6,053	14.9	120,475	8,217	128,692	317.2
University of Wisconsin, Eau Claire	467.8			4,650	9.9	142,906	2,618	145,524	311.1
Ohio University, Athens	971.0			8,078	8.3	264,337	33,400	297,737	306.6
Illinois State University	937.7	8,060	1,363	9,423	10.0	252,471	18,475	270,946	288.9
University of Northern Iowa	636.9	5,299	2,731	8,030	12.6	165,581	8034	173,615	272.6
University of North Texas	1,211.2	9,094	6,587	15,681	12.9	286,951	39,811	326,762	269.8
Northern Arizona University	961.0	8,645	3,933	12,578	13.1	180,936	37,920	218,856	227.7

*Estimated IFTE