

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Report on Faculty Activities
Date: May 10, 2004

Recommended Action: Receive the report.

Executive Summary:

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

The following statements are highlights from the data collected during 2003-04:

- ◆ The average number of hours worked by faculty during the past 14 years has had only minor fluctuations.
 - ◆ The major faculty effort, for all ranks and faculty status, is teaching. The percentages of time for research/scholarship, service, and administrative duties mirror past results and reflect rank.
 - ◆ Sponsored research/scholarship and number of degrees awarded, two measures used to describe faculty productivity, increased from the prior year.
 - ◆ The percentage of semester credit hours (SCH) generated by tenured and tenure-track faculty increased while the percentage of SCH generated by non-tenure-track faculty decreased.
-

Major Findings

Hours Worked Consistent with Past – Teaching Primary Effort

- ◆ In 2003-04, the average faculty workweeks were 57.1 hours at SUI; 58.2 hours at ISU; and 54.6 hours at UNI. These averages are consistent with those reported during the last three years, as seen in Table 1 on page 28.
- ◆ The weighted average of the three Regent university averages is 57.2 hours; this average exceeds the number of hours per week worked by faculty reported in a national survey (55.8 hours)¹.
- ◆ Faculty members spend the largest portion of their time teaching – tenured (50.0%), tenure-track (50.1%), and non-tenure-track faculty (79.9%).

¹ National Center for Education Statistics, 1999 National Study of Postsecondary Faculty.

- ◆ Tenured and tenure-track faculty at UNI report the highest average allocation of their effort (63.3%) to teaching activities. At SUI, the average allocation of effort to teaching by tenured and tenure-track faculty was 45.3% and at ISU it was 41.5%.
- ◆ Consistent with their missions, tenured and tenure-track faculty at SUI and ISU report an average allocation of their effort of 42.2% and 41.1%, respectively, to sponsored and non-sponsored research/scholarship, compared to 19.9% at UNI.

Changes in Student Credit Hours

- ◆ In Fall 2003, the total SCH at the three Regent universities was 838,752. This represents a decrease of 14,217 (-1.7%) from Fall 2002. The decrease in SCH at ISU and UNI correlates to enrollment decreases experienced by those universities.
- ◆ The tenured and tenure-track faculty at each university continue to teach more than 60% of the SCH.
- ◆ The percentage of SCH generated by tenured and tenure-track faculty increased in from 61.9% in 2002-03 to 64.6% in 2003-04. The percentage of SCH generated by non-tenure-track faculty decreased from 27.9% in 2002-03 to 24.7% in 2003-04.

Indicators of Faculty Productivity

- ◆ In 2002-03, the Regent universities generated \$601.5 million of sponsored funding compared to \$587.1 million the prior year, an increase of \$14.4 million (+2.5%).
- ◆ In 2002-03, the Regent universities awarded 14,883 degrees (including 11,157 baccalaureate degrees) compared to 14,106 degrees the prior year (including 10,366 baccalaureate degrees), an increase of 777 (+5.5%).
- ◆ In 2002-03, SUI Health Care reported almost 843,000 clinic visits and 38,000 patient visits at 249 outreach clinics. The College of Dentistry served approximately 9,000 patients.
- ◆ In 2002-03, ISU served 123,448 clients in one-to-one interactions primarily through the Colleges of Agriculture and Veterinary Medicine; clients were also served through 10,318 group events led by ISU faculty.

Faculty Portfolio Process

Each university has reported that a faculty portfolio system in place; department and college use of the system varies widely. Post-tenure reviews are linked to the portfolios for tenured faculty.

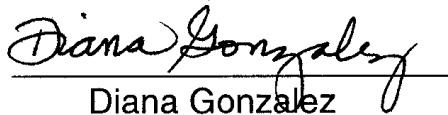
Regent
Universities
Meet or
Exceed
National
Norms

Comparable data were obtained from the Delaware Study²; however, because not all of the universities' peer institutions³ participate in the Delaware Study, it is necessary to look at other comparable institutions. Based on the use of available comparable collegiate and/or departmental faculty workload information from each university's group of comparable institutions, Regent university faculty members meet or exceed the norms for hours spent on instruction.

**Link to
Strategic
Plan:**

This report addresses the following priorities in the Board's Strategic Plan:

- 1.0 Ensure high-quality educational opportunities for students.
- 2.0 Discover new knowledge through research, scholarship, and creative activities.
- 3.0 Provide needed service and promote economic growth.
- 4.0 Demonstrate public accountability and effective stewardship of resources.


Diana Gonzalez

Approved: 
Gregory S. Nichols

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² Conducted by the National Center for Education Statistics, this is a study of higher education instructional expenditures. One of the primary variables is teaching activity.

³ The list of peer institutions is approved by the Board.

APPENDIX

Background:

Location of
Tables

Figures in the text are based on data found in tables on pages 28-51.

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(Definitions regarding faculty activities are found on pages 25-27.)

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/scholarship, non-sponsored research/scholarship, other sponsored research/scholarship, and university public and professional service.

Faculty Activities
Survey

The six activities surveyed for this report include: teaching, sponsored research, non-sponsored research/scholarship, other sponsored research/scholarship, administrative activities, and other university public and professional service.

Methods Used to Compile Data

- ◆ A variety of quantitative and qualitative measures are used for this report. Faculty surveys are used to collect workload effort data.
- ◆ 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 reflect the entire academic year.

Hours Worked Per Week

Faculty reported the following workweeks during Fall 2003:

- ◆ SUI – 57.1 hours per week.
- ◆ ISU – 58.2 hours per week.
- ◆ UNI – 54.6 hours per week.

Table 1 (page 28) describes the average number of hours worked per week by tenure status (tenured, tenure-track, and non-tenure-track).

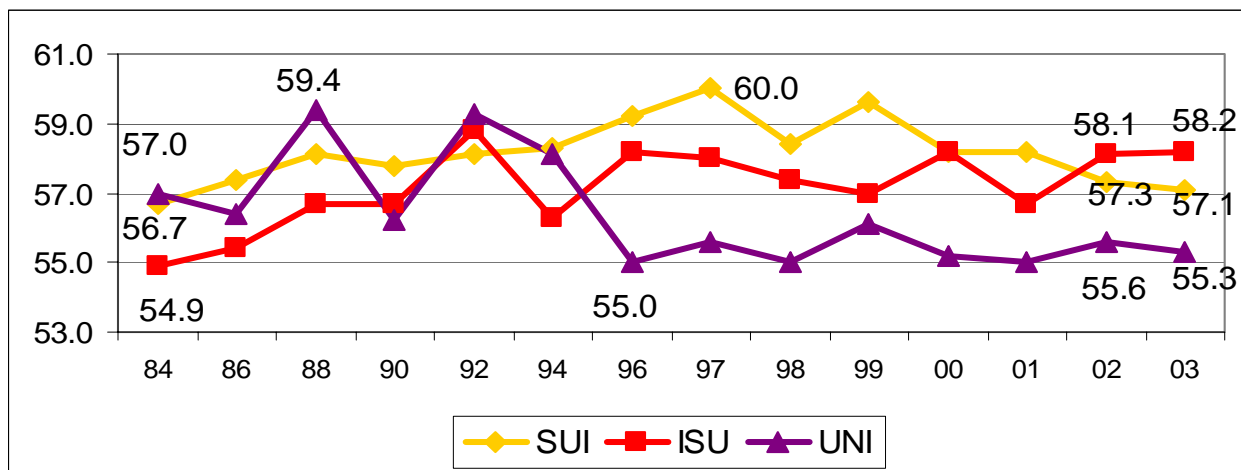
Historical Comparison

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 on the following page.

Figure 1 - Faculty Effort
Average Number of Hours Worked per Week by
Regent University Tenured and Tenure-Track Faculty, Fall 1984 - Fall 2003



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 universities⁴. The weighted average of the three Regent university averages was 57.2 hours in 2003-04.

Sampling Size and Procedure

At SUI and ISU, data are collected during each of 8-11 weeks in the fall semester. At UNI, data are collected during six weeks in the fall and four weeks in the spring. At all three institutions, a survey is sent to a random sample of faculty who report for the current week. While the sampling procedures are slightly different at each university, the advantages of these procedures are:

- ◆ Different weeks of the semester are reflected in the data;
- ◆ Faculty report on a recent and specific block of time rather than a projected period of time;
- ◆ 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 2003-04 are:

	Total Faculty⁵	No. Faculty Surveyed	No. of Responses	% of Faculty Responding
SUI	1,796	458	359	78.4%
ISU	1,398	506 ⁶	426	85.4%
UNI	626	224	150	67.0%

Time Allocations for Faculty Activities

Figure 2 on the following page reflects percent of time allotted to various categories of activities, as described on Tables 3 and 4, pages 30-32. Allocation of effort spent on teaching, research/scholarship, and service (by percentages of time) varies by rank and institution:

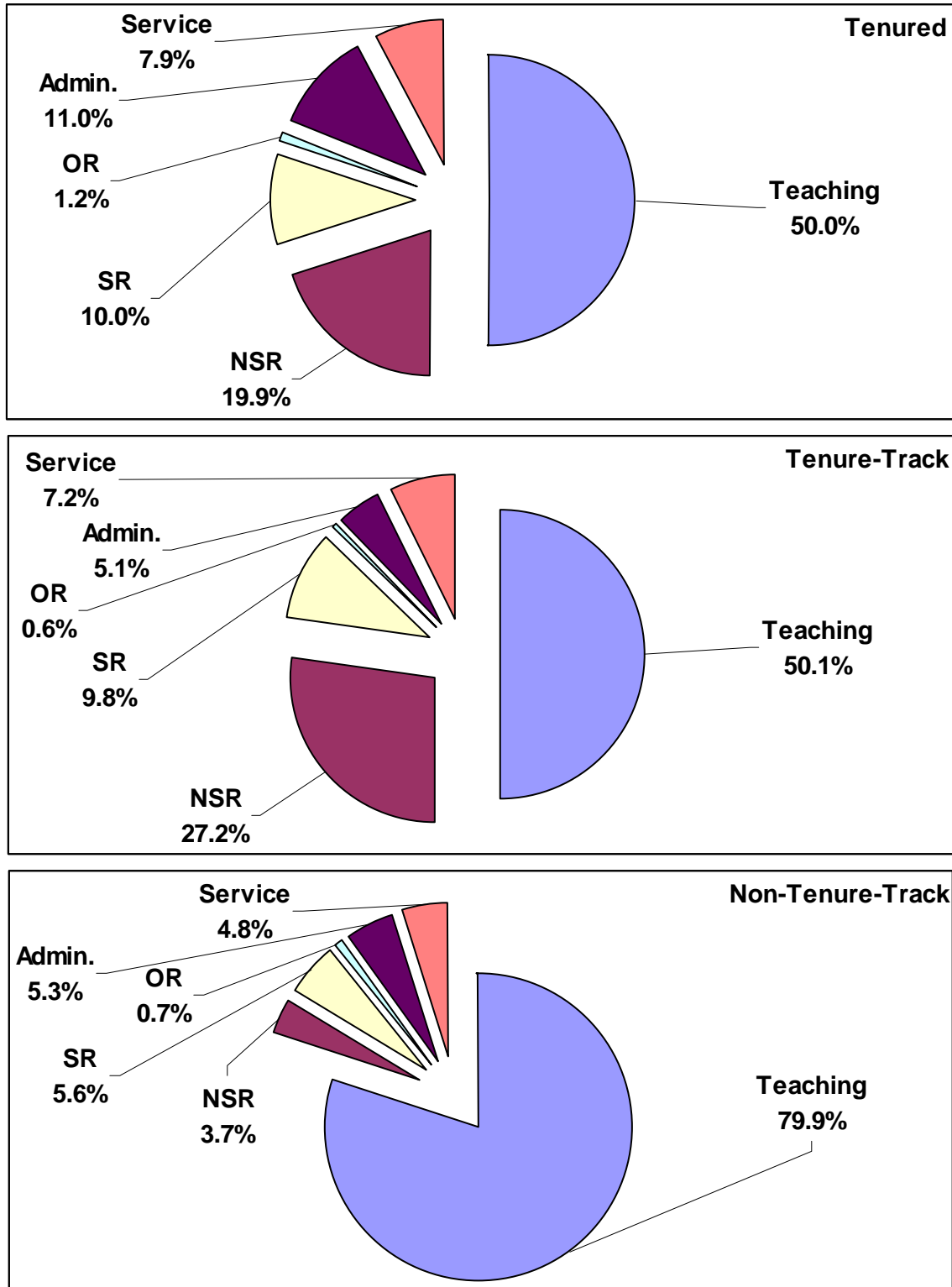
- ◆ Professors tend to spend more time on administrative responsibilities than those of other ranks.
- ◆ Reflecting its land grant mission, tenured and tenure-track faculty at ISU devote significant effort to public service; UNI faculty direct more of their professional efforts toward teaching; at SUI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

⁴ Source: 1999 National Study of Postsecondary Faculty, NCES.

⁵ Not all faculty are eligible to be included, e.g., those on professional development assignments, or on long-term disability.

⁶ Seven out of the 506 faculty surveyed were ineligible for the survey (e.g., retired, resigned).

Figure 2
Faculty Time Allocations, 2003-04
Faculty Effort by Percent of Time⁷



⁷ See definitions on pages 25-27.

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 and associate professors, although the total percentage of time spent on teaching has decreased from 48.7% in 1999-00 to 45.9% in 2003-04 for professors and from 51.9% in 1999-00 to 48.7% in 2003-04 for associate professors.
- ◆ The percentage of time spent on teaching in 2003-04 varied by rank: professor (45.9%); associate professor (48.7%); and assistant professor (43.5%).
- ◆ The percentage of time spent on research in 2003-04 also varied by rank: professor (37.1%), associate professor (39.1%), and assistant professor (46.5%).
- ◆ The percentage of time spent on administrative duties in 2003-04 also varied by rank: professor (15.1%); associate professor (10.4%); and assistant professor (8.2%).
- ◆ The total number of faculty credit hours (FCH) taught per IFTE was 7.5 in Fall 2003.

Iowa State
University

- ◆ Teaching is the major activity of professors and associate professors, although the total percentage of time spent on teaching has decreased slightly from 41.1% in 1999-00 to 40.2% in 2003-04 for professors and from 45.1% in 1999-00 to 40.7% in 2003-04 for associate professors.
 - ◆ The percentage of time spent on teaching in 2003-04 varied by rank: professor (40.2%); associate professor (40.7%); and assistant professor (43.8%).
 - ◆ During 2003-04, in keeping with its land grant mission, professors devoted 12.7% of their effort to university public and professional service, associate professors (18.1%), and assistant professors (11.5%).
 - ◆ The percentage of time spent on research varied by rank: professor (36.7%), associate professor (36.6%), and assistant professor (42.4%).
 - ◆ The percentage of time spent on administrative duties in 2003-04 varied by rank: professor (10.5%), associate professor (4.5%), and assistant professor (2.3%).
 - ◆ The total number of FCH/IFTE was 5.3 in Fall 2003.
-

- University of Northern Iowa
- ◆ Teaching is the major activity of professors and associate professors, with an increase from 51.1% in 1999-00 to 57.2% in 2003-04 for professors and from 55.3% in 1999-00 to 61.5% in 2003-04 for associate professors.
 - ◆ The percentage of time spent on teaching in 2003-04 varied by rank: professor (57.2%); associate professor (61.5%); and assistant professor (63.3%).
 - ◆ The percentage of time spent on administrative duties in 2003-04 also varied by rank: professor (12.9%), associate professor (12.1%), and assistant professor (5.9%).
 - ◆ While the percentage of time spent on research/scholarship varied somewhat by rank: professor (22.2%), associate professor (17.8%), and assistant professor (21.4%), it varied significantly from SUI's and ISU's allocation of time on research/scholarship.
 - ◆ The total number of FCH/IFTE was 12.7 credit hours in Fall 2003.
-

2.0 Faculty Instructional Workload

Definition *Instructional workload is described through the analysis of two sets of data: the number of student credit hours (SCH) taught, and Instructional Full-time Equivalent (IFTE). SCH are the number of course credit hours multiplied by the number of students in a course. The SCH generated by each IFTE instructional position is another measure of instructional workload.*

SCH Data Related to IFTE Table 10 (pages 43-45) provides SCH/IFTE measures for Fall 2003 by tenure status and college at each university. The following SCH/IFTE averages were reported at each university:

- ◆ University of Iowa – 220 which is the same as the previous year.
- ◆ Iowa State University – 206 compared to 219 last year.
- ◆ University of Northern Iowa – 268 compared to 273 last year.

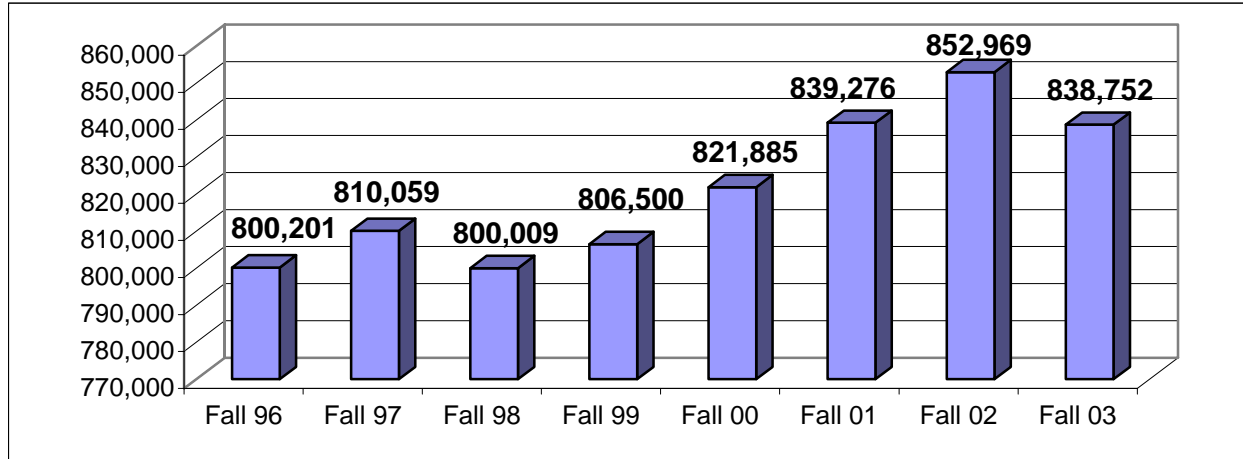
SCH/IFTE by College SCH per IFTE rates differ significantly by college.

- ◆ At SUI, the range was 57.9 SCH/IFTE in the College of Dentistry to 399.2 SCH/IFTE in the College of Business.
- ◆ At ISU, the range was 55.0 SCH/IFTE in the College of Veterinary Medicine to 428.0 SCH/IFTE in the College of Business.
- ◆ At UNI, the range was 219.6 SCH/IFTE in the College of Humanities and Fine Arts to 383.8 in the College of Business Administration.

Overview of Student Credit Hours Data

The faculty at the Regent universities generated 838,752 SCH in Fall 2003; this represents a decrease of 14,217 (-1.7%) from the previous year. The decrease is attributed to enrollment decreases in Fall 2003 at ISU and UNI.

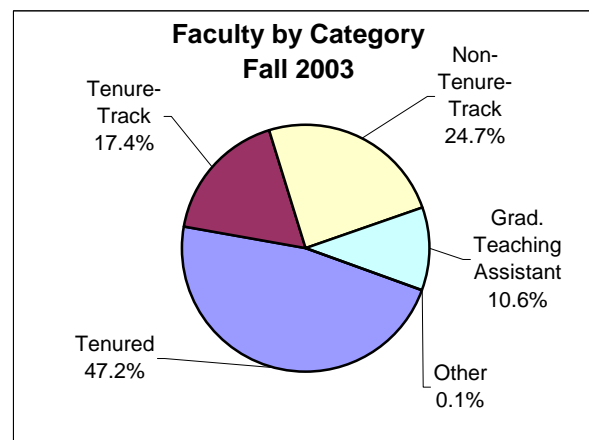
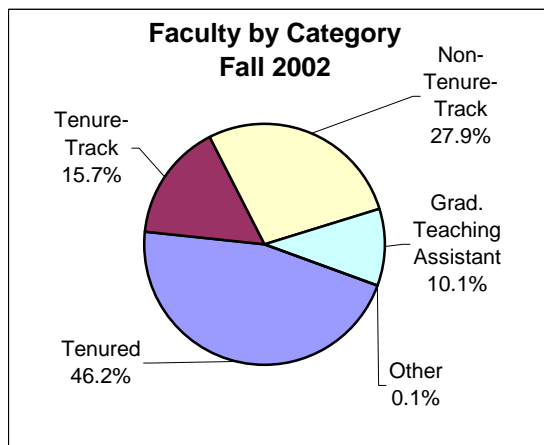
Figure 3
Regent University Total Student Credit Hours
Fall 1996 through Fall 2003



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 2003, like in Fall 2002, 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 2002 and Fall 2003



SCH Percent
Data by
College

The data by college from Fall 2003 reflect consistent patterns from the previous eight years as seen in Tables 7-8 (pgs. 35-39). Below, Figure 5 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 - Fall 2003**

Business

	SUI	ISU	UNI
Tenured	43.0%	39.3%	54.2%
Tenure-Track	44.2%	33.1%	52.9%

Education

	SUI	ISU	UNI
Tenured	64.4%	43.2%	60.8%
Tenure-Track	62.0%	38.4%	70.8%

Engineering

	SUI	ISU	UNI
Tenured	46.5%	43.8%	NA
Tenure-Track	50.8%	42.8%	NA

Health

	SUI (Dent.)	SUI (Med.)	SUI (Nurs.)	SUI (Pharm.)	SUI (Public Health)	ISU (VM)
Tenured	62.9%	48.4%	44.9%	37.8%	23.4%	32.9%
Tenure-Track	51.5%	41.2%	50.8%	23.4%	28.3%	27.2%

Liberal Arts

	SUI	ISU	UNI (HFA)	UNI (NS)	UNI (SBS)
Tenured	44.2%	48.2%	62.4%	68.4%	56.1%
Tenure-Track	43.4%	46.9%	60.0%	69.3%	62.8%

Other

	SUI (Law)	SUI (Grad.)	ISU (Agriculture)	ISU (Design)	ISU (FCS)
Tenured	51.9%	39.3%	31.2%	61.3%	54.1%
Tenure-Track	NA	48.5%	27.1%	55.8%	57.1%

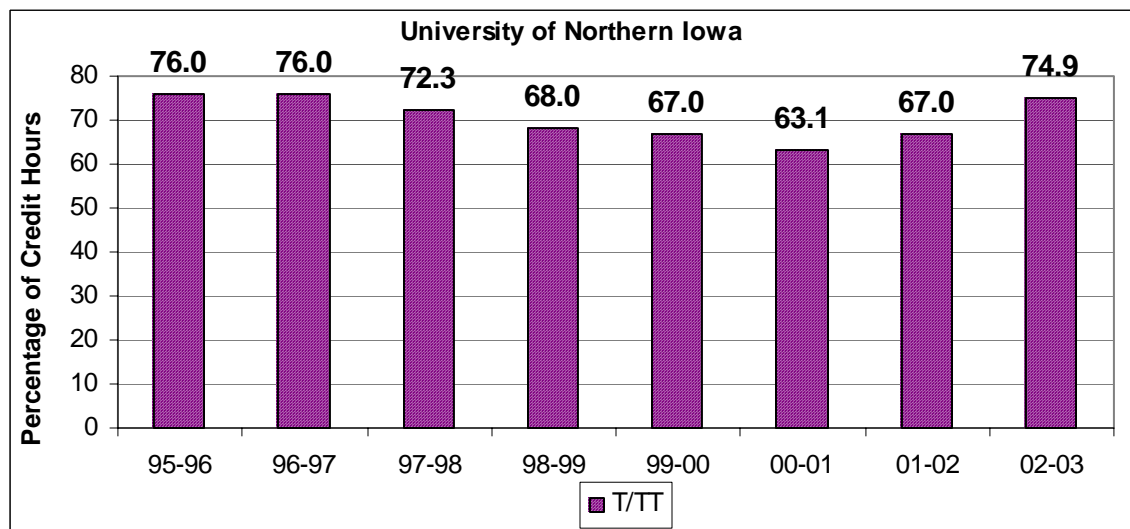
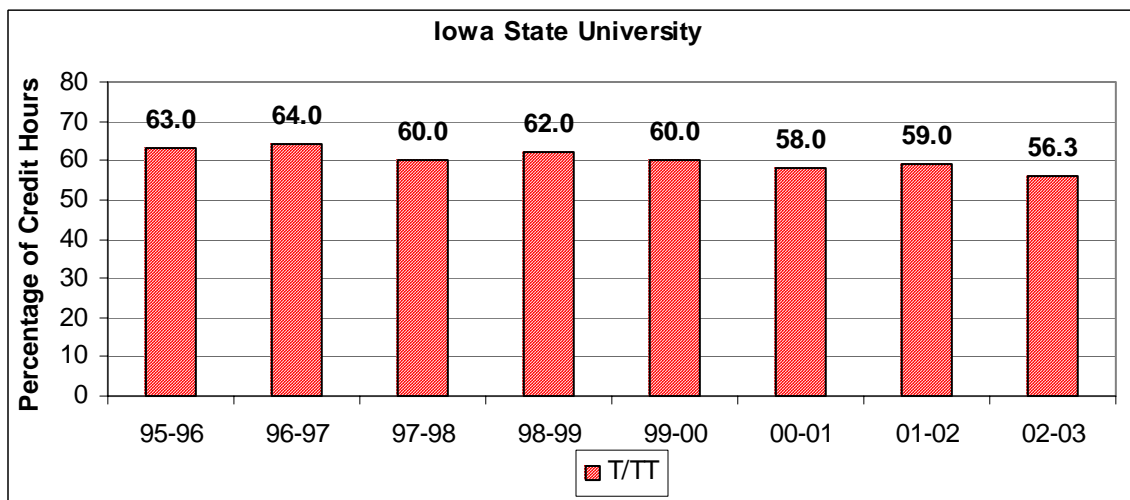
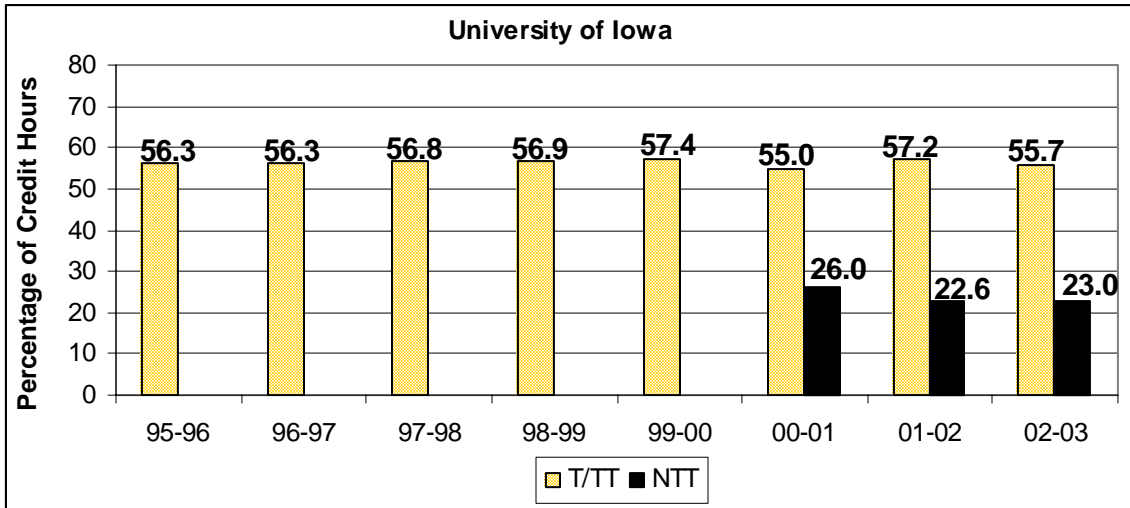


Summary of SCH
Findings

- ◆ Tenured and tenure-track faculty continue to teach more than 60% of the SCH.
 - * At SUI, more than 50% of student credit hours are generated by tenured and tenure-track faculty in all colleges except pharmacy (due to a high percentage of clinical-track faculty) and business.
 - * At ISU, more than 50% of the student credit hours are generated by tenured and tenure-track faculty in all colleges.
 - * At UNI, more than 70% of the student credit hours are generated by tenured and tenure-track faculty in all colleges.

 - ◆ Overall, the percentage of SCH generated by tenured and tenure-track faculty increased in 2003-2004 while the percentage of student credit hours generated by non-tenure-track faculty decreased.
 - * At SUI, the proportion of SCH generated by tenured and tenure-track faculty decreased while the proportion of SCH generated by non-tenure-track faculty increased.
 - * At ISU and UNI, the proportion of SCH generated by tenured and tenure-track faculty increased while the proportion of SCH generated by non-tenure-track faculty decreased in Fall 2003.
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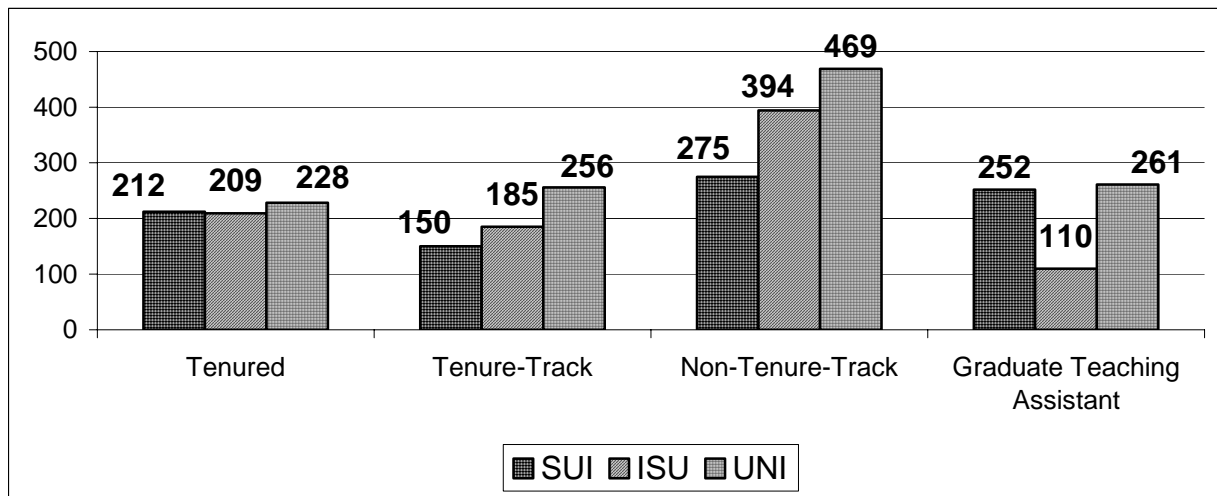
Figure 6
Percent of Undergraduate Student Credit Hours
Taught by Tenured/Tenure-Track and Non-Tenure-Track Faculty



SCH/IFTE by
Faculty
Status

As expected, 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 (pages 43-45). Figure 7 below indicates the SCH/IFTE averages by faculty status for each of the Regent universities⁸.

Figure 7
SCH/IFTE Averages by Faculty Status
Fall 2003



Ranges of
SCH/IFTE by
Colleges

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 46) indicates:

- ◆ In Fall 2003, the colleges with the lowest average ranges of SCH/IFTE (50-160) were Dentistry (SUI), Medicine (SUI), Nursing (SUI), Public Health (SUI), and Veterinary Medicine (ISU).
- ◆ The colleges with an average range of 161-200 SCH/IFTE were Education (SUI, ISU), Pharmacy (SUI), Design (ISU), and Engineering (ISU, SUI).
- ◆ The colleges with an average range of 201-350 SCH/IFTE were Graduate College (SUI), Law (SUI), Liberal Arts (SUI, ISU, UNI⁹), Agriculture (ISU), Education (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) as did the College of Social and Behavioral Sciences at UNI.

⁸ The GTAs at UNI generate less than .7% of the SCH.

⁹ Includes UNI's Colleges of Humanities and Fine Arts, and Natural Sciences.

Variations from
Average

Table 12 (page 47) identifies the colleges with 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 category.

University of Iowa

College	Average	T/TT	NTT	GTA
Business	399		748 (+87%)	
Dentistry	58		24 (-59%)	
Education	168		290 (+73%)	
Engineering	169		687 (+307%)	
Graduate	226		47 (-79%)	
Law	275			
Liberal Arts & Sci.	244			
Medicine	108			
Nursing	144			
Pharmacy	165			
Public Health	77			
"University"	309	501 (+62%)		

Iowa State University

College	Average	T/TT	NTT	GTA
Agriculture	271			44 (-84%)
Business	428		1,046 (+144%)	
Design	171			61 (-64%)
Education	182		339 (+86%)	
Engineering	158		246 (+56%)	65 (-59%)
Family & CS	201			
Liberal Arts	221		432 (+95%)	
Veterinary Med.	55			

University of Northern Iowa

College	Average	T/TT	NTT	GTA
Business Admin.	384		714 (+86%)	
Education	209			
Humanities & FA	220		405 (+84%)	
Natural Sciences	275		802 (+192%)	
Social & Beh. Sci.	359		995 (+177%)	

Summary Analysis of SCH/IFTE

- ◆ Liberal Arts colleges generate well over half of all SCH at their respective universities.
- ◆ Liberal Arts colleges have the highest proportion of SCH 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 1,556.5 in Fall 2003; this represents a slight increase of 9.3 (+0.6%) from the previous year.
- ◆ The total number of SCH in Fall 2003 was 342,756; this represents a small increase of 2,572 (+0.8%) from the prior year.
- ◆ The number of SCH taught per IFTE in Fall 2003 was 220.2; this represents no change from the prior year.

Iowa State University

- ◆ The total number of IFTE in Fall 2003 was 1,599.8; this represents an increase of 49.2 (+3.2%) from the prior year.
- ◆ The total number of SCH generated in Fall 2003 was 330,086; this represents a decrease of 9,084 (-2.7%) from the prior year.
- ◆ The total number of SCH/IFTE in Fall 2003 was 206; this represents a decrease of 13 (-5.9%) from the prior year.

University of Northern Iowa

- ◆ The total number of IFTE in Fall 2003 was 619.3 this represents a decrease of 17.6 (-2.8%) from the prior year.
- ◆ The total number of SCH generated in Fall 2003 was 165,910; this represents a decrease of 7,705 (-4.4%) from the prior year.
- ◆ The total number of SCH/IFTE was 267.9 in Fall 2003; this represents a decrease of 4.7 (-1.7%) from the prior year.

3.0 Faculty Productivity

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

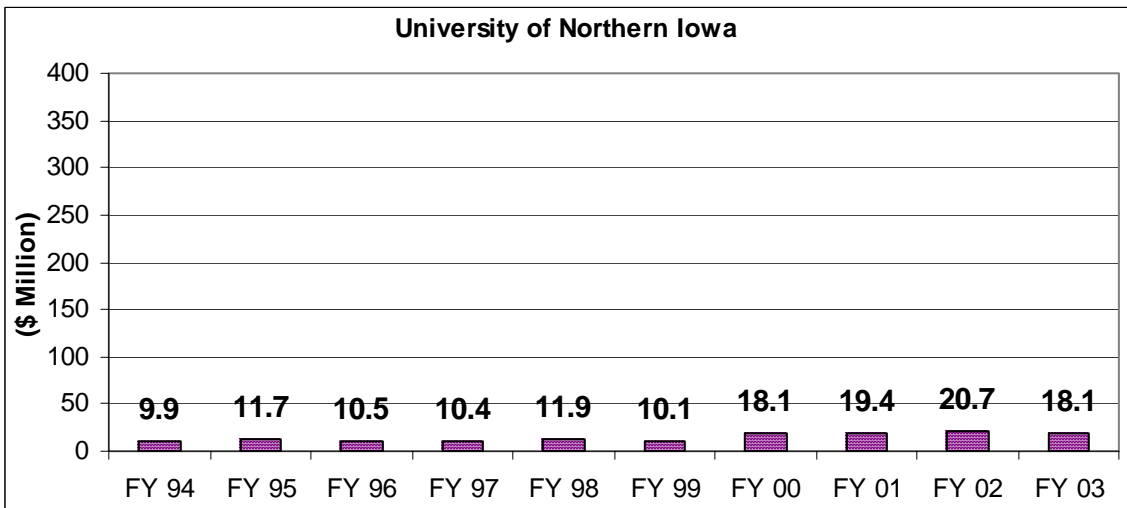
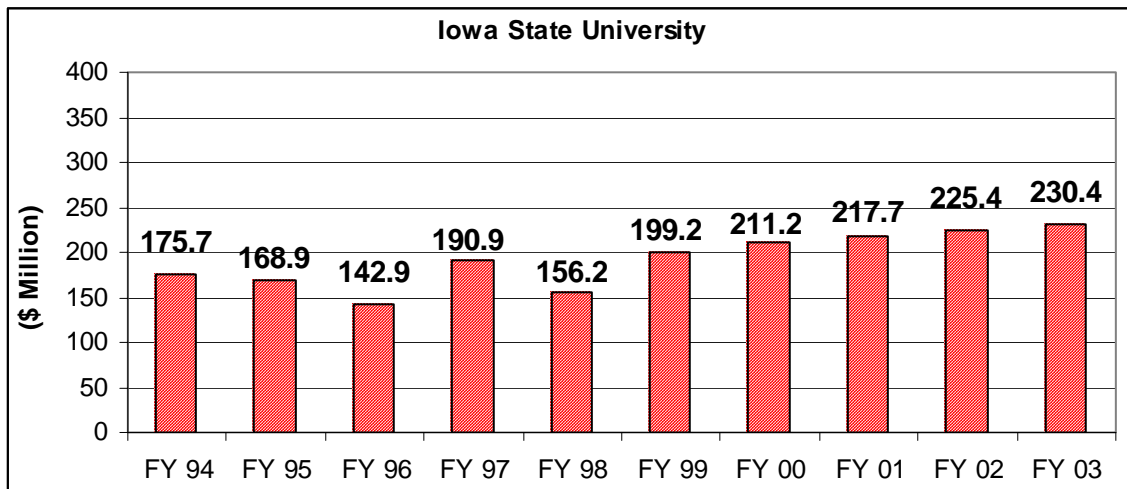
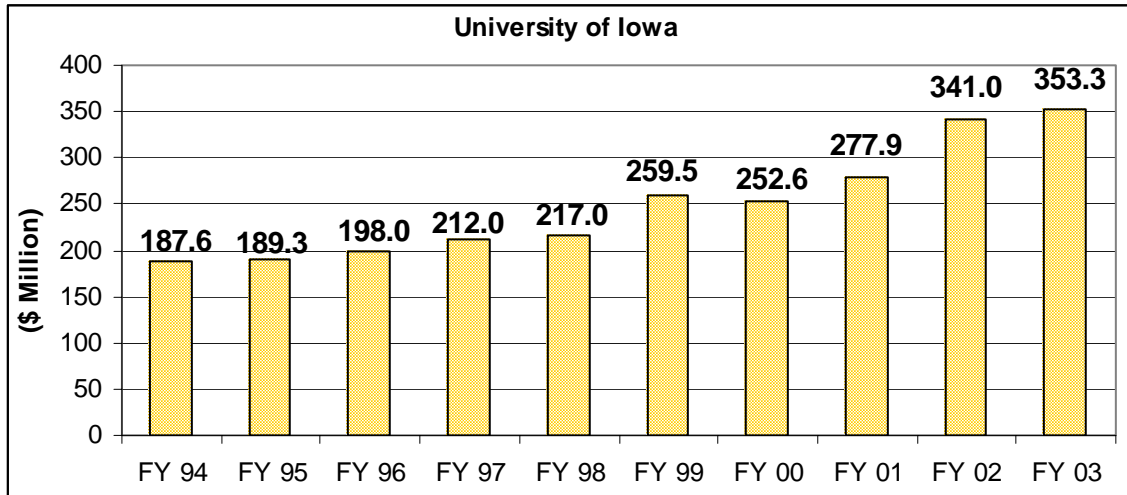
Sponsored Funding Generated Sponsored funding supports faculty activities and institutional goals in research, outreach, and teaching. Tenured faculty members are responsible for a significant amount of sponsored funding.

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. Figure 9 on the following page describes sponsored funding levels per year for each institution.

- ◆ SUI's total of \$353.3 million in FY 03 represents an increase of \$12.3 million (+3.6%) from the previous year. Of the total amount obtained in FY 03, 67.1% was from federal sources, 11.1% was from state sources, and 21.8% was from other sources.
 - ◆ ISU's total of \$230.4 million in FY 03 represents an increase of \$5.0 million (+2.2%) from the prior year. Of the total amount obtained in FY 03, 66.4% was from federal sources, 8.2% was from state sources, and 25.4% was from other sources.
 - ◆ UNI's total of \$18.1 million in FY 03 represents a decrease of \$2.6 million (-12.6%) from the prior year.
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Figure 9
Sponsored Funding Per Year in Dollars



4.0(a) Faculty Portfolio Process

Definition *The faculty portfolio process describes the system developed by each Regent university to manage faculty efforts.*

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.

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 permits tenured faculty to develop “individualized portfolios” to capitalize on their strengths as they contribute to the University’s teaching, research, and service missions.

All tenured faculty members must establish whether their allocation of effort for the coming year will fall within unit norms. In 2003-04, 279 tenured faculty members had individualized portfolios. Within that group, 22% had greater-than-unit-norm instructional responsibilities, 41% had greater-than-unit-norm research responsibilities, 28% had greater-than-unit norm service (including administrative) responsibilities, and 11% had greater-than-unit-norm clinical service responsibilities.

Iowa State University The faculty portfolio has become the standard format for reporting achievements and updates. The specific responsibilities of each faculty member are outlined in a “position responsibility statement” (PRS) and performance expectations are developed on the basis of the PRS. Specific responsibilities are outlined for teaching, research/creative activity, extension/professional practice, and institutional service. The PRS and the faculty portfolio, which documents faculty work in all areas of responsibility, are used for all promotion and tenure reviews, for probationary reviews for tenure-eligible faculty, and for faculty undergoing post-tenure review. The PRS and the faculty portfolio are used across the campus and they help to create commonalities in the review process.

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.

4.0(b) Faculty Portfolios

Definition *The faculty portfolio includes important information that provides a clear understanding of the faculty member's accomplishments within his/her areas of faculty activities, including teaching, research/creative/scholarship activities, professional practice, and institutional service.*

Common Indicators in Teaching and Research/Scholarship Since 1998, a common set of indicators has existed in the areas of teaching, research/scholarship/creative endeavors, and service. Some of these are now among the Board's performance indicators (e.g., undergraduate SCH 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.

Service Indicators and Practices

University of Iowa 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.

- ◆ SUI faculty members 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.

Iowa State University

As a 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 80% of the clients served in the 123,448 one-to-one interactions.
- ◆ ISU faculty served 10,318 group events.
- ◆ Many faculty also served in some type of advisory role to organizations within the state.

University of Northern Iowa

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 Comparable Institution Studies

Definition

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

Background and Limitations of Comparative Data

Since 1997, at the Board's request, this report has included data on collegiate and departmental faculty workloads and teaching responsibilities at peer institutions. In theory, peer institution data can provide meaningful comparative statistics. In practice, use of such data is often limited for a variety of reasons:

- ◆ Peer institutions may be organized along different collegiate or departmental lines.
- ◆ 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. Not all of the Regent-approved peer group institutions are currently participating in the JCAR study.

Therefore, the Regent universities have identified additional institutions from the JCAR study to include in their peer groups. The University of Iowa's comparables are all classified as Carnegie R1 institutions. ISU's comparables also are classified as Carnegie R1 institutions and, in addition, have a land-grant mission or are part of a land-grant system. UNI's comparables are classified as public comprehensive institutions.

Comparable Institutions

University of Iowa

PEER INSTITUTIONS	NON-PEER INSTITUTIONS
Indiana University – Bloomington	Michigan State University
University of Arizona	Texas A & M University
University of North Carolina – Chapel Hill	University of Colorado – Boulder
University of Texas - Austin	University of Maryland – College Park
	University of Pittsburg
	University of Virginia - Charlottesville

Iowa State University

PEER INSTITUTIONS	NON-PEER INSTITUTIONS
Michigan State University	University of Maryland – College Park
North Carolina State University	University of Massachusetts – Amherst
Texas A & M University	University of Missouri - Columbia
University of Arizona	Virginia Polytechnic Institute and State University

University
of Northern
Iowa

PEER INSTITUTIONS	NON-PEER INSTITUTIONS
Central Michigan University	University of Minnesota – Duluth
Illinois State University	University of Wisconsin – Eau Claire
Indiana State University	
Ohio University – Athens	
University of North Carolina - Greensboro	

University of Iowa

Table 13a (page 48) indicates how SUI compares with other institutions in the distribution of SCH during Fall 2001.

- ◆ At ten other colleges of business, tenured/tenure-track faculty in the field of economics taught 53% of the undergraduate SCH compared to 93% at SUI.
- ◆ At eight other colleges of civil engineering, tenured/tenure-track faculty taught 70% of the undergraduate SCH compared to 100% at SUI.
- ◆ At seven other colleges of nursing, tenured/tenure-track faculty taught 27% of the undergraduate SCH compared to 62% at SUI.
- ◆ In liberal arts, comparative data were available for 25 departments. In 18 departments, the percent of undergraduate SCH taught by tenured/tenure-track faculty was greater at SUI than at comparable institutions.
- ◆ On average, at seven comparable institutions, tenured/tenure-track taught 52% of the undergraduate SCH compared to 63% at SUI.

Iowa State
University

Table 13b (pages 49-50) indicates how ISU compares with other institutions in the distribution of SCH during Fall 2001.

- ◆ In the College of Agriculture, in five out of eight departments, the percent of SCH taught by tenured/tenure-track faculty at comparable institutions was lower than at ISU.
- ◆ In the College of Business, tenured and tenure-track faculty taught a higher percent of both undergraduate and graduate SCH than did its comparable institutions.
- ◆ In the College of Design, tenured/tenure-track faculty at comparable 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 comparable institutions.

- ◆ In the College of Engineering, ISU tenured/tenure-track faculty taught a higher percent of undergraduate and graduate SCH than in 50% of its comparable institutions.
 - ◆ In the College of Liberal Arts and Sciences, ISU tenured/tenure-track faculty taught a higher percent of undergraduate SCH in 9 out of 20 departments than did its comparable institutions.
-

University of
Northern Iowa

Table 13c (page 51) indicates how UNI compares with other institutions in the distribution of SCH during Fall 2001.

- ◆ UNI's total student credit hour (SCH) per instructional full-time equivalent (IFTE) of 267.9 ranks sixth highest of comparable institutions.
 - ◆ UNI's faculty credit hour (FCH) per IFTE ratio of 12.6 is the fourth highest in its list of comparable institutions.
-

Summary
Analysis

Comparisons with other 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 comparable institutions.

Glossary of Terms

Analytical Measurements:

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 Faculty and Other Instructional Staff Status:

T	Tenured faculty. Those faculty members who have tenure.
TT	Tenure-track or tenure-eligible (also referred to as probationary) faculty for whom tenure is an expected outcome.
NTT	Non-tenure-track. Faculty appointed on a recurring contractual basis, but who are ineligible for tenure. This category includes adjunct and visiting faculty. At SUI, this category includes a number of visiting and clinical track faculty members who could be included in the tenured and tenure-track categories, in terms of their instructional qualifications.
O	Other. This term includes personnel in the military science program or Professional and Scientific staff who teach orientation classes.
GTA	Graduate Teaching Assistants.

Categories for 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/Scholarship (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/Scholarship (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.

**TABLE 1
FACULTY EFFORT
AVERAGE NUMBER OF HOURS WORKED PER WEEK
BY REGENT UNIVERSITY FACULTY FROM 2001-02 TO 2003-04
MAY 2004**

Institution	Tenured			Tenure-Track			Non-Tenure-Track			Average of All Faculty		
	01	02	03	01	02	03	01	02	03	01	02	03
University of Iowa	58.3	57.8	58.3	60.6	57.5	56.3	54.0	55.7	54.4	58.2	57.3	57.1
Iowa State University	56.9	58.9	59.5	58.5	57.4	57.8	50.9	54.7	52.1	56.7	58.1	58.2
University of Northern Iowa	55.0	55.0	57.5	55.0	56.2	53.0	50.0	51.7	45.8	55.0	55.3	54.6

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 2003-04
MAY 2004**

	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	03-04
SUI	56.7	57.4	58.1	57.8	58.1	58.3 ¹	59.2	60.0	58.4	59.6	58.2	58.2	57.3	57.1
ISU	54.9	55.4	56.7	56.7	58.8	56.3	58.2 ²	58.0	57.4	57.0	58.2	56.7	58.1	58.2
UNI	57.0	56.4	59.4	56.2	59.3	58.1	55.0	55.6	55.0	56.1 ³	55.2 ³	55.0 ³	55.6	55.3

¹SUI data were for 1995-96 academic year.

²No survey was reported in May 1997 for ISU.

³Weighted average for tenured and tenure-track faculty.

TABLE 3
FACULTY TIME ALLOCATIONS FROM 2001-02 TO 2003-04
FACULTY EFFORT (PERCENTAGES OF TIME)
FOR TENURED, TENURE-TRACK, NON-TENURE-TRACK FACULTY
MAY 2004

UNIVERSITY OF IOWA

	Tenured			Tenure-Track			Non-Tenure-Track		
	02	03	04	02	03	04	02	03	04
Teaching	49.2%	47.6%	47.0%	46.7%	43.5%	43.5%	80.2%	74.3%	78.1%
NS Research/Scholarship	19.9%	19.5%	19.5%	27.2%	26.5%	26.6%	3.3%	3.6%	2.9%
SP Research/Scholarship	15.0%	16.7%	17.4%	18.2%	20.2%	19.4%	3.2%	6.3%	5.0%
Other Research/Scholarship	0.9%	1.0%	0.9%	0.7%	0.6%	0.5%	4.0%	2.5%	0.8%
Administrative Activities	13.1%	13.6%	13.3%	6.3%	7.4%	8.2%	7.2%	3.9%	8.6%
Service	1.9%	1.6%	1.9%	0.9%	1.8%	1.8%	2.2%	9.5%	4.5%
Total All Activities	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.1%	100.1%	99.9%

IOWA STATE UNIVERSITY

	Tenured			Tenure-Track			Non-Tenure-Track		
	02	03	04	02	03	04	02	03	04
Teaching	42.1%	42.1%	41.6%	42.7%	42.3%	41.4%	76.7%	76.0%	74.0%
NS Research/Scholarship	25.7%	25.1%	26.6%	34.0%	34.6%	36.6%	6.9%	6.1%	6.1%
SP Research/Scholarship	8.8%	9.3%	8.9%	8.1%	8.8%	7.6%	6.1%	7.8%	9.9%
Other Research/Scholarship	1.1%	1.5%	1.4%	0.5%	0.9%	1.0%	0.4%	0.8%	1.2%
Administrative Activities	7.8%	7.7%	7.9%	2.1%	1.9%	2.1%	2.8%	2.6%	2.1%
Service	14.5%	14.3%	13.7%	12.5%	11.5%	11.3%	7.3%	6.8%	6.9%
Total All Activities	100.0%	100.0%	100.1%	99.9%	100.0%	100.0%	100.2%	100.1%	100.2%

UNIVERSITY OF NORTHERN IOWA

	Tenured			Tenure-Track			Non-Tenure-Track		
	02	03	04	02	03	04	02	03	04
Teaching	59.0%	59.1%	61.3%	63.1%	62.1%	65.3%	91.8%	91.8%	87.6%
NS Research/Scholarship	14.6%	14.0%	13.5%	18.3%	18.3%	18.3%	1.6%	2.1%	2.0%
SP Research/Scholarship	3.3%	2.4%	3.7%	3.8%	2.9%	2.5%	0.7%	0.8%	2.0%
Other Research/Scholarship	1.2%	1.4%	1.4%	0.6%	0.5%	0.4%	0.6%	0.5%	0.1%
Administrative Activities	12.1%	12.1%	11.9%	5.5%	6.1%	4.9%	1.8%	2.3%	5.2%
Service	9.8%	11.0%	8.2%	8.8%	10.1%	8.6%	3.5%	2.5%	3.1%
Total All Activities	100.0%	100.0%	100.0%	100.1%	100.0%	100.0%	100.0%	100.0%	100.0%

TABLE 3
FACULTY TIME ALLOCATIONS FROM 2001-02 TO 2003-04
FACULTY EFFORT (PERCENTAGES OF TIME)
FOR TENURED, TENURE-TRACK, NON-TENURE-TRACK FACULTY
MAY 2004

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 2003-04
(PERCENTAGES OF TIME, BY INSTITUTION, AND RANK)
MAY 2004

UNIVERSITY OF IOWA

	Professor					Associate Professor					Assistant Professor				
	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04
Teaching	48.7%	48.6%	47.8%	46.5%	45.9%	51.9%	50.3%	51.3%	49.3%	48.7%	50.7%	46.9%	46.7%	43.5%	43.5%
NS Research/Scholarship	18.8%	19.2%	19.2%	18.4%	17.6%	19.8%	20.9%	21.0%	21.2%	22.5%	24.9%	25.9%	27.2%	26.5%	26.6%
SP Research/Scholarship	13.8%	14.0%	14.5%	16.7%	18.1%	14.7%	15.9%	15.7%	16.8%	16.4%	15.6%	17.3%	18.2%	20.2%	19.4%
Other Research/Scholarship	1.4%	1.0%	1.0%	1.2%	1.4%	1.2%	0.7%	0.7%	0.7%	0.2%	0.9%	0.9%	0.7%	0.6%	0.5%
Administrative Activities	15.6%	15.1%	15.6%	15.5%	15.1%	10.4%	10.1%	9.5%	10.5%	10.4%	6.5%	7.5%	6.3%	7.4%	8.2%
Service	1.7%	2.1%	1.9%	1.7%	1.9%	2.0%	2.1%	1.8%	1.5%	1.8%	1.4%	1.5%	0.9%	1.8%	1.8%
Total All Activities	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

IOWA STATE UNIVERSITY

	Professor					Associate Professor					Assistant Professor				
	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04
Teaching	41.1%	39.2%	40.2%	39.8%	40.2%	45.1%	44.8%	43.3%	43.7%	40.7%	52.4%	53.2%	53.2%	51.3%	43.8%
NS Research/Scholarship	26.7%	26.4%	25.4%	25.2%	24.2%	24.4%	24.0%	26.6%	25.1%	26.5%	26.4%	25.7%	26.3%	27.2%	33.3%
SP Research/Scholarship	9.4%	10.7%	10.5%	12.0%	11.4%	9.1%	8.7%	8.7%	8.6%	8.7%	6.2%	6.2%	6.8%	8.0%	8.1%
Other Research/Scholarship	1.2%	1.1%	1.4%	1.7%	1.1%	1.3%	1.1%	0.7%	1.2%	1.4%	1.1%	1.0%	0.5%	0.9%	1.0%
Administrative Activities	9.0%	9.4%	9.6%	9.0%	10.5%	4.9%	5.7%	5.1%	5.6%	4.5%	2.1%	2.5%	2.3%	2.1%	2.3%
Service	12.6%	13.3%	12.9%	12.3%	12.7%	15.2%	15.7%	15.5%	15.8%	18.1%	11.7%	11.4%	11.1%	10.5%	11.5%
Total All Activities	100.0%	100.1%	100.0%	100.0%	100.1%	100.0%	100.0%	99.9%	100.0%	99.9%	99.9%	100.0%	100.2%	100.0%	100.0%

UNIVERSITY OF NORTHERN IOWA

	Professor					Associate Professor					Assistant Professor				
	00	01	02	03	04	00	01	02	03	04	00	01	02	03	04
Teaching	51.1%	51.6%	57.5%	56.3%	57.2%	55.3%	56.0%	59.5%	58.1%	61.5%	61.7%	59.6%	64.4%	60.8%	63.3%
NS Research/Scholarship	13.1%	13.6%	15.3%	15.7%	15.1%	12.9%	12.7%	14.8%	15.4%	14.0%	14.5%	15.9%	17.5%	18.6%	18.7%
SP Research/Scholarship	6.3%	6.2%	4.3%	3.0%	5.4%	5.8%	4.5%	2.6%	2.2%	2.5%	5.2%	5.0%	3.3%	2.9%	2.6%
Other Research/Scholarship	4.2%	4.2%	1.6%	1.6%	1.7%	4.4%	4.8%	1.0%	1.1%	1.3%	5.2%	4.5%	0.6%	0.4%	0.1%
Administrative Activities	15.3%	14.0%	13.7%	14.0%	12.9%	9.1%	8.4%	11.0%	11.5%	12.1%	3.3%	4.0%	5.7%	6.2%	5.9%
Service	10.0%	10.4%	7.6%	9.4%	7.7%	12.5%	13.6%	11.1%	11.7%	8.6%	10.1%	11.0%	8.7%	11.1%	9.2%
Total All Activities	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.2%	100.0%	99.8%

TABLE 5
PERCENTAGE EFFORT DEVOTED TO TEACHING
ACTIVITIES BY TENURED AND TENURE-TRACK FACULTY
BY COLLEGE FROM 2001-02 TO 2003-04
MAY 2004

University of Iowa

College	% Tenured			% Tenure-Track		
	01-02	02-03	03-04	01-02	02-03	03-04
Business	46.7%	46.2%	43.0%	44.8%	43.1%	44.2%
Dentistry	61.8%	62.8%	62.9%	53.5%	49.0%	51.5%
Education	65.8%	62.2%	64.4%	58.4%	57.2%	62.0%
Engineering	44.7%	42.6%	46.5%	52.6%	41.9%	50.8%
Graduate College	NA	36.7%	39.3%	NA	41.8%	48.5%
Law	52.1%	53.9%	51.9%	58.5%	NA	NA
Liberal Arts and Sciences	46.7%	45.5%	44.2%	43.5%	44.5%	43.4%
Medicine	49.3%	48.1%	48.4%	41.2%	41.6%	41.2%
Nursing	44.6%	41.5%	44.9%	63.3%	57.2%	50.8%
Pharmacy	44.4%	47.1%	37.8%	52.6%	41.6%	23.4%
Public Health	NA	26.9%	23.4%	NA	23.9%	28.3%
Average All Colleges	49.2%	48.2%	47.0%	46.7%	44.3%	43.5%

Iowa State University

College	% Tenured			% Tenure-Track		
	01-02	02-03	03-04	01-02	02-03	03-04
Agriculture	28.3%	30.1%	31.2%	29.4%	30.0%	27.1%
Business	42.0%	41.5%	39.3%	40.8%	37.6%	33.1%
Design	59.1%	59.7%	61.3%	58.2%	62.3%	55.8%
Education	48.9%	44.5%	43.2%	43.1%	40.3%	38.4%
Engineering	47.0%	48.5%	43.8%	42.0%	42.2%	42.8%
Family and Consumer Science	47.3%	52.6%	54.1%	56.0%	56.2%	57.1%
Liberal Arts and Sciences	49.8%	48.6%	48.2%	50.6%	47.2%	46.9%
Veterinary Medicine	36.2%	35.5%	32.9%	24.1%	26.5%	27.2%
Other	9.1%	8.5%	10.3%	18.0%	11.4%	13.2%
Average All Colleges	42.1%	42.1%	41.6%	42.7%	42.3%	41.4%

University of Northern Iowa

College	% Tenured			% Tenure-Track		
	01-02	02-03	03-04	01-02	02-03	03-04
Business	54.5%	53.9%	54.2%	55.4%	54.4%	52.9%
Education	55.1%	63.1%	60.8%	64.6%	71.9%	70.8%
Humanities and Fine Arts	61.4%	62.9%	62.4%	58.1%	55.2%	60.0%
Natural Sciences	64.8%	64.5%	68.4%	68.5%	69.9%	69.3%
Social & Behavioral Sciences	53.9%	53.9%	56.1%	63.3%	60.6%	62.8%
Other	71.9%	10.2%	64.9%	55.8%	5.4%	65.5%
Average All Colleges	59.0%	59.2%	61.3%	63.1%	62.1%	65.3%

TABLE 6
PERCENTAGE OF TOTAL STUDENT CREDIT HOURS GENERATED BY
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS FROM 2001-02 TO 2003-04
MAY 2004

2001-2002	Tenured	Tenure-Track	Combined (T & TT)	NTT	GTA	Other	Percent	SCH
SUI	50.4%	11.0%	61.4%	22.0%	15.3%	1.3%	100.0%	330,293
ISU	47.0%	16.0%	63.0%	23.0%	14.0%	0.0%	100.0%	332,101
UNI	47.3%	20.7%	68.0%	31.8%	0.2%	0.0%	100.0%	176,882
Percentage Combined	48.3%	15.9%	64.2%	25.6%	9.8%	0.4%	100.0%	839,276

2002-2003	Tenured	Tenure-Track	Combined (T & TT)	NTT	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

2003-2004	Tenured	Tenure-Track	Combined (T & TT)	NTT	GTA	Other	Percent	SCH
SUI	46.1%	11.8%	57.9%	23.6%	18.1%	0.3%	99.9%	342,756
ISU	44.0%	16.2%	60.2%	26.8%	13.0%		100.0%	330,086
UNI	51.5%	24.3%	75.8%	23.6%	0.6%	0.0%	100.0%	165,910
Percentage Combined	47.2%	17.4%	64.6%	24.7%	10.6%	0.1%	100.0%	838,752

NTT = Non-tenure-track
GTA = Graduate teaching assistant
SCH = Semester credit hours

TABLE 7
PERCENT OF TOTAL STUDENT CREDIT HOURS GENERATED BY
ALL FACULTY, GTA, AND OTHERS FROM 1991 TO 2003
MAY 2004

UNIVERSITY OF IOWA					
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% ¹	100.4%
2002	60.1%	22.7%	17.0%	0.3%	100.1%
2003	57.9%	23.6%	18.1%	0.3%	99.9%

IOWA STATE UNIVERSITY					
Year	Tenured/Tenure-Track	Non-Tenure-Track	GTA	Other	Total
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%
2003	60.2%	26.8%	13.0%	0.0%	100.0%

UNIVERSITY OF NORTHERN IOWA					
Year	Tenured/Tenure-Track	Non-Tenure-Track	GTA	Other	Total
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 ²	66.0%	34.0%	0.0%	0.0%	100.0%
2003	75.8%	23.6%	0.6%	0.0%	100.0%

¹SUI Other - credit hours not assigned to any individual, e.g., cooperative education internships.

²UNI 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
FROM 2001-02 TO 2003-04 BY COLLEGE
MAY 2004

UNIVERSITY OF IOWA

FALL 2001

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	Total %
Business	40,759	50.8%	13.2%	64.0%	25.8%	9.9%	0.3%	100.0%
Dentistry	3,688	63.3%	15.8%	79.1%	20.9%	0.0%	0.0%	100.0%
Education	16,779	50.3%	8.0%	58.3%	32.9%	8.7%	0.1%	100.0%
Engineering	10,389	63.3%	30.1%	93.4%	6.6%	0.0%	0.0%	100.0%
Graduate College	2,597	66.9%	24.2%	91.1%	3.6%	4.2%	1.1%	100.0%
Law	9,841	76.9%	8.7%	85.6%	14.1%	0.0%	0.2%	99.9%
Liberal Arts & Sci.	212,110	46.6%	10.6%	57.2%	20.1%	21.2%	1.6%	100.1%
Medicine	20,797	63.4%	5.1%	68.5%	28.4%	0.0%	3.1%	100.0%
Nursing	6,406	59.6%	9.1%	68.7%	31.3%	0.0%	0.0%	100.0%
Pharmacy	5,095	41.2%	1.8%	43.0%	56.7%	0.0%	0.2%	99.9%
Public Health	1,832	58.8%	17.7%	76.5%	19.8%	2.6%	1.1%	100.0%
"University"				0.0%				0.0%
Total	330,293	50.4%	11.0%	61.4%	22.0%	15.3%	1.3%	100.0%

FALL 2002

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	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 & Sci.	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%

FALL 2003

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	Total %
Business	40,070	36.3%	12.9%	49.2%	39.7%	10.9%	0.2%	100.0%
Dentistry	4,135	68.0%	15.6%	83.6%	16.4%	0.0%	0.0%	100.0%
Education	16,390	46.0%	7.8%	53.8%	32.5%	13.6%	0.1%	100.0%
Engineering	11,284	62.7%	24.5%	87.2%	12.9%	0.0%	0.0%	100.1%
Graduate College	2,810	59.9%	31.0%	90.9%	2.6%	2.8%	3.7%	100.0%
Law	10,205	69.7%	14.1%	83.8%	16.2%	0.0%	0.0%	100.0%
Liberal Arts & Sci.	215,898	44.5%	11.8%	56.3%	17.7%	25.6%	0.4%	100.0%
Medicine	20,276	58.4%	4.9%	63.3%	36.5%	0.1%	0.0%	99.9%
Nursing	6,867	47.3%	15.7%	63.0%	36.7%	0.0%	0.3%	100.0%
Pharmacy	5,301	47.4%	0.3%	47.7%	52.2%	0.0%	0.1%	100.0%
Public Health	2,422	52.0%	24.3%	76.3%	23.7%	0.0%	0.0%	100.0%
"University"	7,098	33.3%	1.9%	35.2%	61.0%	1.1%	2.6%	99.9%
Total	342,756	46.1%	11.8%	57.9%	23.6%	18.1%	0.3%	99.9%

TABLE 8
PROPORTION OF STUDENT CREDIT HOURS (SCH) GENERATED BY
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS AT REGENT UNIVERSITIES
FROM 2001-02 TO 2003-04 BY COLLEGE
MAY 2004

IOWA STATE UNIVERSITY

FALL 2001

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	Total %
Agriculture	25,677	83.0%	13.0%	96.0%	2.0%	3.0%	0.0%	101.0%
Business	28,060	33.0%	27.0%	60.0%	41.0%	0.0%	0.0%	101.0%
Design	17,170	36.0%	24.0%	60.0%	32.0%	7.0%	0.0%	99.0%
Education	17,318	40.0%	17.0%	57.0%	29.0%	14.0%	0.0%	100.0%
Engineering	33,212	61.0%	15.0%	76.0%	11.0%	14.0%	0.0%	101.0%
FCS	16,350	55.0%	20.0%	75.0%	13.0%	12.0%	0.0%	100.0%
LAS	186,696	42.0%	14.0%	56.0%	25.0%	19.0%	0.0%	100.0%
Veterinary Medicine	7,618	81.0%	12.0%	93.0%	6.0%	2.0%	0.0%	101.0%
Total	332,101	47.0%	16.0%	63.0%	23.0%	14.0%	0.0%	100.0%

FALL 2002

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	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%

FALL 2003

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	Total %
Agriculture	26,340	81.4%	10.0%	91.4%	6.5%	2.1%	0.0%	100.0%
Business	30,063	40.3%	12.0%	52.3%	47.0%	0.7%	0.0%	100.0%
Design	19,115	42.0%	28.8%	70.8%	23.7%	5.5%	0.0%	100.0%
Education	18,379	33.7%	16.4%	50.1%	35.1%	14.8%	0.0%	100.0%
Engineering	37,953	56.4%	20.2%	76.6%	12.1%	11.3%	0.0%	100.0%
FCS	14,923	53.0%	19.1%	72.1%	15.0%	12.9%	0.0%	100.0%
LAS	177,787	35.8%	15.5%	51.3%	30.7%	18.0%	0.0%	100.0%
Veterinary Medicine	5,526	83.9%	9.2%	93.1%	6.8%	0.0%	0.0%	99.9%
Total	330,086	44.0%	16.2%	60.2%	26.8%	13.0%	0.0%	100.0%

TABLE 8
PROPORTION OF STUDENT CREDIT HOURS (SCH) GENERATED BY
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS AT REGENT UNIVERSITIES
FROM 2001-02 TO 2003-04 BY COLLEGE
MAY 2004

UNIVERSITY OF NORTHERN IOWA

FALL 2001

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	Total %
Business	24,984	54.7%	11.2%	65.9%	34.1%	0.0%	0.0%	100.0%
Education	35,250	47.3%	20.2%	67.5%	32.3%	0.2%	0.0%	100.0%
Humanities & FA	41,097	51.4%	18.1%	69.5%	30.2%	0.3%	0.0%	100.0%
Natural Science	35,400	42.5%	18.3%	60.8%	39.0%	0.2%	0.0%	100.0%
Social/Behavioral	39,761	43.3%	32.0%	75.3%	24.7%	0.0%	0.0%	100.0%
Other	390	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Total	176,882	47.3%	20.7%	68.0%	31.8%	0.2%	0.0%	100.0%

FALL 2002

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	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%

FALL 2003

College	Total SCH	PERCENT SCH GENERATED BY:						
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	Total %
Business	24,060	60.5%	15.2%	75.7%	24.3%	0.0%	0.0%	100.0%
Education	34,957	46.5%	24.9%	71.4%	28.3%	0.3%	0.0%	100.0%
Humanities & FA	36,246	54.7%	21.2%	75.9%	21.7%	2.4%	0.0%	100.0%
Natural Science	31,125	55.8%	20.0%	75.8%	23.8%	0.4%	0.0%	100.0%
Social/Behavioral	38,576	45.2%	35.6%	80.8%	19.2%	0.0%	0.0%	100.0%
Other	946	0.8%	22.8%	23.6%	76.3%	0.0%	0.0%	99.9%
Total	165,910	51.5%	24.3%	75.8%	23.6%	0.6%	0.0%	100.0%

TABLE 8
PROPORTION OF STUDENT CREDIT HOURS (SCH) GENERATED BY
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS AT REGENT UNIVERSITIES
FROM 2001-02 TO 2003-04 BY COLLEGE
MAY 2004

REGENT TOTAL

FALL 2001

	Total SCH	PERCENT SCH GENERATED BY:						Total %
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	
Total & Averages	839,276	48.2%	15.9%	64.1%	25.6%	9.8%	0.4%	100.0%

FALL 2002

	Total SCH	PERCENT SCH GENERATED BY:						Total %
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	
Total & Averages	852,969	46.2%	15.7%	61.9%	27.9%	10.1%	0.1%	100.0%

FALL 2003

	Total SCH	PERCENT SCH GENERATED BY:						Total %
		Tenured	Tenure-Track	Combined	NTT	GTA	Other	
Total & Averages	838,752	47.2%	17.4%	64.6%	24.7%	10.6%	0.1%	100.0%

TABLE 9a
PERCENT OF SCH GENERATED BY FACULTY AND GTA BY COLLEGE
FROM FALL 1995 TO FALL 2003
MAY 2004
UNIVERSITY OF IOWA

College	Position	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02	Fall 03
Business	T/TT	69.3%	67.8%	68.7%	70.8%	65.6%	62.9%	64.3%	62.0%	49.2%
	NTT	10.9%	19.9%	19.0%	15.9%	22.5%	25.7%	25.8%	27.7%	39.7%
	GTA	19.7%	12.2%	12.2%	13.2%	11.8%	11.4%	9.9%	10.2%	10.9%
	Other	0.2%	0.1%	0.2%	0.1%	0.1%	0.0%	0.0%	0.0%	0.2%
Dentistry	T/TT	92.3%	98.9%	82.6%	81.5%	88.6%	88.2%	79.1%	76.4%	83.6%
	NTT	7.7%	1.0%	17.4%	18.5%	11.4%	11.8%	20.9%	23.6%	16.4%
	GTA	0.0%	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%	0.0%
Education	T/TT	54.2%	53.9%	55.8%	55.0%	55.0%	54.3%	58.5%	56.5%	53.8%
	NTT	28.2%	24.6%	27.9%	29.5%	36.3%	28.8%	30.4%	33.8%	32.5%
	GTA	17.0%	21.6%	16.2%	15.2%	8.5%	16.6%	11.0%	9.6%	13.6%
	Other	0.7%	0.0%	0.2%	0.3%	0.2%	0.3%	0.1%	0.1%	0.1%
Engineering	T/TT	93.8%	97.6%	91.2%	87.6%	90.3%	90.4%	93.4%	89.0%	87.1%
	NTT	4.8%	1.3%	7.9%	11.6%	9.7%	9.4%	6.6%	11.0%	12.9%
	GTA	0.7%	1.1%	0.9%	0.8%	0.0%	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%	0.0%
Graduate	T/TT	90.4%	79.8%	82.9%	81.8%	56.4%	76.6%	90.2%	87.2%	90.9%
	NTT	5.0%	12.1%	4.9%	8.4%	24.8%	15.3%	3.6%	6.9%	2.6%
	GTA	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	4.2%	1.8%	2.8%
	Other	4.6%	8.1%	12.2%	9.9%	18.8%	5.4%	2.1%	4.1%	3.7%
Law	T/TT	89.2%	90.2%	91.1%	90.5%	91.4%	88.1%	85.6%	85.0%	83.8%
	NTT	10.8%	9.8%	8.9%	9.5%	8.6%	10.6%	14.1%	15.0%	16.2%
	GTA	0.0%	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%	0.0%
Liberal Arts & Sciences	T/TT	54.8%	55.7%	53.4%	56.7%	56.7%	54.4%	55.2%	56.6%	56.3%
	NTT	16.0%	15.6%	18.8%	15.6%	17.7%	20.2%	19.8%	18.9%	17.7%
	GTA	28.5%	27.9%	27.0%	26.7%	24.6%	24.7%	24.5%	24.2%	25.6%
	Other	0.6%	0.8%	0.9%	1.1%	1.0%	0.7%	0.5%	0.3%	0.4%
Medicine	T/TT	82.0%	75.3%	74.4%	70.3%	70.1%	69.7%	69.9%	64.1%	63.3%
	NTT	17.7%	23.2%	25.2%	29.2%	29.6%	29.6%	29.3%	35.3%	36.5%
	GTA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
	Other	0.3%	1.5%	0.4%	0.5%	0.3%	0.7%	0.8%	0.6%	0.0%
Nursing	T/TT	91.8%	90.2%	91.0%	80.0%	79.5%	78.8%	68.7%	63.3%	63.0%
	NTT	8.2%	9.8%	8.3%	10.8%	20.2%	20.4%	31.3%	36.2%	36.7%
	GTA	0.0%	0.0%	0.8%	8.2%	0.0%	0.0%	0.0%	0.5%	0.0%
	Other	0.0%	0.0%	0.0%	1.0%	0.4%	0.8%	0.0%	0.0%	0.3%
Pharmacy	T/TT	87.2%	67.0%	63.5%	71.7%	61.8%	53.5%	43.0%	46.0%	47.7%
	NTT	11.6%	33.0%	36.5%	28.3%	38.2%	45.8%	56.7%	54.0%	52.2%
	GTA	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%
	Other	1.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	0.0%	0.1%
Public Health	T/TT	NA	NA	NA	NA	77.5%	85.7%	76.5%	87.6%	76.3%
	NTT	NA	NA	NA	NA	14.6%	13.8%	19.8%	11.4%	23.7%
	GTA	NA	NA	NA	NA	0.0%	0.0%	2.6%	0.9%	0.0%
	Other	NA	NA	NA	NA	7.9%	0.6%	1.1%	0.0%	0.0%
"University"	T/TT	NA	NA	NA	NA	NA	NA	NA	44.9%	35.3%
	NTT	NA	NA	NA	NA	NA	NA	NA	53.4%	61.0%
	GTA	NA	NA	NA	NA	NA	NA	NA	0.0%	1.1%
	Other	NA	NA	NA	NA	NA	NA	NA	1.8%	2.6%

TABLE 9b
PERCENT OF SCH GENERATED BY FACULTY AND GTA BY COLLEGE
FROM FALL 1995 to FALL 2003
MAY 2004
IOWA STATE UNIVERSITY

College	Position	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02 ¹	Fall 03
Agriculture	T/TT	83.8%	90.3%	91.9%	94.8%	95.3%	92.0%	86.0%	88.6%	91.4%
	NTT	10.9%	7.0%	4.2%	3.7%	2.9%	7.0%	2.0%	9.1%	6.5%
	GTA	5.3%	2.7%	3.9%	1.5%	1.7%	1.0%	3.0%	2.3%	2.1%
	Other	0.0%	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%	58.3%	52.3%
	NTT	35.4%	37.9%	41.3%	38.5%	37.3%	40.0%	41.0%	41.7%	47.0%
	GTA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
	Other	0.0%	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%	65.5%	70.8%
	NTT	38.4%	35.5%	30.3%	26.2%	32.9%	28.0%	32.0%	28.1%	23.7%
	GTA	4.8%	5.7%	13.1%	9.2%	8.9%	8.0%	7.0%	6.5%	5.5%
	Other	0.0%	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%	54.7%	50.1%
	NTT	37.3%	39.2%	42.2%	34.8%	31.2%	28.0%	29.0%	32.0%	35.1%
	GTA	10.3%	12.8%	11.0%	11.1%	9.8%	10.0%	14.0%	13.3%	14.8%
	Other	0.0%	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%	74.7%	76.6%
	NTT	16.9%	13.1%	12.7%	8.6%	10.5%	11.0%	11.0%	14.2%	12.1%
	GTA	7.1%	7.3%	7.8%	6.8%	9.4%	16.0%	14.0%	11.1%	11.3%
	Other	0.0%	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%	72.4%	72.2%
	NTT	15.0%	15.8%	24.3%	18.1%	16.4%	8.0%	13.0%	14.5%	15.0%
	GTA	1.9%	6.5%	4.2%	6.5%	12.7%	15.0%	12.0%	13.0%	12.9%
	Other	0.0%	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%	51.3%
	NTT	24.3%	24.9%	26.0%	25.1%	24.8%	27.0%	25.0%	31.2%	30.7%
	GTA	19.2%	17.0%	16.6%	16.2%	18.4%	19.0%	19.0%	17.8%	18.0%
	Other	0.0%	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%	94.8%	93.2%
	NTT	NA	NA	10.1%	4.4%	6.0%	5.0%	6.0%	3.4%	6.8%
	GTA	NA	NA	0.0%	0.2%	0.0%	1.0%	2.0%	1.8%	0.0%
	Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

¹The University revised some of the percentages in 2004.

TABLE 9c
PERCENT OF SCH GENERATED BY FACULTY AND GTA BY COLLEGE
FROM FALL 1995 to FALL 2003
MAY 2004
UNIVERSITY OF NORTHERN IOWA

College	Position	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02	Fall 03
Business	T/TT	77.8%	77.1%	70.3%	66.0%	62.3%	63.9%	65.9%	67.3%	75.7%
	NTT	19.2%	18.8%	29.2%	32.5%	36.0%	36.1%	34.1%	32.7%	24.3%
	GTA	NA	NA	NA	0.0%	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%	71.4%
	NTT	17.8%	20.1%	27.4%	25.5%	34.6%	36.2%	32.3%	32.5%	28.3%
	GTA	NA	NA	NA	0.2%	0.3%	0.6%	0.2%	0.8%	0.3%
Hum. & Fine Arts	T/TT	76.8%	80.6%	76.4%	72.7%	66.7%	64.9%	69.5%	61.0%	75.9%
	NTT	23.2%	18.7%	23.1%	25.7%	27.2%	32.0%	30.2%	38.8%	21.7%
	GTA	NA	NA	NA	0.6%	3.7%	3.1%	0.3%	0.2%	2.4%
Nat. Sciences	T/TT	66.2%	69.7%	67.8%	62.5%	60.8%	60.3%	60.8%	62.9%	75.8%
	NTT	32.0%	29.2%	31.4%	34.0%	35.8%	38.6%	39.0%	37.1%	23.8%
	GTA	NA	NA	NA	1.1%	1.8%	1.1%	0.2%	0.0%	0.4%
Soc./Behav. Sci.	T/TT	80.8%	78.1%	75.8%	72.8%	69.8%	69.7%	75.3%	72.7%	80.8%
	NTT	19.2%	20.9%	23.9%	26.2%	30.1%	30.3%	24.7%	27.3%	19.2%
	GTA	NA	NA	NA	0.0%	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%	23.6%
	NTT	6.0%	6.0%	82.4%	23.0%	34.7%	98.9%	100.0%	100.0%	76.3%
	GTA	NA	NA	NA	0.0%	0.0%	1.1%	0.0%	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 FROM 2001 TO 2003
MAY 2004**

UNIVERSITY OF IOWA

College	Tenured			Tenure-Track			Total T/TT			NTT			GTA			Average		
	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03
Business	409.0	409.0	295.8	247.0	212.0	249.7	361.0	351.0	282.1	652.0	660.0	748.1	434.0	411.0	470.3	417.0	411.0	399.2
Dentistry	60.0	77.0	74.2	50.0	13.0	121.1	58.0	65.0	80.0	35.0	38.0	24.1	0.0	0.0	0.0	51.0	55.0	57.9
Education	149.0	162.0	151.0	87.0	83.0	87.7	135.0	147.0	136.6	258.0	311.0	290.3	153.0	149.0	150.7	163.0	179.0	167.8
Engineering	148.0	136.0	151.4	180.0	167.0	152.5	157.0	145.0	151.7	285.0	432.0	687.2	0.0	0.0	0.0	161.0	156.0	168.6
Graduate College	267.0	288.0	276.7	126.0	125.0	193.8	206.0	202.0	241.4	49.0	221.0	46.8	218.0	204.0	312.0	187.0	212.0	226.4
Law	273.0	315.0	285.8	286.0	135.0	180.4	274.0	281.0	260.2	204.0	370.0	386.4	0.0	0.0	0.0	262.0	292.0	274.7
Liberal Arts & Sci.	241.0	240.0	244.4	163.0	192.0	177.8	222.0	227.0	226.6	361.0	358.0	302.4	0.0	251.0	249.4	255.0	251.0	244.0
Medicine	119.0	113.0	116.1	30.0	22.0	33.2	97.0	91.0	97.2	128.0	132.0	131.3	0.0	0.0	0.0	108.0	103.0	107.5
Nursing	205.0	192.0	183.7	96.0	108.0	110.4	178.0	165.0	157.7	90.0	84.0	124.5	0.0	144.0	0.0	137.0	122.0	144.0
Pharmacy	128.0	136.0	145.9	17.0	65.0	5.7	101.0	126.0	125.2	262.0	218.0	231.0	0.0	0.0	0.0	155.0	163.0	164.7
Public Health	84.0	98.0	81.6	37.0	55.0	46.7	65.0	78.0	65.9	118.0	63.0	164.7	0.0	72.0	0.0	73.0	76.0	76.9
"University"		523.0	591.8		66.0	138.0		440.0	501.0		268.0	247.3		0.0	160.0		332.0	308.6
Total IFTE	NA	770.0	746.0	NA	268.0	269.9	NA	1,038.0	1,015.9	NA	280.0	294.3	NA	228.0	246.3	NA	1,547.0	1,556.5 ¹
Avg. All Colleges	210.0	214.0	211.9	136.0	147.0	149.8	191.0	197.0	195.4	268.0	275.0	274.9	270.0	253.0	252.3	217.0	220.0	220.2

¹This number is the grand total IFTE, not the average per the column heading.

TABLE 10
STUDENT CREDIT HOURS (SCH) GENERATED PER IFTE
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS
BY COLLEGE FROM 2001 TO 2003
MAY 2004
IOWA STATE UNIVERSITY

College	Tenured			Tenure-Track			Total T/TT			NTT			GTA			Average		
	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03
Agriculture	315.0	305.0	327.0	251.0	258.0	211.0	305.0	298.0	309.0	117.0	402.0	271.0	62.0	57.0	44.0	269.0	277.0	271.0
Business	231.0	311.0	291.0	376.0	220.0	244.0	280.0	284.0	279.0	1,148.0	1,304.0	1,046.0	0.0	0.0	0.0	405.0	421.0	428.0
Design	157.0	179.0	204.0	150.0	160.0	173.0	154.0	171.0	190.0	211.0	206.0	193.0	84.0	77.0	61.0	158.0	166.0	171.0
Education	160.0	168.0	143.0	139.0	189.0	148.0	153.0	175.0	145.0	252.0	360.0	339.0	208.0	153.0	149.0	180.0	205.0	182.0
Engineering	168.0	190.0	197.0	140.0	157.0	163.0	161.0	181.0	187.0	232.0	319.0	246.0	72.0	75.0	65.0	142.0	165.0	158.0
Family & Con. Sci.	252.0	257.0	243.0	252.0	207.0	170.0	252.0	242.0	219.0	372.0	249.0	250.0	216.0	98.0	119.0	258.0	204.0	201.0
Liberal Arts & Sci.	248.0	231.0	214.0	228.0	220.0	220.0	243.0	228.0	216.0	431.0	448.0	432.0	149.0	140.0	125.0	241.0	238.0	221.0
Veterinary Medicine	97.0	100.0	70.0	48.0	28.0	25.0	86.0	85.0	59.0	33.0	24.0	43.0	29.0	40.0	0.0	76.0	77.0	55.0
Total IFTE	NA	701.0	695.4	NA	268.0	289.2	NA	969.0	984.6	NA	223.0	224.8	NA	358.0	390.4	NA	1,551.0	1,599.8
Avg. All Colleges	217.0	218.0	209.0	202.0	189.0	185.0	213.0	210.0	202.0	371.0	411.0	394.0	132.0	122.0	110.0	216.0	219.0	206.0

¹This number is the grand total IFTE, not the average per the column heading.

TABLE 10
STUDENT CREDIT HOURS (SCH) GENERATED PER IFTE
ALL FACULTY AND GRADUATE TEACHING ASSISTANTS
BY COLLEGE FROM 2001 TO 2003
MAY 2004
UNIVERSITY OF NORTHERN IOWA

College	Tenured			Tenure-Track			Total T/TT			NTT			GTA			Average		
	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03
Business	327.2	338.4	350.9	312.0	343.7	280.7	324.5	339.3	334.2	568.3	547.4	714.4	0.0	0.0	0.0	380.0	387.4	383.8
Education	192.5	190.0	182.6	187.7	174.8	216.7	191.0	185.1	193.2	286.7	306.3	262.4	146.3	130.5	196.0	214.0	211.7	208.8
Humanities & FA	188.9	154.0	178.9	224.9	222.9	240.7	197.1	168.8	192.7	569.0	627.4	405.2	270.4	144.0	307.6	245.9	235.5	219.6
Natural Sciences	218.6	203.5	241.3	196.6	205.9	201.0	211.5	204.3	229.2	845.8	663.6	802.3	202.0	0.0	145.2	298.9	274.8	275.4
Soc./Behavioral Sci.	281.6	267.9	289.7	344.2	321.3	343.5	305.2	288.1	311.2	643.9	725.5	995.0	0.0	0.0	0.0	350.7	344.9	358.6
Other	0.0	0.0	8.0	0.0	0.0	216.0	0.0	0.0	0.0	213.1	296.0	481.3	0.0	0.0	0.0	213.1	296.0	270.3
Total IFTE	NA	370.5	374.5	NA	150.6	157.2	NA	521.1	531.7	NA	113.3	83.5	NA	2.5	4.1	NA	636.9	619.3
Avg. All Colleges	226.2	211.1	228.2	243.9	238.6	256.0	231.3	219.0	236.4	512.4	521.9	469.0	211.3	133.2	260.9	280.2	272.6	267.9

¹This number is the grand total IFTE, not the average per the column heading.

TABLE 11
AVERAGE SCH/IFTE BY COLLEGE AND RANGES DURING FALL 2003
MAY 2004
UNIVERSITY OF IOWA

College	50-160			161-200			201-350			351-417		
	01	02	03	01	02	03	01	02	03	01	02	03
Business										417	411	399
Dentistry	51	55	58									
Education				163	179	168						
Engineering		156		161		169						
Graduate College				187				212	226			
Law							262	292	275			
Liberal Arts & Sciences							255	251	244			
Medicine	108	103	108									
Nursing	137	122	144									
Pharmacy	155				163	165						
Public Health	73	76	77									
"University"								332	309			

IOWA STATE UNIVERSITY

College	50-160			161-200			201-350			351-417		
	01	02	03	01	02	03	01	02	03	01	02	03
Agriculture							269	277	271			
Business										405	421	428
Design	158				166	171						
Education				180		181		205				
Engineering	142				165	158						
Family & Con. Science							258	204	201			
Liberal Arts & Sciences							241	238	221			
Veterinary Medicine	76	77	55									

UNIVERSITY OF NORTHERN IOWA

College	50-160			161-200			201-350			351-417		
	01	02	03	01	02	03	01	02	03	01	02	03
Business										388	388	384
Education							214	212	209			
Humanities & Fine Arts							246	236	220			
Natural Sciences							299	275	275			
Social/Behavioral Sci.								345		351		359
Other							213	296	270			

TABLE 12
50% OR MORE VARIANCE FROM AVERAGE STUDENT CREDIT
HOURS/INSTRUCTIONAL FULL-TIME EQUIVALENT BY COLLEGE
MAY 2004

UNIVERSITY OF IOWA

College	Tenured Faculty			Tenure-Track Faculty			Non-Tenure-Track Faculty			GTA			College Faculty Average		
	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03
Business							652	660	748				417	411	399
Dentistry					13	121			24					55	58
Education					83		258	311	290				163	179	168
Engineering							285	432	687				161	156	169
Graduate College							49		47				187	212	226
Law					135									292	275
Liberal Arts & Sci.														251	244
Medicine				30	22	33							108	103	108
Nursing		192												122	144
Pharmacy	17				65	6	262						155	163	165
Public Health							118		165				73	76	77
"University"		523	592		66	138								332	309

IOWA STATE UNIVERSITY

College	Tenured Faculty			Tenure-Track Faculty			Non-Tenure-Track Faculty			GTA			College Faculty Average		
	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03
Agriculture							117			62	57	44	269	277	271
Business							1,148	1,304	1,046				405	421	428
Design											77	61		166	171
Education								360	339					205	182
Engineering							232	319	246		75	65	142	165	158
Family & CS											98			204	201
Liberal Arts & Sci.							431	448	432				241	238	221
Veterinary Medicine					28	25	33	24		29			76	77	55

UNIVERSITY OF NORTHERN IOWA

College	Tenured Faculty			Tenure-Track Faculty			Non-Tenure-Track Faculty			GTA			College Faculty Average		
	01	02	03	01	02	03	01	02	03	01	02	03	01	02	03
Business														387	
Education														212	
Humanities & FA							569	627					246	236	
Natural Sciences							846	664	802				299	275	275
Social & Behav. Sci.							644	726	995				351	345	359

Table 13a
Distribution of Student Credit Hours by Faculty Category
Peer Comparisons for Fall 2002
May 2004

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													
Accounting	5	28%	30%	85%	81%	22%	32%	15%	15%	50%	4%	0%	0%
Economics	10	93%	53%	100%	95%	5%	20%	0%	0%	2%	12%	0%	1%
Finance	5	76%	30%	72%	65%	17%	46%	28%	25%	7%	4%	0%	0%
Engineering													
Chemical	7	82%	75%	86%	87%	18%	11%	14%	6%	0%	1%	0%	0%
Civil	8	100%	70%	100%	86%	0%	17%	0%	2%	0%	5%	0%	0%
Electrical	7	81%	69%	100%	93%	19%	15%	0%	0%	0%	0%	0%	0%
Mechanical	7	93%	67%	99%	96%	7%	14%	1%	2%	0%	2%	0%	0%
Liberal Arts and Sciences													
Anthropology	10	81%	73%	85%	96%	16%	9%	15%	2%	3%	10%	0%	0%
Art & Art History	8	68%	62%	92%	90%	15%	7%	8%	6%	17%	17%	0%	0%
Biological Sciences	7	65%	46%	100%	95%	35%	41%	0%	2%	0%	6%	0%	0%
Chemistry	10	61%	55%	100%	96%	39%	25%	0%	2%	0%	9%	0%	0%
Classics	8	45%	63%	100%	89%	31%	4%	0%	0%	24%	17%	0%	0%
Computer Science	7	44%	31%	96%	93%	45%	38%	3%	1%	12%	7%	1%	0%
English	10	35%	38%	95%	97%	10%	12%	5%	1%	55%	36%	0%	0%
Geography	8	58%	56%	94%	95%	42%	13%	6%	4%	0%	20%	0%	0%
Geoscience	9	58%	64%	100%	94%	42%	10%	0%	0%	0%	14%	0%	0%
German	7	27%	28%	57%	98%	7%	16%	0%	0%	66%	52%	43%	0%
History	10	58%	67%	100%	97%	5%	15%	0%	1%	37%	8%	0%	0%
Journalism & Mass Comm.	8	59%	56%	89%	84%	38%	10%	11%	2%	2%	6%	0%	0%
Linguistics	8	63%	39%	69%	86%	11%	14%	0%	4%	26%	28%	31%	0%
Mathematics	9	80%	40%	100%	91%	5%	24%	0%	4%	15%	18%	0%	0%
Music	9	78%	52%	76%	87%	20%	10%	24%	7%	2%	17%	0%	0%
Philosophy	10	61%	57%	100%	98%	9%	10%	0%	0%	30%	19%	0%	0%
Physics & Astronomy	10	100%	72%	100%	94%	0%	14%	0%	1%	0%	7%	0%	0%
Political Science	10	99%	64%	100%	97%	1%	16%	0%	0%	0%	11%	0%	0%
Psychology	10	77%	40%	91%	93%	22%	22%	9%	3%	2%	9%	0%	0%
Religious Studies	8	64%	59%	100%	95%	34%	10%	0%	4%	2%	2%	0%	0%
Sociology	10	81%	47%	88%	94%	19%	23%	12%	0%	0%	19%	0%	0%
Spanish & Portuguese	8	22%	14%	94%	93%	19%	18%	0%	4%	59%	56%	6%	0%
Speech Pathology & Audiolog	5	69%	56%	72%	64%	20%	15%	28%	14%	11%	8%	0%	1%
Statistics	5	35%	41%	93%	89%	65%	27%	7%	5%	0%	23%	0%	5%
Theatre Arts	10	43%	44%	77%	80%	14%	14%	23%	9%	43%	24%	0%	0%
Law	6	n/a	76%	85%	77%	n/a	20%	15%	9%	n/a	0%	0%	0%
Nursing	7	62%	27%	67%	64%	37%	47%	33%	28%	1%	1%	0%	1%
Average of Units Listed	8	63%	52%	90%	89%	20%	19%	8%	5%	14%	14%	2%	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 2001. 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 ISU FALL 2002, PEERS FALL 2001
MAY 2004

Departments for which Comparable Data Are Available	Number of Peers	Tenured/Tenure Eligible				Non-Tenure Track & Supplemental				Teaching Assistants			
		% Undergrad		% Graduate		% Undergrad		% Graduate		% Undergrad		% Graduate	
		ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers
College of Agriculture													
Agricultural and Biosystems Engineering	6	86	90	97	97	14	6	3	3	0	4	0	0
Agronomy	7	94	69	100	94	0	21	0	4	6	5	0	0
Animal Science	7	97	83	100	93	3	15	0	6	0	1	0	0
Biochemistry and Biophysics (Agriculture and Liberal Arts and Sciences combined)	7	60	77	100	91	40	14	0	8	0	4	0	0
Economics (Agriculture only)	7	100	70	100	87	0	26	0	13	0	4	0	0
Food Science and Human Nutrition (Agriculture and Family and Consumer Sciences combined)	5	98	73	100	93	2	26	0	7	0	1	0	0
Sociology (Agriculture and Liberal Arts and Sciences combined)	8	64	52	100	97	22	28	0	2	14	19	0	0
Zoology and Genetics (Zoology only from Liberal Arts and Sciences)	7	35	76	100	97	61	18	0	1	4	1	0	0
College of Business													
Accounting	8	40	35	100	94	60	58	0	4	0	3	0	0
Finance	7	88	38	100	71	12	49	0	28	0	14	0	0
Management	7	75	41	100	87	25	43	0	8	0	17	0	0
Marketing	6	55	40	100	82	45	53	0	13	0	7	0	0
College of Design													
Architecture	5	56	63	94	74	39	35	6	27	4	2	0	0
Art and Design	6	65	59	100	93	24	29	0	7	11	13	0	0
Landscape Architecture	5	62	72	100	85	38	13	0	12	0	15	0	3
College of Education													
Curriculum and Instruction	6	47	33	99	78	52	52	1	23	2	15	0	0
Educational Leadership and Policy Studies	6			76	75			19	24			5	1
College of Engineering													
Chemical Engineering	7	91	78	100	99	9	21	0	1	0	0	0	0
Civil and Construction Engineering	8	65	80	92	95	31	15	8	4	5	4	0	0
Electrical and Computer Engineering	7	75	70	86	93	8	24	12	4	16	6	2	0
Mechanical Engineering	7	71	76	92	95	18	21	8	4	11	3	0	0
College of Family and Consumer Sciences													
Food Science and Human Nutrition (Agriculture and Family and Consumer Sciences combined)	5	98	73	100	93	2	26	0	7	0	1	0	0

TABLE 13b
IOWA STATE UNIVERSITY
DISTRIBUTION OF STUDENT CREDIT HOURS BY FACULTY CATEGORY
PEER COMPARISONS FOR ISU FALL 2002, PEERS FALL 2001
MAY 2004

Departments for which Comparable Data Are Available	Number of Peers	Tenured/Tenure Eligible				Non-Tenure Track & Supplemental				Teaching Assistants			
		% Undergrad		% Graduate		% Undergrad		% Graduate		% Undergrad		% Graduate	
		ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers	ISU	Peers
College of Liberal Arts and Sciences													
Biological Sciences													
Biochemistry and Biophysics (Agriculture and Liberal Arts and Sciences combined)	7	60	77	100	91	40	14	0	8	0	4	0	0
Botany	6	55	95	98	92	24	0	0	8	21	4	2	0
Zoology and Genetics (Zoology only)	7	35	76	100	97	61	18	0	1	4	1	0	0
Humanities													
English	8	28	34	90	98	40	39	10	3	32	28	0	0
Foreign Languages and Literatures (no graduate program)	6	49	41			51	44			0	15		
History	8	58	72	100	94	21	12	0	5	20	9	0	0
Journalism and Mass Communications	6	65	55	100	89	35	43	0	9	0	2	0	2
Music (no graduate program)	7	75	51			23	26			2	12		
Philosophy (no graduate program)	8	73	63			27	22			0	14		
Mathematical Sciences													
Computer Science	5	22	41	67	90	62	51	13	10	16	8	20	0
Mathematics	8	33	38	100	94	44	42	0	5	23	20	0	0
Statistics	5	31	41	97	92	4	27	0	8	65	32	3	0
Physical Sciences													
Chemistry	8	42	50	100	98	20	37	0	1	38	12	0	0
Geological and Atmospheric Sciences	7	94	69	100	94	2	14	0	6	4	17	0	0
Physics and Astronomy	8	63	67	100	93	25	20	0	4	12	12	0	0
Social Sciences													
Anthropology	6	62	53	66	96	23	35	34	1	15	12	0	0
Economics (Liberal Arts and Sciences only)	8	64	59	100	97	36	26	0	0	1	15	0	0
Political Science	8	51	63	100	99	21	28	0	2	28	10	0	0
Psychology	8	61	50	96	93	27	34	4	7	12	16	0	0
Sociology (Agriculture and Liberal Arts and Sciences combined)	8	64	52	100	97	22	28	0	2	14	19	0	0

TABLE 13c
UNIVERSITY OF NORTHERN IOWA
PEER INSTITUTION INSTRUCTIONAL WORKLOAD DATA FOR FALL 2003
MAY 2004

	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	799.4	8,907	1,608	10,515	13.2	243,455	16,693	260,148	325.4
University of Minnesota, Duluth	407.8	5,009	1,112	6,121	15.0	116,400	7,881	124,281	304.8
University of Wisconsin, Eau Claire	454.4			4,532	10.0	138,168	2,772	140,940	310.2
Ohio University, Athens	963.0			8,256	8.6	264,435	34,333	298,768	310.2
Illinois State University	930.4	8,003	1,390	9,393	10.1	249,721	18,864	268,585	288.7
University of Northern Iowa	619.3	5,262	2,572	7,834	12.6	157,735	8,175	165,910	267.9
University of N. Carolina, Greensboro	814.0	5,036	2,267	7,303	9.0	146,344	24,861	171,205	210.3
Indiana State University	562.2	6,137	1,885	8,022	14.3	132,966	11,451	144,417	256.9
University of North Texas	NA								
Northern Arizona University	NA								