

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of Respondents	128	55.5	44.5	100.0	57.5	42.5	100.0	60.7	39.3	100.0
What is your principal activity in your current position at this institution?	128									
Administration		2.8	3.5	3.1	7.4	5.5	6.6	7.9	5.5	7.0
Teaching		91.5	93.0	92.2	88.8	91.5	90.0	81.4	86.4	83.4
Research		4.2	3.5	3.9	2.4	1.3	1.9	9.2	6.2	8.0
Services to clients and patients		0.0	0.0	0.0	0.7	1.0	0.8	0.7	0.9	0.8
Other		1.4	0.0	0.8	0.7	0.7	0.7	0.8	1.0	0.9
What is your present academic rank?	128									
Professor		33.8	33.3	33.6	35.1	18.8	28.2	39.5	19.7	31.7
Associate Professor		35.2	22.8	29.7	26.2	24.8	25.6	25.9	26.3	26.1
Assistant Professor		26.8	42.1	33.6	26.4	33.7	29.5	23.7	33.2	27.4
Lecturer		0.0	0.0	0.0	6.8	10.7	8.4	5.7	9.5	7.2
Instructor		4.2	1.8	3.1	5.5	12.0	8.3	5.2	11.3	7.6
What is your tenure status at this institution?	128									
Tenured		67.6	61.4	64.8	61.1	45.4	54.4	61.6	43.5	54.4
On tenure track, but not tenured		26.8	36.8	31.2	23.8	29.2	26.1	20.1	26.0	22.4
Not on tenure track, but institution has tenure system		5.6	1.8	3.9	13.5	23.5	17.8	15.0	26.7	19.6
Institution has no tenure system		0.0	0.0	0.0	1.5	1.9	1.7	3.4	3.8	3.5
Are you currently serving in an administrative position as: [1]	128									
Department Chair		4.2	5.3	4.7	11.9	8.1	10.2	12.5	9.4	11.3
Dean (Associate or Assistant)		0.0	0.0	0.0	1.4	0.9	1.2	1.8	1.2	1.6
President		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Vice-President		0.0	0.0	0.0	0.1	0.0	0.1	0.2	0.0	0.1
Provost		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Other		19.7	14.0	17.2	13.8	14.9	14.3	15.7	16.3	15.9
Not Applicable		69.0	73.7	71.1	66.9	72.2	69.2	63.1	68.4	65.2
My primary place of employment in the last year was: [2]	128									
In higher education:										
at this institution		93.0	94.7	93.8	94.8	93.7	94.3	95.0	94.0	94.6
at a different institution		5.6	5.3	5.5	3.0	2.9	3.0	2.5	2.9	2.6
at more than one institution		1.4	0.0	0.8	1.2	1.5	1.4	1.4	1.5	1.4
Not in higher education		0.0	0.0	0.0	0.8	1.4	1.0	0.9	1.1	1.0
Not employed		0.0	0.0	0.0	0.2	0.4	0.3	0.2	0.4	0.3
Noted as being personally "very important" or "essential": [2]										
Research	127	81.7	82.1	81.9	69.4	67.1	68.4	74.0	67.5	71.4
Teaching	128	95.8	98.2	96.9	98.4	97.9	98.2	97.6	97.7	97.7
Service	128	62.0	66.7	64.1	60.0	71.1	64.7	63.3	70.3	66.1

[1] Response options changed from earlier Faculty Surveys.

[2] These questions asked for the first time in 2007.

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Highest degree earned	127									
Bachelor's (B.A., B.S., etc.)		0.0	0.0	0.0	0.6	0.6	0.6	1.2	0.8	1.0
Master's (M.A., M.S., M.F.A, M.B.A, etc.)		12.7	5.4	9.4	17.7	28.2	22.2	14.9	27.0	19.7
LL.B., J.D.		0.0	0.0	0.0	1.2	0.7	1.0	1.0	0.9	1.0
M.D., D.D.S. (or equivalent)		0.0	0.0	0.0	0.2	0.2	0.2	0.7	0.5	0.6
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)		0.0	0.0	0.0	0.3	0.4	0.3	0.7	0.6	0.7
Ed.D.		5.6	7.1	6.3	3.4	5.3	4.2	2.5	4.3	3.2
Ph.D.		80.3	82.1	81.1	74.4	61.6	68.9	77.0	63.2	71.5
Other degree		1.4	3.6	2.4	1.9	2.0	1.9	1.7	2.1	1.9
None		0.0	1.8	0.8	0.3	1.2	0.7	0.3	0.6	0.4
Degree currently working on	104									
Bachelor's (B.A., B.S., etc.)		0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.1	0.1
Master's (M.A., M.S., M.F.A, M.B.A, etc.)		0.0	0.0	0.0	0.6	0.7	0.6	0.8	0.9	0.9
LL.B., J.D.		0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1
M.D., D.D.S. (or equivalent)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Ed.D.		0.0	0.0	0.0	0.5	1.0	0.7	0.8	1.3	1.0
Ph.D.		3.4	2.2	2.9	4.2	7.3	5.5	3.3	6.7	4.6
Other degree		0.0	0.0	0.0	0.2	1.0	0.5	0.4	0.9	0.6
None		96.6	97.8	97.1	94.4	89.7	92.4	94.6	89.9	92.7
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	128	16.9	10.5	14.1	18.1	15.8	17.1	20.9	18.3	19.9
Taught an interdisciplinary course	127	31.4	47.4	38.6	35.1	36.8	35.8	40.9	41.1	41.0
Taught an ethnic studies course	127	7.1	15.8	11.0	8.4	13.5	10.6	8.8	13.0	10.4
Taught a women's studies course	126	5.7	10.7	7.9	2.5	13.5	7.2	2.6	14.5	7.3
Team-taught a course	127	27.1	21.1	24.4	24.5	32.4	27.8	31.1	35.1	32.7
Taught a service learning course	127	10.0	12.3	11.0	17.5	25.6	20.9	16.4	24.8	19.7
Placed or collected assignments on the Internet	127	82.9	93.0	87.4	69.9	77.8	73.3	72.0	78.0	74.4
Taught a course exclusively on the Internet	127	7.1	5.3	6.3	17.9	22.6	19.9	11.5	16.1	13.3
Participated in a teaching enhancement workshop	127	50.0	57.9	53.5	54.7	68.9	60.8	50.1	66.5	56.5
Advised student groups involved in service/volunteer work	126	23.2	33.3	27.8	41.3	49.9	45.0	39.2	47.3	42.4
Collaborated with the local community in research/teaching	126	37.7	43.9	40.5	48.1	56.3	51.6	43.1	51.0	46.2
Developed a new course	128	70.4	75.4	72.7	63.5	66.1	64.6	65.4	68.2	66.5
Conducted research/writing focused on: International/global issues	128	40.8	40.4	40.6	27.5	25.2	26.5	29.7	26.5	28.4
Racial or ethnic minorities	127	12.9	31.6	21.3	17.3	26.3	21.1	17.5	25.4	20.6
Women and gender issues	127	10.0	33.3	20.5	10.8	29.1	18.6	12.1	29.9	19.1
Taught a seminar for first-year students	126	21.7	21.1	21.4	18.8	24.2	21.1	22.6	25.1	23.6
Engaged undergraduates on <u>your</u> research project [2]	127	48.6	28.1	39.4	41.9	34.3	38.7	45.2	36.2	41.6
Worked with undergraduates on a research project	128	57.7	42.1	50.8	59.1	51.1	55.7	60.4	52.5	57.3

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

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		Men	Women	Total	Men	Women	Total	Men	Women	Total
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:										
Scheduled teaching (actual, not credit hours)	128									
None		0.0	0.0	0.0	0.4	0.7	0.5	0.6	0.7	0.6
1 to 4		7.0	3.5	5.5	7.2	10.1	8.4	14.5	11.8	13.4
5 to 8		31.0	45.6	37.5	23.4	21.6	22.6	32.0	30.1	31.2
9 to 12		46.5	43.9	45.3	45.9	41.1	43.9	35.0	35.4	35.1
13 to 16		11.3	7.0	9.4	14.5	17.1	15.6	11.1	13.6	12.1
17 to 20		4.2	0.0	2.3	5.8	5.7	5.8	4.4	5.2	4.7
21 to 34		0.0	0.0	0.0	2.4	3.2	2.7	2.0	2.8	2.3
35 to 44		0.0	0.0	0.0	0.3	0.3	0.3	0.3	0.3	0.3
45 +		0.0	0.0	0.0	0.1	0.2	0.2	0.1	0.2	0.2
Preparing for teaching (including reading student papers and grading)	128									
None		0.0	0.0	0.0	0.2	0.1	0.1	0.3	0.3	0.3
1 to 4		14.1	7.0	10.9	8.8	7.7	8.3	11.9	7.9	10.3
5 to 8		31.0	21.1	26.6	23.6	22.3	23.0	25.1	21.9	23.9
9 to 12		19.7	22.8	21.1	25.7	21.7	24.0	25.3	23.4	24.5
13 to 16		15.5	21.1	18.0	15.6	15.6	15.6	15.6	16.0	15.8
17 to 20		15.5	22.8	18.7	14.4	16.6	15.3	12.3	16.0	13.8
21 to 34		1.4	3.5	2.3	8.9	11.7	10.1	7.3	10.9	8.7
35 to 44		1.4	1.8	1.6	2.4	3.0	2.6	1.7	2.6	2.1
45 +		1.4	0.0	0.8	0.4	1.3	0.8	0.5	1.0	0.7
Advising and counseling of students	128									
None		1.4	0.0	0.8	4.2	4.1	4.1	4.1	3.5	3.9
1 to 4		62.0	61.4	61.7	57.7	47.9	53.5	58.6	51.4	55.8
5 to 8		26.8	31.6	28.9	26.8	32.5	29.2	26.4	31.4	28.4
9 to 12		4.2	3.5	3.9	7.8	9.4	8.5	7.6	8.6	8.0
13 to 16		1.4	1.8	1.6	1.8	3.7	2.6	1.9	2.9	2.3
17 to 20		4.2	1.8	3.1	0.9	1.1	1.0	0.9	1.4	1.1
21 to 34		0.0	0.0	0.0	0.6	0.8	0.7	0.4	0.4	0.4
35 to 44		0.0	0.0	0.0	0.1	0.2	0.2	0.1	0.3	0.2
45 +		0.0	0.0	0.0	0.1	0.4	0.2	0.0	0.2	0.1
Committee work and meetings	127									
None		4.3	1.8	3.1	3.8	3.6	3.7	5.7	4.1	5.0
1 to 4		64.3	71.9	67.7	57.8	50.6	54.8	58.5	55.2	57.2
5 to 8		25.7	17.5	22.0	27.4	30.3	28.6	25.4	28.2	26.5
9 to 12		1.4	5.3	3.1	7.3	10.1	8.5	7.0	8.3	7.5
13 to 16		2.9	3.5	3.1	2.2	3.2	2.6	2.1	2.6	2.3
17 to 20		1.4	0.0	0.8	1.0	1.7	1.3	0.9	1.1	1.0
21 to 34		0.0	0.0	0.0	0.4	0.4	0.4	0.3	0.4	0.3
35 to 44		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1
45 +		0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0
Other administration	126									
None		37.7	26.3	32.5	31.6	32.5	32.0	30.4	29.3	30.0
1 to 4		33.3	56.1	43.7	37.9	36.3	37.2	39.2	38.6	39.0
5 to 8		15.9	10.5	13.5	14.1	14.8	14.4	14.0	15.4	14.6
9 to 12		5.8	3.5	4.8	6.3	7.7	6.9	6.9	7.7	7.2
13 to 16		2.9	1.8	2.4	3.8	3.1	3.5	3.4	3.2	3.3
17 to 20		2.9	0.0	1.6	3.4	3.2	3.3	3.0	3.2	3.1
21 to 34		0.0	0.0	0.0	2.2	1.6	2.0	2.2	1.8	2.1
35 to 44		1.4	1.8	1.6	0.6	0.6	0.6	0.7	0.5	0.6
45 +		0.0	0.0	0.0	0.1	0.3	0.2	0.2	0.3	0.2

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		Men	Women	Total	Men	Women	Total	Men	Women	Total
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:										
Research and scholarly writing	128									
None		5.6	5.3	5.5	13.3	18.3	15.4	13.2	19.1	15.5
1 to 4		21.1	38.6	28.9	34.5	41.7	37.6	29.3	36.9	32.3
5 to 8		23.9	24.6	24.2	24.8	20.3	22.9	20.8	19.1	20.2
9 to 12		19.7	14.0	17.2	12.2	10.7	11.5	13.5	11.1	12.5
13 to 16		8.5	7.0	7.8	5.8	4.0	5.0	7.5	5.1	6.6
17 to 20		11.3	8.8	10.2	5.4	2.5	4.2	7.4	4.4	6.2
21 to 34		4.2	0.0	2.3	2.6	1.6	2.1	5.3	2.6	4.2
35 to 44		2.8	0.0	1.6	0.9	0.7	0.8	1.9	1.1	1.6
45 +		2.8	1.8	2.3	0.5	0.2	0.4	1.0	0.6	0.8
Other creative products/performances	126									
None		56.5	64.9	60.3	48.4	49.3	48.8	50.4	51.3	50.8
1 to 4		21.7	29.8	25.4	30.2	30.7	30.4	29.2	29.8	29.5
5 to 8		11.6	3.5	7.9	12.1	11.2	11.7	11.0	11.0	11.0
9 to 12		2.9	0.0	1.6	3.8	5.2	4.4	4.5	4.3	4.4
13 to 16		1.4	1.8	1.6	2.2	1.7	2.0	1.9	1.6	1.8
17 to 20		1.4	0.0	0.8	2.2	1.4	1.9	1.8	1.0	1.4
21 to 34		2.9	0.0	1.6	0.6	0.4	0.5	0.7	0.6	0.7
35 to 44		1.4	0.0	0.8	0.2	0.0	0.1	0.3	0.1	0.2
45 +		0.0	0.0	0.0	0.2	0.1	0.2	0.3	0.1	0.2
Consultation with clients/patients	127									
None		87.1	94.7	90.6	80.6	77.7	79.4	81.7	79.4	80.8
1 to 4		8.6	3.5	6.3	12.8	12.6	12.7	12.3	12.2	12.2
5 to 8		1.4	1.8	1.6	3.7	5.2	4.4	3.5	4.5	3.9
9 to 12		1.4	0.0	0.8	1.1	1.9	1.5	1.0	1.8	1.3
13 to 16		0.0	0.0	0.0	0.7	0.9	0.8	0.6	0.8	0.7
17 to 20		0.0	0.0	0.0	0.3	0.6	0.4	0.5	0.6	0.6
21 to 34		1.4	0.0	0.8	0.7	0.6	0.7	0.3	0.4	0.4
35 to 44		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1
45 +		0.0	0.0	0.0	0.0	0.4	0.2	0.1	0.2	0.1
Community or public service	127									
None		48.6	47.4	48.0	37.0	30.9	34.4	40.0	33.1	37.3
1 to 4		40.0	45.6	42.5	50.5	53.8	51.9	47.0	52.3	49.1
5 to 8		10.0	5.3	7.9	9.0	11.9	10.2	9.5	11.1	10.1
9 to 12		1.4	1.8	1.6	2.2	2.8	2.4	2.3	2.7	2.5
13 to 16		0.0	0.0	0.0	0.7	0.4	0.6	0.6	0.6	0.6
17 to 20		0.0	0.0	0.0	0.4	0.2	0.3	0.3	0.2	0.3
21 to 34		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1
35 to 44		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Outside consulting/freelance work	127									
None		64.3	73.7	68.5	67.7	69.2	68.3	66.1	70.3	67.7
1 to 4		18.6	21.1	19.7	23.5	23.5	23.5	24.9	22.5	23.9
5 to 8		7.1	1.8	4.7	5.9	5.1	5.6	6.3	4.8	5.7
9 to 12		5.7	3.5	4.7	1.8	1.5	1.7	1.7	1.7	1.7
13 to 16		1.4	0.0	0.8	0.5	0.4	0.4	0.5	0.3	0.4
17 to 20		2.9	0.0	1.6	0.3	0.2	0.2	0.3	0.3	0.3
21 to 34		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1
35 to 44		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1
45 +		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.0	0.1

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DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:										
Household/childcare duties	126									
None		11.6	3.5	7.9	17.3	5.4	12.3	16.6	5.4	12.2
1 to 4		14.5	22.8	18.3	18.7	16.8	17.9	19.3	16.1	18.0
5 to 8		26.1	26.3	26.2	24.9	26.0	25.4	25.4	25.2	25.3
9 to 12		14.5	8.8	11.9	15.3	18.6	16.7	15.6	17.2	16.3
13 to 16		8.7	3.5	6.3	7.6	7.9	7.7	8.1	8.8	8.3
17 to 20		11.6	12.3	11.9	7.2	8.7	7.8	7.1	9.0	7.8
21 to 34		5.8	12.3	8.7	4.9	6.4	5.5	4.4	7.7	5.7
35 to 44		5.8	3.5	4.8	2.2	3.8	2.9	1.7	4.7	2.9
45 +		1.4	7.0	4.0	2.0	6.2	3.8	1.8	6.0	3.5
Communicating via email	128									
None		1.4	0.0	0.8	0.4	0.1	0.3	0.6	0.1	0.4
1 to 4		29.6	14.0	22.7	34.6	22.0	29.2	33.3	21.9	28.8
5 to 8		35.2	35.1	35.2	40.5	38.6	39.7	40.5	39.4	40.1
9 to 12		23.9	28.1	25.8	14.7	22.4	18.0	16.1	21.4	18.2
13 to 16		5.6	5.3	5.5	5.6	9.8	7.4	5.6	9.8	7.2
17 to 20		2.8	12.3	7.0	2.5	3.8	3.1	2.5	4.7	3.4
21 to 34		1.4	1.8	1.6	1.4	2.1	1.7	1.1	1.7	1.3
35 to 44		0.0	1.8	0.8	0.3	0.6	0.4	0.2	0.5	0.3
45 +		0.0	1.8	0.8	0.2	0.5	0.3	0.2	0.5	0.3
Commuting to campus [2]	128									
None		2.8	3.5	3.1	6.6	4.2	5.6	6.4	5.4	6.0
1 to 4		49.3	45.6	47.7	64.0	58.7	61.7	63.8	57.9	61.5
5 to 8		42.3	36.8	39.8	21.6	25.6	23.3	21.6	25.1	23.0
9 to 12		4.2	7.0	5.5	6.7	9.5	7.9	7.0	9.6	8.0
13 to 16		0.0	3.5	1.6	0.7	1.3	0.9	0.9	1.3	1.0
17 to 20		0.0	0.0	0.0	0.2	0.4	0.3	0.2	0.5	0.3
21 to 34		1.4	0.0	0.8	0.0	0.2	0.1	0.1	0.1	0.1
35 to 44		0.0	1.8	0.8	0.0	0.1	0.0	0.0	0.0	0.0
45 +		0.0	1.8	0.8	0.2	0.1	0.2	0.1	0.1	0.1
Other employment, outside of academia [2]	127									
None		88.6	96.5	92.1	86.7	85.5	86.2	87.2	86.7	87.0
1 to 4		4.3	1.8	3.1	7.1	6.6	6.9	6.9	6.7	6.8
5 to 8		4.3	1.8	3.1	3.1	4.6	3.7	2.7	3.6	3.1
9 to 12		1.4	0.0	0.8	1.5	2.0	1.7	1.5	1.5	1.5
13 to 16		1.4	0.0	0.8	0.6	0.5	0.5	0.7	0.7	0.7
17 to 20		0.0	0.0	0.0	0.5	0.3	0.4	0.5	0.3	0.4
21 to 34		0.0	0.0	0.0	0.3	0.4	0.3	0.2	0.3	0.3
35 to 44		0.0	0.0	0.0	0.2	0.1	0.1	0.2	0.1	0.2
45 +		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Including all institutions at which you teach, how many undergraduate courses are you teaching this term? [2]	128									
None		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
One		15.5	10.5	13.3	12.4	13.4	12.8	22.7	20.0	21.7
Two		22.5	40.4	30.5	24.6	24.2	24.4	29.5	27.7	28.8
Three		43.7	36.8	40.6	30.9	28.3	29.8	24.9	27.0	25.8
Four		14.1	10.5	12.5	20.7	22.5	21.5	14.5	16.7	15.4
Five		2.8	1.8	2.3	7.2	6.7	7.0	5.2	5.2	5.2
Six or more		1.4	0.0	0.8	4.2	4.9	4.5	3.2	3.3	3.2
FOR UP TO FOUR OF THE UNDERGRADUATE COURSES MENTIONED ABOVE, HOW MANY STUDENTS ARE ENROLLED IN: [2]										
Course #1	128									
10 or fewer		4.2	3.5	3.9	10.5	8.3	9.6	12.2	11.5	12.0
11 to 20		15.5	22.8	18.7	21.5	24.5	22.8	25.8	29.2	27.1
21 to 30		32.4	38.6	35.2	28.8	31.8	30.1	25.5	27.2	26.2
31 to 50		40.8	26.3	34.4	26.5	24.9	25.8	21.4	19.9	20.8
51 to 100		4.2	5.3	4.7	9.6	8.6	9.2	9.4	8.6	9.1
More than 100		2.8	3.5	3.1	3.0	1.9	2.6	5.6	3.6	4.8
Course #2	111									
10 or fewer		8.3	13.7	10.8	13.8	12.8	13.4	17.0	16.6	16.9
11 to 20		25.0	13.7	19.8	27.2	28.6	27.8	30.4	33.1	31.5
21 to 30		33.3	41.2	36.9	29.8	30.8	30.2	26.6	26.9	26.7
31 to 50		33.3	25.5	29.7	23.0	21.8	22.5	18.3	17.3	17.9
51 to 100		0.0	3.9	1.8	4.8	5.3	5.0	5.2	4.7	5.0
More than 100		0.0	2.0	0.9	1.4	0.8	1.1	2.5	1.4	2.1
Course #3	72									
10 or fewer		20.5	7.1	15.3	19.4	19.6	19.5	24.9	24.8	24.9
11 to 20		31.8	32.1	31.9	30.0	32.3	30.9	32.4	33.3	32.8
21 to 30		25.0	39.3	30.6	29.1	27.3	28.4	24.7	25.2	24.9
31 to 50		20.5	17.9	19.4	18.6	17.4	18.1	14.0	13.4	13.8
51 to 100		2.3	3.6	2.8	2.4	3.1	2.7	2.8	2.6	2.7
More than 100		0.0	0.0	0.0	0.6	0.3	0.5	1.2	0.7	1.0
Course #4	20									
10 or fewer		15.4	57.1	30.0	28.2	26.4	27.4	33.3	29.6	31.7
11 to 20		46.2	14.3	35.0	28.7	28.5	28.6	30.9	32.6	31.6
21 to 30		23.1	14.3	20.0	27.2	28.4	27.8	21.7	25.2	23.2
31 to 50		15.4	0.0	10.0	14.3	15.0	14.6	11.2	10.9	11.1
51 to 100		0.0	14.3	5.0	1.3	1.6	1.5	2.0	1.6	1.8
More than 100		0.0	0.0	0.0	0.3	0.1	0.2	0.9	0.2	0.6

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
HOW MANY OF THE FOLLOWING COURSES ARE YOU TEACHING THIS ACADEMIC YEAR?										
General education courses	128									
None		50.7	52.6	51.6	49.3	52.6	50.7	56.0	56.1	56.0
One		18.3	22.8	20.3	19.7	16.1	18.2	18.1	16.7	17.5
Two		16.9	14.0	15.6	14.4	14.3	14.3	12.5	11.7	12.2
Three		5.6	5.3	5.5	7.0	6.4	6.7	6.0	6.2	6.1
Four		2.8	3.5	3.1	4.5	5.4	4.9	3.5	4.4	3.9
Five or more		5.6	1.8	3.9	5.1	5.3	5.1	3.9	4.7	4.2
Developmental/remedial courses	126									
None		89.9	96.5	92.9	94.5	94.2	94.3	95.1	94.0	94.6
One		5.8	0.0	3.2	2.8	3.2	3.0	2.8	3.3	3.0
Two		1.4	3.5	2.4	1.6	1.2	1.4	1.2	1.1	1.2
Three		0.0	0.0	0.0	0.5	0.6	0.6	0.4	0.7	0.5
Four		1.4	0.0	0.8	0.3	0.5	0.4	0.2	0.5	0.4
Five or more		1.4	0.0	0.8	0.3	0.2	0.3	0.3	0.4	0.3
Other undergraduate credit courses	126									
None		14.3	10.7	12.7	13.9	17.9	15.6	17.5	18.8	18.0
One		20.0	23.2	21.4	17.6	18.1	17.8	21.2	19.3	20.4
Two		31.4	17.9	25.4	24.8	19.9	22.7	24.2	21.5	23.1
Three		20.0	33.9	26.2	17.7	15.9	16.9	16.1	15.8	16.0
Four		7.1	7.1	7.1	11.4	12.9	12.1	9.5	10.6	9.9
Five or more		7.1	7.1	7.1	14.6	15.3	14.9	11.6	14.0	12.5
Graduate courses	127									
None		54.3	59.6	56.7	66.8	67.0	66.9	61.9	65.7	63.4
One		30.0	28.1	29.1	20.8	18.1	19.7	24.1	19.9	22.4
Two		11.4	7.0	9.4	8.0	9.2	8.5	9.1	8.0	8.7
Three		1.4	3.5	2.4	2.0	2.7	2.3	2.5	3.5	2.9
Four		1.4	1.8	1.6	1.6	1.7	1.6	1.3	1.7	1.5
Five or more		1.4	0.0	0.8	0.9	1.3	1.0	1.1	1.2	1.1
Vocational or technical courses	126									
None		95.7	100.0	97.6	97.1	97.3	97.2	97.2	97.7	97.4
One		4.3	0.0	2.4	1.1	0.9	1.0	1.2	0.9	1.0
Two		0.0	0.0	0.0	0.6	0.8	0.7	0.7	0.5	0.6
Three		0.0	0.0	0.0	0.5	0.6	0.5	0.5	0.4	0.4
Four		0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.3	0.3
Five or more		0.0	0.0	0.0	0.5	0.3	0.4	0.3	0.3	0.3
Non-credit courses (other than above)	127									
None		94.3	96.5	95.3	96.0	95.2	95.6	95.5	94.2	95.0
One		1.4	3.5	2.4	2.7	3.0	2.8	3.2	4.0	3.5
Two		1.4	0.0	0.8	1.0	1.0	1.0	0.9	1.2	1.0
Three		2.9	0.0	1.6	0.2	0.3	0.3	0.2	0.3	0.2
Four		0.0	0.0	0.0	0.0	0.2	0.1	0.1	0.1	0.1
Five or more		0.0	0.0	0.0	0.1	0.2	0.1	0.2	0.1	0.2
Do you teach remedial/developmental skills in any of the following areas?	128									
Reading		4.2	3.5	3.9	3.5	5.4	4.3	3.5	5.3	4.2
Writing		4.2	7.0	5.5	8.6	12.8	10.4	8.6	13.0	10.3
Mathematics		1.4	3.5	2.3	5.1	4.0	4.6	4.3	3.8	4.1
ESL		0.0	1.8	0.8	0.5	1.8	1.0	0.6	1.6	1.0
General academic skills		2.8	8.8	5.5	8.1	9.4	8.6	7.5	10.0	8.5
Other subject areas		5.6	8.8	7.0	5.4	5.3	5.4	5.1	6.4	5.6

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
HAVE YOU ENGAGED IN ANY OF THE FOLLOWING PROFESSIONAL DEVELOPMENT OPPORTUNITIES AT YOUR INSTITUTION? [2]										
Workshops focused on teaching in the classroom	127									
Yes		68.6	73.7	70.9	66.7	76.1	70.7	66.0	76.4	70.1
No		31.4	24.6	28.3	30.7	20.9	26.5	31.9	20.8	27.5
Not eligible		0.0	0.0	0.0	0.2	0.2	0.2	0.2	0.2	0.2
Not available		0.0	1.8	0.8	2.4	2.8	2.6	1.9	2.7	2.2
Paid workshops outside the institution focused on teaching	127									
Yes		11.4	15.8	13.4	22.0	35.0	27.5	19.4	32.6	24.6
No		87.1	77.2	82.7	72.7	59.5	67.1	76.4	61.7	70.6
Not eligible		0.0	0.0	0.0	1.1	0.9	1.0	0.8	0.8	0.8
Not available		1.4	7.0	3.9	4.2	4.7	4.4	3.3	4.9	3.9
Paid sabbatical leave	126									
Yes		17.1	23.2	19.8	25.2	17.6	22.0	32.0	23.6	28.7
No		65.7	62.5	64.3	59.8	59.4	59.6	55.1	54.0	54.6
Not eligible		17.1	14.3	15.9	10.8	19.5	14.5	9.6	19.3	13.4
Not available		0.0	0.0	0.0	4.3	3.4	3.9	3.3	3.1	3.2
Travel funds paid by the institution	128									
Yes		70.4	86.0	77.3	79.7	81.1	80.3	78.4	79.7	78.9
No		28.2	14.0	21.9	17.7	16.0	17.0	18.8	17.0	18.1
Not eligible		1.4	0.0	0.8	1.4	1.4	1.4	1.1	1.8	1.4
Not available		0.0	0.0	0.0	1.2	1.5	1.3	1.7	1.5	1.6
Association membership/dues paid by the institution	127									
Yes		14.3	14.0	14.2	21.3	21.2	21.3	29.1	28.6	28.9
No		65.7	52.6	59.8	61.8	55.4	59.1	57.6	51.0	55.0
Not eligible		2.9	1.8	2.4	2.4	3.1	2.7	2.1	3.5	2.6
Not available		17.1	31.6	23.6	14.5	20.3	16.9	11.2	16.9	13.4
Tuition remission	127									
Yes		2.9	3.5	3.1	10.6	13.7	11.9	14.2	14.8	14.4
No		81.4	82.5	81.9	80.8	76.6	79.0	78.5	75.9	77.5
Not eligible		7.1	3.5	5.5	3.0	3.2	3.1	3.1	4.1	3.5
Not available		8.6	10.5	9.4	5.7	6.5	6.0	4.2	5.2	4.6
Internal grants for research	128									
Yes		38.0	49.1	43.0	46.2	42.9	44.8	48.5	44.1	46.8
No		56.3	43.9	50.8	51.0	52.7	51.7	48.2	50.7	49.2
Not eligible		1.4	0.0	0.8	1.3	2.6	1.8	1.7	2.7	2.1
Not available		4.2	7.0	5.5	1.5	1.8	1.6	1.6	2.4	1.9
Training for administrative leadership	127									
Yes		7.1	0.0	3.9	13.7	12.9	13.4	13.5	12.8	13.2
No		80.0	80.7	80.3	77.5	74.4	76.2	78.0	74.0	76.4
Not eligible		4.3	1.8	3.1	2.2	3.7	2.8	2.0	3.8	2.7
Not available		8.6	17.5	12.6	6.6	8.9	7.6	6.4	9.5	7.6

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Goals for undergraduates noted as "very important" or "essential"										
Develop ability to think critically	128	98.6	100.0	99.2	99.4	99.9	99.6	99.4	99.9	99.6
Prepare students for employment after college	128	71.8	86.0	78.1	82.2	88.2	84.8	79.0	85.2	81.5
Prepare students for graduate or advanced education	128	69.0	66.7	68.0	73.8	75.8	74.7	74.7	76.7	75.5
Develop moral character	128	53.5	66.7	59.4	64.5	72.9	68.1	67.7	74.1	70.2
Provide for students' emotional development	128	31.0	43.9	36.7	40.6	55.3	46.8	43.3	55.4	48.1
Prepare students for family living	128	16.9	19.3	18.0	19.0	23.4	20.9	20.1	23.0	21.2
Teach students the classic works of Western civilization [2]	128	28.2	36.8	32.0	35.9	31.1	33.8	36.3	32.1	34.7
Help students develop personal values	128	47.9	63.2	54.7	61.1	69.4	64.6	63.4	70.2	66.1
Enhance students' self-understanding	127	52.9	61.4	56.7	67.7	77.3	71.8	68.5	76.8	71.8
Instill in students a commitment to community service	128	33.8	59.6	45.3	50.8	66.2	57.3	49.6	64.5	55.5
Enhance students' knowledge of and appreciation for other racial/ethnic groups	128	71.8	91.2	80.5	67.1	87.2	75.6	67.4	87.2	75.2
Study a foreign language [2]	128	63.4	63.2	63.3	46.5	57.4	51.1	50.5	60.0	54.2
Help master knowledge in a discipline	128	97.2	93.0	95.3	95.5	96.6	96.0	94.7	95.6	95.1
Develop creative capacities	128	80.3	71.9	76.6	80.3	80.3	80.3	81.7	81.2	81.5
Instill a basic appreciation of the liberal arts	128	70.4	64.9	68.0	69.4	75.1	71.8	70.2	76.7	72.8
Promote ability to write effectively	128	90.1	96.5	93.0	94.7	98.3	96.2	95.3	98.1	96.4
Help students evaluate the quality and reliability of information [2]	128	95.8	98.2	96.9	96.0	98.3	97.0	96.4	98.6	97.2
Engage students in civil discourse around controversial issues [2]	128	66.2	71.9	68.8	68.1	78.8	72.6	67.7	79.7	72.4
Teach students tolerance and respect for different beliefs [2]	128	74.6	87.7	80.5	76.3	91.4	82.7	76.6	91.6	82.5
Encourage students to become agents of social change [2]	128	50.7	71.9	60.2	49.3	72.8	59.3	49.0	71.5	57.8

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?										
Articles in academic or professional journals	128									
None		8.5	5.3	7.0	16.4	25.2	20.1	15.0	24.5	18.8
1 to 2		15.5	10.5	13.3	18.3	26.4	21.7	14.1	23.0	17.6
3 to 4		14.1	15.8	14.8	15.8	17.7	16.6	12.9	16.8	14.5
5 to 10		22.5	40.4	30.5	21.0	18.4	19.9	18.7	17.8	18.4
11 to 20		19.7	14.0	17.2	13.5	8.1	11.2	14.9	9.4	12.7
21 to 50		18.3	14.0	16.4	10.9	3.6	7.8	14.7	6.2	11.4
51+		1.4	0.0	0.8	4.1	0.6	2.6	9.7	2.3	6.7
Chapters in edited volumes	128									
None		45.1	38.6	42.2	55.2	58.9	56.8	46.4	54.4	49.5
1 to 2		23.9	26.3	25.0	26.4	27.6	26.9	24.8	26.6	25.5
3 to 4		18.3	17.5	18.0	9.8	8.8	9.3	13.0	10.0	11.8
5 to 10		7.0	10.5	8.6	6.7	4.2	5.6	10.3	6.4	8.8
11 to 20		4.2	7.0	5.5	1.4	0.3	1.0	3.7	2.0	3.0
21 to 50		1.4	0.0	0.8	0.3	0.2	0.3	1.4	0.6	1.1
51+		0.0	0.0	0.0	0.1	0.0	0.1	0.4	0.1	0.3
Books, manuals, or monographs	127									
None		58.6	56.1	57.5	63.1	71.5	66.7	57.0	67.3	61.1
1 to 2		24.3	26.3	25.2	25.7	21.9	24.0	26.8	23.9	25.7
3 to 4		8.6	12.3	10.2	6.7	4.4	5.8	8.3	5.7	7.3
5 to 10		7.1	5.3	6.3	3.3	1.7	2.6	5.7	2.3	4.4
11 to 20		1.4	0.0	0.8	0.7	0.5	0.6	1.5	0.6	1.1
21 to 50		0.0	0.0	0.0	0.2	0.1	0.2	0.5	0.2	0.4
51+		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1
Other, such as patents or computer software products	128									
None		83.1	89.5	85.9	85.0	92.2	88.1	82.1	89.8	85.1
1 to 2		11.3	5.3	8.6	8.7	5.2	7.2	9.9	6.6	8.6
3 to 4		2.8	1.8	2.3	3.2	1.4	2.4	4.0	1.9	3.2
5 to 10		0.0	1.8	0.8	1.7	0.6	1.2	2.5	1.0	1.9
11 to 20		1.4	1.8	1.6	0.7	0.2	0.5	0.8	0.3	0.6
21 to 50		0.0	0.0	0.0	0.5	0.2	0.4	0.4	0.1	0.3
51+		1.4	0.0	0.8	0.2	0.2	0.2	0.3	0.2	0.3
IN THE <u>LAST TWO</u> YEARS, HOW MANY:										
Exhibitions or performances in the fine or applied arts have you presented?	128									
None		81.7	91.2	85.9	81.1	79.2	80.3	82.4	80.8	81.8
1 to 2		4.2	5.3	4.7	5.1	7.3	6.0	5.2	6.6	5.8
3 to 4		5.6	0.0	3.1	4.4	5.9	5.0	3.9	5.1	4.4
5 to 10		4.2	1.8	3.1	4.3	4.2	4.3	4.0	4.1	4.1
11 to 20		1.4	1.8	1.6	2.5	2.0	2.3	2.0	1.7	1.9
21 to 50		2.8	0.0	1.6	1.8	0.8	1.4	1.2	1.0	1.1
51+		0.0	0.0	0.0	0.9	0.5	0.7	1.2	0.7	1.0
Of your professional writings have been published or accepted for publication?	128									
None		12.7	17.5	14.8	30.3	37.3	33.3	26.1	35.9	30.0
1 to 2		32.4	35.1	33.6	36.4	37.1	36.7	31.1	33.9	32.2
3 to 4		32.4	28.1	30.5	21.2	18.4	20.0	22.0	19.1	20.9
5 to 10		21.1	17.5	19.5	9.7	6.2	8.2	16.0	9.2	13.3
11 to 20		1.4	1.8	1.6	1.6	0.8	1.3	3.6	1.4	2.7
21 to 50		0.0	0.0	0.0	0.6	0.3	0.5	0.9	0.4	0.7
51+		0.0	0.0	0.0	0.1	0.0	0.1	0.3	0.1	0.2

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
General activities										
Are you a member of a faculty union?	128	84.5	82.5	83.6	39.0	41.6	40.2	20.0	23.8	21.5
Are you a U.S. citizen?	127	90.0	89.5	89.8	93.5	95.3	94.3	92.9	94.6	93.6
Were you born in the U.S.A.?	127	74.3	73.7	74.0	85.3	88.5	86.7	84.4	86.6	85.3
Do you plan to retire within the next three years?	128	12.7	14.0	13.3	14.5	11.7	13.3	14.3	11.1	13.1
Do you use your scholarship to address local community needs?	127	34.3	36.8	35.4	49.4	58.3	53.2	43.8	52.3	47.1
Have you been sexually harassed at this institution?	128	0.0	7.0	3.1	3.7	9.3	6.1	2.3	10.0	5.4
Have you ever interrupted your professional career for more than one year for family reasons? [2]	128	5.6	17.5	10.9	6.3	22.5	13.2	5.0	22.1	11.7
Have you ever received an award for outstanding teaching?	128	35.2	36.8	35.9	40.7	38.8	39.9	44.0	40.3	42.5
Have you published op-ed pieces or editorials?	128	19.7	14.0	17.2	26.9	17.6	22.9	27.8	18.1	24.0
Is (or was) your:										
Father an academic?	128	14.1	14.0	14.1	12.7	12.0	12.4	13.3	14.0	13.6
Mother an academic?	128	11.3	10.5	10.9	8.1	10.4	9.1	8.0	11.2	9.3
Spouse/partner an academic?	128	38.0	19.3	29.7	31.8	30.7	31.4	31.9	34.4	32.9
Are you currently teaching courses at more than one institution?	128	7.0	8.8	7.8	4.2	5.1	4.6	4.8	4.6	4.7
During the past two years, have you:										
Considered early retirement?	128	18.3	22.8	20.3	23.1	24.3	23.6	20.3	22.6	21.2
Considered leaving academe for another job?	128	21.1	38.6	28.9	33.9	37.9	35.6	29.7	37.4	32.7
Considered leaving this institution for another?	128	38.0	49.1	43.0	47.5	48.6	48.0	45.1	48.7	46.5
Changed academic institutions?	128	14.1	14.0	14.1	12.3	12.1	12.2	11.0	12.0	11.4
Engaged in paid consulting outside of your institution?	128	33.8	33.3	33.6	38.2	34.3	36.5	40.8	32.8	37.6
Engaged in public service/professional consulting without pay?	128	45.1	50.9	47.7	59.8	64.0	61.6	58.6	60.7	59.4
Received at least one firm job offer?	127	22.9	28.1	25.2	23.0	26.7	24.6	22.4	26.3	23.9
Received funding for your work from:										
Foundations?	128	22.5	12.3	18.0	17.5	17.6	17.5	20.8	18.0	19.7
State or federal government?	128	16.9	21.1	18.7	27.9	23.5	26.0	30.2	22.2	27.1
Business or industry?	128	8.5	5.3	7.0	14.8	7.1	11.5	16.7	8.4	13.5
Requested/sought an early promotion?	128	9.9	15.8	12.5	8.5	8.3	8.4	7.2	7.4	7.3
IF YOU WERE TO BEGIN YOUR CAREER AGAIN, WOULD YOU STILL WANT TO:										
Come to this institution? [2]	128									
Definitely yes		19.7	22.8	21.1	30.7	32.9	31.6	35.7	33.9	35.0
Probably yes		39.4	38.6	39.1	34.8	31.9	33.6	33.5	34.6	33.9
Not sure		26.8	22.8	25.0	17.3	18.9	18.0	16.1	17.4	16.7
Probably no		12.7	10.5	11.7	11.4	10.1	10.8	9.6	9.0	9.4
Definitely no		1.4	5.3	3.1	5.9	6.2	6.0	5.0	5.1	5.0
Be a college professor?										
Definitely yes	128	60.6	56.1	58.6	64.7	60.6	62.9	65.9	59.2	63.3
Probably yes		28.2	28.1	28.1	24.6	25.1	24.8	23.8	27.0	25.1
Not sure		8.5	12.3	10.2	8.0	9.6	8.7	7.4	10.0	8.4
Probably no		2.8	3.5	3.1	2.1	3.6	2.8	2.3	2.8	2.5
Definitely no		0.0	0.0	0.0	0.6	1.1	0.8	0.7	0.9	0.8

[2] These questions asked for the first time in 2007.

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Attributes noted as being "very descriptive" of your institution										
It is easy for students to see faculty outside of regular office hours	128	36.6	22.8	30.5	60.3	57.0	58.9	60.1	61.2	60.6
There is a great deal of conformity among the students	128	25.4	8.8	18.0	24.0	24.1	24.1	29.9	28.6	29.4
The faculty are typically at odds with campus administration	128	39.4	31.6	35.9	25.5	24.6	25.1	19.1	19.8	19.4
Faculty here respect each other	128	40.8	31.6	36.7	41.1	45.0	42.8	47.3	48.0	47.6
Most students are treated like "numbers in a book"	128	12.7	10.5	11.7	3.9	3.3	3.7	4.4	3.0	3.8
Social activities are overemphasized	127	9.9	3.6	7.1	6.3	5.1	5.8	8.5	8.1	8.3
Faculty are rewarded for being good teachers	128	11.3	3.5	7.8	15.4	14.2	14.9	16.2	15.6	16.0
There is respect for the expression of diverse values and beliefs	128	46.5	42.1	44.5	34.8	36.6	35.5	36.1	35.3	35.8
Faculty are rewarded for their efforts to use instructional technology	128	25.4	21.1	23.4	19.1	25.4	21.8	18.4	23.3	20.3
Faculty are rewarded for their efforts to work with underprepared students	128	14.1	1.8	8.6	5.3	7.7	6.3	5.1	6.5	5.7
Administrators consider faculty concerns when making policy [2]	128	5.6	1.8	3.9	12.2	11.1	11.7	13.4	12.4	13.0
The administration is open about its policies	128	9.9	1.8	6.3	15.9	16.1	15.9	17.0	15.8	16.5
Do you, "to a great extent":										
Engage in academic work that spans multiple disciplines	128	43.7	52.6	47.7	36.2	33.9	35.2	40.0	36.7	38.7
Feel that the training you received in graduate school prepared you well for your role as a faculty mentor	128	43.7	42.1	43.0	41.9	39.9	41.1	40.4	37.1	39.1
Achieve a healthy balance between your personal life and your professional life	128	39.4	31.6	35.9	38.4	26.6	33.3	38.7	27.3	34.2
Experience close alignment between your work and your personal values	128	56.3	57.9	57.0	62.6	65.3	63.7	64.7	66.2	65.3
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar	128	19.7	19.3	19.5	23.9	32.6	27.6	22.8	32.9	26.7
Mentor new faculty [2]	128	22.5	24.6	23.4	20.4	26.8	23.1	19.8	26.2	22.3

[2] These questions asked for the first time in 2007.

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Aspects of your job with which you are "very satisfied" or "satisfied": [3]										
Salary [2]	128	59.2	54.4	57.0	43.7	39.8	42.0	48.9	41.9	46.2
Health benefits [2]	126	65.2	66.7	65.9	69.7	71.8	70.6	67.9	68.9	68.3
Retirement benefits [2]	122	56.7	70.9	63.1	70.1	67.3	68.9	69.6	67.4	68.7
Opportunity for scholarly pursuits	128	56.3	28.1	43.7	46.8	40.1	44.0	58.4	47.4	54.1
Teaching load	128	32.4	31.6	32.0	48.6	45.6	47.3	60.4	53.5	57.7
Quality of students	128	22.5	19.3	21.1	42.9	52.1	46.8	55.5	59.7	57.1
Office/lab space	128	47.9	71.9	58.6	62.3	61.4	61.9	68.0	66.3	67.3
Autonomy and independence	128	74.6	77.2	75.8	81.9	81.4	81.7	85.9	83.6	85.0
Professional relationships with other faculty	128	76.1	75.4	75.8	75.6	77.5	76.4	77.7	77.4	77.6
Social relationships with other faculty	124	60.9	69.1	64.5	63.8	69.2	66.1	65.6	70.1	67.4
Competency of colleagues	128	73.2	77.2	75.0	71.8	76.7	73.9	77.1	79.9	78.2
Visibility for jobs at other institutions/organizations	94	44.0	38.6	41.5	48.3	46.7	47.6	55.1	51.6	53.8
Job security	128	81.7	75.4	78.9	80.3	72.8	77.1	80.8	72.8	77.7
Relationship with administration	127	38.0	37.5	37.8	54.6	54.7	54.6	59.1	57.0	58.3
Departmental leadership [2]	127	68.6	64.9	66.9	68.9	66.3	67.8	71.4	65.7	69.1
Course assignments [2]	128	83.1	80.7	82.0	82.8	80.4	81.8	85.5	81.7	84.0
Freedom to determine course content [2]	127	88.6	96.5	92.1	91.8	90.9	91.4	93.3	91.2	92.5
Availability of child care at this institution	46	80.8	60.0	71.7	35.3	33.5	34.6	33.7	26.9	30.9
Prospects for career advancement	118	45.6	52.0	48.3	54.7	49.3	52.4	57.7	49.9	54.6
Clerical/administrative support	128	45.1	35.1	40.6	63.3	57.5	60.9	63.0	57.4	60.8
Overall job satisfaction	128	66.2	63.2	64.8	72.8	71.3	72.2	76.6	72.1	74.8

[2] These questions asked for the first time in 2007.

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

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Do you agree "strongly" or "somewhat"?										
Faculty are interested in students' personal problems	127	67.1	73.7	70.1	83.0	85.8	84.2	82.0	85.1	83.2
Racial and ethnic diversity should be more strongly reflected in the curriculum	126	47.1	60.7	53.2	51.0	66.9	57.8	52.3	67.9	58.5
Faculty feel that most students are well-prepared academically	127	12.9	5.3	9.4	28.7	33.2	30.6	43.7	45.1	44.2
This institution should hire more faculty of color	127	62.9	64.9	63.8	63.5	73.1	67.6	69.2	79.4	73.2
Student Affairs staff have the support and respect of faculty	124	77.9	69.6	74.2	73.1	79.3	75.7	75.6	79.4	77.1
Faculty are committed to the welfare of this institution	126	85.7	78.6	82.5	88.7	90.6	89.5	90.5	90.9	90.7
Faculty here are strongly interested in the academic problems of undergraduates	127	84.3	84.2	84.3	87.6	87.9	87.8	87.7	87.8	87.8
There is a lot of campus racial conflict here	126	4.3	1.8	3.2	7.1	11.0	8.8	8.6	13.6	10.6
Most students are strongly committed to community service	125	20.6	19.3	20.0	35.8	40.8	38.0	49.3	53.6	51.0
My research is valued by faculty in my department	126	75.7	83.9	79.4	74.1	68.1	71.6	75.9	70.1	73.7
My teaching is valued by faculty in my department	127	90.0	94.7	92.1	90.4	88.4	89.5	90.2	88.6	89.6
Many courses include feminist perspectives	126	42.0	59.6	50.0	40.6	46.2	43.0	40.8	46.6	43.1
Faculty of color are treated fairly here	125	91.4	87.3	89.6	92.4	84.0	88.8	92.1	83.6	88.7
Women faculty are treated fairly here	126	91.4	83.9	88.1	93.1	77.4	86.4	92.1	76.4	85.9
Many courses involve students in community service	125	27.5	42.9	34.4	42.5	54.0	47.3	44.8	54.4	48.6
This institution should hire more women faculty	125	50.0	45.5	48.0	45.1	58.8	50.9	53.2	63.1	57.1
Gay and lesbian faculty are treated fairly here	123	92.8	88.9	91.1	87.7	82.5	85.5	83.2	77.6	81.0
My department does a good job of mentoring new faculty	127	72.9	66.7	70.1	69.8	64.7	67.6	72.2	64.7	69.2
Faculty are sufficiently involved in campus decision making	127	31.4	26.3	29.1	50.8	53.3	51.8	52.5	53.5	52.9
My values are congruent with the dominant institutional values	127	58.6	57.9	58.3	68.1	73.3	70.3	72.1	73.3	72.6
There is adequate support for integrating technology in my teaching	127	77.1	87.7	81.9	83.1	80.6	82.0	85.8	81.7	84.2
This institution takes responsibility for educating underprepared students	127	58.6	36.8	48.8	64.9	61.6	63.5	65.0	60.9	63.4
The criteria for advancement and promotion decisions are clear	127	55.7	43.9	50.4	71.7	68.1	70.1	74.3	68.6	72.1
Most of the students I teach lack the basic skills for college level work	127	54.3	68.4	60.6	50.0	49.1	49.7	35.4	37.9	36.4
There is adequate support for faculty development	127	57.1	38.6	48.8	62.6	61.5	62.1	69.3	65.0	67.6
This institution should not offer remedial/developmental education	126	30.4	12.3	22.2	28.6	22.5	26.0	31.3	23.4	28.2

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Issues you believe to be of "high" or "highest" priority at your institution:										
To promote the intellectual development of students	127	72.9	70.2	71.7	81.8	83.8	82.6	85.6	86.1	85.8
To help students examine and understand their personal values	127	44.3	49.1	46.5	46.7	51.8	48.9	55.1	57.5	56.0
To develop a sense of community among students and faculty	126	38.6	25.0	32.5	47.9	55.1	50.9	51.9	57.5	54.1
To facilitate student involvement in community service	127	31.4	24.6	28.3	37.8	48.1	42.2	42.5	51.3	46.0
To help students learn how to bring about change in American society	127	32.9	36.8	34.6	30.0	38.6	33.7	32.4	39.3	35.1
To increase or maintain institutional prestige	127	61.4	70.2	65.4	53.9	57.1	55.3	63.6	64.4	64.0
To hire faculty "stars"	127	28.6	49.1	37.8	17.1	20.9	18.7	29.0	29.6	29.2
To recruit more minority students	125	42.9	43.6	43.2	47.1	51.5	49.0	48.6	52.8	50.3
To enhance the institution's national image	127	67.1	70.2	68.5	59.0	60.7	59.7	70.0	68.6	69.4
To create a diverse multi-cultural campus environment	126	57.1	55.4	56.3	51.9	58.4	54.7	51.6	57.0	53.7
To promote gender equity among faculty	125	58.0	57.1	57.6	54.0	44.5	49.9	57.1	44.3	52.1
To provide resources for faculty to engage in community-based teaching or research	126	26.1	35.1	30.2	36.7	42.3	39.1	33.5	38.1	35.3
To create and sustain partnerships with surrounding communities	126	40.6	47.4	43.7	51.6	59.0	54.8	44.8	51.8	47.5
To pursue extramural funding	126	72.5	61.4	67.5	53.1	56.9	54.7	60.9	61.1	61.0
To increase the representation of minorities in the faculty and administration	126	43.5	47.4	45.2	44.1	45.3	44.6	44.7	45.3	44.9
To strengthen links with the for-profit, corporate sector [2]	126	72.5	68.4	70.6	46.7	53.9	49.7	48.4	50.2	49.1
To develop leadership ability among students	125	36.2	28.6	32.8	51.2	56.3	53.4	57.5	61.3	59.0
To increase the representation of women in the faculty and administration	125	37.7	33.9	36.0	37.6	30.6	34.6	41.9	33.1	38.4
To develop an appreciation for multiculturalism [2]	127	61.4	56.1	59.1	51.7	57.2	54.1	53.0	56.8	54.5

[2] These questions asked for the first time in 2007.

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Do you agree "strongly" or "somewhat"?										
Western civilization and culture should be the foundation for the undergraduate curriculum	126	56.5	47.4	52.4	61.3	47.9	55.6	62.8	49.3	57.5
College officials have the right to ban persons with extreme views from speaking on campus	127	15.7	33.3	23.6	23.9	20.4	22.4	30.0	24.0	27.6
The chief benefit of a college education is that it increases one's earning power	126	24.6	33.3	28.6	32.4	33.1	32.7	29.5	28.0	28.9
Promoting diversity leads to the admission of too many underprepared students	126	40.6	21.1	31.7	29.7	18.0	24.7	27.9	17.3	23.7
Colleges should be actively involved in solving social problems	126	63.8	75.4	69.0	67.5	75.7	71.0	68.1	75.5	71.0
Tenure is an outmoded concept	126	24.6	19.3	22.2	27.9	37.5	32.0	28.7	37.2	32.0
Colleges should encourage students to be involved in community service activities	127	82.9	96.5	89.0	84.5	92.1	87.8	85.2	92.0	87.9
Community service should be given weight in college admissions decisions	126	68.1	77.2	72.2	61.5	67.7	64.1	64.4	69.5	66.4
A racially/ethnically diverse student body enhances the educational experience of all students	126	91.3	96.5	93.7	91.1	96.5	93.4	91.6	96.8	93.6
Realistically, an individual can do little to bring about changes in society	126	29.0	21.1	25.4	23.2	12.8	18.8	23.1	12.2	18.8
Colleges should be concerned with facilitating undergraduate students' spiritual development	125	25.0	24.6	24.8	26.0	25.9	26.0	37.0	35.9	36.6
Colleges have a responsibility to work with their surrounding communities to address local issues	126	87.0	73.7	81.0	87.1	91.5	89.0	86.1	90.6	87.9
Private funding sources often prevent researchers from being completely objective in the conduct of their work	126	65.2	64.9	65.1	58.7	61.3	59.8	58.3	61.4	59.5

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Factors noted as a source of stress for you during the last two years [4]										
Managing household responsibilities	127	70.0	71.9	70.9	68.8	78.7	73.0	67.6	80.5	72.7
Child care	127	37.1	40.4	38.6	31.3	29.1	30.4	30.7	31.2	30.9
Care of elderly parent	127	22.9	38.6	29.9	31.5	37.9	34.2	30.9	37.6	33.5
My physical health	126	58.0	54.4	56.3	49.6	53.0	51.1	46.7	53.9	49.5
Health of spouse/partner	127	38.6	29.8	34.6	39.9	31.7	36.4	38.9	31.4	35.9
Review/promotion process	126	58.0	59.6	58.7	50.0	61.1	54.7	46.6	57.9	51.1
Subtle discrimination (e.g., prejudice, racism, sexism)	126	15.9	33.3	23.8	21.0	38.7	28.5	18.2	38.7	26.3
Personal finances	127	67.1	68.4	67.7	64.5	67.1	65.6	61.3	65.2	62.8
Committee work	127	61.4	59.6	60.6	64.2	70.3	66.8	59.3	64.8	61.5
Faculty meetings	127	50.0	45.6	48.0	54.9	58.8	56.5	51.0	56.2	53.0
Colleagues	127	61.4	64.9	63.0	66.1	70.5	68.0	61.3	68.7	64.2
Students	127	65.7	70.2	67.7	65.3	70.3	67.4	61.4	69.0	64.4
Research or publishing demands	127	80.0	82.5	81.1	58.9	67.1	62.4	61.1	65.0	62.7
Institutional procedures and "red tape"	126	72.9	80.4	76.2	76.2	76.5	76.3	72.0	71.5	71.8
Teaching load	127	71.4	75.4	73.2	65.7	73.3	68.9	59.6	69.1	63.3
Children's problems	127	32.9	31.6	32.3	31.6	31.1	31.4	31.7	30.9	31.4
Friction with spouse/partner	127	28.6	36.8	32.3	27.4	23.9	25.9	27.4	24.6	26.3
Lack of personal time	127	70.0	80.7	74.8	67.5	83.4	74.3	67.8	83.7	74.1
Keeping up with information technology	127	50.0	43.9	47.2	49.8	62.4	55.2	48.3	59.4	52.7
Job security	126	37.7	33.3	35.7	28.8	41.2	34.1	28.3	39.3	32.6
Being part of a dual career couple	127	51.4	47.4	49.6	42.5	44.1	43.2	40.5	47.8	43.4
Working with underprepared students	127	78.6	84.2	81.1	70.0	70.9	70.4	59.0	64.5	61.1
Classroom conflict	127	21.4	15.8	18.9	21.0	26.4	23.3	16.3	24.3	19.4
Self-imposed high expectations	127	81.4	84.2	82.7	76.9	84.0	79.9	77.0	84.8	80.1
Change in work responsibilities	127	38.6	54.4	45.7	43.1	56.0	48.6	40.6	55.3	46.4
Personal goals noted as "very important" or "essential":										
Becoming an authority in my field	126	58.0	71.9	64.3	55.4	55.4	55.4	61.5	57.5	60.0
Influencing the political structure	125	27.5	14.3	21.6	17.6	21.3	19.2	18.0	20.7	19.0
Influencing social values	126	37.7	47.4	42.1	32.6	47.7	39.0	35.3	46.7	39.8
Raising a family	127	71.4	71.9	71.7	68.7	62.1	65.9	72.4	64.2	69.2
Becoming very well off financially	126	43.5	42.1	42.9	35.4	32.0	34.0	34.3	30.0	32.6
Helping others who are in difficulty	127	55.7	68.4	61.4	60.1	72.2	65.3	61.2	71.3	65.2
Becoming involved in programs to clean up the environment	126	40.6	31.6	36.5	33.8	39.2	36.1	33.1	38.1	35.1
Developing a meaningful philosophy of life	126	66.7	64.9	65.9	68.6	75.7	71.6	70.8	75.2	72.5
Helping to promote racial understanding	126	55.1	59.6	57.1	46.6	62.2	53.3	48.4	62.1	53.8
Obtaining recognition from my colleagues for contributions to my special field	126	49.3	59.6	54.0	41.1	45.0	42.7	47.0	48.2	47.5
Integrating spirituality into my life	125	25.0	33.3	28.8	40.3	52.7	45.5	43.8	53.1	47.5

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

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
IN YOUR INTERACTIONS WITH UNDERGRADUATES, HOW OFTEN DO YOU ENCOURAGE THEM TO: [2]										
Ask questions in class	127									
Frequently		94.3	96.5	95.3	93.7	97.0	95.1	92.9	97.1	94.6
Occasionally		4.3	3.5	3.9	6.3	2.8	4.8	6.9	2.7	5.3
Not at all		1.4	0.0	0.8	0.1	0.1	0.1	0.2	0.2	0.2
Support their opinions with a logical argument	127									
Frequently		81.4	86.0	83.5	81.4	87.1	83.8	80.4	86.4	82.8
Occasionally		17.1	14.0	15.7	17.7	12.4	15.5	18.5	13.0	16.4
Not at all		1.4	0.0	0.8	0.9	0.5	0.7	1.0	0.6	0.9
Seek solutions to problems and explain them to others	126									
Frequently		69.6	70.2	69.8	73.2	81.1	76.6	71.3	79.9	74.7
Occasionally		27.5	28.1	27.8	25.0	17.7	21.9	26.7	18.8	23.6
Not at all		2.9	1.8	2.4	1.8	1.2	1.5	1.9	1.3	1.7
Revise their papers to improve their writing	127									
Frequently		47.1	68.4	56.7	52.6	69.9	60.0	52.3	68.9	58.8
Occasionally		42.9	26.3	35.4	38.7	25.9	33.2	37.2	25.8	32.7
Not at all		10.0	5.3	7.9	8.6	4.2	6.8	10.5	5.4	8.5
Evaluate the quality or reliability of information they receive	125									
Frequently		73.5	84.2	78.4	70.3	81.5	75.1	69.0	80.2	73.4
Occasionally		25.0	15.8	20.8	27.6	17.4	23.3	28.6	18.4	24.6
Not at all		1.5	0.0	0.8	2.1	1.1	1.7	2.4	1.4	2.0
Take risks for potential gains	126									
Frequently		34.8	29.8	32.5	33.8	42.6	37.6	33.8	42.8	37.4
Occasionally		50.7	52.6	51.6	50.2	45.3	48.1	50.3	45.6	48.4
Not at all		14.5	17.5	15.9	16.0	12.1	14.3	15.9	11.6	14.2
Seek alternative solutions to a problem	126									
Frequently		60.9	63.2	61.9	63.7	73.6	68.0	60.9	71.7	65.1
Occasionally		34.8	35.1	34.9	33.7	25.1	30.0	36.8	26.2	32.6
Not at all		4.3	1.8	3.2	2.6	1.2	2.0	2.3	2.1	2.2
Look up scientific research articles and resources	126									
Frequently		50.7	54.4	52.4	52.4	62.5	56.7	52.4	59.6	55.2
Occasionally		36.2	33.3	34.9	37.2	28.2	33.3	36.4	29.0	33.5
Not at all		13.0	12.3	12.7	10.4	9.3	9.9	11.2	11.5	11.3
Explore topics on their own, even though it was not required for a class	127									
Frequently		52.9	47.4	50.4	49.6	58.3	53.3	48.8	57.1	52.1
Occasionally		40.0	49.1	44.1	46.0	38.5	42.8	46.8	39.9	44.1
Not at all		7.1	3.5	5.5	4.4	3.2	3.9	4.4	3.0	3.8
Acknowledge failure as a necessary part of the learning process	126									
Frequently		50.7	49.1	50.0	49.4	56.5	52.4	46.2	54.5	49.5
Occasionally		36.2	38.6	37.3	43.7	38.3	41.4	46.2	39.9	43.7
Not at all		13.0	12.3	12.7	7.0	5.2	6.2	7.6	5.6	6.8
Seek feedback on their academic work	126									
Frequently		68.1	77.2	72.2	68.7	84.4	75.4	66.9	82.5	73.0
Occasionally		27.5	21.1	24.6	29.3	14.9	23.1	31.1	16.5	25.3
Not at all		4.3	1.8	3.2	2.0	0.8	1.5	2.1	1.0	1.7

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Methods you use in "all" or "most" of the courses you teach:										
Multiple-choice exams [2]	126	28.6	32.1	30.2	38.0	40.4	39.0	32.0	34.7	33.1
Essay exams [2]	124	50.7	43.6	47.6	43.0	41.8	42.5	45.0	43.1	44.3
Short-answer exams [2]	125	44.9	37.5	41.6	48.4	43.5	46.3	46.4	44.0	45.5
Quizzes	124	31.9	25.5	29.0	43.2	42.4	42.8	38.9	41.3	39.8
Weekly essay assignments	126	21.4	23.2	22.2	17.9	23.2	20.2	19.5	25.0	21.7
Student presentations	126	35.7	55.4	44.4	38.7	55.3	45.8	40.6	56.1	46.7
Term/research papers	126	40.0	57.1	47.6	40.3	47.0	43.2	42.5	47.1	44.3
Student evaluations of each others' work	125	15.7	23.6	19.2	19.4	29.6	23.8	19.7	29.5	23.5
Grading on a curve	126	28.6	21.4	25.4	18.7	10.3	15.1	20.8	10.7	16.8
Competency-based grading	125	47.8	51.8	49.6	51.6	58.9	54.7	51.6	55.1	53.0
Class discussions	127	80.0	86.0	82.7	78.8	88.7	83.0	78.3	88.2	82.2
Cooperative learning (small groups)	127	48.6	66.7	56.7	50.5	74.6	60.8	50.0	73.2	59.1
Experiential learning/Field studies	127	15.7	19.3	17.3	27.3	37.6	31.7	25.5	36.9	30.0
Teaching assistants	127	4.3	1.8	3.1	5.9	6.3	6.1	13.3	9.5	11.8
Recitals/Demonstrations	126	15.9	8.8	12.7	20.7	24.0	22.1	20.9	23.4	21.9
Group projects	126	27.5	33.3	30.2	31.3	43.1	36.3	31.1	42.9	35.8
Extensive lecturing	127	54.3	43.9	49.6	56.9	35.8	47.9	54.8	33.4	46.4
Multiple drafts of written work	125	24.6	35.7	29.6	20.2	30.6	24.6	21.2	30.6	24.9
Readings on racial and ethnic issues	126	29.0	43.9	35.7	17.9	33.7	24.7	17.9	33.0	23.9
Readings on women and gender issues	126	26.1	38.6	31.7	15.5	29.8	21.6	15.5	29.8	21.1
Student-developed activities (assignments, exams, etc.)	127	34.3	24.6	29.9	27.7	28.4	28.0	26.2	27.5	26.7
Student-selected topics for course content	126	21.7	14.0	18.3	16.5	20.4	18.2	15.2	19.7	17.0
Reflective writing/journaling	126	18.8	31.6	24.6	17.3	31.1	23.2	16.3	29.9	21.7
Community service as part of coursework	126	4.3	5.3	4.8	6.1	12.6	8.9	5.3	12.4	8.1
Electronic quizzes with immediate feedback in class [2]	125	4.4	7.0	5.6	8.5	8.6	8.5	6.3	7.6	6.8
Using real-life problems [2]	125	53.6	75.0	63.2	55.4	62.7	58.5	53.8	58.6	55.7
Using student inquiry to drive learning	126	52.2	56.1	54.0	44.8	54.4	48.9	43.7	52.3	47.1

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
YOUR BASE INSTITUTIONAL SALARY										
9/10 month contract	120									
Less than \$20,000		3.0	1.9	2.5	1.9	2.1	2.0	1.9	2.1	2.0
\$20,000 to 29,999		0.0	0.0	0.0	0.5	1.7	1.0	0.4	1.1	0.7
\$30,000 to 39,999		0.0	0.0	0.0	4.3	6.8	5.3	3.5	6.7	4.8
\$40,000 to 49,999		4.5	1.9	3.3	14.1	22.5	17.6	11.8	18.7	14.5
\$50,000 to 59,999		7.6	3.7	5.8	22.5	28.2	24.9	18.4	27.8	22.1
\$60,000 to 69,999		16.7	22.2	19.2	18.7	18.7	18.7	15.8	18.3	16.8
\$70,000 to 79,999		13.6	29.6	20.8	14.4	9.1	12.2	13.8	10.4	12.5
\$80,000 to 89,999		13.6	13.0	13.3	10.7	5.3	8.4	10.7	6.1	8.9
\$90,000 to 99,999		18.2	7.4	13.3	7.6	3.9	6.1	8.4	4.4	6.8
\$100,000 to 124,999		22.7	16.7	20.0	5.2	1.5	3.6	11.2	3.4	8.1
\$125,000 to 149,999		0.0	3.7	1.7	0.3	0.0	0.1	2.3	0.7	1.7
\$150,000 or more		0.0	0.0	0.0	0.0	0.1	0.1	1.7	0.3	1.2
11/12 month contract	5									
Less than \$20,000		0.0	0.0	0.0	2.5	3.1	2.7	2.4	2.9	2.6
\$20,000 to 29,999		0.0	0.0	0.0	0.4	0.6	0.5	0.6	0.5	0.6
\$30,000 to 39,999		0.0	0.0	0.0	5.3	9.2	7.0	2.9	6.4	4.3
\$40,000 to 49,999		0.0	0.0	0.0	13.7	15.8	14.7	12.0	17.3	14.1
\$50,000 to 59,999		0.0	50.0	20.0	18.3	25.1	21.3	15.0	23.3	18.3
\$60,000 to 69,999		33.3	0.0	20.0	15.5	22.5	18.6	12.3	19.6	15.3
\$70,000 to 79,999		0.0	0.0	0.0	10.7	8.6	9.8	9.4	10.9	10.0
\$80,000 to 89,999		0.0	0.0	0.0	11.7	6.5	9.4	13.1	6.9	10.6
\$90,000 to 99,999		33.3	50.0	40.0	8.1	3.7	6.2	8.8	4.5	7.1
\$100,000 to 124,999		33.3	0.0	20.0	11.1	3.9	7.9	14.3	5.8	10.9
\$125,000 to 149,999		0.0	0.0	0.0	2.0	0.6	1.4	4.5	1.2	3.2
\$150,000 or more		0.0	0.0	0.0	0.8	0.3	0.6	4.4	0.7	2.9
Your base institutional salary is based on:	127									
9/10 months		95.7	96.5	96.1	78.1	76.8	77.6	74.4	73.8	74.2
11/12 months		4.3	3.5	3.9	21.9	23.2	22.4	25.6	26.2	25.8
WHAT PERCENTAGE OF YOUR CURRENT YEAR'S SALARY COMES FROM: [2]										
Income from this institution	126									
All		62.3	70.2	65.9	62.6	69.6	65.6	59.8	69.3	63.6
75 to 99		27.5	22.8	25.4	30.3	25.9	28.4	31.5	26.1	29.4
50 to 74		7.2	5.3	6.3	5.5	3.3	4.5	6.3	3.1	5.0
25 to 49		2.9	0.0	1.6	1.2	1.0	1.1	1.7	0.9	1.4
1 to 24		0.0	1.8	0.8	0.2	0.1	0.2	0.4	0.3	0.3
None		0.0	0.0	0.0	0.2	0.2	0.2	0.2	0.2	0.2
Other academic income	119									
All		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1
75 to 99		0.0	1.8	0.8	0.0	0.0	0.0	0.1	0.1	0.1
50 to 74		0.0	0.0	0.0	0.5	0.5	0.5	0.6	0.3	0.5
25 to 49		1.6	0.0	0.8	1.4	1.4	1.4	2.2	1.5	1.9
1 to 24		15.6	14.5	15.1	15.2	13.9	14.6	17.0	14.4	16.0
None		82.8	83.6	83.2	82.9	84.2	83.4	80.1	83.6	81.5
Non-academic income	120									
All		0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.2
75 to 99		0.0	0.0	0.0	0.4	0.1	0.3	0.5	0.2	0.4
50 to 74		3.1	1.8	2.5	1.4	1.2	1.3	2.0	1.3	1.8
25 to 49		7.7	3.6	5.8	5.7	2.8	4.5	5.4	2.9	4.4
1 to 24		20.0	16.4	18.3	21.6	17.4	19.8	22.7	17.4	20.6
None		69.2	78.2	73.3	70.9	78.3	74.1	69.2	78.0	72.7

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
What is your age as of 12/31/2007?	123									
Less than 30		1.4	3.7	2.4	1.6	1.7	1.7	1.4	1.9	1.6
30 to 34		5.8	9.3	7.3	5.3	7.3	6.2	5.8	7.9	6.6
35 to 39		11.6	22.2	16.3	11.7	12.6	12.1	11.5	13.0	12.1
40 to 44		17.4	9.3	13.8	13.5	12.3	13.0	11.8	13.1	12.3
45 to 49		10.1	5.6	8.1	13.6	14.3	13.9	12.8	13.6	13.1
50 to 54		14.5	9.3	12.2	15.1	18.0	16.3	14.2	16.6	15.1
55 to 59		10.1	11.1	10.6	17.0	19.1	17.9	16.4	18.3	17.2
60 to 64		20.3	20.4	20.3	13.7	10.1	12.2	14.6	10.0	12.8
65 to 69		8.7	7.4	8.1	6.2	3.9	5.2	8.6	4.3	6.9
70 or more		0.0	1.9	0.8	2.3	0.6	1.6	2.9	1.3	2.3
Year of highest degree now held	124									
Before 1970		1.4	7.3	4.0	4.4	1.0	3.0	8.0	2.2	5.7
1971 to 1975		18.8	10.9	15.3	8.1	3.2	6.0	9.5	3.9	7.3
1976 to 1980		8.7	10.9	9.7	10.2	7.2	9.0	11.3	7.5	9.8
1981 to 1985		8.7	3.6	6.5	11.9	7.3	9.9	11.7	9.0	10.7
1986 to 1990		8.7	7.3	8.1	12.8	12.4	12.6	12.2	12.9	12.5
1991 to 1995		18.8	12.7	16.1	13.4	17.3	15.0	12.3	16.2	13.9
1996 to 2000		17.4	23.6	20.2	16.7	20.5	18.3	15.1	18.9	16.6
2001 to 2005		13.0	14.5	13.7	17.8	22.5	19.8	15.4	22.0	18.0
2006 to 2007		4.3	9.1	6.5	4.6	8.6	6.3	4.5	7.5	5.7
Year of appointment at current position	123									
Before 1970		5.8	3.7	4.9	2.8	0.7	2.0	4.8	0.9	3.3
1971 to 1975		8.7	13.0	10.6	4.4	1.3	3.1	4.7	2.0	3.6
1976 to 1980		5.8	0.0	3.3	5.6	3.2	4.6	7.1	4.3	6.0
1981 to 1985		5.8	5.6	5.7	7.6	4.8	6.4	8.4	6.3	7.6
1986 to 1990		5.8	9.3	7.3	11.8	9.6	10.9	12.0	9.9	11.1
1991 to 1995		2.9	5.6	4.1	11.3	12.6	11.8	10.6	12.7	11.4
1996 to 2000		17.4	11.1	14.6	16.6	20.2	18.1	15.9	18.2	16.8
2001 to 2005		24.6	35.2	29.3	27.9	32.0	29.6	25.4	30.7	27.5
2006 to 2007		23.2	16.7	20.3	11.9	15.7	13.5	11.1	15.1	12.7
If tenured, year tenure was awarded	82									
Before 1970		0.0	0.0	0.0	0.9	0.0	0.6	1.6	0.2	1.2
1971 to 1975		17.4	11.1	14.6	3.3	1.0	2.5	5.2	1.2	4.0
1976 to 1980		6.5	13.9	9.8	6.1	2.8	5.0	7.5	3.4	6.2
1981 to 1985		8.7	0.0	4.9	8.5	4.1	7.0	11.1	5.9	9.5
1986 to 1990		6.5	8.3	7.3	12.2	7.6	10.6	13.1	10.1	12.1
1991 to 1995		6.5	11.1	8.5	16.3	13.5	15.3	16.7	14.7	16.0
1996 to 2000		4.3	8.3	6.1	17.2	19.1	17.9	15.3	20.9	17.0
2001 to 2005		26.1	16.7	22.0	21.2	29.0	24.0	17.9	24.6	20.0
2006 to 2007		23.9	30.6	26.8	14.1	23.0	17.2	11.6	19.1	13.9

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE MAJOR OF THE HIGHEST DEGREE YOU HOLD?										
Biological Science	126									
Agriculture		0.0	0.0	0.0	0.8	0.2	0.6	1.2	0.4	0.9
Forestry		0.0	0.0	0.0	0.2	0.0	0.1	0.3	0.1	0.2
Bacteriology, Molecular Biology		0.0	1.8	0.8	0.9	1.0	0.9	0.9	0.9	0.9
Biochemistry		2.8	3.6	3.2	0.5	0.5	0.5	1.0	0.7	0.8
Biophysics		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.1
Botany		1.4	0.0	0.8	1.0	0.6	0.8	0.8	0.4	0.6
Environmental Science		0.0	0.0	0.0	0.7	0.3	0.5	0.6	0.3	0.5
Marine (life) Sciences		0.0	0.0	0.0	0.4	0.3	0.3	0.2	0.2	0.2
Physiology, Anatomy		1.4	1.8	1.6	0.7	0.3	0.5	0.9	0.5	0.7
Zoology		2.8	0.0	1.6	1.5	0.6	1.1	1.4	0.6	1.1
General, Other Biological Sciences		0.0	0.0	0.0	1.5	1.4	1.4	1.9	1.9	1.9
Business										
Accounting		7.0	1.8	4.8	1.4	1.1	1.3	1.1	0.9	1.0
Finance		0.0	1.8	0.8	1.0	0.3	0.7	0.8	0.4	0.7
International Business		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1
Management		2.8	0.0	1.6	3.1	1.9	2.6	2.4	2.0	2.2
Marketing		1.4	0.0	0.8	1.1	0.7	0.9	1.0	0.7	0.8
Secretarial Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Business		1.4	0.0	0.8	1.2	0.7	1.0	1.4	0.8	1.2
Education										
Business Education		0.0	0.0	0.0	0.3	0.2	0.3	0.2	0.3	0.2
Educational Administration		1.4	0.0	0.8	0.9	1.9	1.3	1.0	1.7	1.2
Educational Psychology/Counseling		0.0	0.0	0.0	1.1	1.6	1.3	0.7	1.4	1.0
Elementary Education		0.0	0.0	0.0	0.6	2.2	1.3	0.4	1.5	0.9
Higher Education		1.4	0.0	0.8	1.0	2.1	1.5	0.9	2.4	1.5
Music or Art Education		1.4	1.8	1.6	0.4	0.5	0.4	0.2	0.4	0.3
Physical or Health Education		1.4	3.6	2.4	2.9	1.7	2.4	1.6	1.3	1.5
Secondary Education		1.4	0.0	0.8	1.2	1.4	1.3	0.8	0.9	0.8
Special Education		0.0	0.0	0.0	0.5	1.9	1.1	0.4	1.7	0.9
General, Other Education Fields		4.2	1.8	3.2	2.7	5.6	3.9	2.0	4.3	2.9
Engineering										
Aero-/Astronautical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.1	0.2
Chemical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.1	0.3
Civil Engineering		0.0	0.0	0.0	0.5	0.1	0.3	1.1	0.2	0.7
Electrical Engineering		0.0	0.0	0.0	0.9	0.2	0.6	1.3	0.2	0.9
Industrial Engineering		1.4	0.0	0.8	0.5	0.2	0.3	0.3	0.1	0.2
Mechanical Engineering		0.0	0.0	0.0	1.2	0.2	0.8	1.5	0.2	1.0
General, Other Engineering Fields		0.0	1.8	0.8	0.8	0.3	0.6	1.4	0.3	1.0
Health										
Dentistry		0.0	0.0	0.0	0.1	0.1	0.1	0.4	0.1	0.3
Health Technology		0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.1	0.0
Medicine or Surgery		0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2	0.2
Nursing		0.0	0.0	0.0	0.4	7.9	3.6	0.3	7.4	3.1
Pharmacy, Pharmacology		0.0	0.0	0.0	0.2	0.2	0.2	0.7	0.8	0.8
Therapy (speech, physical, occup.)		0.0	0.0	0.0	0.4	1.2	0.7	0.2	1.2	0.6
Veterinary Medicine		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
General, Other Health Fields		0.0	3.6	1.6	0.8	1.3	1.0	0.6	1.5	0.9

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE MAJOR OF THE HIGHEST DEGREE YOU HOLD?										
Humanities										
History		0.0	3.6	1.6	4.5	3.2	4.0	4.5	3.5	4.1
Political Science, Government		2.8	0.0	1.6	3.1	1.4	2.4	2.9	1.7	2.4
English Language & Literature		9.9	7.3	8.7	5.7	8.7	7.0	5.6	8.7	6.8
Foreign Languages & Literature		2.8	3.6	3.2	0.5	0.9	0.7	0.8	1.9	1.2
French		0.0	3.6	1.6	0.4	0.7	0.5	0.4	1.2	0.7
German		0.0	0.0	0.0	0.2	0.4	0.3	0.3	0.5	0.4
Spanish		0.0	0.0	0.0	0.9	1.2	1.0	0.8	1.6	1.1
Other Foreign Languages		0.0	3.6	1.6	0.2	0.2	0.2	0.4	0.5	0.4
Linguistics		0.0	3.6	1.6	0.5	0.8	0.6	0.5	1.2	0.8
Philosophy		0.0	0.0	0.0	2.0	1.0	1.6	2.5	1.2	2.0
Religion or Theology		0.0	0.0	0.0	0.8	0.1	0.5	2.3	1.3	1.9
General, Other Humanities Fields		2.8	0.0	1.6	0.7	1.3	1.0	1.0	1.7	1.3
Fine Arts										
Architecture/Urban Planning		0.0	0.0	0.0	0.3	0.3	0.3	0.7	0.4	0.6
Art		0.0	1.8	0.8	1.8	2.4	2.0	1.8	2.0	1.9
Dramatics or Speech		2.8	0.0	1.6	2.0	2.0	2.0	1.6	1.7	1.6
Music		2.8	1.8	2.4	3.8	2.1	3.1	3.4	2.5	3.1
Television or Film		0.0	0.0	0.0	0.5	0.3	0.4	0.4	0.4	0.4
Other Fine Arts		1.4	1.8	1.6	0.9	1.3	1.1	0.9	1.5	1.1
Physical Science										
Mathematics and/or Statistics		11.3	3.6	7.9	6.6	3.3	5.2	6.1	2.7	4.8
Astronomy		0.0	0.0	0.0	0.1	0.1	0.1	0.3	0.1	0.2
Atmospheric Sciences		0.0	0.0	0.0	0.3	0.1	0.2	0.2	0.1	0.2
Chemistry		0.0	0.0	0.0	4.2	1.8	3.2	4.1	2.2	3.3
Earth Sciences		2.8	1.8	2.4	1.5	0.6	1.1	1.4	0.5	1.0
Geography		2.8	0.0	1.6	1.4	0.5	1.0	0.9	0.4	0.7
Marine Sciences (incl. Oceanography)		1.4	0.0	0.8	0.2	0.1	0.1	0.1	0.1	0.1
Physics		2.8	0.0	1.6	2.8	0.4	1.8	3.0	0.6	2.1
General, Other Physical Sciences		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1
Social Science										
Anthropology		4.2	3.6	4.0	0.8	1.1	0.9	1.0	1.3	1.1
Archaeology		0.0	1.8	0.8	0.1	0.1	0.1	0.0	0.2	0.1
Clinical Psychology		0.0	1.8	0.8	0.9	1.1	1.0	1.1	1.1	1.1
Counseling and Guidance		0.0	0.0	0.0	0.7	0.4	0.6	0.4	0.3	0.3
Experimental Psychology		1.4	1.8	1.6	1.5	1.3	1.4	1.4	1.1	1.3
Social Psychology		1.4	1.8	1.6	0.8	1.7	1.2	0.8	1.0	0.9
General, Other Psychology		1.4	5.5	3.2	0.8	2.1	1.4	0.9	2.0	1.3
Economics		5.6	1.8	4.0	2.5	1.3	2.0	3.1	1.2	2.4
Sociology		2.8	3.6	3.2	2.1	3.0	2.5	2.2	2.8	2.4
Social Work, Social Welfare		0.0	1.8	0.8	0.6	1.5	1.0	0.6	1.0	0.7
General, Other Social Sciences		0.0	1.8	0.8	0.9	1.9	1.3	1.3	1.5	1.4

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE MAJOR OF THE HIGHEST DEGREE YOU HOLD?										
Technical										
Computer Science		0.0	1.8	0.8	2.1	0.8	1.6	2.2	0.9	1.7
Data Processing, Computer Prog.		0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0
Drafting/Design		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Electronics		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Industrial Arts		0.0	0.0	0.0	0.3	0.0	0.2	0.2	0.0	0.1
Mechanics		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Technical		1.4	0.0	0.8	0.3	0.4	0.3	0.2	0.3	0.2
Other Fields										
Building Trades		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Communications		1.4	1.8	1.6	2.0	2.6	2.3	2.0	2.2	2.1
Ethnic Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Human Ecology/Family Science		0.0	10.9	4.8	0.2	0.6	0.4	0.2	0.8	0.4
Journalism		0.0	0.0	0.0	0.7	0.4	0.5	0.5	0.6	0.5
Law		0.0	0.0	0.0	1.2	0.6	1.0	0.9	0.7	0.8
Law Enforcement		0.0	0.0	0.0	0.4	0.2	0.3	0.1	0.1	0.1
Library Science		0.0	0.0	0.0	0.3	1.0	0.6	0.3	0.8	0.5
Women's Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Vocational		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Fields		0.0	0.0	0.0	0.9	1.2	1.0	0.6	1.0	0.8

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE DEPARTMENT OF YOUR CURRENT FACULTY APPOINTMENT?										
Biological Science	126									
Agriculture		0.0	0.0	0.0	1.0	0.2	0.6	1.3	0.5	1.0
Forestry		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1
Bacteriology, Molecular Biology		1.4	1.8	1.6	0.2	0.1	0.2	0.3	0.3	0.3
Biochemistry		1.4	0.0	0.8	0.2	0.0	0.1	0.3	0.1	0.2
Biophysics		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Botany		0.0	0.0	0.0	0.2	0.0	0.1	0.3	0.1	0.2
Environmental Science		1.4	0.0	0.8	0.8	0.3	0.6	0.7	0.4	0.6
Marine (life) Sciences		0.0	0.0	0.0	0.2	0.1	0.2	0.1	0.0	0.1
Physiology, Anatomy		0.0	1.8	0.8	0.1	0.2	0.2	0.3	0.2	0.3
Zoology		0.0	0.0	0.0	0.1	0.0	0.1	0.5	0.1	0.4
General, Other Biological Sciences		4.2	0.0	2.4	5.2	4.0	4.7	4.7	4.2	4.5
Business										
Accounting		7.0	1.8	4.8	2.0	1.5	1.8	1.4	1.2	1.3
Finance		2.8	0.0	1.6	1.0	0.5	0.7	0.9	0.5	0.7
International Business		2.8	3.6	3.2	0.1	0.0	0.1	0.2	0.1	0.1
Management		5.6	5.5	5.6	2.8	2.4	2.6	2.6	2.0	2.4
Marketing		0.0	0.0	0.0	1.3	1.0	1.2	1.2	0.9	1.1
Secretarial Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Business		1.4	0.0	0.8	1.7	1.5	1.6	1.9	1.3	1.7
Education										
Business Education		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Educational Administration		0.0	0.0	0.0	0.2	0.3	0.2	0.2	0.2	0.2
Educational Psychology/Counseling		0.0	0.0	0.0	0.3	0.4	0.4	0.3	0.5	0.4
Elementary Education		1.4	3.6	2.4	1.0	3.9	2.2	0.8	3.0	1.7
Higher Education		0.0	0.0	0.0	0.2	0.5	0.3	0.5	0.4	0.5
Music or Art Education		0.0	0.0	0.0	0.2	0.1	0.2	0.1	0.1	0.1
Physical or Health Education		1.4	5.5	3.2	3.6	2.0	2.9	2.2	1.6	2.0
Secondary Education		1.4	0.0	0.8	1.1	1.0	1.1	0.8	0.8	0.8
Special Education		0.0	1.8	0.8	0.5	1.7	1.0	0.3	1.0	0.5
General, Other Education Fields		2.8	0.0	1.6	1.3	4.0	2.5	1.3	3.1	2.0
Engineering										
Aero-/Astronautical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.2
Chemical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.3
Civil Engineering		0.0	0.0	0.0	0.2	0.1	0.2	1.0	0.2	0.7
Electrical Engineering		0.0	0.0	0.0	0.4	0.2	0.3	1.1	0.2	0.8
Industrial Engineering		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1
Mechanical Engineering		0.0	0.0	0.0	1.0	0.1	0.6	1.6	0.2	1.0
General, Other Engineering Fields		0.0	0.0	0.0	1.0	0.6	0.8	1.4	0.5	1.0
Health										
Dentistry		0.0	0.0	0.0	0.2	0.1	0.1	0.4	0.2	0.3
Health Technology		0.0	0.0	0.0	0.1	0.2	0.1	0.0	0.2	0.1
Medicine or Surgery		0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.2	0.3
Nursing		0.0	0.0	0.0	0.4	8.8	4.0	0.3	8.7	3.7
Pharmacy, Pharmacology		0.0	0.0	0.0	0.2	0.2	0.2	0.8	0.8	0.8
Therapy (speech, physical, occup.)		0.0	0.0	0.0	0.4	1.4	0.8	0.3	1.5	0.8
Veterinary Medicine		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Health Fields		1.4	3.6	2.4	1.7	2.2	1.9	1.0	1.7	1.3

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Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE DEPARTMENT OF YOUR CURRENT FACULTY APPOINTMENT?										
Humanities										
History		0.0	3.6	1.6	4.1	2.6	3.5	4.1	2.8	3.6
Political Science, Government		1.4	0.0	0.8	3.0	1.2	2.2	2.8	1.5	2.3
English Language & Literature		11.3	7.3	9.5	6.3	8.9	7.4	6.1	9.5	7.5
Foreign Languages & Literature		1.4	3.6	2.4	1.8	2.4	2.1	1.8	3.8	2.6
French		0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.3	0.2
German		0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.3	0.2
Spanish		0.0	1.8	0.8	0.3	0.5	0.4	0.5	1.1	0.7
Other Foreign Languages		0.0	0.0	0.0	0.0	0.3	0.1	0.3	0.7	0.4
Linguistics		0.0	3.6	1.6	0.1	0.1	0.1	0.2	0.2	0.2
Philosophy		0.0	0.0	0.0	2.1	0.9	1.6	2.3	1.0	1.8
Religion or Theology		0.0	0.0	0.0	0.3	0.3	0.3	2.2	1.4	1.9
General, Other Humanities Fields		2.8	5.5	4.0	1.0	1.7	1.3	1.3	2.0	1.6
Fine Arts										
Architecture/Urban Planning		0.0	0.0	0.0	0.1	0.1	0.1	0.8	0.5	0.7
Art		0.0	3.6	1.6	2.3	3.1	2.6	2.1	2.7	2.3
Dramatics or Speech		1.4	1.8	1.6	2.0	2.0	2.0	1.6	1.6	1.6
Music		7.0	3.6	5.6	4.1	2.1	3.3	3.6	2.5	3.2
Television or Film		0.0	0.0	0.0	0.5	0.5	0.5	0.3	0.4	0.4
Other Fine Arts		2.8	0.0	1.6	0.6	1.0	0.8	0.6	1.1	0.8
Physical Science										
Mathematics and/or Statistics		7.0	3.6	5.6	7.0	4.0	5.7	5.9	3.4	4.9
Astronomy		0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.1
Atmospheric Sciences		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1
Chemistry		2.8	1.8	2.4	4.3	1.8	3.2	4.1	2.5	3.4
Earth Sciences		5.6	1.8	4.0	1.6	0.5	1.1	1.4	0.5	1.0
Geography		0.0	0.0	0.0	1.3	0.5	1.0	0.9	0.4	0.7
Marine Sciences (incl. Oceanography)		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1
Physics		1.4	0.0	0.8	2.9	0.7	2.0	2.9	0.7	2.1
General, Other Physical Sciences		0.0	0.0	0.0	0.5	0.4	0.5	0.4	0.2	0.4
Social Science										
Anthropology		4.2	3.6	4.0	0.5	0.7	0.6	0.7	1.1	0.8
Archaeology		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Clinical Psychology		0.0	0.0	0.0	0.3	0.3	0.3	0.6	0.5	0.6
Counseling and Guidance		0.0	0.0	0.0	0.1	0.2	0.2	0.1	0.2	0.1
Experimental Psychology		0.0	0.0	0.0	0.7	1.6	1.1	0.7	0.9	0.8
Social Psychology		0.0	0.0	0.0	0.6	0.2	0.4	0.3	0.2	0.3
General, Other Psychology		1.4	3.6	2.4	2.7	3.6	3.1	2.1	3.1	2.5
Economics		1.4	0.0	0.8	1.9	0.9	1.5	2.5	1.0	1.9
Sociology		2.8	1.8	2.4	1.8	2.7	2.2	1.9	2.7	2.2
Social Work, Social Welfare		0.0	0.0	0.0	0.8	1.7	1.2	0.6	1.1	0.8
General, Other Social Sciences		1.4	5.5	3.2	2.0	2.6	2.3	2.1	2.0	2.1

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE DEPARTMENT OF YOUR CURRENT FACULTY APPOINTMENT?										
Technical										
Computer Science		4.2	1.8	3.2	2.8	0.8	2.0	2.5	1.0	1.9
Data Processing, Computer Prog.		0.0	0.0	0.0	0.2	0.1	0.1	0.1	0.0	0.1
Drafting/Design		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1
Electronics		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.0	0.1
Industrial Arts		0.0	0.0	0.0	0.3	0.1	0.2	0.1	0.0	0.1
Mechanics		0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Other Technical		0.0	0.0	0.0	1.2	0.5	0.9	0.7	0.3	0.5
Other Fields										
Building Trades		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Communications		1.4	1.8	1.6	2.8	2.7	2.8	2.4	2.6	2.5
Ethnic Studies		0.0	0.0	0.0	0.3	0.5	0.4	0.2	0.2	0.2
Human Ecology/Family Science		1.4	9.1	4.8	0.1	0.6	0.3	0.1	0.9	0.4
Journalism		0.0	0.0	0.0	0.5	0.7	0.6	0.5	0.7	0.6
Law		0.0	1.8	0.8	0.1	0.1	0.1	0.1	0.3	0.2
Law Enforcement		0.0	0.0	0.0	0.6	0.1	0.4	0.2	0.1	0.2
Library Science		0.0	0.0	0.0	0.3	1.0	0.6	0.2	0.8	0.5
Women's Studies		0.0	0.0	0.0	0.0	0.3	0.1	0.0	0.3	0.1
Other Vocational		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.2	0.1
All Other Fields		0.0	0.0	0.0	1.4	2.2	1.7	1.2	1.6	1.4
HOW MANY CHILDREN DO YOU HAVE IN THE FOLLOWING AGE RANGES?										
Under 18 years old	125									
None		58.8	63.2	60.8	60.0	68.6	63.7	60.0	66.3	62.5
One		17.6	17.5	17.6	17.0	16.0	16.6	16.0	16.9	16.4
Two		20.6	17.5	19.2	15.9	12.6	14.5	16.3	13.3	15.1
Three		2.9	0.0	1.6	5.4	2.2	4.0	5.4	2.6	4.3
Four or more		0.0	1.8	0.8	1.7	0.6	1.2	2.2	0.9	1.7
18 years or older	125									
None		55.1	62.5	58.4	54.2	57.8	55.7	52.5	59.6	55.3
One		15.9	19.6	17.6	13.2	11.6	12.5	12.9	13.0	12.9
Two		18.8	14.3	16.8	19.2	19.3	19.2	19.7	18.4	19.2
Three		5.8	3.6	4.8	8.8	7.3	8.1	9.0	5.9	7.8
Four or more		4.3	0.0	2.4	4.7	4.0	4.4	5.9	3.1	4.8
How would you characterize your political views?	128									
Far left		14.1	17.5	15.6	8.5	9.2	8.8	8.0	9.9	8.8
Liberal		52.1	59.6	55.5	41.0	51.6	45.5	43.8	51.9	47.0
Middle of the Road		23.9	19.3	21.9	32.3	27.3	30.1	29.9	26.0	28.4
Conservative		9.9	3.5	7.0	17.6	11.6	15.1	17.3	11.9	15.2
Far right		0.0	0.0	0.0	0.6	0.2	0.5	0.9	0.3	0.7
Are you currently:	128									
Single		7.0	17.5	11.7	9.3	15.7	12.0	8.2	14.8	10.8
Married		83.1	57.9	71.9	79.9	64.7	73.4	82.9	67.4	76.8
Unmarried, living with partner		7.0	8.8	7.8	4.2	6.6	5.2	3.7	5.7	4.5
Divorced		2.8	12.3	7.0	5.1	9.4	6.9	3.9	8.8	5.8
Widowed		0.0	1.8	0.8	0.8	2.3	1.4	0.8	2.4	1.4
Separated		0.0	1.8	0.8	0.7	1.3	1.0	0.6	0.8	0.7

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Is English your native language?	128									
Yes		76.1	78.9	77.3	88.9	90.7	89.7	89.0	90.4	89.6
No		23.9	21.1	22.7	11.1	9.3	10.3	11.0	9.6	10.4
Are you: [5]	127									
White/Caucasian		80.3	80.4	80.3	87.0	87.5	87.2	88.2	89.2	88.6
African American/Black		2.8	5.4	3.9	3.0	4.2	3.5	2.4	3.4	2.8
American Indian/Alaska Native		1.4	0.0	0.8	2.3	1.5	1.9	1.9	1.5	1.7
Asian American/Asian		14.1	5.4	10.2	5.0	4.4	4.8	5.3	3.4	4.5
Native Hawaiian/Pacific Islander		1.4	0.0	0.8	0.2	0.2	0.2	0.3	0.2	0.3
Mexican American/Chicano		0.0	0.0	0.0	1.7	1.7	1.7	1.2	1.0	1.1
Puerto Rican		1.4	5.4	3.1	0.4	0.3	0.4	0.3	0.4	0.3
Other Latino		5.6	5.4	5.5	1.5	1.5	1.5	1.7	1.9	1.8
Other		4.2	3.6	3.9	3.3	2.5	2.9	2.7	2.4	2.6
Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research?	128									
Yes		49.3	57.9	53.1	69.4	74.2	71.4	71.2	74.6	72.5
No		50.7	42.1	46.9	30.6	25.8	28.6	28.8	25.4	27.5

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

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of Respondents	81	34.6	65.4	100.0	43.6	56.4	100.0	45.2	54.8	100.0
What is your principal activity in your current position at this institution?	81									
Administration		0.0	1.9	1.2	0.7	1.1	0.9	0.7	1.2	1.0
Teaching		100.0	94.3	96.3	98.1	97.1	97.5	97.1	96.6	96.8
Research		0.0	1.9	1.2	0.0	0.5	0.3	1.1	0.5	0.8
Services to clients and patients		0.0	0.0	0.0	0.0	0.5	0.3	0.2	0.6	0.4
Other		0.0	1.9	1.2	1.2	0.7	0.9	0.8	1.1	1.0
What is your present academic rank?	76									
Professor		12.0	17.6	15.8	9.1	5.9	7.3	13.0	7.0	9.7
Associate Professor		12.0	0.0	3.9	4.5	2.4	3.3	6.0	5.6	5.8
Assistant Professor		4.0	7.8	6.6	3.8	3.9	3.9	10.2	11.0	10.6
Lecturer		12.0	19.6	17.1	45.7	46.7	46.2	29.7	30.5	30.1
Instructor		60.0	54.9	56.6	36.8	41.1	39.2	41.1	45.9	43.7
What is your tenure status at this institution?	81									
Tenured		3.6	0.0	1.2	5.2	2.2	3.5	5.3	3.8	4.5
On tenure track, but not tenured		0.0	0.0	0.0	1.0	0.4	0.6	0.7	0.5	0.6
Not on tenure track, but institution has tenure system		89.3	100.0	96.3	89.3	95.0	92.5	86.9	89.6	88.4
Institution has no tenure system		7.1	0.0	2.5	4.5	2.4	3.3	7.0	6.1	6.5
Are you currently serving in an administrative position as: [1]	81									
Department Chair		0.0	0.0	0.0	0.7	0.0	0.3	0.8	0.8	0.8
Dean (Associate or Assistant)		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
President		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Vice-President		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Provost		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other		0.0	1.9	1.2	1.2	2.6	2.0	3.2	4.2	3.7
Not Applicable		100.0	96.2	97.5	94.8	94.3	94.5	93.4	91.1	92.1
My primary place of employment in the last year was: [2]	81									
In higher education:										
at this institution		32.1	39.6	37.0	43.1	52.7	48.6	40.3	53.0	47.3
at a different institution		7.1	7.5	7.4	8.3	6.0	7.0	9.4	6.8	8.0
at more than one institution		21.4	26.4	24.7	14.2	14.5	14.4	14.4	14.4	14.4
Not in higher education		39.3	24.5	29.6	32.9	25.1	28.5	33.8	23.5	28.2
Not employed		0.0	1.9	1.2	1.4	1.6	1.5	2.1	2.3	2.2
Noted as being personally "very important" or "essential": [2]										
Research	80	53.6	65.4	61.2	48.6	55.5	52.5	52.8	55.1	54.1
Teaching	81	100.0	100.0	100.0	98.3	98.4	98.3	98.4	98.5	98.5
Service	80	71.4	61.5	65.0	63.7	65.8	64.9	66.7	70.5	68.8

[1] Response options changed from earlier Faculty Surveys.

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Highest degree earned	80									
Bachelor's (B.A., B.S., etc.)		10.7	0.0	3.7	8.3	4.6	6.2	6.7	6.0	6.3
Master's (M.A., M.S., M.F.A, M.B.A, etc.)		53.6	75.0	67.5	52.0	69.0	61.6	52.5	64.6	59.1
LL.B., J.D.		3.6	1.9	2.5	4.8	1.5	2.9	4.1	2.4	3.2
M.D., D.D.S. (or equivalent)		0.0	1.9	1.2	1.0	0.4	0.6	0.7	0.2	0.4
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)		0.0	0.0	0.0	1.9	0.5	1.1	1.5	0.9	1.2
Ed.D.		7.1	1.9	3.7	5.2	1.8	3.3	4.1	2.2	3.0
Ph.D.		25.0	11.5	16.2	24.0	19.8	21.6	27.3	21.3	24.0
Other degree		0.0	5.8	3.7	2.4	1.8	2.1	2.8	1.9	2.3
None		0.0	1.9	1.2	0.5	0.5	0.5	0.3	0.5	0.4
Degree currently working on	65									
Bachelor's (B.A., B.S., etc.)		0.0	2.3	1.5	0.0	0.3	0.1	0.3	0.5	0.4
Master's (M.A., M.S., M.F.A, M.B.A, etc.)		0.0	0.0	0.0	2.9	5.2	4.1	3.0	5.7	4.4
LL.B., J.D.		0.0	0.0	0.0	0.6	0.0	0.3	0.2	0.2	0.2
M.D., D.D.S. (or equivalent)		0.0	0.0	0.0	0.3	0.0	0.1	0.3	0.0	0.2
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)		0.0	0.0	0.0	0.3	0.0	0.1	0.2	0.0	0.1
Ed.D.		0.0	7.0	4.6	1.9	2.9	2.4	2.1	1.9	2.0
Ph.D.		22.7	18.6	20.0	15.6	14.0	14.7	14.3	14.7	14.6
Other degree		0.0	2.3	1.5	1.6	3.1	2.4	1.9	2.9	2.4
None		77.3	69.8	72.3	76.8	74.5	75.5	77.7	74.2	75.8
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	81	7.1	5.7	6.2	7.6	6.5	7.0	9.2	9.2	9.2
Taught an interdisciplinary course	80	37.0	20.8	26.2	26.1	27.3	26.7	29.9	30.5	30.2
Taught an ethnic studies course	81	3.6	3.8	3.7	6.5	7.6	7.1	7.5	8.8	8.2
Taught a women's studies course	81	0.0	11.3	7.4	1.0	9.0	5.5	1.0	7.5	4.6
Team-taught a course	81	14.3	1.9	6.2	10.3	17.5	14.3	15.7	20.9	18.5
Taught a service learning course	80	7.4	3.8	5.0	9.8	11.8	10.9	10.0	13.5	11.9
Placed or collected assignments on the Internet	81	89.3	86.8	87.7	66.2	69.1	67.8	65.4	68.9	67.3
Taught a course exclusively on the Internet	81	14.3	5.7	8.6	14.4	14.8	14.6	15.5	14.3	14.9
Participated in a teaching enhancement workshop	81	35.7	47.2	43.2	38.1	46.1	42.6	41.5	47.3	44.7
Advised student groups involved in service/volunteer work	81	21.4	17.0	18.5	22.0	22.7	22.4	22.0	23.5	22.8
Collaborated with the local community in research/teaching	81	21.4	22.6	22.2	32.5	35.4	34.1	32.3	37.6	35.2
Developed a new course	81	39.3	30.2	33.3	42.2	36.4	38.9	42.5	42.6	42.6
Conducted research/writing focused on:										
International/global issues	80	11.1	17.0	15.0	19.6	17.1	18.2	19.1	17.6	18.2
Racial or ethnic minorities	80	11.1	22.6	18.7	14.1	17.1	15.8	12.6	17.2	15.1
Women and gender issues	80	11.1	22.6	18.7	11.1	20.0	16.2	9.9	20.0	15.4
Taught a seminar for first-year students	80	11.1	17.0	15.0	13.9	21.4	18.1	16.0	21.9	19.2
Engaged undergraduates on <u>your</u> research project [2]	80	18.5	13.2	15.0	12.0	11.4	11.7	13.3	12.4	12.8
Worked with undergraduates on a research project	81	28.6	20.8	23.5	28.3	25.8	26.9	27.8	28.0	27.9

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

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:										
Scheduled teaching (actual, not credit hours)	81									
None		3.6	1.9	2.5	1.9	0.9	1.3	2.1	1.1	1.5
1 to 4		28.6	41.5	37.0	29.6	32.1	31.0	32.1	32.4	32.2
5 to 8		46.4	32.1	37.0	31.5	30.3	30.8	33.0	31.5	32.2
9 to 12		17.9	15.1	16.0	20.4	18.3	19.2	17.9	19.5	18.8
13 to 16		0.0	7.5	4.9	8.5	11.6	10.2	7.2	7.9	7.6
17 to 20		3.6	1.9	2.5	5.0	3.7	4.2	4.8	4.4	4.6
21 to 34		0.0	0.0	0.0	2.4	2.4	2.4	2.1	2.7	2.5
35 to 44		0.0	0.0	0.0	0.5	0.2	0.3	0.5	0.3	0.4
45 +		0.0	0.0	0.0	0.2	0.6	0.4	0.2	0.3	0.3
Preparing for teaching (including reading student papers and grading)	80									
None		0.0	0.0	0.0	0.9	0.4	0.6	1.1	0.5	0.7
1 to 4		35.7	25.0	28.7	28.2	19.1	23.1	28.5	19.0	23.3
5 to 8		35.7	30.8	32.5	28.9	32.8	31.1	30.5	29.8	30.1
9 to 12		17.9	15.4	16.2	18.5	17.1	17.7	16.9	19.4	18.3
13 to 16		0.0	7.7	5.0	9.7	11.7	10.9	9.2	11.7	10.5
17 to 20		10.7	15.4	13.8	8.1	9.9	9.1	8.1	9.8	9.0
21 to 34		0.0	3.8	2.5	3.8	5.9	5.0	3.6	6.8	5.3
35 to 44		0.0	0.0	0.0	0.9	1.8	1.4	1.6	2.3	2.0
45 +		0.0	1.9	1.2	0.9	1.3	1.1	0.6	0.9	0.7
Advising and counseling of students	81									
None		21.4	17.0	18.5	24.6	18.3	21.1	26.4	18.5	22.1
1 to 4		71.4	75.5	74.1	64.7	67.0	66.0	63.1	67.7	65.6
5 to 8		3.6	5.7	4.9	8.5	10.1	9.4	7.9	10.4	9.3
9 to 12		0.0	0.0	0.0	0.7	3.1	2.1	1.4	2.2	1.8
13 to 16		3.6	1.9	2.5	1.2	0.7	0.9	0.7	0.7	0.7
17 to 20		0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.2
21 to 34		0.0	0.0	0.0	0.2	0.7	0.5	0.2	0.3	0.2
35 to 44		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Committee work and meetings	81									
None		75.0	81.1	79.0	71.3	59.3	64.5	68.1	56.2	61.6
1 to 4		25.0	17.0	19.8	26.1	35.5	31.4	27.9	38.4	33.7
5 to 8		0.0	1.9	1.2	2.4	3.7	3.1	3.2	4.0	3.6
9 to 12		0.0	0.0	0.0	0.0	1.1	0.6	0.6	0.7	0.7
13 to 16		0.0	0.0	0.0	0.2	0.4	0.3	0.1	0.7	0.4
17 to 20		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
21 to 34		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
35 to 44		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other administration	81									
None		67.9	81.1	76.5	75.1	68.0	71.1	71.1	66.4	68.5
1 to 4		25.0	9.4	14.8	20.4	27.6	24.5	24.1	27.2	25.8
5 to 8		3.6	7.5	6.2	2.8	2.4	2.6	2.8	3.3	3.1
9 to 12		0.0	0.0	0.0	0.7	0.9	0.8	0.5	1.2	0.9
13 to 16		0.0	0.0	0.0	0.2	0.2	0.2	0.6	0.6	0.6
17 to 20		0.0	1.9	1.2	0.2	0.7	0.5	0.4	0.7	0.6
21 to 34		0.0	0.0	0.0	0.2	0.2	0.2	0.2	0.5	0.4
35 to 44		3.6	0.0	1.2	0.2	0.0	0.1	0.2	0.1	0.1
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:										
Research and scholarly writing	81									
None		46.4	52.8	50.6	50.5	54.4	52.7	50.4	50.9	50.7
1 to 4		25.0	18.9	21.0	23.7	22.9	23.2	23.8	27.1	25.6
5 to 8		0.0	13.2	8.6	9.5	10.7	10.2	10.4	11.1	10.8
9 to 12		7.1	5.7	6.2	7.6	4.6	5.9	7.6	4.0	5.6
13 to 16		3.6	3.8	3.7	3.1	2.4	2.7	2.4	2.6	2.5
17 to 20		7.1	3.8	4.9	1.9	2.8	2.4	2.8	2.3	2.5
21 to 34		0.0	1.9	1.2	1.9	1.7	1.8	1.5	1.3	1.4
35 to 44		10.7	0.0	3.7	1.4	0.4	0.8	0.7	0.5	0.6
45 +		0.0	0.0	0.0	0.5	0.2	0.3	0.4	0.3	0.3
Other creative products/performances	81									
None		50.0	52.8	51.9	51.3	46.8	48.8	49.8	45.9	47.6
1 to 4		21.4	20.8	21.0	25.4	29.5	27.7	26.7	30.6	28.8
5 to 8		14.3	13.2	13.6	9.0	12.2	10.8	10.0	11.9	11.0
9 to 12		7.1	5.7	6.2	5.9	5.0	5.4	5.1	5.4	5.3
13 to 16		0.0	1.9	1.2	1.7	2.0	1.9	2.3	1.6	1.9
17 to 20		3.6	3.8	3.7	3.3	2.8	3.0	2.3	1.9	2.1
21 to 34		0.0	0.0	0.0	2.1	0.7	1.3	2.0	1.5	1.7
35 to 44		3.6	1.9	2.5	0.7	0.4	0.5	1.0	0.7	0.8
45 +		0.0	0.0	0.0	0.5	0.7	0.6	0.8	0.5	0.7
Consultation with clients/patients	81									
None		67.9	69.8	69.1	74.1	70.0	71.8	72.5	70.8	71.6
1 to 4		21.4	18.9	19.8	12.6	18.0	15.6	14.6	17.9	16.4
5 to 8		0.0	1.9	1.2	6.2	5.0	5.5	5.7	4.6	5.1
9 to 12		7.1	1.9	3.7	3.3	1.8	2.5	2.4	1.6	2.0
13 to 16		0.0	0.0	0.0	1.2	1.1	1.1	1.1	1.1	1.1
17 to 20		0.0	0.0	0.0	0.2	0.9	0.6	0.9	1.1	1.0
21 to 34		3.6	1.9	2.5	0.7	1.1	0.9	0.7	1.3	1.0
35 to 44		0.0	5.7	3.7	0.5	1.7	1.1	1.1	1.0	1.1
45 +		0.0	0.0	0.0	1.2	0.4	0.7	0.8	0.5	0.7
Community or public service	81									
None		53.6	58.5	56.8	45.1	39.2	41.8	44.9	38.3	41.3
1 to 4		25.0	26.4	25.9	39.7	45.7	43.0	37.4	46.0	42.1
5 to 8		10.7	9.4	9.9	7.6	8.5	8.1	10.7	9.5	10.1
9 to 12		3.6	5.7	4.9	3.8	4.8	4.4	3.6	4.4	4.0
13 to 16		3.6	0.0	1.2	1.4	0.7	1.0	1.1	0.8	0.9
17 to 20		0.0	0.0	0.0	1.0	0.7	0.8	1.1	0.5	0.8
21 to 34		0.0	0.0	0.0	0.7	0.4	0.5	0.6	0.3	0.4
35 to 44		0.0	0.0	0.0	0.2	0.0	0.1	0.3	0.0	0.1
45 +		3.6	0.0	1.2	0.5	0.0	0.2	0.5	0.1	0.3
Outside consulting/freelance work	81									
None		64.3	56.6	59.3	52.6	59.5	56.5	55.7	56.9	56.4
1 to 4		21.4	17.0	18.5	19.0	21.4	20.3	20.3	23.2	21.9
5 to 8		14.3	3.8	7.4	10.4	8.1	9.1	9.7	8.4	9.0
9 to 12		0.0	9.4	6.2	6.4	5.0	5.6	5.1	4.8	5.0
13 to 16		0.0	5.7	3.7	3.1	2.6	2.8	1.9	2.0	2.0
17 to 20		0.0	1.9	1.2	2.6	1.5	2.0	2.6	1.5	2.0
21 to 34		0.0	1.9	1.2	2.4	1.3	1.8	1.5	1.6	1.5
35 to 44		0.0	3.8	2.5	2.6	0.6	1.5	2.2	1.1	1.6
45 +		0.0	0.0	0.0	0.9	0.2	0.5	1.1	0.3	0.7

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
DURING THE PRESENT TERM, HOW MANY HOURS PER WEEK ON AVERAGE DO YOU ACTUALLY SPEND ON:										
Household/childcare duties	81									
None		46.4	5.7	19.8	24.5	7.2	14.8	26.6	7.2	16.0
1 to 4		10.7	22.6	18.5	18.8	17.3	18.0	22.2	15.1	18.3
5 to 8		17.9	22.6	21.0	24.5	23.4	23.9	21.2	24.2	22.8
9 to 12		7.1	9.4	8.6	13.1	16.1	14.8	11.9	14.7	13.5
13 to 16		7.1	11.3	9.9	5.2	8.7	7.2	6.0	7.9	7.1
17 to 20		10.7	5.7	7.4	6.9	6.8	6.9	5.8	7.8	6.9
21 to 34		0.0	5.7	3.7	1.9	5.2	3.7	2.7	5.9	4.5
35 to 44		0.0	1.9	1.2	2.4	3.5	3.0	1.9	5.0	3.6
45 +		0.0	15.1	9.9	2.6	11.8	7.8	1.6	12.1	7.4
Communicating via email	81									
None		0.0	0.0	0.0	0.7	0.4	0.5	1.3	0.7	1.0
1 to 4		46.4	37.7	40.7	45.5	37.1	40.8	45.6	39.0	42.0
5 to 8		35.7	34.0	34.6	32.5	35.5	34.2	32.8	36.3	34.7
9 to 12		3.6	17.0	12.3	10.9	13.2	12.2	10.3	12.2	11.4
13 to 16		3.6	9.4	7.4	4.3	7.9	6.3	4.6	6.8	5.8
17 to 20		3.6	1.9	2.5	3.3	3.7	3.5	3.0	2.8	2.9
21 to 34		3.6	0.0	1.2	1.2	1.1	1.1	1.1	1.1	1.1
35 to 44		3.6	0.0	1.2	1.2	0.6	0.8	0.7	0.7	0.7
45 +		0.0	0.0	0.0	0.5	0.6	0.5	0.5	0.4	0.4
Commuting to campus [2]	81									
None		0.0	1.9	1.2	7.8	7.2	7.5	10.2	8.7	9.4
1 to 4		71.4	67.9	69.1	68.6	65.9	67.1	67.5	66.9	67.2
5 to 8		17.9	28.3	24.7	16.2	21.7	19.3	16.3	19.0	17.8
9 to 12		10.7	0.0	3.7	5.7	3.5	4.5	5.0	3.9	4.4
13 to 16		0.0	0.0	0.0	1.4	1.1	1.2	0.7	1.1	0.9
17 to 20		0.0	1.9	1.2	0.0	0.2	0.1	0.2	0.2	0.2
21 to 34		0.0	0.0	0.0	0.2	0.4	0.3	0.2	0.1	0.1
35 to 44		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Other employment, outside of academia [2]	81									
None		42.9	56.6	51.9	42.7	50.5	47.0	43.8	52.0	48.3
1 to 4		3.6	1.9	2.5	8.3	9.0	8.7	8.0	10.3	9.3
5 to 8		7.1	5.7	6.2	5.9	6.1	6.0	5.0	7.3	6.3
9 to 12		0.0	0.0	0.0	4.7	3.3	3.9	5.0	3.5	4.2
13 to 16		3.6	1.9	2.5	3.1	3.1	3.1	2.7	2.2	2.4
17 to 20		7.1	7.5	7.4	6.4	6.3	6.3	5.1	4.5	4.8
21 to 34		0.0	9.4	6.2	5.2	4.4	4.8	4.5	5.5	5.1
35 to 44		10.7	15.1	13.6	12.3	10.1	11.1	13.2	8.9	10.9
45 +		25.0	1.9	9.9	11.4	7.2	9.0	12.6	5.6	8.8

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Including all institutions at which you teach, how many undergraduate courses are you teaching this term? [2]	81									
None		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
One		35.7	28.3	30.9	28.9	30.5	29.8	34.2	32.0	33.0
Two		28.6	37.7	34.6	28.2	26.6	27.3	28.6	29.9	29.3
Three		7.1	9.4	8.6	14.8	14.9	14.8	14.4	16.2	15.4
Four		3.6	13.2	9.9	11.5	11.6	11.5	10.3	9.4	9.8
Five		7.1	9.4	8.6	6.7	6.2	6.4	5.6	5.3	5.4
Six or more		17.9	1.9	7.4	10.0	10.3	10.2	6.9	7.2	7.0
FOR UP TO FOUR OF THE UNDERGRADUATE COURSES MENTIONED ABOVE, HOW MANY STUDENTS ARE ENROLLED IN: [2]										
Course #1	80									
10 or fewer		3.7	1.9	2.5	7.7	11.6	9.9	15.9	17.0	16.5
11 to 20		33.3	35.8	35.0	22.1	26.2	24.4	31.4	33.4	32.5
21 to 30		29.6	32.1	31.2	32.9	32.1	32.4	27.6	27.1	27.4
31 to 50		29.6	26.4	27.5	26.4	20.3	22.9	17.4	15.2	16.2
51 to 100		3.7	3.8	3.7	8.2	8.7	8.4	5.6	5.4	5.5
More than 100		0.0	0.0	0.0	2.9	1.1	1.9	2.1	1.8	2.0
Course #2	54									
10 or fewer		0.0	16.2	11.1	9.1	14.4	12.1	15.6	19.5	17.8
11 to 20		35.3	35.1	35.2	22.6	24.5	23.7	33.3	33.5	33.4
21 to 30		29.4	32.4	31.5	34.5	30.6	32.3	28.3	26.7	27.4
31 to 50		35.3	16.2	22.2	27.0	23.1	24.9	17.7	15.0	16.2
51 to 100		0.0	0.0	0.0	5.7	6.6	6.3	4.1	4.4	4.2
More than 100		0.0	0.0	0.0	1.0	0.8	0.9	1.0	0.9	0.9
Course #3	27									
10 or fewer		11.1	5.6	7.4	16.8	18.7	17.8	20.3	23.4	22.0
11 to 20		44.4	33.3	37.0	21.2	23.9	22.7	31.1	32.7	32.0
21 to 30		11.1	44.4	33.3	31.3	33.9	32.8	26.7	25.9	26.3
31 to 50		33.3	11.1	18.5	25.7	17.8	21.3	18.3	13.8	15.8
51 to 100		0.0	5.6	3.7	3.9	4.8	4.4	2.9	2.9	2.9
More than 100		0.0	0.0	0.0	1.1	0.9	1.0	0.7	1.3	1.0
Course #4	20									
10 or fewer		28.6	15.4	20.0	17.9	23.2	20.9	19.9	26.1	23.2
11 to 20		28.6	23.1	25.0	22.2	27.2	25.0	28.9	28.9	28.9
21 to 30		14.3	46.2	35.0	36.8	27.2	31.3	32.5	29.2	30.7
31 to 50		28.6	15.4	20.0	18.8	19.9	19.4	14.8	13.0	13.9
51 to 100		0.0	0.0	0.0	3.4	2.6	3.0	2.9	1.9	2.3
More than 100		0.0	0.0	0.0	0.9	0.0	0.4	1.1	0.9	1.0

[2] These questions asked for the first time in 2007.

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
HOW MANY OF THE FOLLOWING COURSES ARE YOU TEACHING THIS ACADEMIC YEAR?										
General education courses	81									
None		57.1	39.6	45.7	50.4	47.3	48.6	56.3	52.2	54.1
One		21.4	28.3	25.9	19.9	15.7	17.5	16.1	16.5	16.3
Two		7.1	15.1	12.3	9.9	15.9	13.3	10.7	13.0	11.9
Three		0.0	3.8	2.5	6.5	8.1	7.4	6.0	7.1	6.6
Four		7.1	9.4	8.6	5.3	5.9	5.7	4.3	4.3	4.3
Five or more		7.1	3.8	4.9	8.0	7.0	7.4	6.6	6.8	6.7
Developmental/remedial courses	78									
None		88.9	92.2	91.0	93.3	90.8	91.9	92.7	90.5	91.5
One		7.4	3.9	5.1	2.7	3.6	3.2	2.9	4.5	3.7
Two		3.7	2.0	2.6	2.0	2.8	2.5	2.4	2.4	2.4
Three		0.0	2.0	1.3	1.2	1.5	1.4	0.9	1.4	1.2
Four		0.0	0.0	0.0	0.2	0.9	0.6	0.5	0.7	0.6
Five or more		0.0	0.0	0.0	0.5	0.4	0.4	0.6	0.5	0.5
Other undergraduate credit courses	80									
None		35.7	42.3	40.0	34.8	35.8	35.3	32.9	31.9	32.4
One		25.0	25.0	25.0	22.5	27.9	25.6	23.2	25.5	24.4
Two		14.3	19.2	17.5	21.1	15.1	17.7	19.8	18.4	19.0
Three		3.6	3.8	3.7	7.9	7.1	7.4	8.2	8.9	8.6
Four		10.7	7.7	8.8	6.5	5.8	6.1	7.5	6.3	6.9
Five or more		10.7	1.9	5.0	7.2	8.4	7.9	8.3	9.0	8.7
Graduate courses	78									
None		78.6	94.0	88.5	83.3	84.6	84.0	82.4	87.2	85.0
One		7.1	4.0	5.1	10.2	10.3	10.3	10.7	7.6	9.0
Two		10.7	2.0	5.1	4.0	1.5	2.6	3.4	2.6	2.9
Three		3.6	0.0	1.3	1.0	2.3	1.7	1.7	1.7	1.7
Four		0.0	0.0	0.0	1.0	0.4	0.6	1.2	0.3	0.7
Five or more		0.0	0.0	0.0	0.5	0.9	0.8	0.7	0.6	0.6
Vocational or technical courses	76									
None		100.0	98.0	98.7	96.3	95.7	95.9	96.2	96.3	96.3
One		0.0	0.0	0.0	2.0	2.1	2.0	2.0	1.5	1.7
Two		0.0	0.0	0.0	0.7	1.1	1.0	0.7	1.0	0.9
Three		0.0	2.0	1.3	0.5	0.6	0.5	0.8	0.6	0.6
Four		0.0	0.0	0.0	0.0	0.4	0.2	0.1	0.2	0.2
Five or more		0.0	0.0	0.0	0.5	0.2	0.3	0.3	0.3	0.3
Non-credit courses (other than above)	78									
None		92.9	96.0	94.9	97.0	96.0	96.5	96.6	95.1	95.8
One		0.0	4.0	2.6	0.7	2.6	1.8	1.9	3.0	2.5
Two		7.1	0.0	2.6	1.5	0.8	1.1	0.7	0.9	0.8
Three		0.0	0.0	0.0	0.7	0.2	0.4	0.3	0.4	0.3
Four		0.0	0.0	0.0	0.0	0.2	0.1	0.1	0.1	0.1
Five or more		0.0	0.0	0.0	0.0	0.2	0.1	0.4	0.4	0.4
Do you teach remedial/developmental skills in any of the following areas?	81									
Reading		3.6	7.5	6.2	5.5	8.2	7.0	4.7	8.6	6.8
Writing		7.1	22.6	17.3	12.1	17.0	14.9	10.0	17.0	13.9
Mathematics		7.1	5.7	6.2	5.9	3.8	4.7	6.7	4.4	5.5
ESL		0.0	1.9	1.2	0.9	2.6	1.9	1.1	3.2	2.3
General academic skills		7.1	3.8	4.9	10.0	11.2	10.6	8.8	10.3	9.6
Other subject areas		7.1	9.4	8.6	9.0	9.0	9.0	9.6	10.1	9.9

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(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
HAVE YOU ENGAGED IN ANY OF THE FOLLOWING PROFESSIONAL DEVELOPMENT OPPORTUNITIES AT YOUR INSTITUTION? [2]										
Workshops focused on teaching in the classroom	80									
Yes		22.2	45.3	37.5	39.4	49.4	45.0	44.7	51.6	48.5
No		70.4	35.8	47.5	53.9	40.9	46.6	45.6	36.8	40.8
Not eligible		0.0	5.7	3.7	2.9	3.5	3.2	3.8	3.9	3.9
Not available		7.4	13.2	11.3	3.8	6.3	5.2	5.9	7.7	6.9
Paid workshops outside the institution focused on teaching	80									
Yes		7.4	9.4	8.8	8.6	14.2	11.7	10.5	16.4	13.8
No		74.1	54.7	61.2	71.5	62.4	66.4	67.9	57.5	62.2
Not eligible		11.1	17.0	15.0	13.8	14.2	14.0	12.9	15.8	14.5
Not available		7.4	18.9	15.0	6.2	9.2	7.9	8.6	10.3	9.5
Paid sabbatical leave	80									
Yes		0.0	0.0	0.0	2.9	2.0	2.4	4.6	3.5	4.0
No		63.0	41.5	48.7	56.1	47.0	50.9	54.7	43.7	48.6
Not eligible		29.6	41.5	37.5	34.7	41.4	38.5	31.9	43.6	38.3
Not available		7.4	17.0	13.8	6.4	9.6	8.2	8.9	9.3	9.1
Travel funds paid by the institution	80									
Yes		7.4	9.4	8.8	14.3	20.8	17.9	18.2	23.1	20.8
No		70.4	43.4	52.5	57.5	47.4	51.8	51.4	41.8	46.1
Not eligible		18.5	32.1	27.5	22.1	24.4	23.4	22.4	27.9	25.4
Not available		3.7	15.1	11.3	6.2	7.4	6.8	8.1	7.2	7.6
Association membership/dues paid by the institution	80									
Yes		7.4	1.9	3.7	4.3	6.3	5.4	6.8	9.7	8.4
No		66.7	49.1	55.0	62.6	53.0	57.2	60.0	48.0	53.4
Not eligible		18.5	32.1	27.5	23.8	29.5	27.0	23.6	31.0	27.7
Not available		7.4	17.0	13.8	9.3	11.2	10.4	9.6	11.3	10.5
Tuition remission	80									
Yes		3.7	3.8	3.7	5.0	8.1	6.7	6.4	9.8	8.3
No		66.7	56.6	60.0	67.5	60.3	63.4	66.2	58.4	61.9
Not eligible		14.8	24.5	21.2	20.4	23.2	22.0	19.3	24.5	22.2
Not available		14.8	15.1	15.0	7.1	8.5	7.9	8.0	7.4	7.7
Internal grants for research	79									
Yes		0.0	9.6	6.3	4.8	9.4	7.4	6.8	9.7	8.4
No		74.1	50.0	58.2	69.6	64.2	66.6	65.6	58.0	61.4
Not eligible		18.5	26.9	24.1	20.4	21.6	21.1	19.9	25.8	23.1
Not available		7.4	13.5	11.4	5.2	4.8	5.0	7.7	6.6	7.1
Training for administrative leadership	80									
Yes		3.7	0.0	1.2	3.3	3.3	3.3	3.8	3.2	3.5
No		70.4	52.8	58.7	72.9	66.1	69.1	69.5	61.5	65.1
Not eligible		22.2	28.3	26.2	17.3	21.2	19.5	17.5	23.7	20.9
Not available		3.7	18.9	13.8	6.4	9.4	8.1	9.2	11.6	10.5

[2] These questions asked for the first time in 2007.

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Goals for undergraduates noted as "very important" or "essential"										
Develop ability to think critically	81	100.0	100.0	100.0	99.8	100.0	99.9	99.4	99.7	99.6
Prepare students for employment after college	81	75.0	90.6	85.2	83.6	88.6	86.5	83.1	87.8	85.7
Prepare students for graduate or advanced education	81	71.4	81.1	77.8	77.4	80.4	79.1	78.3	79.6	79.0
Develop moral character	81	71.4	79.2	76.5	77.4	78.6	78.1	79.3	83.1	81.4
Provide for students' emotional development	81	50.0	66.0	60.5	56.1	63.3	60.1	58.7	68.7	64.2
Prepare students for family living	81	28.6	28.3	28.4	27.8	33.5	31.0	34.0	37.9	36.1
Teach students the classic works of Western civilization [2]	81	42.9	28.3	33.3	43.0	33.8	37.8	43.7	38.8	41.0
Help students develop personal values	81	64.3	69.8	67.9	74.1	72.0	72.9	75.1	77.1	76.2
Enhance students' self-understanding	81	82.1	84.9	84.0	78.6	81.5	80.2	79.6	84.2	82.1
Instill in students a commitment to community service	81	50.0	60.4	56.8	57.0	64.6	61.3	59.1	67.8	63.9
Enhance students' knowledge of and appreciation for other racial/ethnic groups	81	67.9	83.0	77.8	72.4	85.9	80.0	73.8	86.8	80.9
Study a foreign language [2]	80	51.9	52.8	52.5	45.7	51.2	48.8	47.1	56.1	52.0
Help master knowledge in a discipline	81	92.9	96.2	95.1	90.7	94.9	93.1	92.0	94.5	93.4
Develop creative capacities	81	92.9	79.2	84.0	86.2	82.9	84.4	87.2	85.6	86.3
Instill a basic appreciation of the liberal arts	80	66.7	69.8	68.8	70.7	71.5	71.2	73.4	78.6	76.3
Promote ability to write effectively	80	92.6	96.2	95.0	95.5	96.9	96.3	94.1	97.4	95.9
Help students evaluate the quality and reliability of information [2]	81	92.9	94.3	93.8	96.9	97.4	97.2	96.3	96.6	96.5
Engage students in civil discourse around controversial issues [2]	80	70.4	77.4	75.0	72.1	76.2	74.4	71.9	78.4	75.4
Teach students tolerance and respect for different beliefs [2]	81	71.4	86.8	81.5	80.0	89.2	85.2	80.1	90.5	85.8
Encourage students to become agents of social change [2]	81	60.7	67.9	65.4	55.8	71.0	64.4	57.8	72.7	65.9

[2] These questions asked for the first time in 2007.

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?										
Articles in academic or professional journals	81									
None		32.1	56.6	48.1	48.0	58.4	53.9	50.3	57.3	54.2
1 to 2		28.6	26.4	27.2	23.6	25.8	24.9	20.1	24.9	22.7
3 to 4		7.1	5.7	6.2	10.5	7.5	8.8	11.6	8.3	9.8
5 to 10		10.7	9.4	9.9	8.6	4.9	6.5	7.7	6.2	6.8
11 to 20		3.6	1.9	2.5	4.1	2.7	3.3	5.0	2.2	3.5
21 to 50		7.1	0.0	2.5	2.6	0.2	1.2	2.7	0.7	1.6
51+		10.7	0.0	3.7	2.6	0.4	1.3	2.6	0.4	1.4
Chapters in edited volumes	81									
None		78.6	90.6	86.4	76.8	83.5	80.6	78.7	82.8	81.0
1 to 2		7.1	7.5	7.4	13.4	11.0	12.0	12.0	11.3	11.6
3 to 4		14.3	1.9	6.2	5.7	4.0	4.8	4.7	3.9	4.3
5 to 10		0.0	0.0	0.0	2.6	1.1	1.8	3.3	1.3	2.2
11 to 20		0.0	0.0	0.0	0.5	0.2	0.3	0.4	0.4	0.4
21 to 50		0.0	0.0	0.0	0.0	0.2	0.1	0.6	0.1	0.3
51+		0.0	0.0	0.0	1.0	0.0	0.4	0.3	0.1	0.2
Books, manuals, or monographs	80									
None		66.7	84.9	78.8	67.3	79.3	74.1	70.8	80.5	76.1
1 to 2		25.9	9.4	15.0	22.2	15.8	18.6	19.9	14.4	16.9
3 to 4		3.7	5.7	5.0	4.8	3.5	4.0	4.2	3.1	3.6
5 to 10		3.7	0.0	1.2	4.1	1.3	2.5	3.3	1.5	2.3
11 to 20		0.0	0.0	0.0	1.2	0.2	0.6	1.2	0.3	0.7
21 to 50		0.0	0.0	0.0	0.2	0.0	0.1	0.4	0.1	0.3
51+		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.1	0.1
Other, such as patents or computer software products	81									
None		82.1	94.3	90.1	84.7	93.2	89.5	85.6	93.4	89.9
1 to 2		10.7	1.9	4.9	8.6	5.1	6.7	8.3	4.9	6.5
3 to 4		3.6	1.9	2.5	3.1	1.1	2.0	2.5	0.7	1.5
5 to 10		3.6	0.0	1.2	0.7	0.4	0.5	1.4	0.2	0.7
11 to 20		0.0	0.0	0.0	1.2	0.0	0.5	0.9	0.2	0.5
21 to 50		0.0	1.9	1.2	0.7	0.2	0.4	0.7	0.2	0.4
51+		0.0	0.0	0.0	1.0	0.0	0.4	0.7	0.3	0.5
IN THE <u>LAST TWO</u> YEARS, HOW MANY:										
Exhibitions or performances in the fine or applied arts have you presented?	81									
None		85.7	71.7	76.5	77.9	73.1	75.2	76.1	72.3	74.0
1 to 2		7.1	15.1	12.3	8.1	11.0	9.7	8.4	10.1	9.3
3 to 4		3.6	5.7	4.9	4.3	5.7	5.1	4.6	6.5	5.6
5 to 10		0.0	5.7	3.7	3.8	5.5	4.8	4.3	5.6	5.0
11 to 20		3.6	1.9	2.5	1.9	2.6	2.3	2.4	2.9	2.7
21 to 50		0.0	0.0	0.0	1.7	1.1	1.3	2.0	0.9	1.4
51+		0.0	0.0	0.0	2.4	1.1	1.7	2.1	1.7	1.9
Of your professional writings have been published or accepted for publication?	81									
None		71.4	67.9	69.1	67.9	67.8	67.8	67.9	68.7	68.4
1 to 2		7.1	22.6	17.3	21.0	24.0	22.7	20.0	21.6	20.9
3 to 4		10.7	3.8	6.2	6.9	5.9	6.3	7.4	5.9	6.6
5 to 10		3.6	5.7	4.9	1.9	2.0	2.0	2.8	2.9	2.9
11 to 20		3.6	0.0	1.2	1.2	0.0	0.5	1.0	0.3	0.6
21 to 50		3.6	0.0	1.2	1.0	0.2	0.5	0.6	0.2	0.4
51+		0.0	0.0	0.0	0.2	0.2	0.2	0.3	0.3	0.3

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
General activities										
Are you a member of a faculty union?	81	60.7	75.5	70.4	36.3	41.1	39.0	21.9	22.4	22.2
Are you a U.S. citizen?	81	92.9	86.8	88.9	96.7	96.2	96.4	95.8	96.4	96.1
Were you born in the U.S.A.?	81	85.7	77.4	80.2	89.6	87.0	88.1	89.4	88.3	88.8
Do you plan to retire within the next three years?	80	11.1	7.5	8.8	15.8	11.4	13.3	16.8	10.3	13.2
Do you use your scholarship to address local community needs?	81	32.1	39.6	37.0	48.1	50.1	49.2	45.4	49.2	47.5
Have you been sexually harassed at this institution?	81	0.0	9.4	6.2	2.1	5.7	4.1	1.5	4.0	2.9
Have you ever interrupted your professional career for more than one year for family reasons? [2]	81	14.3	35.8	28.4	12.1	33.6	24.3	11.9	35.8	25.0
Have you ever received an award for outstanding teaching?	81	35.7	18.9	24.7	33.6	29.3	31.2	33.5	29.6	31.4
Have you published op-ed pieces or editorials?	81	28.6	22.6	24.7	29.1	17.7	22.7	26.1	16.9	21.0
Is (or was) your:										
Father an academic?	81	14.3	11.3	12.3	11.9	15.0	13.6	11.6	15.4	13.7
Mother an academic?	81	7.1	9.4	8.6	12.8	13.7	13.3	10.5	13.2	12.0
Spouse/partner an academic?	81	21.4	20.8	21.0	30.0	26.7	28.1	31.4	31.7	31.6
Are you currently teaching courses at more than one institution?	81	42.9	47.2	45.7	39.3	32.4	35.4	38.8	30.9	34.4
During the past two years, have you:										
Considered early retirement?	80	22.2	7.5	12.5	21.9	16.5	18.8	21.1	15.5	18.0
Considered leaving academe for another job?	81	28.6	37.7	34.6	27.7	37.4	33.2	26.5	36.6	32.0
Considered leaving this institution for another?	81	39.3	49.1	45.7	32.5	40.1	36.8	32.0	37.3	34.9
Changed academic institutions?	81	17.9	18.9	18.5	16.4	18.5	17.6	17.2	18.2	17.7
Engaged in paid consulting outside of your institution?	81	21.4	37.7	32.1	40.3	36.9	38.4	39.0	35.8	37.2
Engaged in public service/professional consulting without pay?	81	42.9	45.3	44.4	52.1	53.7	53.0	52.1	54.4	53.4
Received at least one firm job offer?	81	39.3	43.4	42.0	33.6	35.2	34.5	35.0	36.0	35.5
Received funding for your work from:										
Foundations?	81	17.9	5.7	9.9	10.2	10.5	10.4	9.8	11.1	10.5
State or federal government?	81	21.4	11.3	14.8	12.6	11.4	11.9	11.6	10.6	11.1
Business or industry?	81	3.6	5.7	4.9	10.7	7.0	8.6	12.0	7.4	9.5
Requested/sought an early promotion?	81	7.1	5.7	6.2	6.6	5.7	6.1	6.3	5.8	6.0
IF YOU WERE TO BEGIN YOUR CAREER AGAIN, WOULD YOU STILL WANT TO:										
Come to this institution? [2]	80									
Definitely yes		33.3	41.5	38.7	49.2	47.8	48.4	53.0	49.8	51.2
Probably yes		40.7	39.6	40.0	29.6	32.4	31.2	29.4	31.8	30.7
Not sure		7.4	15.1	12.5	13.6	14.1	13.9	11.9	12.3	12.1
Probably no		18.5	1.9	7.5	4.8	3.5	4.0	3.5	4.0	3.8
Definitely no		0.0	1.9	1.2	2.9	2.2	2.5	2.2	2.1	2.2
Be a college professor?										
Definitely yes	80	48.1	71.7	63.7	64.1	62.0	62.9	64.4	60.0	62.0
Probably yes		25.9	13.2	17.5	25.4	25.4	25.4	24.9	28.2	26.8
Not sure		18.5	13.2	15.0	7.9	10.1	9.1	7.6	9.3	8.5
Probably no		0.0	1.9	1.2	2.2	2.2	2.2	2.5	2.3	2.4
Definitely no		7.4	0.0	2.5	0.5	0.4	0.4	0.6	0.3	0.4

[2] These questions asked for the first time in 2007.

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Attributes noted as being "very descriptive" of your institution										
It is easy for students to see faculty outside of regular office hours	80	29.6	18.9	22.5	42.1	39.4	40.6	46.6	46.9	46.8
There is a great deal of conformity among the students	80	14.8	18.9	17.5	17.5	16.3	16.8	20.8	21.3	21.1
The faculty are typically at odds with campus administration	77	3.7	4.0	3.9	10.1	10.3	10.2	9.5	7.9	8.6
Faculty here respect each other	78	40.7	43.1	42.3	48.0	46.2	47.0	53.0	53.0	53.0
Most students are treated like "numbers in a book"	80	3.7	5.7	5.0	5.0	4.1	4.5	3.6	2.8	3.2
Social activities are overemphasized	78	11.1	2.0	5.1	2.4	4.0	3.3	4.3	4.3	4.3
Faculty are rewarded for being good teachers	77	7.4	12.0	10.4	9.9	11.6	10.8	12.7	12.3	12.5
There is respect for the expression of diverse values and beliefs	79	48.1	65.4	59.5	49.4	52.2	51.0	48.4	49.1	48.8
Faculty are rewarded for their efforts to use instructional technology	78	7.4	15.7	12.8	19.0	21.5	20.4	19.9	21.8	20.9
Faculty are rewarded for their efforts to work with underprepared students	78	3.7	7.8	6.4	8.2	8.2	8.2	10.3	8.9	9.5
Administrators consider faculty concerns when making policy [2]	76	11.5	10.0	10.5	12.6	11.9	12.2	18.3	15.0	16.5
The administration is open about its policies	78	18.5	13.7	15.4	22.1	21.1	21.5	25.8	22.6	24.0
Do you, "to a great extent":										
Engage in academic work that spans multiple disciplines	81	35.7	43.4	40.7	31.7	30.3	30.9	33.7	31.2	32.3
Feel that the training you received in graduate school prepared you well for your role as a faculty mentor	81	53.6	52.8	53.1	40.2	40.5	40.4	40.5	40.3	40.4
Achieve a healthy balance between your personal life and your professional life	81	53.6	50.9	51.9	53.9	47.2	50.1	53.8	46.7	49.9
Experience close alignment between your work and your personal values	81	82.1	77.4	79.0	71.0	75.0	73.3	72.2	76.5	74.6
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar	81	17.9	32.1	27.2	24.5	25.1	24.8	23.3	24.9	24.1
Mentor new faculty [2]	81	3.6	0.0	1.2	7.2	5.9	6.5	6.9	7.4	7.2

[2] These questions asked for the first time in 2007.

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Aspects of your job with which you are "very satisfied" or "satisfied": [3]										
Salary [2]	80	29.6	28.3	28.7	32.0	27.9	29.6	40.2	34.0	36.8
Health benefits [2]	27	27.3	25.0	25.9	51.0	53.6	52.4	47.2	46.3	46.7
Retirement benefits [2]	44	46.7	24.1	31.8	48.1	41.4	44.5	46.3	41.8	43.8
Opportunity for scholarly pursuits	48	36.8	27.6	31.2	34.6	32.7	33.6	41.2	39.3	40.2
Teaching load	78	61.5	55.8	57.7	59.6	55.7	57.4	63.0	59.4	61.0
Quality of students	80	48.1	52.8	51.2	56.8	61.4	59.4	68.0	69.5	68.8
Office/lab space	75	32.0	30.0	30.7	43.4	41.8	42.5	51.0	49.7	50.3
Autonomy and independence	79	80.8	84.9	83.5	89.1	84.7	86.6	87.0	86.4	86.7
Professional relationships with other faculty	76	76.9	70.0	72.4	74.9	74.9	74.9	75.4	75.8	75.6
Social relationships with other faculty	67	65.0	55.3	58.2	63.5	64.3	64.0	64.3	67.4	66.0
Competency of colleagues	74	79.2	88.0	85.1	80.7	83.6	82.3	84.5	85.0	84.8
Visibility for jobs at other institutions/organizations	60	41.2	37.2	38.3	46.2	45.0	45.5	52.3	48.5	50.2
Job security	75	40.0	24.0	29.3	39.9	31.4	35.0	45.1	36.4	40.3
Relationship with administration	73	62.5	57.1	58.9	62.4	60.3	61.2	65.5	62.7	64.0
Departmental leadership [2]	74	84.0	71.4	75.7	77.8	75.4	76.5	77.3	75.1	76.0
Course assignments [2]	78	84.6	82.7	83.3	80.6	78.9	79.6	80.1	80.7	80.5
Freedom to determine course content [2]	80	88.9	88.7	88.8	89.1	88.3	88.7	85.6	86.4	86.1
Availability of child care at this institution	14	33.3	45.5	42.9	43.5	39.6	41.1	34.5	28.1	30.5
Prospects for career advancement	64	15.0	25.0	21.9	25.8	25.2	25.5	32.2	28.3	29.9
Clerical/administrative support	76	61.5	68.0	65.8	74.5	75.3	74.9	74.6	75.9	75.3
Overall job satisfaction	80	74.1	73.6	73.8	77.2	75.2	76.1	76.5	76.1	76.3

[2] These questions asked for the first time in 2007.

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

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Do you agree "strongly" or "somewhat"?										
Faculty are interested in students' personal problems	79	88.9	86.5	87.3	81.3	82.8	82.1	84.9	87.8	86.5
Racial and ethnic diversity should be more strongly reflected in the curriculum	78	40.7	41.2	41.0	39.4	53.9	47.5	42.6	54.2	49.0
Faculty feel that most students are well-prepared academically	79	51.9	46.2	48.1	42.0	40.9	41.4	57.3	54.6	55.8
This institution should hire more faculty of color	77	29.6	52.0	44.2	43.6	54.7	49.8	48.4	57.1	53.1
Student Affairs staff have the support and respect of faculty	75	80.0	86.0	84.0	83.9	84.8	84.4	84.1	87.4	85.9
Faculty are committed to the welfare of this institution	79	88.9	86.5	87.3	92.8	92.7	92.7	93.0	93.2	93.1
Faculty here are strongly interested in the academic problems of undergraduates	79	81.5	80.8	81.0	88.3	87.4	87.8	89.4	90.1	89.8
There is a lot of campus racial conflict here	79	0.0	3.8	2.5	6.0	5.5	5.7	5.0	7.3	6.3
Most students are strongly committed to community service	75	28.0	30.0	29.3	32.8	36.2	34.7	51.3	54.8	53.2
My research is valued by faculty in my department	73	66.7	49.0	54.8	59.6	58.8	59.2	62.7	62.3	62.4
My teaching is valued by faculty in my department	80	96.3	79.2	85.0	91.4	87.8	89.3	91.2	88.5	89.7
Many courses include feminist perspectives	75	60.0	70.0	66.7	53.7	54.5	54.2	50.6	55.0	53.0
Faculty of color are treated fairly here	76	96.3	98.0	97.4	95.3	93.0	94.0	95.3	93.3	94.2
Women faculty are treated fairly here	79	92.6	94.2	93.7	94.6	90.8	92.4	95.5	91.0	93.0
Many courses involve students in community service	74	52.0	53.1	52.7	47.8	50.1	49.1	51.1	59.3	55.6
This institution should hire more women faculty	75	34.6	38.8	37.3	35.0	49.4	43.0	36.0	51.4	44.3
Gay and lesbian faculty are treated fairly here	73	92.0	91.7	91.8	90.7	89.7	90.2	85.7	82.9	84.2
My department does a good job of mentoring new faculty	79	59.3	50.0	53.2	63.9	58.3	60.8	65.6	62.5	63.9
Faculty are sufficiently involved in campus decision making	73	58.3	42.9	47.9	62.9	54.9	58.4	62.4	59.3	60.7
My values are congruent with the dominant institutional values	76	73.1	82.0	78.9	80.6	79.0	79.7	83.7	84.9	84.3
There is adequate support for integrating technology in my teaching	80	96.3	81.1	86.3	88.5	83.7	85.8	87.3	85.6	86.3
This institution takes responsibility for educating underprepared students	75	69.2	55.1	60.0	71.3	67.7	69.3	73.8	70.1	71.8
The criteria for advancement and promotion decisions are clear	76	44.0	41.2	42.1	59.2	52.7	55.5	60.4	57.2	58.7
Most of the students I teach lack the basic skills for college level work	80	44.4	41.5	42.5	42.2	44.5	43.5	33.4	36.3	35.0
There is adequate support for faculty development	76	65.4	54.0	57.9	70.1	67.9	68.9	69.8	69.4	69.6
This institution should not offer remedial/developmental education	78	29.6	11.8	17.9	23.2	17.8	20.2	25.3	19.1	21.9

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
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Issues you believe to be of "high" or "highest" priority at your institution:										
To promote the intellectual development of students	79	85.2	82.7	83.5	88.3	88.1	88.2	89.9	90.6	90.3
To help students examine and understand their personal values	78	70.4	56.9	61.5	61.2	59.1	60.1	69.5	69.8	69.7
To develop a sense of community among students and faculty	79	63.0	46.2	51.9	58.4	56.5	57.3	64.2	65.2	64.8
To facilitate student involvement in community service	77	40.7	42.0	41.6	45.2	46.3	45.8	52.8	56.5	54.8
To help students learn how to bring about change in American society	78	48.1	41.2	43.6	44.2	43.3	43.7	49.1	47.6	48.3
To increase or maintain institutional prestige	79	59.3	65.4	63.3	62.8	59.0	60.7	64.2	61.9	62.9
To hire faculty "stars"	77	15.4	37.3	29.9	21.5	28.4	25.4	26.0	27.5	26.8
To recruit more minority students	78	29.6	43.1	38.5	41.9	45.7	44.0	43.5	46.1	44.9
To enhance the institution's national image	78	40.7	66.7	57.7	57.9	57.7	57.8	64.5	62.4	63.4
To create a diverse multi-cultural campus environment	77	48.1	64.0	58.4	60.0	62.8	61.6	59.7	61.9	60.9
To promote gender equity among faculty	76	61.5	60.0	60.5	58.2	55.6	56.7	60.5	52.7	56.2
To provide resources for faculty to engage in community-based teaching or research	75	40.0	38.0	38.7	46.3	49.8	48.3	47.4	47.0	47.2
To create and sustain partnerships with surrounding communities	77	53.8	45.1	48.1	59.3	58.0	58.5	58.5	56.6	57.5
To pursue extramural funding	74	52.0	55.1	54.1	51.6	48.6	49.9	51.9	48.5	50.1
To increase the representation of minorities in the faculty and administration	76	34.6	42.0	39.5	44.6	43.4	43.9	44.5	44.1	44.3
To strengthen links with the for-profit, corporate sector [2]	73	41.7	51.0	47.9	55.9	50.6	52.9	54.4	46.4	50.1
To develop leadership ability among students	75	53.8	51.0	52.0	65.9	64.4	65.1	70.0	72.3	71.2
To increase the representation of women in the faculty and administration	74	40.0	42.9	41.9	44.8	37.5	40.7	43.6	38.3	40.7
To develop an appreciation for multiculturalism [2]	76	51.9	61.2	57.9	59.7	67.1	63.9	60.9	67.4	64.4

[2] These questions asked for the first time in 2007.

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Do you agree "strongly" or "somewhat"?										
Western civilization and culture should be the foundation for the undergraduate curriculum	80	63.0	47.2	52.5	69.6	57.3	62.7	71.4	58.8	64.5
College officials have the right to ban persons with extreme views from speaking on campus	79	37.0	19.2	25.3	33.0	28.2	30.3	41.1	35.1	37.8
The chief benefit of a college education is that it increases one's earning power	80	33.3	37.7	36.2	40.6	39.8	40.1	41.0	35.4	37.9
Promoting diversity leads to the admission of too many underprepared students	80	40.7	17.0	25.0	35.7	20.9	27.3	32.4	22.0	26.7
Colleges should be actively involved in solving social problems	79	63.0	71.2	68.4	66.5	72.7	70.0	66.1	71.6	69.1
Tenure is an outmoded concept	79	59.3	55.8	57.0	49.1	56.7	53.4	46.2	51.9	49.3
Colleges should encourage students to be involved in community service activities	79	70.4	88.5	82.3	87.0	91.4	89.5	87.8	93.1	90.7
Community service should be given weight in college admissions decisions	80	63.0	69.8	67.5	69.2	69.6	69.4	70.8	74.7	72.9
A racially/ethnically diverse student body enhances the educational experience of all students	80	81.5	96.2	91.3	85.6	95.4	91.1	89.4	95.5	92.7
Realistically, an individual can do little to bring about changes in society	80	25.9	13.2	17.5	22.9	12.2	16.9	20.6	11.7	15.7
Colleges should be concerned with facilitating undergraduate students' spiritual development	79	40.7	19.2	26.6	34.4	28.9	31.3	47.6	45.9	46.7
Colleges have a responsibility to work with their surrounding communities to address local issues	80	74.1	84.9	81.3	85.0	89.3	87.4	86.2	88.7	87.6
Private funding sources often prevent researchers from being completely objective in the conduct of their work	79	63.0	69.2	67.1	63.1	69.3	66.6	61.8	65.3	63.7

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		Men	Women	Total	Men	Women	Total	Men	Women	Total
Factors noted as a source of stress for you during the last two years [4]										
Managing household responsibilities	80	51.9	71.7	65.0	61.4	75.6	69.4	59.9	76.2	68.9
Child care	80	3.7	30.2	21.2	21.6	27.1	24.7	20.3	30.9	26.1
Care of elderly parent	80	29.6	17.0	21.2	28.5	34.8	32.1	28.9	32.1	30.7
My physical health	80	51.9	52.8	52.5	47.2	49.7	48.6	42.3	47.5	45.2
Health of spouse/partner	80	44.4	28.3	33.7	38.2	29.1	33.1	36.5	28.7	32.2
Review/promotion process	80	14.8	39.6	31.2	26.1	35.5	31.4	30.5	34.0	32.4
Subtle discrimination (e.g., prejudice, racism, sexism)	80	7.4	28.3	21.2	14.1	21.4	18.3	14.1	20.9	17.8
Personal finances	79	50.0	79.2	69.6	62.0	72.0	67.6	60.3	69.2	65.2
Committee work	80	0.0	17.0	11.3	10.3	15.9	13.5	13.7	18.7	16.4
Faculty meetings	80	0.0	17.0	11.3	10.6	15.9	13.6	13.3	16.6	15.1
Colleagues	80	18.5	37.7	31.2	27.4	35.0	31.7	26.9	35.3	31.5
Students	80	55.6	71.7	66.3	54.6	63.6	59.7	48.2	61.9	55.7
Research or publishing demands	79	23.1	34.0	30.4	22.8	24.3	23.7	22.3	27.2	25.0
Institutional procedures and "red tape"	80	51.9	50.9	51.2	43.8	46.1	45.1	40.8	44.8	43.0
Teaching load	80	37.0	28.3	31.2	32.2	40.7	37.0	29.4	40.1	35.2
Children's problems	80	0.0	30.2	20.0	20.8	29.5	25.7	20.3	31.7	26.5
Friction with spouse/partner	80	14.8	15.1	15.0	25.1	20.0	22.2	22.4	19.9	21.0
Lack of personal time	80	51.9	67.9	62.5	55.2	69.2	63.1	52.4	69.7	61.9
Keeping up with information technology	80	48.1	45.3	46.2	48.7	54.7	52.1	45.1	53.1	49.4
Job security	80	44.4	73.6	63.7	49.9	62.2	56.9	48.5	59.0	54.2
Being part of a dual career couple	80	25.9	41.5	36.2	33.4	44.2	39.5	32.6	44.4	39.1
Working with underprepared students	80	70.4	84.9	80.0	65.2	69.1	67.4	56.1	64.3	60.6
Classroom conflict	80	22.2	26.4	25.0	17.9	23.2	20.9	15.5	21.5	18.8
Self-imposed high expectations	80	55.6	81.1	72.5	64.4	78.7	72.5	61.8	76.8	70.0
Change in work responsibilities	80	33.3	41.5	38.7	35.5	47.1	42.1	34.7	46.1	40.9
Personal goals noted as "very important" or "essential":										
Becoming an authority in my field	80	59.3	58.5	58.7	56.5	59.3	58.0	58.2	55.8	56.9
Influencing the political structure	80	29.6	20.8	23.7	27.5	22.4	24.6	25.6	20.4	22.8
Influencing social values	80	51.9	41.5	45.0	46.4	50.3	48.6	47.6	50.1	49.0
Raising a family	79	53.8	77.4	69.6	67.6	63.8	65.5	70.0	68.4	69.1
Becoming very well off financially	80	37.0	45.3	42.5	41.1	33.0	36.5	39.7	31.1	35.0
Helping others who are in difficulty	80	66.7	69.8	68.8	67.2	75.4	71.9	69.1	76.6	73.2
Becoming involved in programs to clean up the environment	80	40.7	41.5	41.2	38.4	43.4	41.2	35.9	40.4	38.4
Developing a meaningful philosophy of life	79	59.3	76.9	70.9	74.8	78.5	76.9	75.9	80.3	78.3
Helping to promote racial understanding	79	59.3	65.4	63.3	54.3	62.7	59.0	54.8	63.2	59.4
Obtaining recognition from my colleagues for contributions to my special field	80	33.3	39.6	37.5	35.6	36.2	35.9	38.7	35.7	37.0
Integrating spirituality into my life	79	33.3	61.5	51.9	47.7	55.9	52.3	55.4	64.2	60.3

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

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		Men	Women	Total	Men	Women	Total	Men	Women	Total
IN YOUR INTERACTIONS WITH UNDERGRADUATES, HOW OFTEN DO YOU ENCOURAGE THEM TO: [2]										
Ask questions in class	81									
Frequently		92.9	98.1	96.3	94.5	98.0	96.5	94.8	97.5	96.2
Occasionally		7.1	1.9	3.7	5.3	1.8	3.3	5.2	2.3	3.6
Not at all		0.0	0.0	0.0	0.2	0.2	0.2	0.1	0.2	0.1
Support their opinions with a logical argument	80									
Frequently		75.0	90.4	85.0	86.4	87.3	86.9	84.5	86.2	85.5
Occasionally		21.4	9.6	13.8	11.2	12.0	11.7	14.1	13.1	13.5
Not at all		3.6	0.0	1.2	2.4	0.7	1.5	1.4	0.7	1.0
Seek solutions to problems and explain them to others	80									
Frequently		71.4	86.5	81.3	76.6	84.0	80.7	75.9	81.0	78.7
Occasionally		28.6	13.5	18.7	20.8	14.7	17.4	22.0	17.6	19.6
Not at all		0.0	0.0	0.0	2.6	1.3	1.9	2.0	1.3	1.7
Revise their papers to improve their writing	81									
Frequently		46.4	73.6	64.2	53.6	64.4	59.7	52.8	66.5	60.3
Occasionally		46.4	18.9	28.4	34.2	27.5	30.4	35.4	25.7	30.1
Not at all		7.1	7.5	7.4	12.2	8.1	9.9	11.8	7.7	9.6
Evaluate the quality or reliability of information they receive	81									
Frequently		64.3	83.0	76.5	73.3	80.4	77.3	70.9	78.6	75.1
Occasionally		35.7	15.1	22.2	24.6	18.2	21.0	26.8	19.9	23.0
Not at all		0.0	1.9	1.2	2.1	1.5	1.8	2.3	1.5	1.9
Take risks for potential gains	80									
Frequently		37.0	47.2	43.7	39.0	43.3	41.4	39.5	44.5	42.2
Occasionally		44.4	41.5	42.5	48.3	43.9	45.8	48.4	44.9	46.5
Not at all		18.5	11.3	13.8	12.7	12.8	12.7	12.1	10.6	11.3
Seek alternative solutions to a problem	81									
Frequently		57.1	69.8	65.4	66.3	74.0	70.7	66.2	73.2	70.1
Occasionally		42.9	30.2	34.6	31.5	24.9	27.8	31.9	25.4	28.3
Not at all		0.0	0.0	0.0	2.1	1.1	1.6	1.9	1.4	1.6
Look up scientific research articles and resources	81									
Frequently		50.0	54.7	53.1	48.8	57.7	53.8	50.2	53.1	51.8
Occasionally		39.3	30.2	33.3	38.8	32.7	35.3	36.8	33.8	35.1
Not at all		10.7	15.1	13.6	12.4	9.6	10.8	13.1	13.1	13.1
Explore topics on their own, even though it was not required for a class	81									
Frequently		64.3	64.2	64.2	59.9	60.1	60.0	56.5	57.4	57.0
Occasionally		32.1	34.0	33.3	34.8	36.3	35.7	38.2	38.5	38.4
Not at all		3.6	1.9	2.5	5.3	3.5	4.3	5.3	4.1	4.7
Acknowledge failure as a necessary part of the learning process	80									
Frequently		59.3	62.3	61.2	51.4	55.2	53.6	51.7	54.4	53.2
Occasionally		33.3	35.8	35.0	39.7	40.2	40.0	41.8	40.0	40.9
Not at all		7.4	1.9	3.7	8.9	4.6	6.4	6.5	5.6	6.0
Seek feedback on their academic work	81									
Frequently		67.9	84.9	79.0	70.1	82.1	76.9	69.4	80.3	75.4
Occasionally		28.6	15.1	19.8	27.3	16.8	21.3	28.5	18.4	23.0
Not at all		3.6	0.0	1.2	2.6	1.1	1.8	2.0	1.2	1.6

[2] These questions asked for the first time in 2007.

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Methods you use in "all" or "most" of the courses you teach:										
Multiple-choice exams [2]	81	50.0	37.7	42.0	48.6	41.9	44.8	44.8	37.1	40.6
Essay exams [2]	81	28.6	47.2	40.7	40.4	39.0	39.6	43.8	43.5	43.6
Short-answer exams [2]	81	39.3	39.6	39.5	43.8	40.8	42.1	45.3	43.2	44.1
Quizzes	81	32.1	26.4	28.4	40.7	42.2	41.5	39.9	42.7	41.4
Weekly essay assignments	81	42.9	43.4	43.2	25.8	33.3	30.0	29.3	34.7	32.2
Student presentations	81	42.9	52.8	49.4	47.1	53.6	50.8	48.2	55.9	52.4
Term/research papers	81	50.0	54.7	53.1	46.8	46.9	46.8	49.1	49.0	49.0
Student evaluations of each others' work	81	17.9	50.9	39.5	23.0	36.3	30.5	24.2	35.9	30.6
Grading on a curve	81	21.4	15.1	17.3	20.8	12.1	15.9	18.8	10.5	14.2
Competency-based grading	79	51.9	63.5	59.5	58.6	65.7	62.6	57.6	62.8	60.4
Class discussions	81	82.1	96.2	91.4	85.0	90.3	88.0	86.0	91.0	88.7
Cooperative learning (small groups)	81	57.1	75.5	69.1	54.9	72.1	64.6	55.0	73.4	65.1
Experiential learning/Field studies	80	25.9	34.0	31.2	30.3	38.5	34.9	28.4	37.3	33.3
Teaching assistants	80	0.0	3.8	2.5	3.8	5.9	5.0	7.3	8.1	7.7
Recitals/Demonstrations	80	29.6	22.6	25.0	26.5	29.9	28.4	29.5	31.3	30.5
Group projects	81	35.7	39.6	38.3	33.0	41.4	37.8	33.5	41.0	37.6
Extensive lecturing	80	51.9	32.1	38.7	52.9	37.2	44.0	51.0	34.5	42.0
Multiple drafts of written work	80	40.7	34.0	36.2	23.0	29.7	26.7	22.6	32.5	28.1
Readings on racial and ethnic issues	80	29.6	37.7	35.0	24.2	34.1	29.8	20.6	33.2	27.5
Readings on women and gender issues	80	37.0	32.1	33.7	21.3	31.5	27.1	18.1	30.5	24.9
Student-developed activities (assignments, exams, etc.)	81	50.0	43.4	45.7	38.3	41.5	40.1	37.8	38.3	38.1
Student-selected topics for course content	81	42.9	32.1	35.8	27.9	32.9	30.7	27.6	28.4	28.0
Reflective writing/journaling	80	40.7	45.3	43.7	27.3	40.6	34.8	26.5	38.7	33.2
Community service as part of coursework	80	14.8	7.5	10.0	6.2	10.7	8.7	6.5	10.6	8.7
Electronic quizzes with immediate feedback in class [2]	80	3.7	9.4	7.5	7.7	10.3	9.2	8.4	10.4	9.5
Using real-life problems [2]	80	59.3	58.5	58.7	62.4	68.9	66.1	61.8	65.4	63.8
Using student inquiry to drive learning	80	63.0	75.5	71.3	57.9	71.1	65.4	59.1	67.1	63.5

[2] These questions asked for the first time in 2007.

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		Men	Women	Total	Men	Women	Total	Men	Women	Total
YOUR BASE INSTITUTIONAL SALARY										
9/10 month contract	59									
Less than \$20,000		83.3	73.2	76.3	63.2	65.7	64.6	63.7	64.3	64.0
\$20,000 to 29,999		5.6	19.5	15.3	12.0	16.4	14.5	11.6	17.3	14.7
\$30,000 to 39,999		5.6	2.4	3.4	7.9	7.0	7.4	8.6	7.7	8.1
\$40,000 to 49,999		0.0	4.9	3.4	10.9	4.7	7.4	6.8	5.2	5.9
\$50,000 to 59,999		5.6	0.0	1.7	1.9	2.6	2.3	2.9	2.0	2.4
\$60,000 to 69,999		0.0	0.0	0.0	1.1	1.2	1.2	1.8	1.3	1.5
\$70,000 to 79,999		0.0	0.0	0.0	0.4	0.9	0.7	1.2	1.1	1.2
\$80,000 to 89,999		0.0	0.0	0.0	1.5	0.3	0.8	1.5	0.2	0.8
\$90,000 to 99,999		0.0	0.0	0.0	0.8	0.3	0.5	0.8	0.3	0.6
\$100,000 to 124,999		0.0	0.0	0.0	0.0	0.3	0.2	0.5	0.2	0.4
\$125,000 to 149,999		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
\$150,000 or more		0.0	0.0	0.0	0.4	0.6	0.5	0.4	0.2	0.3
11/12 month contract	18									
Less than \$20,000		57.1	18.2	33.3	53.1	37.6	44.4	49.9	38.9	44.0
\$20,000 to 29,999		28.6	36.4	33.3	17.2	21.2	19.5	17.0	22.6	20.0
\$30,000 to 39,999		0.0	27.3	16.7	10.2	18.2	14.7	9.6	15.7	12.8
\$40,000 to 49,999		14.3	0.0	5.6	7.8	9.7	8.9	7.4	9.3	8.4
\$50,000 to 59,999		0.0	0.0	0.0	6.3	8.5	7.5	5.9	6.5	6.2
\$60,000 to 69,999		0.0	0.0	0.0	1.6	1.8	1.7	4.0	2.0	2.9
\$70,000 to 79,999		0.0	0.0	0.0	0.0	0.6	0.3	1.2	1.5	1.4
\$80,000 to 89,999		0.0	0.0	0.0	1.6	0.6	1.0	2.2	0.4	1.3
\$90,000 to 99,999		0.0	9.1	5.6	0.8	1.2	1.0	1.2	0.9	1.0
\$100,000 to 124,999		0.0	9.1	5.6	0.0	0.6	0.3	0.7	1.1	0.9
\$125,000 to 149,999		0.0	0.0	0.0	0.8	0.0	0.3	0.5	0.0	0.2
\$150,000 or more		0.0	0.0	0.0	0.8	0.0	0.3	0.2	1.1	0.7
Your base institutional salary is based on:	78									
9/10 months		73.1	78.8	76.9	67.6	67.4	67.5	64.5	66.3	65.5
11/12 months		26.9	21.2	23.1	32.4	32.6	32.5	35.5	33.7	34.5
WHAT PERCENTAGE OF YOUR CURRENT YEAR'S SALARY COMES FROM: [2]										
Income from this institution	77									
All		4.0	23.1	16.9	16.5	28.1	23.1	18.6	29.3	24.4
75 to 99		4.0	7.7	6.5	8.7	15.0	12.3	9.2	14.7	12.2
50 to 74		24.0	13.5	16.9	11.5	13.5	12.6	11.0	12.9	12.0
25 to 49		12.0	19.2	16.9	17.7	12.7	14.9	16.0	14.2	15.0
1 to 24		56.0	36.5	42.9	45.4	30.6	37.0	44.9	28.7	36.0
None		0.0	0.0	0.0	0.2	0.0	0.1	0.4	0.3	0.3
Other academic income	74									
All		0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2	0.2
75 to 99		17.4	13.7	14.9	10.8	13.0	12.0	9.8	11.2	10.6
50 to 74		8.7	13.7	12.2	7.0	7.6	7.4	8.1	8.4	8.3
25 to 49		21.7	11.8	14.9	9.7	10.1	9.9	8.4	9.4	8.9
1 to 24		13.0	11.8	12.2	21.0	12.3	16.1	19.6	12.1	15.5
None		39.1	49.0	45.9	51.5	57.0	54.6	53.9	58.7	56.5
Non-academic income	75									
All		0.0	0.0	0.0	0.0	0.2	0.1	0.4	0.1	0.2
75 to 99		45.8	21.6	29.3	35.1	20.1	26.7	34.9	19.3	26.5
50 to 74		8.3	11.8	10.7	16.4	9.9	12.7	13.7	11.0	12.2
25 to 49		8.3	5.9	6.7	5.5	6.6	6.1	6.7	7.3	7.1
1 to 24		8.3	5.9	6.7	13.8	15.4	14.7	14.0	16.4	15.3
None		29.2	54.9	46.7	29.4	47.8	39.7	30.3	45.8	38.7

[2] These questions asked for the first time in 2007.

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
What is your age as of 12/31/2007?	79									
Less than 30		7.1	21.6	16.5	3.9	8.7	6.6	3.6	7.5	5.7
30 to 34		10.7	5.9	7.6	5.5	8.9	7.4	5.1	8.9	7.2
35 to 39		10.7	17.6	15.2	6.0	9.1	7.7	7.8	11.7	9.9
40 to 44		3.6	11.8	8.9	8.0	10.0	9.1	9.1	11.6	10.4
45 to 49		3.6	7.8	6.3	11.3	13.8	12.7	11.5	12.7	12.1
50 to 54		14.3	9.8	11.4	14.7	16.9	15.9	13.6	16.3	15.1
55 to 59		25.0	9.8	15.2	17.1	15.5	16.2	17.3	14.4	15.7
60 to 64		10.7	5.9	7.6	15.7	10.2	12.6	15.4	9.4	12.1
65 to 69		7.1	9.8	8.9	11.6	5.7	8.3	10.0	6.0	7.8
70 or more		7.1	0.0	2.5	6.3	1.1	3.4	6.6	1.6	3.9
Year of highest degree now held	79									
Before 1970		7.1	2.0	3.8	11.8	2.1	6.3	11.3	2.2	6.3
1971 to 1975		10.7	3.9	6.3	9.3	4.2	6.4	10.5	4.2	7.1
1976 to 1980		14.3	0.0	5.1	14.2	6.9	10.1	11.5	7.4	9.3
1981 to 1985		7.1	3.9	5.1	10.5	7.6	8.9	9.8	8.3	9.0
1986 to 1990		0.0	5.9	3.8	9.6	8.8	9.1	8.8	9.5	9.2
1991 to 1995		7.1	17.6	13.9	10.0	14.3	12.4	10.8	15.6	13.4
1996 to 2000		17.9	13.7	15.2	12.5	17.1	15.1	11.7	18.4	15.3
2001 to 2005		21.4	39.2	32.9	16.2	25.5	21.4	18.0	22.4	20.4
2006 to 2007		14.3	13.7	13.9	5.9	13.5	10.2	7.6	12.0	10.0
Year of appointment at current position	74									
Before 1970		0.0	0.0	0.0	4.2	0.4	2.1	3.9	0.9	2.2
1971 to 1975		3.8	0.0	1.4	2.5	0.4	1.3	2.5	0.7	1.5
1976 to 1980		3.8	0.0	1.4	2.2	1.6	1.8	1.9	1.9	1.9
1981 to 1985		0.0	0.0	0.0	2.9	1.6	2.2	2.9	2.2	2.5
1986 to 1990		0.0	6.3	4.1	6.4	5.1	5.7	5.9	5.3	5.6
1991 to 1995		3.8	4.2	4.1	4.9	6.4	5.8	6.2	7.1	6.7
1996 to 2000		15.4	8.3	10.8	14.5	17.2	16.0	14.2	16.4	15.4
2001 to 2005		23.1	27.1	25.7	31.6	30.7	31.1	32.3	31.7	32.0
2006 to 2007		50.0	54.2	52.7	30.9	36.7	34.1	30.3	33.8	32.2
If tenured, year tenure was awarded	1									
Before 1970		0.0	0.0	0.0	8.6	5.6	7.5	11.8	1.5	8.0
1971 to 1975		0.0	0.0	0.0	25.7	11.1	20.8	19.1	7.7	14.9
1976 to 1980		0.0	0.0	0.0	28.6	5.6	20.8	22.7	4.6	16.0
1981 to 1985		0.0	0.0	0.0	8.6	22.2	13.2	14.5	13.8	14.3
1986 to 1990		0.0	0.0	0.0	5.7	22.2	11.3	8.2	18.5	12.0
1991 to 1995		0.0	0.0	0.0	11.4	0.0	7.5	9.1	10.8	9.7
1996 to 2000		0.0	0.0	0.0	5.7	5.6	5.7	5.5	18.5	10.3
2001 to 2005		0.0	100.0	100.0	2.9	27.8	11.3	4.5	16.9	9.1
2006 to 2007		0.0	0.0	0.0	2.9	0.0	1.9	4.5	7.7	5.7

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE MAJOR OF THE HIGHEST DEGREE YOU HOLD?										
Biological Science	81									
Agriculture		0.0	0.0	0.0	0.5	0.2	0.3	0.2	0.1	0.1
Forestry		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Bacteriology, Molecular Biology		0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.7	0.5
Biochemistry		0.0	0.0	0.0	0.2	0.2	0.2	0.3	0.3	0.3
Biophysics		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
Botany		0.0	1.9	1.2	0.0	0.5	0.3	0.1	0.3	0.2
Environmental Science		0.0	1.9	1.2	0.5	1.1	0.8	0.3	0.7	0.5
Marine (life) Sciences		0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.1	0.0
Physiology, Anatomy		0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.1	0.3
Zoology		0.0	0.0	0.0	0.5	0.2	0.3	0.2	0.2	0.2
General, Other Biological Sciences		3.6	3.8	3.7	0.5	2.4	1.6	0.3	1.7	1.1
Business										
Accounting		0.0	0.0	0.0	0.5	0.4	0.4	1.0	0.9	0.9
Finance		3.6	0.0	1.2	2.4	0.7	1.4	1.7	0.5	1.0
International Business		0.0	1.9	1.2	0.2	0.2	0.2	0.3	0.1	0.2
Management		3.6	0.0	1.2	5.0	1.5	3.0	7.8	2.9	5.1
Marketing		0.0	0.0	0.0	0.5	1.1	0.8	1.4	0.7	1.0
Secretarial Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Business		0.0	3.8	2.5	1.9	2.0	2.0	2.1	1.4	1.7
Education										
Business Education		0.0	0.0	0.0	0.2	0.2	0.2	0.1	0.2	0.1
Educational Administration		3.6	7.5	6.2	4.5	3.1	3.7	3.7	2.1	2.9
Educational Psychology/Counseling		3.6	1.9	2.5	1.2	1.5	1.3	0.8	1.1	1.0
Elementary Education		0.0	3.8	2.5	1.0	2.9	2.1	0.7	2.5	1.7
Higher Education		0.0	1.9	1.2	1.2	1.8	1.6	1.5	1.4	1.5
Music or Art Education		0.0	0.0	0.0	0.5	0.5	0.5	0.5	1.0	0.8
Physical or Health Education		0.0	3.8	2.5	1.2	1.6	1.4	1.1	1.0	1.0
Secondary Education		0.0	0.0	0.0	2.1	0.7	1.3	2.3	1.9	2.1
Special Education		0.0	0.0	0.0	0.7	1.3	1.0	1.0	1.1	1.0
General, Other Education Fields		3.6	0.0	1.2	2.4	5.3	4.0	2.0	5.1	3.7
Engineering										
Aero-/Astronautical Engineering		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1
Chemical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Civil Engineering		0.0	0.0	0.0	0.2	0.0	0.1	0.3	0.1	0.2
Electrical Engineering		0.0	0.0	0.0	0.7	0.0	0.3	0.7	0.0	0.3
Industrial Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.1
Mechanical Engineering		0.0	0.0	0.0	0.7	0.2	0.4	0.7	0.2	0.4
General, Other Engineering Fields		3.6	0.0	1.2	0.5	0.2	0.3	1.0	0.2	0.6
Health										
Dentistry		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Health Technology		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
Medicine or Surgery		0.0	0.0	0.0	0.5	0.2	0.3	0.6	0.2	0.4
Nursing		0.0	0.0	0.0	0.2	3.8	2.3	0.3	4.8	2.8
Pharmacy, Pharmacology		3.6	0.0	1.2	0.5	0.2	0.3	0.5	0.1	0.3
Therapy (speech, physical, occup.)		0.0	0.0	0.0	0.0	1.5	0.8	0.0	0.9	0.5
Veterinary Medicine		0.0	0.0	0.0	0.2	0.0	0.1	0.1	0.0	0.0
General, Other Health Fields		3.6	0.0	1.2	2.4	2.9	2.7	1.5	1.7	1.6

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE MAJOR OF THE HIGHEST DEGREE YOU HOLD?										
Humanities										
History		7.1	0.0	2.5	4.5	2.2	3.2	4.3	2.4	3.3
Political Science, Government		3.6	0.0	1.2	3.8	1.3	2.4	2.3	1.2	1.7
English Language & Literature		0.0	13.2	8.6	5.7	9.5	7.9	5.6	10.6	8.4
Foreign Languages & Literature		3.6	1.9	2.5	0.5	0.9	0.7	0.6	1.3	1.0
French		0.0	1.9	1.2	0.0	1.3	0.7	0.0	0.9	0.5
German		0.0	1.9	1.2	0.0	0.5	0.3	0.0	0.5	0.3
Spanish		0.0	0.0	0.0	0.2	0.5	0.4	0.4	1.3	0.9
Other Foreign Languages		0.0	0.0	0.0	0.0	0.4	0.2	0.3	0.5	0.4
Linguistics		0.0	1.9	1.2	0.2	1.6	1.0	0.3	0.9	0.7
Philosophy		0.0	0.0	0.0	2.4	0.7	1.4	2.4	0.5	1.4
Religion or Theology		3.6	0.0	1.2	1.9	0.4	1.0	4.3	2.1	3.1
General, Other Humanities Fields		3.6	5.7	4.9	1.0	1.5	1.2	1.0	2.0	1.5
Fine Arts										
Architecture/Urban Planning		0.0	0.0	0.0	0.5	0.2	0.3	0.9	0.5	0.7
Art		3.6	3.8	3.7	2.1	4.0	3.2	3.0	4.0	3.5
Dramatics or Speech		0.0	0.0	0.0	1.9	2.2	2.1	1.2	2.1	1.7
Music		0.0	1.9	1.2	5.2	3.5	4.2	5.2	4.0	4.5
Television or Film		0.0	0.0	0.0	1.9	0.2	0.9	0.8	0.5	0.6
Other Fine Arts		3.6	9.4	7.4	2.1	1.8	2.0	1.4	2.8	2.1
Physical Science										
Mathematics and/or Statistics		3.6	1.9	2.5	3.6	3.8	3.7	3.3	2.9	3.1
Astronomy		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Atmospheric Sciences		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1
Chemistry		0.0	0.0	0.0	1.2	0.5	0.8	1.7	0.9	1.3
Earth Sciences		0.0	1.9	1.2	2.1	0.5	1.2	1.0	0.4	0.7
Geography		0.0	0.0	0.0	0.7	0.7	0.7	0.3	0.3	0.3
Marine Sciences (incl. Oceanography)		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1
Physics		0.0	1.9	1.2	1.2	0.5	0.8	1.1	0.7	0.8
General, Other Physical Sciences		3.6	0.0	1.2	0.2	0.2	0.2	0.2	0.1	0.1
Social Science										
Anthropology		3.6	1.9	2.5	1.7	1.8	1.8	1.1	1.3	1.2
Archaeology		0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.3	0.2
Clinical Psychology		3.6	0.0	1.2	1.2	2.0	1.7	1.1	1.7	1.4
Counseling and Guidance		3.6	3.8	3.7	1.2	1.8	1.6	1.1	1.3	1.2
Experimental Psychology		0.0	0.0	0.0	0.7	0.7	0.7	0.7	0.5	0.6
Social Psychology		0.0	1.9	1.2	0.7	0.4	0.5	0.3	0.4	0.4
General, Other Psychology		0.0	0.0	0.0	1.7	1.5	1.6	1.0	1.3	1.2
Economics		0.0	0.0	0.0	0.2	0.4	0.3	1.4	0.5	0.9
Sociology		0.0	1.9	1.2	1.9	2.2	2.1	2.0	1.5	1.7
Social Work, Social Welfare		3.6	0.0	1.2	1.4	2.0	1.8	1.3	2.1	1.7
General, Other Social Sciences		0.0	0.0	0.0	1.2	1.3	1.2	1.0	1.3	1.1

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE MAJOR OF THE HIGHEST DEGREE YOU HOLD?										
Technical										
Computer Science		7.1	0.0	2.5	1.4	0.7	1.0	2.0	0.7	1.3
Data Processing, Computer Prog.		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Drafting/Design		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1
Electronics		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Industrial Arts		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mechanics		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Technical		0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.2	0.3
Other Fields										
Building Trades		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Communications		7.1	1.9	3.7	2.4	2.4	2.4	1.3	2.1	1.7
Ethnic Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Human Ecology/Family Science		0.0	3.8	2.5	0.0	1.8	1.0	0.0	0.9	0.5
Journalism		0.0	0.0	0.0	0.7	0.2	0.4	0.5	0.4	0.4
Law		3.6	1.9	2.5	4.5	1.5	2.8	3.8	2.0	2.8
Law Enforcement		0.0	0.0	0.0	0.7	0.2	0.4	0.9	0.1	0.5
Library Science		0.0	0.0	0.0	0.0	0.4	0.2	0.1	0.3	0.2
Women's Studies		0.0	0.0	0.0	0.2	0.2	0.2	0.1	0.1	0.1
Other Vocational		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Fields		0.0	3.8	2.5	0.5	0.7	0.6	1.0	0.9	0.9

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE DEPARTMENT OF YOUR CURRENT FACULTY APPOINTMENT?										
Biological Science	81									
Agriculture		0.0	0.0	0.0	0.7	0.4	0.5	0.3	0.1	0.2
Forestry		0.0	0.0	0.0	0.2	0.0	0.1	0.1	0.0	0.0
Bacteriology, Molecular Biology		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
Biochemistry		3.6	0.0	1.2	0.2	0.2	0.2	0.1	0.1	0.1
Biophysics		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
Botany		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Environmental Science		3.6	1.9	2.5	1.0	0.7	0.8	0.5	0.4	0.4
Marine (life) Sciences		0.0	0.0	0.0	0.0	0.4	0.2	0.0	0.1	0.1
Physiology, Anatomy		0.0	0.0	0.0	0.2	0.2	0.2	0.4	0.1	0.2
Zoology		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Biological Sciences		3.6	5.7	4.9	1.0	3.3	2.3	1.2	3.2	2.3
Business										
Accounting		0.0	0.0	0.0	1.0	1.3	1.1	1.7	1.8	1.7
Finance		0.0	0.0	0.0	2.9	0.2	1.3	1.7	0.2	0.9
International Business		0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.1	0.0
Management		7.1	1.9	3.7	5.2	2.2	3.5	7.3	3.0	4.9
Marketing		0.0	0.0	0.0	1.0	0.7	0.8	1.7	0.7	1.1
Secretarial Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Business		0.0	0.0	0.0	2.1	1.1	1.6	3.8	1.4	2.5
Education										
Business Education		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.2	0.2
Educational Administration		3.6	0.0	1.2	1.4	1.1	1.2	0.7	0.5	0.6
Educational Psychology/Counseling		0.0	0.0	0.0	0.5	0.6	0.5	0.6	0.3	0.4
Elementary Education		0.0	9.4	6.2	2.6	4.8	3.8	1.4	3.4	2.5
Higher Education		0.0	0.0	0.0	0.0	0.4	0.2	0.6	0.7	0.7
Music or Art Education		0.0	0.0	0.0	0.0	0.6	0.3	0.2	0.7	0.4
Physical or Health Education		3.6	3.8	3.7	2.9	2.0	2.4	1.9	1.1	1.4
Secondary Education		3.6	0.0	1.2	1.9	0.7	1.2	1.2	0.6	0.9
Special Education		0.0	0.0	0.0	0.7	1.7	1.2	0.7	1.1	0.9
General, Other Education Fields		0.0	0.0	0.0	1.7	3.9	2.9	1.6	3.2	2.5
Engineering										
Aero-/Astronautical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Chemical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
Civil Engineering		0.0	0.0	0.0	0.5	0.0	0.2	0.2	0.1	0.2
Electrical Engineering		0.0	0.0	0.0	0.5	0.0	0.2	0.3	0.0	0.1
Industrial Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mechanical Engineering		0.0	0.0	0.0	0.5	0.2	0.3	0.8	0.1	0.4
General, Other Engineering Fields		0.0	0.0	0.0	0.2	0.2	0.2	0.7	0.2	0.4
Health										
Dentistry		0.0	0.0	0.0	0.0	0.4	0.2	0.1	0.2	0.1
Health Technology		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
Medicine or Surgery		0.0	0.0	0.0	0.0	0.2	0.1	0.2	0.2	0.2
Nursing		0.0	0.0	0.0	0.5	4.4	2.7	0.5	5.1	3.0
Pharmacy, Pharmacology		0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.1
Therapy (speech, physical, occup.)		0.0	0.0	0.0	0.2	1.1	0.7	0.1	0.8	0.5
Veterinary Medicine		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
General, Other Health Fields		3.6	5.7	4.9	2.9	3.5	3.2	1.4	2.0	1.7

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(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE DEPARTMENT OF YOUR CURRENT FACULTY APPOINTMENT?										
Humanities										
History		0.0	1.9	1.2	4.3	2.2	3.1	3.8	2.2	2.9
Political Science, Government		3.6	0.0	1.2	3.1	1.5	2.2	2.0	1.2	1.6
English Language & Literature		7.1	15.1	12.3	6.7	9.4	8.2	6.0	12.6	9.6
Foreign Languages & Literature		3.6	3.8	3.7	0.2	2.2	1.3	0.7	2.4	1.6
French		0.0	0.0	0.0	0.0	0.6	0.3	0.0	0.9	0.5
German		0.0	1.9	1.2	0.0	0.4	0.2	0.0	0.3	0.2
Spanish		0.0	0.0	0.0	0.2	0.6	0.4	0.2	1.6	1.0
Other Foreign Languages		0.0	3.8	2.5	0.2	0.6	0.4	0.3	0.7	0.6
Linguistics		0.0	3.8	2.5	0.2	0.9	0.6	0.2	0.7	0.5
Philosophy		3.6	0.0	1.2	3.3	0.7	1.9	2.8	0.4	1.5
Religion or Theology		0.0	0.0	0.0	1.0	0.4	0.6	3.8	2.2	2.9
General, Other Humanities Fields		10.7	3.8	6.2	3.3	2.8	3.0	3.3	3.1	3.2
Fine Arts										
Architecture/Urban Planning		0.0	0.0	0.0	0.2	0.0	0.1	0.9	0.5	0.7
Art		3.6	3.8	3.7	2.9	3.7	3.3	3.6	4.4	4.0
Dramatics or Speech		0.0	0.0	0.0	2.9	1.8	2.3	1.9	2.0	2.0
Music		0.0	1.9	1.2	5.0	3.9	4.4	5.4	4.4	4.8
Television or Film		3.6	0.0	1.2	1.7	0.4	0.9	0.7	0.4	0.5
Other Fine Arts		0.0	5.7	3.7	1.0	0.7	0.8	1.0	1.7	1.4
Physical Science										
Mathematics and/or Statistics		7.1	5.7	6.2	5.7	4.1	4.8	5.5	3.7	4.5
Astronomy		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Atmospheric Sciences		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Chemistry		0.0	0.0	0.0	1.0	0.6	0.7	1.7	1.0	1.3
Earth Sciences		0.0	1.9	1.2	1.7	0.7	1.1	0.7	0.3	0.5
Geography		0.0	0.0	0.0	0.7	0.7	0.7	0.3	0.4	0.4
Marine Sciences (incl. Oceanography)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Physics		0.0	0.0	0.0	1.7	0.4	0.9	1.4	0.6	1.0
General, Other Physical Sciences		0.0	0.0	0.0	0.0	0.2	0.1	0.4	0.2	0.3
Social Science										
Anthropology		0.0	1.9	1.2	1.0	1.7	1.3	0.9	1.1	1.0
Archaeology		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Clinical Psychology		0.0	0.0	0.0	0.5	0.4	0.4	0.3	0.4	0.4
Counseling and Guidance		3.6	0.0	1.2	0.5	0.7	0.6	0.5	0.7	0.6
Experimental Psychology		0.0	1.9	1.2	0.2	0.6	0.4	0.2	0.4	0.3
Social Psychology		0.0	1.9	1.2	0.2	0.2	0.2	0.6	0.7	0.7
General, Other Psychology		3.6	1.9	2.5	2.1	3.9	3.1	1.7	2.5	2.1
Economics		0.0	0.0	0.0	0.7	0.4	0.5	1.5	0.3	0.9
Sociology		0.0	1.9	1.2	2.1	2.4	2.3	2.4	1.6	2.0
Social Work, Social Welfare		0.0	0.0	0.0	1.2	1.1	1.1	0.7	1.0	0.9
General, Other Social Sciences		3.6	1.9	2.5	2.4	2.9	2.7	1.5	2.6	2.1

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

(1662)

Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
WHAT IS THE DEPARTMENT OF YOUR CURRENT FACULTY APPOINTMENT?										
Technical										
Computer Science		7.1	0.0	2.5	2.4	0.4	1.2	3.4	0.9	2.0
Data Processing, Computer Prog.		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Drafting/Design		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1
Electronics		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Industrial Arts		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Mechanics		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Technical		0.0	0.0	0.0	0.5	0.0	0.2	0.6	0.1	0.3
Other Fields										
Building Trades		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Communications		3.6	1.9	2.5	2.1	2.8	2.5	1.8	2.6	2.2
Ethnic Studies		0.0	0.0	0.0	0.2	0.6	0.4	0.1	0.3	0.2
Human Ecology/Family Science		3.6	3.8	3.7	0.2	2.2	1.3	0.1	0.9	0.6
Journalism		0.0	0.0	0.0	1.7	0.4	0.9	0.7	0.3	0.4
Law		0.0	1.9	1.2	0.5	0.4	0.4	0.7	0.3	0.5
Law Enforcement		0.0	0.0	0.0	0.2	0.2	0.2	0.7	0.1	0.4
Library Science		0.0	0.0	0.0	0.2	0.2	0.2	0.1	0.3	0.2
Women's Studies		0.0	0.0	0.0	0.0	0.7	0.4	0.0	0.3	0.2
Other Vocational		0.0	0.0	0.0	0.2	0.0	0.1	0.1	0.1	0.1
All Other Fields		0.0	0.0	0.0	1.0	2.4	1.8	1.5	2.1	1.8
HOW MANY CHILDREN DO YOU HAVE IN THE FOLLOWING AGE RANGES?										
Under 18 years old	81									
None		78.6	62.3	67.9	71.0	67.9	69.3	69.5	64.1	66.5
One		21.4	15.1	17.3	11.5	13.8	12.8	12.3	13.8	13.1
Two		0.0	13.2	8.6	12.4	12.3	12.3	12.4	15.0	13.8
Three		0.0	3.8	2.5	4.1	3.6	3.8	4.1	5.0	4.6
Four or more		0.0	5.7	3.7	1.0	2.5	1.8	1.8	2.2	2.0
18 years or older	78									
None		55.6	76.5	69.2	46.1	55.5	51.4	44.1	58.4	51.9
One		11.1	7.8	9.0	13.0	11.4	12.1	12.4	11.2	11.7
Two		18.5	7.8	11.5	25.1	20.9	22.7	25.3	17.4	21.0
Three		7.4	5.9	6.4	8.5	8.4	8.4	9.7	7.2	8.3
Four or more		7.4	2.0	3.8	7.2	3.9	5.4	8.4	5.9	7.0
How would you characterize your political views?										
Far left	79									
Far left		11.5	5.7	7.6	7.5	5.4	6.3	5.6	4.6	5.1
Liberal		50.0	49.1	49.4	34.9	49.3	43.0	31.5	45.1	38.9
Middle of the Road		30.8	32.1	31.6	36.6	28.4	32.0	37.5	28.7	32.7
Conservative		7.7	13.2	11.4	20.6	16.3	18.1	24.7	21.0	22.7
Far right		0.0	0.0	0.0	0.5	0.6	0.5	0.7	0.6	0.6
Are you currently:	81									
Single		21.4	18.9	19.8	10.7	14.4	12.8	11.0	13.2	12.2
Married		75.0	66.0	69.1	77.6	68.0	72.2	79.0	70.7	74.5
Unmarried, living with partner		3.6	3.8	3.7	3.8	6.1	5.1	3.9	5.3	4.7
Divorced		0.0	9.4	6.2	5.5	9.1	7.5	4.4	7.8	6.3
Widowed		0.0	1.9	1.2	1.4	2.2	1.9	0.9	2.3	1.7
Separated		0.0	0.0	0.0	1.0	0.2	0.5	0.8	0.6	0.7

2007-2008 FACULTY SURVEY INSTITUTIONAL PROFILE

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Montclair State University Part-time Undergraduate Faculty	# Resp- ondents	Your Institution			Public 4-yr Colls			All 4-year Insts		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Is English your native language?	81									
Yes		85.7	83.0	84.0	91.4	90.4	90.9	92.0	91.5	91.7
No		14.3	17.0	16.0	8.6	9.6	9.1	8.0	8.5	8.3
Are you: [5]	80									
White/Caucasian		81.5	86.8	85.0	85.3	88.5	87.1	87.0	88.3	87.7
African American/Black		0.0	1.9	1.2	3.6	1.9	2.6	3.8	2.7	3.2
American Indian/Alaska Native		7.4	1.9	3.7	2.6	2.4	2.5	1.9	1.8	1.8
Asian American/Asian		3.7	1.9	2.5	3.4	3.5	3.5	3.4	3.7	3.6
Native Hawaiian/Pacific Islander		0.0	0.0	0.0	1.0	0.0	0.4	0.7	0.3	0.4
Mexican American/Chicano		0.0	0.0	0.0	0.5	1.3	0.9	0.9	1.2	1.1
Puerto Rican		0.0	0.0	0.0	1.2	0.4	0.7	0.7	0.5	0.6
Other Latino		7.4	7.5	7.5	1.4	3.0	2.3	1.2	2.8	2.1
Other		7.4	5.7	6.3	5.5	3.5	4.4	4.0	3.1	3.5
Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research?	80									
Yes		67.9	59.6	62.5	69.0	68.6	68.7	70.2	70.4	70.3
No		32.1	40.4	37.5	31.0	31.4	31.3	29.8	29.6	29.7

FOR PART-TIME FACULTY ONLY [2]

If given the choice, I would prefer to work full-time at this institution.	80									
Yes		50.0	67.3	61.2	59.8	63.4	61.8	58.9	60.3	59.6
No		50.0	32.7	38.7	40.2	36.6	38.2	41.1	39.7	40.4
Mark all institutional resources available to you in your last term as part-time faculty:	81									
Use of private office		7.1	5.7	6.2	16.1	11.2	13.3	19.9	18.5	19.1
Shared office space		67.9	77.4	74.1	61.8	65.1	63.7	48.5	55.2	52.2
A personal computer		25.0	35.8	32.1	48.6	45.3	46.7	46.0	45.7	45.8
An email account		96.4	98.1	97.5	96.9	97.3	97.1	96.1	96.5	96.3
A phone/voicemail		14.3	24.5	21.0	44.8	47.9	46.5	42.9	50.7	47.2
Teaching assistance		7.1	9.4	8.6	13.3	13.7	13.5	19.7	18.4	19.0
Percentage agreeing "strongly" or "somewhat" that, "Part-time instructors at this institution":										
Are given specific training before teaching	79	33.3	34.6	34.2	41.1	37.2	38.9	46.6	42.3	44.2
Rarely get hired into full-time positions	74	76.0	69.4	71.6	69.9	66.9	68.2	69.7	66.4	67.9
Receive respect from students	81	100.0	96.2	97.5	95.5	96.0	95.7	95.7	95.6	95.6
Are primarily responsible for introductory classes	78	61.5	76.9	71.8	65.1	70.8	68.3	61.5	63.2	62.4
Have no guarantee of employment security	79	96.2	84.9	88.6	84.9	84.5	84.7	84.7	82.6	83.6
Have access to support services	81	85.7	84.9	85.2	86.5	83.9	85.0	86.5	84.9	85.6
Are compensated for advising/counseling students	76	29.2	15.4	19.7	17.8	18.3	18.1	24.0	23.2	23.6
Are required to attend meetings	79	26.9	35.8	32.9	29.2	34.8	32.3	40.2	42.3	41.3
Have good workshop relationships with the administration	80	66.7	73.6	71.3	75.5	76.1	75.8	80.5	78.9	79.6
Are respected by full-time faculty	81	89.3	69.8	76.5	81.7	76.1	78.5	81.4	77.6	79.3

[2] These questions asked for the first time in 2007.

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