

1998-99 HERI Faculty Survey Institutional Summary

Higher Education Research Institute Form with 20 CSUSB Local Items

Survey and follow-up to 431 CSUSB Faculty identified by Academic Personnel for a response rate of 51.5%.

Norms for Fulltime faculty. Most numbers are percentages; counts of individuals in **bold**; averages *italicized*.

		CSUSB		Norm Groups	
		SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Respondent Demographics:	Number of Respondents	222	158	8,575	33,785
<i>CSUSB FT Faculty % = 38.7</i>	Percent Female	42.3	42.4	35.5	33.0
<i>CSUSB respondents (and Faculty) slightly more likely to be female.</i>	Age as of December 31, 1998	49.7	48.6	48.9	48.9
	less than 30	0.0	0.0	2.2	2.1
	30 to 34	1.8	2.6	6.7	6.8
	35 to 39	10.1	12.9	10.2	11.4
	40 to 44	12.8	16.1	14.5	14.6
	45 to 49	19.7	20.0	16.2	16.0
	50 to 54	27.5	24.5	17.6	17.1
	55 to 59	19.7	16.8	18.2	16.5
	60 to 64	6.4	5.2	10.7	10.6
	65 to 69	1.4	1.3	2.8	3.7
	70 or more	0.5	0.6	0.9	1.3
<i>CSUSB FT Faculty % = 52.0</i>	Academic Rank	55.2	48.4	35.3	36.9
<i>Higher % of CSUSB full professor—fewer assistants; respondents representative.</i>	professor	22.2	25.5	27.7	28.7
	associate professor	14.9	17.8	26.6	25.1
	assistant professor	7.7	8.3	4.0	3.1
	lecturer	0.0	0.0	5.6	5.0
	instructor	0.0	0.0	0.8	1.2
	other				
	Administrative Title				
	not applicable	69.3	78.8	77.8	75.9
	director or coordinator	11.5	9.6	10.2	10.6
	department chair	11.0	8.3	7.7	8.1
	dean	2.3	0.0	0.2	0.2
	associate or assistant dean	1.4	0.6	0.5	0.6
	vice-pres, provost, vice-chanc	0.5	0.0	0.0	0.0
	president, chancellor	0.0	0.0	0.0	0.0
	other	4.1	2.6	3.6	4.5
	Principal Activity				
	administration	11.4	1.9	4.1	3.7
	teaching	85.5	96.2	93.0	88.5
	research	1.4	1.3	2.0	6.9
	services to clients and patients	0.5	0.0	0.3	0.3
	other	1.4	0.6	0.6	0.6
<i>CSUSB FT Faculty % = 77.3</i>	Racial Background (1)	83.3	86.3	91.1	91.5
<i>White over-represented among CSUSB respondents.</i>	White/Caucasian	4.7	4.6	2.6	2.6
	African American/Black	1.4	0.7	1.7	1.4
	American Indian	4.7	3.9	3.6	3.6
	Asian American/Asian	3.3	1.3	0.9	0.8
	Mexican American/Chicano	2.3	1.3	0.4	0.4
	Puerto Rican American	1.9	1.3	1.0	1.3
	other Latino	4.2	3.9	2.1	1.8
	other				
1 Percentages will sum to more than 100.0 if any respondents marked more than one entry.					
	Highest Degree Earned				
	bachelor's (B.A., B.S., etc.)	0.0	0.0	0.6	0.7
	master's (M.A., M.S., etc.)	7.4	6.6	16.6	15.0
	LL.B., J.D.	0.9	1.3	0.6	0.6
	M.D., D.D.S. (or equivalent)	0.0	0.0	0.2	0.3
	other first professional	0.0	0.0	0.4	0.6
	Ed.D.	5.6	1.3	6.7	4.1
	Ph.D.	82.3	86.8	70.3	74.7
	other degree	2.8	2.6	3.6	3.3
	none	0.9	1.3	0.9	0.7

	SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Field of Highest Degree (2)				
agriculture or forestry	0.0	0.0	0.8	1.4
biological sciences	4.4	4.8	6.3	6.9
business	8.3	10.3	6.1	5.2
education	18.5	8.2	15.6	11.4
engineering	0.0	0.0	4.2	5.2
English	6.3	8.9	7.0	6.6
health related	2.4	3.4	4.5	4.1
history or political science	7.3	8.2	7.2	7.8
humanities	7.3	8.9	6.2	10.3
fine arts	5.4	6.8	9.1	9.0
mathematics or statistics	4.4	4.1	5.5	5.0
physical sciences	8.8	11.0	8.3	8.7
social sciences	20.0	19.9	12.9	13.0
other technical	1.0	1.4	1.8	1.4
other non-technical	5.9	4.1	4.6	4.1

2 Disaggregated results for this item are available.

Year Highest Degree Earned				
before 1961	2.3	1.9	2.0	2.8
1961 to 1965	1.4	1.3	3.4	5.1
1966 to 1970	6.0	5.8	10.3	10.9
1971 to 1975	17.6	16.9	14.8	14.0
1976 to 1980	13.0	11.7	12.6	12.9
1981 to 1985	17.1	15.6	12.2	12.8
1986 to 1990	20.8	20.1	16.0	15.1
1991 to 1995	18.1	22.1	19.1	17.8
1996 to 1998	3.7	4.5	9.6	8.7

Degree Currently Working Toward				
bachelor's (B.A., B.S., etc.)	1.3	1.6	0.2	0.2
master's (M.A., M.S., etc.)	0.0	0.0	1.4	1.4
LL.B., J.D.	0.0	0.0	0.1	0.1
M.D., D.D.S. (or equivalent)	0.0	0.0	0.1	0.1
other first professional	0.0	0.0	0.1	0.2
Ed.D.	0.0	0.0	2.6	2.0
Ph.D.	7.7	9.4	10.1	9.0
other degree	1.3	1.6	1.3	1.3
none	89.7	87.5	84.1	85.8

Current Position:

Department of Current Faculty Appointment (3)				
agriculture or forestry	0.0	0.0	0.8	1.7
biological sciences	3.4	3.4	6.1	6.3
business	11.6	15.8	7.8	6.5
education	19.3	7.5	11.5	7.9
engineering	0.0	0.0	3.9	5.2
English	5.8	7.5	7.6	7.2
health related	2.9	4.1	5.6	5.4
history or political science	4.8	6.2	6.8	7.4
humanities	6.8	8.9	5.4	10.0
fine arts	6.3	7.5	9.7	9.4
mathematics or statistics	3.4	3.4	6.0	5.2
physical sciences	8.7	11.6	8.3	8.4
social sciences	16.9	17.1	12.3	12.3
other technical	2.4	2.7	2.7	2.2
other non-technical	7.7	4.1	5.4	5.0

3 Disaggregated results for this item are available.

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr	
Year Appointed to Current Position						
	before 1961	2.3	1.9	2.6	3.2	
	1961 to 1965	0.5	0.6	2.1	3.0	
	1966 to 1970	3.2	2.6	10.4	9.6	
	1971 to 1975	8.3	9.1	9.4	9.2	
	1976 to 1980	5.5	7.1	8.8	9.9	
	1981 to 1985	12.9	11.7	10.3	11.1	
	1986 to 1990	35.0	33.1	16.9	16.8	
	1991 to 1995	17.5	19.5	20.0	20.0	
	1996 to 1998	14.7	14.3	19.4	17.3	
Tenured?						
	yes	76.0	73.1	61.3	60.9	
	no	24.0	26.9	38.7	39.1	
Year Received Tenure						
	before 1961	1.2	0.9	0.4	0.5	
	1961 to 1965	0.0	0.0	0.7	1.2	
	1966 to 1970	0.0	0.0	4.8	6.0	
	1971 to 1975	7.2	8.8	13.6	13.6	
	1976 to 1980	9.6	8.8	14.9	14.7	
	1981 to 1985	9.6	11.5	13.0	14.5	
	1986 to 1990	15.6	11.5	15.7	15.9	
	1991 to 1995	38.3	38.1	21.7	20.1	
	1996 to 1998	18.6	20.4	15.3	13.5	
Salary is Based On						
	9/10 months	74.9	81.7	82.5	78.4	
	11/12 months	25.1	18.3	17.5	21.6	
Base Salary (in Thousands) for: <i>Averages calculated on category mid-points (18 for lowest; 174.5 for highest)</i>	Faculty on 9/10 Month Contracts	\$58.5	\$57.7	\$50.7	\$55.2	
	less than 20	0.0	0.0	1.1	1.3	
	20 to 29	0.0	0.0	3.0	3.3	
	30 to 39	5.7	5.8	20.7	16.8	
	40 to 49	22.6	26.7	27.5	24.5	
	50 to 59	18.2	17.5	20.3	19.4	
	60 to 69	34.0	31.7	16.5	15.2	
	70 to 79	18.2	16.7	7.7	9.2	
	80 to 89	1.3	1.7	1.9	4.5	
	90 to 99	0.0	0.0	0.8	2.6	
	100 to 124	0.0	0.0	0.4	2.5	
	125 to 149	0.0	0.0	0.0	0.6	
	150 or more	0.0	0.0	0.1	0.2	
		Faculty on 11/12 Month Contracts	\$64.5	\$52.8	\$55.2	\$58.2
		less than 20	0.0	0.0	1.0	1.1
	20 to 29	0.0	0.0	4.5	3.8	
	30 to 39	10.2	19.2	20.4	17.2	
	40 to 49	24.5	34.6	19.2	21.5	
	50 to 59	10.2	15.4	18.6	17.7	
	60 to 69	18.4	19.2	13.6	13.0	
	70 to 79	16.3	7.7	10.2	8.6	
	80 to 89	6.1	0.0	5.6	7.0	
	90 to 99	6.1	0.0	3.7	3.9	
	100 to 124	6.1	3.8	3.0	4.8	
	125 to 149	2.0	0.0	0.2	0.8	
	150 or more	0.0	0.0	0.0	0.6	
Family Characteristics:	Father's Education					
	8th grade or less	14.4	13.4	14.9	12.9	
	some high school	10.5	10.1	8.7	8.3	
	completed high school	21.5	16.8	22.9	21.3	
	some college	9.1	8.7	15.4	14.6	
	graduated from college	22.0	23.5	14.9	15.7	
	attended grad/prof school	6.2	7.4	5.5	6.2	
	attained advanced degree	16.3	20.1	17.7	20.9	

	SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Mother's Education				
8th grade or less	8.1	6.7	9.9	8.8
some high school	11.0	10.7	8.9	8.0
completed high school	32.9	28.0	33.5	32.4
some college	15.7	18.7	17.6	17.9
graduated from college	19.5	18.7	16.3	17.6
attended grad/prof school	3.8	4.7	4.7	5.2
attained advanced degree	9.0	12.7	9.2	10.2
Current Marital Status				
married	69.7	69.0	76.0	76.9
unmarried, living with partner	5.5	5.8	4.3	4.6
single	24.8	25.2	19.8	18.5
Has Respondent Ever Been				
divorced	38.7	37.3	27.6	24.3
widowed	2.3	2.5	2.6	2.4
separated	5.4	5.1	5.6	4.7
Spouse's or Partner's Education				
8th grade or less	0.0	0.0	0.1	0.1
some high school	0.5	0.7	0.3	0.3
completed high school	2.0	2.1	3.1	2.6
some college	10.0	11.6	9.3	8.4
graduated from college	16.9	18.5	20.3	19.3
attended grad/prof school	10.4	7.5	10.2	10.6
attained advanced degree	48.8	47.3	45.1	47.9
does not apply	11.4	12.3	11.6	10.8
Number of Children Aged: (4)				
0 to 4 years				
none	90.5	88.6	89.8	88.5
one	7.7	8.9	7.5	8.6
two	1.8	2.5	2.5	2.6
three	0.0	0.0	0.1	0.2
four or more	0.0	0.0	0.0	0.0
5 to 12 years				
none	83.8	83.5	80.8	79.7
one	12.6	12.7	11.9	12.9
two	3.6	3.8	6.1	6.3
three	0.0	0.0	1.0	1.0
four or more	0.0	0.0	0.2	0.2
13 to 17 years				
none	86.5	84.8	83.4	83.0
one	7.7	7.6	12.2	12.4
two	5.9	7.6	4.1	4.2
three	0.0	0.0	0.3	0.4
four or more	0.0	0.0	0.1	0.0
18 to 23 years				
none	80.2	81.0	80.0	81.0
one	15.3	14.6	14.1	13.3
two	4.5	4.4	5.1	4.9
three	0.0	0.0	0.7	0.7
four or more	0.0	0.0	0.1	0.1
24 or more years				
none	65.3	69.0	65.7	66.9
one	8.6	4.4	11.0	10.0
two	19.4	18.4	14.6	13.9
three	4.5	5.7	5.6	5.9
four or more	2.3	2.5	3.1	3.3

4 Results for this item are not comparable to results in earlier years.

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr	
Prior Activity:	Primary Activity Prior to Taking Current Position (5)					
	taught at college/university	38.6	36.9	38.9	37.8	
	full-time non-teaching research	4.5	5.1	3.4	4.1	
	postdoctoral fellowship	4.5	5.7	4.1	6.3	
	full-time acad admin position	5.5	5.1	2.6	2.4	
	prof pos outside higher educ	20.0	17.8	19.8	17.8	
	student	20.0	24.2	25.5	26.5	
	other	6.8	5.1	5.7	5.0	
Current Activities:	General Activities					
	held academic admin position	45.2	38.0	36.0	39.2	
	award for outstanding teaching	45.2	45.6	40.0	39.4	
	commute a long distance to work	32.3	31.8	19.3	16.9	
	research/writing on women	31.5	32.1	24.5	26.0	
	spouse/partner work in same city	39.1	37.9	51.9	56.7	
	spouse/partner an academic	39.9	39.0	32.4	32.1	
	res/writing on race/ethnicity	35.5	33.1	23.3	23.6	
	born in the U.S.A.	84.5	83.3	89.7	87.5	
	am a U.S. citizen	93.2	92.3	95.9	94.4	
	interrupted career for hlth/fam	15.1	14.1	13.2	11.4	
	sexually harassed at this inst	7.8	7.1	6.4	5.6	
	plan to work beyond age 70	33.9	36.1	30.2	33.7	
		In the Last Two Years				
had one or more firm job offers	23.3	18.5	26.8	26.0		
developed a new course	67.3	72.0	71.0	73.9		
considered early retirement	36.1	34.0	33.9	30.8		
considered leaving academe	39.7	39.1	37.2	34.7		
taught at 2+ insts in same term	15.5	16.6	9.4	9.1		
served as a paid consultant	48.6	45.2	39.8	40.6		
Institutional Change:	Institution Experienced Significant Change in Last Decade (5)					
	overall mission, purpose	65.1	67.1	50.7	39.4	
	general education	34.8	38.0	42.8	40.3	
	faculty role/reward	65.2	66.0	42.3	36.4	
	governance	63.5	62.3	41.6	36.7	
<i>5 This item asked for the first time in 1998.</i>						
Hours Per Week Spent: <i>Mean hours based on midpoint of category (49.5 for maximum)</i>	Scheduled Teaching	8.9	9.9	10.7	9.6	
	none	3.4	1.3	0.4	0.5	
	1 to 4	15.6	12.2	4.3	8.8	
	5 to 8	26.8	24.4	22.9	35.0	
	9 to 12	36.1	38.5	49.0	37.1	
	13 to 16	13.2	17.3	15.4	12.1	
	17 to 20	2.4	3.2	5.3	4.3	
	21 to 34	2.4	3.2	2.2	1.8	
	35 to 44	0.0	0.0	0.3	0.2	
	45 or more	0.0	0.0	0.1	0.1	
		Preparing for Teaching	12.2	13.6	13.4	12.9
	none	3.4	0.6	0.3	0.3	
	1 to 4	11.8	7.1	8.0	8.6	
	5 to 8	22.5	21.9	21.0	22.7	
	9 to 12	21.6	23.9	26.1	25.9	
	13 to 16	15.2	14.8	16.9	17.2	
	17 to 20	14.7	18.7	15.5	13.9	
	21 to 34	7.8	9.7	9.5	9.0	
	35 to 44	2.9	3.2	1.9	1.6	
45 or more	0.0	0.0	0.8	0.7		

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Hours Per Week Spent:	Advising/Counseling of Students	4.8	4.5	4.6	4.5
	none	3.9	2.6	3.1	2.8
	1 to 4	53.2	56.8	57.7	58.3
	5 to 8	32.5	31.6	29.3	29.2
	9 to 12	6.4	6.5	6.9	7.1
	13 to 16	2.0	2.6	1.8	1.7
	17 to 20	2.0	0.0	0.7	0.6
	21 to 34	0.0	0.0	0.4	0.2
	35 to 44	0.0	0.0	0.0	0.0
	45 or more	0.0	0.0	0.0	0.0
<i>More time spent in meetings -></i>	Committee Work & Meetings	6.2	5.5	4.1	3.9
	none	1.9	2.6	3.8	4.4
	1 to 4	46.1	50.6	64.6	66.1
	5 to 8	32.5	31.4	24.5	22.9
	9 to 12	9.7	8.3	4.9	4.8
	13 to 16	4.9	3.2	1.3	1.2
	17 to 20	2.4	2.6	0.6	0.5
	21 to 34	1.9	0.6	0.2	0.1
	35 to 44	0.5	0.6	0.0	0.0
	45 or more	0.0	0.0	0.0	0.0
	Other Administration	6.7	4.1	3.9	3.8
	none	28.7	35.9	36.0	34.4
	1 to 4	35.9	36.6	39.0	41.1
	5 to 8	11.8	12.4	11.7	12.4
	9 to 12	8.7	8.3	5.9	5.6
	13 to 16	3.1	2.8	2.6	2.6
	17 to 20	3.1	1.4	2.7	2.2
	21 to 34	4.6	2.1	1.5	1.3
	35 to 44	1.5	0.7	0.3	0.3
	45 or more	2.6	0.0	0.2	0.2
	Research and Scholarly Writing	6.5	7.2	6.2	7.8
	none	12.8	11.1	16.6	15.1
	1 to 4	36.5	32.7	37.2	31.0
	5 to 8	24.1	24.8	20.5	20.1
	9 to 12	15.3	17.6	12.2	13.5
	13 to 16	3.9	5.2	6.3	7.6
	17 to 20	4.4	5.2	4.2	6.6
	21 to 34	2.0	2.0	2.1	4.2
	35 to 44	0.5	0.7	0.5	1.2
	45 or more	0.5	0.7	0.3	0.7
	Creative Products/Performances	1.6	1.8	2.4	2.2
	none	66.3	67.1	54.0	58.1
	1 to 4	21.8	19.2	30.0	27.1
	5 to 8	8.3	8.9	8.9	8.1
	9 to 12	2.1	2.7	3.6	3.4
	13 to 16	1.0	1.4	1.5	1.4
	17 to 20	0.0	0.0	1.3	1.0
	21 to 34	0.0	0.0	0.4	0.5
	35 to 44	0.5	0.7	0.2	0.2
	45 or more	0.0	0.0	0.1	0.1
	Consultation with Clients or Patients	0.8	0.6	0.9	0.9
	none	86.1	87.4	82.2	83.5
	1 to 4	8.6	8.4	12.6	11.4
	5 to 8	1.6	2.1	2.9	2.9
	9 to 12	1.6	0.7	1.2	1.2
	13 to 16	1.6	1.4	0.4	0.4
	17 to 20	0.5	0.0	0.4	0.3
	21 to 34	0.0	0.0	0.2	0.2
	35 to 44	0.0	0.0	0.1	0.1
	45 or more	0.0	0.0	0.0	0.1

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Hours Per Week Spent: <i>More Community Service -></i>	Community or Public Service	3.3	3.4	2.6	2.4
	none	21.8	22.6	27.5	32.8
	1 to 4	58.0	57.5	58.4	54.3
	5 to 8	11.4	9.6	10.5	9.7
	9 to 12	6.2	6.8	2.5	2.2
	13 to 16	1.0	1.4	0.4	0.5
	17 to 20	1.6	2.1	0.4	0.3
	21 to 34	0.0	0.0	0.2	0.1
	35 to 44	0.0	0.0	0.1	0.0
	45 or more	0.0	0.0	0.0	0.0
Outside Consulting/Freelance Work		1.7	1.6	1.5	1.5
	none	64.4	64.8	65.9	65.3
	1 to 4	26.6	26.8	25.4	25.6
	5 to 8	4.3	4.2	5.5	6.0
	9 to 12	2.7	2.1	1.8	2.0
	13 to 16	0.0	0.0	0.6	0.5
	17 to 20	1.1	1.4	0.3	0.3
	21 to 34	1.1	0.7	0.2	0.2
	35 to 44	0.0	0.0	0.1	0.1
	45 or more	0.0	0.0	0.1	0.0
Household/Childcare Duties		10.7	10.9	10.8	11.0
	none	9.2	9.6	10.2	10.3
	1 to 4	19.0	15.8	19.9	18.9
	5 to 8	26.7	28.8	25.0	25.0
	9 to 12	14.4	15.1	16.0	16.8
	13 to 16	12.3	12.3	9.6	9.6
	17 to 20	8.2	8.2	7.8	7.6
	21 to 34	5.6	5.5	5.6	5.9
	35 to 44	1.5	1.4	2.6	2.7
	45 or more	3.1	3.4	3.2	3.4
<i>More total time in listed activities -></i>	Total Hours Per Week Spent	63.5	63.2	60.9	60.5
Instructional Technology Use in Past Year <i>(Asked for the first time in 1998.)</i>	Communicated Using E-mail				
	daily	85.5	86.0	76.6	80.3
	2-3 times/week	10.9	10.2	13.6	11.5
	once a week	0.9	0.6	3.1	2.6
	1-2 times/month	2.3	2.5	3.4	3.0
never	0.5	0.6	3.2	2.6	
Conducted Research on Internet	daily	15.1	13.5	12.5	14.1
	2-3 times/week	19.2	21.8	22.7	22.8
	once a week	20.1	20.5	19.3	18.4
	1-2 times/month	26.5	27.6	26.7	26.5
	never	19.2	16.7	18.8	18.2
Used On-line Discussion Groups	daily	12.7	10.2	6.1	6.0
	2-3 times/week	6.8	6.4	5.8	5.8
	once a week	7.3	5.7	6.1	6.5
	1-2 times/month	16.4	17.2	16.3	15.7
	never	56.8	60.5	65.7	66.0
Additional Activities in last Year	Worked from Home				
	daily	40.3	41.6	31.0	31.2
	2-3 times/week	25.5	24.7	25.4	25.0
	once a week	13.4	13.0	13.7	13.7
	1-2 times/month	10.2	9.7	12.4	13.2
never	10.6	11.0	17.6	16.8	
Wrote Memos/Letters	daily	68.2	66.9	64.4	67.1
	2-3 times/week	24.1	24.8	23.3	21.8
	once a week	4.5	5.1	5.8	5.5
	1-2 times/month	2.7	2.5	3.5	3.0
	never	0.5	0.6	3.1	2.5

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Conducted Scholarly Research					
	daily	40.5	38.2	34.6	40.6
	2-3 times/week	17.3	19.1	21.4	21.5
	once a week	18.2	18.5	14.8	12.7
	1-2 times/month	16.4	17.2	16.9	13.9
	never	7.7	7.0	12.3	11.3
Conducted Data Analysis					
	daily	18.7	17.8	15.7	17.9
	2-3 times/week	10.5	12.1	11.7	11.5
	once a week	14.6	14.6	12.9	11.9
	1-2 times/month	23.7	24.2	23.0	20.7
	never	32.4	31.2	36.8	38.0
Created Presentations					
	daily	19.2	15.9	19.1	19.9
	2-3 times/week	21.0	20.4	18.6	18.4
	once a week	15.5	17.2	15.8	15.3
	1-2 times/month	28.8	29.9	28.2	27.0
	never	15.5	16.6	18.3	19.4
Publications: <i>Mean number based on midpoint of category (70 for maximum)</i>	Articles in Academic/Prof. Journals	13.3	12.9	10.1	14.6
	none	10.0	11.4	18.3	16.3
	1 to 2	13.2	13.3	18.8	15.8
	3 to 4	12.3	9.5	15.8	13.2
	5 to 10	27.7	29.7	21.4	19.2
	11 to 20	19.5	19.0	13.2	14.2
	21 to 50	13.2	13.9	9.5	13.5
	51+	4.1	3.2	3.1	7.8
	Chapters in Edited Volumes	2.3	2.1	1.6	2.9
	none	46.7	49.7	57.5	46.7
	1 to 2	28.6	29.1	25.4	25.0
	3 to 4	14.8	13.2	10.0	12.9
	5 to 10	8.1	6.6	5.1	9.8
11 to 20	0.5	0.0	1.5	3.7	
21 to 50	1.0	0.7	0.4	1.6	
51+	0.5	0.7	0.1	0.3	
Books, Manuals, Monographs	2.7	2.5	1.4	1.7	
none	48.8	53.1	57.2	52.0	
1 to 2	27.5	24.5	27.9	29.4	
3 to 4	11.1	8.2	8.5	10.3	
5 to 10	8.7	10.9	4.7	6.1	
11 to 20	2.4	2.0	1.3	1.7	
21 to 50	0.5	0.7	0.3	0.4	
51+	1.0	0.7	0.1	0.1	
Exhibitions or Performances in the Fine/Applied Arts Presented	3.6	4.1	5.7	5.3	
none	85.9	85.9	81.2	82.3	
1 to 2	2.9	2.7	3.7	3.8	
3 to 4	1.5	0.7	2.3	2.1	
5 to 10	2.0	2.0	2.3	2.2	
11 to 20	1.5	2.0	2.0	1.7	
21 to 50	3.9	3.4	2.6	2.4	
51+	2.4	3.4	5.9	5.6	
Professional Writings Published/ Accepted for Publication Last 2 Years	3.1	2.7	2.3	3.0	
none	22.0	21.2	35.2	29.7	
1 to 2	38.1	37.8	34.1	30.2	
3 to 4	24.8	25.0	19.9	22.4	
5 to 10	12.8	15.4	9.0	14.3	
11 to 20	1.4	0.6	1.4	2.7	
21 to 50	0.5	0.0	0.3	0.6	
51+	0.5	0.0	0.2	0.1	

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Courses Taught This Term In: <i>Mean number based on midpoint of category (5 for maximum)</i>	General Education	0.6	0.8	1.0	0.8
	none	62.4	51.3	49.0	52.0
	one	24.2	31.1	23.4	25.6
	two	7.6	10.1	16.3	13.6
	three	3.2	4.2	7.2	5.6
	four	1.3	1.7	2.9	2.2
	five or more	1.3	1.7	1.3	1.0
	Other BA or BS Undergraduate Credit Courses	1.5	1.8	2.2	1.9
	none	25.0	9.3	6.7	7.0
	one	24.5	27.8	25.0	33.8
	two	31.4	39.1	31.0	31.3
	three	14.9	18.5	21.9	17.6
	four	2.7	3.3	11.3	7.3
	five or more	1.6	2.0	4.1	3.0
	Non-BA Credit Courses (developmental or remedial)	0.0	0.1	0.1	0.1
	none	97.6	96.6	94.3	95.1
	one	1.6	2.3	2.8	2.8
	two	0.0	0.0	1.1	0.9
	three	0.8	1.1	0.6	0.5
	four	0.0	0.0	0.7	0.3
	five or more	0.0	0.0	0.5	0.3
Graduate Courses	0.8	0.4	0.5	0.6	
none	55.1	68.6	60.5	52.7	
one	22.4	23.8	31.1	38.9	
two	12.8	5.7	6.3	6.7	
three	9.0	1.9	1.6	1.4	
four	0.6	0.0	0.2	0.3	
five or more	0.0	0.0	0.1	0.1	
<i>Fewer courses taught -></i>	Total Courses Taught This Term	2.9	3.1	3.8	3.4
Teaching:	Teaching Activities in Last Two Years				
<i>Fewer honors classes -></i>	taught honors course	7.4	8.5	16.6	22.8
	taught interdisciplinary course	36.4	36.8	33.5	41.7
	taught ethnic studies course	12.4	11.2	8.4	9.3
	taught women's studies course	5.8	6.3	7.3	8.4
<i>Less team teaching -></i>	team-taught a course	30.2	24.6	33.6	39.8
	taught a service learning course	22.9	24.3	25.9	24.1
	worked w/students on res project	76.0	75.8	72.5	76.5
	used funds for research	57.6	58.8	47.3	54.7
	in teaching enhancement workshop	62.9	59.1	60.2	56.6
	put/collected assign on Internet	38.1	34.9	35.6	39.0
	taught course excl on Internet	5.8	4.9	2.6	2.2
Scholarly Work Conducted:	Primary Interest				
	very heavily in teaching	17.3	16.7	31.0	25.7
	leaning toward teaching	53.2	53.8	44.7	40.6
	leaning toward research	25.5	23.7	21.9	29.6
	very heavily in research	4.1	5.8	2.4	4.2
	by Respondent Alone				
	none	8.0	8.7	12.4	11.7
	some	29.2	24.7	25.4	27.7
	most	34.9	36.7	30.4	29.2
	all	27.8	30.0	31.8	31.5
	with One Other Person				
	none	22.8	26.4	30.8	29.9
	some	58.0	57.1	47.5	49.4
	most	17.6	15.0	19.2	18.7
	all	1.6	1.4	2.5	1.9
with Two or More People					
none	45.3	48.5	51.7	47.7	
some	40.3	38.1	35.9	37.7	
most	12.7	11.9	9.1	11.7	
all	1.7	1.5	3.3	3.0	

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Personal Goals:	Very Important or Essential				
(Sorted by CSUSB-FT Faculty Rating)	be a good teacher	97.2	97.4	98.1	97.6
	be a good colleague	91.7	90.4	89.4	89.8
	develop philosophy of life	73.4	73.5	76.4	76.9
	raise a family	61.3	61.0	70.8	72.3
	promote racial understanding	65.1	60.6	58.1	58.3
	help others in difficulty	59.6	57.7	62.2	62.7
	become authority in own field	50.2	50.6	50.4	56.6
	integrate spirituality into life	48.6	50.3	52.2	52.5
	obtain recog from colleagues	44.7	44.2	42.0	47.3
	influence social values	46.6	43.6	35.8	37.0
	be very well-off financially	42.5	39.7	38.0	35.3
	be involved in environ clean-up	31.5	29.5	31.7	29.3
	influence political structure	23.3	19.9	14.2	14.3
Why Academia:	Reasons Noted as Very Important for Pursuing an Academic Career				
(Sorted by CSUSB-FT Faculty Rating)	intellectual challenge	91.2	89.7	83.9	86.9
	intellectual freedom	86.6	85.8	79.3	79.6
Autonomy relatively more important ->	autonomy	80.6	83.9	71.0	71.0
	freedom to pursue interests	83.9	83.2	76.4	78.4
	flexible schedule	66.4	66.5	66.3	64.4
	opportunities for teaching	68.2	65.8	71.8	68.0
	opportunities for research	51.4	48.1	39.8	48.1
Influence relatively more important ->	oppty to influence soc change	35.0	29.7	22.6	21.8
	occupational prestige/status	19.4	16.8	18.0	17.6
Evaluation Methods:	Used in Most or all Undergraduate Classes				
(Sorted by CSUSB-FT Faculty Rating)	class discussions	74.0	71.6	68.0	67.7
More essay exams ->	essay mid-terms/finals	56.2	58.1	40.7	43.6
	competency-based grading	49.5	51.7	46.8	46.8
	extensive lecturing	48.2	51.3	48.0	48.5
More short-answer exams ->	short-answer mid-terms/finals	45.2	48.0	34.4	35.2
More term papers ->	term/research papers	41.9	41.7	33.7	37.4
	cooperative learning	37.1	34.0	36.9	35.5
	independent projects	34.2	33.3	33.5	34.1
	multiple-choice mid-terms/finals	30.9	32.1	33.1	26.6
	student presentations	33.2	32.1	33.3	34.1
	quizzes	27.6	30.3	37.0	33.3
More written work ->	multiple drafts of written work	21.8	22.4	16.9	17.3
	group projects	22.8	20.5	24.4	23.6
	readings on racial/ethnic issues	20.2	20.5	16.8	17.2
	weekly essay assignments	20.3	20.0	15.1	16.8
	readings on women/gender issues	19.2	19.2	15.5	16.8
	grading on a curve	17.8	18.7	17.0	20.0
	computer/machine-aided instruct	18.6	17.9	22.2	19.9
	experiential learning/field stud	22.6	17.9	20.1	19.1
	recitals or demonstrations	15.6	13.5	16.9	16.8
	student-developed activities	14.9	13.5	13.6	12.5
	stdnt evals of each others' work	9.4	9.6	13.4	12.9
	student-selected topics	6.7	5.8	7.9	8.0
	teaching assistants	1.5	1.3	4.4	11.3
Goals for Undergraduates:	Noted as Very Important or Essential				
(Sorted by CSUSB-FT Faculty Rating)	develop ability to think clearly	99.5	99.4	99.3	99.5
	prepare for employment	75.6	72.4	73.5	67.2
	prepare for respons citizenship	69.0	65.2	60.8	59.0
	enhance self-understanding	62.1	56.4	60.6	60.2
	prepare for graduate education	58.3	56.1	56.9	58.3
	enhance apprec of race/eth grps	62.4	54.2	58.0	56.6
	help develop personal values	57.3	53.2	56.4	57.7
	develop moral character	58.3	52.9	53.7	55.5
	enhance out-of-class experience	43.3	39.4	42.3	39.3
Less concern with student emotional development	instill commitment to cmty svc	42.6	33.8	36.4	35.1
	provide for emotional develop	33.8	29.2	35.1	35.3
	teach classics of western civ	25.9	26.3	28.9	30.2
	prepare for family living	17.1	12.3	15.0	15.0

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Campus Climate:	Agrees Strongly or Somewhat				
<i>(Sorted by CSUSB-FT Faculty Rating)</i>	women faculty treated fairly	83.2	84.3	82.9	83.1
	faculty of color treated fairly	81.0	83.9	87.2	85.9
	fac interest in stdnts acad prob	78.2	80.8	81.3	80.4
	fac committed to welfare of inst	76.9	79.5	81.8	83.5
	gay/lesbian fac treated fairly	77.6	79.2	72.3	71.3
	fac interested in students' prob	69.7	69.2	74.4	72.9
	my research valued by dept fac	63.2	63.8	68.6	72.8
<i>Feminist perspective included</i>	courses incl feminist perspect	50.5	52.0	33.6	36.9
<i>Weaker linkage between faculty/ student affairs</i>	Stdnt Aff staff supported by fac	49.3	48.6	58.4	61.0
	people don't respect each other	41.6	35.0	36.9	33.4
<i>Students less committed to community</i>	courses involve stud in cmtly svc	22.2	21.4	24.9	29.1
	students committed to cmtly svc	11.9	11.8	18.3	27.7
	a lot of racial conflict here	9.8	9.7	9.7	10.4
<i>Students less well prepared</i>	students well prep academically	7.3	4.5	21.9	30.7
High Priority Issues:	Issues Noted as Being of High or Highest Priority				
<i>(Sorted by CSUSB-FT Faculty Rating)</i>	promote intellectual development	77.3	73.4	79.8	82.8
<i>Multiculturalism a priority -></i>	create multi-cultural environ	69.6	68.0	50.2	49.7
	increase/maintain inst prestige	55.3	53.6	63.8	71.2
	recruit more minority students	58.2	53.3	50.6	50.4
	hire more minority faculty/admin	55.6	49.7	45.0	42.9
	hire more women faculty/admin	43.5	37.9	38.8	39.2
	enhance insts' national image	42.3	37.9	56.6	69.3
	help students understand values	43.3	34.6	44.6	50.9
<i>Less emphasis on non-academic student issues</i>	dev community among students/fac	41.2	33.8	44.8	46.5
	dev leadership ability in stdnts	36.6	31.2	45.5	46.9
	involvement in community svcs	37.0	28.6	30.5	36.9
	teach stdnts how to change soc	27.4	21.9	24.3	26.3
	hire faculty 'stars'	16.4	16.4	17.2	29.0
Politics:	Political Orientation				
<i>Slightly more left-leaning politically</i>	far left	10.6	11.4	4.7	5.8
	liberal	44.7	40.9	39.1	41.7
	middle-of-the-road	34.1	34.9	38.5	35.3
	conservative	10.6	12.8	17.4	16.8
	far right	0.0	0.0	0.3	0.3
General Opinions:	General Opinions				
<i>(Sorted by CSUSB-FT Faculty Rating)</i>	diverse stdnt body enhances educ	92.2	89.1	90.4	91.3
<i>Stronger support of tenure -></i>	computers enhance stdnt learning	88.0	86.5	88.0	86.2
	tenure essential to attract best	79.8	77.6	66.0	65.7
	encourage stdnts to do cmtly svc	79.4	75.0	79.4	81.2
	coll should help solve soc probs	70.5	67.1	62.1	63.8
	give cmtly svc weight in admis	56.7	56.8	50.7	53.7
	West Civ foundation of UG curric	53.7	50.6	58.6	58.6
	diversity yields underprep stdnt	23.9	30.1	30.7	28.5
<i>More tolerant of diverse thought -></i>	college increases earning power	28.4	27.6	27.1	22.7
<i>Stronger support of tenure -></i>	college can ban extreme speakers	14.7	14.2	21.7	24.5
	tenure is an outmoded concept	15.6	14.1	29.2	30.4
Institutional Reputation:	Attributes Noted as Being VERY Descriptive of the Institution				
<i>(Sorted by CSUSB-FT Faculty Rating)</i>	easy to see fac outside ofc hour	33.3	40.4	43.2	44.7
<i>Greater Faculty/Admin Conflict -></i>	faculty at odds with admin	30.6	31.0	21.2	18.3
	faculty respect each other	26.2	29.3	29.2	33.5
	stdnts don't socialize regularly	18.5	18.4	6.2	3.3
	fac rewarded for good teaching	14.9	14.0	12.1	13.1
	great conformity among students	9.3	11.8	24.0	26.1
	most stdnts treated like numbers	8.2	7.0	4.6	4.7
	intercoll sports overemphasized	4.5	3.8	14.3	20.0
	social activities overemphasized	0.9	0.6	6.6	8.8

		SB-All	FT Fac	Pub 4-Yr	All 4-Yr
Institutional Reputation:	Attributes Noted as Being NOT Descriptive of the Institution				
(Sorted by CSUSB-FT Faculty Rating)	social activities overemphasized	88.5	89.7	70.2	63.2
	intercoll sports overemphasized	74.5	73.7	61.4	51.8
	most stdnts treated like numbers	61.4	63.1	71.8	72.2
	great conformity among students	49.1	48.7	20.1	19.7
	fac rewarded for good teaching	31.7	28.7	33.9	32.2
	stdnts don't socialize regularly	19.4	18.4	57.5	71.6
	faculty at odds with admin	13.2	14.2	29.6	32.9
	easy to see fac outside ofc hour	16.0	12.8	8.1	8.4
	faculty respect each other	7.7	4.5	8.4	7.6
Job Satisfaction:	Aspects of Job Noted as Very Satisfactory or Satisfactory (6)				
(Sorted by CSUSB-FT Faculty Rating)	autonomy and independence	79.5	80.9	84.8	87.6
	job security	76.3	76.0	75.8	76.5
	prof relations w/other faculty	67.0	68.6	72.0	71.9
	oppty to develop new ideas	70.3	68.2	73.2	77.0
	overall job satisfaction	68.2	65.8	71.9	74.5
	competency of colleagues	67.3	65.4	71.1	73.4
	working conditions	62.3	60.8	68.2	72.1
	social relations w/other faculty	57.5	57.3	60.2	58.8
	relationships with admin	53.4	47.8	56.1	56.9
	oppty for scholarly pursuits	47.7	42.9	54.0	61.6
	salary and fringe benefits	37.3	36.7	42.9	47.8
Three areas of greatest ->	teaching load	36.0	30.6	50.0	57.3
relative lower ->	visibility for jobs	35.0	29.1	40.8	46.5
satisfaction ->	quality of students	24.4	20.9	35.2	44.9
Less satisfied in general ->	Average Satisfaction Rating	55.9	53.6	61.2	64.8
6 Respondents marking "not applicable" are not included in these results.					
	Still Want to Be a College Professor?				
	definitely yes	43.9	46.5	44.4	46.1
	probably yes	34.4	33.1	33.5	33.8
	not sure	10.9	10.2	13.0	12.5
	probably no	7.2	7.0	7.0	5.9
	definitely no	3.6	3.2	2.1	1.7
(Sorted by CSUSB-FT Faculty Rating)	Sources of Stress (7)				
	time pressures	89.9	92.3	85.0	86.7
	lack of personal life	83.9	84.5	79.1	80.4
Highest relative source of stress ->	teaching load	73.4	82.1	67.2	63.0
	inst procedures & 'red tape'	82.6	80.1	75.8	70.5
	keeping up with info tech	73.9	71.8	68.0	65.6
2nd highest relative source of stress ->	committee work	72.9	70.5	63.2	61.3
	household responsibilities	70.4	68.2	70.4	70.4
	personal finances	63.8	66.0	61.4	57.6
	research or publishing demands	62.4	63.5	57.7	61.0
	colleagues	62.8	58.3	58.7	58.7
	students	55.0	57.7	57.7	56.3
	review/promotion process	55.0	56.4	51.0	48.4
	faculty meetings	58.7	53.2	54.0	52.3
	my physical health	52.3	50.0	48.5	47.1
	care of elderly parent	37.2	37.2	34.2	33.4
	children's problems	28.2	30.8	31.8	31.6
	child care	27.8	29.0	30.5	31.7
	subtle discrimination	31.2	28.8	27.1	24.3
	marital friction	25.1	26.5	22.7	23.4
CSUSB faculty generally report more sources of stress	illness or death of spouse	6.5	3.9	7.4	7.2
	Average Stress Source Rating	55.7	55.5	52.6	51.5
7 Percentage of respondents marking "somewhat" OR "extensive".					

	CSUSB Items	SB-All	FT Fac	1996-97	Change
Performance Evaluation:	40 Your own understanding of how to get promoted and/or tenured?				
	Very Dissatisfied	9.2	8.2	13.0	-4.8
	↑	9.2	10.9	10.0	0.9
	↓	15.0	15.6	14.0	1.6
	Very Satisfied	26.1	29.3	21.0	8.3
		40.6	36.1	42.0	-5.9
<i>RPT satisfaction down -></i>	41 The fairness of decisions made concerning retention, promotion, and tenure (RPT)?				
	Very Dissatisfied	10.2	11.0	9.0	2.0
	↑	15.6	15.1	9.0	6.1
	↓	26.8	30.1	23.7	6.4
	Very Satisfied	29.3	28.8	28.0	0.8
		18.0	15.1	30.3	-15.2
<i>RPT satisfaction down -></i>	42 The extent to which you believe you have been evaluated properly?				
	Very Dissatisfied	11.7	10.3	9.0	1.3
	↑	9.8	11.6	7.1	4.5
	↓	18.0	19.2	22.3	-3.1
	Very Satisfied	34.6	35.6	24.2	11.4
		25.9	23.3	37.4	-14.1
Campus Governance:	43 Strategic planning with the University?				
	Very Dissatisfied	14.6	15.2	28.6	-13.4
	↑	20.5	22.1	31.7	-9.6
	↓	37.6	37.9	31.7	6.2
	Very Satisfied	22.4	22.1	5.5	16.6
<i>Strategic Planning satisfaction up -></i>		4.9	2.8	2.5	0.3
Working Conditions/Benefits:	44 The Faculty Senate's effectiveness in shared governance of the University?				
	Very Dissatisfied	15.6	13.1	11.5	1.6
	↑	25.4	25.5	25.7	-0.2
	↓	34.6	36.6	36.1	0.5
	Very Satisfied	19.0	20.7	14.7	6.0
		5.4	4.1	7.3	-3.2
<i>Satisfaction with Library holdings remains low</i>	45 Laboratory facilities?				
	Very Dissatisfied	13.3	14.4	27.2	-12.8
	↑	31.6	33.1	23.1	10.0
	↓	38.8	33.8	19.0	14.8
	Very Satisfied	11.2	12.2	21.1	-8.9
		5.1	6.5	9.5	-3.0
<i>Satisfaction with Library holdings remains low</i>	46 The Library's book holdings?				
	Very Dissatisfied	26.6	25.9	28.9	-3.0
	↑	30.0	33.3	27.5	5.8
	↓	27.5	25.9	22.5	3.4
	Very Satisfied	11.1	9.5	18.3	-8.8
		4.8	5.4	2.8	2.6
<i>Satisfaction with Library holdings remains low</i>	47 The Library's journal holdings?				
	Very Dissatisfied	44.0	46.3	43.6	2.7
	↑	26.1	29.3	24.3	5.0
	↓	19.3	14.3	19.3	-5.0
	Very Satisfied	6.3	4.8	11.5	-6.7
		4.3	5.4	1.4	4.0
<i>Satisfaction with Library holdings remains low</i>	48 Technical support for computer and teaching-related work?				
	Very Dissatisfied	20.5	21.4	20.7	0.7
	↑	26.8	27.6	26.6	1.0
	↓	26.8	24.8	24.6	0.2
	Very Satisfied	19.0	17.2	21.2	-4.0
		6.8	9.0	6.9	2.1

	CSUSB Items	SB-All	FT Fac	1996-97	Change
Intellectual Life:	49 I am satisfied with my decision to teach at CSUSB.				
	Disagree	6.7	6.1	3.1	3.0
	↑	10.6	12.8	7.2	5.6
		22.1	20.3	24.7	-4.4
	↓	30.3	31.1	33.6	-2.5
	Agree	30.3	29.7	31.4	-1.7
	50 I am excited about the new technologies available for distance education and multimedia instruction.				
	Disagree	20.7	25.0	22.5	2.5
	↑	16.3	18.2	18.3	-0.1
		30.3	28.4	22.5	5.9
	↓	19.7	16.2	17.4	-1.2
	Agree	13.0	12.2	19.3	-7.1
	51 With its museums, plays, concerts, sports, and special events, the University provides a valuable cultural resource for the community.				
	Disagree	5.8	4.7	4.1	0.6
	↑	10.6	11.5	8.3	3.2
	27.9	29.1	26.3	2.8	
↓	35.6	37.8	33.6	4.2	
Agree	20.2	16.9	27.6	-10.7	
52 The campus offers a fairly good array of places to sit and converse informally with students and colleagues.					
Disagree	23.2	23.1	22.9	0.2	
↑	34.8	36.1	23.9	12.2	
	21.7	21.8	29.4	-7.6	
↓	15.0	16.3	15.6	0.7	
Agree	5.3	2.7	8.3	-5.6	
53 CSUSB is doing well in providing support for faculty who are involved in community activities.					
Disagree	17.0	16.2	26.2	-10.0	
↑	32.5	32.4	26.8	5.6	
	35.5	38.0	31.1	6.9	
↓	10.0	8.5	10.4	-1.9	
Agree	5.0	4.9	5.5	-0.6	
Diversity:	54 CSUSB has done more than is necessary to promote diversity in the curriculum.				
	Disagree	8.3	4.2	10.2	-6.0
	↑	17.6	18.1	14.1	4.0
		32.8	33.3	35.9	-2.6
	↓	23.0	21.5	19.4	2.1
	Agree	18.1	22.9	20.4	2.5
	55 CSUSB is doing well in encouraging people who have been historically underrepresented to become more involved in University				
	Disagree	4.5	1.4	4.7	-3.3
	↑	8.9	9.1	6.8	2.3
		29.7	31.5	23.6	7.9
↓	37.1	34.3	42.4	-8.1	
Agree	19.8	23.8	22.5	1.3	

CSUSB Items	SB-All	FT Fac	1996-97	Change
Faculty Morale: 56 Overall, the faculty at CSUSB feel that the administration (i.e., University level) is doing a good job.				
Disagree	18.8	19.7	28.5	-8.8
↑	23.7	25.9	38.8	-12.9
↓	29.0	29.9	23.8	6.1
↓	23.7	19.7	7.9	11.8
Agree	4.8	4.8	0.9	3.9
57 Most faculty members at CSUSB are satisfied with their working conditions.				
Disagree	20.0	19.9	17.6	2.3
↑	34.1	34.2	37.6	-3.4
↓	29.8	31.5	29.5	2.0
↓	13.7	13.0	14.3	-1.3
Agree	2.4	1.4	1.0	0.4
58 The overall sense of well being of faculty at CSUSB is very high.				
Disagree	25.1	27.9	23.7	4.2
↑	35.7	36.7	38.4	-1.7
↓	27.1	24.5	27.5	-3.0
↓	8.7	7.5	9.5	-2.0
Agree	3.4	3.4	0.9	2.5
59 The levels of mutual trust and respect between the faculty and administration (i.e., University level) at CSUSB is low.				
Disagree	8.8	6.9	14.4	-7.5
↑	21.1	19.3	16.7	2.6
↓	26.0	25.5	17.7	7.8
↓	22.1	24.1	22.5	1.6
Agree	22.1	24.1	28.7	-4.6