

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Number of Respondents		60	50	110	3,255	2,080	5,335	8,439	6,705	15,144	1,322	1,048	2,370	1,859	1,176	3,035
Age as of December 31, 2004:	109															
Less than 30		0.0	8.2	3.7	2.3	3.6	2.8	1.8	2.8	2.2	1.5	3.1	2.1	1.5	3.5	2.2
30 to 34		8.3	6.1	7.3	6.4	8.8	7.3	6.6	8.9	7.5	7.2	11.6	8.9	8.1	11.5	9.4
35 to 39		13.3	18.4	15.6	11.3	11.3	11.3	11.0	12.5	11.6	14.7	15.3	14.9	11.6	15.6	13.1
40 to 44		6.7	14.3	10.1	13.6	15.2	14.2	12.7	13.8	13.1	12.7	16.8	14.2	13.0	16.9	14.4
45 to 49		13.3	10.2	11.9	15.3	14.3	14.9	13.0	14.5	13.6	12.0	14.2	12.9	14.7	13.7	14.3
50 to 54		21.7	8.2	15.6	15.9	18.6	16.9	16.0	18.1	16.8	15.9	15.7	15.8	14.4	16.9	15.4
55 to 59		11.7	16.3	13.8	15.4	15.9	15.6	16.3	15.9	16.1	17.3	14.2	16.1	16.9	11.6	14.9
60 to 64		18.3	14.3	16.5	13.0	9.2	11.6	14.5	9.0	12.3	13.5	7.1	11.0	13.9	8.0	11.7
65 to 69		3.3	4.1	3.7	5.3	2.3	4.2	5.9	3.1	4.7	3.6	1.5	2.8	4.7	1.5	3.5
70 or more		3.3	0.0	1.8	1.5	0.8	1.2	2.3	1.3	1.9	1.5	0.6	1.2	1.1	0.6	0.9
What is your present academic rank?	110															
Professor		45.0	12.0	30.0	35.8	17.2	28.7	35.1	18.5	28.4	37.3	19.4	30.4	40.6	18.3	32.4
Associate Professor		28.3	42.0	34.5	28.0	29.1	28.4	27.8	28.6	28.1	24.3	25.8	24.8	27.3	30.1	28.3
Assistant Professor		21.7	26.0	23.6	27.9	38.6	32.0	26.2	36.2	30.3	24.3	34.8	28.3	26.6	40.2	31.6
Lecturer		0.0	4.0	1.8	0.6	1.6	1.0	2.4	3.4	2.8	5.7	6.6	6.0	0.7	2.2	1.3
Instructor		5.0	12.0	8.2	6.2	11.4	8.2	6.8	11.1	8.6	6.2	11.4	8.2	3.9	7.6	5.2
Other		0.0	4.0	1.8	1.4	2.0	1.6	1.7	2.2	1.9	2.3	2.0	2.2	0.9	1.6	1.1
Are you currently serving in an administrative position as: [1]	110															
Department chair		21.7	20.0	20.9	21.6	15.8	19.4	19.7	15.2	17.9	18.0	12.5	15.9	17.6	14.2	16.3
Dean		0.0	0.0	0.0	2.3	1.7	2.1	1.4	1.2	1.3	0.9	0.3	0.7	1.1	1.3	1.2
Other		15.0	14.0	14.5	14.3	17.0	15.3	15.5	17.4	16.2	14.0	16.1	14.8	13.0	13.7	13.2
What is your principal activity in your current position at this institution?	109															
Administration		0.0	2.0	0.9	3.2	4.1	3.6	2.7	3.4	3.0	1.8	2.1	1.9	2.1	1.9	2.0
Teaching		100.0	98.0	99.1	95.9	95.1	95.6	96.1	95.5	95.9	96.3	95.7	96.1	97.3	97.6	97.4
Research		0.0	0.0	0.0	0.1	0.1	0.1	0.4	0.2	0.3	0.8	0.8	0.8	0.2	0.2	0.2
Services to clients and patients		0.0	0.0	0.0	0.1	0.3	0.2	0.3	0.5	0.4	0.7	1.2	0.9	0.2	0.2	0.2
Other		0.0	0.0	0.0	0.6	0.5	0.6	0.4	0.4	0.4	0.4	0.2	0.4	0.3	0.2	0.2
Racial/Ethnic group: [2]	109															
White/Caucasian		96.7	91.8	94.5	92.4	93.0	92.6	90.4	90.7	90.5	90.1	89.7	90.0	92.3	90.9	91.8
African American/Black		0.0	2.0	0.9	2.3	2.2	2.3	3.0	3.1	3.0	1.2	2.2	1.6	1.7	2.7	2.0
American Indian/Alaska Native [1]		0.0	0.0	0.0	1.8	1.0	1.5	1.3	1.2	1.3	0.6	0.4	0.5	1.5	0.9	1.3
Asian American/Asian		0.0	8.2	3.7	2.6	2.4	2.5	3.6	3.6	3.6	4.5	5.5	4.9	2.9	3.6	3.2
Native Hawaiian/Pacific Islander [3]		0.0	0.0	0.0	0.5	0.3	0.4	0.6	0.5	0.6	0.3	0.3	0.3	0.7	0.5	0.6
Mexican American/Chicano		0.0	0.0	0.0	0.9	0.9	0.9	1.0	1.2	1.1	0.5	0.9	0.7	1.5	1.0	1.3
Puerto Rican [1]		0.0	0.0	0.0	0.6	0.9	0.7	0.9	0.8	0.9	0.9	0.4	0.7	0.6	0.9	0.7
Other Latino		1.7	0.0	0.9	1.2	1.9	1.5	1.4	1.8	1.5	0.8	1.8	1.2	1.4	2.5	1.8
Other		1.7	0.0	0.9	2.2	1.2	1.8	2.8	2.0	2.5	3.6	1.9	2.9	2.7	1.9	2.4
Do your interests lie primarily in teaching or research?	109															
Very heavily in teaching		21.7	36.7	28.4	42.5	49.5	45.2	37.6	40.9	38.9	30.5	28.5	29.7	31.6	33.9	32.4

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Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
In both, but leaning toward teaching		63.3	53.1	58.7	45.8	41.6	44.1	45.9	45.1	45.6	49.0	50.5	49.6	50.5	52.0	51.1
In both, but leaning toward research		15.0	10.2	12.8	11.1	8.3	10.0	15.5	12.9	14.4	19.8	18.7	19.4	17.1	13.3	15.7
Very heavily in research		0.0	0.0	0.0	0.6	0.6	0.6	1.1	1.0	1.1	0.7	2.3	1.3	0.8	0.9	0.8

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

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

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Highest degree earned:	110															
Bachelor's (B.A., B.S., etc.)		0.0	0.0	0.0	0.8	1.6	1.1	1.1	1.5	1.2	1.4	1.5	1.5	0.4	0.6	0.5
Master's (M.A., M.S., M.F.A., M.B.A., etc.) [1]		10.0	28.0	18.2	22.9	36.8	28.2	20.5	30.5	24.6	19.3	24.9	21.4	12.9	21.5	16.1
LL.B., J.D.		1.7	0.0	0.9	0.7	0.5	0.6	0.7	0.8	0.8	0.7	0.5	0.6	0.7	0.7	0.7
M.D., D.D.S. (or equivalent)		0.0	0.0	0.0	0.2	0.2	0.2	0.4	0.2	0.3	0.6	0.4	0.5	0.2	0.2	0.2
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)		0.0	0.0	0.0	1.1	0.6	0.9	1.1	0.7	0.9	0.9	0.6	0.8	0.6	0.5	0.5
Ed.D.		0.0	0.0	0.0	4.2	5.9	4.9	4.0	5.4	4.5	2.5	3.2	2.7	2.3	4.6	3.2
Ph.D.		83.3	66.0	75.5	65.7	50.5	59.9	68.3	56.2	63.4	71.9	64.5	69.1	79.5	68.7	75.5
Other degree		3.3	6.0	4.5	3.7	2.9	3.4	3.2	3.5	3.3	2.4	2.9	2.6	2.9	2.6	2.8
None		1.7	0.0	0.9	0.5	1.0	0.7	0.7	1.3	1.0	0.4	1.5	0.8	0.5	0.6	0.5
Field of highest degree: [1,4]	104															
Agriculture or Forestry		0.0	0.0	0.0	0.6	0.1	0.4	0.3	0.1	0.2	0.3	0.1	0.2	0.6	0.1	0.4
Biological Sciences		11.9	4.4	8.7	6.7	4.9	6.1	7.2	6.2	6.8	8.5	8.2	8.4	7.0	7.1	7.0
Business		3.4	0.0	1.9	6.5	4.6	5.8	6.9	4.5	5.9	5.3	4.1	4.8	5.7	3.7	5.0
Education		5.1	17.8	10.6	12.6	22.2	16.3	9.5	17.5	12.7	6.2	12.1	8.4	7.8	13.7	10.0
Engineering		0.0	0.0	0.0	1.7	0.6	1.3	2.0	0.5	1.4	0.7	0.2	0.5	3.1	0.5	2.1
English		6.8	13.3	9.6	5.2	9.6	6.9	6.3	9.8	7.7	6.2	12.0	8.4	6.2	9.3	7.3
Health Sciences		0.0	0.0	0.0	1.2	6.4	3.2	1.8	8.7	4.6	2.1	3.9	2.8	0.9	4.9	2.4
History or Political Science		8.5	6.7	7.7	7.7	4.4	6.5	8.5	4.5	6.9	10.0	6.4	8.6	9.0	6.3	8.0
Humanities		11.9	20.0	15.4	13.6	11.1	12.7	12.8	12.2	12.6	13.4	15.0	14.0	14.1	15.5	14.6
The Arts & Architecture		20.3	13.3	17.3	12.7	11.0	12.1	10.8	10.2	10.6	13.2	12.8	13.1	11.6	10.2	11.1
Mathematics/Statistics		6.8	2.2	4.8	5.2	3.0	4.3	6.2	3.3	5.0	5.4	4.2	5.0	4.6	4.2	4.5
Physical Sciences		13.6	4.4	9.6	8.3	2.3	6.0	8.9	3.2	6.6	9.7	3.6	7.4	10.4	3.4	7.8
Social Sciences		8.5	8.9	8.7	9.9	12.0	10.7	11.7	12.8	12.1	13.4	12.6	13.1	11.9	14.8	12.9
Other Technical		1.7	0.0	1.0	2.8	1.2	2.2	2.4	1.3	1.9	2.6	1.4	2.2	2.7	1.5	2.3
Other		1.7	8.9	4.8	5.3	6.6	5.8	4.7	5.3	4.9	3.0	3.4	3.2	4.4	4.8	4.6
Year of highest degree now held:	108															
Before 1967		1.7	2.1	1.9	2.4	1.7	2.1	3.6	1.6	2.8	2.9	1.6	2.4	1.9	1.3	1.7
1967 to 1971		8.3	6.3	7.4	7.1	3.1	5.6	8.3	2.7	6.0	8.1	2.8	6.1	7.9	2.4	5.8
1972 to 1976		15.0	10.4	13.0	9.9	5.5	8.2	12.0	6.8	9.9	12.7	5.6	10.1	10.8	5.0	8.6
1977 to 1981		15.0	4.2	10.2	10.6	7.7	9.5	11.7	9.1	10.6	12.1	10.1	11.4	11.6	8.3	10.4
1982 to 1986		16.7	12.5	14.8	12.1	10.3	11.4	11.5	11.1	11.4	11.7	10.5	11.2	12.8	9.6	11.6
1987 to 1991		8.3	10.4	9.3	13.4	13.8	13.6	12.5	14.5	13.4	12.4	14.5	13.2	12.9	13.2	13.0
1992 to 1996		10.0	16.7	13.0	17.2	20.3	18.4	15.9	19.5	17.3	14.2	17.6	15.5	15.8	18.5	16.8
1997 to 2001		18.3	27.1	22.2	17.8	23.9	20.1	16.5	22.8	19.0	17.6	25.9	20.7	17.4	26.5	20.8
2002 to 2004		6.7	10.4	8.3	9.5	13.6	11.0	8.1	11.9	9.6	8.3	11.2	9.4	9.0	15.3	11.3
Degree currently working on:	47															
Bachelor's (B.A., B.S., etc.)		0.0	0.0	0.0	0.7	0.3	0.5	0.5	0.5	0.5	0.1	0.5	0.2	0.3	0.1	0.2
Master's (M.A., M.S., M.F.A., M.B.A., etc.) [1]		0.0	0.0	0.0	2.1	2.3	2.2	1.9	2.5	2.1	0.7	2.0	1.2	1.2	0.3	0.9
LL.B., J.D.		0.0	0.0	0.0	0.2	0.1	0.2	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.1
M.D., D.D.S. (or equivalent)		0.0	0.0	0.0	0.1	0.3	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)		0.0	0.0	0.0	1.4	0.5	1.1	1.3	0.9	1.1	1.5	1.6	1.6	0.9	0.9	0.9
Ed.D.		0.0	4.5	2.1	3.8	6.2	4.7	2.1	4.8	3.2	0.7	3.8	1.8	1.0	3.4	1.8
Ph.D.		8.0	31.8	19.1	12.6	22.8	16.5	11.9	19.7	15.0	10.9	16.6	12.9	9.1	13.5	10.6
Other degree		0.0	4.5	2.1	2.8	1.9	2.5	1.9	2.3	2.1	2.3	2.0	2.2	1.0	0.8	0.9
None		92.0	59.1	76.6	76.3	65.5	72.1	80.2	69.1	75.8	83.8	73.6	80.2	86.5	80.7	84.5

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[4] Disaggregated responses for this item can be found starting on page 17.

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Department of current faculty appointment: [1,4]	104															
Agriculture or Forestry		0.0	0.0	0.0	0.3	0.2	0.2	0.2	0.1	0.1	0.2	0.1	0.2	0.4	0.1	0.3
Biological Sciences		8.5	4.4	6.7	6.4	4.9	5.8	6.9	6.0	6.6	7.8	7.4	7.6	6.7	6.6	6.7
Business		5.1	4.4	4.8	9.8	6.2	8.4	9.1	5.6	7.7	5.6	5.0	5.4	8.0	5.0	6.9
Education		5.1	15.6	9.6	8.4	16.0	11.3	7.5	12.3	9.4	5.2	7.9	6.2	6.0	10.4	7.6
Engineering		0.0	0.0	0.0	1.2	0.1	0.8	1.4	0.2	0.9	0.4	0.0	0.2	2.7	0.4	1.8
English		6.8	15.6	10.6	6.1	10.1	7.6	6.4	10.7	8.1	5.9	12.5	8.4	6.3	9.3	7.4
Health Sciences		0.0	0.0	0.0	1.3	8.2	4.0	2.1	10.6	5.5	2.8	4.8	3.5	0.8	4.8	2.2
History or Political Science		8.5	6.7	7.7	7.6	4.2	6.3	8.0	4.1	6.4	8.9	6.4	8.0	8.4	6.5	7.7
Humanities		11.9	20.0	15.4	13.6	11.5	12.8	12.6	11.9	12.4	13.6	14.8	14.1	14.4	15.6	14.8
The Arts & Architecture		22.0	13.3	18.3	13.2	11.8	12.7	10.9	10.5	10.7	13.4	13.5	13.5	12.1	11.8	11.9
Mathematics/Statistics		6.8	2.2	4.8	6.0	3.7	5.1	6.5	4.0	5.5	6.1	5.3	5.8	5.1	4.9	5.0
Physical Sciences		15.3	4.4	10.6	8.4	2.9	6.3	8.7	3.7	6.7	9.5	4.7	7.7	11.1	4.0	8.5
Social Sciences		8.5	4.4	6.7	9.1	11.5	10.0	10.8	12.5	11.5	13.3	12.2	12.8	11.2	14.3	12.3
Other Technical		1.7	0.0	1.0	3.3	1.7	2.7	3.4	1.7	2.7	3.0	1.5	2.5	2.7	1.3	2.2
Other		0.0	8.9	3.8	5.3	7.0	5.9	5.5	6.0	5.7	4.2	4.1	4.2	4.4	5.1	4.6
Year of appointment at present institution:	108															
Before 1967		0.0	4.2	1.9	1.8	0.8	1.4	2.3	0.7	1.7	2.2	0.4	1.5	2.0	0.3	1.4
1967 to 1971		6.7	2.1	4.6	5.2	1.9	3.9	5.4	1.9	4.0	5.5	1.5	4.0	5.6	1.2	4.0
1972 to 1976		10.0	0.0	5.6	5.3	1.9	4.0	6.1	2.9	4.8	6.1	2.8	4.8	6.0	2.2	4.6
1977 to 1981		16.7	16.7	16.7	7.1	5.2	6.4	8.3	5.7	7.2	11.2	5.5	9.0	8.3	5.8	7.3
1982 to 1986		13.3	12.5	13.0	8.0	7.1	7.7	9.5	8.3	9.0	8.8	8.7	8.8	10.3	7.4	9.3
1987 to 1991		11.7	2.1	7.4	11.4	13.7	12.3	11.7	13.2	12.3	11.5	11.7	11.6	11.8	12.5	12.1
1992 to 1996		10.0	10.4	10.2	13.1	14.0	13.4	12.9	14.0	13.3	12.8	13.8	13.2	12.7	15.2	13.6
1997 to 2001		21.7	33.3	26.9	25.3	29.2	26.8	23.0	28.2	25.1	20.3	29.6	23.9	22.5	30.4	25.4
2002 to 2004		10.0	18.7	13.9	22.7	26.1	24.0	20.8	25.1	22.6	21.7	25.9	23.3	20.9	25.0	22.4
What is your tenure status at this institution? [1]	110															
Tenured		73.3	64.0	69.1	47.5	35.2	42.8	49.3	38.3	44.9	53.6	39.7	48.3	60.1	44.1	54.1
On tenure track, but not tenured		15.0	14.0	14.5	28.2	32.5	29.9	22.5	26.5	24.1	21.0	27.7	23.6	26.8	34.1	29.5
Not on tenure track, but institution has tenure system		11.7	22.0	16.4	12.9	22.8	16.7	14.6	21.8	17.5	21.2	30.8	24.8	11.7	20.7	15.1
Institution has no tenure system		0.0	0.0	0.0	11.4	9.5	10.7	13.6	13.3	13.5	4.2	1.9	3.3	1.4	1.1	1.3
If tenured, year tenure was awarded:	74															
Before 1967		0.0	0.0	0.0	0.4	0.4	0.4	0.6	0.3	0.5	0.2	0.3	0.2	0.3	0.0	0.2
1967 to 1971		0.0	3.2	1.4	2.9	1.5	2.4	3.0	0.9	2.3	2.2	0.2	1.6	2.8	0.2	2.0
1972 to 1976		9.3	6.5	8.1	6.7	2.2	5.3	8.3	3.0	6.4	6.6	1.9	5.1	6.8	1.5	5.2
1977 to 1981		16.3	3.2	10.8	9.4	4.7	7.9	10.0	4.9	8.2	10.6	4.7	8.8	10.6	3.2	8.4
1982 to 1986		16.3	19.4	17.6	12.0	8.0	10.7	13.8	8.6	12.0	16.6	7.7	13.8	12.5	8.6	11.4
1987 to 1991		20.9	12.9	17.6	15.6	11.9	14.4	15.3	14.1	14.9	12.5	10.0	11.7	15.8	12.5	14.8
1992 to 1996		20.9	6.5	14.9	16.5	21.3	18.0	17.1	21.9	18.8	18.2	26.5	20.8	17.2	22.2	18.7
1997 to 2001		4.7	16.1	9.5	20.6	28.8	23.2	18.2	26.7	21.2	17.7	27.6	20.8	19.6	28.5	22.2

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
2002 to 2004		11.6	32.3	20.3	15.9	21.2	17.6	13.7	19.5	15.8	15.3	21.1	17.1	14.4	23.2	17.0

[1] Comparison with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[4] Disaggregated responses for this item can be found starting on page 20.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Salary is based on:	100															
9/10 months		70.2	60.5	66.0	76.1	74.2	75.4	71.8	69.1	70.7	68.8	63.6	66.8	70.6	71.5	70.9
11/12 months		29.8	39.5	34.0	23.9	25.8	24.6	28.2	30.9	29.3	31.2	36.4	33.2	29.4	28.5	29.1
Base salary																
9/10 month contract:	71															
Less than \$20,000		0.0	6.7	2.8	0.5	1.2	0.8	1.7	2.7	2.1	3.0	5.0	3.7	0.7	0.7	0.7
\$20,000 to 29,999		2.4	3.3	2.8	2.4	4.1	3.1	1.7	2.7	2.1	1.5	3.2	2.1	0.3	2.4	1.1
\$30,000 to 39,999		0.0	3.3	1.4	11.1	20.1	14.5	8.4	13.7	10.5	5.7	9.6	7.1	3.8	9.1	5.8
\$40,000 to 49,999		22.0	26.7	23.9	31.8	40.2	35.0	23.8	32.2	27.1	19.8	25.4	21.8	23.2	37.5	28.5
\$50,000 to 59,999		22.0	26.7	23.9	26.5	21.2	24.5	23.1	22.8	23.0	22.9	22.8	22.9	24.7	25.3	24.9
\$60,000 to 69,999		22.0	30.0	25.4	13.9	7.9	11.6	15.9	13.3	14.9	16.2	17.0	16.5	21.1	14.2	18.5
\$70,000 to 79,999		14.6	3.3	9.9	7.6	3.5	6.1	10.3	5.8	8.5	11.7	5.9	9.6	12.6	6.0	10.2
\$80,000 to 89,999		12.2	0.0	7.0	3.6	1.0	2.6	7.1	3.5	5.7	9.4	5.7	8.1	6.7	2.4	5.1
\$90,000 to 99,999		4.9	0.0	2.8	1.7	0.6	1.3	3.6	1.5	2.8	4.2	3.5	3.9	4.5	1.7	3.4
\$100,000 to 124,999		0.0	0.0	0.0	0.6	0.2	0.5	3.6	1.4	2.7	4.4	1.2	3.3	1.7	0.6	1.3
\$125,000 to 149,999		0.0	0.0	0.0	0.1	0.0	0.1	0.6	0.1	0.4	1.1	0.3	0.8	0.3	0.0	0.2
\$150,000 or more		0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.2	0.2	0.5	0.3	0.4	0.2	0.3
11/12 month contract:	33															
Less than \$20,000		0.0	6.3	3.0	0.4	0.5	0.4	0.8	1.1	0.9	0.7	0.9	0.8	0.4	0.5	0.4
\$20,000 to 29,999		0.0	0.0	0.0	2.7	3.5	3.0	1.8	2.8	2.2	0.8	2.4	1.5	3.0	2.9	3.0
\$30,000 to 39,999		0.0	6.3	3.0	11.9	20.2	15.2	8.0	15.8	11.4	4.1	6.1	5.0	7.5	7.3	7.4
\$40,000 to 49,999		52.9	43.7	48.5	28.8	38.0	32.5	21.3	26.9	23.7	18.9	25.4	21.7	26.4	40.3	31.4
\$50,000 to 59,999		11.8	43.7	27.3	19.4	23.3	21.0	21.6	24.7	22.9	26.6	27.5	27.0	16.1	29.4	20.9
\$60,000 to 69,999		35.3	0.0	18.2	17.8	9.6	14.5	17.5	12.1	15.2	17.5	14.0	16.0	20.9	14.9	18.7
\$70,000 to 79,999		0.0	0.0	0.0	7.9	2.9	5.9	10.5	7.9	9.4	12.5	12.5	12.5	10.6	2.0	7.4
\$80,000 to 89,999		0.0	0.0	0.0	4.9	1.3	3.4	8.8	4.1	6.7	10.2	6.8	8.7	3.7	0.9	2.7
\$90,000 to 99,999		0.0	0.0	0.0	2.5	0.6	1.8	4.5	2.5	3.6	4.5	1.8	3.4	5.0	1.6	3.7
\$100,000 to 124,999		0.0	0.0	0.0	3.0	0.1	1.8	4.1	1.7	3.1	3.6	2.1	2.9	5.0	0.3	3.3
\$125,000 to 149,999		0.0	0.0	0.0	0.7	0.0	0.4	0.9	0.4	0.7	0.6	0.0	0.3	1.5	0.0	0.9
\$150,000 or more		0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.1	0.2	0.0	0.6	0.3	0.0	0.0	0.0
Are you currently:	109															
Married		75.0	71.4	73.4	87.5	71.9	81.5	82.7	67.2	76.4	82.1	67.4	76.5	85.5	69.7	79.6
Unmarried, living with partner		8.3	6.1	7.3	1.9	3.8	2.6	3.0	5.0	3.8	4.2	7.2	5.3	2.6	5.5	3.7
Single		16.7	22.4	19.3	10.6	24.4	15.9	14.3	27.7	19.7	13.7	25.4	18.2	11.9	24.8	16.7
Have you ever been:	110															
Divorced		20.0	20.0	20.0	16.4	22.4	18.7	18.4	21.5	19.7	19.3	22.3	20.4	17.7	19.8	18.5
Widowed		1.7	4.0	2.7	1.2	2.1	1.5	1.5	2.9	2.1	1.4	1.7	1.5	1.1	2.3	1.6
Separated		6.7	0.0	3.6	3.1	2.9	3.0	3.4	3.7	3.5	3.2	3.9	3.5	3.5	2.2	3.0
HOW MANY CHILDREN DO YOU HAVE? [1]																
Under 18 years old	110															
None		65.0	78.0	70.9	55.8	66.6	60.0	60.1	66.4	62.6	59.9	64.9	61.8	57.5	65.2	60.4
One		15.0	8.0	11.8	15.1	15.1	15.1	15.1	16.1	15.5	15.6	17.0	16.1	15.0	15.5	15.2
Two		18.3	10.0	14.5	19.2	13.4	17.0	17.0	13.1	15.4	17.0	13.9	15.9	19.4	14.9	17.7

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Three		1.7	2.0	1.8	7.2	3.9	5.9	5.5	3.3	4.6	5.1	3.6	4.5	6.0	3.5	5.0
Four or more		0.0	2.0	0.9	2.6	1.1	2.0	2.4	1.1	1.8	2.3	0.6	1.6	2.1	0.9	1.7
18 years or older	110															
None		58.3	68.0	62.7	53.5	57.9	55.2	54.8	63.2	58.2	59.4	72.6	64.4	56.2	68.1	60.6
One		8.3	8.0	8.2	11.5	11.0	11.3	12.1	11.6	11.9	11.8	8.6	10.6	10.3	9.6	10.0
Two		25.0	20.0	22.7	21.1	20.2	20.8	19.8	16.2	18.4	19.6	12.8	17.0	20.1	15.3	18.4
Three		5.0	2.0	3.6	9.6	7.7	8.9	8.5	6.0	7.5	6.5	4.4	5.7	9.0	4.8	7.4
Four or more		3.3	2.0	2.7	4.3	3.2	3.9	4.8	3.0	4.1	2.8	1.6	2.3	4.3	2.2	3.5

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
General activities:																
Have you ever held an academic administrative post?	109	61.0	52.0	56.9	47.7	40.3	44.9	49.1	41.7	46.1	46.6	37.2	43.1	46.9	36.3	42.9
Have you ever received an award for outstanding teaching?	109	47.5	46.0	46.8	43.0	40.0	41.9	41.9	37.9	40.3	44.4	36.5	41.4	41.6	38.8	40.5
Do you commute a long distance to work?	109	16.9	30.0	22.9	18.8	23.8	20.7	20.8	24.7	22.4	15.6	22.8	18.3	16.8	22.5	18.9
Does your spouse/partner work in the same/nearby city? [1]	103	66.7	60.9	64.1	65.7	61.6	64.2	61.2	58.4	60.1	64.4	60.2	62.8	64.8	60.3	63.2
Is your spouse/partner an academic?	103	36.8	34.8	35.9	33.5	32.9	33.3	32.3	31.4	31.9	33.6	36.1	34.5	32.5	34.5	33.2
Were you born in the U.S.A.?	109	94.9	90.0	92.7	91.1	91.0	91.0	89.2	88.2	88.8	89.0	83.9	87.0	90.1	87.7	89.2
Are you a U.S. citizen?	109	94.9	94.0	94.5	96.1	95.6	95.9	95.6	95.3	95.5	95.0	93.2	94.3	95.0	93.1	94.3
Have you been sexually harassed at this institution?	109	0.0	10.0	4.6	1.7	6.6	3.5	1.8	7.4	4.1	2.7	8.6	5.0	1.3	7.1	3.4
Are you a member of a faculty union?	107	15.3	18.7	16.8	5.4	6.1	5.7	10.9	11.4	11.1	6.9	9.5	7.9	6.4	7.0	6.6
Do you plan to retire within the next three years? [3]	109	16.9	14.0	15.6	10.2	9.3	9.8	11.1	8.4	10.0	11.4	6.5	9.5	10.3	7.5	9.3
Do you use your scholarship to address local community needs? [3]	109	40.7	46.0	43.1	48.1	54.9	50.7	42.4	48.6	44.9	34.6	38.3	36.0	41.1	48.9	43.9
Have you published op-ed pieces or editorials? [3]	109	35.6	18.0	27.5	23.6	14.8	20.2	23.0	14.7	19.6	25.2	13.1	20.6	26.4	15.2	22.3
During the past two years, have you:																
Received at least one firm job offer?	108	19.0	18.0	18.5	27.4	30.3	28.5	25.8	30.5	27.7	24.9	28.2	26.1	24.5	27.3	25.5
Considered early retirement?	109	32.2	26.0	29.4	18.4	19.4	18.8	19.5	18.9	19.2	20.3	17.5	19.3	19.4	16.0	18.1
Considered leaving academe for another job?	108	24.1	48.0	35.2	32.1	36.9	34.0	29.7	35.9	32.2	29.0	36.1	31.7	30.0	36.9	32.6
Considered leaving this institution for another? [3]	109	44.1	40.0	42.2	42.1	40.6	41.5	40.0	41.0	40.4	41.6	41.4	41.5	40.4	42.2	41.0
Changed academic institutions? [3]	109	11.9	14.0	12.8	10.4	11.6	10.9	9.7	11.3	10.4	11.5	11.7	11.6	9.8	12.5	10.8
Taught courses at more than one institution during the same term? [3]	109	5.1	8.0	6.4	12.5	11.8	12.2	13.4	12.5	13.1	8.9	9.9	9.3	9.0	7.6	8.5
Requested/sought an early promotion?	109	3.4	0.0	1.8	6.1	4.2	5.4	5.7	6.2	5.9	3.8	4.4	4.0	4.9	3.8	4.5
Engaged in paid consulting outside of your institution? [3]	109	40.7	28.0	34.9	33.9	27.9	31.6	34.2	29.5	32.3	34.1	29.5	32.3	35.3	26.7	32.1
Engaged in public service/professional consulting without pay? [3]	109	62.7	50.0	56.9	54.7	54.5	54.6	52.0	52.7	52.3	47.8	45.1	46.8	53.4	54.3	53.7
Received funding for your work from: [3]																
Foundations?	107	25.9	14.3	20.6	16.2	17.8	16.8	18.7	18.3	18.5	23.8	21.1	22.8	20.4	22.2	21.1
State or federal government?	108	17.2	16.0	16.7	11.5	10.1	11.0	15.1	13.3	14.3	18.6	16.2	17.7	15.1	11.4	13.8
Business or industry?	105	14.3	4.1	9.5	10.5	6.4	8.9	10.1	6.7	8.7	9.5	6.8	8.5	10.3	6.6	8.9

[1] Comparisons with items from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
During the past two years, have you engaged in any of the following activities?																
Taught an honors course	98	21.2	26.1	23.5	18.1	14.8	16.8	20.3	16.2	18.6	21.5	15.5	19.2	19.0	16.3	18.0
Taught an interdisciplinary course	102	58.9	63.0	60.8	47.3	43.4	45.8	47.6	45.8	46.9	54.6	51.7	53.5	50.3	48.0	49.4
Taught an ethnic studies course	96	7.7	20.5	13.5	10.3	13.8	11.7	10.6	14.6	12.2	11.9	15.5	13.3	10.5	16.0	12.6
Taught a women's studies course	96	2.0	34.8	17.7	4.0	16.9	9.0	4.0	19.0	10.2	4.6	23.2	11.9	5.2	20.8	11.2
Team-taught a course	97	34.0	31.8	33.0	36.9	39.3	37.8	34.8	39.2	36.6	36.7	40.0	37.9	35.5	36.1	35.7
Taught a service learning course	95	17.6	11.4	14.7	17.5	25.8	20.7	18.0	24.8	20.8	16.7	20.6	18.2	17.7	23.8	20.0
Worked with undergraduates on a research project	105	73.7	68.8	71.4	62.9	57.1	60.7	66.4	60.6	64.0	75.8	66.4	72.2	71.2	67.4	69.8
Placed or collected assignments on the Internet [1]	104	64.9	63.8	64.4	62.6	67.6	64.5	64.9	66.6	65.6	65.8	63.3	64.8	65.3	68.0	66.3
Taught a course exclusively on the Internet [1]	93	2.0	0.0	1.1	7.9	8.1	8.0	8.0	8.2	8.1	4.2	3.8	4.0	4.0	5.9	4.7
Participated in a faculty development program [3]	104	78.2	75.5	76.9	72.1	78.9	74.7	69.5	77.7	72.8	66.8	68.4	67.4	71.8	81.4	75.4
Advised student groups involved in service/volunteer work [3]	101	36.4	28.3	32.7	46.6	52.2	48.8	41.1	47.6	43.8	36.9	44.4	39.8	45.1	46.7	45.7
Collaborated with the local community in research/teaching [3]	100	37.0	43.5	40.0	38.0	44.7	40.6	36.3	42.3	38.8	35.1	38.7	36.5	36.9	42.6	39.0
Developed a new course	104	70.2	76.6	73.1	72.7	72.5	72.6	72.1	73.9	72.8	72.2	75.5	73.4	73.1	75.8	74.1
Conducted research or writing focused on: [3]																
International/global issues	95	25.0	25.6	25.3	22.3	23.0	22.6	25.5	24.3	25.0	29.9	27.6	29.0	27.0	29.7	28.0
Racial or ethnic minorities	95	16.0	26.7	21.1	14.0	19.2	16.0	15.2	22.6	18.2	15.7	25.4	19.5	15.5	23.7	18.6
Women and gender issues	95	14.3	37.0	25.3	11.0	25.3	16.6	11.1	30.9	19.3	12.8	38.1	22.8	13.4	32.4	20.6
Taught a first-year seminar [3]	96	44.2	43.2	43.7	29.3	31.5	30.2	27.7	29.5	28.4	35.6	35.3	35.5	34.3	33.3	33.9
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?																
Articles in academic or professional journals																
None	108	13.8	20.0	16.7	27.2	39.8	32.1	22.5	31.7	26.2	18.4	24.8	20.9	16.0	22.7	18.5
1 to 2		8.6	40.0	23.1	24.2	27.8	25.6	22.3	26.8	24.1	20.3	23.7	21.6	21.0	32.1	25.1
3 to 4		24.1	24.0	24.1	16.4	14.9	15.8	16.6	16.4	16.6	16.3	17.8	16.9	18.2	18.8	18.4
5 to 10		31.0	8.0	20.4	17.8	12.1	15.6	18.3	15.7	17.3	21.6	21.3	21.4	23.5	17.3	21.2
11 to 20		10.3	2.0	6.5	8.3	3.9	6.6	11.1	6.3	9.2	13.0	7.5	10.9	12.1	6.1	9.9
21 to 50		10.3	4.0	7.4	4.7	1.4	3.5	6.9	2.5	5.1	7.8	3.8	6.2	7.3	2.8	5.6
More than 50		1.7	2.0	1.9	1.4	0.1	0.9	2.2	0.6	1.6	2.7	1.1	2.1	1.9	0.2	1.3
Chapters in edited volumes																
None	102	50.9	57.1	53.9	65.1	72.9	68.1	59.8	63.5	61.3	51.1	54.5	52.4	53.1	59.6	55.5
1 to 2		24.5	30.6	27.5	22.7	19.1	21.3	24.4	24.2	24.3	29.3	27.1	28.4	27.5	28.1	27.7
3 to 4		17.0	8.2	12.7	6.8	6.3	6.6	9.1	8.0	8.7	12.3	9.6	11.3	10.8	8.4	9.9

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
5 to 10		7.5	4.1	5.9	3.9	1.4	3.0	4.9	3.3	4.3	5.3	6.9	5.9	6.2	3.2	5.1
11 to 20		0.0	0.0	0.0	1.0	0.2	0.7	1.3	0.7	1.1	1.8	1.2	1.6	1.7	0.7	1.3
21 to 50		0.0	0.0	0.0	0.3	0.0	0.2	0.4	0.1	0.3	0.2	0.3	0.2	0.4	0.1	0.3
More than 50		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.0	0.3	0.1	0.2	0.0	0.1

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?																
Books, manuals, or monographs	103															
None		60.0	81.3	69.9	66.9	77.2	70.9	63.5	71.6	66.8	60.7	66.3	62.8	61.6	73.1	65.8
1 to 2		27.3	16.7	22.3	22.6	17.3	20.5	24.6	21.5	23.4	28.4	24.6	27.0	24.7	21.2	23.4
3 to 4		9.1	0.0	4.9	6.2	3.1	5.0	7.0	4.1	5.9	6.9	4.7	6.0	8.2	3.7	6.5
5 to 10		1.8	2.1	1.9	3.3	1.8	2.7	3.5	2.1	2.9	2.6	3.1	2.8	3.9	1.9	3.1
11 to 20		0.0	0.0	0.0	0.8	0.3	0.6	0.9	0.5	0.7	1.2	1.1	1.1	1.1	0.0	0.7
21 to 50		1.8	0.0	1.0	0.2	0.2	0.2	0.2	0.1	0.2	0.2	0.0	0.1	0.5	0.1	0.3
More than 50		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1
Other, such as patents or computer software products [3]	96															
None		79.2	91.7	85.4	87.7	93.6	90.0	86.3	92.5	88.8	86.7	93.0	89.1	86.1	91.5	88.1
1 to 2		10.4	6.3	8.3	7.7	4.9	6.6	8.1	5.2	6.9	8.6	5.3	7.4	8.3	6.9	7.7
3 to 4		2.1	0.0	1.0	2.2	0.7	1.6	3.2	1.1	2.3	2.9	0.5	2.0	2.5	0.7	1.8
5 to 10		4.2	0.0	2.1	1.1	0.4	0.8	1.2	0.9	1.1	1.1	1.0	1.0	1.4	0.2	0.9
11 to 20		0.0	0.0	0.0	0.7	0.2	0.5	0.6	0.1	0.4	0.3	0.0	0.2	1.3	0.3	0.9
21 to 50		4.2	0.0	2.1	0.5	0.1	0.3	0.5	0.1	0.3	0.4	0.1	0.3	0.3	0.2	0.2
More than 50		0.0	2.1	1.0	0.1	0.1	0.1	0.2	0.1	0.2	0.1	0.0	0.1	0.2	0.3	0.3
HOW MANY:																
Exhibitions or performances in the fine or applied arts have you presented?	106															
None		70.7	83.3	76.4	75.3	78.0	76.3	78.0	78.1	78.1	77.1	77.3	77.2	79.0	79.7	79.2
1 to 2		1.7	4.2	2.8	4.1	5.1	4.5	4.2	5.4	4.7	4.7	4.1	4.4	3.3	4.2	3.6
3 to 4		0.0	0.0	0.0	3.1	2.7	3.0	2.8	3.0	2.9	2.2	2.4	2.3	2.9	2.2	2.7
5 to 10		5.2	0.0	2.8	2.5	3.3	2.8	2.4	3.1	2.7	2.5	3.5	2.9	2.2	3.4	2.6
11 to 20		5.2	2.1	3.8	2.4	1.8	2.2	2.1	2.1	2.1	2.4	2.1	2.3	1.9	2.2	2.0
21 to 50		1.7	0.0	0.9	3.0	3.0	3.0	3.2	3.0	3.1	4.3	2.9	3.7	2.9	3.1	2.9
More than 50		15.5	10.4	13.2	9.6	6.1	8.2	7.3	5.3	6.5	6.9	7.7	7.2	7.9	5.3	6.9
Of your professional writings have been published or accepted for publication in the last two years?	108															
None		37.9	48.0	42.6	50.0	58.2	53.2	45.0	49.2	46.7	39.6	39.1	39.4	36.3	40.8	38.0
1 to 2		32.8	36.0	34.3	31.3	28.9	30.4	32.1	32.1	32.1	34.2	36.6	35.1	36.2	40.1	37.7
3 to 4		19.0	14.0	16.7	12.9	9.9	11.7	15.6	14.0	15.0	17.2	17.4	17.2	19.2	14.1	17.3
5 to 10		8.6	2.0	5.6	4.8	2.6	3.9	5.9	4.1	5.2	7.4	6.1	6.9	6.9	4.0	5.8
11 to 20		1.7	0.0	0.9	0.9	0.3	0.6	1.0	0.4	0.7	1.1	0.4	0.9	1.1	0.7	0.9
21 to 50		0.0	0.0	0.0	0.2	0.1	0.2	0.3	0.2	0.2	0.4	0.1	0.3	0.2	0.2	0.2
More than 50		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.3	0.2	0.0	0.1	0.0

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:																
Scheduled teaching (actual, not credit hours)	106															
None		0.0	0.0	0.0	0.3	0.5	0.4	0.3	0.5	0.4	0.6	0.6	0.6	0.3	0.5	0.4
1 to 4		3.5	12.2	7.5	2.9	3.5	3.1	3.3	4.9	4.0	4.4	5.5	4.8	3.1	2.5	2.9
5 to 8		10.5	18.4	14.2	16.8	18.6	17.5	21.5	24.6	22.8	24.1	27.7	25.4	21.3	22.5	21.8
9 to 12		63.2	55.1	59.4	45.9	48.3	46.8	47.5	44.5	46.3	53.7	50.1	52.3	51.5	55.0	52.8
13 to 16		17.5	10.2	14.2	23.3	20.7	22.3	18.5	17.3	18.0	12.3	11.3	11.9	18.4	13.7	16.6
17 to 20		3.5	4.1	3.8	7.5	5.5	6.7	5.9	5.1	5.5	3.9	3.5	3.7	4.1	3.8	4.0
21 to 34		1.8	0.0	0.9	2.7	2.5	2.6	2.4	2.6	2.5	1.1	0.6	0.9	1.0	1.8	1.3
35 to 44		0.0	0.0	0.0	0.4	0.2	0.3	0.4	0.3	0.3	0.0	0.6	0.2	0.3	0.2	0.3
45 +		0.0	0.0	0.0	0.2	0.1	0.2	0.1	0.2	0.2	0.0	0.1	0.0	0.1	0.1	0.1
Preparing for teaching (including reading student papers and grading)	107															
None		0.0	0.0	0.0	0.2	0.4	0.3	0.3	0.4	0.4	0.1	0.5	0.3	0.2	0.3	0.3
1 to 4		10.3	2.0	6.5	6.4	4.5	5.6	7.9	6.3	7.3	8.2	6.8	7.6	6.5	3.7	5.4
5 to 8		10.3	10.2	10.3	19.8	18.3	19.2	21.3	18.9	20.4	21.1	17.3	19.6	17.4	14.8	16.5
9 to 12		31.0	28.6	29.9	24.6	24.8	24.7	24.4	23.6	24.1	21.7	24.7	22.8	25.7	24.8	25.4
13 to 16		17.2	14.3	15.9	17.6	16.9	17.3	17.3	17.9	17.5	18.4	17.3	18.0	18.6	18.1	18.4
17 to 20		19.0	16.3	17.8	16.6	17.6	17.0	15.1	16.8	15.8	16.8	15.7	16.4	17.4	21.1	18.8
21 to 34		12.1	22.4	16.8	11.9	14.2	12.8	10.7	12.0	11.2	10.3	13.6	11.5	11.1	13.9	12.2
35 to 44		0.0	6.1	2.8	2.5	2.5	2.5	2.4	2.9	2.6	2.6	3.0	2.7	2.5	2.4	2.5
45 +		0.0	0.0	0.0	0.4	1.0	0.6	0.5	1.2	0.8	1.0	1.2	1.1	0.6	0.9	0.7
Advising and counseling of students	107															
None		6.9	12.2	9.3	3.2	4.1	3.6	3.8	3.9	3.8	3.8	3.9	3.9	3.2	3.8	3.4
1 to 4		62.1	42.9	53.3	64.8	55.2	61.1	64.7	56.4	61.3	64.5	55.6	61.1	67.0	56.1	63.0
5 to 8		25.9	36.7	30.8	24.9	29.1	26.5	24.1	28.9	26.1	25.1	29.4	26.7	23.7	31.4	26.6
9 to 12		5.2	4.1	4.7	5.4	7.9	6.4	5.3	7.7	6.3	5.0	8.0	6.1	4.9	6.5	5.5
13 to 16		0.0	4.1	1.9	1.3	1.7	1.4	1.6	1.8	1.7	1.0	2.5	1.6	0.9	1.8	1.2
17 to 20		0.0	0.0	0.0	0.2	1.2	0.6	0.3	0.9	0.5	0.4	0.5	0.5	0.3	0.4	0.3
21 to 34		0.0	0.0	0.0	0.1	0.8	0.4	0.1	0.4	0.2	0.0	0.0	0.0	0.1	0.0	0.0
35 to 44		0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Committee work and meetings	107															
None		8.6	12.2	10.3	5.6	4.6	5.2	7.2	6.4	6.8	8.8	9.3	9.0	5.5	4.9	5.3
1 to 4		77.6	59.2	69.2	76.3	73.5	75.2	73.5	67.6	71.1	73.0	68.7	71.4	74.3	69.9	72.7
5 to 8		12.1	28.6	19.6	14.9	18.4	16.3	15.9	21.0	18.0	15.4	18.2	16.5	17.3	20.4	18.4
9 to 12		1.7	0.0	0.9	2.3	2.5	2.3	2.7	3.6	3.1	2.0	2.7	2.3	2.4	3.3	2.7
13 to 16		0.0	0.0	0.0	0.4	0.6	0.5	0.4	1.1	0.7	0.6	0.6	0.6	0.4	1.1	0.7
17 to 20		0.0	0.0	0.0	0.2	0.1	0.2	0.2	0.2	0.2	0.1	0.2	0.2	0.1	0.2	0.1
21 to 34		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1
35 to 44		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
45 +		0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other administration	103															
None		38.2	39.6	38.8	34.1	32.8	33.6	35.8	32.5	34.5	35.7	37.9	36.5	36.1	35.4	35.9
1 to 4		45.5	37.5	41.7	40.6	40.3	40.5	41.5	41.8	41.6	44.9	39.2	42.7	40.3	40.9	40.5
5 to 8		10.9	10.4	10.7	13.3	14.2	13.7	12.1	14.0	12.9	9.2	12.0	10.3	12.8	12.4	12.6
9 to 12		1.8	4.2	2.9	5.5	6.0	5.7	5.3	6.0	5.6	4.4	6.7	5.3	5.1	6.8	5.7
13 to 16		1.8	6.3	3.9	2.7	2.6	2.7	2.2	2.3	2.3	2.6	1.0	2.0	2.5	1.7	2.2
17 to 20		1.8	0.0	1.0	1.7	1.8	1.7	1.6	1.6	1.6	1.7	1.9	1.8	1.6	1.0	1.4
21 to 34		0.0	2.1	1.0	1.8	1.4	1.7	1.3	1.3	1.3	1.2	1.1	1.2	1.2	1.6	1.4
35 to 44		0.0	0.0	0.0	0.3	0.6	0.4	0.2	0.4	0.3	0.1	0.1	0.1	0.3	0.2	0.2
45 +		0.0	0.0	0.0	0.1	0.3	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.1	0.0

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:																
Research and scholarly writing	105															
None		17.9	26.5	21.9	28.4	35.8	31.3	23.5	28.4	25.5	19.6	22.5	20.7	17.5	21.4	18.9
1 to 4		42.9	40.8	41.9	42.9	43.0	42.9	40.3	42.4	41.2	39.9	41.0	40.3	43.5	49.4	45.7
5 to 8		28.6	16.3	22.9	17.1	13.7	15.8	20.3	16.8	18.9	22.1	21.9	22.0	22.3	17.4	20.5
9 to 12		10.7	12.2	11.4	6.3	3.9	5.4	8.6	6.7	7.8	10.3	7.3	9.1	9.5	6.0	8.2
13 to 16		0.0	2.0	1.0	2.5	2.0	2.3	3.3	3.1	3.2	4.0	3.8	3.9	3.6	3.8	3.7
17 to 20		0.0	2.0	1.0	1.7	1.0	1.4	2.3	1.7	2.0	2.6	1.9	2.4	2.1	1.5	1.9
21 to 34		0.0	0.0	0.0	0.8	0.3	0.6	1.2	0.6	0.9	0.9	1.5	1.1	1.1	0.4	0.9
35 to 44		0.0	0.0	0.0	0.2	0.4	0.3	0.4	0.3	0.4	0.5	0.4	0.4	0.1	0.2	0.1
45 +		0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.0	0.1	0.2	0.0	0.1
Other creative products/performances	99															
None		63.0	60.0	61.6	59.7	59.3	59.5	59.5	59.4	59.5	61.3	65.6	63.0	63.6	64.5	63.9
1 to 4		27.8	28.9	28.3	26.9	27.4	27.1	26.7	27.8	27.2	24.2	21.9	23.3	22.9	24.9	23.7
5 to 8		5.6	6.7	6.1	7.2	7.9	7.5	7.3	7.2	7.3	7.6	6.2	7.0	7.0	5.9	6.6
9 to 12		1.9	0.0	1.0	3.1	2.3	2.8	3.1	2.6	2.9	3.3	2.8	3.1	2.5	1.8	2.2
13 to 16		0.0	4.4	2.0	1.2	1.0	1.1	1.4	1.2	1.3	1.4	1.5	1.4	1.6	0.8	1.3
17 to 20		1.9	0.0	1.0	1.3	0.9	1.2	1.2	0.9	1.1	0.7	1.2	0.9	1.8	1.1	1.6
21 to 34		0.0	0.0	0.0	0.4	1.0	0.6	0.6	0.6	0.6	1.1	0.8	1.0	0.5	0.6	0.5
35 to 44		0.0	0.0	0.0	0.1	0.2	0.1	0.1	0.2	0.2	0.2	0.1	0.2	0.1	0.4	0.2
45 +		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.0
Consultation with clients/patients	99															
None		90.4	89.4	89.9	84.0	85.0	84.4	85.2	84.2	84.8	86.8	87.6	87.1	87.2	90.1	88.3
1 to 4		9.6	4.3	7.1	11.4	10.2	11.0	9.6	9.4	9.5	9.1	8.4	8.8	9.6	7.5	8.8
5 to 8		0.0	4.3	2.0	2.9	2.6	2.8	3.2	3.6	3.4	2.5	1.8	2.2	2.2	1.2	1.9
9 to 12		0.0	0.0	0.0	0.8	1.0	0.9	0.8	1.4	1.1	0.9	0.8	0.9	0.5	0.2	0.4
13 to 16		0.0	0.0	0.0	0.3	0.3	0.3	0.4	0.5	0.4	0.2	0.3	0.2	0.0	0.3	0.1
17 to 20		0.0	2.1	1.0	0.1	0.4	0.2	0.3	0.5	0.4	0.1	0.4	0.2	0.1	0.3	0.2
21 to 34		0.0	0.0	0.0	0.4	0.3	0.4	0.4	0.3	0.4	0.4	0.4	0.4	0.3	0.3	0.3
35 to 44		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.1	0.0	0.4	0.2	0.0	0.0	0.0
45 +		0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0
Community or public service	99															
None		44.4	44.4	44.4	31.1	27.0	29.5	38.9	35.4	37.5	46.8	47.1	46.9	34.5	32.7	33.8
1 to 4		48.1	48.9	48.5	56.3	61.5	58.3	49.0	54.0	51.1	44.4	45.7	44.9	53.6	57.9	55.2
5 to 8		3.7	6.7	5.1	9.7	9.2	9.5	9.1	8.3	8.8	7.0	5.7	6.5	9.0	7.6	8.5
9 to 12		1.9	0.0	1.0	2.0	1.4	1.8	2.2	1.6	1.9	1.2	1.2	1.2	2.1	1.6	1.9
13 to 16		1.9	0.0	1.0	0.4	0.2	0.4	0.4	0.2	0.3	0.5	0.1	0.3	0.7	0.1	0.4
17 to 20		0.0	0.0	0.0	0.4	0.4	0.4	0.2	0.3	0.3	0.0	0.3	0.1	0.1	0.0	0.1
21 to 34		0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.0	0.0	0.1	0.0	0.1
35 to 44		0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.1	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	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.0
Outside consulting/freelance work	102															

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
None		72.7	78.7	75.5	69.8	73.4	71.2	69.2	73.7	71.0	71.2	75.7	72.9	71.9	78.6	74.4
1 to 4		20.0	10.6	15.7	22.5	20.9	21.9	21.9	19.1	20.8	20.6	16.8	19.1	21.2	15.9	19.2
5 to 8		5.5	6.4	5.9	4.9	3.0	4.2	5.2	4.5	4.9	5.3	5.3	5.3	4.8	3.4	4.3
9 to 12		0.0	2.1	1.0	1.8	1.4	1.7	1.7	1.3	1.5	1.2	0.9	1.1	1.3	1.0	1.2
13 to 16		0.0	0.0	0.0	0.5	0.7	0.6	0.7	0.5	0.7	0.5	0.4	0.5	0.4	0.3	0.4
17 to 20		1.8	2.1	2.0	0.2	0.3	0.2	0.6	0.5	0.5	0.5	0.6	0.5	0.3	0.5	0.3
21 to 34		0.0	0.0	0.0	0.1	0.2	0.2	0.4	0.2	0.3	0.3	0.0	0.2	0.1	0.3	0.2
35 to 44		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.3	0.1	0.2	0.1	0.0	0.0
45 +		0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.1	0.2	0.2	0.0	0.1	0.0	0.0	0.0

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:																
Household/childcare duties	104															
None		7.1	4.2	5.8	13.3	4.5	9.9	14.2	5.2	10.5	12.7	6.1	10.2	12.3	4.0	9.2
1 to 4		30.4	12.5	22.1	21.1	17.5	19.7	21.7	17.5	20.0	19.8	16.0	18.3	21.6	17.6	20.1
5 to 8		26.8	31.2	28.8	26.0	24.5	25.4	24.8	23.3	24.2	24.6	25.6	25.0	26.1	24.9	25.6
9 to 12		21.4	20.8	21.2	16.7	17.6	17.1	15.6	17.7	16.4	16.7	14.3	15.7	16.6	15.7	16.3
13 to 16		8.9	10.4	9.6	7.4	9.7	8.3	8.8	9.7	9.2	11.1	9.4	10.5	8.6	8.7	8.6
17 to 20		1.8	12.5	6.7	6.8	7.2	6.9	6.6	7.1	6.8	6.9	6.7	6.8	5.9	8.3	6.8
21 to 34		1.8	0.0	1.0	4.9	7.2	5.8	4.7	7.9	6.0	5.0	8.9	6.5	5.4	7.2	6.1
35 to 44		1.8	2.1	1.9	1.8	4.3	2.8	2.0	4.6	3.1	2.4	4.9	3.3	2.1	6.1	3.6
45 +		0.0	6.3	2.9	1.9	7.5	4.1	1.6	7.1	3.9	0.9	8.2	3.7	1.5	7.4	3.7
Communicating via email [3]	106															
None		0.0	0.0	0.0	1.3	0.7	1.1	2.0	1.1	1.6	1.9	1.2	1.6	0.8	0.3	0.6
1 to 4		42.1	30.6	36.8	51.6	43.1	48.3	50.0	41.0	46.3	43.6	35.5	40.5	47.1	39.7	44.3
5 to 8		42.1	49.0	45.3	36.0	38.6	37.0	35.3	37.9	36.4	40.5	41.7	41.0	38.5	41.5	39.7
9 to 12		10.5	16.3	13.2	8.1	12.6	9.8	9.3	13.9	11.2	11.3	15.1	12.8	9.7	13.2	11.0
13 to 16		3.5	4.1	3.8	2.0	3.1	2.4	2.2	3.8	2.9	1.6	4.9	2.9	2.5	3.7	3.0
17 to 20		0.0	0.0	0.0	0.6	1.1	0.8	0.7	1.5	1.1	0.7	1.0	0.8	1.0	0.9	0.9
21 to 34		1.8	0.0	0.9	0.3	0.7	0.5	0.3	0.7	0.5	0.3	0.3	0.3	0.3	0.7	0.4
35 to 44		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1	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	0.0	0.2	0.1	0.1	0.1	0.1
Do you, "to a great extent": [3]																
Engage in academic work that spans multiple disciplines?	109	33.9	34.0	33.9	29.2	27.7	28.6	32.2	31.7	32.0	37.3	35.1	36.5	32.6	30.7	31.9
Feel that the training you received in graduate school prepared you well for your role as a faculty mentor?	108	41.4	48.0	44.4	38.7	38.0	38.4	37.8	36.1	37.1	36.5	31.4	34.6	34.4	35.5	34.8
Experience joy in your work?	108	70.7	64.0	67.6	71.0	69.3	70.3	70.7	68.8	69.9	71.9	67.5	70.2	70.2	69.9	70.1
Feel good about the direction in which your life is headed?	109	62.7	58.0	60.6	67.0	65.7	66.5	65.8	64.8	65.4	65.9	63.1	64.8	65.7	64.6	65.3
Engage in self-reflection?	109	61.0	72.0	66.1	67.9	74.9	70.6	67.9	75.3	70.9	69.7	73.3	71.1	68.0	73.1	69.9
Achieve a healthy balance between your personal life and your professional life?	109	27.1	32.0	29.4	38.8	30.4	35.6	40.6	33.1	37.5	39.7	30.8	36.3	38.4	25.7	33.7
Feel that your work adds meaning to your life?	109	69.5	78.0	73.4	74.0	72.8	73.5	72.3	71.8	72.1	73.4	70.6	72.3	72.2	74.6	73.1
Consider yourself a religious person?	109	30.5	36.0	33.0	59.1	57.2	58.4	44.9	43.1	44.2	35.4	28.9	32.9	50.2	45.5	48.4
Consider yourself a spiritual person?	109	30.5	54.0	41.3	64.5	71.6	67.2	52.8	60.3	55.8	45.4	46.3	45.8	55.6	60.8	57.5
Engage in regular exercise?	109	44.1	56.0	49.5	38.6	36.2	37.7	40.4	36.8	38.9	42.5	40.8	41.8	42.6	39.4	41.4
Eat a well-balanced diet?	109	47.5	58.0	52.3	40.6	43.1	41.5	42.4	45.0	43.5	44.0	51.6	46.9	46.1	46.5	46.3
Get adequate amounts of sleep?	109	37.3	32.0	34.9	32.0	33.9	32.7	31.5	32.7	32.0	33.3	33.2	33.3	34.1	30.9	32.9
Engage in prayer/meditation?	109	11.9	34.0	22.0	42.1	42.7	42.3	31.0	34.2	32.3	23.8	23.7	23.8	33.2	33.6	33.3

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Experience close alignment between your work and your personal values?	109	49.2	64.0	56.0	69.5	73.1	70.9	64.4	67.8	65.8	62.9	64.1	63.4	66.5	68.7	67.3
Seek opportunities to grow spiritually?	108	15.3	44.9	28.7	45.9	51.3	48.0	35.8	42.1	38.3	30.2	29.9	30.1	37.3	41.1	38.7
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar?	109	10.2	30.0	19.3	18.8	27.9	22.3	17.8	24.9	20.7	18.5	26.4	21.5	19.3	27.7	22.4

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty		# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
			Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
HOW MANY OF THE FOLLOWING COURSES ARE YOU TEACHING THIS TERM? [1,3]																	
General education courses		93															
None			20.4	20.5	20.4	36.8	39.4	37.8	42.2	44.6	43.2	41.4	44.9	42.7	37.8	36.8	37.5
One			32.7	29.5	31.2	29.5	25.2	27.9	25.3	22.8	24.3	30.6	26.6	29.1	31.1	30.2	30.7
Two			28.6	31.8	30.1	18.3	18.4	18.4	18.2	17.2	17.8	18.8	16.5	17.9	18.9	20.2	19.4
Three			14.3	15.9	15.1	9.6	8.8	9.3	8.4	8.9	8.6	6.3	8.6	7.2	8.8	8.9	8.9
Four			4.1	2.3	3.2	4.1	5.6	4.7	4.0	4.7	4.3	2.1	2.7	2.3	2.4	2.9	2.6
Five or more			0.0	0.0	0.0	1.6	2.5	2.0	1.8	1.8	1.8	0.9	0.7	0.8	0.9	1.0	1.0
Developmental/remedial courses		69															
None			94.7	90.3	92.8	91.9	92.6	92.1	90.8	90.6	90.7	94.4	92.2	93.5	93.3	94.2	93.6
One			0.0	6.5	2.9	4.9	3.9	4.5	4.6	4.7	4.6	3.3	5.0	4.0	3.5	2.4	3.1
Two			5.3	3.2	4.3	1.8	1.2	1.6	2.1	2.3	2.2	1.5	1.9	1.7	1.9	1.1	1.6
Three			0.0	0.0	0.0	0.6	1.8	1.1	1.6	1.6	1.6	0.6	0.6	0.6	0.8	1.9	1.2
Four			0.0	0.0	0.0	0.7	0.3	0.5	0.6	0.4	0.5	0.2	0.0	0.1	0.5	0.1	0.3
Five or more			0.0	0.0	0.0	0.1	0.2	0.1	0.2	0.4	0.3	0.0	0.3	0.1	0.0	0.3	0.1
Other undergraduate credit courses		95															
None			1.9	14.0	7.4	9.9	11.5	10.5	11.7	12.5	12.0	7.7	11.5	9.1	10.6	11.4	10.9
One			38.5	30.2	34.7	19.6	18.6	19.2	20.2	20.5	20.3	23.8	23.3	23.6	20.7	23.5	21.7
Two			42.3	39.5	41.1	29.5	29.4	29.4	30.1	29.3	29.8	33.3	30.9	32.4	35.9	33.2	34.9
Three			13.5	14.0	13.7	23.0	22.0	22.6	22.2	22.5	22.3	26.4	27.4	26.8	23.8	22.1	23.2
Four			3.8	2.3	3.2	12.5	14.2	13.2	10.6	10.8	10.7	6.0	5.1	5.7	7.0	6.9	6.9
Five or more			0.0	0.0	0.0	5.5	4.3	5.0	5.1	4.4	4.8	2.8	1.9	2.4	2.0	3.0	2.3
Graduate courses		68															
None			100.0	96.9	98.5	84.3	85.7	84.8	82.3	80.5	81.5	85.7	83.9	85.0	88.6	90.0	89.1
One			0.0	3.1	1.5	9.1	8.5	8.9	11.3	11.9	11.5	10.3	11.0	10.6	6.8	5.9	6.5
Two			0.0	0.0	0.0	3.9	4.0	3.9	4.3	5.0	4.6	2.5	3.5	2.9	3.4	3.4	3.4
Three			0.0	0.0	0.0	2.0	1.6	1.9	1.6	1.8	1.7	1.4	1.1	1.2	0.7	0.5	0.6
Four			0.0	0.0	0.0	0.4	0.2	0.4	0.4	0.6	0.5	0.0	0.5	0.2	0.3	0.0	0.2
Five or more			0.0	0.0	0.0	0.2	0.1	0.2	0.2	0.1	0.1	0.2	0.0	0.1	0.3	0.2	0.3
Vocational or technical courses		73															
None			92.5	90.9	91.8	93.8	95.0	94.2	93.6	95.0	94.2	94.1	96.0	94.8	94.1	96.6	95.1
One			2.5	3.0	2.7	1.4	2.3	1.8	1.5	1.7	1.6	1.9	1.1	1.6	1.4	1.4	1.4
Two			2.5	0.0	1.4	1.0	0.6	0.8	0.9	0.9	0.9	0.3	0.4	0.3	1.0	0.2	0.7
Three			0.0	0.0	0.0	0.7	0.3	0.6	0.5	0.4	0.5	0.1	0.3	0.2	0.3	0.1	0.2
Four			2.5	6.1	4.1	2.8	1.4	2.3	3.4	1.7	2.7	3.6	2.2	3.0	3.1	1.5	2.5
Five or more			0.0	0.0	0.0	0.2	0.3	0.3	0.2	0.2	0.2	0.0	0.0	0.0	0.0	0.2	0.1
Non-credit courses (other than above)		69															
None			83.8	87.5	85.5	91.8	92.5	92.1	92.9	91.7	92.4	92.4	92.3	92.4	91.8	89.6	90.9
One			10.8	9.4	10.1	5.8	5.7	5.7	5.3	6.1	5.6	6.9	4.5	5.9	6.0	8.0	6.8
Two			5.4	3.1	4.3	1.5	1.2	1.4	0.9	1.2	1.0	0.4	2.2	1.2	1.9	1.5	1.8
Three			0.0	0.0	0.0	0.4	0.2	0.3	0.3	0.5	0.4	0.0	0.5	0.2	0.3	0.3	0.3
Four			0.0	0.0	0.0	0.4	0.1	0.3	0.3	0.2	0.2	0.3	0.5	0.3	0.0	0.1	0.1

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Five or more		0.0	0.0	0.0	0.1	0.4	0.2	0.3	0.4	0.4	0.0	0.0	0.0	0.0	0.5	0.2
Do you teach remedial/developmental skills in any of the following areas?[3]																
Reading	110	1.7	4.0	2.7	1.6	2.5	1.9	2.3	3.8	2.9	3.7	3.8	3.8	1.3	2.7	1.8
Writing	110	8.3	8.0	8.2	5.5	8.3	6.6	6.9	10.2	8.2	10.1	11.5	10.7	5.6	8.2	6.6
Mathematics	110	6.7	0.0	3.6	3.3	2.5	3.0	3.9	3.1	3.6	2.2	2.7	2.4	2.5	1.9	2.3
ESL	110	0.0	2.0	0.9	0.5	1.6	0.9	0.9	1.9	1.3	1.1	0.9	1.1	0.1	1.2	0.5
General academic skills	110	8.3	2.0	5.5	3.1	4.9	3.8	3.8	5.2	4.4	4.9	5.1	5.0	2.7	3.7	3.1
Other subject areas	110	0.0	6.0	2.7	2.6	2.3	2.5	2.7	3.3	2.9	2.9	3.6	3.2	2.5	2.2	2.4

[1] Comparison with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Goals for undergraduates noted as "very important" or "essential":																
Develop ability to think critically [3]	109	98.3	100.0	99.1	98.9	99.6	99.2	98.9	99.5	99.1	99.5	99.5	99.5	99.1	99.7	99.3
Prepare students for employment after college	109	61.0	78.0	68.8	72.6	78.5	74.9	68.7	75.0	71.3	60.2	65.8	62.3	63.6	69.5	65.8
Prepare students for graduate or advanced education	109	78.0	70.0	74.3	69.6	71.3	70.3	66.3	69.9	67.8	66.8	68.2	67.3	70.0	72.4	70.9
Develop moral character	109	50.8	82.0	65.1	74.9	77.4	75.9	67.3	71.9	69.2	58.2	60.5	59.1	67.0	69.9	68.1
Provide for students' emotional development	109	27.1	58.0	41.3	44.4	53.8	48.0	40.4	50.5	44.5	35.0	40.8	37.2	37.7	49.2	42.0
Help students develop personal values	109	49.2	74.0	60.6	68.6	70.3	69.3	60.7	65.7	62.8	51.1	58.7	54.0	60.5	63.4	61.6
Enhance students' self-understanding	109	50.8	80.0	64.2	65.1	72.0	67.8	63.3	70.4	66.1	61.6	64.7	62.8	62.3	68.1	64.4
Instill in students a commitment to community service	109	22.0	42.0	31.2	45.5	54.1	48.8	38.8	50.8	43.7	30.5	41.0	34.5	39.7	48.4	43.0
Prepare students for responsible citizenship	109	52.5	82.0	66.1	65.1	74.3	68.7	62.0	72.3	66.1	58.8	66.6	61.8	61.2	72.4	65.4
Enhance students' knowledge of and appreciation for other racial/ethnic groups	109	52.5	86.0	67.9	57.8	77.5	65.4	55.8	76.0	64.0	53.4	73.7	61.1	55.0	76.1	62.9
Help master knowledge in a discipline [3]	109	93.2	96.0	94.5	93.9	96.5	94.9	93.9	95.8	94.6	93.3	94.3	93.7	93.4	95.1	94.0
Develop creative capacities [3]	109	74.6	70.0	72.5	67.0	66.4	66.8	68.9	67.8	68.4	69.7	67.1	68.7	65.6	66.8	66.1
Instill a basic appreciation of the liberal arts [3]	109	86.4	84.0	85.3	69.6	72.1	70.5	68.5	72.1	70.0	74.1	74.7	74.3	71.0	74.6	72.3
Enhance spiritual development [3]	109	16.9	42.0	28.4	54.2	50.8	52.9	38.7	39.5	39.1	26.5	23.3	25.3	41.8	39.5	40.9
Promote ability to write effectively [3]	108	84.7	93.9	88.9	88.3	95.0	90.9	88.0	93.8	90.4	88.7	93.4	90.5	89.7	94.1	91.3
Facilitate search for meaning/purpose in life [3]	108	46.6	66.0	55.6	57.5	60.0	58.5	49.3	52.3	50.5	44.2	44.4	44.2	52.7	55.1	53.6
Personal goals noted as "very important" or "essential":																
Becoming an authority in my field	109	42.4	36.0	39.4	43.9	40.1	42.4	46.0	43.4	44.9	43.6	42.5	43.2	42.5	40.6	41.8
Influencing the political structure	109	22.0	26.0	23.9	17.0	15.9	16.6	17.6	19.3	18.3	15.5	22.1	18.0	18.1	17.1	17.7
Influencing social values	108	32.2	46.9	38.9	42.4	46.3	43.9	39.0	45.4	41.6	39.0	42.7	40.4	39.2	43.3	40.7
Raising a family	108	66.1	61.2	63.9	77.3	67.4	73.5	74.0	65.3	70.5	72.7	63.1	69.0	76.3	65.6	72.3
Being very well off financially	109	30.5	26.0	28.4	33.6	31.6	32.8	38.6	34.9	37.1	35.0	32.7	34.2	32.4	27.6	30.6
Helping others who are in difficulty	106	69.0	79.2	73.6	67.8	74.9	70.5	66.8	73.9	69.6	62.2	70.3	65.3	66.1	70.9	67.9
Becoming involved in programs to clean up the environment	108	27.1	34.7	30.6	25.6	27.5	26.4	27.3	30.9	28.7	29.1	32.0	30.2	27.4	32.0	29.1
Developing a meaningful philosophy of life	107	70.7	79.6	74.8	77.1	77.7	77.3	74.2	76.5	75.1	70.6	72.4	71.3	75.5	76.5	75.9
Helping to promote racial understanding	106	50.9	69.4	59.4	51.4	62.9	55.8	53.2	64.8	57.9	52.7	66.3	57.9	52.1	65.2	56.9
Obtaining recognition from my colleagues for contributions to my special field	108	47.5	40.8	44.4	38.4	37.5	38.0	40.9	42.3	41.5	43.6	45.7	44.4	41.4	42.1	41.7

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Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Integrating spirituality into my life	108	37.3	61.2	48.1	65.7	69.6	67.2	53.2	59.6	55.8	42.1	44.5	43.0	56.5	58.2	57.1
Being a good colleague	109	96.6	98.0	97.2	93.2	95.7	94.1	92.0	94.6	93.1	91.3	93.4	92.1	93.5	95.0	94.1
Being a good teacher	108	98.3	100.0	99.1	99.0	99.4	99.1	98.8	99.4	99.0	99.1	99.0	99.1	99.2	99.1	99.2
Achieving congruence between my own values and institutional values	107	50.0	61.2	55.1	62.3	70.1	65.3	57.9	68.0	62.0	53.2	61.1	56.2	57.3	65.2	60.2
Serving as a role model to students [3]	108	86.4	95.9	90.7	90.7	93.9	91.9	87.2	92.9	89.5	85.4	90.0	87.2	88.0	90.6	89.0

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Agree "strongly" or "somewhat":																
Faculty are interested in students' personal problems	109	93.2	98.0	95.4	94.6	96.1	95.2	92.1	93.2	92.5	91.1	91.3	91.2	93.5	95.2	94.1
Racial and ethnic diversity should be more strongly reflected in the curriculum	108	57.6	67.3	62.0	56.2	71.2	62.0	54.5	67.9	60.0	58.4	70.0	62.8	59.2	76.2	65.4
Faculty feel that most students are well-prepared academically	108	27.1	34.7	30.6	43.7	46.1	44.6	45.0	44.8	44.9	60.7	58.9	60.0	58.5	63.7	60.4
Faculty here are strongly interested in the academic problems of undergraduates [1]	108	93.2	89.8	91.7	91.7	91.4	91.6	90.8	89.6	90.3	93.7	88.1	91.6	93.4	94.0	93.6
There is a lot of campus racial conflict here	106	12.1	10.4	11.3	6.4	11.2	8.2	6.5	11.9	8.7	7.8	17.5	11.5	7.0	13.5	9.4
Most students are strongly committed to community service [1]	107	42.4	54.2	47.7	55.7	59.3	57.1	52.3	55.4	53.5	57.2	56.5	57.0	58.9	66.3	61.6
My research is valued by faculty in my department	106	80.7	67.3	74.5	71.5	70.2	71.0	72.6	70.7	71.8	78.8	74.2	77.1	76.8	74.3	75.9
My teaching is valued by faculty in my department	108	91.5	91.8	91.7	91.3	91.0	91.2	91.0	90.0	90.6	92.3	88.8	91.0	91.6	90.6	91.2
My department does a good job of mentoring new faculty [3]	107	79.3	67.3	73.8	70.8	67.5	69.6	68.9	65.6	67.6	69.7	64.5	67.7	72.8	65.7	70.2
Faculty are sufficiently involved in campus decision making [3]	107	74.1	77.6	75.7	60.3	60.6	60.4	59.4	58.8	59.1	69.2	65.4	67.7	66.4	63.7	65.4
My values are congruent with the dominant institutional values [3]	106	81.0	79.2	80.2	78.5	79.2	78.8	76.1	77.8	76.8	76.1	74.3	75.4	77.0	74.9	76.2
There is adequate support for integrating technology in my teaching [3]	107	72.4	57.1	65.4	77.9	70.1	75.0	79.3	73.6	77.0	83.7	79.1	82.0	82.5	76.2	80.2
This institution takes responsibility for educating underprepared students [3]	108	59.3	63.3	61.1	64.6	59.2	62.5	64.4	60.7	62.9	64.3	57.7	61.8	60.7	55.7	58.9
The criteria for advancement and promotion decisions are clear [3]	106	72.4	62.5	67.9	72.1	68.5	70.7	69.9	67.0	68.7	72.9	69.8	71.7	74.1	70.8	72.9
Most of the students I teach lack the basic skills for college level work [3]	108	32.2	30.6	31.5	28.3	31.9	29.7	28.7	32.9	30.4	17.5	20.7	18.7	17.9	18.6	18.2
My department has difficulty recruiting faculty [3]	108	39.0	24.5	32.4	38.3	41.1	39.4	35.5	37.7	36.4	31.2	32.0	31.5	35.5	38.2	36.5
My department has difficulty retaining faculty [3]	108	15.3	12.2	13.9	19.9	20.3	20.0	20.6	21.8	21.1	18.9	23.3	20.6	16.4	20.2	17.8
There is adequate support for faculty development [3]	108	69.5	65.3	67.6	56.8	55.0	56.1	60.2	58.5	59.5	67.5	64.5	66.4	64.2	62.1	63.5
This institution should not offer remedial/developmental education [3]	107	20.7	22.4	21.5	28.4	25.3	27.2	28.4	22.4	26.0	38.9	29.1	35.2	36.8	31.4	34.8

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Issues you believe to be of "high" or "highest" priority at your institution:																
To promote the intellectual development of students	107	93.1	93.9	93.5	85.1	89.1	86.6	87.1	88.9	87.8	92.6	91.9	92.4	91.6	93.2	92.2
To develop a sense of community among students and faculty	107	63.8	59.2	61.7	71.7	76.8	73.6	69.1	73.8	71.0	70.8	73.4	71.8	72.3	78.0	74.4
To develop leadership ability among students	107	69.0	71.4	70.1	63.8	70.4	66.3	62.3	68.3	64.7	63.9	68.5	65.6	64.7	71.9	67.3
To help students learn how to bring about change in American society	107	27.6	46.9	36.4	39.5	44.8	41.5	40.3	46.1	42.7	42.1	43.3	42.6	39.8	45.7	42.0

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Issues you believe to be of "high" or "highest" priority at your institution:																
To increase or maintain institutional prestige	107	51.7	55.1	53.3	53.8	57.7	55.3	58.8	61.3	59.8	68.6	72.3	70.0	63.1	71.0	66.0
To hire faculty "stars"	107	5.2	10.2	7.5	13.3	16.5	14.6	14.2	17.5	15.5	16.1	20.6	17.8	16.1	21.5	18.1
To recruit more minority students	105	46.4	51.0	48.6	41.3	46.6	43.4	47.0	51.3	48.8	55.8	58.0	56.6	50.5	54.4	51.9
To enhance the institution's national image	106	69.0	60.4	65.1	57.2	57.4	57.3	63.4	62.5	63.1	76.7	74.5	75.9	69.2	73.0	70.6
To create a diverse multi-cultural campus environment	105	47.4	47.9	47.6	44.1	48.3	45.7	51.8	55.4	53.3	58.3	58.9	58.5	51.9	55.2	53.1
To mentor new faculty	107	44.8	42.9	43.9	45.1	45.7	45.3	44.6	45.3	44.9	48.7	44.3	47.0	51.1	48.7	50.2
To promote gender equity among faculty [3]	106	59.6	30.6	46.2	46.7	35.4	42.4	50.9	39.9	46.4	55.7	43.8	51.2	53.0	41.0	48.5
To provide resources for faculty to engage in community-based teaching or research [3]	105	24.6	16.7	21.0	24.9	29.6	26.7	29.1	33.8	31.0	31.7	34.2	32.7	26.6	31.3	28.4
To create and sustain partnerships with surrounding communities [3]	104	31.6	36.2	33.7	36.2	42.3	38.5	38.4	44.6	40.9	33.4	38.3	35.3	32.4	35.9	33.7
To pursue extramural funding [3]	103	37.5	23.4	31.1	41.9	42.9	42.3	45.5	45.6	45.5	49.2	45.3	47.7	44.5	44.2	44.4
To increase the representation of minorities in the faculty and administration	106	35.1	49.0	41.5	40.5	40.9	40.7	44.4	46.3	45.2	51.7	52.5	52.0	49.5	48.3	49.1
To increase the representation of women in the faculty and administration	106	38.6	30.6	34.9	38.9	30.0	35.5	42.4	32.4	38.3	46.5	35.6	42.4	45.9	35.0	41.9
Attributes noted as being "very descriptive" of your institution:																
It is easy for students to see faculty outside of regular office hours	109	91.5	84.0	88.1	77.9	74.9	76.8	75.7	73.4	74.8	79.7	79.4	79.6	82.5	81.6	82.2
The faculty are typically at odds with campus administration [1]	109	10.2	6.0	8.3	10.9	10.2	10.6	12.8	12.2	12.6	9.4	11.0	10.0	8.5	8.1	8.4
Faculty here respect each other	109	45.8	52.0	48.6	61.1	59.0	60.3	59.1	59.2	59.2	59.5	57.4	58.7	62.2	61.7	62.0
Most students are treated like "numbers in a book"	109	1.7	4.0	2.8	0.7	0.3	0.6	1.1	1.0	1.1	1.0	1.4	1.2	0.4	0.5	0.4
Social activities are overemphasized	109	27.1	12.0	20.2	10.2	9.6	10.0	8.5	6.8	7.8	8.6	5.4	7.4	12.1	13.5	12.6
Faculty are rewarded for being good teachers	108	18.6	16.3	17.6	21.4	20.0	20.9	22.8	21.1	22.1	34.9	32.1	33.8	28.0	28.0	28.0
There is respect for the expression of diverse values and beliefs [3]	108	35.6	28.6	32.4	29.3	27.9	28.8	35.4	35.4	35.4	43.5	40.7	42.4	33.6	29.8	32.2
Faculty are rewarded for their efforts to use instructional technology [3]	108	8.5	12.2	10.2	11.4	15.4	12.9	13.4	17.8	15.2	17.9	21.3	19.2	14.7	16.9	15.6
Faculty are rewarded for their efforts to work with underprepared students [3]	108	5.1	6.1	5.6	4.6	4.8	4.7	5.9	6.4	6.1	4.8	5.4	5.0	4.3	3.3	3.9

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[3] This item included for the first time in 2004.

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Aspects of your job noted as very satisfactory or satisfactory: [5]																
Salary and fringe benefits	108	47.5	36.7	42.6	43.7	41.2	42.7	48.7	44.5	47.0	50.7	49.2	50.1	49.7	47.1	48.7
Opportunity for scholarly pursuits	106	57.6	31.9	46.2	47.1	42.6	45.4	50.7	42.6	47.4	54.2	46.3	51.2	53.4	44.3	50.0
Teaching load	108	66.1	49.0	58.3	50.0	47.4	49.0	53.2	49.6	51.7	52.8	48.2	51.1	52.0	45.2	49.5
Quality of students	109	35.6	42.0	38.5	51.1	56.1	53.0	54.8	57.5	55.9	67.3	70.1	68.4	65.2	71.0	67.4
Office/lab space	109	66.1	76.0	70.6	70.4	72.1	71.0	68.8	68.6	68.7	72.4	71.2	71.9	75.0	75.0	75.0
Autonomy and independence	109	93.2	84.0	89.0	87.1	86.6	86.9	87.4	86.1	86.9	89.7	89.6	89.7	90.3	89.5	90.0
Professional relationships with other faculty	109	84.7	82.0	83.5	82.1	83.2	82.5	80.3	81.5	80.8	77.9	79.3	78.4	82.4	81.5	82.1
Social relationships with other faculty	106	64.4	70.2	67.0	69.8	71.1	70.3	67.6	71.5	69.2	66.5	69.7	67.7	70.3	69.9	70.2
Competency of colleagues	108	89.7	84.0	87.0	82.3	84.9	83.3	81.1	83.1	81.9	82.2	84.0	82.9	83.8	85.0	84.3
Visibility for jobs at other institutions/organizations	64	51.4	55.2	53.1	42.2	47.3	44.1	43.4	45.3	44.2	44.3	44.5	44.3	47.2	48.3	47.6
Relationship with administration	106	50.9	53.1	51.9	62.6	62.2	62.5	61.6	60.9	61.3	65.2	60.6	63.4	64.1	63.0	63.7
Overall job satisfaction	109	86.4	74.0	80.7	79.8	79.4	79.7	80.0	78.7	79.5	81.4	77.6	79.9	82.8	80.2	81.9
Opportunity to develop new ideas	107	86.4	75.0	81.3	75.6	75.4	75.5	78.5	75.6	77.3	81.8	76.3	79.7	79.7	77.6	78.9
Availability of child care at this institution	26	28.6	8.3	19.2	23.1	12.0	19.0	26.7	18.5	23.2	21.7	14.2	18.6	19.1	8.9	14.7
Prospects for career advancement [3]	91	55.3	52.3	53.8	54.8	51.0	53.3	55.3	50.9	53.5	57.1	51.1	54.8	59.2	56.0	57.9
Clerical/administrative support [3]	108	59.3	63.3	61.1	54.6	52.3	53.7	56.4	52.7	54.9	62.5	59.0	61.1	59.9	55.9	58.4
If you were to begin your career again, would you still want to be a college professor?																
	108															
Definitely yes		60.3	54.0	57.4	59.1	54.6	57.4	59.1	53.0	56.6	57.9	50.3	55.0	59.1	55.0	57.6
Probably yes		36.2	32.0	34.3	27.9	31.2	29.1	27.5	30.9	28.9	29.3	30.8	29.9	28.5	30.1	29.1
Not sure		1.7	12.0	6.5	9.1	10.3	9.6	9.1	11.7	10.1	10.1	14.0	11.6	8.5	10.4	9.2
Probably no		1.7	0.0	0.9	3.1	3.1	3.1	3.4	3.6	3.5	1.8	3.8	2.6	3.4	3.9	3.6
Definitely no		0.0	2.0	0.9	0.8	0.8	0.8	0.9	0.9	0.9	1.0	1.0	1.0	0.6	0.5	0.6
Factors noted as a source of stress for you during the last two years: [6]																
Managing household responsibilities	108	74.1	84.0	78.7	72.7	83.9	77.0	71.0	82.4	75.6	74.4	84.4	78.2	72.5	85.5	77.3
Child care	107	33.3	26.0	29.9	32.3	32.1	32.2	31.5	32.6	31.9	33.4	35.8	34.3	31.4	33.2	32.0
Care of elderly parent	108	31.0	34.0	32.4	29.7	36.6	32.3	29.9	36.2	32.4	28.5	36.0	31.4	30.0	35.4	32.0
My physical health	107	52.6	64.0	57.9	46.4	54.7	49.6	47.5	53.7	50.0	48.1	51.0	49.2	46.0	53.2	48.7
Health of spouse/partner [3]	105	37.5	32.7	35.2	37.1	31.1	34.8	38.1	28.8	34.3	34.9	26.6	31.7	35.9	28.9	33.3
Review/promotion process	109	42.4	56.0	48.6	39.8	50.9	44.1	40.0	50.3	44.2	44.0	51.0	46.6	41.6	55.2	46.6
Subtle discrimination (e.g., prejudice, racism, sexism)	107	15.8	26.0	20.6	15.8	31.1	21.7	15.9	32.2	22.5	16.4	35.1	23.5	15.6	35.4	23.0
Personal finances	108	62.1	60.0	61.1	64.3	65.6	64.8	62.2	63.1	62.5	65.6	63.8	64.9	59.0	64.0	60.9
Committee work	108	56.9	62.0	59.3	56.0	60.6	57.8	53.9	60.7	56.7	52.1	53.6	52.6	58.1	62.4	59.7
Faculty meetings	108	43.1	56.0	49.1	49.2	49.7	49.4	47.7	51.2	49.1	44.4	47.3	45.5	46.3	48.4	47.1
Research or publishing demands	108	53.4	74.0	63.0	45.3	49.9	47.0	50.8	58.0	53.8	59.1	67.6	62.4	57.9	68.4	61.8
Institutional procedures and "red tape"	108	70.7	54.0	63.0	62.1	62.5	62.2	60.2	60.7	60.4	54.6	52.4	53.8	58.2	59.9	58.8

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Teaching load	108	69.0	84.0	75.9	70.6	75.6	72.5	67.2	73.8	69.9	70.3	74.7	72.0	69.4	77.7	72.5
Children's problems	107	31.6	32.0	31.8	32.7	33.6	33.1	32.0	30.5	31.4	33.3	30.4	32.2	31.6	32.0	31.8
Marital friction	106	31.6	18.4	25.5	22.8	21.0	22.1	22.7	21.0	22.0	21.6	23.2	22.2	20.9	20.8	20.9
Lack of personal time	109	59.3	90.0	73.4	72.2	87.4	78.0	71.4	84.3	76.6	74.7	85.2	78.7	72.4	88.6	78.4
Keeping up with information technology	108	51.7	58.0	54.6	53.4	63.2	57.2	53.0	62.1	56.7	54.3	57.2	55.4	51.7	59.5	54.6
Job security [3]	109	23.7	36.0	29.4	27.8	36.9	31.3	29.3	36.7	32.3	32.7	39.3	35.2	23.8	36.5	28.5
Being part of a dual career couple [3]	106	40.4	40.8	40.6	34.1	47.0	39.0	33.9	44.2	38.1	36.2	49.6	41.3	33.7	50.5	39.9
Self-imposed high expectations [3]	108	81.0	94.0	87.0	77.3	87.5	81.3	76.2	85.9	80.1	81.7	86.9	83.7	78.3	90.4	82.8
Change in work responsibilities [3]	108	37.9	54.0	45.4	38.4	51.5	43.4	35.4	49.6	41.2	36.3	43.5	39.0	34.1	47.5	39.1
Working with underprepared students [3]	109	67.8	62.0	65.1	56.2	59.8	57.6	53.1	57.3	54.8	45.4	48.0	46.4	45.1	46.4	45.6

[3] This item included for this first time in 2004.

[5] Respondents marking "Not Applicable" are not included in these results.

[6] Results reflect the percentage of respondents marking "Somewhat" or "Extensive."

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Methods you use in "most" or "all" of the courses you teach: [1]																
Class discussion	109	67.8	80.0	73.4	80.6	86.6	82.9	81.8	87.8	84.2	81.6	88.6	84.3	80.8	86.2	82.8
Community service as part of coursework	109	0.0	4.0	1.8	5.7	13.8	8.8	4.9	11.6	7.6	3.6	8.4	5.4	4.2	10.3	6.4
Cooperative learning (small groups)	109	45.8	70.0	56.9	44.9	64.9	52.6	44.0	63.4	51.9	46.9	67.4	54.7	47.3	66.9	54.6
Essay mid-term and/or final exams	109	57.6	70.0	63.3	63.0	60.3	62.0	62.9	60.4	61.9	63.6	62.2	63.1	66.5	65.4	66.1
Extensive lecturing	109	59.3	22.0	42.2	55.2	34.7	47.3	55.9	36.5	48.0	50.9	32.6	43.9	53.7	31.8	45.6
Grading on a curve	109	30.5	8.0	20.2	20.0	9.2	15.9	21.6	11.1	17.3	20.7	9.9	16.6	20.8	10.7	17.1
Group projects	109	25.4	42.0	33.0	32.1	39.2	34.8	32.1	40.7	35.6	34.9	43.7	38.3	34.1	42.2	37.1
Multiple-choice mid-term and/or final exams	109	10.2	12.0	11.0	29.7	30.2	29.9	26.4	27.2	26.8	18.4	16.1	17.5	21.9	19.6	21.1
Multiple drafts of written work	109	30.5	44.0	36.7	21.9	32.1	25.8	24.0	34.7	28.3	29.0	40.1	33.3	24.5	36.3	28.9
On-line instruction [3]	109	8.5	14.0	11.0	9.6	11.5	10.4	10.0	11.6	10.6	8.3	9.2	8.7	9.9	13.6	11.3
Readings on racial and ethnic issues	109	15.3	40.0	26.6	13.8	28.2	19.4	15.5	30.0	21.4	17.2	30.7	22.3	16.2	31.3	21.8
Readings on women and gender issues	109	15.3	34.0	23.9	12.5	26.0	17.7	14.3	28.6	20.1	17.0	30.2	22.0	16.3	29.3	21.1
Recitals/Demonstrations	108	18.6	22.4	20.4	21.2	26.3	23.2	19.6	25.6	22.0	20.8	24.4	22.2	18.6	22.2	19.9
Reflective writing/journaling [3]	108	11.9	34.7	22.2	16.3	32.4	22.5	15.9	29.4	21.4	16.3	26.3	20.1	15.5	28.6	20.4
Short-answer mid-term and/or final exams	109	40.7	48.0	44.0	42.0	40.0	41.2	40.0	38.3	39.3	37.9	38.0	37.9	42.5	41.7	42.2
Student evaluations of each other's work	109	15.3	40.0	26.6	13.1	24.4	17.5	13.6	22.3	17.1	14.9	26.8	19.5	13.5	23.9	17.3
Student evaluations of their own work [3]	109	15.3	38.0	25.7	14.3	26.9	19.1	15.0	26.2	19.6	16.3	27.3	20.5	12.8	24.7	17.3
Student presentations	109	52.5	64.0	57.8	43.9	59.9	50.1	45.5	60.6	51.6	53.4	62.7	57.0	45.3	61.4	51.3
Student-selected topics for course content	109	6.8	24.0	14.7	10.7	18.7	13.8	12.5	19.6	15.4	12.8	20.6	15.8	11.6	18.0	14.0
Teaching assistants	109	3.4	6.0	4.6	6.2	4.9	5.7	6.6	5.2	6.0	9.0	8.8	8.9	6.7	6.3	6.6
Term/research papers	109	30.5	38.0	33.9	37.3	36.5	37.0	38.5	40.2	39.2	40.5	42.7	41.3	39.6	40.9	40.1
How would you characterize your political views?																
Far Left	103	7.0	6.5	6.8	6.0	7.3	6.5	8.0	9.6	8.6	10.9	10.7	10.9	8.3	10.7	9.2
Liberal		52.6	65.2	58.3	33.4	41.9	36.7	39.2	49.1	43.3	45.7	60.9	51.7	40.0	53.2	45.0
Middle of the Road		29.8	19.6	25.2	27.9	25.8	27.1	28.8	24.2	26.9	26.0	18.0	22.9	27.6	22.3	25.6
Conservative		10.5	8.7	9.7	31.3	24.5	28.7	23.2	16.8	20.5	17.2	10.2	14.5	23.2	13.1	19.3
Far Right		0.0	0.0	0.0	1.4	0.5	1.1	0.9	0.4	0.7	0.2	0.1	0.2	0.9	0.7	0.8
Do you give the Higher Education Research Institute (HERI) permission to retain your contact information for possible follow-up research? [3]																
Yes	103	84.2	87.0	85.4	77.6	79.1	78.2	75.1	76.6	75.7	74.0	74.2	74.1	76.1	79.7	77.4
No		15.8	13.0	14.6	22.4	20.9	21.8	24.9	23.4	24.3	26.0	25.8	25.9	23.9	20.3	22.6

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Agree "strongly" or "somewhat":																
Western civilization and culture should be the foundation of the undergraduate curriculum	109	69.5	44.0	57.8	68.6	55.2	63.5	64.2	49.3	58.2	57.7	41.8	51.7	66.0	47.7	59.3
College officials have the right to ban persons with extreme views from speaking on campus	109	18.6	10.0	14.7	44.2	33.5	40.1	36.0	27.2	32.4	28.7	20.7	25.6	36.0	26.3	32.4
The chief benefit of a college education is that it increases one's earning power	108	15.3	12.2	13.9	21.2	21.3	21.2	22.9	22.1	22.6	16.4	17.8	17.0	16.2	15.7	16.0
Promoting diversity leads to the admission of too many underprepared students	109	22.0	16.0	19.3	28.5	16.3	23.8	25.4	16.1	21.7	20.3	13.1	17.5	24.1	13.0	20.0
Colleges should be actively involved in solving social problems	109	76.3	72.0	74.3	66.8	66.4	66.6	65.8	68.3	66.8	65.7	66.5	66.0	66.1	71.6	68.1
Tenure is an outmoded concept	109	15.3	22.0	18.3	33.3	39.7	35.8	31.6	37.0	33.8	29.9	33.8	31.3	28.1	30.7	29.1
Colleges should encourage students to be involved in community service activities	109	94.9	94.0	94.5	90.0	93.2	91.2	87.9	92.3	89.7	85.6	88.5	86.7	90.6	93.2	91.6
Tenure is essential to attract the best minds to academe	109	83.1	76.0	79.8	61.7	52.7	58.2	63.9	54.9	60.3	65.5	57.0	62.3	68.6	62.2	66.2
A racially/ethnically diverse student body enhances the educational experience of all students	109	98.3	100.0	99.1	88.4	94.8	90.8	89.7	95.0	91.8	92.3	96.3	93.8	90.5	96.2	92.6
Realistically, an individual can do little to bring about changes in society [3]	109	13.6	12.0	12.8	17.9	12.3	15.7	19.5	12.2	16.6	18.1	11.2	15.5	18.9	11.3	16.1
Colleges should be concerned with facilitating undergraduate students' spiritual development [3]	109	44.1	50.0	46.8	69.3	65.9	68.0	54.4	52.1	53.5	39.9	32.7	37.2	60.4	55.4	58.6
Colleges have a responsibility to work with their surrounding communities to address local issues [3]	109	86.4	82.0	84.4	81.8	86.1	83.5	80.2	84.7	82.0	76.1	79.7	77.5	79.2	86.1	81.7
The spiritual dimension of faculty members' lives has no place in the academy [3]	109	33.9	26.0	30.3	20.3	23.4	21.5	30.1	32.3	31.0	37.9	41.6	39.3	25.4	31.9	27.8
Including community service as part of a course is a poor use of resources [3]	109	18.6	8.0	13.8	18.2	8.2	14.4	19.1	9.7	15.3	19.2	14.2	17.3	18.7	8.1	14.8
MAJOR OF HIGHEST DEGREE HELD [1]	104															
Agriculture or Forestry																
Agriculture		0.0	0.0	0.0	0.5	0.1	0.3	0.2	0.1	0.2	0.3	0.1	0.2	0.4	0.0	0.3
Forestry		0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.2

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Biological Sciences																
Bacteriology, Molecular Biology		0.0	2.2	1.0	1.3	1.3	1.3	1.0	1.4	1.1	0.8	1.5	1.1	0.7	1.4	0.9
Biochemistry		1.7	0.0	1.0	0.6	0.5	0.6	0.7	0.9	0.8	0.7	1.5	1.0	0.7	1.4	0.9
Biophysics		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.0	0.0	0.0
Botany		3.4	0.0	1.9	0.6	0.2	0.4	0.7	0.4	0.6	0.8	0.7	0.8	0.7	0.3	0.6
Environmental Science		0.0	2.2	1.0	0.6	0.1	0.4	0.5	0.1	0.4	0.2	0.4	0.3	0.3	0.2	0.2
Marine (life) Sciences		0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.2	0.3	0.1	0.2	0.1	0.1	0.1
Physiology, Anatomy		0.0	0.0	0.0	0.7	0.5	0.6	0.7	0.8	0.7	1.2	0.6	1.0	0.7	0.7	0.7
Zoology		5.1	0.0	2.9	1.6	0.7	1.2	1.6	0.8	1.3	1.8	1.4	1.6	2.0	1.2	1.7
General, Other Biological Sciences		1.7	0.0	1.0	1.2	1.4	1.3	1.7	1.6	1.7	2.5	1.8	2.2	1.8	1.7	1.8

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
MAJOR OF HIGHEST DEGREE HELD																
Business																
Accounting		1.7	0.0	1.0	1.4	1.7	1.5	1.4	1.3	1.4	1.3	0.8	1.1	1.3	1.3	1.3
Finance		0.0	0.0	0.0	0.7	0.3	0.5	1.1	0.2	0.8	0.8	0.6	0.7	0.6	0.5	0.6
International Business		0.0	0.0	0.0	0.2	0.2	0.2	0.3	0.1	0.2	0.4	0.4	0.4	0.1	0.1	0.1
Management		1.7	0.0	1.0	2.4	1.6	2.1	2.2	1.7	2.0	2.0	1.0	1.6	1.9	1.4	1.7
Marketing		0.0	0.0	0.0	0.6	0.3	0.5	0.9	0.4	0.7	0.7	0.8	0.8	0.7	0.1	0.5
Secretarial Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
General, Other Business		0.0	0.0	0.0	1.1	0.6	0.9	1.0	0.7	0.9	0.0	0.6	0.3	1.0	0.4	0.8
Education																
Business Education		0.0	0.0	0.0	0.3	0.7	0.4	0.3	0.3	0.3	0.2	0.0	0.1	0.1	0.1	0.1
Educational Administration		0.0	2.2	1.0	2.5	3.9	3.0	2.0	2.3	2.2	1.1	0.9	1.0	1.3	1.6	1.4
Educational Psychology/Counseling		0.0	0.0	0.0	0.6	0.9	0.7	0.7	1.3	0.9	0.2	0.5	0.3	0.5	0.7	0.6
Elementary Education		0.0	6.7	2.9	0.5	2.4	1.2	0.3	1.8	0.9	0.2	1.7	0.7	0.2	2.1	0.9
Higher Education		0.0	0.0	0.0	1.6	1.5	1.6	1.0	1.7	1.3	0.6	0.8	0.6	0.6	0.9	0.7
Music or Art Education		0.0	2.2	1.0	0.7	0.6	0.7	0.3	0.5	0.4	0.3	0.6	0.4	0.4	0.7	0.5
Physical or Health Education		3.4	4.4	3.8	3.3	3.0	3.2	1.9	1.8	1.9	1.4	1.1	1.3	2.5	1.3	2.1
Secondary Education		0.0	0.0	0.0	0.7	0.7	0.7	0.5	0.8	0.6	0.6	1.7	1.0	0.3	1.0	0.6
Special Education		0.0	2.2	1.0	0.4	1.6	0.9	0.3	1.3	0.7	0.0	0.6	0.2	0.2	1.0	0.5
General, Other Education Fields		1.7	0.0	1.0	2.1	7.1	4.0	2.0	5.7	3.5	1.6	4.2	2.6	1.8	4.2	2.7
Engineering																
Aero-/Astronautical Engineering		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
Chemical Engineering		0.0	0.0	0.0	0.1	0.2	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.4	0.0	0.2
Civil Engineering		0.0	0.0	0.0	0.3	0.0	0.2	0.3	0.0	0.2	0.2	0.1	0.2	0.7	0.0	0.4
Electrical Engineering		0.0	0.0	0.0	0.4	0.3	0.4	0.5	0.2	0.4	0.1	0.0	0.1	0.9	0.2	0.7
Industrial Engineering		0.0	0.0	0.0	0.1	0.0	0.1	0.2	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.0
Mechanical Engineering		0.0	0.0	0.0	0.3	0.1	0.2	0.4	0.0	0.3	0.2	0.0	0.1	0.7	0.2	0.5
General, Other Engineering Fields		0.0	0.0	0.0	0.2	0.0	0.2	0.3	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.2
Health Sciences																
Dentistry		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.3	0.0	0.2	0.0	0.0	0.0
Health Technology		0.0	0.0	0.0	0.3	0.0	0.2	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.0
Medicine or Surgery		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.4	0.3	0.0	0.1	0.0
Nursing		0.0	0.0	0.0	0.1	5.0	2.0	0.1	5.8	2.4	0.0	1.0	0.4	0.1	2.9	1.1
Pharmacy, Pharmacology		0.0	0.0	0.0	0.1	0.1	0.1	0.8	0.9	0.8	1.2	1.6	1.3	0.3	0.2	0.3
Therapy (speech, physical, occup.)		0.0	0.0	0.0	0.2	0.3	0.2	0.2	0.6	0.4	0.1	0.7	0.3	0.2	0.6	0.3
Veterinary Medicine		0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.1	0.0	0.0	0.0
General, Other Health Fields		0.0	0.0	0.0	0.4	0.9	0.6	0.3	1.0	0.6	0.2	0.2	0.2	0.3	1.0	0.6
History/Political Science																
History		3.4	2.2	2.9	4.6	2.7	3.9	4.9	2.8	4.0	4.8	3.2	4.2	4.9	3.8	4.5
Political Science, Government		5.1	4.4	4.8	3.2	1.7	2.6	3.6	1.7	2.8	5.2	3.2	4.4	4.1	2.5	3.5
Humanities																
English Language & Literature		6.8	13.3	9.6	5.2	9.6	6.9	6.3	9.8	7.7	6.2	12.0	8.4	6.2	9.3	7.3
Foreign Languages & Literature		3.4	4.4	3.8	1.0	1.7	1.3	1.0	2.0	1.4	1.8	2.4	2.0	1.6	2.2	1.8

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		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
French		0.0	4.4	1.9	0.3	1.2	0.6	0.5	1.2	0.8	0.9	1.9	1.3	0.4	2.2	1.0
German		5.1	0.0	2.9	0.5	0.5	0.5	0.5	0.7	0.6	0.6	0.8	0.7	1.1	1.0	1.1
Spanish		0.0	2.2	1.0	0.9	2.5	1.5	1.0	2.3	1.5	0.8	3.0	1.6	0.9	3.8	2.0
Other Foreign Languages		0.0	2.2	1.0	0.2	0.1	0.1	0.4	0.4	0.4	1.0	0.9	1.0	0.4	0.3	0.4
Linguistics		0.0	2.2	1.0	0.4	0.5	0.4	0.3	0.8	0.5	0.0	0.9	0.4	0.3	0.9	0.5
Philosophy		1.7	2.2	1.9	2.1	0.5	1.5	2.6	1.0	2.0	2.5	1.8	2.2	2.6	1.1	2.0
Religion or Theology		1.7	2.2	1.9	7.6	3.0	5.8	5.5	2.6	4.3	3.5	1.6	2.8	5.7	2.5	4.5
General, Other Humanities Fields		0.0	0.0	0.0	0.8	1.0	0.9	1.0	1.4	1.2	2.3	1.7	2.1	1.1	1.5	1.3

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
MAJOR OF HIGHEST DEGREE HELD																
The Arts & Architecture																
Architecture/Urban Planning		0.0	0.0	0.0	0.1	0.0	0.0	0.3	0.1	0.2	0.8	0.4	0.6	0.1	0.0	0.1
Art		3.4	0.0	1.9	2.3	2.5	2.4	2.8	3.1	2.9	3.5	4.3	3.8	2.5	2.2	2.4
Dramatics or Speech		5.1	0.0	2.9	2.7	1.9	2.4	2.1	1.6	1.9	2.5	1.8	2.2	2.4	1.8	2.2
Music		11.9	8.9	10.6	7.0	5.5	6.4	4.8	3.7	4.3	5.1	3.5	4.5	5.6	4.7	5.2
Television or Film		0.0	2.2	1.0	0.2	0.3	0.3	0.3	0.4	0.3	0.5	0.5	0.5	0.4	0.3	0.4
Other Fine Arts		0.0	2.2	1.0	0.4	0.9	0.6	0.5	1.3	0.8	0.8	2.3	1.4	0.5	1.3	0.8
Mathematics/Statistics																
Mathematics and/or Statistics		6.8	2.2	4.8	5.2	3.0	4.3	6.2	3.3	5.0	5.4	4.2	5.0	4.6	4.2	4.5
Physical Sciences																
Astronomy		1.7	0.0	1.0	0.3	0.0	0.2	0.2	0.1	0.2	0.3	0.1	0.2	0.6	0.1	0.4
Atmospheric Sciences		0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.1	0.2
Chemistry		6.8	0.0	3.8	4.0	1.6	3.1	4.3	2.1	3.4	4.3	2.6	3.7	4.9	2.2	3.9
Earth Sciences		0.0	2.2	1.0	0.7	0.2	0.5	1.0	0.4	0.7	1.7	0.3	1.1	1.5	0.2	1.0
Geography		3.4	0.0	1.9	0.3	0.1	0.2	0.3	0.1	0.2	0.3	0.1	0.2	0.4	0.2	0.3
Marine Sciences (incl. Oceanography)		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.3	0.1	0.3	0.0	0.2
Physics		1.7	2.2	1.9	2.6	0.3	1.7	2.9	0.5	1.9	2.9	0.3	1.9	2.5	0.5	1.8
General, Other Physical Sciences		0.0	0.0	0.0	0.2	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.1	0.0
Social Sciences																
Anthropology		0.0	0.0	0.0	0.4	0.5	0.5	0.7	0.9	0.8	1.1	1.8	1.4	0.5	0.8	0.6
Archaeology		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0
Clinical Psychology		0.0	0.0	0.0	0.9	1.1	1.0	1.1	1.3	1.2	0.7	1.0	0.8	1.1	1.6	1.2
Counseling and Guidance		0.0	0.0	0.0	0.6	0.5	0.6	0.5	0.8	0.6	0.2	0.2	0.2	0.4	0.2	0.3
Experimental Psychology		0.0	2.2	1.0	1.0	1.4	1.1	1.6	1.3	1.4	2.2	2.2	2.2	1.2	1.8	1.4
Social Psychology		1.7	0.0	1.0	0.7	0.6	0.6	0.7	1.0	0.8	0.6	0.9	0.7	0.9	0.6	0.8
General, Other Psychology		0.0	4.4	1.9	1.0	2.2	1.5	0.9	2.1	1.4	0.3	2.0	1.0	0.9	2.7	1.5
Economics		3.4	2.2	2.9	2.3	1.2	1.9	3.0	1.4	2.4	4.7	1.9	3.6	3.5	2.3	3.1
Sociology		3.4	0.0	1.9	1.9	2.3	2.0	2.3	2.0	2.2	2.5	1.8	2.3	2.1	2.8	2.4
Social Work, Social Welfare		0.0	0.0	0.0	0.4	1.9	1.0	0.4	1.3	0.8	0.2	0.4	0.3	0.5	1.2	0.8
General, Other Social Sciences		0.0	0.0	0.0	0.6	0.4	0.5	0.5	0.5	0.5	0.8	0.3	0.6	0.6	0.6	0.6
Other Technical																
Computer Science		1.7	0.0	1.0	2.2	0.9	1.7	2.1	1.1	1.7	2.6	1.2	2.1	2.4	1.2	1.9
Data Processing, Computer Prog.		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Drafting/Design		0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.2	0.1	0.1	0.2	0.1
Electronics		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Industrial Arts		0.0	0.0	0.0	0.1	0.0	0.0	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	0.0	0.0	0.0	0.0	0.0	0.0
Other Technical		0.0	0.0	0.0	0.4	0.1	0.3	0.2	0.1	0.1	0.1	0.0	0.0	0.3	0.1	0.2
Other																
Building Trades		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Communications [3]		0.0	4.4	1.9	2.3	2.2	2.3	1.7	1.6	1.6	0.8	1.2	1.0	1.9	1.7	1.8
Ethnic Studies		0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Human Ecology/Family Science [1]		0.0	0.0	0.0	0.1	0.5	0.3	0.1	0.3	0.2	0.1	0.0	0.0	0.1	0.1	0.1
Journalism		0.0	0.0	0.0	0.3	0.2	0.3	0.3	0.2	0.3	0.3	0.1	0.2	0.3	0.4	0.3
Law		1.7	0.0	1.0	0.8	0.4	0.6	0.9	0.7	0.8	0.9	0.8	0.8	0.8	0.7	0.8
Law Enforcement		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Library Science		0.0	2.2	1.0	0.3	1.4	0.7	0.3	0.9	0.5	0.2	0.3	0.3	0.2	0.8	0.4
Women's Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0
Other Vocational		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0
All Other Fields		0.0	2.2	1.0	1.2	1.8	1.5	1.2	1.5	1.4	0.7	1.0	0.8	1.1	1.1	1.1

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[3] This item included for the first time in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Res- pondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
DEPARTMENT OF CURRENT FACULTY APPOINTMENT [1]	104															
Agriculture or Forestry																
Agriculture		0.0	0.0	0.0	0.3	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.1	0.3	0.0	0.2
Forestry		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.1
Biological Sciences																
Bacteriology, Molecular Biology		0.0	2.2	1.0	0.5	0.7	0.6	0.5	0.7	0.6	0.3	0.3	0.3	0.6	0.4	0.5
Biochemistry		0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0
Biophysics		0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
Botany		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1
Environmental Science		0.0	0.0	0.0	0.3	0.1	0.2	0.6	0.1	0.4	0.6	0.4	0.5	0.2	0.1	0.2
Marine (life) Sciences		0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1
Physiology, Anatomy		0.0	0.0	0.0	0.1	0.2	0.1	0.3	0.2	0.2	0.6	0.3	0.5	0.2	0.1	0.1
Zoology		0.0	0.0	0.0	0.2	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0
General, Other Biological Sciences		8.5	2.2	5.8	5.1	3.8	4.6	5.3	4.8	5.1	6.1	6.3	6.1	5.5	5.9	5.6
Business																
Accounting		0.0	0.0	0.0	1.5	2.1	1.7	1.4	1.4	1.4	0.8	0.6	0.7	1.3	1.5	1.4
Finance		0.0	0.0	0.0	0.7	0.0	0.4	0.9	0.2	0.6	1.0	0.6	0.9	0.6	0.1	0.4
International Business		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1	0.3	0.0	0.2	0.1	0.1	0.1
Management		5.1	4.4	4.8	3.4	1.3	2.6	2.8	1.6	2.3	1.8	1.5	1.6	3.1	1.8	2.6
Marketing		0.0	0.0	0.0	0.7	0.2	0.5	0.9	0.6	0.8	0.6	0.9	0.7	0.5	0.1	0.4
Secretarial Studies		0.0	0.0	0.0	0.0	0.0	0.0	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	3.3	2.5	3.0	2.8	1.8	2.4	1.1	1.5	1.2	2.2	1.5	1.9
Education																
Business Education		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Educational Administration		0.0	0.0	0.0	0.2	0.1	0.2	0.3	0.1	0.2	0.5	0.1	0.4	0.2	0.1	0.2
Educational Psychology/Counseling		0.0	0.0	0.0	0.1	0.2	0.1	0.2	0.3	0.2	0.0	0.0	0.0	0.1	0.0	0.1
Elementary Education		0.0	8.9	3.8	1.0	4.8	2.4	0.9	3.5	2.0	0.5	2.2	1.1	0.4	2.8	1.3
Higher Education		0.0	0.0	0.0	0.1	0.3	0.2	0.1	0.6	0.3	0.1	1.1	0.5	0.0	0.2	0.1
Music or Art Education		0.0	0.0	0.0	0.4	0.2	0.3	0.1	0.2	0.2	0.0	0.1	0.1	0.1	0.2	0.1
Physical or Health Education		3.4	4.4	3.8	4.0	3.3	3.7	3.1	2.1	2.7	1.9	0.7	1.5	3.5	2.0	2.9
Secondary Education		0.0	0.0	0.0	0.6	0.9	0.7	0.7	0.7	0.7	0.9	0.7	0.8	0.2	1.1	0.6
Special Education		0.0	0.0	0.0	0.1	1.2	0.5	0.2	0.8	0.4	0.0	0.3	0.1	0.2	0.4	0.2
General, Other Education Fields		1.7	2.2	1.9	1.8	5.0	3.0	1.7	4.0	2.6	1.1	2.6	1.7	1.3	3.6	2.1
Engineering																
Aero-/Astronautical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chemical Engineering		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Civil Engineering		0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.1	0.0	0.0	0.0	0.5	0.0	0.3
Electrical Engineering		0.0	0.0	0.0	0.3	0.0	0.2	0.4	0.0	0.2	0.0	0.0	0.0	0.6	0.1	0.4
Industrial Engineering		0.0	0.0	0.0	0.0	0.0	0.0	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	0.2	0.0	0.1	0.3	0.0	0.2	0.1	0.0	0.1	0.4	0.0	0.3
General, Other Engineering Fields		0.0	0.0	0.0	0.6	0.1	0.4	0.4	0.1	0.3	0.3	0.0	0.2	1.1	0.3	0.8
Health Sciences																

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Dentistry		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.3	0.2	0.3	0.0	0.2	0.0	0.0	0.0
Health Technology		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Medicine or Surgery		0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.1	0.0	0.2	0.1	0.0	0.1	0.0
Nursing		0.0	0.0	0.0	0.1	6.8	2.6	0.1	7.3	3.0	0.0	1.5	0.6	0.1	3.2	1.2
Pharmacy, Pharmacology		0.0	0.0	0.0	0.2	0.1	0.2	1.0	1.0	1.0	1.9	1.7	1.8	0.4	0.3	0.3
Therapy (speech, physical, occup.)		0.0	0.0	0.0	0.3	0.6	0.4	0.3	0.9	0.5	0.2	1.3	0.6	0.0	0.5	0.2
Veterinary Medicine		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Health Fields		0.0	0.0	0.0	0.6	0.7	0.6	0.5	0.9	0.7	0.3	0.1	0.2	0.3	0.7	0.4

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
DEPARTMENT OF CURRENT FACULTY APPOINTMENT																
History/Political Science																
History		3.4	2.2	2.9	4.5	2.6	3.8	4.7	2.5	3.8	4.0	3.3	3.7	4.5	3.9	4.2
Political Science, Government		5.1	4.4	4.8	3.1	1.6	2.5	3.3	1.6	2.6	5.0	3.1	4.2	4.0	2.6	3.5
Humanities																
English Language & Literature		6.8	15.6	10.6	6.1	10.1	7.6	6.4	10.7	8.1	5.9	12.5	8.4	6.3	9.3	7.4
Foreign Languages & Literature		6.8	15.6	10.6	1.9	4.3	2.8	2.1	4.2	2.9	2.5	5.7	3.7	2.8	6.9	4.3
French		0.0	0.0	0.0	0.0	0.5	0.2	0.2	0.6	0.4	0.7	1.0	0.8	0.1	1.0	0.4
German		0.0	0.0	0.0	0.2	0.3	0.2	0.3	0.4	0.3	0.5	0.7	0.5	0.4	0.4	0.4
Spanish		1.7	0.0	1.0	0.7	2.0	1.2	0.6	1.4	0.9	0.4	2.1	1.0	0.6	2.4	1.3
Other Foreign Languages		0.0	0.0	0.0	0.2	0.4	0.3	0.3	0.5	0.4	0.8	1.0	0.8	0.5	0.3	0.4
Linguistics		0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.0	0.1	0.0	0.1	0.1	0.1
Philosophy		1.7	2.2	1.9	1.9	0.5	1.3	2.4	0.8	1.8	2.5	1.1	2.0	2.2	1.0	1.7
Religion or Theology		1.7	2.2	1.9	7.8	2.8	5.9	5.4	2.6	4.3	4.5	1.5	3.4	6.4	2.6	5.0
General, Other Humanities Fields		0.0	0.0	0.0	0.8	0.8	0.8	1.2	1.3	1.2	1.8	1.5	1.7	1.3	0.9	1.1
The Arts & Architecture																
Architecture/Urban Planning		0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.2	0.9	0.7	0.8	0.0	0.0	0.0
Art		5.1	0.0	2.9	2.6	2.8	2.7	3.0	3.4	3.2	3.8	5.2	4.3	3.1	2.7	3.0
Dramatics or Speech		5.1	0.0	2.9	2.2	2.0	2.1	1.9	1.9	1.9	2.5	2.3	2.5	2.4	2.3	2.3
Music		11.9	11.1	11.5	7.7	5.9	7.0	5.0	3.9	4.6	5.5	3.2	4.6	5.8	4.9	5.5
Television or Film		0.0	0.0	0.0	0.3	0.3	0.3	0.3	0.2	0.3	0.3	0.3	0.3	0.4	0.5	0.4
Other Fine Arts		0.0	2.2	1.0	0.3	0.8	0.5	0.5	0.9	0.7	0.5	1.8	1.0	0.3	1.4	0.7
Mathematics/Statistics																
Mathematics and/or Statistics		6.8	2.2	4.8	6.0	3.7	5.1	6.5	4.0	5.5	6.1	5.3	5.8	5.1	4.9	5.0
Physical Sciences																
Astronomy		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.1	0.1	0.0	0.0
Atmospheric Sciences		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.1
Chemistry		8.5	0.0	4.8	4.4	1.9	3.5	4.4	2.6	3.7	4.7	3.7	4.3	5.3	2.8	4.4
Earth Sciences		0.0	2.2	1.0	0.4	0.1	0.3	0.6	0.3	0.5	1.4	0.3	1.0	1.1	0.4	0.8
Geography		3.4	0.0	1.9	0.2	0.0	0.1	0.2	0.0	0.2	0.1	0.0	0.1	0.4	0.0	0.3
Marine Sciences (incl. Oceanography)		0.0	0.0	0.0	0.3	0.0	0.2	0.1	0.0	0.1	0.0	0.0	0.0	0.7	0.1	0.4
Physics		3.4	2.2	2.9	2.2	0.5	1.5	2.6	0.6	1.8	3.1	0.4	2.1	3.2	0.6	2.3
General, Other Physical Sciences		0.0	0.0	0.0	0.9	0.3	0.7	0.7	0.1	0.5	0.2	0.1	0.2	0.2	0.1	0.2
Social Sciences																
Anthropology		0.0	0.0	0.0	0.2	0.5	0.3	0.4	0.7	0.6	0.9	1.3	1.0	0.4	0.6	0.5
Archaeology		0.0	0.0	0.0	0.0	0.0	0.0	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	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.5	0.2	0.4
Counseling and Guidance		0.0	0.0	0.0	0.2	0.1	0.2	0.2	0.2	0.2	0.0	0.0	0.0	0.1	0.0	0.0
Experimental Psychology		0.0	2.2	1.0	0.4	0.6	0.5	0.7	0.6	0.6	1.1	0.8	1.0	0.7	1.2	0.8
Social Psychology		0.0	0.0	0.0	0.1	0.1	0.1	0.2	0.0	0.1	0.0	0.1	0.1	0.2	0.1	0.2
General, Other Psychology		1.7	0.0	1.0	3.4	4.1	3.7	3.2	4.5	3.7	2.9	4.3	3.4	2.9	5.4	3.8
Economics		3.4	2.2	2.9	1.5	0.9	1.2	2.3	1.1	1.9	4.3	1.7	3.3	3.0	2.1	2.7

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
Sociology		3.4	0.0	1.9	2.0	2.0	2.0	2.2	2.1	2.2	2.2	2.3	2.3	2.5	2.7	2.6
Social Work, Social Welfare		0.0	0.0	0.0	0.4	1.4	0.8	0.3	1.2	0.7	0.2	0.3	0.2	0.4	0.9	0.6
General, Other Social Sciences		0.0	0.0	0.0	0.7	1.6	1.1	1.1	1.6	1.3	1.6	0.7	1.3	0.6	0.8	0.7

2004-2005 FACULTY SURVEY INSTITUTIONAL PROFILE

Wittenberg University Full-time Undergraduate Faculty	# Resp- ondents	Your Institution			Protestant 4-yr			All Priv 4-yr Colls			Nonsect 4yr-high sel			Oth Relig 4yr-high sel		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	All	Men	Women	All
DEPARTMENT OF CURRENT FACULTY APPOINTMENT																
Other Technical																
Computer Science		1.7	0.0	1.0	2.8	1.4	2.3	2.7	1.3	2.2	2.8	1.3	2.2	2.5	1.2	2.0
Data Processing, Computer Prog.		0.0	0.0	0.0	0.0	0.1	0.0	0.3	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Drafting/Design		0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.2	0.1	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	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	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	0.0	0.0	0.0	0.0	0.0	0.0
Other Technical		0.0	0.0	0.0	0.4	0.2	0.3	0.3	0.1	0.2	0.2	0.0	0.1	0.1	0.0	0.1
Other																
Building Trades		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Communications [3]		0.0	4.4	1.9	2.9	2.6	2.8	2.5	2.2	2.4	1.9	1.3	1.6	2.5	2.3	2.4
Ethnic Studies		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0
Human Ecology/Family Science [1]		0.0	0.0	0.0	0.1	0.4	0.2	0.1	0.3	0.2	0.0	0.0	0.0	0.0	0.4	0.1
Journalism		0.0	0.0	0.0	0.3	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.2	0.0	0.1
Law		0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.2	0.2	0.0	0.4	0.2	0.2	0.3	0.2
Law Enforcement		0.0	0.0	0.0	0.4	0.0	0.2	0.4	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Library Science		0.0	2.2	1.0	0.3	1.3	0.7	0.3	0.8	0.5	0.2	0.5	0.3	0.1	0.8	0.4
Women's Studies		0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.1	0.0	0.4	0.1	0.0	0.3	0.1
Other Vocational		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Fields		0.0	2.2	1.0	1.2	2.4	1.6	2.0	2.3	2.1	2.0	1.9	1.9	1.4	1.3	1.4

[1] Comparisons with results from earlier Faculty Surveys should be made with caution due to changes in item text, order of presentation, or response options in 2004.

[3] This item included for the first time in 2004.