

**ASSOCIATION
OF
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MICROBIOLOGY AND IMMUNOLOGY
CHAIRS
SURVEY
2013**

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Institutions that completed the 2013 AMSMIC Survey

Northeastern Region

Boston University School of Medicine
Drexel University College of Medicine
Johns Hopkins Bloomberg School of Public Health
New York Medical College
Rutgers New Jersey Medical School
Stony Brook University
Temple University School of Medicine
Trustees of Dartmouth College
University of Maryland
University of Pittsburgh
University of Rochester School of Medicine and Dentistry
University of Vermont

N = 12

Midwest Region

A.T. Still University, Kirksville College of Osteopathic Medicine
Creighton University
Des Moines University - College of Osteopathic Medicine
Indiana University
Kansas City University of Medicine & Biosciences
Loyola University Chicago
Midwestern University
Saint Louis University
Southern Illinois University School of Medicine
The Ohio State University - Department of Microbial Infection and Immunity
The Ohio State University - Department of Microbiology
University of Cincinnati
University of Kansas Medical Center
University of Michigan
University of Missouri, Columbia
University of North Dakota School of Medicine and Health Sciences
University of Toledo College of Medicine and Life Sciences
Wayne State University Medical School

N = 18

Institutions that completed the 2013 AMSMIC Survey - Continue

Southern Region

Duke University Medical Center
Eastern Virginia Medical School
Emory University
Joan C. Edwards School of Medicine at Marshall University
Texas A&M University
Texas Tech University Health Sciences Center
The University of Tennessee Health Science Center
UTMB Health
University of Alabama at Birmingham (UAB)
University of Arkansas for Medical Sciences
University of Florida
University of Kentucky
University of Louisville
University of Miami Miller School of Medicine
University of North Carolina at Chapel Hill
University of South Alabama
University of South Carolina - School of Medicine
University of Texas Medical School at Houston
Wake Forest School of Medicine
West Virginia University

N = 20

Western Region

University of Arizona
University of Colorado School of Medicine
University of Nevada, Reno School of Medicine.

N = 3

Other Region (Canada & Puerto Rico)

University of Western Ontario

N = 1

Table 1: Institutional Support

Table 1: Institutional Support

| Questions | Type of Institution | | | Region | | | | |
|---|---------------------|----------------|---------------|----------------|---------------|---------------|---------------|-------------|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Region | | | | | | | | |
| Northeastern | 22.64% | 33.33% | 17.14% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Midwest | 33.96% | 38.89% | 31.43% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% |
| Southern | 37.74% | 27.78% | 42.86% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% |
| Western | 5.66% | 0.00% | 8.57% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% |
| n | 53 | 18 | 35 | 12 | 18 | 20 | 3 | 1 |
| Is your institution | | | | | | | | |
| Private | 33.96% | 100.00% | 0.00% | 50.00% | 38.89% | 25.00% | 0.00% | 0.00% |
| Public | 66.04% | 0.00% | 100.00% | 50.00% | 61.11% | 75.00% | 100.00% | 100.00% |
| n | 53 | 18 | 35 | 12 | 18 | 20 | 3 | 1 |
| Total department budget (all sources) | | | | | | | | |
| Mean | \$8,327,856 | \$9,462,861 | \$7,726,972 | \$11,444,557 | \$6,860,183 | \$8,449,122 | \$3,899,077 | \$3,000,000 |
| (std) | (\$8,674,935) | (\$11,434,238) | (\$6,919,240) | (\$11,197,175) | (\$8,285,889) | (\$7,686,443) | (\$2,622,765) | |
| Minimum | \$125,000 | \$812,950 | \$125,000 | \$2,313,645 | \$355,749 | \$125,000 | \$1,100,000 | \$3,000,000 |
| Maximum | \$44,450,119 | \$44,450,119 | \$35,556,000 | \$44,450,119 | \$35,556,000 | \$31,582,316 | \$6,300,000 | \$3,000,000 |
| Median | \$5,824,987 | \$5,997,710 | \$5,824,987 | \$8,082,333 | \$4,590,416 | \$6,970,478 | \$4,297,232 | \$3,000,000 |
| n | 52 | 18 | 34 | 12 | 18 | 19 | 3 | 1 |
| Percent of this total budget provided by the institution? (%) | | | | | | | | |
| Mean | 49.93 | 49.63 | 50.09 | 37.60 | 62.14 | 46.24 | 49.33 | 95.00 |
| (std) | (31.23) | (35.45) | (29.32) | (25.18) | (32.31) | (29.95) | (45.24) | |
| Minimum | 4.5 | 4.5 | 9.0 | 4.5 | 15.0 | 6.3 | 13.0 | 95.0 |
| Maximum | 100.0 | 100.0 | 100.0 | 86.0 | 100.0 | 100.0 | 100.0 | 95.0 |
| Median | 43.0 | 47.0 | 41.6 | 27.5 | 59.6 | 42.0 | 35.0 | 95.0 |
| n | 52 | 18 | 34 | 12 | 18 | 19 | 3 | 1 |
| What type of change occurred to this commitment during the last fiscal year? | | | | | | | | |
| Increase | 37.74% | 44.44% | 34.29% | 41.67% | 33.33% | 45.00% | 0.00% | 0.00% |
| No Change | 26.42% | 27.78% | 25.71% | 25.00% | 33.33% | 20.00% | 33.33% | 100.00% |
| Decrease | 35.85% | 27.78% | 40.00% | 33.33% | 33.33% | 35.00% | 66.67% | 0.00% |
| n | 53 | 18 | 35 | 12 | 18 | 20 | 3 | 1 |
| What percentage change did occur? (%) | | | | | | | | |
| Mean | 0.42 | -1.40 | 1.33 | 2.58 | -0.60 | 0.45 | -2.67 | 0.00 |
| (std) | (10.70) | (8.32) | (11.72) | (11.14) | (6.17) | (14.21) | (2.52) | |
| Minimum | -21.0 | -21.0 | -18.0 | -12.0 | -15.0 | -21.0 | -5.0 | 0.0 |
| Maximum | 37.6 | 16.0 | 37.6 | 23.0 | 10.0 | 37.6 | 0.0 | 0.0 |
| Median | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | -3.0 | 0.0 |
| n | 51 | 17 | 34 | 12 | 17 | 19 | 3 | 1 |

Table 1 - Continue: Institutional Support

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|--|------------|---------------------|-----------|--------------|---------|----------|---------|---------|---|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Have you had to lay off administrative or other support staff during the last fiscal year? | | | | | | | | | |
| Yes | 17.31% | 16.67% | 17.65% | 8.33% | 16.67% | 26.32% | 0.00% | 0.00% | |
| No | 82.69% | 83.33% | 82.35% | 91.67% | 83.33% | 73.68% | 100.00% | 100.00% | |
| | n | 52 | 18 | 34 | 12 | 18 | 19 | 3 | 1 |
| What is your institutional NIH Facilities & Administration (F&A) indirect costs rate? | Mean | 51.75 | 53.98 | 50.56 | 56.52 | 51.25 | 49.51 | 49.83 | |
| | (std) | (5.43) | (5.85) | (4.87) | (4.78) | (5.05) | (4.53) | (5.69) | |
| | Minimum | 37.0 | 45.5 | 37.0 | 49.0 | 38.0 | 37.0 | 43.5 | |
| | Maximum | 63.7 | 63.7 | 59.0 | 63.7 | 60.0 | 57.0 | 54.5 | |
| | Median | 51.8 | 53.3 | 51.3 | 54.8 | 51.3 | 50.0 | 51.5 | |
| | n | 52 | 18 | 34 | 12 | 18 | 19 | 3 | 0 |
| What is your institutional federal NON-NIH F&A rate? | Mean | 50.22 | 51.37 | 49.65 | 53.38 | 51.44 | 46.60 | 54.50 | |
| | (std) | (8.80) | (11.30) | (7.42) | (11.32) | (5.97) | (8.04) | | |
| | Minimum | 20.0 | 20.0 | 28.0 | 20.0 | 36.2 | 28.0 | 54.5 | |
| | Maximum | 63.7 | 63.7 | 59.0 | 63.7 | 60.0 | 56.0 | 54.5 | |
| | Median | 51.8 | 53.3 | 51.0 | 54.0 | 51.5 | 48.5 | 54.5 | |
| | n | 42 | 14 | 28 | 12 | 13 | 16 | 1 | 0 |
| What is your overall non-federal F&A rate? | Mean | 43.21 | 43.32 | 43.17 | 48.54 | 44.00 | 38.31 | 51.25 | |
| | (std) | (14.59) | (16.74) | (13.85) | (14.01) | (14.41) | (15.23) | (4.60) | |
| | Minimum | 3.0 | 25.0 | 3.0 | 26.0 | 20.0 | 3.0 | 48.0 | |
| | Maximum | 63.7 | 63.7 | 59.0 | 63.7 | 60.0 | 56.0 | 54.5 | |
| | Median | 48.0 | 43.6 | 48.0 | 52.5 | 50.0 | 45.1 | 51.3 | |
| | n | 38 | 12 | 26 | 9 | 12 | 15 | 2 | 0 |
| What percentage of the F&A is returned to the department? (%) | Mean | 20.13 | 17.35 | 21.65 | 21.30 | 19.06 | 21.67 | 8.90 | |
| | (std) | (25.75) | (28.29) | (24.60) | (28.07) | (20.26) | (31.04) | (1.56) | |
| | Minimum | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.8 | |
| | Maximum | 100.0 | 100.0 | 100.0 | 100.0 | 80.0 | 100.0 | 10.0 | |
| | Median | 10.5 | 5.0 | 13.0 | 12.0 | 20.0 | 8.3 | 8.9 | |
| | n | 48 | 17 | 31 | 11 | 17 | 18 | 2 | 0 |
| What percentage of the F&A is returned to the faculty member? (%) | Mean | 5.43 | 4.71 | 5.82 | 1.92 | 5.33 | 7.65 | 7.50 | |
| | (std) | (15.26) | (9.10) | (17.82) | (3.63) | (8.64) | (24.37) | (6.61) | |
| | Minimum | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | |
| | Maximum | 100.0 | 25.0 | 100.0 | 10.0 | 25.0 | 100.0 | 12.5 | |
| | Median | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.0 | |
| | n | 49 | 17 | 32 | 12 | 17 | 17 | 3 | 0 |

Table 1 - Continue: Institutional Support

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|---|------------|---------------------|-------------|--------------|------------|-------------|------------|------------|-------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| What percentage of royalties are returned to the department? (%) | Mean | 12.77 | 13.15 | 12.54 | 10.92 | 14.50 | 11.47 | 18.33 | 10.00 |
| | (std) | (12.83) | (13.19) | (12.83) | (11.50) | (13.48) | (14.21) | (7.64) | |
| | Minimum | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.0 | 10.0 |
| | Maximum | 40.0 | 33.0 | 40.0 | 30.0 | 33.3 | 40.0 | 25.0 | 10.0 |
| | Median | 10.0 | 10.3 | 10.0 | 9.5 | 12.8 | 6.0 | 20.0 | 10.0 |
| | n | 48 | 18 | 30 | 12 | 16 | 17 | 3 | 1 |
| What percentage of royalties are returned to the faculty member? (%) | Mean | 31.06 | 30.19 | 31.60 | 33.92 | 28.99 | 30.82 | 32.50 | |
| | (std) | (20.62) | (17.73) | (22.52) | (27.39) | (15.67) | (21.42) | (10.61) | |
| | Minimum | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 25.0 | |
| | Maximum | 100.0 | 60.0 | 100.0 | 100.0 | 50.0 | 60.0 | 40.0 | |
| | Median | 33.0 | 33.0 | 33.3 | 32.5 | 33.2 | 33.0 | 32.5 | |
| | n | 47 | 18 | 29 | 12 | 16 | 17 | 2 | 0 |
| Does your institution provide bridge funding | | | | | | | | | |
| Yes | 37.25% | 38.89% | 36.36% | 25.00% | 29.41% | 52.63% | 33.33% | 0.00% | |
| Sometimes, on a case-by-case basis or by a competitive process | 50.98% | 44.44% | 54.55% | 58.33% | 52.94% | 42.11% | 66.67% | 0.00% | |
| No | 11.76% | 16.67% | 9.09% | 16.67% | 17.65% | 5.26% | 0.00% | 100.00% | |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 | |
| How much bridge funding does the institution provide EXCLUSIVE of faculty salary? | Mean | \$117,746 | \$199,364 | \$63,333 | \$42,000 | \$261,373 | \$60,714 | \$30,000 | |
| | (std) | (\$394,183) | (\$624,240) | (\$55,545) | (\$26,149) | (\$701,387) | (\$43,095) | (\$28,284) | |
| | Minimum | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$10,000 | |
| | Maximum | \$2,365,000 | \$2,365,000 | \$250,000 | \$75,000 | \$2,365,000 | \$140,000 | \$50,000 | |
| | Median | \$40,000 | \$31,250 | \$50,000 | \$43,750 | \$35,000 | \$55,000 | \$30,000 | |
| | n | 35 | 14 | 21 | 8 | 11 | 14 | 2 | 0 |
| What percentage of bridge funding is the responsibility of the department? (%) | Mean | 34.10 | 23.33 | 40.55 | 44.13 | 40.08 | 21.34 | 50.00 | |
| | (std) | (37.17) | (37.16) | (36.39) | (34.72) | (46.77) | (25.08) | (70.71) | |
| | Minimum | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | |
| | Maximum | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 50.0 | 100.0 | |
| | Median | 33.2 | 0.0 | 41.5 | 41.7 | 17.5 | 0.0 | 50.0 | |
| | n | 40 | 15 | 25 | 10 | 12 | 16 | 2 | 0 |
| Does the bridge funding cover technician salary | | | | | | | | | |
| Yes | 85.11% | 75.00% | 90.32% | 100.00% | 76.47% | 88.89% | 50.00% | | |
| No | 14.89% | 25.00% | 9.68% | 0.00% | 23.53% | 11.11% | 50.00% | | |
| n | 47 | 16 | 31 | 10 | 17 | 18 | 2 | 0 | |

Table 1 - Continue: Institutional Support

| Questions | Overall ** | Type of Institution | | Region | | | | |
|---|------------|---------------------|-------------|--------------|-------------|-------------|------------|-----------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Does the bridge funding cover supplies | | | | | | | | |
| Yes | 86.96% | 81.25% | 90.00% | 100.00% | 81.25% | 88.89% | 50.00% | |
| No | 13.04% | 18.75% | 10.00% | 0.00% | 18.75% | 11.11% | 50.00% | |
| | n | 46 | 30 | 10 | 16 | 18 | 2 | 0 |
| Total space in the department (sq ft.) | Mean | 27,293.32 | 29,723.84 | 31,252.58 | 22,501.40 | 31,357.71 | 14,466.67 | 33,000.00 |
| | (std) | (16,300.63) | (16,477.18) | (15,483.33) | (14,074.76) | (18,283.28) | (7,765.52) | |
| | Minimum | 3,000 | 7,000 | 11,490 | 3,000 | 12,116 | 7,000 | 33,000 |
| | Maximum | 87,159 | 87,159 | 60,000 | 54,818 | 87,159 | 22,500 | 33,000 |
| | Median | 23,005 | 25,236 | 29,386 | 20,795 | 28,122 | 13,900 | 33,000 |
| | n | 52 | 34 | 12 | 18 | 19 | 3 | 1 |
| What is the average laboratory space per faculty member? (sq ft.) | Mean | 1,135.76 | 1,183.07 | 1,144.75 | 1,086.67 | 1,232.24 | 783.33 | 600.00 |
| | (std) | (382.00) | (422.23) | (238.95) | (405.28) | (435.65) | (76.38) | |
| | Minimum | 300 | 300 | 700 | 300 | 500 | 700 | 600 |
| | Maximum | 2,200 | 2,200 | 1,500 | 2,000 | 2,200 | 850 | 600 |
| | Median | 1,139 | 1,153 | 1,166 | 1,104 | 1,200 | 800 | 600 |
| | n | 52 | 34 | 12 | 18 | 19 | 3 | 1 |

Table 1 - Continue: Institutional Support

| Region | Type of Institution | Table 1: Institutional Support - Additional Comments |
|--------------|---------------------|--|
| Northeastern | Public | Bridge funding varied based on need and approval from the Department Chair. Numbers provided are based on FY14 |
| Midwest | Private | 100% of F&A is returned to the Dean's office the faculty member is assigned to. |
| Midwest | Private | We have two types of permanent faculty members, tenure track and research track. Currently, we have 11 tenure track and 7 research track faculty. Tenure track faculty have assigned lab space. Research track faculty do not, at present, have assigned lab space, but rather they are members of the research groups of tenure track faculty. But, research track faculty may apply for grants, and if funded they would be given appropriate lab space for the duration of the grant. Research track faculty are paid by "soft money". In further answers to this survey, we will refer to tenure-track faculty only. |
| Midwest | Public | Increase in institutional FY14 budget due to new chair package. Prior to new chair package increase, our Department had a 3.75% cut. |
| Southern | Private | At least 20% of the faculty member's salary must be covered by the grant to get IDC recovery for the Department and faculty member. |
| Southern | Public | Total space includes shared facilities. Average per faculty member is based on that total |
| Southern | Public | No set amount provided for bridge funding. Determined on a case-by-case basis. |
| Southern | Public | Includes shared equipment space, faculty offices. Space not all assigned |
| Western | Public | The department is responsible for the faculty salary during bridge funding. |

Table 2: Start-up Costs

Table 2: Start-up Costs

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|---|------------|---------------------|-------------|--------------|-------------|-------------|-------------|-------------|-----------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Cost of start-up package for junior faculty? | Mean | \$575,072 | \$536,667 | \$596,020 | \$696,667 | \$361,176 | \$664,667 | \$733,333 | \$150,000 |
| | (std) | (\$353,403) | (\$427,823) | (\$310,852) | (\$447,540) | (\$247,529) | (\$291,704) | (\$416,333) | |
| | Minimum | \$25,000 | \$25,000 | \$80,000 | \$125,000 | \$25,000 | \$250,000 | \$400,000 | \$150,000 |
| | Maximum | \$1,560,000 | \$1,500,000 | \$1,560,000 | \$1,560,000 | \$750,000 | \$1,300,000 | \$1,200,000 | \$150,000 |
| | Median | \$500,000 | \$475,000 | \$550,000 | \$550,000 | \$400,000 | \$600,000 | \$600,000 | \$150,000 |
| | n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 |
| Assistant Professor starting salary | Mean | \$87,327 | \$88,333 | \$86,794 | \$91,583 | \$86,111 | \$84,921 | \$92,833 | \$80,000 |
| | (std) | (\$11,592) | (\$11,494) | (\$11,780) | (\$12,242) | (\$9,034) | (\$13,456) | (\$7,522) | |
| | Minimum | \$40,000 | \$67,000 | \$40,000 | \$75,000 | \$67,000 | \$40,000 | \$85,000 | \$80,000 |
| | Maximum | \$110,000 | \$110,000 | \$110,000 | \$110,000 | \$100,000 | \$103,000 | \$100,000 | \$80,000 |
| | Median | \$88,500 | \$89,000 | \$88,500 | \$91,000 | \$88,000 | \$85,000 | \$93,500 | \$80,000 |
| | n | 52 | 18 | 34 | 12 | 18 | 19 | 3 | 1 |
| This salary is guaranteed | | | | | | | | | |
| Indefinitely | 41.18% | 41.18% | 41.18% | 8.33% | 66.67% | 38.89% | 33.33% | 100.00% | |
| For a finite period | 58.82% | 58.82% | 58.82% | 91.67% | 33.33% | 61.11% | 66.67% | 0.00% | |
| n | 51 | 17 | 34 | 12 | 18 | 18 | 3 | 1 | |
| If for a finite period, how long is this salary guaranteed? (yrs) | Mean | 3.43 | 3.23 | 3.56 | 3.32 | 4.33 | 3.09 | 3.00 | |
| | (std) | (1.36) | (0.52) | (1.69) | (0.72) | (1.75) | (1.58) | | |
| | Minimum | 0 | 3 | 0 | 3 | 3 | 0 | 3 | |
| | Maximum | 7 | 4.5 | 7 | 5 | 7 | 7 | 3 | |
| | Median | 3 | 3 | 3 | 3 | 3.5 | 3 | 3 | |
| | n | 29 | 11 | 18 | 11 | 6 | 11 | 1 | 0 |
| What is the average amount of laboratory space offered? (sq ft.) | Mean | 845.19 | 843.61 | 846.03 | 747.25 | 879.17 | 897.79 | 700.00 | 650.00 |
| | (std) | (266.21) | (215.04) | (292.75) | (265.49) | (298.24) | (242.13) | (100.00) | |
| | Minimum | 95 | 500 | 95 | 95 | 150 | 500 | 600 | 650 |
| | Maximum | 1,350 | 1,226 | 1,350 | 1,200 | 1,350 | 1,200 | 800 | 650 |
| | Median | 813 | 776 | 863 | 751 | 946 | 1,000 | 700 | 650 |
| | n | 52 | 18 | 34 | 12 | 18 | 19 | 3 | 1 |

Table 2 - Continue: Start-up Costs

| Questions | Overall ** | Type of Institution | | Region | | | | |
|---|------------|---------------------|-----------|--------------|---------|----------|---------|---------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Over the next three years, do you anticipate hiring new faculty in: | | | | | | | | |
| Bacteriology | | | | | | | | |
| Yes | 69.77% | 73.33% | 67.86% | 75.00% | 73.33% | 64.71% | 66.67% | 100.00% |
| No | 30.23% | 26.67% | 32.14% | 25.00% | 26.67% | 35.29% | 33.33% | 0.00% |
| n | 43 | 15 | 28 | 8 | 15 | 17 | 3 | 1 |
| Virology | | | | | | | | |
| Yes | 56.41% | 41.67% | 62.96% | 57.14% | 61.54% | 43.75% | 100.00% | 100.00% |
| No | 43.59% | 58.33% | 37.04% | 42.86% | 38.46% | 56.25% | 0.00% | 0.00% |
| n | 39 | 12 | 27 | 7 | 13 | 16 | 3 | 1 |
| Immunology | | | | | | | | |
| Yes | 75.00% | 64.71% | 80.65% | 80.00% | 72.22% | 70.59% | 100.00% | 100.00% |
| No | 25.00% | 35.29% | 19.35% | 20.00% | 27.78% | 29.41% | 0.00% | 0.00% |
| n | 48 | 17 | 31 | 10 | 18 | 17 | 3 | 1 |
| Mycology | | | | | | | | |
| Yes | 3.33% | 0.00% | 5.26% | 0.00% | 0.00% | 7.14% | 0.00% | |
| No | 96.67% | 100.00% | 94.74% | 100.00% | 100.00% | 92.86% | 100.00% | |
| n | 30 | 11 | 19 | 5 | 10 | 14 | 1 | 0 |
| Parasitology | | | | | | | | |
| Yes | 3.33% | 0.00% | 5.26% | 0.00% | 0.00% | 7.14% | 0.00% | |
| No | 96.67% | 100.00% | 94.74% | 100.00% | 100.00% | 92.86% | 100.00% | |
| n | 30 | 11 | 19 | 5 | 10 | 14 | 1 | 0 |
| Cell Biology | | | | | | | | |
| Yes | 10.34% | 0.00% | 16.67% | 0.00% | 10.00% | 15.38% | 0.00% | |
| No | 89.66% | 100.00% | 83.33% | 100.00% | 90.00% | 84.62% | 100.00% | |
| n | 29 | 11 | 18 | 5 | 10 | 13 | 1 | 0 |

Table 2 - Continue: Start-up Costs

| Region | Type of Institution | Table 2: Start-up Costs - Additional Comments |
|--------------|---------------------|---|
| Northeastern | Private | We are in the process of recruiting a new chair and I'm assuming that person will negotiate for new faculty hires and these are the areas that we need new people. |
| Northeastern | Private | Computational systems biology, as well. Area of faculty recruitment dependent on NIH funding |
| Northeastern | Public | Hiring is a difficult proposition, depending heavily on available financial sources and major institutional rather than departmental research goals. |
| Northeastern | Public | The starting salary is the low end of the range negotiated by the AAUP union for Assistant Professors. I often offer a higher starting salary, depending on qualifications. |
| Northeastern | Public | At the beginning of the 4th year, the institution will only pay 50% of the salary |
| Midwest | Private | The new hires cited above are due to departures (resignations) |
| Midwest | Public | There are discussions by the Dean's office of merging basic science departments. We are therefore in limbo and do not know what the future holds. |
| Southern | Private | We have not hired anyone at the Assistant Professor level for more than 4 years. |
| Southern | Public | There will probably be three hires in Biochemistry in addition to the two hires checked above. |
| Southern | Public | 70% Salary guaranteed after 3 years |
| Southern | Public | We will be actively recruiting immunologists over the next 2-4 years. |
| Southern | Public | Projected hires |
| Western | Public | In 2014 there will be a likely merger of the Immunology and Microbiology departments and there will be recruitment in both areas. |

Table 3: Personnel Demographics

Table 3: Personnel Demographics

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|---|------------|---------------------|-----------|--------------|---------|----------|---------|---------|-------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Has the total number of faculty in your department changed since 2009? | | | | | | | | | |
| Increase | 50.00% | 50.00% | 50.00% | 58.33% | 47.06% | 50.00% | 33.33% | 100.00% | |
| No Change | 20.00% | 27.78% | 15.63% | 25.00% | 23.53% | 5.56% | 66.67% | 0.00% | |
| Decrease | 30.00% | 22.22% | 34.38% | 16.67% | 29.41% | 44.44% | 0.00% | 0.00% | |
| n | 50 | 18 | 32 | 12 | 17 | 18 | 3 | 1 | |
| What is the total number of faculty members with a PRIMARY academic appointment in your department - include primary faculty who may be physically located in a center/institute or other non-department research unit? | Mean | 18.57 | 18.00 | 18.88 | 24.00 | 13.65 | 20.58 | 12.00 | 19.00 |
| | (std) | (9.44) | (9.98) | (9.28) | (11.62) | (6.26) | (8.69) | (2.65) | |
| | Minimum | 4 | 4 | 7 | 14 | 4 | 7 | 9 | 19 |
| | Maximum | 48 | 42 | 48 | 48 | 27 | 40 | 14 | 19 |
| | Median | 16 | 16 | 16 | 17 | 12 | 20 | 13 | 19 |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 | |
| Of the total number of primary faculty, how many are considered as "core faculty" - i.e., not in a non-department research unit? | Mean | 14.31 | 14.22 | 14.36 | 17.67 | 12.24 | 14.53 | 11.33 | 16.00 |
| | (std) | (8.57) | (10.22) | (7.70) | (10.00) | (6.91) | (9.26) | (3.79) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 16 |
| | Maximum | 39 | 39 | 27 | 39 | 27 | 27 | 14 | 16 |
| | Median | 14 | 12.5 | 14 | 15 | 12 | 15 | 13 | 16 |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 | |
| What is the total number of faculty members with any type of appointment - primary, secondary, adjunct, etc.? | Mean | 37.27 | 36.89 | 37.48 | 54.25 | 24.41 | 41.74 | 14.00 | 26.00 |
| | (std) | (25.15) | (24.41) | (25.91) | (26.84) | (12.89) | (26.29) | (12.53) | |
| | Minimum | 2 | 5 | 2 | 28 | 5 | 2 | 2 | 26 |
| | Maximum | 108 | 94 | 108 | 108 | 48 | 100 | 27 | 26 |
| | Median | 32 | 33 | 31 | 50.5 | 25 | 35 | 13 | 26 |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 | |
| How many TOTAL faculty have you hired since 2009? | | | | | | | | | |
| None | 15.69% | 16.67% | 15.15% | 0.00% | 41.18% | 0.00% | 33.33% | 0.00% | |
| One | 9.80% | 11.11% | 9.09% | 8.33% | 5.88% | 15.79% | 0.00% | 0.00% | |
| Two | 25.49% | 38.89% | 18.18% | 41.67% | 11.76% | 26.32% | 33.33% | 0.00% | |
| >2 | 49.02% | 33.33% | 57.58% | 50.00% | 41.18% | 57.89% | 33.33% | 100.00% | |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 | |
| For newly hired faculty, was grant support required? | | | | | | | | | |
| Yes | 43.48% | 29.41% | 51.72% | 50.00% | 38.46% | 44.44% | 33.33% | 0.00% | |
| No | 56.52% | 70.59% | 48.28% | 50.00% | 61.54% | 55.56% | 66.67% | 100.00% | |
| n | 46 | 17 | 29 | 12 | 13 | 18 | 3 | 1 | |

Table 3 - Continue: Personnel Demographics

| Questions | Type of Institution | | | Region | | | | | |
|--|---------------------|------------|-----------|--------------|---------|----------|---------|--------|------|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Total full-time Female faculty (primary appointees only) | Mean | 5.74 | 6.00 | 5.59 | 8.17 | 3.97 | 6.32 | 2.33 | 3.00 |
| | (std) | (4.03) | (4.27) | (3.95) | (3.97) | (3.78) | (3.65) | (1.53) | |
| | Minimum | 0 | 1 | 0 | 5 | 0 | 1 | 1 | 3 |
| | Maximum | 19 | 19 | 18 | 19 | 16 | 18 | 4 | 3 |
| | Median | 5 | 5.5 | 5 | 7 | 3 | 6 | 2 | 3 |
| | n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 |
| Full-time Female tenured faculty (primary appointees only) | Mean | 2.55 | 1.71 | 2.98 | 2.58 | 2.47 | 2.79 | 1.33 | 2.00 |
| | (std) | (2.00) | (1.31) | (2.16) | (1.44) | (2.38) | (2.12) | (0.58) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 |
| | Maximum | 10 | 4 | 10 | 5 | 10 | 8 | 2 | 2 |
| | Median | 2 | 2 | 3 | 2 | 2 | 3 | 1 | 2 |
| | n | 50 | 17 | 33 | 12 | 16 | 19 | 3 | 1 |
| Full-time Female non-tenured faculty (primary appointees only - on tenure track) | Mean | 1.44 | 1.71 | 1.29 | 2.25 | 0.81 | 1.50 | 1.00 | 1.00 |
| | (std) | (1.32) | (1.69) | (1.07) | (1.60) | (1.05) | (1.15) | (0.00) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| | Maximum | 6 | 6 | 3 | 6 | 3 | 3 | 1 | 1 |
| | Median | 1 | 1 | 1 | 2 | 0.5 | 1 | 1 | 1 |
| | n | 48 | 17 | 31 | 12 | 16 | 18 | 2 | 1 |
| Full-time Female faculty (primary appointees only - non-tenure track) | Mean | 2.15 | 2.89 | 1.70 | 3.64 | 1.00 | 2.44 | 1.00 | 1.00 |
| | (std) | (2.47) | (3.07) | (1.95) | (3.61) | (1.32) | (2.12) | (1.00) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | Maximum | 11 | 11 | 8 | 11 | 3 | 8 | 2 | 1 |
| | Median | 1.5 | 2.5 | 1 | 2 | 0 | 2 | 1 | 1 |
| | n | 48 | 18 | 30 | 11 | 16 | 18 | 3 | 1 |

Table 3 - Continue: Personnel Demographics

| Questions | Type of Institution | | | Region | | | | | |
|--|---------------------|------------|-----------|--------------|---------|----------|---------|--------|-------|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Total full-time Male faculty (primary appointees only) | Mean | 13.05 | 12.83 | 13.17 | 15.75 | 9.91 | 14.79 | 9.00 | 13.00 |
| | (std) | (6.88) | (7.20) | (6.81) | (8.87) | (4.76) | (6.57) | (1.00) | |
| | Minimum | 3 | 3 | 6 | 8 | 3 | 6 | 8 | 13 |
| | Maximum | 37 | 27 | 37 | 37 | 19 | 27 | 10 | 13 |
| | Median | 11.0 | 11.5 | 11.0 | 11.5 | 10.0 | 14.0 | 9.0 | 13 |
| | n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 |
| Full-time Male tenured faculty (primary appointees only) | Mean | 8.37 | 7.29 | 8.92 | 7.83 | 7.28 | 10.05 | 5.67 | 13.00 |
| | (std) | (4.58) | (4.62) | (4.53) | (4.15) | (3.79) | (5.40) | (0.58) | |
| | Minimum | 0 | 0 | 2 | 0 | 2 | 2 | 5 | 13 |
| | Maximum | 21 | 15 | 21 | 15 | 17 | 21 | 6 | 13 |
| | Median | 7.5 | 7.0 | 8.0 | 7.5 | 8.0 | 9.0 | 6.0 | 13 |
| | n | 50 | 17 | 33 | 12 | 16 | 19 | 3 | 1 |
| Full-time Male non-tenured (primary appointees only - on tenure track) | Mean | 2.83 | 3.22 | 2.60 | 4.00 | 2.19 | 2.63 | 3.50 | 3.00 |
| | (std) | (2.24) | (2.53) | (2.06) | (3.44) | (1.80) | (1.61) | (0.71) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 |
| | Maximum | 10 | 9 | 10 | 10 | 5 | 6 | 4 | 3 |
| | Median | 3.0 | 3.0 | 2.5 | 3.0 | 2.5 | 2.0 | 3.5 | 3 |
| | n | 48 | 18 | 30 | 11 | 16 | 19 | 2 | 1 |
| Full-time Male faculty (primary appointees only - non-tenure track) | Mean | 2.51 | 3.35 | 2.03 | 4.55 | 1.38 | 2.50 | 0.50 | 2.00 |
| | (std) | (3.62) | (3.81) | (3.49) | (5.80) | (1.93) | (2.83) | (0.71) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | Maximum | 18 | 11 | 18 | 18 | 5 | 11 | 1 | 2 |
| | Median | 1.0 | 2.0 | 1.0 | 1.0 | 0.5 | 2.0 | 0.5 | 2 |
| | n | 47 | 17 | 30 | 11 | 16 | 18 | 2 | 1 |

Table 3 - Continue: Personnel Demographics

| Questions | Type of Institution | | | Region | | | | | |
|---|---------------------|------------|-----------|--------------|---------|----------|---------|--------|---|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Total full-time Minority faculty (primary appointees only) | Mean | 1.10 | 1.06 | 1.13 | 1.58 | 0.47 | 1.47 | 0.67 | |
| | (std) | (2.23) | (1.95) | (2.40) | (3.68) | (0.87) | (2.00) | (0.58) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Maximum | 13 | 8 | 13 | 13 | 3 | 8 | 1 | |
| | Median | 0 | 0 | 0 | 0 | 0 | 1 | 1 | |
| | n | 49 | 18 | 31 | 12 | 17 | 17 | 3 | 0 |
| Full-time Minority tenured faculty (primary appointees only) | Mean | 0.35 | 0.31 | 0.38 | 0.75 | 0.19 | 0.24 | 0.33 | |
| | (std) | (0.67) | (0.60) | (0.71) | (1.06) | (0.40) | (0.44) | (0.58) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Maximum | 3 | 2 | 3 | 3 | 1 | 1 | 1 | |
| | Median | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | n | 48 | 16 | 32 | 12 | 16 | 17 | 3 | 0 |
| Full-time Minority non-tenured (primary appointees only - on tenure track) | Mean | 0.44 | 0.22 | 0.57 | 0.55 | 0.29 | 0.53 | 0.33 | |
| | (std) | (1.05) | (0.55) | (1.25) | (1.81) | (0.59) | (0.87) | (0.58) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Maximum | 6 | 2 | 6 | 6 | 2 | 3 | 1 | |
| | Median | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | n | 48 | 18 | 30 | 11 | 17 | 17 | 3 | 0 |
| Full-time Minority faculty (primary appointees only - non-tenure track) | Mean | 0.38 | 0.59 | 0.27 | 0.36 | 0.00 | 0.88 | 0.00 | |
| | (std) | (1.34) | (1.97) | (0.83) | (1.21) | (0.00) | (2.03) | (0.00) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Maximum | 8 | 8 | 4 | 4 | 0 | 8 | 0 | |
| | Median | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | n | 47 | 17 | 30 | 11 | 17 | 16 | 3 | 0 |
| Does your institution support a special hiring program for URM faculty that could aid in recruitment efforts? | | | | | | | | | |
| Yes | | 40.82% | 17.65% | 53.13% | 33.33% | 43.75% | 44.44% | 33.33% | |
| No | | 59.18% | 82.35% | 46.88% | 66.67% | 56.25% | 55.56% | 66.67% | |
| n | | 49 | 17 | 32 | 12 | 16 | 18 | 3 | 0 |

Table 3 - Continue: Personnel Demographics

| Region | Type of Institution | Table 3: Personnel Demographics - Additional Comments (Question #41) |
|--------------|---------------------|--|
| Northeastern | Private | There is no tenure here |
| Northeastern | Private | Inst. & Diversity works w/Dept to maximize URM appt. pool |
| Northeastern | Public | I did not include co-terminus faculty with primary appointments in the department. I have fifteen faculty who are at a Research Institute whose academic appointments are in my department. They are on the non-tenure track and their appointments are co-terminus with grant support. |
| Southern | Private | We have one new faculty member who transferred from another Department. Institution has an unusual tenure policy that is only applicable to Associate Professors after 3 years and rewards service to the institution. Once awarded, tenure is renewed every 5 years. There is also a new policy for minority hiring that includes coordination with and education of faculty search committees. |
| Southern | Public | additional start-up money |
| Southern | Public | Part time faculty not-included in questions 32-33. |
| Western | Public | URM Not allowed by state law |

Table 4: Graduate Program Information

Table 4: Graduate Program Information

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|---|------------|---------------------|-----------|--------------|---------|----------|---------|---------|-------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Does your medical school offer a doctoral degree in Microbiology/Immunology that is: | | | | | | | | | |
| department based | 41.18% | 44.44% | 39.39% | 33.33% | 47.06% | 42.11% | 33.33% | 100.00% | |
| inter-department/interdisciplinary based | 47.06% | 27.78% | 57.58% | 66.67% | 29.41% | 52.63% | 33.33% | 0.00% | |
| no specific degree in microbiology/immunology is offered | 11.76% | 27.78% | 3.03% | 0.00% | 23.53% | 5.26% | 33.33% | 0.00% | |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 | |
| How many Ph.D. students are enrolled in this program? | Mean | 28.68 | 26.40 | 29.75 | 33.67 | 23.93 | 30.47 | 15.00 | 34.00 |
| | (std) | (18.11) | (19.23) | (17.77) | (18.71) | (16.48) | (19.22) | (2.83) | |
| | Minimum | 0 | 0 | 6 | 10 | 0 | 6 | 13 | 34 |
| | Maximum | 70 | 67 | 70 | 67 | 60 | 70 | 17 | 34 |
| | Median | 27.0 | 22.0 | 27.5 | 35.0 | 19.0 | 28.0 | 15.0 | 34.0 |
| | n | 47 | 15 | 32 | 12 | 14 | 19 | 2 | 1 |
| Average number of years to graduate from the department based doctoral program? (yrs) | Mean | 5.32 | 5.11 | 5.42 | 5.36 | 5.40 | 5.22 | 5.50 | 5.00 |
| | (std) | (0.60) | (0.56) | (0.61) | (0.36) | (0.85) | (0.57) | (0.00) | |
| | Minimum | 4 | 4 | 4.5 | 5 | 4 | 4 | 5.5 | 5 |
| | Maximum | 7 | 5.75 | 7 | 6 | 7 | 6.5 | 5.5 | 5 |
| | Median | 5.2 | 5.0 | 5.4 | 5.4 | 5.2 | 5.0 | 5.5 | 5.0 |
| | n | 46 | 14 | 32 | 12 | 13 | 19 | 2 | 1 |
| Does your department offer a MS/MA degree in Microbiology/Immunology? | | | | | | | | | |
| Yes | 39.22% | 50.00% | 33.33% | 41.67% | 64.71% | 21.05% | 0.00% | 100.00% | |
| No | 60.78% | 50.00% | 66.67% | 58.33% | 35.29% | 78.95% | 100.00% | 0.00% | |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 | |
| How many MS/MA students are enrolled in this program? | Mean | 4.45 | 7.60 | 2.79 | 9.00 | 3.67 | 2.82 | | 36.00 |
| | (std) | (6.13) | (7.38) | (4.78) | (9.08) | (3.20) | (6.06) | | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | | 36 |
| | Maximum | 20 | 20 | 20 | 20 | 9 | 20 | | 36 |
| | Median | 2 | 6.5 | 1 | 7.5 | 3 | 0 | | 36.0 |
| | n | 29 | 10 | 19 | 6 | 12 | 11 | 0 | 1 |

Table 4 - Continue: Graduate Program Information

| Questions | | Type of Institution | | | Region | | | | |
|--|---------|---------------------|------------|-----------|--------------|-----------|-----------|-----------|----------|
| | | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Number of Graduate Students on institutional stipends | Mean | 9.87 | 8.31 | 10.70 | 10.91 | 9.57 | 10.21 | 3.00 | 29.00 |
| | (std) | (9.05) | (8.59) | (9.32) | (10.84) | (7.97) | (9.35) | (0.00) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 29 |
| | Maximum | 35 | 30 | 35 | 33 | 30 | 35 | 3 | 29 |
| | Median | 6.5 | 6.0 | 8.0 | 7.0 | 8.0 | 6.0 | 3.0 | 29 |
| | n | 46 | 16 | 30 | 11 | 14 | 19 | 2 | 1 |
| Number of Graduate Students on training grant stipends | Mean | 4.02 | 4.21 | 3.93 | 6.64 | 3.08 | 3.44 | 1.00 | 23.00 |
| | (std) | (4.33) | (4.93) | (4.11) | (5.20) | (3.90) | (3.76) | (1.41) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 23 |
| | Maximum | 16 | 16 | 12 | 16 | 12 | 11 | 2 | 23 |
| | Median | 2.5 | 2.5 | 2.5 | 8.0 | 1.0 | 2.0 | 1.0 | 23 |
| | n | 44 | 14 | 30 | 11 | 13 | 18 | 2 | 1 |
| Number of Graduate Students on research grant stipends | Mean | 13.48 | 12.06 | 14.21 | 16.08 | 12.03 | 13.21 | 10.50 | 10.00 |
| | (std) | (11.31) | (11.77) | (11.19) | (11.05) | (10.36) | (12.94) | (0.71) | |
| | Minimum | 0 | 0 | 0 | 1 | 0 | 0 | 10 | 10 |
| | Maximum | 45 | 40 | 45 | 40 | 31 | 45 | 11 | 10 |
| | Median | 12.0 | 8.0 | 12.0 | 19.0 | 12.5 | 10.0 | 10.5 | 10 |
| | n | 47 | 16 | 31 | 12 | 14 | 19 | 2 | 1 |
| Number of Graduate Students on other stipends | Mean | 1.94 | 1.31 | 2.24 | 2.90 | 1.05 | 2.18 | 0.50 | 4.00 |
| | (std) | (2.89) | (3.30) | (2.69) | (3.84) | (1.91) | (2.92) | (0.71) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| | Maximum | 12 | 12 | 10 | 12 | 5 | 10 | 1 | 4 |
| | Median | 1 | 0 | 1 | 1.5 | 0 | 1 | 0.5 | 4 |
| | n | 41 | 13 | 28 | 10 | 12 | 17 | 2 | 1 |
| What is the average stipend for Ph.D. students? | Mean | \$25,128 | \$24,196 | \$25,565 | \$27,467 | \$21,814 | \$26,001 | \$26,000 | \$21,000 |
| | (std) | (\$5,548) | (\$9,535) | (\$2,000) | (\$1,781) | (\$9,096) | (\$1,946) | (\$1,414) | |
| | Minimum | \$0 | \$0 | \$20,184 | \$24,000 | \$0 | \$23,000 | \$25,000 | \$21,000 |
| | Maximum | \$31,000 | \$31,000 | \$29,605 | \$31,000 | \$28,500 | \$29,420 | \$27,000 | \$21,000 |
| | Median | \$26,500 | \$27,500 | \$25,000 | \$27,250 | \$24,750 | \$25,000 | \$26,000 | \$21,000 |
| | n | 47 | 15 | 32 | 12 | 14 | 19 | 2 | 1 |

Table 4 - Continue: Graduate Program Information

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|--|------------|---------------------|-----------|--------------|-----------|-----------|-----------|---------|---|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Percentage of students with tuition and fees paid by the department? (%) | Mean | 43.43 | 31.43 | 49.03 | 17.73 | 40.77 | 54.78 | 100.00 | |
| | (std) | (46.05) | (44.00) | (46.63) | (36.15) | (44.45) | (47.48) | (0.00) | |
| | Minimum | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | |
| | Maximum | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | |
| | Median | 13.5 | 0.0 | 38.0 | 0.0 | 12.0 | 71.5 | 100.0 | |
| | n | 44 | 14 | 30 | 11 | 13 | 18 | 2 | 0 |
| Is health insurance provided for your graduate students? | | | | | | | | | |
| Yes | 86.00% | 82.35% | 87.88% | 100.00% | 62.50% | 94.74% | 100.00% | | |
| No | 14.00% | 17.65% | 12.12% | 0.00% | 37.50% | 5.26% | 0.00% | | |
| n | 50 | 17 | 33 | 12 | 16 | 19 | 3 | 0 | |
| If yes, how much (total cost from all sources)? | | | | | | | | | |
| Mean | \$2,879 | \$2,887 | \$2,875 | \$3,100 | \$2,688 | \$2,759 | \$3,301 | | |
| (std) | (\$1,594) | (\$988) | (\$1,873) | (\$1,247) | (\$1,490) | (\$1,956) | (\$1,132) | | |
| Minimum | \$620 | \$1,870 | \$620 | \$1,473 | \$620 | \$850 | \$2,500 | | |
| Maximum | \$8,500 | \$5,000 | \$8,500 | \$6,095 | \$5,046 | \$8,500 | \$4,101 | | |
| Median | \$2,450 | \$2,400 | \$2,500 | \$2,740 | \$2,200 | \$2,114 | \$3,301 | | |
| n | 36 | 13 | 23 | 11 | 7 | 16 | 2 | 0 | |
| Is a recruiting bonus paid to incoming graduate students? | | | | | | | | | |
| Yes | 10.00% | 5.88% | 12.12% | 8.33% | 12.50% | 10.53% | 0.00% | 100.00% | |
| No | 90.00% | 94.12% | 87.88% | 91.67% | 87.50% | 89.47% | 100.00% | 0.00% | |
| n | 50 | 17 | 33 | 12 | 16 | 19 | 3 | 1 | |
| If yes, how much (total cost from all sources)? | | | | | | | | | |
| Mean | \$2,500 | \$2,000 | \$2,667 | \$2,000 | \$3,500 | \$1,000 | | \$4,000 | |
| (std) | (\$1,732) | | (\$2,082) | | (\$2,121) | | | | |
| Minimum | \$1,000 | \$2,000 | \$1,000 | \$2,000 | \$2,000 | \$1,000 | | \$4,000 | |
| Maximum | \$5,000 | \$2,000 | \$5,000 | \$2,000 | \$5,000 | \$1,000 | | \$4,000 | |
| Median | \$2,000 | \$2,000 | \$2,000 | \$2,000 | \$3,500 | \$1,000 | | \$4,000 | |
| n | 4 | 1 | 3 | 1 | 2 | 1 | 0 | 1 | |

Table 4 - Continue: Graduate Program Information

| Questions | Type of Institution | | | Region | | | | |
|---|---------------------|------------|-----------|--------------|---------|----------|---------|--------|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Initial Placement of your Ph.D. graduates for the past 5 years - how many went directly to: | | | | | | | | |
| Total number of Post-doc | Mean | 21.09 | 22.43 | 20.45 | 26.92 | 19.73 | 19.78 | 5.50 |
| | (std) | (24.46) | (26.35) | (23.95) | (24.02) | (27.71) | (24.41) | (4.95) |
| | Minimum | 0 | 0 | 2 | 7 | 0 | 2 | 2 |
| | Maximum | 100 | 98 | 100 | 90 | 100 | 98 | 9 |
| | Median | 11.0 | 14.0 | 11.0 | 20.0 | 11.0 | 11.0 | 5.5 |
| | n | 43 | 14 | 29 | 12 | 11 | 18 | 2 |
| Total number of Industry | Mean | 2.57 | 2.71 | 2.48 | 3.63 | 2.40 | 2.13 | 2.50 |
| | (std) | (2.58) | (2.43) | (2.73) | (2.39) | (3.57) | (2.07) | (0.71) |
| | Minimum | 0 | 0 | 0 | 1 | 0 | 0 | 2 |
| | Maximum | 12 | 7 | 12 | 7 | 12 | 7 | 3 |
| | Median | 2.0 | 2.0 | 2.0 | 3.5 | 1.0 | 1.0 | 2.5 |
| | n | 35 | 14 | 21 | 8 | 10 | 15 | 2 |
| Total number of Gov't | Mean | 1.72 | 2.38 | 1.41 | 4.00 | 0.50 | 1.58 | |
| | (std) | (2.28) | (3.25) | (1.70) | (3.81) | (0.76) | (1.51) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Maximum | 10 | 10 | 5 | 10 | 2 | 5 | |
| | Median | 1.0 | 1.5 | 1.0 | 3.0 | 0.0 | 1.0 | |
| | n | 25 | 8 | 17 | 5 | 8 | 12 | 0 |
| Total number of Tenure track faculty | Mean | 1.35 | 0.67 | 1.71 | 0.75 | 0.67 | 1.82 | 3.00 |
| | (std) | (1.77) | (1.00) | (1.99) | (1.50) | (0.87) | (2.09) | (2.83) |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | Maximum | 7 | 3 | 7 | 3 | 2 | 7 | 5 |
| | Median | 1 | 0 | 1 | 0 | 0 | 1 | 3 |
| | n | 26 | 9 | 17 | 4 | 9 | 11 | 2 |

Table 4 - Continue: Graduate Program Information

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|--|-----------------------|---------------------|-----------|--------------|---------|----------|---------|-------|------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Initial Placement of your Ph.D. graduates for the past 5 years - how many went directly to: (continue) | | | | | | | | | |
| Total number of Non-tenure track faculty | Mean | 1.85 | 0.88 | 2.28 | 1.86 | 0.57 | 2.58 | | |
| | (std) | (2.46) | (1.13) | (2.78) | (2.91) | (1.51) | (2.50) | | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | Maximum | 8 | 3 | 8 | 8 | 4 | 8 | | |
| | Median | 1 | 0.5 | 1 | 1 | 0 | 2 | | |
| | n | 26 | 8 | 18 | 7 | 7 | 12 | 0 | 0 |
| | Total number of Other | Mean | 4.34 | 3.14 | 4.96 | 5.50 | 3.09 | 4.35 | 4.00 |
| (std) | | (3.84) | (2.48) | (4.29) | (2.91) | (4.21) | (4.23) | | |
| Minimum | | 0 | 0 | 0 | 1 | 0 | 0 | 4 | |
| Maximum | | 16 | 7 | 16 | 10 | 13 | 16 | 4 | |
| Median | | 3.0 | 3.0 | 5.0 | 5.0 | 1.0 | 3.0 | 4.0 | |
| n | | 41 | 14 | 27 | 12 | 11 | 17 | 1 | 0 |

Table 4 - Continue: Graduate Program Information

| Region | Type of Institution | Table 4: Graduate Program Information - Additional Comments (Question #55) |
|--------------|---------------------|--|
| Northeastern | Public | Our PhD students get a PhD in Biomedical Sciences. Our interdisciplinary programs has tracks in Infection, Immunology and Inflammation and in Molecular Biology, Genetics and Cancer from which we draw PhD students. PhD students are supported for 1.5 years by Graduate School funds, and become the responsibility of mentors after that. |
| Midwest | Private | The 3 "other" MD/PhD graduates returned to medical school. |
| Midwest | Private | We do not have a PhD program |
| Midwest | Public | Other = were MD/PhD students who went to Medical School after completing their PhD |
| Southern | Private | As a free-standing Medical School, we have a school-wide PhD program. Numbers are reported for students in the program working in Departmental laboratories. Tuition for PhD students is waived and fees are covered by the program. Institution also has school wide Research Masters and Biotechnology Masters Programs in which the Department actively participates. |
| Southern | Public | We will need to begin collating the data requested in #54 as it is being tracked at the institution level and not at the department level any longer. However, we intend to collect the data for our department independently of the institution. |
| Southern | Public | Other is 1 med school MD/Ph.D |
| Southern | Public | Question 46 includes 1 research master student and 19 medical science (med prep) students. |
| Southern | Public | The recent graduates were almost exclusively placed to PostDoc positions. |
| Southern | Public | For PhD students in their 3rd yr and beyond, tuition and fees are paid by faculty grants. For PhD students in yrs 1 and 2, tuition and fees are paid by grad school. For MS students, tuition and fees are paid by faculty grants. |
| Western | Public | Numbers are for Ph.D. graduates from an interdisciplinary graduate program that did their work in the Microbiology Department. |
| Western | Public | I do not have the above numbers handy |

Table 5: Postdoctoral Fellow Information

Table 5: Postdoctoral Fellow Information

| Questions | | Type of Institution | | | Region | | | | |
|---|---------|---------------------|------------|-----------|--------------|-----------|-----------|-----------|-------|
| | | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Total number of postdoctoral fellows in the department? | Mean | 11.20 | 11.71 | 10.94 | 14.00 | 9.73 | 11.11 | 8.00 | 16.00 |
| | (std) | (9.82) | (11.59) | (8.94) | (10.78) | (10.62) | (9.29) | (5.57) | |
| | Minimum | 0 | 0 | 0 | 2 | 0 | 0 | 3 | 16 |
| | Maximum | 39 | 38 | 39 | 38 | 39 | 31 | 14 | 16 |
| | Median | 9.0 | 8.0 | 9.0 | 10.5 | 5.0 | 8.0 | 7.0 | 16.0 |
| | n | 49 | 17 | 32 | 12 | 15 | 19 | 3 | 1 |
| Number of US citizen/permanent resident postdoctoral fellows in the department. | Mean | 4.83 | 4.59 | 4.97 | 5.25 | 4.60 | 4.83 | 4.33 | |
| | (std) | (4.72) | (5.04) | (4.62) | (3.67) | (5.38) | (5.31) | (2.31) | |
| | Minimum | 0 | 0 | 0 | 1 | 0 | 0 | 3 | |
| | Maximum | 18 | 18 | 17 | 13 | 17 | 18 | 7 | |
| | Median | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 3.0 | 3.0 | |
| | n | 48 | 17 | 31 | 12 | 15 | 18 | 3 | 0 |
| Average number of years of training for your postdoctoral fellows (yrs). | Mean | 3.38 | 3.38 | 3.38 | 3.61 | 3.66 | 2.94 | 4.00 | 3.00 |
| | (std) | (1.51) | (0.97) | (1.72) | (0.87) | (2.03) | (1.40) | (1.00) | |
| | Minimum | 0 | 2 | 0 | 2.5 | 1.8 | 0 | 3 | 3 |
| | Maximum | 8 | 5 | 8 | 5 | 8 | 5 | 5 | 3 |
| | Median | 3.0 | 3.0 | 3.0 | 3.3 | 3.0 | 3.0 | 4.0 | 3.0 |
| | n | 44 | 14 | 30 | 10 | 13 | 18 | 3 | 1 |
| Is health insurance provided for your post-doctoral fellows? | Yes | 87.23% | 93.75% | 83.87% | 100.00% | 66.67% | 94.44% | 100.00% | |
| | No | 12.77% | 6.25% | 16.13% | 0.00% | 33.33% | 5.56% | 0.00% | |
| | n | 47 | 16 | 31 | 11 | 15 | 18 | 3 | 0 |
| If yes, how much (total cost from all sources)? | Mean | \$6,635 | \$7,529 | \$6,351 | \$7,840 | \$8,622 | \$4,365 | \$8,482 | |
| | (std) | (\$4,802) | (\$4,898) | (\$4,852) | (\$5,797) | (\$4,178) | (\$3,670) | (\$7,046) | |
| | Minimum | \$400 | \$2,200 | \$400 | \$2,500 | \$2,200 | \$400 | \$3,500 | |
| | Maximum | \$19,886 | \$14,400 | \$19,886 | \$19,886 | \$14,400 | \$11,813 | \$13,464 | |
| | Median | \$5,382 | \$5,000 | \$5,677 | \$6,187 | \$8,040 | \$3,990 | \$8,482 | |
| | n | 29 | 7 | 22 | 8 | 7 | 12 | 2 | 0 |
| Are your post-doctoral fellows considered full time employees - i.e., like faculty and staff as opposed to trainees/students? | Yes | 73.91% | 81.25% | 70.00% | 54.55% | 92.86% | 66.67% | 100.00% | |
| | No | 26.09% | 18.75% | 30.00% | 45.45% | 7.14% | 33.33% | 0.00% | |
| | n | 46 | 16 | 30 | 11 | 14 | 18 | 3 | 0 |

Table 5 - Continue: Postdoctoral Fellow Information

| Questions | Type of Institution | | | Region | | | | |
|--|---------------------|------------|-----------|--------------|---------|----------|---------|--------|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Initial Placement of your postdoctoral fellows for the past 5 years - how many went directly to: | | | | | | | | |
| Total number of Post-doc | Mean | 7.59 | 10.17 | 6.05 | 8.09 | 4.89 | 9.45 | 6.00 |
| | (std) | (9.97) | (12.55) | (8.01) | (6.47) | (4.91) | (15.36) | |
| | Minimum | 0 | 1 | 0 | 2 | 1 | 0 | 6 |
| | Maximum | 45 | 45 | 35 | 18 | 16 | 45 | 6 |
| | Median | 3.5 | 5.5 | 3.0 | 6.0 | 3.0 | 3.0 | 6.0 |
| | n | 32 | 12 | 20 | 11 | 9 | 11 | 1 |
| Total number of Industry | Mean | 3.12 | 5.11 | 2.06 | 3.90 | 2.71 | 2.86 | 1.50 |
| | (std) | (3.60) | (4.68) | (2.44) | (2.64) | (2.69) | (5.84) | (0.71) |
| | Minimum | 0 | 1 | 0 | 1 | 0 | 0 | 1 |
| | Maximum | 16 | 16 | 8 | 8 | 8 | 16 | 2 |
| | Median | 2.0 | 4.0 | 1.0 | 3.0 | 2.0 | 1.0 | 1.5 |
| | n | 26 | 9 | 17 | 10 | 7 | 7 | 2 |
| Total number of Gov't | Mean | 1.82 | 3.29 | 1.13 | 2.33 | 0.75 | 1.88 | 1.00 |
| | (std) | (1.97) | (2.63) | (1.13) | (1.73) | (0.96) | (2.59) | |
| | Minimum | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Maximum | 8 | 8 | 4 | 5 | 2 | 8 | 1 |
| | Median | 1 | 3 | 1 | 2 | 0.5 | 1 | 1 |
| | n | 22 | 7 | 15 | 9 | 4 | 8 | 1 |
| Total number of Tenure track faculty | Mean | 3.67 | 10.40 | 1.89 | 3.13 | 2.00 | 5.38 | 3.33 |
| | (std) | (6.24) | (11.97) | (1.41) | (3.40) | (1.58) | (10.42) | (1.53) |
| | Minimum | 0 | 1 | 0 | 0 | 0 | 0 | 2 |
| | Maximum | 31 | 31 | 5 | 10 | 4 | 31 | 5 |
| | Median | 2.0 | 6.0 | 2.0 | 1.5 | 2.0 | 2.0 | 3.0 |
| | n | 24 | 5 | 19 | 8 | 5 | 8 | 3 |

Table 5 - Continue: Postdoctoral Fellow Information

| Questions | Type of Institution | | | Region | | | | |
|---|---------------------|------------|-----------|--------------|---------|----------|---------|--------|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Initial Placement of your postdoctoral fellows for the past 5 years - how many went directly to: (continue) | | | | | | | | |
| Total number of Non-tenure track faculty | Mean | 4.77 | 12.29 | 2.00 | 4.00 | 3.00 | 7.56 | 1.00 |
| | (std) | (10.69) | (19.35) | (1.97) | (4.44) | (2.76) | (17.81) | (0.00) |
| | Minimum | 0 | 1 | 0 | 0 | 1 | 0 | 1 |
| | Maximum | 55 | 55 | 8 | 13 | 8 | 55 | 1 |
| | Median | 2.0 | 4.0 | 1.0 | 2.0 | 2.0 | 2.0 | 1.0 |
| | n | 26 | 7 | 19 | 9 | 6 | 9 | 2 |
| Total number of Other | Mean | 4.46 | 4.67 | 4.33 | 5.22 | 2.57 | 4.71 | 9.00 |
| | (std) | (6.43) | (3.87) | (7.70) | (3.67) | (2.64) | (11.18) | |
| | Minimum | 0 | 1 | 0 | 1 | 0 | 0 | 9 |
| | Maximum | 30 | 11 | 30 | 11 | 8 | 30 | 9 |
| | Median | 2.0 | 3.0 | 1.0 | 5.0 | 2.0 | 0.0 | 9.0 |
| | n | 24 | 9 | 15 | 9 | 7 | 7 | 1 |

Table 5 - Continue: Postdoctoral Fellow Information

| Region | Type of Institution | Table 5: Postdoctoral Fellow Information - Additional Comments (Question #63) |
|--------------|---------------------|---|
| Northeastern | Private | 59 & 60. Health insurance is available to all postdocs. Cost is dependent on funding mechanism and coverage selection. 61. Some postdoc are considered employees while those on training grants are not considered employees. |
| Northeastern | Private | We have three programmatic NIH T32 grants centered in the department (by PI) - two with postdoc slots. |
| Northeastern | Public | We are struggling to have a mechanism to track postdocs. |
| Midwest | Private | Offers health insurance to post-docs, but post-docs have to elect coverage and a pay monthly rate of \$122/month or \$1464/year for single coverage. |
| Midwest | Public | Other = postdocs returned to their home country to work for their government or their univeristy who sponsored their trip to the US. |
| Southern | Private | We don't have the information for question 62 |
| Southern | Private | 10 additional individuals are in more advanced Research Associate Senior and Research Scientist positions. These individuals are considered full time employees. |
| Southern | Public | Postdoc figures are from the combined Biochem + Micro department |
| Southern | Public | No data on placement available |
| Western | Public | They all just tend to stay in position for much, much longer periods of time. It is practically unheard of to do a 2- or 3-yr postdoc these days. |

Table 6: Medical Student Curriculum

Table 6: Medical Student Curriculum

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|---|------------|---------------------|-----------|--------------|---------|----------|---------|---------|-------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| In what kind of course format is Microbiology/Immunology taught to your medical students? | | | | | | | | | |
| Specific course (or block) based in your Department | 25.49% | 38.89% | 18.18% | 25.00% | 23.53% | 26.32% | 33.33% | 0.00% | |
| Specific course that is inter-departmental | 17.65% | 16.67% | 18.18% | 33.33% | 17.65% | 5.26% | 33.33% | 0.00% | |
| "Integrated" curriculum where microbiology/immunology is scattered throughout an organ-based (systems) course | 43.14% | 27.78% | 51.52% | 25.00% | 35.29% | 63.16% | 33.33% | 100.00% | |
| Separate microbiology course and separate immunology course | 13.73% | 16.67% | 12.12% | 16.67% | 23.53% | 5.26% | 0.00% | 0.00% | |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 | |
| How many hours of Microbiology/Immunology instruction are in your medical student curriculum? | | | | | | | | | |
| Lecture | Mean | 73.55 | 74.47 | 73.06 | 72.20 | 71.43 | 73.14 | 90.83 | 20.00 |
| | (std) | (25.39) | (25.61) | (25.70) | (28.60) | (23.18) | (25.54) | (29.77) | |
| | Minimum | 14 | 25 | 14 | 14 | 20 | 25 | 60.5 | 20 |
| | Maximum | 126 | 118 | 126 | 111 | 113 | 126 | 120 | 20 |
| | Median | 69.5 | 70.5 | 69.5 | 73.0 | 71.5 | 66.5 | 92.0 | 20.0 |
| | n | 46 | 16 | 30 | 11 | 14 | 18 | 3 | 1 |
| Laboratory | Mean | 11.06 | 17.65 | 7.89 | 17.83 | 7.69 | 9.00 | 15.67 | 0.00 |
| | (std) | (14.41) | (21.68) | (7.90) | (23.56) | (13.59) | (5.96) | (11.24) | |
| | Minimum | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 |
| | Maximum | 74.5 | 74.5 | 30 | 74.5 | 44 | 22 | 28 | 0 |
| | Median | 6.0 | 8.0 | 6.0 | 10.0 | 3.0 | 9.0 | 13.0 | 0.0 |
| | n | 40 | 13 | 27 | 9 | 13 | 15 | 3 | 1 |
| Discussion (Small Group, Problem-Based, Case Studies, etc.) | Mean | 34.77 | 27.03 | 38.78 | 40.14 | 50.21 | 19.78 | 23.00 | 10.00 |
| | (std) | (60.61) | (50.53) | (65.70) | (58.33) | (91.87) | (19.29) | (22.34) | |
| | Minimum | 0 | 0 | 0 | 2 | 0 | 2 | 5 | 10 |
| | Maximum | 351 | 201 | 351 | 201 | 351 | 63 | 48 | 10 |
| | Median | 15.0 | 9.0 | 18.0 | 18.0 | 10.0 | 16.0 | 16.0 | 10.0 |
| | n | 44 | 15 | 29 | 11 | 14 | 16 | 3 | 1 |

Table 6 - Continue: Medical Student Curriculum

| Region | Type of Institution | Table 6: Medical Student Curriculum - Additional Comments (Question #66) |
|--------------|---------------------|--|
| Northeastern | Private | Organized and taught mostly by infections diseases faculty. |
| Northeastern | Private | Immunology is a separate course; 12 lecture hours, 2.5 discussion hours. |
| Northeastern | Private | Note that we also have 20 hours for virology in a separate course module. |
| Midwest | Private | In previous years our department faculty as well as faculty in other departments/divisions (especially Infectious Diseases) taught a course entitled "Microbes and Host Responses" (MHR) to first year medical students. In the current year, the MHR course was eliminated and we have switched to an organ-based system. |
| Midwest | Private | The separate microbiology and immunology courses are all based in my department. Our course numbers for hours are xx hours lower than previously, because exam hours are no longer included within our course hours. All of our exam testing now occurs within multidisciplinary block exams. |
| Midwest | Public | The curriculum emphasizes clinical reasoning, self-directed learning, collaborative learning and early clinical experiences. It integrates the basic sciences and clinical reasoning. In years 1 and 2, emphasis is placed on small group learning, with some |
| Midwest | Public | An additional 40 hours of small group discussion is taught in the summer for those remediating a failing grade in the regular course. These 40 hours are not included in the numbers provided in question #65. |
| Southern | Private | The Department is also primarily responsible for teaching a first year integrated Cell Structure and Function course. This course includes 45 hours of lecture, 8 hours of TBL and 19 additional hours of formal instruction. |
| Southern | Private | lectures are pre-recorded videos |
| Southern | Public | Micro and Immuno content is now distributed over 5 organ system courses given in Y2. Distribution of session types (lecture, lab, etc) is rapidly evolving. |
| Southern | Public | Lab is transitioning to virtual this year |
| Southern | Public | We are currently at the beginning of our second year with an integrated curriculum. |

Table 7: Chair Demographics

Table 7: Chair Demographics

| Questions | Overall ** | Type of Institution | | Region | | | | |
|--|------------|---------------------|------------|--------------|------------|------------|------------|-----------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Gender of the chair | | | | | | | | |
| Male | 78.43% | 83.33% | 75.76% | 66.67% | 88.24% | 73.68% | 100.00% | 100.00% |
| Female | 21.57% | 16.67% | 24.24% | 33.33% | 11.76% | 26.32% | 0.00% | 0.00% |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 |
| Total salary of the chair | | | | | | | | |
| Mean | \$252,320 | \$252,715 | \$252,098 | \$304,386 | \$219,444 | \$248,462 | \$253,506 | \$130,000 |
| (std) | (\$67,010) | (\$81,260) | (\$58,961) | (\$51,361) | (\$68,641) | (\$57,945) | (\$60,684) | |
| Minimum | \$132,507 | \$132,507 | \$150,000 | \$225,780 | \$132,507 | \$163,200 | \$185,000 | \$130,000 |
| Maximum | \$415,000 | \$415,000 | \$396,344 | \$415,000 | \$396,344 | \$379,044 | \$300,518 | \$130,000 |
| Median | \$258,015 | \$270,620 | \$253,500 | \$294,350 | \$227,505 | \$240,500 | \$275,000 | \$130,000 |
| n | 50 | 18 | 32 | 12 | 17 | 18 | 3 | 1 |
| Amount of the Chair's salary that is an administrative supplement? | | | | | | | | |
| Mean | \$48,357 | \$43,687 | \$51,159 | \$40,966 | \$44,967 | \$58,122 | \$40,667 | \$10,000 |
| (std) | (\$57,051) | (\$69,518) | (\$49,196) | (\$33,545) | (\$64,605) | (\$67,603) | (\$33,382) | |
| Minimum | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$18,000 | \$10,000 |
| Maximum | \$303,235 | \$303,235 | \$270,000 | \$100,000 | \$270,000 | \$303,235 | \$79,000 | \$10,000 |
| Median | \$41,865 | \$28,750 | \$46,865 | \$49,818 | \$32,000 | \$52,030 | \$25,000 | \$10,000 |
| n | 48 | 18 | 30 | 12 | 16 | 17 | 3 | 1 |
| As the Chair, I am | | | | | | | | |
| Permanent | 94.12% | 100.00% | 90.91% | 100.00% | 88.24% | 94.74% | 100.00% | 0.00% |
| Acting (interim) | 3.92% | 0.00% | 6.06% | 0.00% | 5.88% | 5.26% | 0.00% | 100.00% |
| Rotating | 1.96% | 0.00% | 3.03% | 0.00% | 5.88% | 0.00% | 0.00% | 0.00% |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 |
| How many years have you been the Chair? (yrs) | | | | | | | | |
| Mean | 8.65 | 10.64 | 7.56 | 10.67 | 8.85 | 7.18 | 8.67 | 2.00 |
| (std) | (7.35) | (7.03) | (7.39) | (7.10) | (8.62) | (6.36) | (8.22) | |
| Minimum | 0.0 | 2.0 | 0.0 | 0.0 | 1.0 | 1.5 | 2.5 | 2.0 |
| Maximum | 30 | 25 | 30 | 25 | 30 | 21 | 18 | 2 |
| Median | 7.0 | 9.5 | 6.0 | 9.5 | 7.0 | 5.0 | 5.5 | 2 |
| n | 51 | 18 | 33 | 12 | 17 | 19 | 3 | 1 |
| The Chair's age? (yrs) | | | | | | | | |
| Mean | 60.54 | 60.72 | 60.44 | 64.82 | 60.06 | 58.74 | 59.00 | 65.00 |
| (std) | (7.31) | (8.57) | (6.65) | (6.60) | (7.81) | (5.95) | (12.12) | |
| Minimum | 46 | 46 | 48 | 50 | 46 | 48 | 52 | 65 |
| Maximum | 75 | 73 | 75 | 75 | 72 | 70 | 73 | 65 |
| Median | 60.5 | 62.0 | 60.0 | 65.0 | 60.0 | 59.0 | 52.0 | 65 |
| n | 50 | 18 | 32 | 11 | 17 | 19 | 3 | 1 |

Table 7 - Continue: Chair Demographics

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|--|------------|---------------------|-------------|--------------|-------------|-------------|-------------|-------------|-----------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Amount of the Chairs annual grant support (direct costs only)? | Mean | \$526,895 | \$495,235 | \$544,704 | \$789,723 | \$427,071 | \$413,530 | \$721,437 | \$200,000 |
| | (std) | (\$631,970) | (\$542,271) | (\$684,923) | (\$655,905) | (\$812,598) | (\$348,614) | (\$656,982) | |
| | Minimum | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$334,310 | \$200,000 |
| | Maximum | \$3,317,283 | \$2,052,923 | \$3,317,283 | \$2,052,923 | \$3,317,283 | \$1,200,000 | \$1,480,000 | \$200,000 |
| | Median | \$366,882 | \$403,599 | \$350,382 | \$548,860 | \$125,000 | \$375,382 | \$350,000 | \$200,000 |
| | n | 50 | 18 | 32 | 12 | 17 | 18 | 3 | 1 |

Table 8: Faculty Demographics - Professors

Table 8: Faculty Demographics - Professors

| Questions | | Type of Institution | | | Region | | | | |
|------------------------------------|---------|---------------------|------------|------------|--------------|------------|------------|------------|-----------|
| | | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other |
| Total number (excluding the Chair) | Mean | 6.90 | 5.89 | 7.47 | 7.25 | 5.69 | 8.21 | 3.67 | 7.00 |
| | (std) | (4.68) | (4.36) | (4.82) | (4.07) | (4.25) | (5.41) | (1.15) | |
| | Minimum | 0 | 1 | 0 | 2 | 0 | 1 | 3 | 7 |
| | Maximum | 17 | 13 | 17 | 13 | 15 | 17 | 5 | 7 |
| | Median | 5 | 4 | 5.5 | 5.5 | 5 | 7 | 3 | 7 |
| | n | 50 | 18 | 32 | 12 | 16 | 19 | 3 | 1 |
| Average age (yrs) | Mean | 58.46 | 56.98 | 59.28 | 59.10 | 56.84 | 58.93 | 60.33 | 54.00 |
| | (std) | (4.16) | (5.01) | (3.43) | (2.10) | (6.10) | (3.22) | (4.51) | |
| | Minimum | 45 | 45 | 52 | 55.3 | 45 | 52 | 56 | 54 |
| | Maximum | 69 | 63 | 69 | 62 | 69 | 65 | 65 | 54 |
| | Median | 59 | 57.5 | 59 | 59.75 | 57 | 59 | 60 | 54 |
| | n | 45 | 16 | 29 | 11 | 13 | 18 | 3 | 1 |
| Minimum salary | Mean | \$126,909 | \$125,951 | \$127,465 | \$129,006 | \$123,169 | \$126,663 | \$138,775 | \$120,000 |
| | (std) | (\$23,401) | (\$24,536) | (\$23,112) | (\$22,127) | (\$22,467) | (\$22,752) | (\$43,755) | |
| | Minimum | \$56,217 | \$80,000 | \$56,217 | \$83,419 | \$80,000 | \$56,217 | \$98,000 | \$120,000 |
| | Maximum | \$185,000 | \$163,000 | \$185,000 | \$166,000 | \$163,000 | \$159,122 | \$185,000 | \$120,000 |
| | Median | \$126,850 | \$126,075 | \$126,850 | \$123,542 | \$125,000 | \$132,600 | \$133,325 | \$120,000 |
| | n | 49 | 18 | 31 | 12 | 15 | 19 | 3 | 1 |
| Maximum salary | Mean | \$215,536 | \$202,267 | \$223,241 | \$223,510 | \$178,991 | \$240,551 | \$207,938 | |
| | (std) | (\$57,414) | (\$61,538) | (\$54,418) | (\$41,376) | (\$38,781) | (\$68,103) | (\$31,603) | |
| | Minimum | \$113,000 | \$113,000 | \$133,000 | \$153,000 | \$113,000 | \$133,000 | \$176,815 | |
| | Maximum | \$357,980 | \$318,000 | \$357,980 | \$275,000 | \$269,460 | \$357,980 | \$240,000 | |
| | Median | \$203,010 | \$179,246 | \$207,000 | \$229,100 | \$180,000 | \$263,592 | \$207,000 | |
| | n | 49 | 18 | 31 | 12 | 15 | 19 | 3 | 0 |
| Mean salary | Mean | \$160,988 | \$159,598 | \$161,822 | \$169,258 | \$146,318 | \$165,990 | \$164,682 | \$135,000 |
| | (std) | (\$27,323) | (\$33,634) | (\$23,342) | (\$24,506) | (\$24,266) | (\$29,311) | (\$22,494) | |
| | Minimum | \$110,000 | \$111,000 | \$110,000 | \$133,000 | \$111,000 | \$110,000 | \$147,000 | \$135,000 |
| | Maximum | \$212,000 | \$212,000 | \$198,000 | \$198,000 | \$180,573 | \$212,000 | \$190,000 | \$135,000 |
| | Median | \$161,934 | \$156,246 | \$162,939 | \$174,686 | \$148,250 | \$160,867 | \$157,047 | \$135,000 |
| | n | 48 | 18 | 30 | 12 | 14 | 19 | 3 | 1 |

Table 8 - Continue: Professors

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|---|------------|---------------------|---------------|---------------|-------------|-------------|---------------|-------------|-----------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Maximum amount of annual grant support (direct costs only)? | Mean | \$1,267,914 | \$1,817,359 | \$956,562 | \$929,226 | \$454,973 | \$2,210,351 | \$334,734 | \$220,000 |
| | (std) | (\$2,836,407) | (\$4,310,380) | (\$1,494,461) | (\$559,653) | (\$437,344) | (\$4,309,813) | (\$242,772) | |
| | Minimum | \$0 | \$0 | \$0 | \$179,030 | \$0 | \$0 | \$66,000 | \$220,000 |
| | Maximum | \$18,318,436 | \$18,318,436 | \$8,413,656 | \$2,381,978 | \$1,654,578 | \$18,318,436 | \$538,201 | \$220,000 |
| | Median | \$636,944 | \$647,533 | \$607,012 | \$886,943 | \$424,587 | \$1,000,000 | \$400,000 | \$220,000 |
| | n | 47 | 17 | 30 | 11 | 14 | 19 | 3 | 1 |
| Mean amount of annual grant support (direct costs only)? | Mean | \$344,949 | \$394,295 | \$318,631 | \$361,167 | \$222,360 | \$435,799 | \$287,584 | \$150,000 |
| | (std) | (\$407,408) | (\$465,269) | (\$378,850) | (\$253,235) | (\$195,105) | (\$577,526) | (\$83,023) | |
| | Minimum | \$0 | \$0 | \$0 | \$137,561 | \$0 | \$0 | \$230,000 | \$150,000 |
| | Maximum | \$2,103,414 | \$1,831,844 | \$2,103,414 | \$738,014 | \$551,526 | \$2,103,414 | \$382,753 | \$150,000 |
| | Median | \$230,000 | \$215,000 | \$237,003 | \$247,003 | \$200,000 | \$163,239 | \$250,000 | \$150,000 |
| | n | 46 | 16 | 30 | 10 | 14 | 19 | 3 | 1 |

Table 9: Faculty Demographics - Associate Professors

Table 9: Faculty Demographics - Associate Professors

| Questions | Type of Institution | | | Region | | | | | |
|-------------------|---------------------|------------|------------|--------------|------------|------------|------------|------------|-----------|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Total number | Mean | 4.55 | 4.59 | 4.53 | 5.67 | 3.20 | 5.16 | 3.00 | 6.00 |
| | (std) | (2.84) | (3.71) | (2.31) | (3.26) | (2.01) | (2.87) | (2.00) | |
| | Minimum | 0 | 0 | 1 | 2 | 0 | 1 | 1 | 6 |
| | Maximum | 11 | 11 | 10 | 11 | 6 | 10 | 5 | 6 |
| | Median | 5.0 | 3.0 | 5.0 | 5.5 | 4.0 | 5.0 | 3.0 | 6.0 |
| | n | 49 | 17 | 32 | 12 | 15 | 19 | 3 | 1 |
| Average age (yrs) | Mean | 49.74 | 48.76 | 50.19 | 51.02 | 48.35 | 50.39 | 46.67 | 43.00 |
| | (std) | (5.67) | (6.67) | (5.20) | (6.77) | (4.91) | (5.03) | (8.74) | |
| | Minimum | 37 | 40 | 37 | 42 | 40 | 42 | 37 | 43 |
| | Maximum | 66 | 66 | 60 | 66 | 57 | 60 | 54 | 43 |
| | Median | 49.0 | 48.0 | 49.0 | 50.0 | 48.0 | 49.0 | 49.0 | 43.0 |
| | n | 44 | 14 | 30 | 11 | 12 | 18 | 3 | 1 |
| Minimum salary | Mean | \$98,803 | \$98,831 | \$98,790 | \$94,789 | \$104,851 | \$94,947 | \$109,769 | \$120,000 |
| | (std) | (\$18,724) | (\$21,021) | (\$17,907) | (\$21,117) | (\$16,251) | (\$16,190) | (\$31,614) | |
| | Minimum | \$46,222 | \$46,222 | \$65,265 | \$46,222 | \$86,000 | \$65,265 | \$74,307 | \$120,000 |
| | Maximum | \$145,000 | \$127,123 | \$145,000 | \$120,100 | \$145,000 | \$127,123 | \$135,000 | \$120,000 |
| | Median | \$98,000 | \$96,000 | \$98,622 | \$95,835 | \$101,020 | \$96,708 | \$120,000 | \$120,000 |
| | n | 47 | 15 | 32 | 12 | 14 | 18 | 3 | 1 |
| Maximum salary | Mean | \$129,113 | \$134,600 | \$126,370 | \$134,353 | \$124,573 | \$130,263 | \$122,060 | |
| | (std) | (\$28,273) | (\$27,067) | (\$28,882) | (\$22,513) | (\$20,924) | (\$37,432) | (\$12,043) | |
| | Minimum | \$66,453 | \$93,000 | \$66,453 | \$108,385 | \$93,000 | \$66,453 | \$111,180 | |
| | Maximum | \$246,800 | \$171,700 | \$246,800 | \$171,700 | \$170,000 | \$246,800 | \$135,000 | |
| | Median | \$125,000 | \$127,250 | \$124,900 | \$125,750 | \$123,650 | \$125,454 | \$120,000 | |
| | n | 48 | 16 | 32 | 12 | 14 | 19 | 3 | 0 |
| Mean salary | Mean | \$111,173 | \$114,059 | \$109,684 | \$115,625 | \$112,665 | \$106,496 | \$116,532 | \$125,000 |
| | (std) | (\$15,991) | (\$15,459) | (\$16,305) | (\$15,384) | (\$15,680) | (\$15,997) | (\$20,423) | |
| | Minimum | \$65,859 | \$92,500 | \$65,859 | \$95,000 | \$92,500 | \$65,859 | \$94,597 | \$125,000 |
| | Maximum | \$147,500 | \$147,500 | \$145,000 | \$147,500 | \$145,000 | \$130,000 | \$135,000 | \$125,000 |
| | Median | \$111,565 | \$114,847 | \$108,308 | \$115,347 | \$108,307 | \$110,401 | \$120,000 | \$125,000 |
| | n | 47 | 16 | 31 | 12 | 13 | 19 | 3 | 1 |

Table 9 - Continue: Associate Professors

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|---|------------|---------------------|-------------|--------------|-------------|-------------|-------------|-------------|-----------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Maximum amount of annual grant support (direct costs only)? | Mean | \$480,484 | \$513,282 | \$464,084 | \$559,631 | \$266,647 | \$642,188 | \$244,337 | \$130,000 |
| | (std) | (\$659,229) | (\$611,115) | (\$691,549) | (\$303,110) | (\$234,747) | (\$974,364) | (\$221,426) | |
| | Minimum | \$0 | \$0 | \$0 | \$208,243 | \$0 | \$0 | \$390 | \$130,000 |
| | Maximum | \$3,876,000 | \$2,300,000 | \$3,876,000 | \$1,073,513 | \$682,116 | \$3,876,000 | \$432,621 | \$130,000 |
| | Median | \$350,000 | \$357,000 | \$342,513 | \$516,715 | \$248,992 | \$346,013 | \$300,000 | \$130,000 |
| | n | 45 | 15 | 30 | 10 | 14 | 18 | 3 | 1 |
| Mean amount of annual grant support (direct costs only)? | Mean | \$199,848 | \$227,142 | \$186,201 | \$263,653 | \$148,334 | \$190,302 | \$284,840 | |
| | (std) | (\$173,290) | (\$221,007) | (\$146,301) | (\$147,227) | (\$137,652) | (\$210,454) | (\$113,502) | |
| | Minimum | \$0 | \$0 | \$0 | \$68,182 | \$0 | \$0 | \$164,519 | |
| | Maximum | \$766,667 | \$766,667 | \$604,000 | \$500,000 | \$412,121 | \$766,667 | \$390,000 | |
| | Median | \$179,072 | \$233,150 | \$172,036 | \$228,575 | \$142,250 | \$113,142 | \$300,000 | |
| | n | 45 | 15 | 30 | 10 | 14 | 18 | 3 | 0 |

Table 10: Faculty Demographics - Assistant Professors

Table 10: Faculty Demographics - Assistant Professors

| Questions | Type of Institution | | | Region | | | | | |
|-------------------|---------------------|------------|------------|--------------|------------|------------|------------|------------|----------|
| | Overall ** | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Total number | Mean | 3.98 | 3.41 | 4.28 | 5.17 | 2.60 | 4.47 | 3.00 | 5.00 |
| | (std) | (3.79) | (2.09) | (4.44) | (6.58) | (1.76) | (2.50) | (1.73) | |
| | Minimum | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 5 |
| | Maximum | 25 | 8 | 25 | 25 | 5 | 9 | 4 | 5 |
| | Median | 4 | 3 | 4 | 3.5 | 3 | 5 | 4 | 5 |
| | n | 49 | 17 | 32 | 12 | 15 | 19 | 3 | 1 |
| Average age (yrs) | Mean | 42.10 | 42.15 | 42.07 | 41.86 | 41.58 | 42.86 | 40.33 | 40.00 |
| | (std) | (4.64) | (4.91) | (4.59) | (5.82) | (2.61) | (4.91) | (5.13) | |
| | Minimum | 32 | 32 | 35 | 35 | 38 | 32 | 36 | 40 |
| | Maximum | 51 | 51 | 50.6 | 51 | 47 | 50.6 | 46 | 40 |
| | Median | 42 | 41.5 | 42 | 41 | 41.5 | 43 | 39 | 40 |
| | n | 41 | 14 | 27 | 11 | 10 | 17 | 3 | 1 |
| Minimum salary | Mean | \$82,625 | \$85,263 | \$81,169 | \$84,405 | \$88,137 | \$77,363 | \$85,025 | \$80,000 |
| | (std) | (\$18,410) | (\$20,533) | (\$17,338) | (\$21,143) | (\$8,342) | (\$21,044) | (\$19,801) | |
| | Minimum | \$43,001 | \$49,000 | \$43,001 | \$50,000 | \$69,000 | \$43,001 | \$62,574 | \$80,000 |
| | Maximum | \$118,200 | \$118,200 | \$109,000 | \$118,200 | \$100,000 | \$109,000 | \$100,000 | \$80,000 |
| | Median | \$85,000 | \$88,350 | \$85,000 | \$84,818 | \$88,350 | \$83,245 | \$92,500 | \$80,000 |
| | n | 45 | 16 | 29 | 12 | 12 | 18 | 3 | 1 |
| Maximum salary | Mean | \$101,639 | \$101,539 | \$101,694 | \$104,627 | \$107,817 | \$96,007 | \$98,767 | \$90,000 |
| | (std) | (\$19,911) | (\$23,016) | (\$18,418) | (\$22,631) | (\$26,707) | (\$12,820) | (\$2,136) | |
| | Minimum | \$68,800 | \$68,800 | \$69,504 | \$68,800 | \$84,285 | \$69,504 | \$96,300 | \$90,000 |
| | Maximum | \$173,000 | \$173,000 | \$156,060 | \$156,060 | \$173,000 | \$127,000 | \$100,000 | \$90,000 |
| | Median | \$98,880 | \$95,550 | \$99,194 | \$101,651 | \$99,344 | \$93,520 | \$100,000 | \$90,000 |
| | n | 45 | 16 | 29 | 12 | 12 | 18 | 3 | 1 |
| Mean salary | Mean | \$91,056 | \$93,207 | \$89,869 | \$94,497 | \$95,378 | \$85,547 | \$93,056 | |
| | (std) | (\$12,787) | (\$13,066) | (\$12,703) | (\$10,793) | (\$11,344) | (\$14,253) | (\$7,704) | |
| | Minimum | \$63,512 | \$73,000 | \$63,512 | \$77,000 | \$80,800 | \$63,512 | \$84,768 | |
| | Maximum | \$116,933 | \$116,933 | \$109,700 | \$116,933 | \$116,000 | \$109,700 | \$100,000 | |
| | Median | \$90,443 | \$91,450 | \$89,000 | \$92,093 | \$92,514 | \$85,136 | \$94,400 | |
| | n | 45 | 16 | 29 | 12 | 12 | 18 | 3 | 0 |

Table 10 - Continue: Assistant Professors

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|---|------------|---------------------|-------------|--------------|-------------|-------------|-------------|-------------|-----------|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Maximum amount of annual grant support (direct costs only)? | Mean | \$283,594 | \$216,299 | \$318,402 | \$191,160 | \$270,978 | \$318,378 | \$437,667 | \$120,000 |
| | (std) | (\$266,512) | (\$207,624) | (\$289,560) | (\$120,924) | (\$243,889) | (\$327,381) | (\$321,180) | |
| | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$188,000 | \$120,000 |
| | | \$1,165,070 | \$583,000 | \$1,165,070 | \$335,000 | \$742,000 | \$1,165,070 | \$800,000 | \$120,000 |
| | Median | \$245,057 | \$227,647 | \$246,114 | \$234,073 | \$307,378 | \$245,057 | \$325,000 | \$120,000 |
| | n | 44 | 15 | 29 | 10 | 13 | 18 | 3 | 1 |
| Mean amount of annual grant support (direct costs only)? | Mean | \$138,112 | \$89,701 | \$164,046 | \$154,165 | \$145,667 | \$81,585 | \$372,177 | |
| | (std) | (\$156,028) | (\$88,069) | (\$178,462) | (\$153,213) | (\$141,413) | (\$63,859) | (\$376,827) | |
| | Minimum | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$89,531 | |
| | Maximum | \$800,000 | \$230,000 | \$800,000 | \$500,000 | \$460,895 | \$200,000 | \$800,000 | |
| | Median | \$92,250 | \$80,864 | \$117,714 | \$120,432 | \$140,886 | \$72,493 | \$227,000 | |
| | n | 43 | 15 | 28 | 10 | 13 | 17 | 3 | 0 |

Table 7 - 10 - Continue: Chair/Faculty Demographics

| Region | Type of Institution | Table 7 - 10: Chair/Faculty Demographics - Additional Comments (Question #95) |
|--------------|---------------------|--|
| Northeastern | Private | very high salary (>350,000) of one Nobel laureate in my dept excluded from professor data. |
| Northeastern | Private | 3 are Research Assistant Professors 1 is non-research |
| Northeastern | Private | New Assistant Professor just hired in the Fall of 2013 |
| Northeastern | Public | Salary ranges listed are AAUP union negotiated basic science salary ranges. In the department actual ranges are as follows: Professor: low: 155,048, high: \$179,030 Associate Professor: low: 105,745, high 132,624 |
| Midwest | Private | We have no assistant or associate professors, currently. |
| Southern | Public | 3 of 4 asst profs were hired within the past 5 months and do not have grant support. Answers reflect only tenure-track ass profs. We have 2 non-tenure track asst profs. Their salaries are \$60,000 and \$63,883. |
| Western | Public | Includes 3 tenure-track Assistant Professors and 1 Assistant Research Professor |

Table 11: Present and Future Surveys

Table 11: Present and Future Surveys

| Questions | Overall ** | Type of Institution | | Region | | | | | |
|--|------------|---------------------|-----------|--------------|---------|----------|---------|---------|---|
| | | Private ** | Public ** | Northeastern | Midwest | Southern | Western | Other | |
| Are the surveys useful? | | | | | | | | | |
| Yes | 92.00% | 88.89% | 93.75% | 91.67% | 88.24% | 94.44% | 100.00% | 0.00% | |
| No | 8.00% | 11.11% | 6.25% | 8.33% | 11.76% | 5.56% | 0.00% | 100.00% | |
| | n | 50 | 18 | 32 | 12 | 17 | 18 | 3 | 1 |
| Do you use the survey: To set recruitment packages? | | | | | | | | | |
| Yes | 72.92% | 55.56% | 83.33% | 75.00% | 66.67% | 77.78% | 66.67% | 0.00% | |
| No | 27.08% | 44.44% | 16.67% | 25.00% | 33.33% | 22.22% | 33.33% | 100.00% | |
| | n | 48 | 18 | 30 | 12 | 15 | 18 | 3 | 1 |
| Do you use the survey: For salary adjustments? | | | | | | | | | |
| Yes | 71.43% | 77.78% | 67.74% | 83.33% | 62.50% | 72.22% | 66.67% | 0.00% | |
| No | 28.57% | 22.22% | 32.26% | 16.67% | 37.50% | 27.78% | 33.33% | 100.00% | |
| | n | 49 | 18 | 31 | 12 | 16 | 18 | 3 | 1 |
| Do you use the survey: To establish teaching hours and mix of lectures, small groups, etc? | | | | | | | | | |
| Yes | 21.28% | 23.53% | 20.00% | 36.36% | 18.75% | 17.65% | 0.00% | 0.00% | |
| No | 78.72% | 76.47% | 80.00% | 63.64% | 81.25% | 82.35% | 100.00% | 100.00% | |
| | n | 47 | 17 | 30 | 11 | 16 | 17 | 3 | 1 |
| Should we continue to conduct bi-annual survey? | | | | | | | | | |
| Yes | 87.76% | 82.35% | 90.63% | 91.67% | 87.50% | 83.33% | 100.00% | 100.00% | |
| No | 12.24% | 17.65% | 9.38% | 8.33% | 12.50% | 16.67% | 0.00% | 0.00% | |
| | n | 49 | 17 | 32 | 12 | 16 | 18 | 3 | 1 |

** Include the institutions from the Northeastern, Midwest, Southern, and Western Regions

Table11 - Continue: Present and Future Surveys

| Region | Type of Institution | Table 11: Present and Future Surveys - Final Comments (Question #99) |
|--------------|---------------------|--|
| Northeastern | Private | The surveys are very helpful. The problem is a low response rate which limits the effectiveness of arguments made to senior |
| Northeastern | Public | Some of the questions are difficult to answer. Survey needs to add a "not applicable" column |
| Midwest | Public | Way too much work for the usefulness of this. |
| Midwest | Public | Some ambiguity about questions. Examples: Our institution does provide access to student health insurance, but the students pay the entire premium of \$1,285 (question #50). Also, what is included in the total department budget (question #4). Our department assumed this meant institutional funds plus all research grant/contract income direct costs. |
| Southern | Private | These are extremely useful, particularly in negotiations with Dean on how the Dept is doing. We need data in order to put our performance in perspective with other depts. Thanks for doing this. |
| Southern | Public | We would like to see the data set stratified in a few ways: (i) geographic location (sectors of country and size of city located in), (ii) private vs public institution, (iii) size of institution. These factors could greatly impact numbers, particularly related to salaries and resources available for recruiting, bridging etc |
| Southern | Public | These surveys provide interesting information. But since each school/department is different, it is hard to make direct comparisons. |
| Other | Public | May be useful if sample size is big enough |