

Tabulations for Question 1A

What is the dollar magnitude of the start-up costs that your department and university provide for the typical new assistant professor appointment that your department makes?"

	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Entire Sample	332	238,805	180,737.23	200	1,350,000
Physics/Astronomy	50	194,887	164,055.49	3,000	582,634
Biology	80	234,875	164,212.53	15,000	1,000,000
Chemistry	112	313,702	209,275.14	10,000	1,350,000
Engineering	90	173,490	125,065.18	200	600,000
Res. 1	135	343,261	199,117.95	35,000	1,350,000
Non Res. 1	197	167,223	124,071.80	200	500,000
Private	95	259,967	197,883.79	200	1,000,000
Public	237	230,322	173,106.88	7,000	1,350,000

Research 1

Private	38	406,624.05	196,369.71	55,000	1,000,000
Public	97	318,438.20	195,622.21	35,000	1,350,000
Physics/Astronomy	18	318,852.67	160,332.54	35,000	582,634
Biology	31	321,451.61	181,889.86	55,000	1,000,000
Chemistry	45	469,859.53	206,542.28	150,000	1,350,000
Engineering	41	231,516.88	136,713.30	42,000	600,000

Non-Research 1

Private	57	162,196.49	126,202.08	200	450,000
Public	140	169,269.46	123,592.82	7,000	500,000
Physics/Astronomy	32	125,156.25	120,425.89	3,000	450,000
Biology	49	180,102.04	125,699.09	15,000	500,000
Chemistry	67	208,820.90	132,001.02	10,000	500,000
Engineering	49	124,937.24	90,241.76	200	400,000

Private

Physics/Astronomy	11	153,064.91	157,277.59	3,000	425,000
Biology	25	233,040.00	200,435.67	15,000	1,000,000
Chemistry	34	338,823.53	210,018.25	20,000	750,000
Engineering	25	226,688.00	162,121.71	200	600,000

Public

Physics/Astronomy	39	206,682.92	165,971.38	7,000	582,634
Biology	55	235,709.09	146,943.26	17,000	700,000
Chemistry	78	302,752.29	209,359.05	10,000	1,350,000
Engineering	65	153,029.49	101,804.89	25,000	500,000

Research 1/Private

Physics/Astronomy	3	353,904.67	69,225.64	286,714	425,000
Biology	7	371,857.14	298,938.36	55,000	1,000,000
Chemistry	17	475,294.12	170,847.80	150,000	750,000
Engineering	11	337,000.00	162,382.27	145,000	600,000

Research 1/Public

Physics/Astronomy	15	311,842.27	173,823.27	35,000	582,634
Biology	24	306,750.00	137,265.29	100,000	700,000
Chemistry	28	466,559.96	228,456.73	225,000	1,350,000
Engineering	30	192,839.73	104,497.13	42,000	500,000

Non-Research 1/Private

Physics/Astronomy	8	77,750.00	100,987.62	300	300,000
Biology	18	179,055.56	118,979.22	1,500	350,000
Chemistry	17	202,352.94	149,018.85	20,000	450,000
Engineering	14	140,014.29	99,264.23	200	350,000

Non-Research 1/Public

Physics/Astronomy	24	140,958.33	124,099.01	7,000	450,000
Biology	31	180,709.68	131,368.23	17,000	500,000
Chemistry	50	211,020.00	127,274.65	10,000	500,000
Engineering	35	118,906.43	87,168.21	25,000	400,000

Tabulations for Question 1B1

What is the dollar magnitude of the start-up costs that your department and university provide for the typical new assistant professor appointment that your department makes? (Start range \$ amount)

Category	N	Mean	St. Dev.	Min	Max
Entire Sample	315	151727.01	122375.51	0	750000
Physics/Astronomy	92	106282.61	95249.97	0	500000
Biology	75	162258.33	113877.77	0	500000
Chemistry	80	194814.78	127531.41	0	500000
Engineering	68	150903.71	138509.22	5000	750000
Res. 1	140	200679.85	127511.65	0	750000
Non Res. 1	175	112564.74	102790.69	0	500000
Private	79	173536.39	147752.39	0	750000
Public	236	144426.42	112030.31	0	500000

Research 1

Private	33	246363.64	154875.32	50000	750000
Public	107	186590.46	115020.75	0	500000
Physics/Astronomy	42	123571.43	103117.77	0	500000
Biology	29	220172.41	96394.68	50000	500000
Chemistry	28	288542.11	88178.81	125000	500000
Engineering	41	205878.05	147982.63	20000	750000

Non-Research 1

Private	46	121290.76	118757.34	0	500000
Public	129	109453.14	96787.08	0	400000
Physics/Astronomy	50	91760	86489.25	0	350000
Biology	46	125747.28	109633.83	0	500000
Chemistry	52	144346.21	116863.86	0	400000
Engineering	27	67424.15	611193.12	5000	250000

Private

Physics/Astronomy	20	99500	114304.53	0	500000
Biology	21	202827.38	128492.71	15000	500000
Chemistry	19	185000	133842.78	20000	400000
Engineering	19	207631.58	189980.76	10000	750000

Public

Physics/Astronomy	72	108166.67	90084.62	0	400000
Biology	54	146481.48	104739.7	0	500000
Chemistry	61	197871.84	126492.83	0	500000
Engineering	49	128907.18	107127.45	5000	500000

Research 1/Private

Physics/Astronomy	8	142,500.00	149,714.01	50,000	500,000
Biology	9	261,111.11	54,645.32	150,000	300,000
Chemistry	5	296,000.00	113,269.59	130,000	400,000
Engineering	11	287,272.73	204,075.52	100,000	750,000

Research 1/Public

Physics/Astronomy	34	119,117.65	91,373.95	0	400,000
Biology	20	201,750.00	106,230.57	50,000	500,000
Chemistry	23	286,920.83	84,820.67	125,000	500,000
Engineering	30	176,033.33	111,400.02	20,000	500,000

Non-Research 1/Private

Physics/Astronomy	12	70,833.33	77,864.49	0	250,000
Biology	12	159,114.58	151,602.35	15,000	500,000
Chemistry	14	145,357.14	120,103.55	20,000	400,000
Engineering	8	98,125.00	98,195.78	10,000	250,000

Non-Research 1/Public

Physics/Astronomy	38	98,368.42	88,978.11	3,000	350,000
Biology	34	113,970.59	90,451.56	0	400,000
Chemistry	38	143,973.76	117,286.03	0	360,000
Engineering	19	54,497.47	32,615.15	5,000	150,000

Tabulations for Question 1B2

What is the dollar magnitude of the start-up costs that your department and university provide for the typical new assistant professor appointment that your department makes? (End range \$ amount)

Category	N	Mean	St. Dev.	Min	Max
Entire Sample	315	364,586.63	248,383.45	3,000.00	1,500,000.00
Physics/Astronomy	92	414,847.83	254,758.49	4,000	1,200,000
Biology	75	326,224.31	215,792.48	15,000	1,180,000
Chemistry	80	399,048.06	265,450.76	3,000	1,500,000
Engineering	68	298,354.71	235,545.97	15,000	1,200,000
Res. 1	140	485,477.49	253,784.13	50,000	1,500,000
Non Res. 1	175	267,873.94	196,764.86	3,000	1,000,000
Private	79	444,170.80	315,099.88	25,000	1,500,000
Public	236	337,946.17	215,956.19	3,000	1,200,000

Research 1

Private	33	635,596.06	307,888.66	175,000	1,500,000
Public	107	439,179.24	216,010.18	50,000	1,200,000
Physics/Astronomy	42	547,023.81	260,144.28	80,000	1,200,000
Biology	29	472,068.97	212,441.24	150,000	1,180,000
Chemistry	28	559,934.96	248,128.78	175,000	1,500,000
Engineering	41	381,065.12	249,263.14	50,000	1,200,000

Non-Research 1

Private	46	306,843.98	241,948.90	25,000	1,000,000
Public	129	253,977.64	176,944.97	3,000	1,000,000
Physics/Astronomy	50	303,820.00	190,663.47	4,000	950,000
Biology	46	234,278.76	161,692.78	15,000	800,000
Chemistry	52	312,416.65	233,863.65	3,000	1,000,000
Engineering	27	172,757.41	142,181.51	15,000	500,000

Private

Physics/Astronomy	20	451,950.00	300,547.48	42,000	900,000
Biology	21	412,467.76	275,407.69	25,000	1,180,000
Chemistry	19	440,052.63	391,933.31	25,000	1,500,000
Engineering	19	475,140.53	307,801.38	50,000	1,200,000

Public

Physics/Astronomy	72	404,541.67	241,901.09	4,000	1,200,000
Biology	54	292,685.19	179,726.50	15,000	900,000
Chemistry	61	386,276.15	214,466.66	3,000	1,000,000
Engineering	49	229,805.10	157,312.89	15,000	729,000

Research 1/Private

Physics/Astronomy	8	670,875.00	249,892.23	250,000	900,000
Biology	9	586,666.67	235,796.52	400,000	1,180,000
Chemistry	5	725,000.00	525,594.90	175,000	1,500,000
Engineering	11	609,333.64	311,042.61	200,000	1,200,000

Research 1/Public

Physics/Astronomy	34	517,882.35	257,374.13	80,000	1,200,000
Biology	20	420,500.00	184,604.13	150,000	900,000
Chemistry	23	286,920.83	84,820.67	300,000	800,000
Engineering	30	297,366.67	159,143.72	50,000	729,000

Non-Research 1/Private

Physics/Astronomy	12	306,000.00	241,224.53	42,000	700,000
Biology	12	281,818.58	232,427.92	25,000	800,000
Chemistry	14	338,285.71	292,080.71	25,000	100,000
Engineering	8	290,625.00	195,456.20	10,000	250,000

Non-Research 1/Public

Physics/Astronomy	38	303,131.58	175,616.16	4,000	950,000
Biology	34	217,500.00	128,577.59	15,000	600,000
Chemistry	38	302,885.95	212,287.23	3,000	1,000,000
Engineering	19	123,128.95	74,626.62	15,000	300,000

Selected Answers to Question 2

Q: What elements from the description above and what other items are included in your department's start up packages?

- Summer salary; moving expenses; workstation; travel costs for technical conferences and proposal development; GA salaries; laboratory equipment.
- equipment; supplies; travel to meetings; partial summer salary; postdoctoral or technician salary.
- Post-doc (1 @ 1 year); lab renovation; 2 months summer salary for 2 years; equipment.
- Theorists: summer salary for 2 years; post-doc for 2 years; computers; travel. Experimentalists: all of the above plus lab equipment and lab renovation.
- Summer salary (2 mo); research assistants (1 @ 2-3 years); lab renovation; equipment funds; supply funds; travel funds; computers.
- One month of summer salary; reduced teaching load; salary funds to be allocated at the discretion of the new faculty member; equipment; supplies; travel.
- Summer salary for faculty; graduate student and post-doc stipends; equipment; supplies and materials; travel expenses.
- Summer salary; equipment; travel; reduced teaching load - 2 yrs.
- Research and equipment funds; 2 months summer salary for 2 years; moving Reduced teaching load in the first year, summer salary, and/or equipment.
- Facility renovation; major equipment; commodities; tech/post-doc support (rarely); travel (in some unusual cases).
- Major equipment; commodities; travel; reduced teaching load for first 2 years.
- summer salary for 2 yrs; support for 2 grad students for 2 years; funds for equipment and supplies; funds for travel; sometimes a post-doc equipment.
- Personnel costs; initial purchase of instruments, supplies, and chemicals; other expenses at the discretion of the assistant professor.
- Other items: moving costs, lab renovations, graduate student support, reduced teaching load.

- The figure includes the cost of equipment, laboratory, supplies, research-related travel and post-doc salaries. Graduate students supported as departmental teaching assistants are available to all faculty (not just new faculty). Some additional funding is available for partial summer salary (generally one month for one summer). Teaching release time (1/3) is always provided in the first year.
- Any research related equipment or personnel except one's salary. Normally the monies have to be expended with two years of their arrival at the university.
Summer salary for 2 years is provided; no reduction in teaching load (all faculty have the same teaching load); no provision of graduate students, technicians, although GA's recruited by the new professor will be supported as TA's; post-docs can be hired from the start-up; space is allocated and renovated where necessary; major pieces of equipment are included; computing equipment is paid for with dollars outside the official startup package; one travel per year is paid outside the startup, but books and communication are not.
- Summer salary; renovations; major equipment materials; computing equipment; travel.
- Lab space; technical help; computer support; travel.
- Primarily equipment, release time, and renovations are provided in addition.
- Equipment; supplies; computer support; laboratory renovation.
- Money at the discretion of the new professor; graduate students paid as teaching assistants.
- Equipment; remodeling; student support.
- Graduate student support; summer salary; equipment; remodeling.
- They can use funding however they like - equipment, travel, grad students, summer support, etc.
- Also provide computer; above; mail, etc
- Above includes lab tech or post-doc, equipment, materials for research related purposes. We also provide 2 years of summer salary, reduced teaching in the first year, grad support, moving expenses, renovations (\$0 to \$150,000) not included in Q.
- Staff/support/post-doc salaries; equipment; supplies; computing equipment.
- Laboratory equipment
- Computer, printer, office, and lab space.
- 2 summers of support; 3 months each summer of reduced teaching load for the first 1-2 years - 1 or 2 courses per year; 1 research fellowship supported for 2 years; computers and laboratory equipment.

Tabulations for Question 3

What is the average dollar magnitude of the start-up costs that your department and university provide for the typical new assistant professor in your department's most expensive (in terms of start-up costs) sub field of specialization?

	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Entire Sample	501	325,461.04	243,991.91	200	1,620,000
Physics/Astronomy	111	360,799.10	260,734.51	3,000	1,500,000
Biology	120	303,395.83	222,279.07	5,000	1,300,000
Chemistry	140	401,794.04	272,926.96	1,500	1,620,000
Engineering	130	233,450.90	174,788.28	200	1,000,000
Res. 1	222	445,265.28	262,511.86	40,000	1,620,000
Non Res. 1	279	230,132.94	178,065.08	200	1,000,000
Private	134	338,535.07	264,666.24	200	1,500,000
Public	367	320,687.42	236,194.48	1,500	1,620,000

Research 1

Private	54	497,333.33	265,908.27	50,000	1,500,000
Public	199	229,645.18	167,065.67	1,500	950,000
Physics/Astronomy	50	495,984.00	256,995.81	40,000	1,500,000
Biology	49	432,142.86	245,806.50	55,000	1,300,000
Chemistry	57	582,982.46	276,697.46	50,000	1,620,000
Engineering	66	297,646.85	181,844.35	80,000	1,000,000

Non-Research 1

Private	80	231,346.25	204,012.39	200	1,000,000
Public	168	428,529.12	259,994.47	40,000	1,620,000
Physics/Astronomy	61	249,991.80	207,326.48	3,000	950,000
Biology	71	214,542.25	151,497.02	5,000	700,000
Chemistry	83	277,363.45	188,388.27	1,500	1,000,000
Engineering	64	167,248.83	140,249.50	200	700,000

Private

Physics/Astronomy	23	375,130.43	298,087.89	3,000	900,000
Biology	34	289,720.59	226,142.39	25,000	1,000,000
Chemistry	40	395,625.00	299,921.33	30,000	1,500,000
Engineering	37	298,924.32	227,641.12	200	1,000,000

Public

Physics/Astronomy	88	357,053.41	251,827.21	15,000	1,500,000
Biology	86	308,802.33	221,838.46	5,000	1,300,000
Chemistry	100	404,261.66	262,922.53	1,500	1,620,000
Engineering	93	207,402.33	141,951.49	15,000	700,000

Research 1/Private

Physics/Astronomy	9	563,444.44	232,866.44	200,000	900,000
Biology	12	437,916.67	235,105.96	55,000	1,000,000
Chemistry	17	580,000.00	300,707.50	50,000	1,500,000
Engineering	16	416,875.00	252,638.58	125,000	1,000,000

Research 1/Public

Physics/Astronomy	41	481,175.61	262,322.91	40,000	1,500,000
Biology	37	430,270.27	252,303.13	125,000	1,300,000
Chemistry	40	584,250.00	269,873.07	300,000	1,620,000
Engineering	50	259,493.84	134,904.11	80,000	600,000

Non-Research 1/Private

Physics/Astronomy	14	254,071.43	276,891.11	3,000	850,000
Biology	22	208,886.36	178,927.09	25,000	700,000
Chemistry	23	259,347.83	219,121.72	30,000	1,000,000
Engineering	21	209,057.14	160,615.59	20	550,000

Non-Research 1/Public

Physics/Astronomy	47	248,776.60	185,452.50	15,000	950,000
Biology	49	217,081.63	139,437.98	5,000	600,000
Chemistry	60	284,269.43	176,767.10	1,500	750,000
Engineering	43	146,830.81	126,173.03	15,000	700,000

Tabulations for Question 4A

Q: What is the dollar magnitude of the start-up cost package needed to attract senior faculty to your department in recent years?

Category	N	Mean	St. Dev.	Min	Max
Entire Sample	216	545,422.14	510,160.08	15,000	3,600,000
Physics/Astronomy	36	524,489.06	479,772.49	40,000	2,000,000
Biology	50	476,600.00	335,544.70	35,000	1,500,000
Chemistry	66	734,469.70	591,225.02	15,000	3,000,000
Engineering	64	416,009.00	503,630.42	30,000	3,600,000
Res. 1	107	702,686.51	561,334.68	40,000	3,600,000
Non Res. 1	109	391,043.35	400,373.20	15,000	3,000,000
Private	51	710,245.10	619,054.57	30,000	3,600,000
Public	165	494,476.86	461,845.73	15,000	3,000,000

Research 1

Private	25	1,021,500.00	682,934.84	200,000	3,600,000
Public	82	605,487.28	482,929.34	40,000	2,900,000
Physics/Astronomy	19	716,400.32	532,431.24	120,000	2,000,000
Biology	19	601,315.79	351,630.50	150,000	1,500,000
Chemistry	33	891,060.61	579,449.84	150,000	2,900,000
Engineering	36	576,273.64	618,349.51	40,000	3,600,000

Non-Research 1

Private	26	410,961.54	358,720.00	30,000	1,250,000
Public	83	384,803.92	414,401.02	15,000	3,000,000
Physics/Astronomy	17	310,000.00	303,294.41	40,000	1,000,000
Biology	31	400,161.29	306,304.54	35,000	1,000,000
Chemistry	33	577,878.79	568,929.96	15,000	3,000,000
Engineering	28	209,954.46	133,831.63	30,000	500,000

Private

Physics/Astronomy	5	493,500.00	371,263.05	80,000	1,000,000
Biology	12	543,750.00	410,360.84	35,000	1,000,000
Chemistry	19	852,105.26	494,217.44	140,000	2,000,000
Engineering	15	736,000.00	902,431.64	30,000	3,600,000

Public

Physics/Astronomy	31	529,487.29	499,981.22	40,000	2,000,000
Biology	38	455,394.74	311,637.74	35,000	1,500,000
Chemistry	47	686,914.89	624,757.83	15,000	3,000,000
Engineering	49	318,052.57	231,485.04	32,000	1,000,000

Research 1/Private

Physics/Astronomy	4	596,875.00	335,468.42	200,000	1,000,000
Biology	3	750,000.00	433,012.70	250,000	1,000,000
Chemistry	12	991,666.67	498,558.53	150,000	750,000
Engineering	6	1,500,000.00	162,382.27	145,000	600,000

Research 1/Public

Physics/Astronomy	15	748,273.73	578,958.01	120,000	2,000,000
Biology	16	573,437.50	343,689.39	150,000	1,500,000
Chemistry	21	833,571.43	625,274.23	150,000	2,900,000
Engineering	30	391,528.37	250,442.18	40,000	1,000,000

Non-Research 1/Private

Physics/Astronomy	1	80,000.00	N/A	80,000	80,000
Biology	9	475,000.00	404,227.66	35,000	100,000
Chemistry	7	612,857.14	413,912.80	140,000	1,250,000
Engineering	9	226,666.67	134,350.29	30,000	500,000

Non-Research 1/Public

Physics/Astronomy	16	324,375.00	307,201.75	0	500,000
Biology	22	369,545.45	261,538.07	35,000	1,000,000
Chemistry	26	568,461.54	610,540.37	15,000	3,000,000
Engineering	19	202,038.16	136,522.29	32,000	400,000

Tabulations for Question 4B1

Q: What is the dollar magnitude of the start-up cost package needed to attract senior faculty to your department in recent years? (Start Range \$ Amount)

Category	N	Mean	St. Dev.	Min	Max
Entire Sample	110	405,854.55	346,461.74	0	1,800,000
Physics/Astronomy	27	276,296.30	230,478.57	0	1,000,000
Biology	25	469,400.00	336,601.64	0	1,000,000
Chemistry	34	508,529.41	394,969.37	0	1,500,000
Engineering	24	339,958.33	350,075.83	50,000	1,800,000
Res. 1	63	493,412.70	355,224.63	0	1,800,000
Non Res. 1	47	288,489.36	299,639.77	0	1,500,000
Private	27	463,518.52	369,383.10	25,000	1,800,000
Public	83	387,096.39	338,889.35	0	1,500,000

Research 1

Private	14	598,214.29	426,576.75	200,000	1,800,000
Public	49	463,469.39	331,038.78	0	1,500,000
Physics/Astronomy	18	303,055.56	245,561.41	0	1,000,000
Biology	11	604,545.45	278,796.11	250,000	1,000,000
Chemistry	21	630,000.00	357,980.45	0	1,500,000
Engineering	13	442,307.69	432,457.20	100,000	1,800,000

Non-Research 1

Private	13	318,461.54	233,527.16	25,000	800,000
Public	34	277,029.41	323,779.81	0	1,500,000
Physics/Astronomy	9	222,777.78	199,171.90	0	500,000
Biology	14	363,214.29	348,974.36	0	1,000,000
Chemistry	13	312,307.69	384,559.35	0	1,500,000
Engineering	10	554,000.00	335,234.58	50,000	500,000

Private

Physics/Astronomy	5	290,000.00	175,534.90	25,000	500,000
Biology	7	577,142.86	302,749.31	40,000	1,000,000
Chemistry	7	400,000.00	305,505.05	100,000	1,000,000
Engineering	8	528,125.00	536,096.59	400,000	3,400,000

Public

Physics/Astronomy	22	273,181.82	244,630.65	0	1,000,000
Biology	18	427,500.00	347,800.86	0	1,000,000
Chemistry	27	536,666.67	415,294.15	0	1,500,000
Engineering	16	245,875.00	159,591.93	50,000	500,000

Research 1/Private

Physics/Astronomy	4	356,250.00	108,733.24	250,000	500,000
Biology	4	675,000.00	236,290.78	500,000	1,000,000
Chemistry	3	566,666.67	404,145.19	200,000	1,000,000
Engineering	3	850,000.00	832,165.85	250,000	1,800,000

Research 1/Public

Physics/Astronomy	14	287,857.14	273,873.32	0	1,000,000
Biology	7	564,285.71	310,529.50	250,000	1,000,000
Chemistry	18	640,555.56	361,556.64	0	1,500,000
Engineering	10	320,000.00	153,115.79	100,000	500,000

Non-Research 1/Private

Physics/Astronomy	1	25,000.00	N/A	25,000	25,000
Biology	3	446,666.67	382,796.73	40,000	800,000
Chemistry	4	275,000.00	170,782.51	100,000	500,000
Engineering	5	335,000.00	179,930.54	75,000	500,000

Non-Research 1/Public

Physics/Astronomy	8	247,500.00	197,610.73	0	500,000
Biology	11	340,454.55	355,460.65	0	1,000,000
Chemistry	9	328,888.89	458,133.29	0	1,500,000
Engineering	6	122,333.33	700,333.33	50,000	200,000

Tabulations for Question 4B2

Q: What is the dollar magnitude of the start-up cost package needed to attract senior faculty to your department in recent years? (End Range \$ Amount)

	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Entire Sample	107	994,234.11	928,197.95	50	5,000,000
Physics/Astronomy	26	1,005,192.31	776,673.01	40,000	4,000,000
Biology	25	959,202.00	877,613.67	50	3,000,000
Chemistry	33	1,181,151.52	1,198,817.26	3,000	5,000,000
Engineering	23	751,739.13	647,741.90	90,000	3,400,000
Res. 1	62	1,239,032.26	929,538.42	250,000	5,000,000
Non Res. 1	45	656,956.67	822,737.48	50	4,500,000
Private	27	978,333.33	782,999.66	65,000	3,400,000
Public	80	999,600.63	976,787.69	50	5,000,000

Research 1

Private	14	1,367,857.14	881,782.97	300,000	3,400,000
Public	48	1,201,458.33	948,665.33	250,000	5,000,000
Physics/Astronomy	18	1,192,777.78	835,166.81	300,000	4,000,000
Biology	11	1,259,090.91	756,246.71	450,000	3,000,000
Chemistry	20	1,487,500.00	1,143,962.99	300,000	5,000,000
Engineering	13	903,846.15	732,007.35	250,000	3,400,000

Non-Research 1

	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Private	13	558,846.15	344,051.56	65,000	1,000,000
Public	32	696,814.06	953,550.91	50	4,500,000
Physics/Astronomy	8	583,125.00	407,859.72	40,000	1,000,000
Biology	14	723,575.00	919,836.90	50	3,000,000
Chemistry	13	709,846.15	1,167,624.86	3,000	4,500,000
Engineering	10	554,000.00	335,234.58	90,000	1,000,000

<u>Private</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	5	1,035,000.00	670,727.22	175,000	2,000,000
Biology	7	577,142.86	302,749.31	65,000	3,000,000
Chemistry	7	400,000.00	305,505.05	125,000	1,500,000
Engineering	8	1,100,000.00	966,584.56	400,000	3,400,000

<u>Public</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	21	998,095.24	814,724.61	40,000	4,000,000
Biology	18	895,280.56	873,799.48	50	3,000,000
Chemistry	26	1,323,192.31	1,298,895.29	3,000	5,000,000
Engineering	15	566,000.00	293,106.51	90,000	1,000,000

<u>Research 1/Private</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	4	1,250,000.00	540,061.72	750,000	2,000,000
Biology	4	1,550,000.00	1,017,349.50	750,000	3,000,000
Chemistry	3	850,000.00	606,217.78	300,000	1,500,000
Engineering	3	1,800,000.00	1,385,640.65	1,000,000	3,400,000

<u>Research 1/Public</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	14	1,176,428.57	918,431.83	300,000	4,000,000
Biology	7	1,092,857.14	589,087.27	450,000	2,000,000
Chemistry	17	1,600,000.00	1,190,981.74	600,000	5,000,000
Engineering	10	635,000.00	248,383.66	250,000	1,000,000

<u>Non-Research 1/Private</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	1	175,000.00	N/A	175,000	175,000
Biology	3	555,000.00	469,121.52	65,000	1,000,000
Chemistry	4	506,250.00	365,362.26	125,000	1,000,000
Engineering	5	680,000.00	294,957.62	400,000	1,000,000

<u>Non-Research 1/Public</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	7	641,428.57	402,923.84	0	500,000
Biology	11	769,550.00	1,022,284.00	50	3,000,000
Chemistry	9	800,333.33	1,401,793.85	3,000	4,500,000
Engineering	5	428,000.00	355,204.17	90,000	1,000,000

Tabulations for Question 5

What is the average dollar magnitude of the start-up cost package needed to attract senior faculty in your department's most expensive sub field of specialization in recent years?

<u>Category</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Entire Sample	246	755,937.02	733,084.67	0	4,000,000
Physics/Astronomy	48	826,226.04	802,369.42	50,000	4,000,000
Biology	58	798,017.24	728,964.62	0	3,500,000
Chemistry	66	923,333.33	763,360.15	0	4,000,000
Engineering	74	528,062.92	610,524.35	80	3,600,000
Res. 1	125	978,758.25	800,719.97	80	4,000,000
Non Res. 1	121	525,749.79	574,063.16	0	3,500,000
Private	56	910,803.57	774,981.98	30,000	3,600,000
Public	190	710,292.14	716,009.06	0	4,000,000

<u>Research 1</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Private	25	1,403,000.00	872,028.29	250,000	3,600,000
Public	100	872,697.81	749,599.88	80	4,000,000
Physics/Astronomy	28	1,094,780.36	918,268.53	120,000	4,000,000
Biology	21	1,027,380.95	651,963.61	225,000	3,000,000
Chemistry	35	1,183,285.71	786,772.02	250,000	4,000,000
Engineering	41	700,022.71	743,513.16	80	3,600,000

<u>Non-Research 1</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Private	31	513,870.97	357,854.04	30,000	1,250,000
Public	90	529,841.39	633,326.83	0	3,500,000
Physics/Astronomy	20	450,250.00	373,110.94	50,000	1,000,000
Biology	37	667,837.84	746,403.92	0	3,500,000
Chemistry	31	629,838.71	627,028.02	0	3,000,000
Engineering	33	314,415.91	272,653.80	30,000	1,000,000

Tabulations for Question 5

What is the average dollar magnitude of the start-up cost package needed to attract senior faculty in your department's most expensive sub field of specialization in recent years?

<u>Private</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	7	750,714.29	515,108.63	80,000	1,500,000
Biology	15	895,333.33	739,431.41	40,000	3,000,000
Chemistry	17	891,176.47	646,924.28	200,000	2,500,000
Engineering	17	1,010,000.00	1,022,655.86	30,000	3,600,000

<u>Public</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	41	839,118.29	845,867.81	50,000	4,000,000
Biology	43	764,069.77	730,996.76	0	3,500,000
Chemistry	49	934,489.80	805,668.23	0	4,000,000
Engineering	57	384,327.30	309,109.50	80	1,500,000

<u>Research 1/Private</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	4	1,000,000.00	408,248.29	500,000	1,500,000
Biology	5	1,575,000.00	845,946.22	875,000	3,000,000
Chemistry	9	1,172,222.22	731,911.50	250,000	2,500,000
Engineering	7	1,807,142.86	1,167,771.59	1,000,000	3,600,000

<u>Research 1/Public</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	24	1,110,577.08	983,006.46	120,000	4,000,000
Biology	16	856,250.00	494,680.03	225,000	1,500,000
Chemistry	26	1,187,115.38	818,762.69	425,000	4,000,000
Engineering	34	472,086.21	329,547.58	80	1,500,000

<u>Non-Research 1/Private</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	3	418,333.33	505,972.66	80,000	1,000,000
Biology	10	555,500.00	384,060.54	40,000	1,000,000
Chemistry	8	575,000.00	358,568.58	200,000	1,250,000
Engineering	10	452,000.00	331,555.26	30,000	1,000,000

<u>Non-Research 1/Public</u>	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Physics/Astronomy	17	455,882.35	364,812.60	50,000	1,000,000
Biology	27	709,444.44	844,798.94	0	3,500,000
Chemistry	23	648,913.04	702,673.40	0	3,000,000
Engineering	23	254,596.74	225,421.57	40,000	1,000,000

Tabulations for Question 6

Q: Start-up Costs are usually funded in a number of ways. I am going to read a list of sources for funding. Please tell me the percentage of funds for each source used by your department and university for start-up costs.

<u>Category (N)</u>		<u>Vacancy</u>	<u>Endowment</u>	<u>State Approp.</u>	<u>Op. Budget of Dpt.</u>	<u>Op. Budget of College</u>	<u>Op. Budget of Univ.</u>	<u>Other</u>
Entire Sample (518)	Mean	7.02	5.44	7.25	13.11	29.39	23.62	14.16
	Stdev	17.33	15.62	20.26	16.72	30.55	29.42	28.64
Public (378)	Mean	7.97	4.25	9.83	13.58	26.06	22.96	15.35
	Stdev	18.42	13.14	23.13	15.5	27.05	27.23	28.99
Private (140)	Mean	4.45	8.66	0.29	11.85	38.39	25.43	10.94
	Stdev	13.67	20.63	2.99	19.64	37.09	34.7	27.51
Res. 1 (221)	Mean	6.80	6.15	6.05	14.36	33.52	19.91	13.21
	Stdev	16.54	16.32	18.25	17.71	30.91	24.93	28.17
Non Res. 1 (297)	Mean	7.18	4.91	8.15	12.19	26.32	26.39	14.87
	Stdev	17.92	15.09	21.63	15.9	29.97	32.12	29.01
Phys./Ast. (113)	Mean	4.61	4.82	8.32	11.58	28.30	27.32	15.05
	Stdev	13.28	15.43	22.35	15.35	31.51	31.93	28.64
Biology (118)	Mean	7.33	3.35	4.77	13.29	29.90	23.92	17.45
	Stdev	18.82	12.1	15.08	18.75	31.44	30.03	32.05
Chemistry (151)	Mean	5.79	4.64	7.34	11.40	29.65	25.70	15.48
	Stdev	16.56	13.51	21.79	14.99	32.25	31.82	30.6
Eng. (136)	Mean	10.10	8.65	8.42	16.15	29.58	18.00	9.10
	Stdev	19.38	19.81	20.64	17.5	27.16	22.68	22.19
Pub. R1 (167)	Mean	7.46	5.41	7.79	15.85	27.05	21.57	14.87
	Stdev	16.62	14.41	20.53	16.7	25.22	24.35	29.2
Priv. R1 (54)	Mean	4.78	8.44	0.65	9.76	53.54	14.78	8.06
	Stdev	16.27	21.17	4.76	20	37.87	26.23	24.23
Pub. Non-R1 (211)	Mean	8.37	3.33	11.45	11.79	25.28	24.05	15.73
	Stdev	19.76	11.99	24.93	14.26	28.45	29.32	28.89
Priv. Non-R1 (86)	Mean	4.24	8.80	0.06	13.16	28.87	32.12	12.74
	Stdev	11.85	20.41	0.54	19.42	33.43	37.72	29.37

Tabulations for Question 6

Q: Start-up Costs are usually funded in a number of ways. I am going to read a list of sources for funding. Please tell me the percentage of funds for each source used by your department and university for start-up costs.

<u>Category (N)</u>		<u>Vacancy</u>	<u>Endowment</u>	<u>State Approp.</u>	<u>Op. Budget of Dpt.</u>	<u>Op. Budget of College</u>	<u>Op. Budget of Univ.</u>	<u>Other</u>
Pub. Phys./Ast. (91)	Mean	4.68	4.67	10.33	11.71	23.57	27.77	17.26
	Stdev	13.47	16.57	24.51	14.17	28.16	31.34	30.15
Priv. Phys./Ast. (22)	Mean	4.32	5.45	0.00	11.00	47.86	25.45	5.91
	Stdev	12.75	9.63	0	19.88	37.38	34.98	19.19
Pub. Biology (82)	Mean	8.96	1.68	6.87	14.33	30.34	19.57	18.24
	Stdev	19.46	6.98	17.71	18.01	28.37	22.82	31.09
Priv. Biology (36)	Mean	3.61	7.14	0.00	10.92	28.89	33.81	15.64
	Stdev	16.93	18.85	0	20.4	37.95	40.8	34.54
Pub. Chemistry (108)	Mean	6.30	3.06	10.22	12.43	25.59	27.28	15.13
	Stdev	17.99	7.85	25.21	13.78	28.38	30.67	29.53
Priv. Chemistry (43)	Mean	4.53	8.63	0.12	8.81	39.84	21.72	16.35
	Stdev	12.38	21.73	0.76	17.56	38.92	34.6	33.47
Pub. Eng. (97)	Mean	12.07	7.34	11.44	15.99	25.31	16.48	11.36
	Stdev	21.25	17.13	23.54	16.08	23.05	20.2	25.18
Priv. Eng. (39)	Mean	5.21	11.92	0.90	16.54	40.21	21.77	3.46
	Stdev	12.6	25.25	5.6	20.84	33.39	27.86	10.08
R1 Phys./Ast. (46)	Mean	4.74	7.39	8.15	11.20	28.37	22.52	17.63
	Stdev	14.05	21.32	23.37	14.03	31.95	28.02	32.83
Non-R1 Phys./Ast. (67)	Mean	4.52	3.06	8.43	11.84	28.25	30.61	13.28
	Stdev	12.83	9.29	21.8	16.29	31.44	34.17	25.47
R1 Biology (47)	Mean	9.57	1.51	5.64	16.91	31.04	18.60	16.72
	Stdev	22.53	5.5	14.17	22.62	30.05	25.67	31.77
Non-R1 Biology (71)	Mean	5.85	4.56	4.20	10.89	29.14	27.44	17.93
	Stdev	15.9	14.87	15.73	15.37	32.52	32.29	32.46
R1 Chemistry (58)	Mean	2.59	5.36	5.97	12.26	38.17	23.33	12.33
	Stdev	7.96	11.13	21.08	17.33	34.64	26.55	27.57
Non-R1 Chemistry (93)	Mean	7.80	4.19	8.20	10.86	24.33	27.17	17.44
	Stdev	19.94	14.84	22.28	13.39	29.63	34.77	32.34
R1 Eng. (70)	Mean	9.79	9.10	5.00	16.47	34.73	16.24	8.67
	Stdev	17.91	20.14	14.14	16.22	27.32	20.47	22

Tabulations for Question 6

Q: Start-up Costs are usually funded in a number of ways. I am going to read a list of sources for funding. Please tell me the percentage of funds for each source used by your department and university for start-up costs.

<u>Category (N)</u>		<u>Vacancy</u>	<u>Endowment</u>	State <u>Approp.</u>	Op. Budget of <u>Dpt.</u>	Op. Budget of <u>College</u>	Op. Budget of <u>Univ.</u>	<u>Other</u>
Non-R1 Eng. (66)	Mean	10.44	8.18	12.05	15.80	24.12	19.86	9.55
	Stdev	20.95	19.6	25.42	18.88	26.09	24.83	22.56

Tabulations for Question 6

Q: Start-up Costs are usually funded in a number of ways. I am going to read a list of sources for funding. Please tell me the percentage of funds for each source used by your department and university for start-up costs.

<u>Category (N)</u>		<u>Vacancy</u>	<u>Endowment</u>	<u>State Approp.</u>	<u>Op. Budget of Dpt.</u>	<u>Op. Budget of College</u>	<u>Op. Budget of Univ.</u>	<u>Other</u>
Pub. R1 Phys./Ast. (39)	Mean	5.59	8.21	9.62	12.56	21.79	21.44	20.79
	Stdev	15.13	23.02	25.15	14.73	26.95	27.29	34.77
Pub. Non-R1 Phys./Ast. (52)	Mean	4.00	2.02	10.87	11.08	24.90	32.52	14.62
	Stdev	12.19	8.53	24.25	13.84	29.22	33.54	26.21
Priv. R1 Phys./Ast. (7)	Mean	0.00	2.86	0.00	3.57	65.00	28.57	0.00
	Stdev	0	4.88	0	4.76	34.76	33.51	0
Priv. Non-R1 Phys./Ast. (15)	Mean	6.33	6.67	0.00	14.47	39.87	24.00	8.67
	Stdev	15.17	11.13	0	23.3	36.92	36.7	22.95
Pub. R1 Biology (35)	Mean	10.00	1.74	7.57	19.71	27.69	17.83	15.46
	Stdev	20.4	6.17	16.01	22.14	24.64	19.5	29.75
Pub. Non-R1 Biology (47)	Mean	8.19	1.64	6.34	10.32	32.32	20.87	20.32
	Stdev	18.92	7.59	19.04	13.05	30.97	25.13	32.21
Priv. R1 Biology (12)	Mean	8.33	0.83	0.00	8.75	40.83	20.83	20.42
	Stdev	28.87	2.89	0	22.97	41.93	39.65	38.28
Priv. Non-R1 Biology (24)	Mean	1.25	10.29	0.00	12.00	22.92	40.29	13.25
	Stdev	4.48	22.48	0	19.42	35.2	40.62	33.11
Pub. R1 Chemistry (41)	Mean	1.83	5.24	8.44	13.02	27.95	29.73	13.78
	Stdev	4.29	10.43	24.74	13.83	27.48	27.65	28.21
Pub. Non-R1 Chemistry (67)	Mean	9.03	1.72	11.31	12.06	24.15	25.78	15.96
	Stdev	22.21	5.4	25.63	13.85	29.02	32.5	30.49
Priv. R1 Chemistry (17)	Mean	4.41	5.65	0.00	10.41	62.82	7.88	8.82
	Stdev	13.21	13.02	0	24.23	38.38	15.51	26.43
Priv. Non-R1 Chemistry (26)	Mean	4.62	10.58	0.19	7.77	24.81	30.77	21.27
Pub. R1 Eng. (52)	Mean	11.58	5.90	6.06	17.94	29.87	17.75	10.90
Pub. Non-R1 Eng. (45)	Mean	12.64	9.00	17.67	13.73	20.04	15.02	11.89
Priv. R1 Eng. (18)	Mean	4.61	18.33	1.94	12.22	48.78	11.89	2.22
Priv. Non-R1 Eng. (21)	Mean	5.71	6.43	0.00	20.24	32.86	30.24	4.52

Tabulations for Question 7

*Is laboratory space assigned to all new assistant professors
that request it or is it reserved for faculty with external grants?*

<u>Category</u>	<u>Assigned to all</u>	<u>Only those w/ grants</u>
Entire Sample	93.99 (516)	6.01 (33)
Res. 1	92.77 (218)	7.23 (17)
Non-Res. 1	94.9 (298)	5.1 (16)
Public	93.22 (371)	6.78 (27)
Private	96.03 (145)	3.97 (6)
Physics/Astronomy	94.35 (117)	5.65 (7)
Biology	96.15 (125)	3.85 (5)
Chemistry	96.27 (155)	3.73 (6)
Engineering	88.81 (119)	11.19 (15)
Public Res. 1	91.95 (160)	8.05 (14)
Private Res. 1	95.08 (58)	4.92 (3)
Public Non-Res. 1	94.20 (211)	5.80 (13)
Private Non-Res. 1	96.67 (87)	3.33 (3)
Public Phys./Ast.	93.81 (91)	6.19 (6)
Private Phys./Ast.	96.30 (26)	3.70 (1)
Public Biology	96.74 (89)	3.26 (3)
Private Biology	94.74 (36)	5.26 (2)
Public Chemistry	96.46 (109)	3.54 (4)
Private Chemistry	95.83 (46)	4.17 (2)
Public Engineering	85.42 (82)	14.58 (14)
Private Engineering	97.37 (37)	2.63 (1)
R1 Phys./Ast.	94.23 (49)	5.77 (3)
Non-R1 Phys./Ast.	94.44 (68)	5.56 (4)
R1 Biology	92.31 (48)	7.69 (4)
Non-R1 Biology	98.72 (77)	1.28 (1)
R1 Chemistry	95.16 (59)	4.84 (3)
Non-R1 Chemistry	96.97 (96)	3.03 (3)
R1 Engineering	89.86 (62)	10.14 (7)
Non-R1 Engineering	87.69 (57)	12.31 (8)
Pub. R1 Phys./Ast. (39)	92.86 (39)	7.14 (3)
Pub. Non-R1 Phys./Ast. (52)	94.55 (52)	5.45 (3)
Priv. R1 Phys./Ast. (7)	100.00 (10)	0.00 (0)
Priv. Non-R1 Phys./Ast. (15)	94.12 (16)	5.88 (1)
Pub. R1 Biology (35)	92.11 (35)	7.89 (3)
Pub. Non-R1 Biology (47)	100.00 (54)	0.00 (0)
Priv. R1 Biology (12)	92.86 (13)	7.14 (1)
Priv. Non-R1 Biology (24)	95.83 (23)	4.17 (1)
Pub. R1 Chemistry (41)	95.24 (40)	4.76 (2)
Pub. Non-R1 Chemistry (67)	97.18 (69)	2.82 (2)
Priv. R1 Chemistry (17)	95.00 (19)	5.00 (1)
Priv. Non-R1 Chemistry (26)	96.43 (27)	3.57 (1)
Pub. R1 Eng. (52)	88.46 (46)	11.54 (6)
Pub. Non-R1 Eng. (45)	81.82 (36)	18.18 (8)
Priv. R1 Eng. (18)	94.12 (16)	5.88 (1)
Priv. Non-R1 Eng. (21)	100.00 (21)	0.00 (0)

Tabulations for Question 8

Once a faculty member is assigned laboratory space, is the expectation that the faculty member will cover the costs of operation and maintenance of the space through indirect cost recoveries received on external grants?

Category	Always		Usually		Sometimes		Never	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Entire Sample	71	13.10	158	29.15	115	21.22	198	36.53
Private	31	20.81	45	30.20	30	20.13	43	28.86
Public	40	10.18	113	28.75	85	21.63	155	39.44
Research 1	43	18.70	67	29.13	43	18.70	77	33.48
Non-Research 1	28	8.97	91	29.17	72	23.08	121	38.78
Physics/Astronomy	15	11.90	41	32.54	29	23.02	41	32.54
Biology	19	15.20	32	25.60	24	19.20	50	40.00
Chemistry	20	12.58	39	24.53	28	17.61	72	45.28
Engineering	17	12.88	46	34.85	34	25.76	35	26.52
<u>Research 1</u>								
Private	17	28.81	21	35.59	5	8.47	16	27.12
Public	26	15.20	46	26.90	38	22.22	61	35.67
Physics/Astronomy	7	13.46	15	28.85	13	25.00	17	32.69
Biology	11	22.00	11	22.00	10	20.00	18	36.00
Chemistry	13	21.31	16	26.23	6	9.84	26	42.62
Engineering	12	17.91	25	37.31	14	20.90	16	23.88
<u>Non-Research 1</u>								
Private	14	15.56	24	26.67	25	27.78	27	30.00
Public	14	6.31	67	30.18	47	21.17	94	42.34
Physics/Astronomy	8	10.81	26	35.14	16	21.62	24	32.43
Biology	8	10.67	21	28.00	14	18.67	32	42.67
Chemistry	7	7.14	23	23.47	22	22.45	46	46.94
Engineering	5	7.69	21	32.31	20	30.77	19	29.23
<u>Private</u>								
Physics/Astronomy	4	14.29	12	42.86	4	14.29	8	28.57
Biology	11	29.73	9	24.32	8	21.62	9	24.32
Chemistry	11	23.40	13	27.66	6	12.77	17	36.17
Engineering	5	13.51	11	29.73	12	32.43	9	24.32
<u>Public</u>								
Physics/Astronomy	11	11.22	29	29.59	25	25.51	33	33.67
Biology	8	9.09	23	26.14	16	18.18	41	46.59
Chemistry	9	8.04	26	23.21	22	19.64	55	49.11
Engineering	12	12.63	35	36.84	22	23.16	26	27.37
<u>Research 1/Private</u>								
Physics/Astronomy	1	10.00	4	40.00	1	10.00	4	40.00
Biology	6	42.86	5	35.71	2	14.29	1	7.14
Chemistry	7	36.84	5	26.32	0	0.00	7	36.84
Engineering	3	18.75	7	43.75	2	12.50	4	25.00
<u>Research 1/Public</u>								
Physics/Astronomy	6	14.29	11	26.19	12	28.57	13	30.95
Biology	5	13.89	6	16.67	8	22.22	17	47.22
Chemistry	6	14.29	11	26.19	6	14.29	19	45.24
Engineering	9	17.65	18	35.29	12	23.53	12	23.53
<u>Non-Research 1/Private</u>								
Physics/Astronomy	3	16.67	8	44.44	3	16.67	4	22.22
Biology	5	21.74	4	17.39	6	26.09	8	34.78
Chemistry	4	14.29	8	28.57	6	21.43	10	35.71
Engineering	2	9.52	4	19.05	10	47.62	5	23.81
<u>Non-Research 1/Public</u>								
Physics/Astronomy	5	8.93	18	32.14	13	23.21	20	35.71
Biology	3	5.77	17	32.69	8	15.38	24	46.15
Chemistry	3	4.29	15	21.43	16	22.86	36	51.43
Engineering	3	6.82	17	38.64	10	22.73	14	31.82

Tabulations for Question 9

If a faculty member does not receive external funding to support his or her laboratory or loses external funding, is the laboratory space allocated to the faculty member reduced or eliminated after a period of time?

<u>Category</u>	<u>Always</u>		<u>Usually</u>		<u>Sometimes</u>		<u>Never</u>	
	<u>Count</u>	<u>Share</u>	<u>Count</u>	<u>Share</u>	<u>Count</u>	<u>Share</u>	<u>Count</u>	<u>Share</u>
Entire Sample	39	7.12	138	25.18	254	46.35	117	21.35
Private	13	8.44	40	25.97	63	40.91	38	24.68
Public	26	6.60	98	24.87	191	48.48	79	20.05
Research 1	28	12.07	80	34.48	103	44.40	21	9.05
Non-Research 1	11	3.48	58	18.35	151	47.78	96	30.38
Physics/Astronomy	7	5.60	28	22.40	57	45.60	33	26.40
Biology	11	8.73	25	19.84	61	48.41	29	23.02
Chemistry	15	9.32	36	22.36	77	47.83	33	20.50
Engineering	6	4.41	49	36.03	59	43.38	22	16.18

<u>Research 1</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Private	10	16.39	23	37.70	21	34.43	7	11.48
Public	18	10.53	57	33.33	82	47.95	14	8.19
Physics/Astronomy	3	5.88	18	35.29	24	47.06	6	11.76
Biology	9	18.37	11	22.45	23	46.94	6	12.24
Chemistry	11	17.74	22	35.48	26	41.94	3	4.84
Engineering	5	7.14	29	41.43	30	42.86	6	8.57

<u>Non-Research 1</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Private	3	3.23	17	18.28	42	45.16	31	33.33
Public	8	3.59	41	18.39	109	48.88	65	29.15
Physics/Astronomy	4	5.41	10	13.51	33	44.59	27	36.49
Biology	2	2.60	14	18.18	38	49.35	23	29.87
Chemistry	4	4.04	14	14.14	51	51.52	30	30.30
Engineering	1	1.52	20	30.30	29	43.94	16	24.24

Tabulations for Question 9

If a faculty member does not receive external funding to support his or her laboratory or loses external funding, is the laboratory space allocated to the faculty member reduced or eliminated after a period of time?

<u>Private</u>	<u>Always</u>		<u>Usually</u>		<u>Sometimes</u>		<u>Never</u>	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	2	7.14	8	28.57	10	35.71	8	28.57
Biology	3	7.89	8	21.05	17	44.74	10	26.32
Chemistry	7	14.29	12	24.49	19	38.78	11	22.45
Engineering	1	2.56	12	30.77	17	43.59	9	23.08

<u>Public</u>	<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	5	5.15	20	20.62	47	48.45	25	25.77				
Biology	8	9.09	17	19.32	44	50.00	19	21.59				
Chemistry	8	7.14	24	21.43	58	51.79	22	19.64				
Engineering	5	5.15	37	38.14	42	43.30	13	13.40				

<u>Research 1/Private</u>	<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	1	10.00	4	40.00	3	30.00	2	20.00				
Biology	2	15.38	4	30.77	6	46.15	1	7.69				
Chemistry	6	30.00	6	30.00	6	30.00	2	10.00				
Engineering	1	5.56	9	50.00	6	33.33	2	11.11				

<u>Research 1/Public</u>	<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	2	4.88	14	34.15	21	51.22	4	9.76				
Biology	7	19.44	7	19.44	17	47.22	5	13.89				
Chemistry	5	11.90	16	38.10	20	47.62	1	2.38				
Engineering	4	7.69	20	38.46	24	46.15	4	7.69				

<u>Non-Research 1/Private</u>	<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	1	5.56	4	22.22	7	38.89	6	33.33				
Biology	1	4.00	4	16.00	11	44.00	9	36.00				
Chemistry	1	3.45	6	20.69	13	44.83	9	31.03				
Engineering	3	14.29	0	0.00	11	52.38	7	33.33				

<u>Non-Research 1/Public</u>	<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>		<u>Count</u>		<u>Percent</u>	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	3	5.36	6	10.71	26	46.43	21	37.50				
Biology	1	1.92	10	19.23	27	51.92	14	26.92				
Chemistry	3	4.29	8	11.43	38	54.29	21	30.00				
Engineering	1	2.22	17	37.78	18	40.00	9	20.00				

Tabulations for Question 10A

How long a "grace period" is the individual usually given before his or her laboratory space is reduced or eliminated?

- a. ___ years
 b. Depends upon the needs of the department but grace period usually is at least ___ years

Responses of type a

	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Entire Sample	85	3.35	1.82	0	10
Physics/Astronomy	8	3.75	1.75	1	6
Biology	25	3.96	2.11	0	10
Chemistry	27	3.04	1.53	0	7
Engineering	25	2.96	1.72	1	10
Res. 1	42	3.36	2.02	0	10
Non Res. 1	43	3.35	1.62	0	7
Private	20	2.60	1.05	0	5
Public	65	3.58	1.94	0	10

Research 1

Private	11	2.36	1.12	0	4
Public	31	3.71	2.16	1	10
Physics/Astronomy	2	2.00	1.41	1	3
Biology	12	4.00	2.34	0	10
Chemistry	16	3.06	1.61	0	6
Engineering	12	3.33	2.27	2	10

Non-Research 1

Private	9	2.89	0.93	2	5
Public	34	3.47	1.74	0	7
Physics/Astronomy	6	4.33	1.51	2	6
Biology	13	3.92	1.98	0	7
Chemistry	11	3.00	1.48	2	7
Engineering	13	2.62	0.96	1	5

Private

Physics/Astronomy	2	2.50	0.71	2	3
Biology	5	3.20	1.30	2	5
Chemistry	10	2.20	1.03	0	3
Engineering	3	3.00	0.00	3	3

Public

Physics/Astronomy	6	4.17	1.83	1	6
Biology	20	4.15	2.25	0	10
Chemistry	17	3.53	1.59	2	7
Engineering	22	2.95	1.84	1	10

Research 1/Private

Physics/Astronomy	0	N/A	N/A	N/A	N/A
Biology	2	3.00	1.41	2	4
Chemistry	7	2.00	1.15	0	3
Engineering	2	3.00	0.00	3	3

Research 1/Public

Physics/Astronomy	2	2.00	1.41	1	3
Biology	10	4.20	2.49	2	10
Chemistry	9	3.89	1.45	2	6
Engineering	10	3.40	2.50	2	10

Non-Research 1/Private

Physics/Astronomy	2	2.50	0.71	2	3
Biology	3	3.33	1.53	2	5
Chemistry	3	2.67	0.58	2	3
Engineering	1	3.00	0.00	3	3

Non-Research 1/Public

Physics/Astronomy	4	5.25	0.50	5	6
Biology	10	4.10	2.13	0	7
Chemistry	8	3.13	1.73	2	7
Engineering	12	2.58	1.00	1	5

Tabulations for Question 10B

Q: How long a "grace period" is the individual usually given before his or her laboratory space is reduced or eliminated?

- a. ___ years
 b. Depends upon the needs of the department but grace period usually is at least ___ years

Responses of type b

	<u>N</u>	<u>Mean</u>	<u>St. Dev.</u>	<u>Min</u>	<u>Max</u>
Entire Sample	335	3.49	1.65	0	12
Physics/Astronomy	72	3.94	1.79	1	10
Biology	70	3.54	1.71	0	10
Chemistry	106	3.42	1.49	1	12
Engineering	87	3.15	1.60	1	10
Res. 1	163	3.36	1.74	0	12
Non Res. 1	172	3.60	1.55	1	10
Private	93	3.62	1.86	1	12
Public	242	3.43	1.56	0	10

Research 1

Private	45	3.51	2.06	1	12
Public	118	3.31	1.60	0	10
Physics/Astronomy	39	3.92	1.24	2	7
Biology	31	3.16	2.08	0	10
Chemistry	48	3.27	1.76	1	12
Engineering	45	3.11	1.77	1	10

Non-Research 1

Private	48	3.73	1.67	1	10
Public	124	3.56	1.51	1	10
Physics/Astronomy	33	3.97	2.30	1	10
Biology	39	3.85	1.29	1	7
Chemistry	58	3.53	1.23	1	6
Engineering	42	3.19	1.40	1	6

Private

Physics/Astronomy	16	3.81	2.10	1	10
Biology	20	3.80	1.91	1	10
Chemistry	31	3.39	2.04	1	12
Engineering	26	3.65	1.50	2	7

Public

Physics/Astronomy	56	3.98	1.71	1	10
Biology	50	3.44	1.63	0	10
Chemistry	75	3.43	1.21	1	5
Engineering	61	2.93	1.60	1	10

Research 1/Private

Physics/Astronomy	7	4.00	1.00	3	5
Biology	10	3.50	2.55	1	10
Chemistry	16	3.38	2.50	2	12
Engineering	12	3.42	1.56	2	7

Research 1/Public

Physics/Astronomy	32	3.91	1.30	2	7
Biology	21	3.00	1.87	0	10
Chemistry	32	3.22	1.29	1	5
Engineering	33	3.00	1.85	1	10

Non-Research 1/Private

Physics/Astronomy	9	3.67	2.74	1	10
Biology	10	4.10	0.99	3	5
Chemistry	15	3.40	1.50	1	6
Engineering	14	3.86	1.46	2	6

Non-Research 1/Public

Physics/Astronomy	24	4.08	2.17	1	10
Biology	29	3.76	1.38	1	7
Chemistry	43	3.58	1.14	2	5
Engineering	28	2.86	1.27	1	6

Tabulations for Question 11

When faculty members in your department retire, if they wish to maintain their laboratory space and remain active professionally, are they permitted to keep their laboratory space?

Category	Always		Usually		Sometimes		Never	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Entire Sample	43	8.10	129	24.29	250	47.08	109	20.53
Private	13	8.72	41	27.52	62	41.61	33	22.15
Public	30	7.85	88	23.04	188	49.21	76	19.90
Research 1	24	10.67	59	26.22	119	52.89	23	10.22
Non-Research 1	19	6.21	70	22.88	131	42.81	86	28.10
Physics/Astronomy	12	9.76	36	29.27	58	47.15	17	13.82
Biology	2	1.63	31	25.20	58	47.15	32	26.02
Chemistry	16	10.19	37	23.57	73	46.50	31	19.75
Engineering	13	10.16	25	19.53	61	47.66	29	22.66
<u>Research 1</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Private	5	8.62	15	25.86	30	51.72	8	13.79
Public	19	11.38	44	26.35	89	53.29	15	8.98
Physics/Astronomy	7	14.00	13	26.00	25	50.00	5	10.00
Biology	1	2.04	15	30.61	26	53.06	7	14.29
Chemistry	7	11.67	13	21.67	36	60.00	4	6.67
Engineering	9	13.64	18	27.27	32	48.48	7	10.61
<u>Non-Research 1</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Private	8	8.79	26	28.57	32	35.16	25	27.47
Public	11	5.12	44	20.47	99	46.05	61	28.37
Physics/Astronomy	5	6.85	23	31.51	33	45.21	12	16.44
Biology	1	1.35	16	21.62	32	43.24	25	33.78
Chemistry	9	9.28	24	24.74	37	38.14	27	27.84
Engineering	4	6.45	7	11.29	29	46.77	22	35.48
<u>Private</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	2	7.14	8	28.57	13	46.43	5	17.86
Biology	1	2.78	12	33.33	12	33.33	11	30.56
Chemistry	5	10.20	13	26.53	19	38.78	12	24.49
Engineering	5	13.89	8	22.22	18	50.00	5	13.89
<u>Public</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	10	10.53	28	29.47	45	47.37	12	12.63
Biology	1	1.15	19	21.84	46	52.87	21	24.14
Chemistry	11	10.19	24	22.22	54	50.00	19	17.59
Engineering	8	8.70	17	18.48	43	46.74	24	26.09
<u>Research 1/Private</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	1	10.00	3	30.00	4	40.00	2	20.00
Biology	0	0.00	5	41.67	6	50.00	1	8.33
Chemistry	2	10.00	4	20.00	11	55.00	3	15.00
Engineering	2	12.50	3	18.75	9	56.25	2	12.50
<u>Research 1/Public</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	6	15	10	25	21	52.5	3	7.5
Biology	1	2.70	10	27.03	20	54.05	6	16.22
Chemistry	5	12.50	9	22.50	25	62.50	1	2.50
Engineering	7	14.00	15	30.00	23	46.00	5	10.00
<u>Non-Research 1/Private</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	1	5.56	5	27.78	9	50.00	3	16.67
Biology	1	4.17	7	29.17	6	25.00	10	41.67
Chemistry	3	10.34	9	31.03	8	27.59	9	31.03
Engineering	3	15.00	5	25.00	9	45.00	3	15.00
<u>Non-Research 1/Public</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	4	7.27	18	32.73	24	43.64	9	16.36
Biology	0	0.00	9	18.00	26	52.00	15	30.00
Chemistry	6	8.82	15	22.06	29	42.65	18	26.47
Engineering	1	2.38	2	4.76	20	47.62	19	45.24

Tabulations for Question 12

Q: Do the laboratory space allocation rules that apply to all active faculty members in your department apply to emeritus faculty or do you have different allocation rules for emeritus faculty?

<u>Category</u>	The Same		Different	
	<u>Count</u>	<u>Share</u>	<u>Count</u>	<u>Share</u>
Entire Sample	144	27.80	374	72.20
Private	39	26.90	106	73.10
Public	105	28.15	268	71.85
Research 1	68	30.22	157	69.78
Non-Research 1	76	25.94	217	74.06
Physics/Astronomy	35	28.46	88	71.54
Biology	27	22.31	94	77.69
Chemistry	43	28.48	108	71.52
Engineering	39	31.71	84	68.29

<u>Research 1</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Private	17	28.33	43	71.67
Public	51	30.91	114	69.09
Physics/Astronomy	16	31.37	35	68.63
Biology	13	26.00	37	74.00
Chemistry	18	30.51	41	69.49
Engineering	21	32.31	44	67.69

<u>Non-Research 1</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Private	22	25.88	63	74.12
Public	54	25.96	154	74.04
Physics/Astronomy	19	26.39	53	73.61
Biology	14	19.72	57	80.28
Chemistry	25	27.17	67	72.83
Engineering	18	31.03	40	68.97

<u>Private</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	6	21.43	22	78.57
Biology	8	22.86	27	77.14
Chemistry	13	28.26	33	71.74
Engineering	12	33.33	24	66.67

<u>Public</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	29	30.53	66	69.47
Biology	19	22.09	67	77.91
Chemistry	30	28.57	75	71.43
Engineering	27	31.03	60	68.97

Tabulations for Question 12

Q: Do the laboratory space allocation rules that apply to all active faculty members in your department apply to emeritus faculty or do you have different allocation rules for emeritus faculty?

	The Same		Different	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
<u>Research 1/Private</u>				
Physics/Astronomy	2	20.00	8	80.00
Biology	4	30.77	9	69.23
Chemistry	7	35.00	13	65.00
Engineering	4	23.53	13	76.47
<u>Research 1/Public</u>				
Physics/Astronomy	14	34.15	27	65.85
Biology	9	24.32	28	75.68
Chemistry	11	28.21	28	71.79
Engineering	17	35.42	31	64.58
<u>Non-Research 1/Private</u>				
Physics/Astronomy	4	22.22	14	77.78
Biology	4	18.18	18	81.82
Chemistry	6	23.08	20	76.92
Engineering	8	42.11	11	57.89
<u>Non-Research 1/Public</u>				
Physics/Astronomy	15	27.78	39	72.22
Biology	10	20.41	39	79.59
Chemistry	19	28.79	47	71.21
Engineering	10	25.64	29	74.36

Tabulations for Question 13

Q: Does your department have any shared laboratories or do all laboratories belong to individual faculty members?

<u>Category</u>	<u>Some shared</u>		<u>No shared</u>	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Entire Sample	393	71.07	160	28.93
Private	108	70.13	46	29.87
Public	285	71.43	114	28.57
Research 1	169	71.01	69	28.99
Non-Research 1	224	71.11	91	28.89
Physics/Astronomy	88	69.84	38	30.16
Biology	75	58.59	53	41.41
Chemistry	113	70.19	48	29.81
Engineering	117	84.78	21	15.22

<u>Research 1</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Private	43	68.25	20	31.75
Public	126	72.00	49	28.00
Physics/Astronomy	38	73.08	14	26.92
Biology	29	54.72	24	45.28
Chemistry	44	70.97	18	29.03
Engineering	58	81.69	13	18.31

<u>Non-Research 1</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Private	65	71.43	26	28.57
Public	159	70.98	65	29.02
Physics/Astronomy	50	67.57	24	32.43
Biology	46	61.33	29	38.67
Chemistry	69	69.70	30	30.30
Engineering	59	88.06	8	11.94

<u>Private</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	21	75.00	7	25.00
Biology	20	52.63	18	47.37
Chemistry	32	66.67	16	33.33
Engineering	35	87.50	5	12.50

<u>Public</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	67	68.37	31	31.63
Biology	55	61.11	35	38.89
Chemistry	81	71.68	32	28.32
Engineering	82	83.67	16	16.33

Tabulations for Question 13

Q: Does your department have any shared laboratories or do all laboratories belong to individual faculty members?

<u>Research 1/Private</u>	Some shared		No shared	
	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	8	80.00	2	20.00
Biology	7	50.00	7	50.00
Chemistry	13	65.00	7	35.00
Engineering	15	78.95	4	21.05

<u>Research 1/Public</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	30	71.43	12	28.57
Biology	22	56.41	17	43.59
Chemistry	31	73.81	11	26.19
Engineering	43	82.69	9	17.31

<u>Non-Research 1/Private</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	13	72.22	5	27.78
Biology	13	54.17	11	45.83
Chemistry	19	67.86	9	32.14
Engineering	20	95.24	1	4.76

<u>Non-Research 1/Public</u>	<u>Count</u>	<u>Percent</u>	<u>Count</u>	<u>Percent</u>
Physics/Astronomy	37	66.07	19	33.93
Biology	33	64.71	18	35.29
Chemistry	50	70.42	21	29.58
Engineering	39	84.78	7	15.22