



NORTHERN ARIZONA UNIVERSITY

National Study of Institutional Cost and Productivity

**Northern Arizona University's
Faculty Teaching Workload Report
Falls 2003, 2002 and 2001**

**Office of Planning, Budget and Institutional Research
Northern Arizona University**

Fall 2005

Northern Arizona University's Faculty Teaching Workload Report

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National Study of Institutional Cost and Productivity

Northern Arizona University's Faculty Teaching Workload Report

Introduction:

In this report, forty-two academic disciplines at Northern Arizona University (NAU) are compared to national benchmark data collected by the University of Delaware as part of the National Study of Institutional Cost and Productivity (NSICP). This data is part of a national data-sharing consortium aimed at measuring institutional costs and faculty productivity at the academic discipline level of analysis. This report compares the faculty teaching workload at NAU for the fall 2003, by discipline, to the national benchmark for that discipline. Faculty teaching workload numbers for each discipline at NAU as reported for the falls 2001 and 2002 are also provided.

The value of this national benchmark data should not be overlooked. Typically it is not meaningful to compare across disciplines, even within the same college. A variety of factors, including popularity of a major, core classes, research emphases of a department, etc., will all influence a specific disciplines' faculty workload. As such, the ability to compare each discipline to the discipline's national benchmark allows for the formation of unique questions pertinent to each department.

NAU has participated in this national project for three consecutive years. It is appropriate to use this data to aid in the formation of questions about why specific academic disciplines are similar or different from the national benchmarks and / or why workload numbers for a specific NAU department varies significantly across the three years of data presented.

Methods¹:

In the fall of 2003, the office of Budget, Planning, and Institutional Research used the PeopleSoft system to extract the required data fields to report information on faculty teaching loads and associated costs for the fall semester². The data summarized in this report and submitted to the NSICP is only as valid as the information that is maintained in PeopleSoft. All academic disciplines that were offered at NAU *and* reported on by at least five other Doctoral universities³ are included in the analysis.

It should be noted that due to improvements in data reporting at NAU, the office of Planning, Budget and Institutional Research resubmitted faculty teaching workload numbers from the fall

¹ Refer to Appendix A for a more thorough discussion of the terminology used in this report.

² For the previous falls, 2001 and 2002, the Office of Planning and Institutional (PAIR) research worked with department representatives from all academic disciplines at NAU to collect information on faculty teaching loads and associated costs for the current fall semester. The data summarized in this report and submitted to the NSICP is only as valid as the information that is provided to PAIR by the department contacts.

³ Doctoral universities within the Carnegie Classification are institutions that offer a full range of baccalaureate programs and are committed to graduate education through the doctorate.

2001 and 2002 to NSICP. As such, this report and the attached tables are the most valid measures available and are meant to replace older versions of this workload report.

Appendix B lists the forty-two disciplines at NAU and the comparable national norm disciplines. Appendix C lists the participating Doctoral universities that were used as the national benchmark comparisons in this study.

Three measures of faculty teaching workload are examined in this report:

1. ***Organized Class Sections per FTE faculty (OCS/FTE)***. An organized class section is a course that is provided principally by means of regularly scheduled classes meeting in classrooms or similar facilities at stated times. The ratio of OCS / FTE represents the number of courses taught per FTE faculty for the fall 2003 semester.
2. ***Student Credit Hours per FTE faculty (SCH/FTE)***. The credit value of a course (typically three or four credits) is multiplied by the number of students enrolled in a given course. The ratio of student credit hours taught per FTE faculty reflects the total volume of student credit hours generated through teaching activity within the academic discipline.
3. ***FTE Students Taught per FTE faculty***. This is arguably the most inclusive workload measure and most relevant for all faculty types. By dividing the total undergraduate student credit hours taught (lower division plus upper division) by 15, and the total graduate student hours taught by 9, a FTE student count is generated from the teaching workload. This number is a more appropriate metric to use in a student-faculty ratio than a simple headcount FTE. It represents the quantitative outcome of teaching activity, as measured by volume of students taught.

A criterion for identifying the largest departures from the national norms for each measure of faculty teaching workload was established. This report used this criterion to identify departments that departed the most from the national norm for that discipline:

- ***Organized Class Sections per FTE faculty***. NAU departments that taught 0.5 more or 0.5 fewer organized class sections than the national norm for the discipline are mentioned in this report.
- ***Student Credit Hours per FTE faculty***. NAU departments that generated 50 more or less SCH than the national norm for the discipline are mentioned in this report.
- ***FTE Students Taught per FTE faculty***. NAU departments that have student / faculty ratios that are greater or less than 5.0 when compared to the national norm are mentioned in this report. These cutoffs are arbitrary and merely meant to highlight the largest departures from the national norms for a discipline.

Tables in Appendix E summarize the above measurements of faculty teaching workload compared to each discipline's national benchmark for the falls 2003, 2003, and 2001. A comprehensive table of just NAU data by discipline is also provided that allows for easy comparison of a discipline's workload numbers across the three years. All comparisons are

provided for both tenured and tenure-track faculty and for all faculty (including other regular faculty, supplemental faculty, and teaching assistants) within the discipline combined.

Summary of Fall 2003 Results:

The overall workload measurements for Northern Arizona University's faculty mirror the national norm data for these disciplines. While the below bulleted summaries are based upon aggregate data that summarize the University-wide results, the reported data is most accurately interpreted and understood within the context of each individual academic department. Appendix E provides the reported workload numbers at NAU for fall 2003 and the national norms for each discipline. Additionally, the workload numbers from the falls 2001 and 2002 are also included in Appendix E allowing for comparisons between NAU's fall 2001, 2002 and 2003 workload numbers by department.

- University-wide, tenured and tenure-track faculty taught a greater number of undergraduate organized class sections per FTE faculty than the same disciplines at other Doctoral universities (1.9 vs. 1.6 OCS / FTE faculty). University-wide, tenured and tenure-track faculty taught minimally fewer graduate organized class sections per FTE faculty than the faculty in the same disciplines at other Doctoral universities (0.7 vs. 0.8 OCS / FTE faculty). Overall, NAU tenured and tenure-track faculty taught a greater number of total organized class sections per FTE faculty than the same disciplines at other Doctoral universities (2.5 vs. 2.4 OCS / FTE faculty). The same general pattern holds when all faculty are combined.
- University-wide, tenured and tenure-track faculty generated slightly fewer student credit hours per FTE faculty than faculty in the same disciplines at other Doctoral universities (184 vs. 188). When all faculty are combined, the faculty at Northern Arizona University generated greater SCH / FTE faculty than the national norms for these disciplines (232 vs. 211).
- University-wide, tenured and tenure-track faculty had lower FTE Student / FTE Faculty ratios than faculty in the same disciplines at other Doctoral universities (13.2 vs. 14.1). When all faculty are combined, the faculty at NAU have higher student to faculty ratios than faculty in the same disciplines at other Doctoral universities (16.4 vs. 15.4)
- As faculty obviously do more than teach, it is important to look at these faculty teaching workload results in the larger context. If values for a specific academic discipline steadily decline over time, and there is no qualitative issues (i.e. intentionally smaller class sizes) or offsetting research and service activity, then it is fair to explore the underlying reasons for the decline. As this is only the third year this data is reported for NAU, it is appropriate for each academic discipline to analyze their results in comparison to the national benchmarks to assess why and in which direction any discrepancies exist.
- Academic departments are cautioned against using a single set of benchmarks as the basis for rewarding or penalizing an academic discipline as institutional data can be idiosyncratic at any point in time.

Faculty Teaching Workload: College of Arts and Letters

Organized Class Sections:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in the nine departments in the College of Arts and Letters teach approximately the same number of organized class sections per FTE faculty as the national norms for each discipline. The tenured and tenure track faculty in Theatre taught 0.5 organized class sections per FTE faculty more than the national norm for Theatre and the tenured and tenure-track faculty in Art taught 1.1 more organized class sections per FTE faculty than the national norm for this discipline. In comparison to the national norms, the tenured and tenure track faculty in Modern Languages taught 0.9 less organized class sections per FTE faculty and Music taught 1.6 less organized class sections per FTE faculty in the fall 2003.

All Faculty Combined

When all faculty are combined, one department, Art, taught greater organized class sections per FTE faculty than the national norm for that discipline (4.1 vs. 2.4). Four departments, English (2.1 vs. 2.95), History (2.0 vs. 2.6) Humanities, Arts, and Religion (2.6 vs. 3.2) and Music (1.3 vs. 2.9) taught fewer organized class sections per FTE faculty when compared to the national norms for those discipline.

Student Credit Hours:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in the nine departments in the College of Arts and Letters generated approximately the same number of SCH / FTE faculty as the national norms for each discipline. The tenured and tenure track faculty in three departments, Chemistry and Biochemistry (141 more SCH), Humanities, Arts, and Religion (151 more SCH) and Philosophy (69 more SCH) taught notably more SCH / FTE faculty than the national norms for those disciplines.

All Faculty Combined

Two out of the eight departments (English and History) in the College of Arts and Letters generated fewer total SCH / FTE faculty when all faculty within the department were combined. The number of SCH / FTE faculty in NAU's Humanities, Arts, and Religion is significantly higher than the national norm for this discipline (291 vs. 174).

FTE Students Taught:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in the nine departments in the College of Arts and Letters had similar student to faculty ratios as the national norm for each discipline. Notable departures include the tenured and tenured faculty in Chemistry (24.9 vs. 16.1) and Humanities, Arts, and Religion (19.4 vs. 9.5) that had higher ratios and History that had a lower ratio (11.9 vs. 17.0) when compared to the national norm for that discipline.

All Faculty Combined

NAU's History department had a lower student to faculty ratio than the national norm for this discipline (14.0 vs. 19.1), whereas Humanities, Arts and Religion had a higher student / faculty ratio than the national norm for this discipline – 19.4 vs. 11.8.

Faculty Teaching Workload: College of Business Administration

Organized Class Sections:

Tenured and Tenure-track Faculty

Tenured and tenure-track faculty in the College of Business Administration taught approximately the same organized class sections per FTE faculty as the national norms for each discipline. The tenured and tenure-track faculty in Economics on average taught 1.0 organized class sections per FTE faculty less than the national norm for this discipline where the faculty in Management taught 0.5 more organized class sections per FTE faculty.

All Faculty Combined

When all faculty within the College of Business Administration are combined, there are three departments that taught higher organized class sections per FTE faculty than the national norms for those disciplines. Accounting (3.6 vs. 2.8), Management (3.6 vs. 2.8), and Marketing (3.4 vs. 2.8) all taught greater organized class sections per FTE faculty. Two departments (Computer Information Systems and Economics) taught fewer organized class sections per FTE faculty than the national norms for these disciplines.

Student Credit Hours:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in the five departments in the College of Business generated approximately the same number of SCH as the national norms for each discipline. The tenured and tenure-track faculty in Economics did general fewer SCH / FTE than the national norm for this discipline (197 vs. 258).

All Faculty Combined

When all faculty within the College of Business Administration are combined, there were two departments that generated greater SCH / FTE faculty than the national norms for those disciplines. Accounting and Computer Information Systems both generated greater SCH / FTE faculty than the national norms for these two disciplines, whereas Economics generated fewer total SCH / FTE faculty than the national norm for Economics.

FTE Students Taught:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in the five departments in the College of Business had approximately the same student to faculty ratios as the national norm for each discipline. The tenured and tenure-track faculty in Economics had a lower student to faculty ratio than the national norm for this discipline – 13.1 vs. 18.4.

All Faculty Combined

The student to faculty ratio for Computer Information Systems was higher than the national norm for this discipline (28.3 vs. 18.6). The student to faculty ratio for Economics was lower than the national norm for this discipline (14.9 vs. 20.4)

Faculty Teaching Workload: College of Education

Organized Class Sections:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in the four departments in the College of Education taught approximately the same number of organized class sections per FTE faculty as the national norms for each discipline. In no department in the College of Education did the tenured and tenure-track faculty teach greater or fewer than 0.5 organized class sections per FTE faculty when compared to the national norm for that discipline.

All Faculty Combined

When all faculty in the College of Education are combined, three of the four departments taught approximately the same number of organized class sections per FTE faculty as the national norms. Educational Specialties taught greater organized class sections per FTE faculty (4.5 vs. 2.8) when compared to the national norm for this discipline.

Student Credit Hours:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in the four departments in the College of Education generated approximately the same number of SCH as the national norms for each discipline. In no department in the College of Education did the tenured and tenure-track faculty teach greater or fewer than 50 SCH / FTE when compared to the national norm for that discipline.

All Faculty Combined

NAU's Educational Leadership and Educational Specialties had faculty that generated greater SCH / FTE faculty when compared to the national norms for these two disciplines.

FTE Students Taught:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in the four departments in the College of Education had approximately the same student / faculty ratio as the national norms for each discipline. In no department in the College of Education did the tenured and tenure-track faculty have a student / faculty ratio which was greater or fewer than 5 when compared to the national norm for that discipline.

All Faculty Combined

NAU's Educational Leadership and Educational Specialties had higher student to faculty ratios when compared to the national norms for these two disciplines.

Faculty Teaching Workload: College of Engineering and Natural Sciences

No national norm data is available to compare NAU's faculty teaching workload for Construction Management. This is because less than five other doctoral universities that participated in the NSICP study reported workload numbers for this discipline.

Organized Class Sections:

Tenured and Tenure-track Faculty

Of the eleven departments in the College of Engineering and Natural Sciences for which there is national norm data to compare the faculty teaching workloads for NAU's tenured and tenure-track faculty, four NAU departments have greater organized class sections per FTE faculty than the national norm for that discipline. Civil and Environmental Engineering (3.5 vs. 2.4), Electrical Engineering (3.0 vs. 2.4), Mechanical Engineering (2.9 vs. 2.4), Physics and Astronomy (2.3 vs. 1.8) all had organized class sections per FTE faculty greater than the national norm for their discipline. The tenured and tenure-track faculty in Geology had on average 1.1 organized class sections per FTE faculty fewer than the national norm for this discipline in the fall 2003.

All Faculty Combined

When all the faculty are combined, seven of the eleven departments in the College of Engineering and Natural Sciences taught higher OCS / FTE faculty than the national norms for each discipline. Chemistry, Civil and Environmental Engineering, Electrical Engineering, Exercise Science, Mathematics and Statistics, Mechanical Engineering, and Physics and Astronomy all taught more OCS / FTE faculty. One department, Geology, taught fewer OCS / FTE faculty than the national norm for this discipline.

Student Credit Hours:

Tenured and Tenure-track Faculty

Of the eleven departments in the College of Engineering and Natural Sciences for which there is national norm data to compare the faculty teaching workloads for NAU's tenured and tenure-track faculty, two NAU departments generated greater SCH than the national norm for that discipline. Electrical Engineering (222 vs. 140) and Exercise Science and Athletic Training (270 vs. 173) generated more SCH than the national norm for these two disciplines, whereas Environmental Sciences (122 vs. 193) and Geology (133 vs. 216) had lower SCH / FTE than the national norms for those two disciplines in the fall 2003.

All Faculty Combined

Electrical Engineering (252 vs. 133) and Exercise Science (282 vs. 198) both generated greater SCH / FTE faculty than the national norms for these two disciplines. One department, Geology, generated fewer SCH / FTE faculty when compared to the national norm for this discipline (141 vs. 209).

FTE Students Taught:

Tenured and Tenure-track Faculty

Of the eleven departments in the College of Engineering and Natural Sciences for which there is national norm data to compare the faculty teaching workloads for NAU's tenured and tenure-track faculty, only one NAU departments had a student / faculty ratio that was not within 5.0 of the

national norm for the discipline. The tenured and tenure track faculty in Geology had lower student / faculty ratios than the national norm for this discipline (9.7 vs. 15.3).

All Faculty Combined

The faculty in Electrical Engineering have a higher student / faculty ratio (17.2 vs. 10.5) when compared to the national norm for this discipline.

Faculty Teaching Workload: College of Social and Behavioral Sciences

Organized Class Sections:

Tenured and Tenure-track Faculty

Of the nine departments in the College of Social and Behavioral Sciences, three departments had tenured and tenure-track faculty that taught more organized class sections per FTE faculty than the national norm for that discipline - Communications (3.4 vs. 2.5), Geography and Public Planning (4.0 vs. 2.6), and Psychology (2.8 vs. 2.0). Four departments had tenured and tenure-track faculty that taught fewer organized class sections per FTE faculty than the national norm for the fall 2003 - Applied Indigenous Studies (1.0 vs. 2.3), Criminal Justice (2.3 vs. 2.8), Political Science (1.8 vs. 2.6) and Sociology (1.3 vs. 2.3).

All Faculty Combined

When all faculty within the department are combined, two departments had faculty that taught more organized class sections per FTE faculty than the national norm for that discipline - Communications (3.7 vs. 3.0) Geography (3.6 vs. 2.7), and Psychology (3.1 vs. 2.3). Three departments taught fewer organized class sections per FTE faculty - Applied Indigenous Studies (1.0 vs. 2.5), Social Work (1.4 vs. 2.4), and Sociology 2.0 vs. 2.5).

Student Credit Hours:

Tenured and Tenure-track Faculty

Of the nine departments in the College of Social and Behavioral Sciences, four departments had tenured and tenure-track faculty that generated fewer OCS / FTE faculty than the national norm for that discipline - Anthropology (162 vs. 214), Applied Indigenous Studies (56 vs. 170), Political Science (172 vs. 255), and Sociology (205 vs. 260). The tenured and tenure-track faculty in Psychology generated greater SCH / FTE faculty than the national norm for this discipline (294 vs. 222).

All Faculty Combined

Psychology generated significantly greater SCH / FTE faculty (286 vs. 266) when compared to the national norm for this discipline. Applied Indigenous Studies (54 vs. 189), Geography (245 vs. 319), and Social Work (70 vs. 158) all generated fewer SCH / FTE faculty when compared to the disciplines national norm.

FTE Students Taught:

Tenured and Tenure-track Faculty

The student / faculty ratios for tenured and tenure-track faculty in the nine departments in the College of Social and Behavioral Sciences are very similar to the national norms for each discipline. Applied Indigenous Studies (3.7 vs. 11.7) and Political Science (12.7 vs. 17.7) had lower student / faculty ratios than the discipline's national norm.

All Faculty Combined

Psychology had a higher student to faculty ratio (26.6 vs. 18.8) when compared to the nation norm for this discipline. Applied Indigenous Studies ((3.6 vs. 12.8) and Social Work 4.7 vs. 13.6) had lower student to faculty ratios when compared to these disciplines national norms.

Faculty Teaching Workload: Consortium of Professional Schools

Of the seven departments within the Consortium of Professional Schools, three (Dental Hygiene, Forestry, and Hotel and Restaurant Management) do not have national norm data to compare NAU's faculty teaching workloads. This is because less than five other doctoral universities that participated in the NSICP study reported workload numbers for the given discipline.

Organized Class Sections:

Tenured and Tenure-track Faculty

The tenured and tenure-track faculty in Health Promotion taught on average 0.9 greater organized class sections per FTE faculty in the fall 2003 than the national norm data for this discipline. For graduate organized class sections per FTE faculty, the tenured and tenure-track faculty in Physical Therapy taught 2.4 more organized class sections per FTE faculty in the fall 2003.

All Faculty Combined

The faculty in NAU's departments of Health Promotion (9.7 vs. 3.0) and Physical Therapy (3.9 vs. 1.8) both taught greater organized class sections per FTE faculty when compared to the national norms for these disciplines.

Student Credit Hours:

Tenured and Tenure-track Faculty

The tenured and tenure track faculty in both Health Promotion (179 vs. 126) and Physical Therapy (234 vs. 165) generated more SCH / FTE faculty than the national norms for both of these disciplines. The tenured and tenure-track faculty in nursing taught fewer SCH / FTE faculty than the national norm for this group (55 vs. 151).

All Faculty Combined

The faculty in NAU's departments of Health Promotion (461 vs. 169) and Physical Therapy (239 vs. 164) generated greater SCH / FTE faculty when compared to the national norms for these disciplines.

FTE Students Taught:

Tenured and Tenure-track Faculty

The national norms for the five disciplines in the Consortium of Professional Schools for which national norm data is available, are similar to the student / faculty ratios for NAU's tenured and tenure track faculty. The tenured and tenure-track faculty in Physical Therapy have a higher student / faculty ratio (27.0 vs. 14.9) where the tenured and tenure-track faculty in Nursing have a lower student / faculty ratio than the national norm for this discipline (4.1 vs. 10.9).

All Faculty Combined

The faculty in NAU's departments of Health Promotion (31.2 vs. 14.8) and Physical Therapy (26.6 vs. 14.6) had notably higher student to faculty ratios when compared to the national norms for these disciplines.

Appendix A: Methodology

Measurements of Faculty Teaching Workloads:

In this report, Delaware Study benchmarks were examined for the following variables:

Organized Class Sections:

- Undergraduate organized class sections (UG OCS) excluding laboratories, recitations, and discussions, taught per FTE *tenured and tenure-track faculty*
- Graduate organized class sections (UG OCS) excluding laboratories, recitations, and discussions, taught per FTE *tenured and tenure-track faculty*
- Total organized class sections (Total OC), excluding laboratories, recitations, and discussions, taught per FTE *tenured and tenure-track faculty*
- Undergraduate organized class sections (UG OCS) excluding laboratories, recitations, and discussions, taught per FTE *all faculty combined*
- Graduate organized class sections (UG OCS) excluding laboratories, recitations, and discussions, taught per FTE *all faculty combined*
- Total organized class sections (Total OC), excluding laboratories, recitations, and discussions, taught per FTE *all faculty combined*

Student Credit Hours:

- Total student credit hours (Total SCH) taught per FTE *tenured and tenure-track faculty*
- Total student credit hours (Total SCH) taught per FTE *all faculty combined*

FTE Students Taught:

- FTE students taught by FTE *tenured and tenure-track faculty*
- FTE students taught by FTE *all faculty combined*

Laboratories, recitation, and discussion sections are not included in the analysis of the organized class section ratios as tenured and tenure-track faculty or staff often exist as instructors of record for zero-credit labs, recitation, and discussion sections. Therefore, the Delaware Study Advisory Panel recommends that the “organized class sections per FTE faculty” benchmark exclude those ambiguous sections when analysis is done by undergraduate and graduate sections.

Concept Definitions and Measurement Calculations:

All faculty combined: includes tenured / tenure track faculty, supplemental faculty, and teaching assistants

Lower-division instruction: courses typically associated with the first and second year of college study.

Upper-division instruction: courses typically associated with the third and fourth year of college study

Graduate-level instruction: courses typically associated with post baccalaureate study

Organized class course: a course that is provided principally by means of regularly scheduled classes meeting in classrooms or similar facilities at states times

Student credit hours: The credit value of a course (typically three or four credits) multiplied by the enrollment in the course. Student Credit Hours Taught reflects the total volume of student credit hours generated through teaching activity within the academic discipline.

FTE students taught: By dividing the total undergraduate student credit hours taught (lower division plus upper division) by 15, and the total graduate student hours taught by 9, a FTE student count is generated from the teaching workload. This number is a more appropriate metric to use in a student-faculty ratio or a cost-per-student-taught calculation than a simple headcount FTE. It represents the quantitative outcome of teaching activity, as measured by volume of students taught. The FTE students taught fields are derived from student credit hours taught using the above calculation

Appendix B: Lists of Academic Disciplines and Participating Doctoral Institutions

NAU Department	NAU Department and National Norm Discipline
NAU Department	National Norm Discipline
Environmental Sciences	Natural Resources Conservation and Research
Forestry	
Applied Indigenous Studies	Ethnic, Cultural Minority, and Gender Studies
Communications	Communication and Media Studies
Computer Science	Computer and Information Sciences, General
Teaching and Learning	Curriculum and Instruction
Educational Leadership	Educational Administration and Supervision
Educational Specialties	Special Education and Teaching
Educational Psychology	Student Counseling and Personnel Services
Civil and Environmental Engineering	Civil Engineering
Electrical Engineering	Electrical, Electronics and Communications Enginee
Mechanical Engineering	Mechanical Engineering
Modern Languages	Linguistic, Comparative, and Related Language Stud
English	English Language and Literature, General
Humanities, Arts, and Religion	Liberal Arts and Sciences, General Studies and Hum
Biology	Biology, General
Mathematics and Statistics	Mathematics
Exercise Science & Athletic Training	Health and Physical Education/Fitness
Philosophy	Philosophy
Chemistry and Biochemistry	Chemistry
Geology	Geological and Earth Sciences/Geosciences
Physics and Astronomy	Physics
Psychology	Psychology, General
Criminal Justice	Criminal Justice and Corrections
Social Work	Social Work
Anthropology	Anthropology
Geography and Public Planning	Geography and Cartography
Political Science	Political Science and Government
Sociology	Sociology
Theatre	Drama/Theatre Arts and Stagecraft
Art	Fine and Studio Art
Music	Music
Communication Sciences & Disorders	Communication Disorders Sciences and Services
Dental Hygiene	
Health Promotion	Health and Medical Administrative Services
Nursing	Nursing
Physical Therapy	Rehabilitation and Therapeutic Professions
Management	Business Administration, Management and Operations
Accounting	Accounting and Related Services
Economics	Business/Managerial Economics
Finance	Finance and Financial Management Services
Hotel and Restaurant Management	
Computer Information Systems	Management Information Systems and Services
Marketing	Marketing
Construction Management	
History	History

Appendix C: Institutions that Comprise the National Norms for each Year

List of participating Doctoral institutions used as the benchmark comparisons for fall 2003:

Participating Institution	Doctoral I or II	CUPA Peer
Baylor University	Doctoral II	
Bowling Green State University	Doctoral I	Yes
Catholic University of America	Doctoral I	
Clarkson University	Doctoral II	
Cleveland State University	Doctoral II	
DePaul University	Doctoral II	
East Carolina University	Doctoral II	Yes
Florida International University	Doctoral II	
Georgia State University	Doctoral I	Yes
Indiana State University	Doctoral II	
Indiana Univ - Purdue Univ at Indianapolis	Doctoral II	
Louisiana Tech University	Doctoral II	
Loyola University of Chicago	Doctoral I	
Middle Tennessee State University	Doctoral II	
Montana State University-Bozeman	Doctoral II	Yes
Old Dominion University	Doctoral I	
Seton Hall University	Doctoral II	
Southern Methodist University	Doctoral I	
Tennessee State University	Doctoral II	
University of Akron	Doctoral I	
University of Alabama - Tuscaloosa	Doctoral I	Yes
University of Central Florida	Doctoral II	
University of Colorado - Denver	Doctoral II	
University of Louisiana - Lafayette	Doctoral II	
University of Maine	Doctoral II	
University of Memphis	Doctoral I	Yes
University of Missouri - Kansas City	Doctoral I	
University of Missouri - Rolla	Doctoral I	
University of Missouri - St. Louis	Doctoral II	
University of Montana - Missoula	Doctoral II	
University of New Hampshire	Doctoral II	Yes
University of North Carolina - Greensboro	Doctoral I	
University of San Francisco	Doctoral II	
University of South Dakota	Doctoral II	
Western Michigan University	Doctoral I	Yes
Wichita State University	Doctoral II	
Wright State University	Doctoral II	

List of participating Doctoral institutions used as the benchmark comparisons for fall 2002:

Participating Institution	Doctoral I or II	CUPA Peer
Baylor University	Doctoral II	
Bowling Green State University	Doctoral I	Yes
Catholic University of America	Doctoral I	
Clarkson University	Doctoral II	
Cleveland State University	Doctoral II	
DePaul University	Doctoral II	
East Carolina University	Doctoral II	Yes
Florida International University	Doctoral II	
Georgia State University	Doctoral I	Yes
Indiana State University	Doctoral II	
Indiana Univ - Purdue Univ at Indianapolis	Doctoral II	
Louisiana Tech University	Doctoral II	
Loyola University of Chicago	Doctoral I	
Middle Tennessee State University	Doctoral II	
Montana State University-Bozeman	Doctoral II	Yes
Old Dominion University	Doctoral I	
Seton Hall University	Doctoral II	
Southern Methodist University	Doctoral I	
Tennessee State University	Doctoral II	
University of Akron	Doctoral I	
University of Alabama - Tuscaloosa	Doctoral I	Yes
University of Central Florida	Doctoral II	
University of Colorado - Denver	Doctoral II	
University of Louisiana - Lafayette	Doctoral II	
University of Maine	Doctoral II	
University of Memphis	Doctoral I	Yes
University of Missouri - Kansas City	Doctoral I	
University of Missouri - Rolla	Doctoral I	
University of Missouri - St. Louis	Doctoral II	
University of Montana - Missoula	Doctoral II	
University of New Hampshire	Doctoral II	Yes
University of North Carolina - Greensboro	Doctoral I	
University of San Francisco	Doctoral II	
University of South Dakota	Doctoral II	
Western Michigan University	Doctoral I	Yes
Wichita State University	Doctoral II	
Wright State University	Doctoral II	

List of participating Doctoral institutions used as the benchmark comparisons for fall 2001:

Participating Institution	Doctoral I or II	CUPA Peer
Baylor University	Doctoral II	
Bowling Green State University	Doctoral II	Yes
Cleveland State University	Doctoral II	
DePaul University	Doctoral II	
East Carolina University	Doctoral II	Yes
George Mason University	Doctoral II	Yes
Indiana State University	Doctoral II	
Indiana University - Purdue University	Doctoral II	
Louisiana Tech University	Doctoral II	
Loyola University of Chicago	Doctoral II	
Michigan Technological University	Doctoral II	
Middle Tennessee State University	Doctoral II	
Montana State University-Bozeman	Doctoral II	Yes
Old Dominion University	Doctoral II	
Southern Methodist University	Doctoral II	
SUNY - Binghamton University	Doctoral II	
Tennessee State University	Doctoral II	
University of Akron	Doctoral II	
University of Alabama - Tuscaloosa	Doctoral II	Yes
University of Central Florida	Doctoral II	
University of Colorado - Denver	Doctoral II	
University of Louisiana - Lafayette	Doctoral II	
University of Maine	Doctoral II	
University of Maryland - Balt. County	Doctoral II	Yes
University of Memphis	Doctoral II	Yes
University of Missouri - Kansas City	Doctoral II	
University of Missouri - Rolla	Doctoral II	
University of Missouri - St. Louis	Doctoral II	
University of Montana - Missoula	Doctoral II	
University of New Hampshire	Doctoral II	Yes
University of North Carolina - Greensboro	Doctoral II	
University of Toledo	Doctoral II	Yes
Western Michigan University	Doctoral II	Yes
Wichita State University	Doctoral II	

Appendix D. Frequently Asked Questions on the Faculty Teaching Workload Report

Are faculty members that were on sabbatical included in the FTE ratios?

Yes. Because faculty members on sabbatical are still being paid salary, they are included in the calculations. This is one very important reason that it is imperative to remember that any single year of data can be idiosyncratic. A sabbatical leave or leaves will result in salaries included in instructional expenses but loss of teaching productivity for the period of the leave.

What if a faculty member in department X taught a course in department Y? Which department gets 'credit' for this class?

The unit that paid for the instructional activity gets the credit. For example, if a faculty member from the History Department teaches a course in the Political Science Department, and the stipend is funded by the Political Science Department, then the organized class section, student credit hours, and FTE students taught are credited to Political Science – the unit that paid for the instructional activity.

How many semesters of NAU faculty teaching workload data are summarized in this analysis?

This report's main focus is on only one semester of reported teaching workload data at NAU - fall semester 2003. The information included in this report is based *only* on the faculty teaching workload as reported by each department in the People Soft system. The previous years, fall 2002 and 2001, data is based upon the data that was reported by each department's contact to the office of Planning and Institutional Research. Also included are the reported numbers from fall 2002 and 2001 so that departments can identify large discrepancies amongst the three years of reported data in order to perform their own internal check on the integrity of the data that has been reported.

Which universities are included in the benchmark data?

Refer to Appendix C, included in this report, for the list of participating Doctoral universities that were used as the national benchmark comparisons.

Is the data from NAU also included in the averages reported for the benchmark comparisons?

No. The reported data for the benchmarks represent aggregate values for the data provided for all reporting Doctoral institutions minus NAU. NAU is not included in the computed averages used as the benchmarks.

How were institutions chosen that were used as the benchmark comparisons to create the national norm data for NAU?

PAIR used the Carnegie Classification to identify universities similar to NAU. As NAU is classified as a doctoral university, the other participating doctoral universities were used as the benchmarks. Doctoral universities, as defined in the Carnegie taxonomy, are institutions that offer a full range of baccalaureate programs and are committed to graduate education through the doctorate. They award at least ten doctoral degrees annually in three or more disciplines, or twenty or more doctoral degrees in one or more disciplines. To gain a more

complete understanding of the classifications, you may read the other Carnegie institution types included in the Carnegie taxonomy. Any additional information you may want on the Carnegie Classification can be found at: <http://www.carnegiefoundation.org/Classification/>

“The Carnegie Classification is a heuristic tool for grouping institutions. It identifies certain commonalities among institutions that are suggested by descriptive data about their activities during a specified time frame. The Classification is a great simplification of what colleges and universities do, and only one of countless ways that they might be grouped. It does not purport to identify the fundamental character of an institution, and many important facets of institutional activity and identity are not taken into account. A significant constraint for an exercise such as the Classification is the need for comparable data for all institutions. It is often necessary to strike a compromise between a concept of interest (e.g., liberal arts emphasis) and the way the concept can be operationalized using national data (proportion of graduates majoring in selected fields). And in many cases, data that would be useful for institutional differentiation are simply not available, or not available for all relevant institutions.” (excerpt was taken from the above website).

2003 Tenured and Tenure-track Faculty		# Schs	UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Arts and Letters	Art	28	3.3	2.0	0.0	0.3	3.3	2.2	145	162	9.6	11.3
	Chemistry and Biochemistry	31	2.2	1.4	0.1	0.6	2.2	2.1	370	229	24.9	16.1
	English	32	1.1	1.7	0.7	0.6	1.8	2.2	104	147	8.3	10.9
	History	32	1.6	2.0	0.4	0.6	2.0	2.4	166	245	11.9	17.0
	Humanities, Arts, and Religion	10	2.4	2.1		0.4	2.4	2.6	290	139	19.4	9.5
	Modern Languages	25	2.0	2.5	0.0	0.4	2.0	2.9	125	154	8.3	10.0
	Music	25	1.2	2.5	0.5	0.8	1.6	3.2	142	115	9.9	8.3
	Philosophy	31	2.5	2.2	0.2	0.4	2.7	2.5	298	229	20.0	15.6
	Theatre	21	3.3	2.4		1.0	3.3	2.8	128	133	8.6	10.0
College of Business Administration	Accounting	23	3.0	1.8	0.1	0.8	3.1	2.7	287	250	19.7	19.0
	Economics	7	1.4	1.7	0.0	0.8	1.4	2.4	197	258	13.1	18.4
	Finance	15	2.7	2.0	0.0	0.8	2.7	2.7	300	267	20.1	20.5
	Management	20	2.9	1.7	0.1	0.9	3.0	2.5	243	225	16.4	17.4
	Marketing	14	2.6	1.8	0.2	0.6	2.9	2.5	248	273	16.7	20.0
College of Education	Educational Leadership	16	0.2	0.3	2.0	2.0	2.1	2.3	93	133	9.7	13.7
	Educational Psychology	8	0.2	0.2	2.2	2.3	2.5	2.5	108	126	11.0	13.5
	Educational Specialties	10	0.7	1.1	1.9	1.2	2.6	2.2	129	142	12.3	12.2
	Teaching and Learning	13	2.2	1.2	0.4	1.3	2.6	2.5	164	152	11.9	13.5
College of Engineering and Natural Sciences	Biology	30	1.0	1.3	0.9	0.6	1.9	2.0	203	215	14.7	15.5
	Civil and Environmental Engineering	10	3.4	1.6	0.1	0.8	3.5	2.4	101	120	6.8	9.2
	Computer Information Systems	15	2.3	1.9	0.4	0.9	2.7	2.7	177	213	12.2	15.0
	Computer Science	17	2.2	1.5		1.0	2.2	2.5	145	156	9.6	12.4
	Construction Management		2.0				2.0		190		12.6	
	Electrical Engineering	14	2.3	1.4	0.8	0.9	3.0	2.4	222	140	15.2	11.2
	Environmental Sciences	10	1.7	2.0	0.7	0.9	2.4	2.7	122	193	9.1	14.0
	Exercise Science & Athletic Training	12	2.1	1.8	0.5	0.8	2.6	2.9	270	173	18.1	13.3
	Geology	21	1.0	1.8	0.4	0.7	1.4	2.5	133	216	9.7	15.3
	Mathematics and Statistics	29	1.9	1.9	0.5	0.5	2.5	2.4	179	186	12.7	13.1
	Mechanical Engineering	12	2.6	1.5	0.2	0.6	2.9	2.4	158	138	10.7	10.4
	Physics and Astronomy	31	1.6	1.4	0.7	0.6	2.3	1.8	143	175	9.9	12.2

2003 Tenured and Tenure-track Faculty		# Schs	UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Social and Behavioral Sciences	Anthropology	18	1.4	1.7	0.7	0.5	2.1	2.1	162	214	12.2	15.0
	Applied Indigenous Studies	15	1.0	2.2		0.4	1.0	2.3	56	170	3.7	11.7
	Communications	25	3.4	2.0		0.5	3.4	2.5	241	204	16.1	14.2
	Criminal Justice	10	1.9	1.9	0.4	0.8	2.3	2.8	240	258	16.3	18.3
	Geography and Public Planning	13	3.2	2.1	0.7	0.6	4.0	2.6	253	274	17.8	19.0
	Political Science	29	1.1	2.2	0.7	0.4	1.8	2.6	172	255	12.7	17.7
	Psychology	32	2.2	1.2	0.6	0.9	2.8	2.0	294	222	20.4	16.2
	Social Work	24	2.3	1.2		1.4	2.3	2.2	123	139	8.2	11.8
	Sociology	29	1.0	1.9	0.3	0.5	1.3	2.3	205	260	14.5	17.9
Consortium of Professional Schools	Communication Sciences and Disorder:	14	0.9	0.8	1.1	1.5	2.0	2.4	109	149	9.9	13.3
	Dental Hygiene		1.4				1.4		138		9.2	
	Forestry		1.2		0.6		1.8		97		7.1	
	Health Promotion	8	2.7	0.8	0.3	1.5	3.1	2.2	179	126	12.3	11.5
	Hotel and Restaurant Management		3.6				3.6		254		17.0	
	Nursing	26	0.7	1.2	0.9	0.7	1.6	1.7	55	151	4.1	10.9
	Physical Therapy	8		1.0	4.0	1.6	4.0	2.3	234	165	26.0	14.9

2002 Tenured and Tenure-track Faculty		# Schs	UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Arts and Letters	Art	31	2.8	2.0	0.0	0.5	2.8	2.4	139	169	9.3	11.6
	English	36	1.3	1.7	0.7	0.5	2.0	2.4	129	154	10.1	11.2
	History	35	2.3	2.2	0.3	0.5	2.6	2.7	236	264	16.2	18.3
	Humanities, Arts, and Religion	10	2.1	2.1	0.1	0.6	2.2	2.2	206	152	13.7	10.6
	Master of Liberal Studies	10		2.1	1.0	0.6	1.0	2.2	67	152	7.4	10.6
	Modern Languages	30	2.0	2.4		0.4	2.0	2.7	119	140	7.9	9.7
	Music	30	1.1	2.7	0.1	0.7	1.3	3.3	143	111	10.0	8.1
	Philosophy	32	2.9	2.4		0.7	2.9	2.7	259	229	17.2	15.4
	Theatre	22	2.7	2.5	0.0	0.9	2.7	3.1	121	141	8.1	10.0
College of Business Administration	Accounting	25	1.8	1.9	0.1	0.6	1.9	2.7	226	260	15.4	19.3
	Computer Information Systems	18	1.7	2.0	0.2	1.0	1.8	3.0	125	260	8.6	19.8
	Economics	11	2.7	2.0	0.0	0.7	2.7	2.8	328	291	21.9	21.6
	Finance	19	2.5	1.8		0.9	2.5	2.8	247	255	16.5	19.7
	Management	25	2.4	1.8	0.1	0.8	2.6	2.6	205	250	14.2	18.8
	Marketing	19	2.0	1.8	0.0	0.7	2.0	2.5	206	276	13.7	20.5
College of Education	Educational Leadership	16	0.3	0.2	2.1	2.3	2.4	2.9	150	160	14.7	15.9
	Educational Psychology	8	0.5	0.2	2.6	2.1	3.1	2.4	149	131	14.7	13.4
	Educational Specialties	6	1.4	0.8	1.7	1.4	3.1	2.1	161	146	13.5	12.9
	Teaching and Learning	17	2.6	1.5	0.5	1.3	3.0	2.8	171	167	12.8	13.8
College of Engineering and Natural Sciences	Biology	35	1.7	1.4	1.7	0.7	3.4	2.1	178	214	13.4	15.2
	Chemistry and Biochemistry	36	1.4	1.5	0.2	0.6	1.6	2.1	262	233	18.0	16.5
	Civil and Environmental Engineering	18	1.3	1.5	0.4	0.8	1.7	2.4	84	111	5.9	9.1
	Computer Science	19	1.6	1.3	0.2	0.9	1.8	2.3	130	165	9.1	13.5
	Construction Management		3.8				3.8		210		14.0	
	Electrical Engineering	19	1.6	1.6	0.5	0.9	2.1	2.5	158	164	10.9	13.0
	Environmental Sciences	8	2.0	1.2	1.3	1.0	3.3	2.1	214	157	15.5	12.2
	Exercise Science	14	2.4	2.1	0.2	0.9	2.6	3.2	188	184	12.6	14.0
	Geology	25	1.2	1.6	0.9	0.6	2.1	2.1	121	241	9.3	16.8
	Mathematics and Statistics	36	2.2	1.9	0.6	0.5	2.8	2.4	189	198	13.5	13.9
	Mechanical Engineering	19	1.6	1.6	0.7	0.8	2.3	2.5	110	153	7.8	11.8
	Physics and Astronomy	36	1.5	1.8	0.3	0.4	1.8	2.2	248	199	16.8	13.7

2002 Tenured and Tenure-track Faculty		# Schs	UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Social and Behavioral Sciences	Anthropology	19	1.4	2.1	0.8	0.8	2.2	2.6	189	228	14.2	16.7
	Applied Indigenous Studies	14	1.0	2.0	0.3	0.5	1.3	2.3	122	150	8.4	10.5
	Criminal Justice	13	1.7	2.3	0.3	0.9	1.9	2.9	167	262	11.6	18.6
	Geography, Planning, and Recreation	15	2.6	2.1	1.4	0.6	4.0	2.5	186	266	14.0	19.7
	Political Science	33	1.5	2.1	0.6	0.6	2.1	2.5	186	251	13.7	17.6
	Psychology	37	2.0	1.3	0.6	0.9	2.6	2.2	241	232	16.9	16.9
	School of Communication	28	1.5	2.2	0.0	0.6	1.5	2.7	217	227	14.5	15.9
	Social Work	25	3.0	1.3		1.2	3.0	2.1	173	133	11.5	11.5
	Sociology	31	2.9	2.0	0.4	0.5	3.3	2.4	394	255	27.3	17.6
	Women's Studies	14	1.3	2.0	0.3	0.5	1.7	2.3	43	150	3.1	10.5
Consortium of Professional Schools	Communication Sciences and Disorder	16	1.2	1.1	1.3	1.3	2.5	2.3	149	131	13.1	11.1
	Dental Hygiene		2.4				2.4		133		8.8	
	Forestry		3.9		0.5		4.4		190		13.1	
	Health Promotion	13	3.0	2.8	0.2	0.5	3.1	3.4	188	253	12.7	18.1
	Hotel and Restaurant Management	5	3.0	3.1			3.0	3.2	216	221	14.4	15.0
	Nursing	30	1.8	1.2	1.1	0.9	3.0	1.9	105	120	7.7	9.4
	Physical Therapy	11		0.9	5.0	1.6	5.0	2.3	191	129	21.2	11.9

2001 Tenured and Tenure-track Faculty		# Schs	UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Arts and Letters	Art	28	3.7	2.2	0.1	0.4	3.8	2.5	298	155	19.9	10.7
	English	33	1.4	1.9	0.8	0.5	2.2	2.4	140	158	10.9	11.3
	History	32	1.6	2.0	0.5	0.6	2.1	2.6	164	242	11.5	16.8
	Humanities, Arts, and Religion	10	2.1	3.3	0.2	1.8	2.3	3.1	219	176	14.7	12.5
	Master of Liberal Studies	10		3.3		1.8		3.1		176		12.5
	Modern Languages	26	2.4	2.5	0.1	0.4	2.5	2.8	138	142	9.2	9.9
	Music	29	0.8	2.5	0.1	0.7	0.9	3.1	140	114	9.7	8.1
	Philosophy	29	2.7	2.2		0.4	2.7	2.4	225	214	15.0	14.7
	Theatre	21	0.5	2.7		0.9	0.5	3.3	135	164	9.0	11.5
College of Business Administration	Accounting	20	2.3	1.9	0.1	0.7	2.4	2.6	299	242	20.4	18.1
	Computer Information Systems	11	1.6	1.9	0.6	1.0	2.2	2.9	215	251	15.3	19.3
	Economics	6	2.5	1.7	0.1	0.8	2.6	2.6	321	290	21.7	21.0
	Finance	14	2.3	1.9	0.2	0.8	2.5	2.7	207	241	14.1	18.0
	Management	19	2.0	1.7	0.1	0.8	2.1	2.5	179	240	12.2	18.2
	Marketing	14	2.6	1.8	0.4	0.6	3.0	2.5	277	271	18.6	20.0
College of Education	Educational Leadership	14	0.3	0.2	2.3	2.4	2.6	2.9	113	137	11.4	13.8
	Educational Psychology	5	0.5	0.2	2.1	3.1	2.6	3.2	132	117	12.6	12.6
	Educational Specialties	6	1.6	1.0	1.5	1.4	3.1	2.4	163	177	13.8	15.4
	Instructional Leadership	17	2.6	1.6	0.5	1.5	3.1	3.2	176	170	12.7	14.6
College of Engineering and Natural Sciences	Biology	32	1.2	1.5	1.3	0.5	2.5	2.0	153	215	11.4	15.6
	Chemistry	33	1.8	1.6	0.2	0.7	2.0	2.2	262	208	17.6	14.7
	Civil Engineering, General	16	1.9	1.5	0.6	0.7	2.5	2.4	124	122	8.6	9.2
	Computer Science and Egr	17	2.2	1.2	0.2	1.2	2.4	2.4	194	165	13.0	13.3
	Construction Management		2.7				2.7		273		18.2	
	Electrical, Electronics and	19	2.7	1.5	1.1	0.8	3.8	2.2	191	164	13.2	12.7
	Environmental Science	7	1.4	2.2	0.9	1.0	2.3	2.9	80	198	6.3	14.6
	Exercise Science	15	1.9	2.3	0.3	1.1	2.3	3.1	187	190	12.8	14.0
	Geology	23	1.5	1.5	0.8	0.6	2.3	2.1	203	221	14.7	15.4
	Mathematics and Statistics	34	2.4	1.7	0.4	0.5	2.7	2.3	182	195	12.7	13.6
	Mechanical Engineering	19	1.5	1.4	0.3	0.7	1.9	2.3	137	155	9.3	11.7
	Physics and Astronomy	32	1.8	1.6	0.1	0.5	2.0	2.0	305	193	20.4	13.2

2001 Tenured and Tenure-track Faculty		# Schs	UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Social and Behavioral Sciences	Anthropology	18	1.2	2.0	0.6	0.7	1.8	2.4	151	220	11.4	15.3
	Applied Indigenous Studies	16	1.0	2.0		0.7	1.0	2.3	75	127	5.0	8.7
	Criminal Justice	10	1.5	2.3	0.5	1.2	2.0	3.2	174	259	12.5	18.2
	Geography and Public Planning	17	2.1	1.9	1.0	0.9	3.1	2.5	170	270	12.4	18.8
	Political Science	29	1.6	2.1	0.7	0.4	2.3	2.4	188	235	13.8	16.3
	Psychology	33	2.0	1.3	0.7	1.0	2.6	2.4	265	226	18.6	16.5
	School of Communication	23	3.1	2.2	0.0	0.6	3.1	2.7	252	214	16.8	15.0
	Sociology & Social Work	28	1.8	1.9	0.3	0.6	2.0	2.4	231	238	15.8	16.5
	Women's Studies	16	0.0	2.0	0.0	0.7	0.0	2.3	50	127	5.6	8.7
Consortium of Professional Schools	Communication Sciences & Disorders	14	1.0	1.1	1.0	1.4	2.0	2.4	118	140	10.9	12.0
	Dental Hygiene		3.7				3.7		255		17.0	
	Forestry		3.5		0.4		3.9		198		13.6	
	Health Promotion	13	1.0	2.6	0.2	0.8	1.2	3.4	120	198	8.5	14.7
	Hotel and Restaurant Management		3.2				3.2		218		14.6	
	Nursing	25	1.1	1.3	0.9	0.9	2.0	2.2	80	113	6.6	8.5
	Physical Therapy	6		1.6	4.4	1.1	4.4	2.5	209	151	23.2	12.2

NAU's Tenured and Tenure-track Faculty		FTE Instructional Faculty			Undergraduate OCS / FTE (not incl labs)			Graduate OCS / FTE (not incl labs)			Total OCS / FTE (not incl labs)		
		2001	2002	2003	2001	2002	2003	2001	2002	2003	2001	2002	2003
College of Arts and Letters	Art	10.0	11.5	10.5	3.7	2.8	3.3	0.1	0.0	0.0	3.8	2.8	3.3
	English	32.0	34.3	33.4	1.4	1.3	1.1	0.8	0.7	0.7	2.2	2.0	1.8
	History	16.9	12.9	15.6	1.6	2.3	1.6	0.5	0.3	0.4	2.1	2.6	2.0
	Humanities, Arts, and Religion	14.1	14.0	14.0	2.1	2.1	2.4	0.2	0.1		2.3	2.2	2.4
	Master of Liberal Studies	0.0	1.0						1.0			1.0	
	Modern Languages	15.3	20.0	17.0	2.4	2.0	2.0	0.1		0.0	2.5	2.0	2.0
	Music	20.0	21.0	19.5	0.8	1.1	1.2	0.1	0.1	0.5	0.9	1.3	1.6
	Philosophy	7.0	7.0	5.6	2.7	2.9	2.5			0.2	2.7	2.9	2.7
Theatre	6.0	6.0	7.0	0.5	2.7	3.3		0.0		0.5	2.7	3.3	
College of Business Administration	Accounting	8.0	8.0	7.5	2.3	1.8	3.0	0.1	0.1	0.1	2.4	1.9	3.1
	Computer Information Systems	5.0	6.0	6.5	1.6	1.7	2.3	0.6	0.2	0.4	2.2	1.8	2.7
	Economics	8.0	7.0	9.2	2.5	2.7	1.4	0.1	0.0	0.0	2.6	2.7	1.4
	Finance	6.0	6.0	6.4	2.3	2.5	2.7	0.2		0.0	2.5	2.5	2.7
	Management	9.0	7.0	2.5	2.0	2.4	2.9	0.1	0.1	0.1	2.1	2.6	3.0
Marketing	5.0	6.0	5.4	2.6	2.0	2.6	0.4	0.0	0.2	3.0	2.0	2.9	
College of Education	Educational Leadership	17.0	18.4	16.8	0.3	0.3	0.2	2.3	2.1	2.0	2.6	2.4	2.1
	Educational Psychology	18.0	17.0	16.2	0.5	0.5	0.2	2.1	2.6	2.2	2.6	3.1	2.5
	Educational Specialties	13.7	14.3	14.0	1.6	1.4	0.7	1.5	1.7	1.9	3.1	3.1	2.6
	Teaching and Learning	19.6	19.4	17.4	2.6	2.6	2.2	0.5	0.5	0.4	3.1	3.0	2.6
College of Engineering and Natural Sciences	Biology	27.1	23.0	27.5	1.2	1.7	1.0	1.3	1.7	0.9	2.5	3.4	1.9
	Chemistry	10.2	12.1	12.1	1.8	1.4	2.2	0.2	0.2	0.1	2.0	1.6	2.2
	Civil Engineering, General	8.4	8.4	11.2	1.9	1.3	3.4	0.6	0.4	0.1	2.5	1.7	3.5
	Computer Science and Egr	4.9	4.9	5.0	2.2	1.6	2.2	0.2	0.2		2.4	1.8	2.2
	Construction Management	3.0	4.0	2.0	2.7	3.8	2.0				2.7	3.8	2.0
	Electrical, Electronics and	5.6	7.6	4.0	2.7	1.6	2.3	1.1	0.5	0.8	3.8	2.1	3.0
	Environmental Science	5.5	4.5	4.1	1.4	2.0	1.7	0.9	1.3	0.7	2.3	3.3	2.4
	Exercise Science	5.8	5.0	3.8	1.9	2.4	2.1	0.3	0.2	0.5	2.3	2.6	2.6
	Geology	11.3	12.9	13.1	1.5	1.2	1.0	0.8	0.9	0.4	2.3	2.1	1.4
	Mathematics and Statistics	18.7	19.0	17.0	2.4	2.2	1.9	0.4	0.6	0.5	2.7	2.8	2.5
Mechanical Engineering	5.9	6.1	4.2	1.5	1.6	2.6	0.3	0.7	0.2	1.9	2.3	2.9	

NAU's Tenured and Tenure-track Faculty		FTE Instructional Faculty			Undergraduate OCS / FTE (not incl labs)			Graduate OCS / FTE (not incl labs)			Total OCS / FTE (not incl labs)		
		2001	2002	2003	2001	2002	2003	2001	2002	2003	2001	2002	2003
	Physics and Astronomy	7.1	6.6	10.1	1.8	1.5	1.6	0.1	0.3	0.7	2.0	1.8	2.3
College of Social and Behavioral Sciences	Anthropology	13.4	12.9	13.6	1.2	1.4	1.4	0.6	0.8	0.7	1.8	2.2	2.1
	Applied Indigenous Studies	1.0	4.0	2.0	1.0	1.0	1.0		0.3		1.0	1.3	1.0
	Criminal Justice	11.6	10.3	10.4	1.5	1.7	1.9	0.5	0.3	0.4	2.0	1.9	2.3
	Geography and Public Planning	8.6	7.7	9.6	2.1	2.6	3.2	1.0	1.4	0.7	3.1	4.0	4.0
	Political Science	15.4	14.1	14.8	1.6	1.5	1.1	0.7	0.6	0.7	2.3	2.1	1.8
	Psychology	15.4	17.5	16.1	2.0	2.0	2.2	0.7	0.6	0.6	2.6	2.6	2.8
	School of Communication	18.0	22.0	21.5	3.1	1.5	3.4	0.0	0.0		3.1	1.5	3.4
	Social Work		4.0	6.0		3.0	2.3					3.0	2.3
	Sociology		12.0	12.0		2.9	1.0		0.4	0.3		3.3	1.3
Sociology & Social Work	18.2			1.8			0.3			2.0			
Women's Studies	1.0	3.0		0.0	1.3		0.0	0.3		0.0	1.7		
Consortium of Professional Schools	Communication Sciences and Disorders	5.0	6.0	5.4	1.0	1.2	0.9	1.0	1.3	1.1	2.0	2.5	2.0
	Dental Hygiene	2.4	4.2	5.0	3.7	2.4	1.4				3.7	2.4	1.4
	Forestry	15.4	16.6	17.4	3.5	3.9	1.2	0.4	0.5	0.6	3.9	4.4	1.8
	Health Promotion	4.8	5.8	2.9	1.0	3.0	2.7	0.2	0.2	0.3	1.2	3.1	3.1
	Hotel and Restaurant Management	11.0	13.8	12.9	3.2	3.0	3.6				3.2	3.0	3.6
	Nursing	9.8	7.1	7.0	1.1	1.8	0.7	0.9	1.1	0.9	2.0	3.0	1.6
	Physical Therapy	5.0	7.0	5.0				4.4	5.0	4.0	4.4	5.0	4.0

NAU's Tenured and Tenure-track Faculty		Undergraduate SCH / FTE			Graduate SCH / FTE			Total SCH / FTE			FTE Student / FTE Faculty		
		2001	2002	2003	2001	2002	2003	2001	2002	2003	2001	2002	2003
College of Arts and Letters	Art	297	139	145	1	1	0	298	139	145	19.9	9.3	9.6
	English	104	94	73	36	35	31	140	129	104	10.9	10.1	8.3
	History	151	224	148	13	12	19	164	236	166	11.5	16.2	11.9
	Humanities, Arts, and Religion	217	206	290	3	0		219	206	290	14.7	13.7	19.4
	Master of Liberal Studies					67			67			7.4	
	Modern Languages	137	119	125	1		0	138	119	125	9.2	7.9	8.3
	Music	131	132	132	9	11	10	140	143	142	9.7	10.0	9.9
	Philosophy	225	259	296			2	225	259	298	15.0	17.2	20.0
Theatre	135	121	128		0		135	121	128	9.0	8.1	8.6	
College of Business Administration	Accounting	288	220	274	11	6	13	299	226	287	20.4	15.4	19.7
	Computer Information Systems	192	120	167	23	6	10	215	125	177	15.3	8.6	12.2
	Economics	315	328	197	6	0	0	321	328	197	21.7	21.9	13.1
	Finance	200	247	298	8		2	207	247	300	14.1	16.5	20.1
	Management	173	193	238	6	12	5	179	205	243	12.2	14.2	16.4
Marketing	275	206	244	2	0	4	277	206	248	18.6	13.7	16.7	
College of Education	Educational Leadership	27	44	14	86	106	78	113	150	93	11.4	14.7	9.7
	Educational Psychology	47	42	24	85	107	84	132	149	108	12.6	14.7	11.0
	Educational Specialties	97	100	46	66	61	84	163	161	129	13.8	13.5	12.3
	Teaching and Learning	155	140	143	21	31	21	176	171	164	12.7	12.8	11.9
College of Engineering and Natural Sciences	Biology	127	144	177	27	34	26	153	178	203	11.4	13.4	14.7
	Chemistry	258	250	363	4	12	7	262	262	370	17.6	18.0	24.9
	Civil Engineering, General	118	77	100	6	7	2	124	84	101	8.6	5.9	6.8
	Computer Science and Egr	193	121	145	1	9		194	130	145	13.0	9.1	9.6
	Construction Management	273	210	190				273	210	190	18.2	14.0	12.6
	Electrical, Electronics and	179	150	212	12	8	10	191	158	222	13.2	10.9	15.2
	Environmental Science	57	186	99	23	28	23	80	214	122	6.3	15.5	9.1
	Exercise Science	181	186	266	6	2	4	187	188	270	12.8	12.6	18.1
	Geology	176	93	113	27	28	20	203	121	133	14.7	9.3	9.7
	Mathematics and Statistics	169	169	163	13	20	16	182	189	179	12.7	13.5	12.7
Mechanical Engineering	132	99	154	5	10	4	137	110	158	9.3	7.8	10.7	

NAU's Tenured and Tenure-track Faculty		Undergraduate SCH / FTE			Graduate SCH / FTE			Total SCH / FTE			FTE Student / FTE Faculty		
		2001	2002	2003	2001	2002	2003	2001	2002	2003	2001	2002	2003
	Physics and Astronomy	302	241	135	3	7	8	305	248	143	20.4	16.8	9.9
College of Social and Behavioral Sciences	Anthropology	120	152	130	31	37	31	151	189	162	11.4	14.2	12.2
	Applied Indigenous Studies	75	117	56		5		75	122	56	5.0	8.4	3.7
	Criminal Justice	154	156	233	20	11	7	174	167	240	12.5	11.6	16.3
	Geography and Public Planning	145	149	231	25	37	22	170	186	253	12.4	14.0	17.8
	Political Science	160	156	143	28	29	29	188	186	172	13.8	13.7	12.7
	Psychology	243	223	276	22	18	18	265	241	294	18.6	16.9	20.4
	School of Communication	252	216	241	0	1		252	217	241	16.8	14.5	16.1
	Social Work		173	123					173	123		11.5	8.2
	Sociology		371	186		23	19		394	205		27.3	14.5
	Sociology & Social Work	222			9			231			15.8		
Women's Studies	0	37		50	6		50	43		5.6	3.1		
Consortium of Professional Schools	Communication Sciences and Disorders	50	77	51	68	72	58	118	149	109	10.9	13.1	9.9
	Dental Hygiene	255	133	138				255	133	138	17.0	8.8	9.2
	Forestry	189	180	83	9	10	14	198	190	97	13.6	13.1	7.1
	Health Promotion	108	184	171	11	4	8	120	188	179	8.5	12.7	12.3
	Hotel and Restaurant Management	218	216	254				218	216	254	14.6	14.4	17.0
	Nursing	54	89	45	27	16	10	80	105	55	6.6	7.7	4.1
	Physical Therapy				209	191	234	209	191	234	23.2	21.2	26.0

2003 All Faculty Combined			UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			# Schs	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU
College of Arts and Letters	English	32	1.6	2.7	0.5	0.3	2.1	2.9	132	207	9.8	14.0
	History	32	1.7	2.2	0.3	0.4	2.0	2.6	199	279	14.0	19.1
	Humanities, Arts, and Religion	10	2.6	3.1		0.3	2.6	3.2	291	174	19.4	11.8
	Modern Languages	25	2.9	2.9	0.0	0.2	2.9	3.0	198	187	13.2	12.7
	Music	25	1.0	2.4	0.3	0.6	1.3	2.9	125	113	8.6	8.0
	Philosophy	31	2.6	2.5	0.1	0.3	2.8	2.7	302	256	20.2	17.3
	Theatre	21	3.3	2.7		0.7	3.3	2.9	165	167	11.0	11.5
College of Business Administration	Accounting	23	3.5	2.1	0.1	0.8	3.6	2.8	345	289	23.5	21.6
	Computer Information Systems	15	2.4	2.3	0.2	0.8	2.6	3.1	421	232	28.3	18.6
	Economics	7	1.5	2.2	0.0	0.7	1.5	2.8	224	324	14.9	20.4
	Finance	15	2.6	2.1	0.1	0.7	2.7	2.8	305	293	20.4	21.9
	Management	20	3.3	2.1	0.3	0.8	3.6	2.8	307	284	20.8	20.7
	Marketing	14	3.2	2.1	0.2	0.6	3.4	2.8	332	308	22.3	22.3
College of Education	Educational Leadership	16	0.6	0.6	1.8	2.0	2.4	2.4	206	137	18.7	13.7
	Educational Psychology	8	0.9	1.0	1.8	1.9	2.6	2.5	123	125	11.4	12.4
	Educational Specialties	10	2.3	1.4	2.3	1.2	4.5	2.8	247	181	21.0	15.0
	Teaching and Learning	13	2.1	1.6	0.5	1.4	2.6	2.6	172	166	12.6	14.0
College of Engineering and Natural Sciences	Biology	30	1.1	1.3	0.8	0.4	1.9	1.8	225	221	15.9	15.1
	Chemistry and Biochemistry	31	2.2	1.3	0.1	0.3	2.3	1.6	354	233	23.8	16.1
	Civil and Environmental Engineering	10	3.4	1.6	0.2	0.7	3.5	2.5	111	119	7.5	8.9
	Computer Science	17	2.5	2.2		0.6	2.5	2.7	180	218	12.0	15.9
	Construction Management		3.5				3.5		268		17.8	
	Electrical Engineering	14	2.9	1.3	0.6	0.7	3.5	2.1	252	133	17.2	10.5
	Exercise Science & Athletic Training	12	3.7	2.9	0.3	0.6	4.0	3.5	282	198	18.9	14.5
	Geology	21	1.0	1.6	0.3	0.5	1.3	2.1	141	209	10.2	14.5
	Mathematics and Statistics	29	3.1	2.5	0.3	0.3	3.4	2.8	302	274	20.6	18.6
	Mechanical Engineering	12	2.9	1.6	0.5	0.6	3.5	2.1	184	142	12.6	10.5
	Physics and Astronomy	31	1.7	1.5	0.6	0.4	2.3	1.8	201	190	13.7	12.6
	Environmental Sciences	10	1.8	1.9	0.4	0.7	2.2	2.3	179	181	12.5	12.3

2003 All Faculty Combined		UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC		
		# Schs	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Social and Behavioral Sciences	Anthropology	18	1.8	2.2	0.7	0.4	2.4	2.4	220	249	15.9	17.2
	Applied Indigenous Studies	15	1.0	2.3		0.4	1.0	2.5	54	189	3.6	12.8
	Communications	25	3.7	2.8		0.3	3.7	3.0	280	243	18.7	16.5
	Criminal Justice	10	2.3	2.2	0.4	0.7	2.7	2.8	325	292	22.0	20.4
	Geography and Public Planning	13	3.0	2.3	0.6	0.4	3.6	2.7	245	319	17.2	21.7
	Political Science	29	1.8	2.3	0.7	0.4	2.5	2.7	248	275	17.8	19.0
	Psychology	32	2.6	1.6	0.5	0.7	3.1	2.3	386	266	26.6	18.8
	Social Work	24	1.4	1.3		1.4	1.4	2.4	70	158	4.7	13.6
	Sociology	29	1.7	2.2	0.3	0.4	2.0	2.5	262	285	18.2	19.4
Constorium of Professional Schools	Communication Sciences and Disorders	14	0.9	0.9	1.3	1.2	2.1	2.1	111	123	10.3	10.6
	Dental Hygiene		2.6				2.6		162		10.8	
	Forestry		1.5		0.6		2.1		125		9.4	
	Health Promotion	8	9.2	1.3	0.5	1.4	9.7	3.0	461	169	31.2	14.8
	Hotel and Restaurant Management		4.0				4.0		292		19.5	
	Nursing	26	1.6	1.2	0.6	0.5	2.1	1.7	129	138	8.9	9.9
	Physical Therapy	8		1.1	3.9	0.9	3.9	1.8	239	164	26.6	14.6

2002 All Faculty Combined		UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC		
		# Schs	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Arts and Letters	English	36	1.7	2.9	0.4	0.3	2.2	3.2	148	220	10.7	15.1
	History	35	2.2	2.4	0.3	0.4	2.5	2.8	214	287	15.0	19.6
	Humanities, Arts, and Religion	10	2.4	2.4	0.1	0.3	2.4	2.3	220	172	14.7	11.8
	Master of Liberal Studies	10		2.4	1.9	0.3	1.9	2.3	67	172	7.5	11.8
	Modern Languages	30	2.5	3.2		0.2	2.5	3.3	178	214	11.9	14.4
	Music	30	1.0	2.9	0.1	0.6	1.1	3.7	102	125	7.2	9.2
	Philosophy	32	2.8	2.8		0.4	2.8	3.0	244	280	16.3	18.9
	Theatre	22	2.8	2.8	0.0	0.6	2.8	3.2	165	180	11.0	12.4
College of Business Administration	Accounting	25	2.1	2.3	0.3	0.7	2.4	3.1	333	309	22.7	22.3
	Economics	11	2.6	2.3	0.2	0.7	2.8	2.9	335	337	22.9	24.1
	Finance	19	2.5	2.1		0.8	2.5	3.0	247	301	16.5	22.1
	Management	25	3.0	2.2	0.1	0.8	3.1	3.0	312	303	21.1	22.6
College of Education	Educational Leadership	16	0.6	0.5	2.0	2.2	2.6	2.9	175	155	16.2	15.8
	Educational Psychology	8	1.0	0.7	1.9	1.5	2.9	2.0	149	117	13.5	11.1
	Educational Specialties	6	1.9	1.1	1.6	1.4	3.5	2.5	191	204	15.8	17.9
	Teaching and Learning	17	3.0	1.8	0.4	1.3	3.4	3.1	280	185	19.9	15.1
College of Engineering and Natural Sciences	Biology	35	2.3	1.5	1.1	0.4	3.4	2.0	168	238	12.1	16.5
	Chemistry and Biochemistry	36	1.3	1.5	0.2	0.4	1.5	2.0	220	233	15.0	16.2
	Civil and Environmental Engineering	18	1.9	1.6	0.3	0.7	2.2	2.3	115	123	7.9	9.8
	Communication Sciences and Disorders	16	0.9	1.2	1.3	1.2	2.1	2.3	128	131	11.8	10.9
	Computer Science	19	1.8	2.1	0.2	0.6	2.0	2.6	141	222	9.7	16.4
	Construction Management		3.6				3.6		244		16.3	
	Electrical Engineering	19	1.6	1.6	0.5	0.7	2.1	2.5	158	150	10.9	11.5
	Environmental Sciences	8	1.3	1.7	0.9	1.0	2.1	2.3	148	204	10.7	16.3
	Geology	25	1.0	1.7	0.5	0.4	1.5	2.1	128	225	9.4	15.5
	Mathematics and Statistics	36	2.9	2.7	0.3	0.3	3.2	2.9	236	302	16.2	20.6
	Mechanical Engineering	19	2.3	1.7	0.6	0.7	2.9	2.5	119	145	8.4	10.9
Physics and Astronomy	36	1.3	1.7	0.2	0.4	1.5	1.9	267	218	18.0	14.5	

2002 All Faculty Combined		UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC		
		# Schs	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Social and Behavioral Sciences	Anthropology	19	1.6	2.5	1.0	0.6	2.6	2.7	226	257	16.3	17.6
	Applied Indigenous Studies	14	1.2	2.3	0.2	0.4	1.4	2.4	136	192	9.3	13.2
	Criminal Justice	13	2.0	2.6	0.3	0.8	2.3	3.2	237	289	16.2	20.2
	Geography, Planning, and Recreation	15	2.5	2.2	1.4	0.5	3.8	2.5	179	294	13.3	20.2
	Political Science	33	2.0	2.3	0.5	0.4	2.5	2.7	241	272	17.2	18.8
	Psychology	37	2.1	1.8	0.5	0.6	2.6	2.4	294	286	20.3	20.1
	School of Communication	28	2.3	2.8	0.0	0.4	2.4	3.1	258	250	17.3	17.2
	Social Work	25	3.1	1.5		1.3	3.1	2.5	201	167	13.4	12.9
	Sociology	31	2.9	2.2	0.4	0.3	3.3	2.5	390	289	27.0	19.6
Women's Studies	14	2.3	2.3	0.3	0.4	2.5	2.4	130	192	8.9	13.2	
Consortium of Professional Schools	Computer Information Systems	18	1.8	2.5	0.1	0.7	1.9	3.3	261	294	17.6	21.6
	Dental Hygiene		2.2				2.2		117		7.8	
	Exercise Science	14	3.1	2.5	0.2	0.5	3.2	3.4	214	197	14.4	14.5
	Forestry		3.9		0.4		4.3		192		13.2	
	Health Promotion	13	5.4	3.8	0.3	0.4	5.7	4.2	267	254	18.1	17.8
	Hotel and Restaurant Management	5	2.9	3.3			2.9	3.4	197	265	13.1	17.9
	Marketing	19	2.1	2.2	0.4	0.7	2.5	3.0	218	326	15.2	23.8
	Nursing	30	1.9	1.3	0.8	0.7	2.7	2.0	87	131	6.2	9.8
Physical Therapy	11		1.0	5.0	1.5	5.0	2.4	213	134	23.6	12.4	

2001 All Faculty Combined		# Schs	UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of Arts and Letters	Art	28	3.8	2.3	0.1	0.3	3.8	2.4	262	183	17.5	12.5
	English	33	1.8	2.8	0.4	0.2	2.2	3.1	151	210	11.0	14.4
	History	32	1.8	2.2	0.4	0.4	2.2	2.7	179	270	12.6	18.5
	Humanities, Arts, and Religion	10	2.3	2.9	0.2	1.3	2.5	2.5	256	174	17.1	12.1
	Master of Liberal Studies	10		2.9	1.7	1.3	1.7	2.5	82	174	9.1	12.1
	Modern Languages	26	2.8	3.1	0.0	0.2	2.9	3.2	227	198	15.1	13.4
	Music	29	0.9	3.0	0.1	0.5	1.0	3.4	116	131	8.0	9.1
	Philosophy	29	2.6	2.5		0.3	2.6	2.7	213	260	14.2	17.6
	Theatre	21	0.7	2.9		0.5	0.7	3.2	134	193	8.9	13.2
College of Business Administration	Accounting	20	2.5	2.2	0.2	0.6	2.7	2.9	372	295	25.3	21.9
	Computer Information Systems	11	1.6	2.3	0.2	0.6	1.8	3.0	251	308	17.1	21.3
	Economics	6	2.6	2.1	0.3	0.7	2.9	2.8	353	318	24.3	22.7
	Finance	14	2.6	2.3	0.1	0.7	2.7	2.9	261	272	17.7	20.0
	Management	19	2.2	2.1	0.1	0.6	2.2	2.8	209	294	14.1	21.6
	Marketing	14	2.5	2.2	0.3	0.5	2.8	2.8	254	299	17.0	21.7
College of Education	Educational Leadership	14	0.7	0.6	2.0	2.3	2.7	3.0	158	155	14.9	14.8
	Educational Psychology	5	0.9	0.7	1.7	2.6	2.6	3.4	130	138	11.9	13.7
	Educational Specialties	6	2.1	1.2	1.5	1.2	3.5	2.5	183	192	15.0	16.4
	Instructional Leadership	17	3.0	1.8	0.4	1.3	3.3	3.3	287	182	19.9	14.8
College of Engineering and Natural Sciences	Biology	32	1.9	1.3	0.8	0.4	2.7	1.7	138	214	9.9	14.8
	Chemistry	33	1.6	1.4	0.2	0.5	1.8	2.0	263	208	17.9	14.9
	Civil Engineering, General	16	2.0	1.5	0.5	0.7	2.5	2.3	133	119	9.1	8.9
	Computer Science and Engineering	17	2.2	1.6	0.2	0.6	2.4	2.4	188	219	12.5	16.3
	Construction Management		3.2				3.2		278		18.5	
	Electrical, Electronics and Communications Eng	19	2.5	1.6	1.0	0.7	3.4	2.3	190	166	13.2	12.7
	Environmental Science	7	1.9	2.1	0.7	0.8	2.6	2.6	80	198	6.1	14.3
	Exercise Science	15	1.6	3.5	0.2	0.6	1.8	3.9	171	185	11.7	13.1
	Geology	23	1.0	1.4	0.4	0.4	1.3	1.8	160	182	11.3	12.6
	Mathematics and Statistics	34	3.0	2.4	0.2	0.3	3.2	2.6	216	280	14.7	19.3
	Mechanical Engineering	19	1.6	1.5	0.3	0.5	1.9	2.3	148	148	10.1	11.4
	Physics and Astronomy	32	1.4	1.6	0.2	0.4	1.6	1.9	251	204	16.8	13.9

2001 All Faculty Combined		# Schs	UG OCS / FTE		Grad OCS / FTE		Total OCS / FTE		Total SCH / FTE		STU / FAC	
			NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl	NAU	Natl
College of	Anthropology	18	1.6	2.3	0.5	0.5	2.1	2.5	227	254	16.3	17.3
Social and	Applied Indigenous Studies	16	1.7	2.6		0.5	1.7	2.7	110	212	7.3	14.3
Behavioral	Criminal Justice	10	2.0	2.4	0.4	0.9	2.3	3.1	257	244	17.8	17.1
Sciences	Geography and Public Planning	17	2.3	2.0	0.8	0.6	3.1	2.4	193	293	13.8	20.1
	Political Science	29	1.9	2.3	0.6	0.4	2.5	2.5	208	250	14.9	17.3
	Psychology	33	2.4	1.7	0.5	0.6	2.8	2.4	292	256	20.2	18.7
	School of Communication	23	3.3	2.8	0.0	0.3	3.3	3.0	265	238	17.7	16.2
	Sociology & Social Work	28	2.0	2.0	0.3	0.4	2.3	2.5	244	283	16.6	19.3
	Women's Studies	16	3.0	2.6	0.0	0.5	3.0	2.7	304	212	21.4	14.3
Consortium of	Communication Sciences and Disorders	14	0.8	1.1	0.7	1.2	1.4	2.3	122	131	11.8	10.9
Professional	Dental Hygiene		3.1				3.1		223		14.8	
Schools	Forestry		3.4		0.3		3.7		192		13.1	
	Health Promotion	13	1.7	3.2	0.3	0.4	2.0	3.7	199	217	13.6	15.5
	Hotel and Restaurant Management		3.5				3.5		190		12.7	
	Nursing	25	1.7	1.3	0.7	0.6	2.4	2.1	96	111	7.0	8.3
	Physical Therapy	6		1.6	4.0	1.1	4.0	2.5	204	130	22.7	10.4

NAU's All Faculty Combined		FTE Instructional Faculty			Undergraduate SCH / FTE			Graduate SCH / FTE			Total SCH / FTE		
		2001	2002	2003	2001	2002	2003	2001	2002	2003	2001	2002	2003
		College of Arts and Letters	Art	18.0	18.3	17.7	262	167	197	1	0	0	262
	English	61.4	64.6	54.8	130	128	111	21	20	21	151	148	132
	History	22.2	18.5	17.3	165	198	182	14	16	17	179	214	199
	Humanities, Arts, and Religion	17.3	16.0	17.7	254	219	291	2	0		256	220	291
	Master of Liberal Studies	1.2	1.1					82	67		82	67	
	Modern Languages	30.2	32.0	31.0	227	178	198	0		0	227	178	198
	Music	37.7	38.9	34.4	110	95	118	6	8	7	116	102	125
	Philosophy	8.0	8.0	6.8	213	244	301			2	213	244	302
	Theatre	6.8	7.4	7.2	134	165	165		0		134	165	165
College of Business Administration	Accounting	11.2	11.4	8.2	360	321	332	12	12	13	372	333	345
	Computer Information Systems	14.4	13.9	13.1	243	256	415	8	5	5	251	261	421
	Economics	10.0	10.0	11.3	337	324	223	17	11	0	353	335	224
	Finance	7.4	6.0	7.6	255	247	302	6		3	261	247	305
	Management	13.8	12.6	5.2	205	305	298	4	7	8	209	312	307
	Marketing	6.0	6.7	7.3	252	204	329	2	14	4	254	218	332
College of Education	Educational Leadership	20.6	24.6	20.6	60	71	95	98	103	112	158	175	206
	Educational Psychology	27.3	28.0	24.0	57	69	50	74	80	72	130	149	123
	Educational Specialties	23.8	25.2	22.2	122	122	144	61	69	103	183	191	247
	Teaching and Learning	29.9	34.0	38.6	268	252	146	18	28	26	287	280	172
College of Engineering and Natural Sciences	Biology	49.7	39.5	39.9	121	147	205	17	21	20	138	168	225
	Chemistry	14.2	17.1	15.4	254	211	349	9	9	5	263	220	354
	Civil Engineering, General	9.8	11.0	11.9	128	110	109	5	5	2	133	115	111
	Computer Science and Engineering	5.4	5.6	6.5	187	133	180	1	8		188	141	180
	Construction Management	5.0	5.0	4.0	278	244	268				278	244	268
	Electrical, Electronics and Communic.	6.1	7.6	4.8	179	150	244	11	8	9	190	158	252
	Environmental Science	7.0	7.0	6.8	62	130	165	18	18	14	80	148	179
	Exercise Science	8.8	6.5	7.8	166	212	279	5	2	3	171	214	282
	Geology	23.9	21.3	18.4	146	110	122	14	18	19	160	128	141
	Mathematics and Statistics	34.7	33.5	29.5	209	224	293	7	11	9	216	236	302
	Mechanical Engineering	6.3	6.8	5.5	143	110	177	5	9	7	148	119	184
	Physics and Astronomy	13.2	11.3	17.2	248	263	195	3	4	6	251	267	201

NAU's All Faculty Combined

		FTE Instructional Faculty			Undergraduate SCH / FTE			Graduate SCH / FTE			Total SCH / FTE		
		2001	2002	2003	2001	2002	2003	2001	2002	2003	2001	2002	2003
College of Social and Behavioral Sciences	Anthropology	19.8	19.7	16.3	201	198	191	26	28	29	227	226	220
	Applied Indigenous Studies	1.2	4.2	4.0	110	131	54		5		110	136	54
	Criminal Justice	15.8	15.1	14.2	242	228	319	15	9	6	257	237	325
	Geography and Public Planning	11.6	12.5	16.9	171	147	227	22	32	19	193	179	245
	Political Science	20.2	18.9	18.6	185	215	218	23	26	29	208	241	248
	Psychology	20.4	20.1	19.1	275	278	368	16	16	19	292	294	386
	School of Communication	38.0	39.2	35.3	265	258	280	0	1		265	258	280
	Social Work		4.5	12.0		201	70					201	70
	Sociology		13.6	14.7		366	246		24	16		390	262
	Sociology & Social Work	21.8			236			8			244		
Women's Studies	2.0	4.0		279	125		25	5		304	130		
Consortium of Professional Schools	Communication Sciences and Disorde	9.2	9.4	7.9	40	53	46	82	75	65	122	128	111
	Dental Hygiene	6.4	9.8	7.7	223	117	162				223	117	162
	Forestry	19.3	18.9	19.2	185	183	101	7	9	24	192	192	125
	Health Promotion	19.2	13.3	8.5	190	261	450	8	6	11	199	267	461
	Hotel and Restaurant Management	22.1	22.9	17.5	190	197	292				190	197	292
	Nursing	21.3	20.0	15.4	82	79	121	14	8	8	96	87	129
	Physical Therapy	8.8	9.3	7.5				204	213	239	204	213	239

NAU's All Faculty Combined		Undergraduate OCS / FTE (not incl labs)			Graduate OCS / FTE (not incl labs)			Total OCS / FTE (not incl labs)			FTE Student / FTE Faculty		
		2001	2002	2003	2001	2002	2003	2001	2002	2003	2001	2002	2003
College of Arts and Letters	Art	3.8	3.6	4.1	0.1	0.0	0.0	3.8	3.6	4.1	17.5	11.2	13.2
	English	1.8	1.7	1.6	0.4	0.4	0.5	2.2	2.2	2.1	11.0	10.7	9.8
	History	1.8	2.2	1.7	0.4	0.3	0.3	2.2	2.5	2.0	12.6	15.0	14.0
	Humanities, Arts, and Religion	2.3	2.4	2.6	0.2	0.1		2.5	2.4	2.6	17.1	14.7	19.4
	Master of Liberal Studies				1.7	1.9		1.7	1.9		9.1	7.5	
	Modern Languages	2.8	2.5	2.9	0.0		0.0	2.9	2.5	2.9	15.1	11.9	13.2
	Music	0.9	1.0	1.0	0.1	0.1	0.3	1.0	1.1	1.3	8.0	7.2	8.6
	Philosophy	2.6	2.8	2.6			0.1	2.6	2.8	2.8	14.2	16.3	20.2
	Theatre	0.7	2.8	3.3		0.0		0.7	2.8	3.3	8.9	11.0	11.0
College of Business Administration	Accounting	2.5	2.1	3.5	0.2	0.3	0.1	2.7	2.4	3.6	25.3	22.7	23.5
	Computer Information Systems	1.6	1.8	2.4	0.2	0.1	0.2	1.8	1.9	2.6	17.1	17.6	28.3
	Economics	2.6	2.6	1.5	0.3	0.2	0.0	2.9	2.8	1.5	24.3	22.9	14.9
	Finance	2.6	2.5	2.6	0.1		0.1	2.7	2.5	2.7	17.7	16.5	20.4
	Management	2.2	3.0	3.3	0.1	0.1	0.3	2.2	3.1	3.6	14.1	21.1	20.8
	Marketing	2.5	2.1	3.2	0.3	0.4	0.2	2.8	2.5	3.4	17.0	15.2	22.3
College of Education	Educational Leadership	0.7	0.6	0.6	2.0	2.0	1.8	2.7	2.6	2.4	14.9	16.2	18.7
	Educational Psychology	0.9	1.0	0.9	1.7	1.9	1.8	2.6	2.9	2.6	11.9	13.5	11.4
	Educational Specialties	2.1	1.9	2.3	1.5	1.6	2.3	3.5	3.5	4.5	15.0	15.8	21.0
	Teaching and Learning	3.0	3.0	2.1	0.4	0.4	0.5	3.3	3.4	2.6	19.9	19.9	12.6
College of Engineering and Natural Sciences	Biology	1.9	2.3	1.1	0.8	1.1	0.8	2.7	3.4	1.9	9.9	12.1	15.9
	Chemistry	1.6	1.3	2.2	0.2	0.2	0.1	1.8	1.5	2.3	17.9	15.0	23.8
	Civil Engineering, General	2.0	1.9	3.4	0.5	0.3	0.2	2.5	2.2	3.5	9.1	7.9	7.5
	Computer Science and Engineering	2.2	1.8	2.5	0.2	0.2		2.4	2.0	2.5	12.5	9.7	12.0
	Construction Management	3.2	3.6	3.5				3.2	3.6	3.5	18.5	16.3	17.8
	Electrical, Electronics and Communic.	2.5	1.6	2.9	1.0	0.5	0.6	3.4	2.1	3.5	13.2	10.9	17.2
	Environmental Science	1.9	1.3	1.8	0.7	0.9	0.4	2.6	2.1	2.2	6.1	10.7	12.5
	Exercise Science	1.6	3.1	3.7	0.2	0.2	0.3	1.8	3.2	4.0	11.7	14.4	18.9
	Geology	1.0	1.0	1.0	0.4	0.5	0.3	1.3	1.5	1.3	11.3	9.4	10.2
	Mathematics and Statistics	3.0	2.9	3.1	0.2	0.3	0.3	3.2	3.2	3.4	14.7	16.2	20.6
	Mechanical Engineering	1.6	2.3	2.9	0.3	0.6	0.5	1.9	2.9	3.5	10.1	8.4	12.6
	Physics and Astronomy	1.4	1.3	1.7	0.2	0.2	0.6	1.6	1.5	2.3	16.8	18.0	13.7

NAU's All Faculty Combined		Undergraduate OCS / FTE (not incl labs)			Graduate OCS / FTE (not incl labs)			Total OCS / FTE (not incl labs)			FTE Student / FTE Faculty		
		2001	2002	2003	2001	2002	2003	2001	2002	2003	2001	2002	2003
College of Social and Behavioral Sciences	Anthropology	1.6	1.6	1.8	0.5	1.0	0.7	2.1	2.6	2.4	16.3	16.3	15.9
	Applied Indigenous Studies	1.7	1.2	1.0		0.2		1.7	1.4	1.0	7.3	9.3	3.6
	Criminal Justice	2.0	2.0	2.3	0.4	0.3	0.4	2.3	2.3	2.7	17.8	16.2	22.0
	Geography and Public Planning	2.3	2.5	3.0	0.8	1.4	0.6	3.1	3.8	3.6	13.8	13.3	17.2
	Political Science	1.9	2.0	1.8	0.6	0.5	0.7	2.5	2.5	2.5	14.9	17.2	17.8
	Psychology	2.4	2.1	2.6	0.5	0.5	0.5	2.8	2.6	3.1	20.2	20.3	26.6
	School of Communication	3.3	2.3	3.7	0.0	0.0		3.3	2.4	3.7	17.7	17.3	18.7
	Social Work		3.1	1.4					3.1	1.4		13.4	4.7
	Sociology		2.9	1.7		0.4	0.3		3.3	2.0		27.0	18.2
	Sociology & Social Work	2.0			0.3			2.3			16.6		
Women's Studies	3.0	2.3		0.0	0.3		3.0	2.5		21.4	8.9		
Consortium of Professional Schools	Communication Sciences and Disorde	0.8	0.9	0.9	0.7	1.3	1.3	1.4	2.1	2.1	11.8	11.8	10.3
	Dental Hygiene	3.1	2.2	2.6				3.1	2.2	2.6	14.8	7.8	10.8
	Forestry	3.4	3.9	1.5	0.3	0.4	0.6	3.7	4.3	2.1	13.1	13.2	9.4
	Health Promotion	1.7	5.4	9.2	0.3	0.3	0.5	2.0	5.7	9.7	13.6	18.1	31.2
	Hotel and Restaurant Management	3.5	2.9	4.0				3.5	2.9	4.0	12.7	13.1	19.5
	Nursing	1.7	1.9	1.6	0.7	0.8	0.6	2.4	2.7	2.1	7.0	6.2	8.9
	Physical Therapy				4.0	5.0	3.9	4.0	5.0	3.9	22.7	23.6	26.6