

2013-14 HERI Faculty Survey

NOTE: The 2013-2014 HERI Faculty Survey is a web-based survey and therefore this document does not reflect the web-based formatting.

1. Please enter the four-digit year that each of the following occurred (e.g., 1974, 2001). Year you received your first academic appointment ______ Year of academic appointment at present institution ______

2. What is your present academic rank?

Professor Associate Professor Assistant Professor Lecturer Instructor

- 3. Are you an adjunct faculty member at this institution? Yes No
- 4. What is your tenure status at this institution?

Tenured On tenure track, but not tenured Not on tenure track, but institution has tenure system Institution has no tenure system

IF TENURED, NESTED ITEM 4a. Please enter the four-digit year you received tenure (e.g., 1974, 2001).

COMMUNITY COLLEGE

These questions will only be included for community colleges, and will replace questions 2 and 3 when the survey is used by community colleges.

2. What is your current status at this institution?

Tenured Probationary, Tenure Track Renewable Contract Instructor (e.g., Adjunct)

IF TENURED, NESTED ITEM 2a. Please enter the four-digit year you received tenure (e.g., 1974, 2001).

- 3. What is your academic rank at this institution?
 - Acting Instructor Instructor Assistant Professor Associate Professor Professor Emeritus

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5. Your sex:

Male

Female

6. Are you considered a full-time employee of your institution for at least nine months of the current academic year? Yes No

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PART-TIME FACULTY

These questions will only be included for part-time faculty.

6a. If given the choice, I would prefer to work full-time at this institution. Yes No

6b. Have you ever sought a full-time teaching position at this or another institution? Yes No

*IF YES, NESTED ITEM*6bi. How long ago did you pursue a full-time position? Currently seeking a position Within the last year
1 to 2 years ago
3 to 5 years ago
More than 5 years ago

- 6c. Is your full-time professional career outside academia? Yes No
- 6d. In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:

(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly) My part-time position is an important source of income for me Compensation is not a major consideration in my decision to teach part-time Part-time teaching is a stepping-stone to a full-time position My part-time position provides benefits (e.g., health insurance, retirement) that I need Teaching part-time fits my current lifestyle Full-time positions were not available My expertise in my chosen profession is relevant to the course(s) I teach

6e. Mark all institutional resources available to you in your last term as <u>part-time</u> faculty. (Mark <u>all</u> that apply)
 Use of private office
 Shared office space
 A personal computer

A personal computer An email account A phone/voicemail Professional development funds Printer access (i.e., free printing) 6f. Please indicate your agreement with the following statements: (Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly) Part-time instructors at this institution:

Are given specific training before teaching Rarely get hired into full-time positions Receive respect from students Are primarily responsible for introductory classes Have no guarantee of employment security Have access to support services Are compensated for advising/counseling students Are required to attend meetings Have good working relationships with the administration Are respected by full-time faculty Are paid fairly Have input in course designs Are included in faculty governance

6g. Besides this institution, at how many other institutions do you teach (e.g., 0, 1, 2, 3)?

6h. For the <u>current term</u>, how far in advance of the beginning of the term did you receive your course assignments?

Less than 1 week 1-2 weeks 3-4 weeks 1-3 months More than 3 months

7. What is your principal activity in your current position at this institution? (Mark one)

Administration Teaching Research Services to clients and patients Other

8. Personally, how important to you is:

(Responses: Essential, Very Important, Somewhat Important, Not Important) Research Teaching Service

9. How many courses are you teaching this term (include all institutions at which you teach) (e.g., 0, 1, 2, 3)?

If response to question 9 is greater than or equal to one, the respondent sees 9a and 9b

9a. How many of the courses that you are teaching this term are:

General education courses Courses required for an undergraduate major Other undergraduate credit courses Developmental/remedial courses (not for credit) Non-credit courses (other than above) Graduate courses

9b. How many of these courses that you are teaching <u>this term</u> are being taught: At this institution At another institution If response to question 9 is zero or missing, the respondent sees 9c 9c.What types of courses do you primarily teach? (Mark one) Undergraduate credit courses Graduate courses Non-credit courses I do not teach

10. In the past two years, have you taught a graduate course? Yes

No

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GRADUATE FACULTY

These questions will only be included for respondents indicating they have taught a graduate course in Question 10.

10a. In the past two years, to what extent have you: (Responses: To a Great Extent, To Some Extent, Not at All) Met with graduate students to discuss their research interests Written research grants Mentored graduate students Helped graduate students access professional networks Presented with graduate students at conferences Published with graduate students Included graduate students in research grant writing

10b. In the past two years, how many times have you:	
Written letters of recommendation for graduate students	
Chaired a master's thesis	
Chaired a dissertation	

10c. Rate your agreement with the following statements:

(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)

Graduate students in this program must compete for research opportunities

It is important for graduate students in this program to spend at least one term as a teaching assistant This graduate program enrolls too many international students

Graduate faculty in my department prefer to hire international students to work on their research

International and domestic graduate students work well together in this program

I have encountered instances of academic dishonesty among graduate students

Graduate students in this program are trained to conduct research responsibly and ethically

Graduate students in this program receive adequate instruction on becoming good teachers

Graduate faculty in my department are good teachers

Graduate faculty in my department are good mentors

Most graduate students in this program move on to faculty positions

Most graduate students in this program move into positions within industry

11. Do you teach remedial/developmental skills in any of the following areas? (Mark all that apply)

Reading Writing **Mathematics** General academic skills Other subject areas

12. During the <u>past two years</u>, have you engaged in any of the following activities? (Mark <u>one</u> for each item) (*Responses: Yes, No*)

Advised student groups involved in service/volunteer work

Collaborated with the local community in research/teaching

Conducted research or writing focused on:

International/global issues Racial or ethnic minorities

Women and gender issues

Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues

Engaged undergraduates on <u>vour</u> research project

Worked with undergraduates on a research project

Engaged in academic research that spans multiple disciplines

Supervised an undergraduate thesis

Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds) Received funding for your work from:

Foundations State or federal government Business or industry

13. During the <u>past two years</u>, have you engaged in any of the following activities? (Mark <u>one</u> for each item) (*Responses: Yes, No*)

Taught an honors course

Taught an interdisciplinary course

Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)

Taught a service learning course

Taught an exclusively web-based course at this institution

Participated in organized activities around enhancing pedagogy and student learning

Taught a seminar for first-year students

Taught a capstone course

Taught in a learning community (e.g., FIG, linked courses)

Taught a course that meets general education requirements

14. In the past two years, to what extent have you:

(*Responses: To a Great Extent, To Some Extent, Not at All*) Presented with undergraduate students at conferences Published with undergraduates

15. During the <u>past two years</u> have you taken advantage of any of the following professional development opportunities at this institution?

(Responses for each item in each column: Yes, No, Not Eligible, Not Available) Paid workshops outside the institution focused on teaching Paid sabbatical leave Travel funds paid by the institution Internal grants for research Training for administrative leadership Incentives to develop new courses Incentives to integrate new technology into your classroom

16. How many of the following have you published?

(Responses: None, 1-2, 3-4, 5-10, 11-20, 21-50, 51+)

Articles in academic or professional journals

Chapters in edited volumes Books, manuals, or monographs

Other, such as patents, or computer software products

- 17. In the <u>past two years</u>, how many exhibitions or performances in the fine or applied arts have you presented? (*Responses: None, 1-2, 3-4, 5-10, 11-20, 21+*)
- 18. In the past two years, how many of your professional writings have been published or accepted for publication? (*Responses: None, 1-2, 3-4, 5-10, 11-20, 21+*)
- 19. During the <u>present term</u>, how many hours per week on average do you actually spend on each of the following activities?

(Responses: None, 1-4, 5-8, 9-12, 13-16, 17-20, 21+)
Scheduled teaching (give actual, not credit hours)
Preparing for teaching (including reading student papers and grading)
Advising and counseling of students
Committee work and meetings
Other administration
Research and scholarly writing
Other creative products/performances
Community or public service
Outside consulting/freelance work
Household/childcare duties
Other employment, outside of academia

- 20. In your interactions with undergraduates, how often in the <u>past year</u> did you encourage them to engage in the following activities? If you encouraged them to engage in an activity frequently, mark F. If you encouraged them to engage in an activity one or more times, but not frequently, mark O (Occasionally). Mark N (Not at All) if you have not encouraged students to engage in the activity at all.
 - (Responses: Frequently, Occasionally, Not at All)
 Ask questions in class
 Support their opinions with a logical argument
 Seek solutions to problems and explain them to others
 Revise their papers to improve their writing
 Evaluate the quality or reliability of information they receive
 Take risks for potential gains
 Seek alternative solutions to a problem
 Look up scientific research articles and resources
 Explore topics on their own, even though it was not required for a class
 Accept mistakes as part of the learning process
 Seek feedback on their academic work
 Work with other students on group projects
 Integrate skills and knowledge from different sources and experiences
- 21. How often in the past year have you encouraged students to:

(Responses: Frequently, Occasionally, Not at All) Use different points of view to make an argument Make connections between ideas from different courses Critically evaluate their position on an issue Recognize the biases that affect their thinking Think more broadly about an issue 22. How frequently in the courses you taught in the <u>past year</u> have you given at least one assignment that required students to:

(Responses: Frequently, Occasionally, Not at All) Engage deeply with a significant challenge or question within your discipline Write in the specific style or format of your discipline Use research methods from your discipline in field or applied settings Apply learning from both academic and field settings Describe how different perspectives would affect the interpretation of a question or issue in your discipline Weigh the meaning and significance of evidence Discuss the ethical or moral implications of a course of action Work with classmates outside of class Lead a discussion, activity or lab Provide and/or receive feedback to classmates about a draft or work still in progress Analyze and interpret data Apply mathematical concepts and computational thinking

23. In how many of the courses that you teach do you use each of the following?

(Responses: All, Most, Some, None) Class discussions Cooperative learning (small groups) Experiential learning/Field studies Performances/Demonstrations Group projects Extensive lecturing Multiple drafts of written work Student-selected topics for course content Reflective writing/Journaling Community service as part of coursework Electronic quizzes with immediate feedback in class Using real-life problems

Using student inquiry to drive learning

24. In how many of the courses that you teach do you use each of the following?

(Responses: All, Most, Some, None)

"Learn before lecture" through multimedia tools (e.g., flipping the classroom)

Readings on racial and ethnic issues

Readings on women and gender issues

Starting class with a question that engages students

Techniques to create an inclusive classroom environment for diverse students

Supplemental instruction that is outside of class and office hours

Student presentations

Student evaluations of each others' work

Grading on a curve

Rubric-based assessment

25. In creating assignments for your courses, how often do you:

(Responses: Frequently, Occasionally, Not at All) Provide instructions clearly delineating what students are to do to complete the assignment Explain what you want students to gain from the assignment Provide feedback on drafts or work still in progress Provide in advance the criteria for evaluating the assignment Explicitly link the assignment with course goals or learning objectives 26. How frequently do you incorporate the following forms of technology into your courses? (*Responses: Frequently, Occasionally, Not at All*)
YouTube or other videos
Classroom enhancement technology (e.g., Elmo, tablet PCs)
Simulations/animations
Podcasts
Online homework or virtual labs
Online discussion boards

27. Indicate the importance to you of each of the following education goals for undergraduate students:

(Responses: Essential, Very Important, Somewhat Important, Not Important)
Develop ability to think critically
Prepare students for employment after college
Prepare students for graduate or advanced education
Develop moral character
Provide for students' emotional development
Teach students the classic works of Western civilization
Help students develop personal values
Instill in students a commitment to community service
Enhance students' knowledge of and appreciation for other racial/ethnic groups
Promote ability to write effectively
Engage students in civil discourse around controversial issues
Teach students to become agents of social change

28. Indicate the extent to which you agree or disagree with each of the following:

(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)

The chief benefit of a college education is that it increases one's earning power

It is primarily up to individual students whether they succeed in my courses

I try to dispel perceptions of competition

I encourage all students to approach me for help

Most students are well-prepared for the difficulty of the courses I teach

In my classroom, there is no such thing as a question that is too elementary

All students have the potential to excel in my courses

The amount of material that is required for my courses poses a substantial challenge to students

Students are often overwhelmed by the pace of my courses

Most students learn best when they do their assignments on their own

29. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly) Faculty are interested in students' personal problems Racial and ethnic diversity is reflected in the curriculum Most students are well-prepared academically This institution has effective hiring practices and policies that increase faculty diversity Student Affairs staff have the support and respect of faculty Faculty are committed to the welfare of this institution Faculty here are strongly interested in the academic problems of undergraduates There is a lot of campus racial conflict here My research is valued by faculty in my department My teaching is valued by faculty in my department My service is valued by faculty in my department Faculty are sufficiently involved in campus decision making This institution takes responsibility for educating underprepared students The criteria for advancement and promotion decisions are clear Most of the students I teach lack the basic skills for college level work There is adequate support for faculty development This institution successfully educates students in remedial/developmental education Faculty are not prepared to deal with conflict over diversity issues in the classroom

30. Indicate how important you believe each priority listed below is at your college or university:

(Responses: Highest Priority, High Priority, Medium Priority, Low Priority) Promote the intellectual development of students Develop a sense of community among students and faculty Facilitate student involvement in community service Help students learn how to bring about change in society Increase or maintain institutional prestige Hire faculty "stars" Recruit more minority students Enhance the institution's national image Promote gender diversity in the faculty and administration Promote racial and ethnic diversity in the faculty and administration Provide resources for faculty to engage in community-based teaching or research Create and sustain partnerships with surrounding communities Pursue extramural funding Strengthen links with the for-profit, corporate sector Develop leadership ability among students Develop an appreciation for multiculturalism Prepare students for the workplace

31. Indicate how well each of the following describes your college or university: (Mark <u>one</u> for each item) (*Responses: Very Descriptive, Somewhat Descriptive, Not Descriptive*)
It is easy for students to see faculty outside of regular office hours
The faculty are typically at odds with campus administration
Faculty here respect each other
Faculty are rewarded for being good teachers
There is respect for the expression of diverse values and beliefs
Faculty are rewarded for their efforts to use instructional technology

Administrators consider faculty concerns when making policy

The administration is open about its policies

32. Please indicate the extent to which you:

(Responses: To a Great Extent, To Some Extent, Not at All)
Feel that the training you received in graduate school prepared you well for your role as a faculty member
Achieve a healthy balance between your personal life and your professional life
Experience close alignment between your work and your personal values
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar
Mentor new faculty
Mentor undergraduate students
Structure your courses so that students master a conceptual understanding of course content
Structure your courses so that students develop study skills that prepare them for college-level work

33. How satisfied are you with the following aspects of your job? (Mark <u>one</u> for each item)

(Responses: Very Satisfied, Satisfied, Marginally Satisfied, Not Satisfied, Not Applicable) Salary Health benefits **Retirement benefits** Opportunity for scholarly pursuits Teaching load Quality of students Office/lab space Autonomy and independence Professional relationships with other faculty Competency of colleagues Job security Departmental leadership Course assignments Freedom to determine course content Availability of child care at this institution Prospects for career advancement Clerical/administrative support Overall job satisfaction Relative equity of salary and job benefits Flexibility in relation to family matters or emergencies

34. Please indicate the extent to which each of the following has been a source of stress for you during the <u>past two years</u>: (Mark one for each item)

(Responses: Extensive, Somewhat, Not at All, Not Applicable) Managing household responsibilities Child care My physical health Review/promotion process Subtle discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) Personal finances Committee work Faculty meetings Colleagues Students Research or publishing demands Institutional procedures and "red tape" Teaching load Lack of personal time Job security Working with underprepared students Self-imposed high expectations Increased work responsibilities Institutional budget cuts

35. During the past two years, have you:

(Responses: Yes, No) Considered leaving academe for another job Considered leaving this institution for another Engaged in public service/professional consulting without pay Received at least one firm job offer elsewhere Sought an early promotion

36. For each of the following items, please mark either Yes or No.

(Responses: Yes, No)Are you a member of a faculty union?Are you a U.S. citizen?Do you plan to retire within the next three years?Do you use your scholarship to address local community needs?Have you been sexually harassed at this institution?Have you ever interrupted your professional career for more than one year for family reasons?Have you ever received an award for outstanding teaching?

37. How would you characterize your political views? (Mark one)

Far Left Liberal Middle of the Road Conservative Far Right

38. If you were to begin your career again, would you:

(*Responses: Definitely Yes, Probably Yes, Not Sure, Probably No, Definitely No)*Still want to come to this institution?Still want to be a college professor?

39. Please enter your base institutional salary (e.g., for \$56,000, please enter 56000).

40. Your base institutional salary reported above is based on (Mark one):

Less than 9 months 9/10 months 11/12 months

PART-TIME FACULTY

These questions will replace questions 39 and 40 for faculty who indicate they are part-time.

39. Please enter your total salary from teaching at this institution for this academic year (e.g., for \$30,000, please enter 30000).

\$_____

40. How much are you paid per course at this institution (e.g., for \$3,000, please enter 3000)? \$

41. What percentage of your current year's income comes from:

(e.g., for 45%, please enter 45 - total for all responses must equal 100%)

Base salary from this institution%Other income from this institution%Income from another academic institution%Non-academic income%

42. Please select the most appropriate general area and disciplinary field for the following: *(See Appendix A)*

Major of highest degree held _____ Department of current faculty appointment _____

43. On the following list, please mark <u>one</u> in each column: Highest Degree Earned

Degree Currently Working On Bachelor's (B.A., B.S., etc.) Master's (M.A., M.S.) M.F.A. M.B.A. LL.B., J.D. M.D., D.D.S. (or equivalent) Other first professional degree beyond B.A. (D.D., D.V.M., etc.) Ed.D. Ph.D. Other degree None

44. Are you currently serving in an administrative position as: (Mark <u>all</u> that apply)

Department chair Dean (including Associate or Assistant) President Vice-President Provost Other Not Applicable

- 45. Are you: (Mark <u>all</u> that apply) White/Caucasian African American/Black American Indian/Alaska Native Asian American/Asian Native Hawaiian/Pacific Islander Mexican American/Chicano Puerto Rican Other Latino Other
- 46. Is English your native language? Yes No
- 47. Are you currently: (Mark one)

Single In a civil union In a domestic partnership Married Unmarried, living with partner Separated Divorced Widowed

- 48. How many children do you have in the following age ranges? (*Responses: 0, 1, 2, 3, 4+*) Under 18 years old 18 years or older
- 49. Please enter the four-digit year of your birth (e.g., 1944, 1988).
- 50. Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information.

Yes No

If "Yes," please confirm your email address:

- 51. to 80. Local Optional Questions (30 total) (*Responses: A, B, C, D, E*)
- 81. to 85. Local Optional Open Ended Questions (5 total)

APPENDIX A

General Area

(Major / Department)

1=Agriculture/natural resources/related 2=Architecture and related services 3=Area/ethnic/cultural/gender studies 4=Arts (visual and performing) 5=Biological and biomedical sciences 6=Business/management/marketing/related 7=Communication/journalism/ comm. tech 8=Computer/info sciences/support tech 9=Construction trades 10=Education 11=Engineering technologies/technicians 12=English language and literature/letters

- 13=Family/consumer sciences, human sciences
- 14=Foreign languages/literature/linguistics
- 15=Health professions/clinical sciences
- 16=Legal professions and studies

- 17=Library science
 18=Mathematics and statistics
 19=Mechanical/repair technologies/techs
 20=Multi/interdisciplinary studies
 21=Parks/recreation/leisure/fitness studies
 22=Precision production
 23=Personal and culinary services
 24=Philosophy, religion & theology
 25=Physical sciences
 26=Psychology
 27=Public administration/social services
 28=Science technologies/technicians
 29=Security & protective services
 30=Social sciences (except psych) and history
- 31=Transportation & materials moving
- 32=Other

Specific Discipline

(Major / Department)

0101=Agriculture and related sciences

0102=Natural resources and conservation

0103=Agriculture/natural resources/related, other

0201=Architecture and related services

0301=Area/ethnic/cultural/gender studies

- 0401=Art history, criticism, and conservation
- 0402=Design & applied arts
- 0403=Drama/theatre arts and stagecraft
- 0404=Fine and studio art
- 0405=Music, general
- 0406=Music history, literature, and theory
- 0407=Commercial and advertising art
- 0408=Dance
- 0409= Film, video, and photographic arts
- 0410=Visual and performing arts, other

0501=Biochem/biophysics/molecular biology

- 0502=Botany/plant biology
- 0503=Genetics
- 0504=Microbiological sciences & immunology

0505=Physiology, pathology & related sciences

- 0506=Zoology/animal biology
- 0507=Biological & biomedical sciences, other

0601=Accounting and related services 0602=Business admin/management/operations 0603=Business operations support/assistance 0604=Finance/financial management services 0605=Human resources management and svcs 0606=Marketing 0607= Management information systems/services 0608= Business/mgt/marketing/related, other

0701=Communication/journalism/related prgms 0702=Communication technologies/technicians and support svcs 0703=Communication/journalism/comm. tech, other

- 0801=Computer/info tech administration/mgmt 0802=Computer programming 0803=Computer science 0804=Computer software and media applications 0805=Computer systems analysis 0806=Computer systems networking/telecom 0807=Data entry/microcomputer applications 0808=Data processing 0809=Information science/studies 0810=Computer/info sci/support svcs, other 0901=Construction trades
- 1002=Educational administration/supervision 1003=Educational/instructional media design 1004=Special education and teaching 1005=Student counseling/personnel services 1006=Early childhood education and teaching 1007=Elementary education and teaching 1008=Secondary education and teaching 1009=Adult and continuing education/teaching 1010=Teacher ed: specific levels, other 1011=Teacher ed: specific subject areas 1012=Bilingual & multicultural education 1013=Ed assessment 1014=Higher education 1015=Education, other

1101=Biomedical/medical engineering 1102=Chemical engineering 1103=Civil engineering 1104=Computer engineering 1105=Electrical/electronics/comms engineering 1106=Engineering technologies/technicians 1107=Environmental/environmental health eng 1108=Mechanical engineering 1109=Engineering, other 1201=English language and literature/letters 1301=Family/consumer sciences, human sciences 1401=Foreign languages/literature/linguistics 1501=Alternative/complementary medicine/sys 1502=Chiropractic 1503=Clinical/medical lab science/allied 1504=Dental support services/allied 1505=Dentistry 1506=Health & medical administrative services 1507=Allied health and medical assisting services 1508=Allied health diagnostic, intervention, treatment professions 1509=Medicine, including psychiatry 1510=Mental/social health services and allied 1511=Nursing 1512=Optometry 1513=Osteopathic medicine/osteopathy 1514=Pharmacy/pharmaceutical sciences/admin 1515=Podiatric medicine/podiatry 1516=Public health 1517=Rehabilitation & therapeutic professions 1518=Veterinary medicine 1519=Health/related clinical services, other 1601=Law 1602=Legal support services 1603=Legal professions and studies, other 1701=Library science 1801=Mathematics 1802=Statistics 1803=Mathematics and statistics, other 1901=Mechanical/repair technologies/techs 2001=Multi/interdisciplinary studies

2101=Parks, recreation and leisure studies

- 2102=Health and physical education/fitness 2103=Parks/recreation/leisure/fitness studies, other
- 2201=Precision production

2301=Culinary arts and related services 2302=Personal and culinary services 2303=Personal and culinary services, other

2401=Philosophy 2402=Religion/religious studies 2403=Theology and religious vocations 2404=Philosophy, religion & theology, other

2501=Astronomy & astrophysics 2502=Atmospheric sciences and meteorology 2503=Chemistry 2504=Geological & earth sciences/geosciences 2505=Physics 2506=Physical sciences, other

2601=Behavioral psychology 2602=Clinical psychology 2603=Education/school psychology 2604=Psychology, other

2701=Public administration 2702=Social work 2703=Public administration & social svcs other

2801=Science technologies/technicians

2901=Corrections 2902=Criminal justice 2903=Fire protection 2904=Police science 2905=Security and protective services, other

3001=Anthropology (except psychology) 3002=Archeology 3003=Criminology 3004=Demography & population studies 3005=Economics 3006=Geography & cartography 3007=History 3008=International relations & affairs 3009=Political science and government 3010=Sociology 3011=Urban studies/affairs 3012=Social sciences, other

3101=Transportation and materials moving

3201=Other