



# Office of Institutional Research

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## *Departmental Activity Summary*

Definitions, Data Sources, and Notes

Changes include new benchmark data for comparison of faculty salaries. This version uses Research Universities as the benchmark comparison group. The first three comparison years (2003-2005) are benchmarked against Carnegie Research I Institutions. For the last year (2006), institutions classified as research institutions with very high research activity were selected as the benchmark. Please note that this could change the relative position of some departments with respect to salary benchmarks as compared to the 12-Peer benchmark that was used in previous reports. More detailed reports for salary comparisons are available from Institutional Research (<http://www.clemson.edu/oir/selectedReports/analyses.htm>).

For the College level summary reports, additional activity has been included that was not assigned to individual academic departments. Enrollment counts now include the undeclared students and interdisciplinary majors. Student credit hours for general college level courses were included as well as degree completions for interdisciplinary majors (for example MBA students). Therefore the college summary of these measures may be greater than the sum of values reported for the academic departments. Please note that college level benchmarks were calculated by constructing a virtual college from the peer group data. This virtual peer average was composed of the same disciplines as available at Clemson University and with the same distribution of faculty members among these disciplines.

As indicated in the past, this report contains some departments in CAFLS and HEHD that were formed in 2003 and have no authentic history. Since most were the direct combination of previous departments, information for old departments was combined to provide a limited historical perspective. For these departments, great caution must be used if this historical information is considered during the development of decisions. In CAFLS, Agricultural & Applied Economics and Experimental Statistics were combined under Applied Economics and Statistics; Crop & Soil Environmental Science, Entomology, and Plant Pathology & Physiology were combined under Entomology, Soils, and Plant Science; Aquaculture, Fisheries & Wildlife, Environmental Toxicology, and Forest Resources were combined under Forestry and Natural Resources; Biology Instruction has moved since 2003 and is now included under Biological Sciences as of 2005-06. In HEHD, Curriculum & Instruction and Foundation & Special Education were combined under Teacher Education; Counseling & Education Leadership and Tech & Human Resource Develop were combined under Leadership, Technology, and Counselor Education. Please note that certain components included do not represent the entire unit as reconstructed, therefore histories for reorganized departments may not be reliable. Only one Delaware National benchmark and Oklahoma Salary benchmark was selected from among

those applicable to multi-disciplinary departments. Please contact Institutional Research for additional benchmarks.

In defining the fields, there are no changes from year to year. The fields are defined as follows:

- Faculty Counts – from Fall faculty reported on the Delaware Cost Study
- Regular Faculty FTE Distribution:
  - Fall freeze – from Institutional Research Fall freeze of employees and how each is paid according to CUBS
  - FAS goals – from FAS effort distribution for calendar year prior to academic year (e.g. Year 2006 for 2006-2007) up until FAS was switched to an academic year reporting system in 2005-06.
- Staff counts – from Institutional Research Fall freeze of employees
- Publication – from FAS entries for same year as FAS goals
- Student Information – official Fall counts
- Degrees Awarded – official graduation counts from August – May
- Student Credit Hours – from official Fall and Spring counts
- Graduate Assistants – Fall freeze of employees and budgeted salary in CUBS HR
- Fiscal Year Expenditures – from CUBS general ledger, by fund type
- Sponsored Programs Expenditures & Awards – fiscal year total
- Delaware National Benchmark – the Delaware Study is available from Institutional Research web; each category is defined as follows:
  - Instructional Costs per Student Credit Hour
  - Instructional Costs per Student Full-time Equivalent
  - Personnel Costs as a percent of Instructional Expenditures
  - Research Expenditures per Tenured/Tenure Track Full-time Equivalent Faculty
  - Public Service Expenditures per Tenured/Tenure Track Full-time Equivalent Faculty
- Benchmarks are the average for the number of institutions reporting for a discipline and include the most recent years available. Note that these benchmarks are completed more than one year after the close of the fiscal year.
- Clemson’s annual calculations for each category are reported for the most recent five years available, for comparison to the benchmarks.
- Faculty Salaries with Comparisons to Oklahoma Research Peers, by rank average for Clemson, including the number of Clemson faculty at each rank, and the percent that Clemson’s average is to the Research Peers. The Oklahoma Faculty Salary Survey is released to the Deans each spring and is available on the Institutional Research web.

As with any comprehensive report like this, improvements may be made and suggestions are welcome. Any questions or suggestions regarding the details of the DAS should be addressed to The Office of Institutional Research, 656-0161.