Using the Oklahoma State University Distribution Survey

The 2014–2015 Oklahoma State University (OSU) Distribution Survey of Selected Criteria is a biennial study of the distribution of faculty by discipline, rank, ethnicity and gender of institutions which participated in the 2014-2015 Faculty Salary Survey by Discipline by Carnegie Classification. This survey was conducted by the Office of Institutional Research and Information Management at Oklahoma State University. The recurring demand for comparison data by the Affirmative Action office at OSU when conducting availability studies was the impetus for this study. Seventy-five (75) of the one hundred and eighteen (118) institutions which participated in OSU’s annual faculty salary survey also provided data for this study. Over 70,000 faculty are included in the study representing 290 disciplines. The primary results of the study are summarized in tables which illustrate the distribution of faculty by rank, ethnicity, and gender expressed as headcounts and percents for individual disciplines. The tables mirror the format used for the Faculty Salary Survey by Discipline by Carnegie Classification, which mixes 2-digit and 4-digit summaries with the usual 6-digit CIP (Classification of Instructional Programs) codes. The tables can easily be used as a basis for comparison of an individual institution's faculty distribution and the 75 institutions which participated in the study, with respect to any of the items listed.

To use the OSU Survey for the Faculty Diversity Hiring Program (FDHP), find the CIP code corresponding most closely to the position you are searching for. You may search for CIP Codes here: <http://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55>. Once you have determined the appropriate CIP code, provide that code to Associate Vice Provost for Academic Affairs Rainier Spencer at rainier.spencer@unlv.edu. If the CIP code in question is one that was included in the OSU Survey, you will receive the relevant pages from the OSU Survey via email.

The is one imperfect match, as the OSU Distribution Survey lists “International” as a category, and applicants check no such category when submitting their applications in Consensus. Therefore, there is no place on the FDHP form for “International.” Use your best judgment when filling out the FDHP form.