

## Report on Faculty Salary Equity at the University of California, Santa Cruz

October 2018

This report provides an update to the January 2015 “Report on Faculty Salary Equity at the University of California, Santa Cruz,” which was based on 2013-14 data. This most recent analysis was based on 2017-18 rank, step, and salary data of faculty who were on the roster as of July 1, 2017. Data on gender, race/ethnicity, departmental affiliation, and initial hire date and salary were also included. Faculty paid on the fiscal year scales were excluded from all analyses. Data of faculty paid on the regular (REG) and Business/Economics/Engineering (BEE) scale were analyzed separately.

The focus of this study is on equity with respect to gender, race/ethnicity, and department across the campus, with an emphasis on monitoring changes since the 2015 study. We don’t here provide a comparison across the UC system, which has been addressed in the Academic Personnel Office’s January 2018 “Annual Report of Faculty Salary Competitiveness,” and by the “Faculty Salary Analysis” by the Committee on Faculty Welfare (CFW) submitted to the Academic Senate, Santa Cruz Division in April 2018. Following the 2012 CFW analysis and our 2015 study, we considered two measures of equity: promotion growth, or the rate of advancement through the ranks relative to the normative time implied by the rank and step scale; and salary growth, which represents an annualized percentage growth, in addition to current salary.

In 2015 we found that there were some observable differences in promotion growth and salary by gender and race/ethnicity, and that these differences were related to academic department/discipline. In the current study we found no effects of gender or race/ethnicity on promotion growth before considering department, but we did find some salary differences, which again were related to department. It is important to note that this statistical analysis does not provide an answer as to why there are differences by department. We speculate on a few possibilities, and we provide some recommendations on moving towards improved equity.

### Promotion Growth

Two measures of “Promotion Growth” were considered. Both indicate the actual rate of promotion relative to the normative rate implied by the rank and step scales after converting rank/step to the equivalent number of years since earning highest degree where:

Assistant Professor, Step 1=1 year; 2=3; 3=5; 4=7; 5=9; 6=11;  
Associate Professor, Step 1=9 years; 2=11; 3=13; 4=15.5; 5=18.5;  
Professor Step 1=15.5 years; 2= 18.5; 3=21.5; 4=24.5; 5=27.5; 6=30.5; 7=33.5; 8=36.5; 9=39.5; and  
Above Scale=42.5.

Because we were interested in growth over time, faculty who had earned their highest degree three years prior to July 1, 2017 or less were excluded from the calculations.

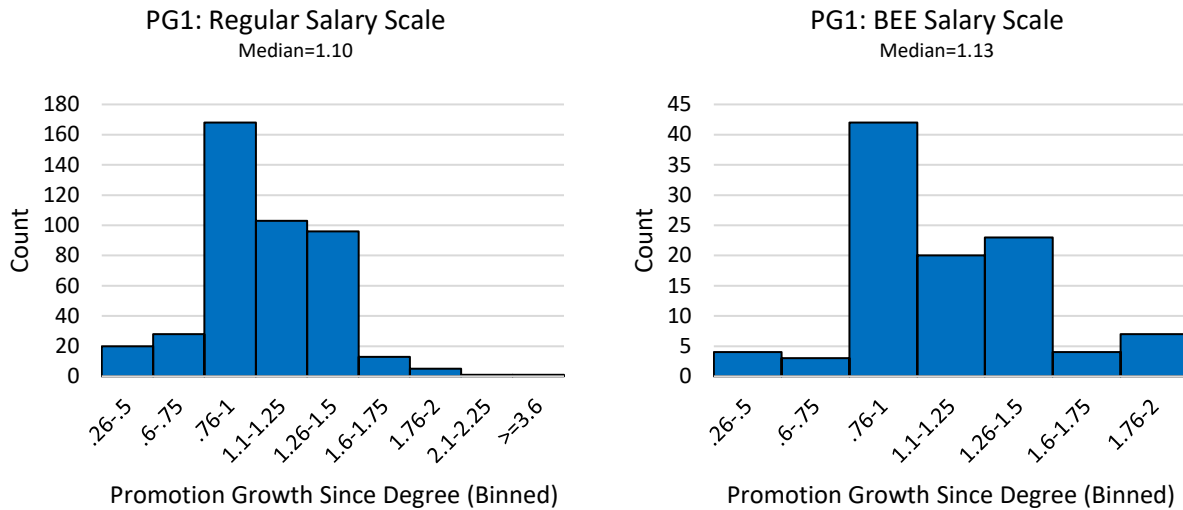
*Promotion Growth over Years since Degree (PG1)*

The first indicator, PG1, is the normative number of years it takes to achieve each rank and step from the time of highest degree earned, divided by the actual number of years taken:

$$PG1 = \frac{\text{time equivalence of rank\&step(years)as of July 2017}}{\text{years since degree}}$$

This approach assumes that time spent on other jobs or in post-docs prior to being hired at UCSC is captured by the rank/step at initial hire (e.g., a faculty hired at Assistant Professor Step 3 graduated about 5 years prior). A promotion growth factor of 1 represents “normal” progression through the ranks and steps.

The median promotion growth since degree (PG1) was 1.1 and 1.13 among REG and BEE scale faculty respectively. This was nearly identical to the 1.1 (REG) and 1.17 (BEE) median rates among the July1, 2013 faculty.



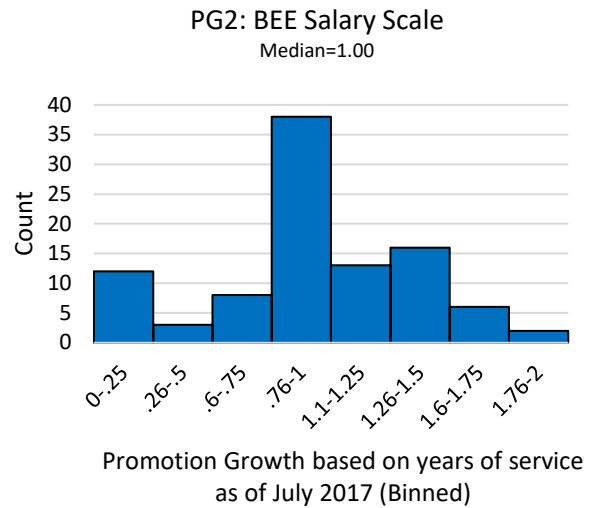
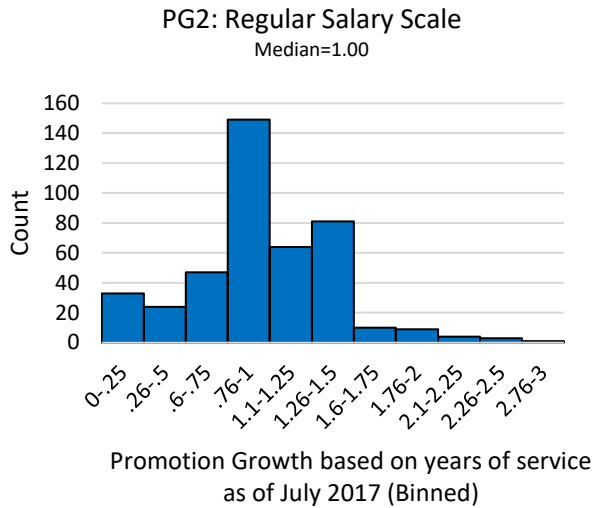
#### Promotion Growth over Years of Service (PG2)

A second indicator of promotion growth, PG2, uses the same normative number of years to rank/step since degree, minus the equivalent years to rank/step at the time of hire, divided by the number of years of service:

$$PG2 = \frac{\text{time equiv. of rank \& step July 2017} - \text{time equiv. of rank \& step at hire}}{\text{years of service}}$$

While PG1 measures the whole career, PG2 focuses only on advancement while at UCSC.

Among the 2017-18 faculty, the median promotion growth since initial hire was 1.0 for both REG and BEE scale faculty, compared to 1.0 (REG) and 1.09 (BEE) among 2013-14 faculty.



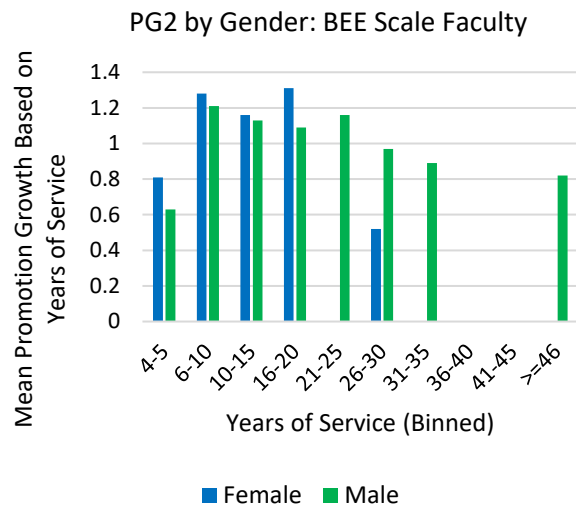
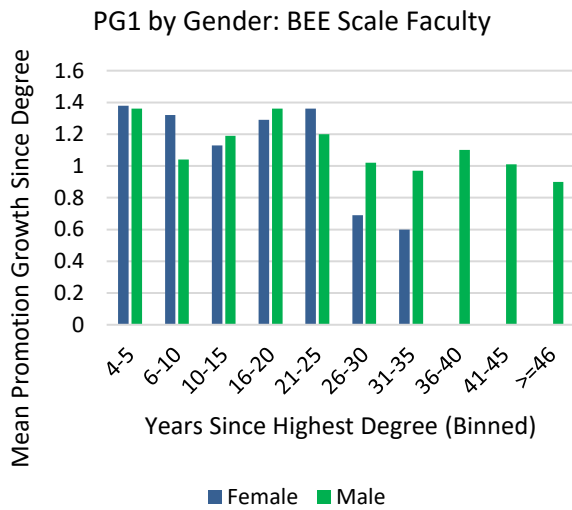
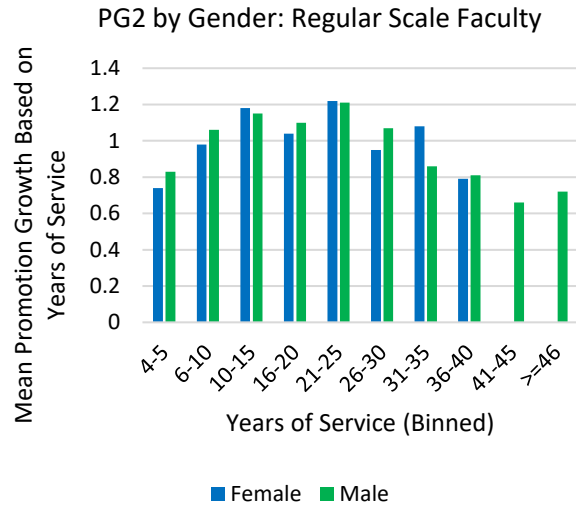
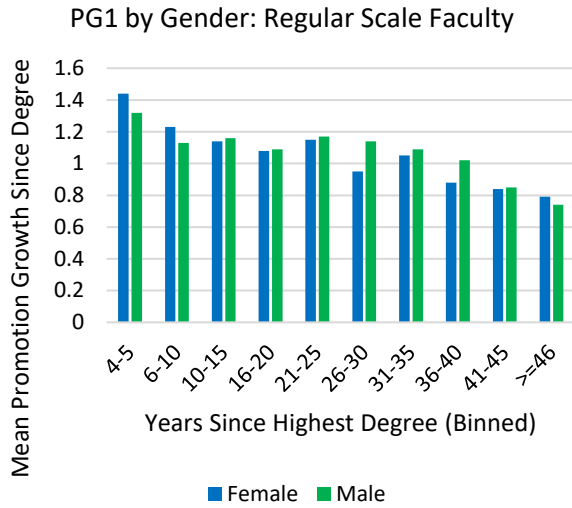
The slightly higher median PG1 relative to PG2 across both REG and BEE faculty and across both years of the study indicates that the average step at hire is somewhat higher than the number of years implied by the steps, while the “average” rate of promotion while at UCSC is consistent with the steps – half of the faculty were promoted at the standard rate of progression through the ranks or faster while half were promoted more slowly.

#### *Promotion Growth by Gender*

In our 2015 study we found that before taking department into account, women on the REG scale had significantly lower average promotion growth since earning their degrees (PG1) than men on the REG scale, but that there were no gender differences in promotion growth for years of service (PG2). We observed similar patterns among faculty on the BEE scale, which did not reach statistical significance because of small and unequal cell sizes.

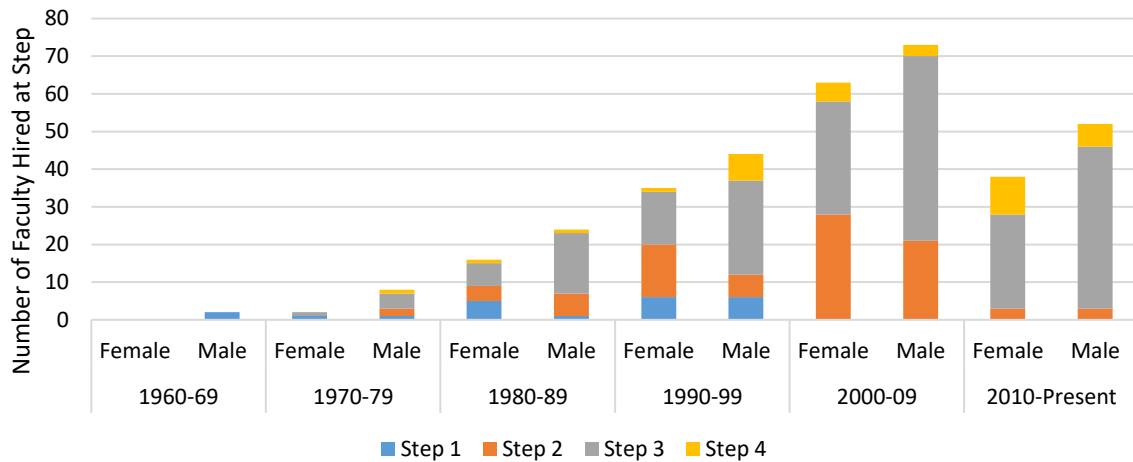
At the time we hypothesized that the difference between the two measures of promotion growth was related to gender differences in the initial hire step rather than rates of promotion while at UCSC. We also observed that the gender difference we did find was related to a faculty member’s department, with some departments having higher average rates of promotion growth than others.

In the present study we again examined both measures of promotion growth by gender for faculty on the REG and BEE scales. While we found some variability across years since degree and years of service, linear regression analyses found no significant gender differences on either measure of promotion growth for faculty paid on either scale, even before taking department into account, suggesting improved gender equity with regard to step at hire.



To confirm this we examined step at hire for our current faculty members who were hired at the assistant professor level. As the following graph illustrates, hiring trends by gender have indeed differed over time. In the decades prior to 2010, higher proportions of women were hired at lower steps relative to men. In the most recent decade, this trend has shifted, with a more equal distribution of step at hire between men and women.

### Regular Scale Faculty Step at Hire and Gender (Assistant Professor Rank)



Linear regression predicting step at hire from hire year and gender for faculty hired at the Assistant Professor level confirm this relationship. This analysis found that hire year, gender, and the interaction between hire year and gender were all statistically significant ( $p < .05$ ). Among the current faculty, men and faculty hired more recently had a higher average initial step at hire, while the interaction reflects the recent positive improvement in gender equity.

#### *Promotion Growth by Race/Ethnicity*

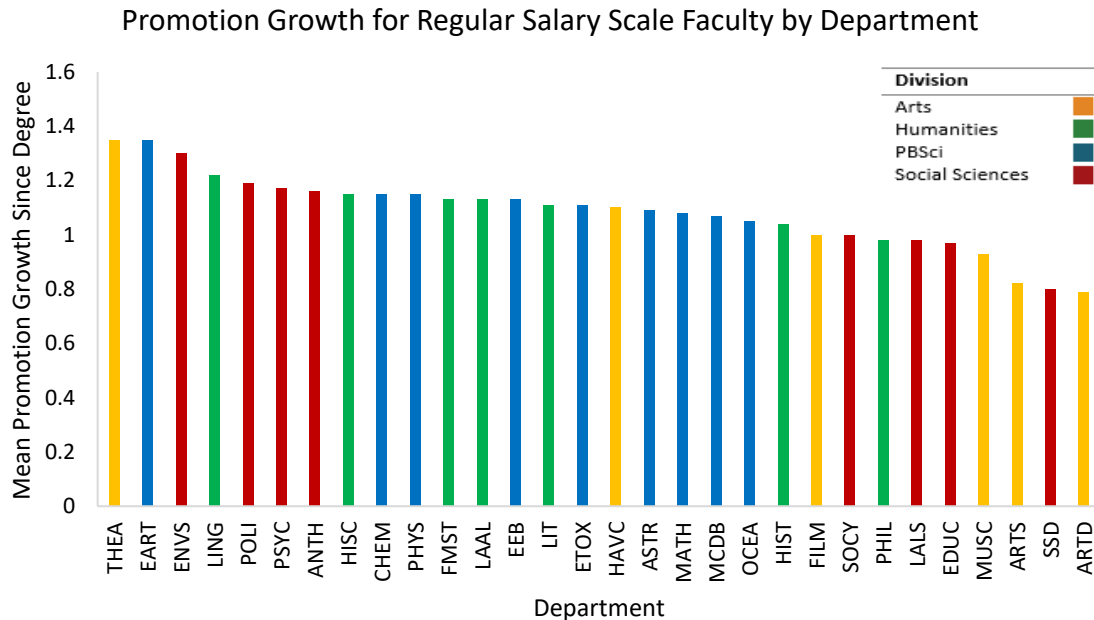
In our current study, the relationship between race/ethnicity and promotion growth was also evaluated using linear regression analysis, comparing white, Asian, and underrepresented faculty of color before taking department into account. Among both REG and BEE scale faculty, we found no significant relationships between race/ethnicity and promotion growth, either for years of service or for years since degree ( $p > .05$ ).

Comparatively, the 2015 analysis did find that REG scale underrepresented faculty of color advanced significantly more slowly through the ranks than white faculty when department was not considered. The lack of a significant relationship in the 2017 analysis suggests that gaps among more recently hired faculty are smaller or fewer than among those who recently separated.

#### *Promotion Growth by Department*

Prior analyses by the Committee on Faculty Welfare (CFW), as well as our 2015 study, found that promotion growth varied by department. We examined this relationship again in our 2017 analysis, and we continue to see differential promotion growth since degree by department. The graph below indicates mean promotion growth since degree (PG1) by department for regular scale faculty (See Appendix for Department codes). PG1 ranges from .8 in Art to 1.35 in Theater Arts and Earth & Planetary Sciences. With the exception of Theater Arts, which may be influenced by one extreme case, most departments in the Arts Division experience lower than average promotion growth relative to departments in other divisions. Departments within the Social Sciences Division are split between higher

than average and lower than average promotion growth since degree, while departments in the Physical and Biological Sciences Division and the Humanities Division fall towards the midpoint.



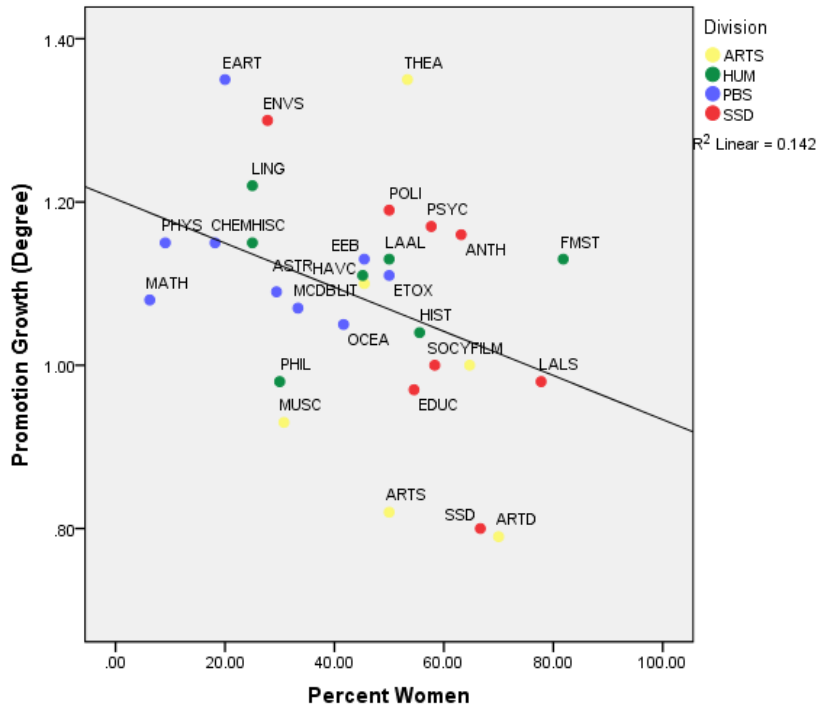
To examine this relationship in more detail, a linear regression was fit to predict each of the promotion growth factors from faculty members’ department, gender, and race/ethnicity. Because of small sample sizes for some races/ethnicities, race/ethnicity was grouped into three categories: Underrepresented minority, Asian, and White. Regular salary scale and BEE salary scale faculty were modeled separately.

Linear regression results confirm the correlation between department and promotion growth since degree for regular and BEE scale faculty. Department affiliation partially explains the average differences in promotion growth. For example, compared to Literature (the reference category), faculty in Art had lower average promotion growth since earning a degree, while faculty in Earth Sciences had higher than average promotion growth (See Table 1). Department did not predict promotion growth based on years of service for regular or BEE scale faculty. The difference in outcomes between the two measures again suggests differences by department in step at hire rather than rate of promotion while at UCSC.

*Promotion Growth by Gender and Department*

In our 2015 analysis, we found a significant negative relationship between the proportion of women in a department and average promotion growth since degree (PG1). We looked at this relationship again in the current study. As Table 2 and the following graph indicate, we again found a significant negative relationship, such that departments with the higher average promotion growth since degree (PG1) tend to have lower proportions of women faculty,  $p < .05$ .

Mean Departmental Promotion Growth for Regular Salary Scale Faculty by Percent Women

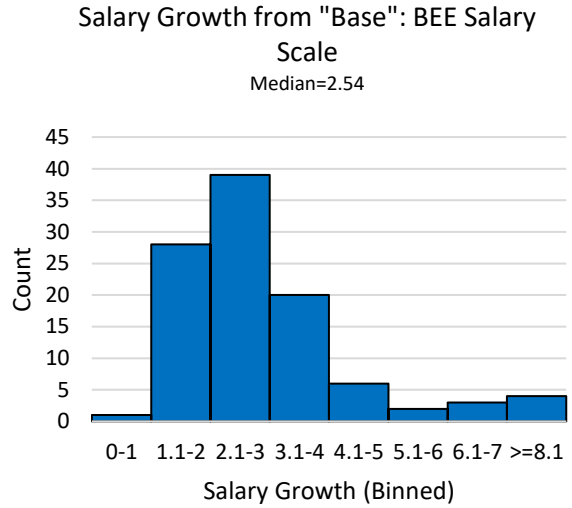
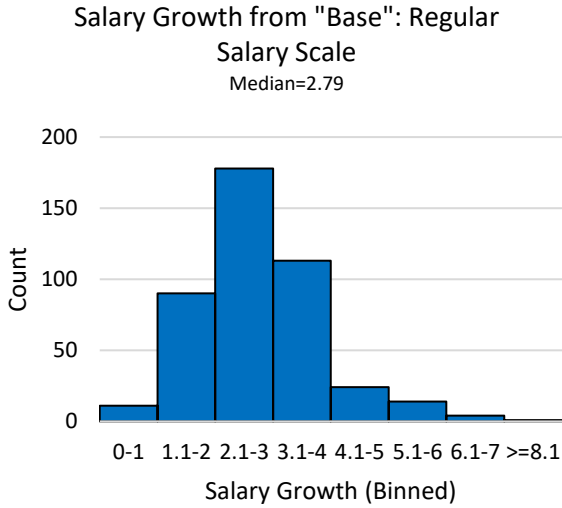


### Salary and Salary Growth

As in our 2015 analysis, we used the methodology developed by CFW to measure salary growth as an annualized percentage increase from estimated base salaries of \$74,600 and \$91,800 for regular and BEE salary scale faculty respectively. These figures represent salaries in current dollars offered to recent Assistant Professors at Step 1. Because this method uses a constant base salary, the need for inflation adjustment is eliminated. The average rates implied by the salary scales are 2.7% for REG and 2.1% for BEE faculty respectively.

$$Current\ Salary = est.\ Base\ Salary \left( 1 + \frac{Salary\ Growth\ [SG]}{100} \right)^{years\ since\ degree}$$

Among the 2017 faculty the median annualized salary growth was 2.79% among REG scale faculty and 2.54% among BEE faculty, somewhat higher than the “normative” rate implied by the salary scales. It is important to note that the “normative” rates in the scales does not take into account off-scale salary or salary increases associated with accelerations.

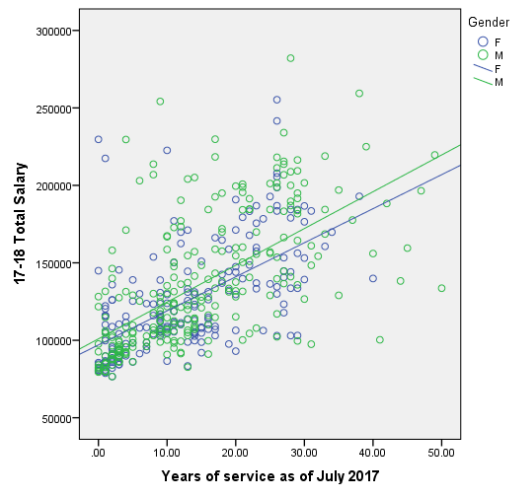
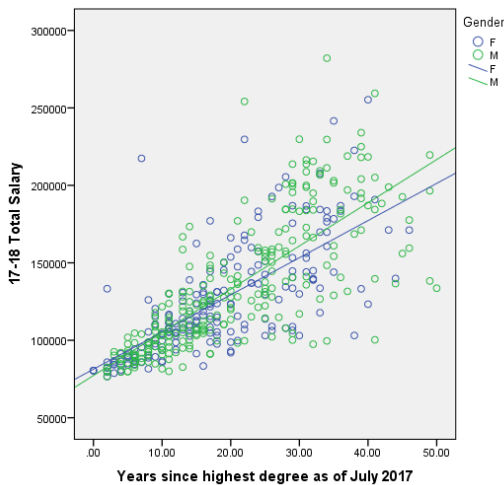


*Salary and Salary Growth by Gender*

To investigate the relationship between gender and salary growth before considering the effect of department we conducted linear regression analyses on both REG and BEE scale salary faculty. Faculty who earned their highest degree within the previous three years were excluded.

Gender was not predictive of salary growth for either group of faculty,  $p > .05$ , even without taking department into account. The lack of a gender effect is clearly evident in the scatterplots below, which indicate the log salary of male and female REG scale faculty against years since degree and years of service.

**Annual Salary of Regular Scale Faculty by Gender for Years since Degree and Years of Service<sup>1</sup>**

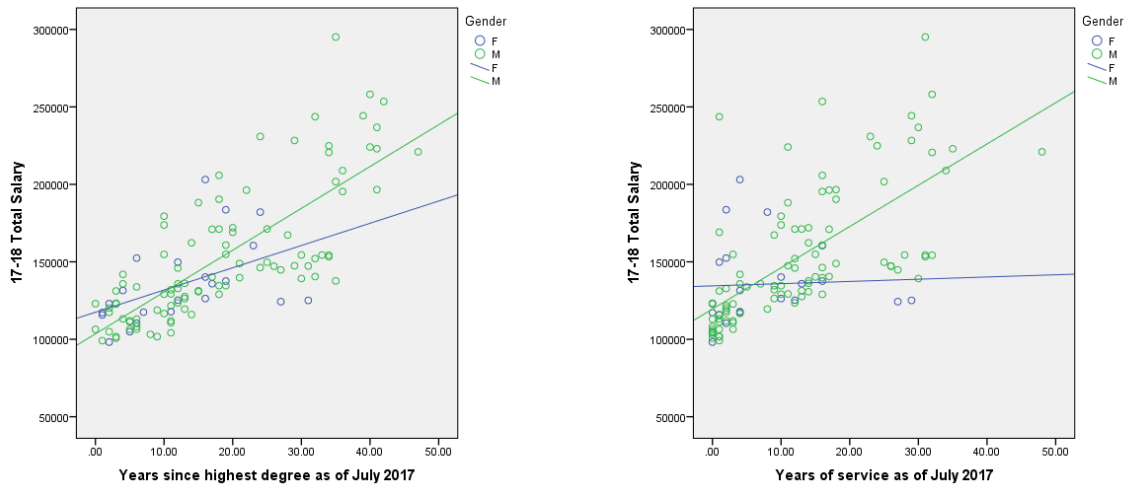


<sup>1</sup> Although excluded from the regression analyses of salary growth, faculty who were three or fewer years from degree are included in the scatterplots.



As a result of small and unequal numbers of women and men, and the complete lack of female faculty at the highest years since degree or years of service, the same data plotted for BEE faculty looks different. Indeed, a linear regression predicting log salary rather than salary growth, and including all BEE faculty without excluding those whose highest degree was earned three or fewer years ago, did find a significant interaction effect of gender X years of service,  $p < .005$ , indicating greater salary equity between female and male BEE scale faculty hired more recently than those who were hired longer ago.

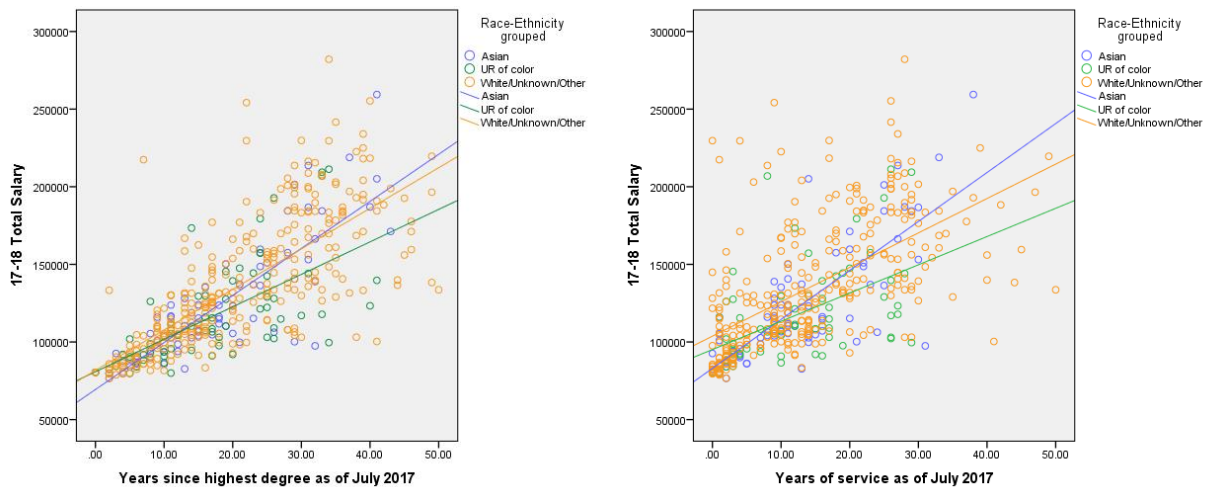
### Annual Salary of BEE Scale Faculty by Gender for Years since Degree and Years of Service



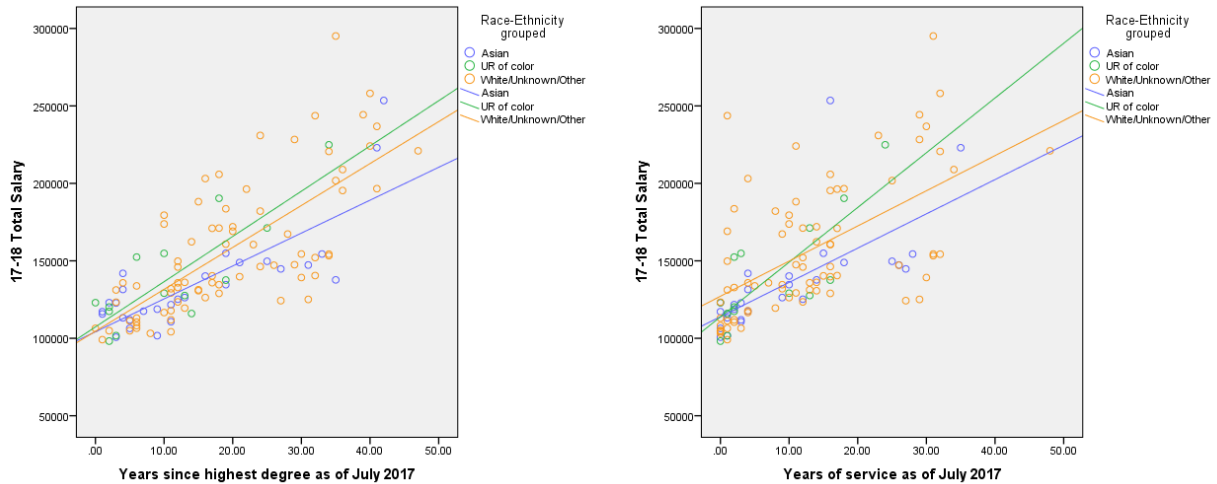
### Salary and Salary Growth by Race/Ethnicity

Linear regression analyses of the relationship between race/ethnicity and salary growth indicated a statistically significant effect for underrepresented minorities,  $p < .05$ , and a marginally significant effect for Asian faculty on the REG scale. There were no significant effects of race/ethnicity on salary growth among BEE scale faculty.

### Annual Salary of Regular Scale Faculty by Race/Ethnicity for Years since Degree and Years of Service



## Annual Salary of BEE Scale Faculty by Race/Ethnicity for Years since Degree and Years of Service



### Salary by Department

In our 2015 study we found a significant relationship between department and salary that “explained” the gender and race/ethnicity differences we observed. In other words, once we considered the relationship of department to salary, there were no observable differences by either gender or race/ethnicity.

In the current study we measured the influence of department on salary using the same method as our earlier study. Linear regressions for both REG and BEE faculty were fit using years since highest degree, gender, race/ethnicity, department, and the interactions with years since degree to predict (log) salary. (See Tables 3 and 4).

Consistent with our 2015 findings, years since degree and membership in some departments contributed significantly to the statistical prediction of salary. After taking those factors into account, we did not find evidence of systematic differences in (log) salary by gender or race/ethnicity.

### Discussion

Both promotion growth and salary vary by department, in some cases with statistical significance. While observed differences in salary and advancement can be explained by department, it is important to note that some of the higher paid and faster advancing departments are not particularly diverse, such as Astronomy and Astrophysics, Earth and Planetary Sciences, and Economics. Recent hiring trends suggest that this is changing (See Tables 5, 6, and 7). At the time of the 2015 analysis, Astronomy and Astrophysics had no academic-year female faculty, while the current roster is now 20% female. We also see an increase in newly hired female faculty among BEE Scale faculty. For example, 55% of BEE scale female faculty have been with the university for 5 years or less, compared to 34% of the BEE scale male faculty. However, BEE scale faculty still remain predominantly male (81% male), while regular scale faculty gender ratios are more balanced (57% male).

Another factor that we did not consider here, but which our CFW examined, was the role of outside offers. Their analysis suggests that faculty who had a successful retention review had significantly higher salaries and salary growth than any other sub-group of faculty on campus, and that departments with the highest number of retention cases had the highest median salaries. It is likely that retention offers help explain observed departmental differences as well as any observed gender or race/ethnicity effects.

Based on our findings we believe our best strategy going forward is to continue efforts to increase diversity of new faculty and to carefully attend to the initial step and salaries offered to new hires, particularly at the assistant professor level.

**Table 1**

## Regression Model Predicting Promotion Growth of Regular Salary Scale Faculty

		Standardized Regression Weights
Department	Anthropology	0.022
	Art	-0.109*
	Arts Division	-0.056
	Astronomy & Astrophysics	-0.01
	Chemistry & Biochemistry	0.031
	Earth & Planetary Sciences	0.135*
	Education	-0.061
	Ecology and Evolutionary Biology	-0.013
	Environmental Studies	0.103
	Microbiology & Environmental Toxicology	-0.006
	Film & Digital Media	-0.063
	Feminist Studies	0.007
	History of Art & Visual Culture	-0.003
	History of Consciousness	-0.005
	History	-0.048
	Languages & Applied Linguistics	0.006
	Latin American & Latino Studies	-0.05
	Linguistics	0.05
	Mathematics	-0.006
	Molecular, Cell, & Developmental Biology	-0.024
	Music	-0.083
	Ocean Sciences	-0.018
	Philosophy	-0.057
	Physics	0.024
	Politics	0.033
	Psychology	0.035
	Sociology	-0.05
Social Sciences Division	-0.074	
Theater Arts	0.113	
Literature (ref)	-	
Gender	Women	0.047
	Men (ref)	-
Race/Ethnicity	Underrepresented of Color	-0.03
	Asian	-0.08
	White (ref)	-
	R <sup>2</sup>	0.103
	N of Respondents	435

\* $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$

**Table 2**

## Promotion Growth &amp; Gender Distribution by Department of Regular Salary Scale Faculty

	N	Promotion Growth since Highest Degree		Gender
		Mean	Std. Deviation	Percent Women
Earth & Planetary Sciences	20	1.35	0.27	20
Theater Arts	15	1.35	1.35	53.3
Environmental Studies	18	1.3	0.35	27.8
Linguistics	12	1.22	0.26	25
Politics	14	1.19	0.24	50
Psychology	26	1.17	0.3	57.7
Anthropology	19	1.16	0.22	63.2
Chemistry & Biochemistry	22	1.15	0.19	18.2
History of Consciousness	4	1.15	0.25	25
Physics	22	1.15	0.19	9.1
Ecology and Evolutionary Biology	22	1.13	0.25	45.5
Feminist Studies	11	1.13	0.31	81.8
Languages and Applied Linguistics	6	1.13	0.35	50
Literature	31	1.11	0.24	45.2
Microbiology & Environmental Toxicology	6	1.11	0.16	50
History of Art & Visual Culture	11	1.1	0.29	45.5
Astronomy & Astrophysics	10	1.09	0.44	20
Mathematics	16	1.08	0.27	6.3
Molecular, Cell, & Developmental Biology	24	1.07	0.26	33.3
Ocean Sciences	12	1.05	0.27	41.7
History	27	1.04	0.32	55.6
Film & Digital Media	17	1	0.26	64.7
Sociology	12	1	0.39	58.3
Latin American & Latino Studies	9	0.98	0.22	77.8
Philosophy	10	0.98	0.33	30
Education	11	0.97	0.19	54.5
Music	13	0.93	0.27	30.8
Art	2	0.82	0.01	50
Social Sciences Division	3	0.8	0.55	66.7
Arts Division	10	0.79	0.3	70

**Table 3**  
Regression Models Predicting (log) Salary of Regular Scale Faculty

		Standardized Regression Weights
Years	Years since highest degree	0.641***
Department	Anthropology	-0.078
	Art	0.07
	Arts Division	-0.045
	Astronomy & Astrophysics	0.063
	Chemistry & Biochemistry	-0.1
	Earth & Planetary Sciences	-0.087
	Education	-0.108
	Ecology and Evolutionary Biology	-0.008
	Environmental Studies	0.086
	Microbiology & Environmental Toxicology	-0.1
	Film & Digital Media	-0.06
	Feminist Studies	-0.08
	History of Art & Visual Culture	-0.025
	History of Consciousness	-0.158
	History	-0.01
	Languages & Applied Linguistics	-0.035
	Latin American & Latino Studies	-0.014
	Linguistics	0.011
	Mathematics	-0.056
	Molecular, Cell, & Developmental Biology	-0.176*
	Music	-0.147
	Ocean Sciences	-0.193*
	Philosophy	-0.12
	Physics	-0.047
	Politics	-0.088
	Psychology	-0.082
	Sociology	0.01
	Social Sciences Division	0.109
Theater Arts	0.1	
Literature (ref)	-	
Gender	Women	0.082
	Men (ref)	-
Race/Ethnicity	Underrepresented of Color	-0.013
	Asian	-0.122
	White (ref)	-
Years from degree X Department Interaction	Years from degree X Anthropology	0.103
	Years from degree X Art	-0.15
	Years from degree X Arts Division	0.011
	Years from degree X Astronomy & Astrophysics	0.014
	Years from degree X Chemistry & Biochemistry	0.154
	Years from degree X Earth & Planetary Sciences	0.184*

	Years from degree X Education	0.047
	Years from degree X Ecology and Evolutionary Biology	0.014
	Years from degree X Environmental Studies	-0.065
	Years from degree X Microbiology & Environmental Toxicology	0.113
	Years from degree X Film & Digital Media	0.002
	Years from degree X Feminist Studies	0.054
	Years from degree X History of Art & Visual Culture	0.038
	Years from degree X History of Consciousness	0.176
	Years from degree X History	-0.004
	Years from degree X Languages & Applied Linguistics	0.003
	Years from degree X Latin American & Latino Studies	-0.033
	Years from degree X Linguistics	0.016
	Years from degree X Mathematics	0.056
	Years from degree X Molecular, Cell, & Developmental Biology	0.197
	Years from degree X Music	0.091
	Years from degree X Ocean Sciences	0.216*
	Years from degree X Philosophy	0.043
	Years from degree X Physics	0.125
	Years from degree X Politics	0.096
	Years from degree X Psychology	0.139
	Years from degree X Sociology	-0.024
	Years from degree X Social Sciences Division	-0.219*
	Years from degree X Theater Arts	-0.136
Years from degree x Gender Interaction	Years from degree X Women	-0.065
Years from degree x Race/Ethnicity Interaction	Years from degree X Underrepresented of Color	-0.065
	Years from degree X Asian	0.063
	R <sup>2</sup>	0.641***
	N of Respondents	435

\* $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$

**Table 4**  
Regression Models Predicting (log) Salary of BEE Scale Faculty

		Standardized Regression Weights
Years	Years since highest degree	0.683***
Department	Applied Mathematics & Statistics	-0.109
	Biomolecular Engineering	-0.386*
	Computer Engineering	-0.117
	Computational Media	-0.231
	Economics	0.238
	Electrical Engineering	-0.025
	Technology Management	0.036
	Computer Science (ref)	-
Gender	Women	0.251
	Men (ref)	-
Race/Ethnicity	Underrepresented of Color	-0.096
	Asian	-0.201
	White (ref)	-
Years from degree X Department Interaction	Years from degree X Applied Mathematics & Statistics	-0.008
	Years from degree X Biomolecular Engineering	0.275
	Years from degree X Computer Engineering	-0.002
	Years from degree X Computational Media	0.286
	Years from degree X Economics	-0.102
	Years from degree X Electrical Engineering	-0.033
	Years from degree X Technology & Information Management	-0.165
	Years from degree x Gender Interaction	Years from degree X Women
Years from degree x Race/Ethnicity Interaction	Years from degree X Underrepresented of Color	0.173
	Years from degree X Asian	0.062
R <sup>2</sup>		.708***
N of Respondents		103

\* $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$



**Table 5**

Regular Salary Scale Faculty by Gender		
	N Women	N Men
Years since Highest Degree		
0-5	23	18
6-10	28	40
11-15	35	44
16-20	38	35
21-25	23	26
26-30	18	35
31-35	22	31
36-40	9	16
41-45	4	10
>=46	1	6
Years of Service		
0-5	59	69
6-10	31	36
11-15	36	49
16-20	25	29
21-25	15	24
26-30	29	34
31-35	3	9
36-40	2	4
41-45	0	4
>=46	0	3

**Table 6**

BEE Salary Scale Faculty by Gender		
	N Women	N Men
Years since Highest Degree		
0-5	6	17
6-10	3	12
11-15	3	19
16-20	6	12
21-25	2	7
26-30	1	7
31-35	1	12
36-40	0	5
41-45	0	4
>=46	0	2
Years of Service		
0-5	12	33
6-10	3	10
11-15	2	18
16-20	2	13
21-25	0	4
26-30	2	8
31-35	1	9
36-40	0	0
41-45	0	0
>=46	0	1

**Table 7**  
Gender Distribution by Department of Regular Salary Scale Faculty  
2017-2018 and 2013-2014

	N	% Women	N	% Women
	17-18	17-18	13-14	13-14
Anthropology	19	63.2	23	65.2
Art	10	70	12	58.3
Arts Division	2	50	-	-
Astronomy & Astrophysics	10	20	10	0
Chemistry & Biochemistry	22	18.2	20	15
Earth & Planetary Sciences	20	20	20	20
Ecology and Evolutionary Biology	22	45.5	20	40
Education	11	54.5	15	53.3
Environmental Studies	18	27.8	19	42.1
Feminist Studies	11	81.8	7	100
Film & Digital Media	17	64.7	15	60
History	27	55.6	24	58.3
History of Art & Visual Culture	11	45.5	10	60
History of Consciousness	4	25	3	0
Humanities Division	-	-	2	0
Language Studies	-	-	4	75
Languages and Applied Linguistics	6	50	-	-
Latin American & Latino Studies	9	77.8	10	80
Linguistics	12	25	12	25
Literature	31	45.2	29	51.7
Mathematics	16	6.3	14	7.1
Microbiology & Environmental Toxicology	6	50	7	42.9
Molecular, Cell, & Developmental Biology	24	33.3	23	34.8
Music	13	30.8	14	50
Ocean Sciences	12	41.7	8	37.5
Philosophy	10	30	7	0
Physics	22	9.1	21	9.5
Politics	14	50	13	46.2
Psychology	26	57.7	24	54.2
Social Sciences Division	3	66.7	3	66.7
Sociology	12	58.3	14	64.3
Theater Arts	15	53.3	12	33.3

## Appendix

### UC Santa Cruz Academic Departments

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Dept. Abbreviation	Department Name
AMSD	Applied Mathematics & Statistics
ANTH	Anthropology
ARTD	Art
ARTS	Arts Division
ASTR	Astronomy & Astrophysics
BME	Biomolecular Engineering
CHEM	Chemistry & Biochemistry
CMPE	Computer Engineering
CMPM	Computational Media
CMPS	Computer Science
EART	Earth & Planetary Sciences
ECON	Economics
EDUC	Education
EEB	Ecology and Evolutionary Biology
ELE	Electrical Engineering
ENVS	Environmental Studies
ETOX	Microbiology & Environmental Toxicology
FILM	Film & Digital Media
FMST	Feminist Studies
HAVC	History of Art & Visual Culture
HISC	History of Consciousness
HIST	History
LAAL	Languages & Applied Linguistics
LALS	Latin American & Latino Studies
LING	Linguistics
LIT	Literature
MATH	Mathematics
MCDB	Molecular, Cell, & Developmental Biology
MUSC	Music
OCEA	Ocean Sciences
PHIL	Philosophy
PHYS	Physics
POLI	Politics
PSYC	Psychology
SOCY	Sociology
SSD OR SOCSCI	Social Sciences Division
THEA	Theater Arts
TM	Technology Management

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