

Ratings and Rankings: The Role of Diversity and Its Measures

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The NRC Assessment of Doctoral Programs - 2010

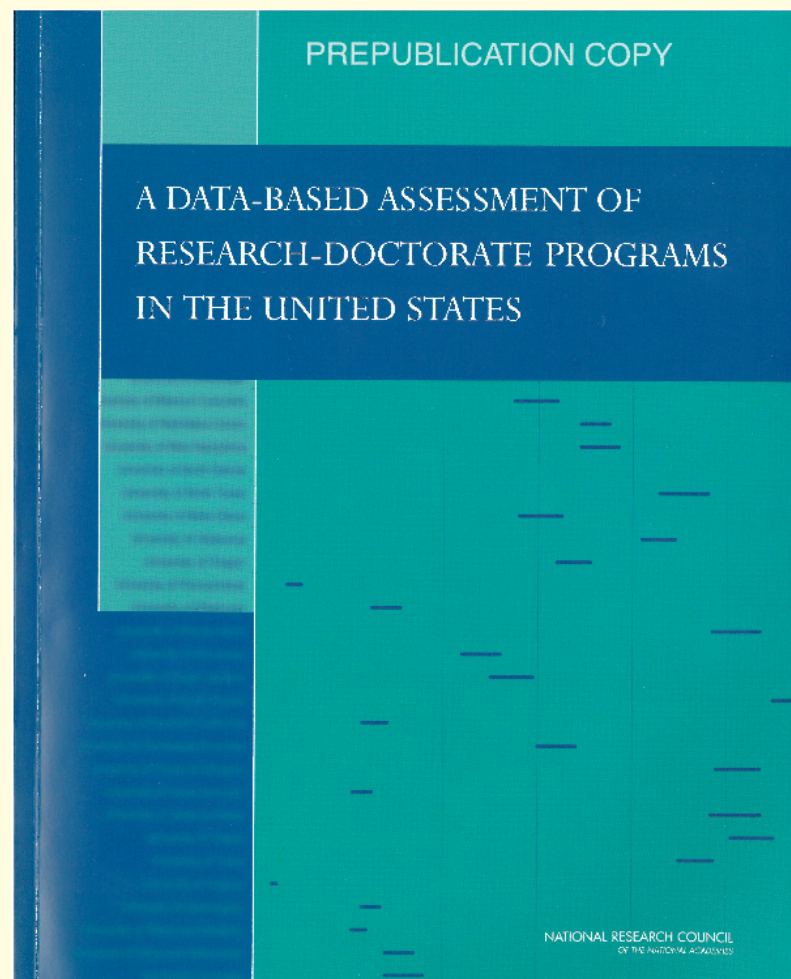
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<http://www.nap.edu/catalog/12850.html>



Goal:

- To provide data that will permit doctoral programs to compare themselves to other similar programs and, where possible, provide data that can be used to improve their current practices
- Also provide accessible data about program characteristics that will be of interest to students considering doctoral study

A Substantial Study

- Data collected for 62 fields (59 rated)
- Over 5000 doctoral programs
- 221 institutions
- > 87,000 faculty questionnaires answered
- Academic year roster 2005-06

Based on Faculty Values Elicited in Two Ways

1. Directly: Through asking faculty to choose the most important program characteristics from a list of 20. (Question G on the Faculty Questionnaire.) This is called the S method (for survey).
2. Statistically: Through asking a sample of faculty to rate a sample of programs in their field and then relating those ratings to the 20 characteristics. This is called the R method (for regression).

- Category I - Program Faculty Quality
 - Number of publications per faculty member
 - Number of citations per faculty member
 - Receipt of extramural grants for research
 - Involvement in interdisciplinary work
 - Racial and ethnic diversity of the program faculty
 - Gender diversity of the program faculty
 - Reception of work by peers (honors and awards)

- Category II - Student Characteristics
 - Median GRE scores of entering students
 - Percentage of students receiving full financial support
 - Percentage of students with portable fellowships
 - Racial and ethnic diversity of the student population
 - Gender diversity of the student population
 - A high percentage of international students

- Category III - Program Characteristics
 - Average number of Ph.D.s granted over the past five years
 - Percentage of entering students who complete a doctoral degree
 - Time to degree
 - Placement of students after graduation
 - Percentage of students with individual workspace
 - Percentage of health insurance premiums covered institutionally
 - Number of student support activities provided

- Note five of these characteristics relate directly to diversity and are used in the separate Diversity Analysis
 - Racial and ethnic diversity of the program faculty
 - Gender diversity of the program faculty
 - Racial and ethnic diversity of the student population
 - Gender diversity of the student population
 - A high percentage of international students

Some Details

- Faculty members who served in more than one program were allocated to those programs based on whether they were core in the program and the share of that program of total dissertations supervised
- Publications per Allocated Faculty, 2001-2006 (going back to 1986 for faculty in humanities fields)
- Average Citations per Publication (citations in 2001-2006 to articles dating back to 1981, for all fields except the humanities)
- Average GRE, 2004-2006 (Verbal measure for the humanities, Quantitative measure for all other fields)
- Percent students receiving full support in the first year (fall, 2006)
- Percent first year students with external funding, 2006

- Both Survey (S) and Regression (R) approaches result in weights that can be applied to the data supplied by your programs and to data that the NRC and NSF collected from your students and faculty
- Then ratings are calculated by the sum:

Rating = $\text{Sum (Weight} \times \text{Program Value) over all 20 variables}$

- Ratings are then listed high to low and rankings assigned from 1 for the highest rated on down
- But...

Sources of Uncertainty

- Statistical
 - Any weight (coefficient) has variability (a standard error) associated with it
- Measurement of the variables
 - Most variables are subject to year-to-year variation
- Choice of the raters
 - A different group of raters might have produced different ratings

Obtained 500 sets of weights by running 500 regressions, randomly choosing half of raters each time and varying the data values within a range determined by which data element it is.

We then arrange the results (ratings) with each set of combined weights in rank order and take the 5th and 95th percent cutoffs of these ratings. This gives us a RANGE OF RATINGS for each program so that 90% of the ratings are in that range.

The 5th and 95th ratings are then listed in order and rank assigned: 1 to the highest rating on down.

Thus each program has a *range of rankings* based on S and R

TABLE 1: Standardized Program Values and Range of Regression-Based (R) and Survey-Based (S) Coefficients

Institution Name: ARIZONA STATE UNIVERSITY
Program: Chemistry
Program ID: 20034881

(Col 1)	(Col 2)	(Col 3)	(Col 4)	(Col 5)	(Col 6)	(Col 7)	(Col 8)
Description	Variable	Program Value*	Program Value Standardized**	Regression-Based Coefficients		Survey-Based Coefficients	
				Minus 1 SD***	Plus 1 SD***	Minus 1 SD***	Plus 1 SD***
Publications per Allocated Faculty	V1	2.389	-0.046	0.025	to	0.144	0.147 to 0.150
Cites per Publication	V2	3.701	1.536	0.060	to	0.090	0.126 to 0.129
Percent Faculty with Grants	V3	87.44%	0.672	0.075	to	0.105	0.164 to 0.166
Percent Faculty Interdisciplinary	V4	0%	-0.910	0.018	to	0.068	0.033 to 0.036
Percent Non-Asian Minority Faculty	V5	6.67%	0.518	-0.001	to	0.043	0.007 to 0.008
Percent Female Faculty	V6	17.39%	0.459	-0.046	to	-0.007	0.012 to 0.013
Awards per Allocated Faculty	V7	0	-0.459	0.044	to	0.091	0.082 to 0.085
Average GRE-Q	V8	720	0.071	-0.004	to	0.042	0.067 to 0.069
Percent 1st yr. Students with Full Support	V9	100.00%	0.296	0.053	to	0.089	0.054 to 0.056
Percent 1st yr. Students with External Funding	V10	0%	-0.403	-0.039	to	-0.005	0.044 to 0.046
Percent Non-Asian Minority Students	V11	9.21%	-0.150	-0.047	to	-0.012	0.016 to 0.017
Percent Female Students	V12	38.10%	-0.119	-0.023	to	0.013	0.017 to 0.018
Percent International Students	V13	35.71%	-0.506	-0.059	to	-0.033	0.007 to 0.008
Average PhDs 2002 to 2006	V14	13.8	0.215	0.100	to	0.161	0.039 to 0.040
Percent Completing within 6 Years	V15	54.16%	0.320	-0.025	to	0.011	0.046 to 0.047
Time to Degree Full and Part Time	V16	4.80	-0.750	-0.008	to	0.022	-0.025 to -0.024
Percent Students in Academic Positions	V17	9.26%	-1.112	-0.028	to	0.034	0.067 to 0.069
Student Work Space	V18	1	1.000	0.014	to	0.058	0.006 to 0.006
Health Insurance	V19	1	1.000	0.034	to	0.068	0.004 to 0.004
Number of Student Activities Offered	V20	18	1.021	0.078	to	0.111	0.023 to 0.024

* Col 3 shows data submitted by the program or calculated from these data.

** Col 4 shows the standardized program value across all program values in the field, with mean of 0 and variance of 1.

*** Col 5 shows Minus 1 Standard Deviation from the Mean for the regression-based coefficients for the field as a whole

*** Col 6 shows Plus 1 Standard Deviation from the Mean for the regression-based coefficients for the field as a whole

*** Col 7 shows Minus 1 Standard Deviation from the Mean for the survey-based coefficients for the field as a whole

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Example

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Institution Name: Program: Program ID:	ARIZONA STATE UNIVERSITY Chemistry 20034881			These are specific to the program - standardized to mean 0 and standard deviation 1					
(Col 1)	(Col 2)	(Col 3)	(Col 4)	(Col 5)	(Col 6)	(Col 7)	(Col 8)		
Description	Variable	Program Value*	Program Value Standardized**	Regression-Based Coefficients		Survey-Based Coefficients			
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Publications per Allocated Faculty	V1	2.389	-0.046	0.025	to	0.144	0.147 to 0.150		
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Percent 1st yr. Students with External Funding	V10	0%	-0.403	-0.039	to	-0.005	0.044 to 0.046		
Percent Non-Asian Minority Students	V11	9.21%	-0.150	-0.047	to	-0.012	0.016 to 0.017		
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Time to Degree Full and Part Time	V16	4.80	-0.750	-0.008	to	0.022	-0.025 to -0.024		
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Publications per Allocated Faculty	V1	2.389	-0.046	0.025 to	0.144	0.147 to	0.150
Cites per Publication	V2	3.701	1.536	0.060 to	0.090	0.126 to	0.129
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Weights tell us what is valued

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Similar for all Fields

TABLE 5-1 Most Highly Rated Characteristics of Doctoral Programs on R and S Measures

Characteristic	Measure Type	Agricultural Sciences	Biological and Health Sciences	Engineering	Physical and Mathematical Sciences	Social and Behavioral Sciences	Humanities
Publications per allocated faculty	R	1.83	5.77	---	6.33	---	7.50
	S	1.17	1.85	1.38	1.78	1.00	1.00
Cites per publication	R	---	4.23	7.25	5.44	7.90	n.a.
	S	4.00	3.69	3.00	2.44	2.40	n.a.
Percentage of faculty with grants	R	---	---	---	---	---	---
	S	1.83	1.15	1.63	1.78	3.20	---
Percentage of interdisciplinary faculty	R	---	---	---	---	---	---
	S	5.67	---	---	---	---	4.58
Awards per allocated faculty	R	---	6.62	4.88	4.44	3.60	4.25
	S	---	---	4.50	4.44	5.10	3.08
Average GRE (GRE-V for the humanities, GRE-Q otherwise)	R	7.17	6.54	4.13	6.89	3.70	3.33
	S	---	5.00	---	---	---	---
Percentage of first-year students with full support	R	---	---	---	---	---	---
	S	---	---	---	---	---	4.75
Average number of Ph.D.'s, 2002-2006	R	1.17	3.31	1.00	2.44	4.70	5.58
	S	---	---	---	---	---	---
Percentage of students in academic positions	R	---	---	---	---	---	6.08
	S	3.17	4.23	5.25	4.89	4.20	2.92
Health insurance	R	4.33	---	---	---	---	---
	S	---	---	---	---	---	---
Number of student activities offered	R	6.17	---	7.12	---	8.80	---
	S	---	---	---	---	---	---

Note: Number shown is average rank of the characteristic taken across the disciplines in the broad field. The five categories given the highest rankings are shown for each field. "—" indicates the characteristic was not one of the top five for the field. "n.a." indicates not collected; GRE-Q = GRE-Quantitative Reasoning; GRE-V = GRE-Verbal.

Lowest values
are most important

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Percentage of faculty with grants	R	---	---	---	---	---	---
	S	1.83	1.15	1.63	1.78	3.20	---
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Significant - R

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Diversity?

The five characteristics given the highest rating on each measure are shown in Table 5-1. Specifically, it shows the average ranking of the characteristic in the field across all 20 measures.² This table makes the differences in the two rating methods clear. On the general survey (S measure) in all fields, the publication measure was very important. It was less important in the regression-based R measure, where for all fields size, as measured by the average number of Ph.D.'s was important. The percentage of faculty with grants was highly ranked on the S measure in all fields but the humanities. Awards per allocated faculty, a measure that may reflect reputation, was important in all fields but the agricultural sciences, and it was highly ranked for both the R and S measures in three of the five broad fields. None of the diversity measures appeared to be important in either methodology. GRE scores were important for R measures, but not for S measures, while placement of students in academic positions was important for S measures, but not for R measures.

Diversity?

categories was to equal 100.

The five characteristics given the highest rating on each measure are shown in Table 5-1. Specifically, it shows the average ranking of the characteristic in the field across all 20 measures.² This table makes the differences in the two rating methods clear.

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“None of the diversity measures appeared to be important in either methodology.”

Awards per allocated faculty, a measure that may reflect reputation, was important in all fields but the agricultural sciences, and it was highly ranked for both the R and S measures in three of the five broad fields. None of the diversity measures appeared to be important in either methodology. GRE scores were important for R measures, but not for S measures, while placement of students in academic positions was important for S measures, but not for R measures.

Diversity Dimensional Study

The diversity questions were taken separately and faculty views analyzed (re-normed so that the weights add to 1.0)

- Racial and ethnic diversity of the program faculty
- Gender diversity of the program faculty
- Racial and ethnic diversity of the student population
- Gender diversity of the student population
- A high percentage of international students

TABLE 5-2C Average Faculty Importance Weights on Components of the Diversity Dimensional Measure

Broad Field	Non-Asian Minority Faculty	Female Faculty	Non-Asian Minority Students	Female Students	International Students
Agricultural sciences	0.101	0.124	0.348	0.231	0.196
Biological and health sciences	0.115	0.173	0.362	0.235	0.115
Physical and mathematical sciences	0.059	0.144	0.200	0.318	0.279
Engineering	0.083	0.107	0.281	0.295	0.234
Social and behavioral sciences	0.156	0.150	0.298	0.166	0.230
Humanities	0.172	0.212	0.212	0.192	0.213

Science: highest value female students, international students

Biology and Health Science: minority students, female students

Engineering: female students, minority students

Program by Program Results

- Down load the spreadsheet (34MB)
 - <http://www.nap.edu/rdp/>
- And sort as you like

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A		D		E		F		G		H		I		J		K		L		M		N		O		P		Q		R	
Show		GENERAL INFORMATION		GENERAL INFORMATION		GENERAL INFORMATION		GENERAL INFORMATION		GENERAL INFORMATION		GENERAL INFORMATION		R		R		S		S		DIMENSIONA		DIMENSIONA		DIMENSIONA		DIMENSIONA		DIMENSIONA	
Broad Field		Physical and Mathematical Sciences																													
Field		Chemistry																													
Ranked Programs: 178																															
1	Program ID	Institution Name	Program Name	Program Website	Control									R Rankings: 5th Percentile	R Rankings: 90th Percentile	S Rankings: 5th Percentile	S Rankings: 90th Percentile	Research Activity: 5th Percentile	Research Activity: 90th Percentile	Student Support & Outcomes: 5th Percentile	Student Support & Outcomes: 90th Percentile	Diversity: 5th Percentile									
3227	20022754	FLORIDA INSTITUTE OF TECHNOLOGY	Chemistry	http://coe.ft.edu/chem	Private			3	1	142	175	103	160	98	159	38	168														
3228	20025968	HOWARD UNIVERSITY	Chemistry	http://www.chem.how.edu	Private			3	1	105	178	106	166	91	159	98	168					1									
3229	20033549	STATE UNIVERSITY OF NEW YORK AT ALBANY	Chemistry	http://www.albany.edu	Public			1	1	110	175	75	147	54	148	141	174					2									
3230	20025683	UNIVERSITY OF MISSOURI - SAINT LOUIS	Chemistry	http://www.umsl.edu	Public			2	1	126	169	95	156	87	160	92	164					2									
3231	20037075	CITY UNIVERSITY OF NEW YORK GRAD. CENT	Chemistry	http://www.w.eb.cc.edu	Public			1	4	108	170	101	155	104	160	99	164					4									
3232	20084712	NEW JERSEY INSTITUTE OF TECHNOLOGY	Chemistry	http://catalog.njit.edu	Public			1	1	148	170	136	169	146	175	109	133					4									
3233	20066804	CLARK UNIVERSITY	Chemistry	http://www.clark.edu	Private			3	1	150	178	90	147	153	175	42	148					5									
3234	20034564	FLORIDA INTERNATIONAL UNIVERSITY	Chemistry	http://www.fiu.edu/olgo	Public			3	1	67	161	15	61	31	116	1	1					5									
3235	20060415	ILLINOIS INSTITUTE OF TECHNOLOGY	Chemistry	http://www.ill.edu/cs/llc	Private			2	1	140	177	60	132	73	155	95	172					5									
3236	20051440	GEORGIA STATE UNIVERSITY	Chemistry	http://chemistry.gsu.edu	Public			3	2	82	136	37	89	46	130	4	52					7									
3237	20058003	LOUISIANA STATE UNIVERSITY AND AGRICULT	Chemistry	http://chemistry.lsu.edu	Public			4	4	47	122	58	129	50	134	133	172					7									
3238	20036355	UNIVERSITY OF MARYLAND BALTIMORE COUNT	Chemistry	http://www.umbc.edu	Public			3	2	98	155	116	168	95	159	98	168					7									
3239	20024804	UNIVERSITY OF SOUTH FLORIDA	Chemistry	http://www.cas.usf.edu	Public			3	3	51	116	30	84	19	70	21	96					7									
3240	20037804	AUBURN UNIVERSITY	Chemistry	http://www.auburn.edu	Public			4	2	136	174	91	151	112	168	102	8					8									
3241	20025023	BRANDIS UNIVERSITY	Chemistry	http://www.w.chem.brandis.edu	Private			1	2	31	86	13	46	11	46	16	98					8									
3242	20022974	GEORGETOWN UNIVERSITY	Chemistry	http://www.w.8.georgetown.edu	Private			3	2	76	143	86	148	91	157	115	170					8									
3243	20040422	SOUTHERN ILLINOIS UNIVERSITY CARBONDA	Chemistry	http://www.w.science.siu.edu	Public			2	1	126	172	105	168	90	164	76	174					10									
3244	20032757	UNIVERSITY OF SOUTHERN MISSISSIPPI	Chemistry	http://www.usm.edu/chem	Public			4	1	77	157	56	141	52	145	39	127					11									
3245	20070049	UNIVERSITY OF MARYLAND BALTIMORE COUNT	Biochemistry	http://biochemistry.umar.edu	Public			3	2	88	154	51	118	45	126	4	88					12									
3246	20044211	FLORIDA ATLANTIC UNIVERSITY	Chemistry	http://www.w.science.fau.edu	Public			3	2	104	173	80	153	103	172	12	48					14									
3247	20062332	UNIVERSITY OF MISSISSIPPI	Chemistry	http://www.w.chems.us.edu	Public			4	1	128	168	108	172	121	168	12	14					14									
3248	20044800	RENSSELAER POLYTECHNIC INSTITUTE	Chemistry	http://www.rpi.edu/chem	Public			1	2	95	154	56	110	64	143	70	155					15									
3249	20062219	NEW MEXICO STATE UNIVERSITY MAIN CAMPUS	Chemistry and Biochemistry	http://www.w.chem.nmsu.edu	Public			5	2	130	172	128	169	112	167	150	176					16									
3250	20013792	OHIO UNIVERSITY MAIN CAMPUS	Chemistry and Biochemistry	http://www.w.ohio.edu/cb	Public			2	2	161	177	153	173	152	174	66	151					16									
3251	20022372	MICHIGAN TECHNOLOGICAL UNIVERSITY	Chemistry	http://chemistry.mtu.edu	Public			2	1	92	152	69	131	76	144	95	164					17									
3252	20041421	NORTH CAROLINA STATE UNIVERSITY	Fiber and Polymer Science	http://www.tx.ncsu.edu	Public			3	2	82	159	87	157	102	171	14	89					17									
3253	20026307	UNIVERSITY OF LOUISVILLE	Chemistry	http://louisville.edu/a-s/c	Public			4	2	87	164	74	136	122	172	5	88					17									
3254	20017552	VIRGINIA COMMONWEALTH UNIVERSITY	Chemistry	http://www.hsc.vcu.edu	Public			3	1	117	172	142	173	112	165	106	167					17									
3255	20015240	UNIVERSITY OF NEW MEXICO MAIN CAMPUS	Chemistry	http://www.unm.edu/chem	Public			5	3	73	152	50	129	72	157	28	158					18									
3256	20055721	PURDUE UNIVERSITY MAIN CAMPUS	Chemistry	http://www.w.chem.purdue.edu	Public			5	2	10	32	20	59	24	89	88	158					19									
3257	20023614	UNIVERSITY OF CALIFORNIA-SANTA CRUZ	Chemistry and Biochemistry	http://www.w.chemistry.ucsc.edu	Public			5	3	91	151	79	151	40	125	129	170					19									
3258	20040082	UNIVERSITY OF MINNESOTA-TWIN CITIES	Medicinal Chemistry	http://www.w.pharmcpe.umn.edu	Public			2	1	72	134	68	145	52	145	32	127					19									
3259	20056092	UNIVERSITY OF TEXAS AT DALLAS	Chemistry	http://www.utdallas.edu	Public			4	2	88	151	102	161	80	157	111	167					19									
3260	20034470	WAKE FOREST UNIVERSITY	Chemistry	http://www.w.fu.edu/cb	Private			3	1	129	169	163	174	170	177	110	170					19									
3261	20025829	TULANE UNIVERSITY	Chemistry	http://chem.tulane.edu	Private			4	2	111	159	106	163	82	159	55	148					20									
3262	20051071	UNIVERSITY OF KANSAS	Chemistry	http://www.w.chem.ksu.edu	Public			2	3	47	115	43	137	15	106	106	20					20									
3263	20047865	UNIVERSITY OF MASSACHUSETTS AMHERST	Chemistry	http://www.w.chem.umass.edu	Public			1	3	37	87	30	85	29	100	31	122					20									
3264	20016252	IOWA STATE UNIVERSITY	Analytical Chemistry	http://www.w.chem.iastate.edu	Public			2	2	30	91	14	44	15	66	6	75					22									
3265	20042462	UNIVERSITY OF HOUSTON	Chemistry	http://www.w.chem.uh.edu	Public			4	3	65	128	55	119	45	121	53	137					22									
3266	20016333	IOWA STATE UNIVERSITY	Chemistry	http://www.w.chem.iastate.edu	Public			2	1	146	132	54	126	62	145	45	145					23									
3267	20038104	STATE UNIVERSITY OF NEW YORK AT STONY BROOK	Chemistry	http://www.w.sunysb.edu	Public			1	4	27	82	20	68	24	92	13	88					24									
3268	20042213	TEMPLE UNIVERSITY	Chemistry	http://www.w.temple.edu	Public			1	2	114	141	81	143	81	147	139	174					24									
3269	20053288	UNIVERSITY OF MICHIGAN-ANN ARBOR	Chemistry	http://www.w.umich.edu	Public			2	2	4	18	38	86	18	96	18	26					25									
3270	20043467	UNIVERSITY OF TOLEDO	Chemistry	http://www.w.chem.toledo.edu	Public			2	2	82	166	119	165	133	174	15	121					26									
3271	20022495	SYRACUSE UNIVERSITY MAIN CAMPUS	Chemistry	http://www.w.chem.syr.edu	Private			1	1	62	126	77	147	58	134	62	148					27									
3272	20051246	UNIVERSITY OF KANSAS	Medicinal Chemistry	http://www.w.medchem.ksu.edu	Public			2	2	71	167	18	65	29	120	15	28					28									
3273	20036504	LOYOLA UNIVERSITY CHICAGO	Chemistry	http://www.w.luc.edu/che	Private			2	1	102	164	155	175	162	177	7	70					30									
3274	20071080	UNIVERSITY OF AKRON	Chemistry	http://www.w.uakron.edu	Public			2	2	121	165	79	149	64	147	57	153					30									
3275	20040723	KENT STATE UNIVERSITY MAIN CAMPUS	Chemistry	http://dept.kent.edu/che	Public			2	1	103	156	139	170	109	161	126	171					31									
3276	20039417	LEHIGH UNIVERSITY	Chemistry	http://www.w.lehigh.edu	Private			1	1	118	172	173	178	153	178	160	175					31									
3277	20034664	BAYLOR UNIVERSITY	Chemistry and Biochemistry	http://www.w.baylor.edu	Private			4	2	63	167	98	160	131	175	160	171					31									
3278	20029582	TUFTS UNIVERSITY	Chemistry	http://www.w.chem.tufts.edu	Private			1	3	49	110	80	149	60	138	96	162					32									
3279	20020303	UNIVERSITY OF IOWA	Chemistry	http://www.w.chem.uiowa.edu	Public			1	3	37	92	41	104	39	123	61	142					32									
3280	20068459	UNIVERSITY OF MISSOURI - ROLLA	Chemistry	http://chem.umsr.edu	Public			2	2	124	170	78	146	92	164	18	97					33									
3281	20058728	DUQUESNE UNIVERSITY	Chemistry	http://www.w.science.du.edu	Private			3	2	92	169	85	152	107	167	2	88					34									
3282	20066943	UNIVERSITY OF CALIFORNIA-DAVIS	Agriculture & Environmental Chemistry	http://bachem.ucdavis.edu	Public			5	2	35	86	31	90	24	102	11	83					34									
3283	20046808	MICHIGAN STATE UNIVERSITY	Chemistry	http://www.w.chem.msu.edu	Public			2	2	21	69	16	50	24	84	21	11					35									
3284	20034807	BOWLING GREEN STATE UNIVERSITY	Photochemical Sciences	http://www.w.bgsu.edu	Public			2	2	118	135	172	91	146	139	37	69					36									
3285	20017358	TERESA CHRISTIAN UNIVERSITY	Chemistry	http://www.w.chem.tcu.edu	Public			4	1	136	173	138	172	125	173	39	139					37									
3286	20023957	UNIVERSITY OF CONNECTICUT	Chemistry PhD	http://www.w.chem.uconn.edu	Public			1	3	76	134	77	142	66	149	40	153					37									
3287	20062895	GEORGIA INSTITUTE OF TECHNOLOGY	Chemistry	http://www.w.chemistry.gatech.edu	Public			3	4	11	38	9	29	8	32	32	122					38									
3288	20067735	UNIVERSITY OF SOUTH CAROLINA COLUMBIA	Chemistry	http://www.w.chem.sc.edu	Public			3	3	26	70	25	81	15	64	25	11					38									
3289	20012984	UNIVERSITY OF FLORIDA	Chemistry	http://www.w.chem.ufl.edu	Public			3	4	17	56	30	77	31	96	10	82					39									

Diversity Measures

HOWARD UNIVERSITY

FLORIDA INSTITUTE OF TECHNOLOGY

STATE UNIVERSITY OF NEW YORK AT ALBANY

UNIVERSITY OF MISSOURI - SAINT LOUIS

CITY UNIVERSITY OF NEW YORK GRAD. CENTER

NEW JERSEY INSTITUTE OF TECHNOLOGY

FLORIDA INTERNATIONAL UNIVERSITY

ILLINOIS INSTITUTE OF TECHNOLOGY

CLARK UNIVERSITY

LOUISIANA STATE UNIVERSITY

UNIVERSITY OF SOUTH FLORIDA

GEORGIA STATE UNIVERSITY

UNIVERSITY OF MARYLAND BALTIMORE COUNTY

BRANDEIS UNIVERSITY

GEORGETOWN UNIVERSITY

AUBURN UNIVERSITY

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE

S at 5%

HARVARD UNIVERSITY

CALIFORNIA INSTITUTE OF TECHNOLOGY

HARVARD UNIVERSITY

UNIVERSITY OF CALIFORNIA-BERKELEY

NORTHWESTERN UNIVERSITY

COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK

YALE UNIVERSITY

STANFORD UNIVERSITY

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

UNIVERSITY OF CALIFORNIA-SAN FRANCISCO

UNIVERSITY OF CALIFORNIA-LOS ANGELES

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

PRINCETON UNIVERSITY

GEORGIA INSTITUTE OF TECHNOLOGY

RICE UNIVERSITY

PENN STATE UNIVERSITY



"Well, I see my time is about up. . . "