

PROPOSAL COVER PAGE

2006 AIR RESEARCH GRANT PROPOSAL

**Measuring Female Faculty's Workload Productivity Over Time
Grant Amount Requested: \$30,000**

**Databases of Interest: National Study of
Postsecondary Faculty (NSOPF): 1993, 1999, 2004**

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Project Summary

The disparity in workload responsibilities among women and ethnic minority faculty members has been well documented (e.g., Acuirre, 2000; Glazer-Raymo, 1999; Johnsrud & Sadao, 1998; Tack & Patitu, 1992; Turner & Myers, 2000). Despite the goal of enhancing faculty members' worklives through numerous research endeavors, few studies have attempted to simultaneously investigate, at a national level, the potential change in female faculty members' workload responsibilities over time. Examining this change in workload over time allows us to benchmark and monitor the potential increase (or decrease) in these faculty members' workload regarding their service activities, teaching responsibilities, and their research productivity.

The goal of this project is to propose a multi-group structural equation model that examines the workload of female faculty members' service, teaching, and research, and to test its generalizability by simultaneously examining differences in the model across three cross-sectional national samples using the National Study of Postsecondary Faculty (i.e., NSOPF: 1993, 1999, 2004) restricted databases. Therefore, the purpose of this study is 1) establish the construct validity of the 1993 data set as a baseline study from which to examine similarities and changes that may exist among the 1993, 1999, and 2004 subsets, 2) define and measure the 1993, 1999, and 2004 constructs of service, teaching, and research simultaneously, 3) examine the extent to which differences in female faculty members' workload responsibilities have changed (or not changed) over time from the 1993, 1999, and 2004 subsets, and 4) compare the potential change in perceptions (while simultaneously controlling for selected demographic and profile characteristics) between the three-groups of faculties regarding their workload responsibilities and commitments.