



The Collaborative on Academic

The Collaborative on Academic Careers in Higher Education

SECTION 1. SCREENING AND DEMOGRAPHIC BACKGROUND

- Q2. Are you currently employed at [INSTITUTION]?
- Yes1
No0
- Q3. You indicated that you are not currently employed at [INSTITUTION]. In the space below, please tell us where you are currently employed.
- [TEXT BOX].....2
I made a mistake, I am currently employed at [INSTITUTION] 1
Decline to answer 98
- Q4. Were you employed at [INSTITUTION] within the past year?
- Yes1
No0
- Q5. What is your current appointment status?
- Full-time faculty 2
Part-time faculty 1
Emeritus faculty 0
Visiting faculty 8
Other 9
None of the above 96
- Q20. What is your tenure status?
- Tenured3
Not tenured but on the tenure track2
Not on tenure track1
- Q21. You indicated that you are [Q20 RESPONSE]. Please confirm this selection. It cannot be changed and will determine the path you take through this survey.
- I am a tenured faculty member3
I am not tenured, but on the tenure track
(i.e., pre-tenure)2
I am not tenured and not on a tenure track1
- Q10. What is your rank?
- Full Professor4
Associate Professor3
Assistant Professor2
Instructor/Lecturer1
Other5

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Q11. You indicated that your rank is [Q10 RESPONSE]. Please confirm this selection. It cannot be changed and will determine the path you take through this survey.

- I am a Professor..... 4
- I am an Associate Professor 3
- I am an Assistant Professor 2
- I am an Instructor/Lecturer 1
- I hold a rank not listed here..... 5

Q12. What is your **highest** earned academic degree (M.D. includes foreign equivalents)?

- Doctoral degree (Ph.D., Ed.D., etc.).....1
- First-professional degree (M.D., D.O., D.D.S. or D.M.D., LL.B., J.D., D.C. or D.C.M., Pharm.D., Pod.D. or D.P., D.V.M., O.D., M.Div. or H.H.L. or B.D.).....2
- Doctoral degree AND First-professional degree (M.D./Ph.D, M.D./J.D., Ph.D./J.D., etc.)3
- Master of Fine Arts, Master of Social Work (M.F.A., M.S.W.)....4
- Other Master's degree (M.A., M.S., M.B.A, M.Ed., etc.)5
- Bachelor's degree.....6
- Associate's degree or equivalent.....7
- Certificate or diploma for completion of undergraduate program (other than associate's or bachelor's).....8
- Not applicable (Do not hold a degree)0

Q13. Does your work as a faculty member include the clinical care of patients?

- Yes1
- No0

Q14. You indicated that you [IF Q13=1: are / IF Q13=0: are not] engaged in clinical care of patients. Please confirm this selection. It cannot be changed and will determine the path you take through this survey.

- Yes, this is correct1
- No, this is not correct.....0

Q15. In what year did you earn your current rank at this institution?

Q405. [NON-TENURE TRACK] What is the length of your current contract?

- 1 semester1
- 2 semesters.....2
- 1-2 years3
- 3-4 years4
- 5 or more years5
- Other6
- Decline to answer 98

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Q410. [NON-TENURE TRACK] Is your appointment ...

Fixed-term renewable	1
Fixed-term non-renewable.....	2
Rolling	3
Other	4
Decline to answer	98

Q415. [NON-TENURE TRACK] What is your primary work responsibility (on what are you expected to focus)?

Mostly research.....	1
Mostly teaching.....	2
Mostly outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education).....	3
Mostly department/program administration	4
Mostly clinical.....	7
About an equal amount of two or more different activities.....	5
Other	6
Decline to answer	98

Q420. [NON-TENURE TRACK] Not counting your current institution, at how many other colleges/universities have you held a non-tenure-track faculty position?

0.....	0
1.....	1
2.....	2
3.....	3
4.....	4
5 or more	5
Decline to answer	98

Q25. Are you currently serving in an administrative position?

Yes	1
No	0
Decline to answer	98

Q30. Which of the following administrative titles do you currently hold?

Department Chair/Head, Associate or Assistant Chair/Head	1
Center or Program Director	2
Dean, Associate Dean, Assistant Dean, Vice Dean, Division Chief, etc.....	3
Provost, Associate Provost, Assistant Provost, Vice Provost, etc.....	4
Other (Please specify): [REQUIRE TXT IF SELECTED].....	9
Decline to answer	98

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Q35. What is your race and/or ethnicity? *(Please check all that apply)*
 [ACCEPT MULTIPLE RESPONSES UNLESS RESPONDENT CHOOSES “Decline to answer”]

American Indian or Native Alaskan: *A person having origins in any of the original peoples of North and South America (including Central America).....9*

Asian or Asian-American: *A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan and the Philippine Islands.1*

White (non-Hispanic): *A person having origins in any of the original peoples of Europe2*

Black or African-American: *A person having origins in any of the black racial groups of Africa.....*

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Q275x11. [PRE-TENURE OR TENURED] Not counting your current institution, at how many other colleges/universities have you held a tenured or tenure-track faculty position?

- 0.....0
- 1.....1
- 2.....2
- 3.....3
- 4.....4
- 5 or more5
- Decline to answer..... 98

Q280. In what year were you hired? (1980, 1981, 1982, 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020)

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Q315. What is your annual salary?

Less than \$30,000	1
\$30,000 to \$44,999	2
\$45,000 to \$59,999	3
\$60,000 to \$74,999	4
\$75,000 to \$89,999	5
\$90,000 to \$104,999	7
\$105,000 to \$119,999	8
\$120,000 or above	9
Decline to a 0[s.w3.9 e.9 (ar0.6 (.)TJQ.Tc.)]Tj0.467 0 Td()Tj-0.001 Tc 0.001 986.957 0 Td[(.)0.6 (.)0.6 (.)0.6 (.)0.6 (.)0	0

SECTION 2. NATURE OF WORK – OVERALL

Q43. [COMMUNITY COLLEGE] Describe the opportunities, if any, you have to interact with graduate students working at [INSTITUTION NAME].

TEXT BOX1
I do not interact with graduate students working at
[INSTITUTION NAME]..... 97
Decline to answer 98

Q45. Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following:

- A. Teaching
- B. Research
- C. Service (e.g., department/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or prospective students/parents)

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SECTION 5. NATURE OF WORK – RESEARCH

Q80. Please rate your level of satisfaction or dissatisfaction with the following:

- A. The amount of external funding you are expected to find
- B. The influence you have over the focus of your research/scholarly/creative work
- C. [UNIVERSITY] The quality of graduate students to support your research/scholarly/creative work
- D. Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work
- E. [UNIVERSITY] The support your institution provides you for engaging undergraduates in your research/scholarly/creative work

SCALE: Satisfaction

NON-RESPONSE OPTIONS: Decline to answer, Not applicable

Q85. Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for:

- A. Obtaining externally funded grants (pre-award)
- B. Managing externally funded grants (post-award)
- C. [UNIVERSITY] Securing graduate student assistance
- D. Traveling to present papers or conduct research/creative work
- E. The availability of course release time to focus on your research

SCALE: Satisfaction

NON-RESPONSE OPTIONS: Decline to answer, Not applicable

SECTION 6. RESOURCES & SUPPORT

Q90. Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment:

- A. Office
- B. Laboratory, research, or studio space
- C. Equipment
- D. Classrooms
- E. Library resources
- F. Computing and technical support
- G. Salary
- H. Clerical/administrative support

SCALE: Satisfaction

NON-RESPONSE OPTIONS: Decline to answer, Not applicable

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Q98. Are you engaged in ...

- A. Collaborative teaching with faculty in disciplines other than your own?
- B. Collaborative research with faculty in disciplines other than your own?
- C. Solo interdisciplinary teaching and/or research?

Currently1
Not currently, but previously at this institution2
Never at this institution.....3
Decline to answer 98
Not applicable..... 99

Q100. Please rate your level of agreement or disagreement with the following statements:

- A. Budget allocations encourage interdisciplinary work.
- B. Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.
- C. Interdisciplinary work is rewarded in the merit process.
- D. **[NON-TENURE TRACK OR TENURED]**

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SECTION 10. TENURE AND PROMOTION

Q135. [TENURED] Please rate your level of agreement or disagreement with the following statements:

- B. [ASSOCIATE OR FULL] My department has a culture where associate professors are encouraged to work towards promotion to full professorship.
- C. [ASSOCIATE OR FULL] Generally, the expectations for promotion from associate to full professor are reasonable to me.
- D. [ASSISTANT] My department has a culture where assistant professors are encouraged to work towards promotion to associate professorship.
- E. [ASSISTANT] Generally, the expectations for promotion from assistant to associate professor are reasonable to me.

SCALE: Agreement

NON-RESPONSE OPTIONS: Decline to answer, Not applicable, I don't know

Q136. [PRE-TENURE ASSISTANT] Please rate the clarity of the following aspects of earning tenure in your department:

- A. The tenure process in my department
- B. The tenure criteria (what things are evaluated) in my department
- C. The tenure standards (the performance thresholds) in my department
- D. The body of evidence (the dossier's contents) that will be considered in making my tenure decision
- F. [UNIVERSITY] The procedures for complaints and grievances originating in my department
- E. My sense of whether or not I will achieve tenure

SCALE: Clarity

NON-RESPONSE OPTIONS: Decline to answer

Q132. At this time, do you believe you will achieve tenure?

Yes1
No0
Decline to answer 98

Q133. Why do you feel that you will not achieve tenure at this institution?

Q137. Is what's expected in order to earn tenure clear to you regarding your performance as:

- A. A scholar
- B. A teacher
- C. An advisor to students
- D. A colleague in your department
- E. A campus citizen
- F. [UNIVERSITY OR COLLEGE] A member of the broader community (e.g., outreach)
- G. [CLINICAL FACULTY] A provider of patient care/client services

SCALE: Clarity

NON-RESPONSE OPTIONS: Decline to answer

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Q139. Please rate your level of agreement or disagreement with the following statements:

- A. I have received consistent messages from tenured faculty about the requirements for tenure.
- B. In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g., research/creative work, teaching, an7.1 (e0 Td2.3 (t)3.3c 0 w.7 9 (a)0.9)0.9 (a)c.6 (a)0.8 ()(b)-3.9 5 (t)-4.56-1.4 (,)-1.(o)-

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Q155. [TENURED-Alt97.00388 (o)7.7 (r)]T0T4.8 (U)ent

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Q153. [TENURED ASSISTANT] You responded: [INSERT Q152 RESPONSE]. What are your primary reasons?
(Please select up to two responses)

Lack of support from my department chair.....	1
Lack of support from my colleagues.....	2
Lack of time/support for research.....	3
Heavy teaching load.....	4
Administrative responsibilities	5
Family/personal responsibilities	6
I have not been signaled to do so by someone in my department.....	7
Not interested in promotion.....	8
I am planning to leave the institution.....	9
I plan to retire before promotion.....	10
[CLINICAL FACULTY] Heavy clinical load.....	13
Other (Please specify).....	

SECTION 11. INSTITUTIONAL GOVERNANCE & LEADERSHIP

Q170. Please rate your level of agreement or disagreement with the following statements:

- A. My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).
- C. My institution's priorities are acted upon consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).
- D. In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.

SCALE: Agreement

NON-RESPONSE OPTIONS: Decline to answer, I don't know, Not applicable

Q175. In adapting to the changing mission, I have received sufficient support from:

- A. My dean or division head
- B. My department head or chair
- C. [COLLEGE] My chief academic officer (provost, VPAA, dean of faculty) vo eaaaaaaaived sufficisaa Td()Tjihihihit2
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My department head's or chair's:

- H. Pace of decision making
- I. Stated priorities
- J. Communication of priorities to faculty
- K. Ensuring opportunities for faculty to have input into departmental policy decisions
- L. Fairness in evaluating my work

SCALE: Satisfaction

NON-RESPONSE OPTIONS: Decline to answer, Not applicable

Q187A. Some of the following questions refer to your "institution-wide faculty governing body" or to "faculty leaders". Your campus might have more than one group that fits these descriptions (e.g., a faculty senate *and* a collective bargaining unit). From the list below, please select or fill in the *one* group to whom *your* answers will apply.

- Faculty of the whole.....1
- Faculty assembly.....2
- Faculty Senate3
- Faculty union or Collective Bargaining Unit.....4
- Divisional (School or College Level) Governing Body.....6
- Other (Please specify): [REQUIRE TXT IF SELECTED].....5
- Decline to answer 98

Q186. Please rate your level of satisfaction or dissatisfaction with the following: (*Please select 'Not Applicable' if you serve in this capacity*)

- A. The pace of decision making by my institution-wide faculty governing body
- B. The stated priorities of my institution-wide faculty governing body
- C. The communication of priorities by my institution-wide faculty governing body
- D. The steps taken by my institution-wide faculty governing body to ensure faculty are included in that body's decision making

SCALE: Satisfaction

NON-RESPONSE OPTIONS: Decline to answer, Not applicable

SECTION 11A. SHARED GOVERNANCE

Q187B. On the whole, rate the effectiveness or ineffectiveness of the shared governance system at your institution.

SCALE: Effectiveness

NON-RESPONSE OPTIONS: I don't know, Decline to answer, Not applicable

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Q188. Please rate your level of agreement or disagreement with the following:

- A. The existing faculty governance

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SECTION 14. DE

SECTION 17. GLOBAL SATISFACTION

Q245. Please rate your level of agreement or disagreement with the following statements:

A. The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.

C. If I had it to do all os5 (o)-O0 Tc 0 (8.8 (f)-6.1 ())TJ-0.001 Tc 0.001 Tw 0 -1.12 TD[(lif)-4.1 (e)2.9 (f)-4.1 (o)-1.8 (r6(

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Q267B. Please check the two (and only two) worst aspects about working at your institution.

Colleagues

- Quality of colleagues.....1
- Support of colleagues.....2
- Opportunities to collaborate with colleagues3

Students

- [COLLEGE OR UNIVERSITY] Quality of graduate students ..4
- Quality of undergraduate students.....5

Fiscal / Physical

- Quality of facilities.....6
- Compensation..... 14

Work Support

- Lack of support for research/creative work (e.g., leave)7
- Lack of support for teaching.....8
- Lack of support for professional development9
- Lack of assistance for grant proposals 10

- [CLINICAL FACULTY] Patient care/client services 31

Personal / Family

- Childcare policies/support/availability (or lack thereof) 11
- Spousal/partner hiring program (or lack thereof).0.0025(.10 87).0.6387..0.0025(7 00.)0.tt0.6.7 ac 0.007 j03 Tw [(t)-4.5 (h).6 k

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Appendix: Likert Scales

Agreement

- Strongly agree (5)
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree (1)

Clarity

- Very clear (5)
- Somewhat clear