2010-2011 HERI FACULTY SURVEY

NOTE: The 2010-2011 HERI Faculty Survey is a web-based survey and therefore this document does not reflect the web-based formatting.

1. What is your principal activity in your current position at this institution?
   - Administration
   - Teaching
   - Research
   - Services to clients and patients
   - Other

2. Are you considered a full-time employee of your institution for at least nine months of the current academic year?
   Yes No

PART-TIME FACULTY

These questions will only be included for part-time faculty.

2a. If given the choice, I would prefer to work full-time at this institution.
Yes No

2b. Have you ever sought a full-time teaching position at this or another institution?
Yes No

IF YES, NESTED ITEM
2bi. How long ago did you pursue a full-time position?
- Currently seeking a position
- Within the last year
- 1 to 2 years ago
- 3 to 5 years ago
- More than 5 years ago

2c. My full time professional career is outside academia.
Yes No

2d. In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:
(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)
- My part-time position is an important source of income for me
- Compensation is not a major consideration in my decision to teach part-time
- Part-time teaching is a stepping-stone to a full-time position
- My part-time position provides benefits (e.g. health insurance, retirement, etc. that I need
- Teaching part-time fits my current lifestyle
- Full-time positions were not available
- My expertise in my chosen profession is relevant to the course(s) I teach

2e. Mark all institutional resources available to you in your last term as <u>part-time</u> faculty.
(Responses: Yes, No)
- Use of private office
- Shared office space
- A personal computer
- An email account
- A phone/voicemail

2f. Please indicate your agreement with the following statements:

(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)

Part-time instructors at this institution:

- Are given specific training before teaching
- Rarely get hired into full-time positions
- Receive respect from students
- Are primarily responsible for introductory classes
- Have no guarantee of employment security
- Have access to support services
- Are compensated for advising/counseling students
- Are required to attend meetings
- Have good working relationships with the administration
- Are respected by full-time faculty

2g. Besides this institution, at how many other institutions do you teach (e.g., 0, 1, 2, 3, etc.)?

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3. What is your present academic rank?
   - Professor
   - Associate Professor
   - Assistant Professor
   - Lecturer
   - Instructor

4. What is your tenure status at this institution?
   - Tenured
   - On tenure track, but not tenured
   - Not on tenure track, but institution has tenure system
   - Institution has no tenure system

COMMUNITY COLLEGE

These questions will only be included for community colleges, and will replace questions 3 and 4 when the survey is used by community colleges.

3. What is your current status at this institution?
   - Tenured
   - Probationary, Tenure Track
   - Renewable Contract Instructor (e.g., Adjunct)

4. What is your academic rank at this institution?
   - Acting Instructor
   - Instructor
   - Assistant Professor
   - Associate Professor
   - Professor
   - Emeritus

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5. Are you currently serving in an administrative position as: (Mark all that apply)
   - Department chair
   - Dean (Associate or Assistant)
   - President
   - Vice-President
   - Provost
   - Other
   - Not Applicable

6. On the following list, please mark one in each column:
   - Highest Degree Earned
   - Degree Currently Working On
     - Bachelor's (B.A., B.S., etc.
     - Master's (M.A., M.S., M.F.A., M.B.A., etc.
     - LL.B., J.D.
     - M.D., D.D.S. (or equivalent)
     - Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)
     - Ed.D.
     - Ph.D.
     - Other degree
     - None

7. From what higher education institution did you receive your Bachelor's Degree?
   (Please write-in complete Institution Name and City)
   - Institution Name _____
   - City _____
   - State *(Drop down)* _____
   - Country *(Drop down)* _____

8. From what higher education institution did you receive your highest degree?
   (Please write-in complete Institution Name and City)
   - Institution Name _____
   - City _____
   - State *(Drop down)* _____
   - Country *(Drop down)* _____

9. Personally, how important to you is:
   (Responses: Essential, Very Important, Somewhat Important, Not Important)
   - Research
   - Teaching
   - Service

10. During the past two years, have you engaged in any of the following activities?
    (Responses: Yes, No)
    - Taught an honors course
    - Taught an interdisciplinary course
    - Taught an ethnic studies course
    - Taught a women's studies course
    - Taught a service learning course
    - Taught an exclusively web-based course at this institution
    - Participated in a teaching enhancement workshop
    - Advised student groups involved in service/volunteer work
    - Collaborated with the local community in research/teaching
    - Conducted research or writing focused on:
        - International/global issues
        - Racial or ethnic minorities
        - Women and gender issues
    - Engaged undergraduates on <u>your</u> research project
    - Worked with undergraduates on a research project
    - Engaged in academic research that spans multiple disciplines
    - Taught a seminar for first-year students
    - Taught a capstone course
    - Taught in a learning community (e.g. FIG, linked courses)
    - Supervised an undergraduate thesis
    - Published op-ed pieces or editorials
    - Received funding for your work from:
        - Foundations
        - State or federal government
        - Business or industry

11. How many courses are you teaching this term (include all institutions at which you teach)? (e.g., 0, 1, 2, 3, etc.)

IF response to question 11 is greater than or equal to one, populate 11a-11j based on response - NESTED

11a – 11j <u>Course 1 (up to 10 courses)</u>

i. Type of Course:
- General education course
- Course required for an undergraduate major
- Other undergraduate credit course
- Developmental/remedial course (not for credit)
- Non-credit course (other than above)
- Graduate course

ii. How many students are enrolled in this course? _____

iii. Does this course have a teaching/lab assistant or reader/grader assigned?
Yes No

iv. Where do you teach this course?
- At this institution
- At another institution

IF response to question 11 is 0 or Missing

11k. What types of courses do you primarily teach?
- Undergraduate credit courses
- Graduate courses
- Non-credit courses
- I do not teach

12. Do you teach remedial/developmental skills in any of the following areas?
    (Responses: Yes, No)
    Reading
    Writing
    Mathematics
    ESL
    General academic skills
    Other subject areas

13. Have you engaged in any of the following professional development opportunities at your institution?
    (Responses: Yes, No, Not eligible, Not available)
    Paid workshops outside the institution focused on teaching
    Paid sabbatical leave
    Travel funds paid by the institution
    Internal grants for research
    Training for administrative leadership
    Received incentives to develop new courses
    Received incentives to integrate new technology into your classroom

14. How many of the following have you published?
    (Responses: None, 1-2, 3-4, 5-10, 11-20, 21-50, 51+)
    Articles in academic or professional journals
    Chapters in edited volumes
    Books, manuals, or monographs
    Other, such as patents, or computer software products

15. How many exhibitions or performances in the fine or applied arts have you presented in the last two years?
    (Responses: None, 1-2, 3-4, 5-10, 11-20, 21-50, 51+)

16. How many of your professional writings have been published or accepted for publication in the last two years?
    (Responses: None, 1-2, 3-4, 5-10, 11-20, 21-50, 51+)

17. Please indicate the extent to which you:
    (Responses: To a Great Extent, To Some Extent, Not at All)
    Feel that the training you received in graduate school prepared you well for your role as a faculty member
    Achieve a healthy balance between your personal life and your professional life
    Experience close alignment between your work and your personal values
    Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar
    Mentor new faculty

18. In your interactions with undergraduates, how often do you encourage them to:
    (Responses: Frequently, Occasionally, Not at all)
    Ask questions in class
    Support their opinions with a logical argument
    Seek solutions to problems and explain them to others
    Revise their papers to improve their writing
    Evaluate the quality or reliability of information they receive
    Take risks for potential gains
    Seek alternative solutions to a problem
    Look up scientific research articles and resources
    Explore topics on their own, even though it was not required for a class
    Accept mistakes as part of the learning process
    Seek feedback on their academic work
    Integrate skills and knowledge from different sources and experiences

19. In how many of the courses that you teach do you use each of the following?
(Responses: All, Most, Some, None)

Evaluation Methods

- Multiple-choice exams
- Essay exams
- Short-answer exams
- Quizzes
- Weekly essay assignments
- Student presentations
- Term/research papers
- Student evaluations of each others' work
- Grading on a curve
- Competency-based grading

Instructional Techniques/Methods

- Class discussions
- Cooperative learning (small groups)
- Experiential learning/Field studies
- Teaching assistants
- Recitals/Demonstrations
- Group projects
- Extensive lecturing
- Multiple drafts of written work
- Student-selected topics for course content
- Reflective writing/journaling
- Community service as part of coursework
- Electronic quizzes with immediate feedback in class
- Using real-life problems
- Using student inquiry to drive learning

20. Indicate the importance to you personally of each of the following:
(Responses: Essential, Very Important, Somewhat Important, Not Important)

- Becoming an authority in my field
- Influencing the political structure
- Influencing social values
- Raising a family
- Becoming very well off financially
- Helping others who are in difficulty
- Adopting 'green' practices to protect the environment
- Developing a meaningful philosophy of life
- Helping to promote racial understanding
- Integrating spirituality into my life
- Making a theoretical contribution to science
- Participating in a community action program
- Keeping up to date with political affairs
- Becoming a community leader
- Mentoring the next generation of scholars

21. Indicate the importance to you of each of the following education goals for undergraduate students:
    (Responses: Essential, Very Important, Somewhat Important, Not important)
    Develop ability to think critically
    Prepare students for employment after college
    Prepare students for graduate or advanced education
    Develop moral character
    Provide for students' emotional development
    Teach students the classic works of Western civilization
    Help students develop personal values
    Enhance students' self-understanding
    Instill in students a commitment to community service
    Enhance students' knowledge of and appreciation for other racial/ethnic groups
    Help master knowledge in a discipline
    Develop creative capacities
    Instill a basic appreciation of the liberal arts
    Promote ability to write effectively
    Help students evaluate the quality and reliability of information
    Engage students in civil discourse around controversial issues
    Teach students tolerance and respect for different beliefs
    Encourage students to become agents of social change

22. During the present term, how many hours per week on average do you actually spend on each of the following activities?
    (Responses: None, 1-4, 5-8, 9-12, 13-16, 17-20, 21-34, 35-44, 45+)
    Scheduled teaching (give actual, not credit hours)
    Preparing for teaching (including reading student papers and grading)
    Advising and counseling of students
    Committee work and meetings
    Other administration
    Research and scholarly writing
    Other creative products/performances
    Consultation with clients/patients
    Community or public service
    Outside consulting/freelance work
    Household/childcare duties
    Commuting to campus
    Other employment, outside of academia

23. For each of the following items, please mark either Yes or No.
    (Responses: Yes, No)
    Are you a member of a faculty union?
    Are you a U.S. citizen?
    Do you plan to retire within the next three years?
    Do you use your scholarship to address local community needs?
    Have you been sexually harassed at this institution?
    Have you ever interrupted your professional career for more than one year for family reasons?
    Have you ever received an award for outstanding teaching?
    Is (or was) your spouse/partner an academic?

24. During the past two years, have you:
    (Responses: Yes, No)
    Considered early retirement?
    Considered leaving academe for another job?
    Considered leaving this institution for another?
    Changed academic institutions?
    Engaged in paid consulting outside of your institution?
    Engaged in public service/professional consulting without pay?
    Received at least one firm job offer?
    Requested/sought an early promotion?

25. If you were to begin your career again, would you:
    (Responses: Definitely yes, Probably yes, Not sure, Probably no, Definitely no)
    Still want to come to this institution?
    Still want to be a college professor?

26. Indicate how well each of the following describes your college or university:
    (Responses: Very Descriptive, Somewhat Descriptive, Not Descriptive)
    It is easy for students to see faculty outside of regular office hours
    The faculty are typically at odds with campus administration
    Faculty here respect each other
    Most students are treated like “numbers in a book”
    Faculty are rewarded for being good teachers
    There is respect for the expression of diverse values and beliefs
    Faculty are rewarded for their efforts to use instructional technology
    Administrators consider faculty concerns when making policy
    The administration is open about its policies

27. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:
    (Responses: Extensive, Somewhat, Not at All, Not Applicable)
    Managing household responsibilities
    Child care
    Care of elderly parent
    My physical health
    Health of spouse/partner
    Review/promotion process
    Subtle discrimination (e.g., prejudice, racism, sexism)
    Personal finances
    Committee work
    Faculty meetings
    Colleagues
    Students
    Research or publishing demands
    Institutional procedures and “red tape”
    Teaching load
    Children’s problems
    Friction with spouse/partner
    Lack of personal time
    Keeping up with information technology
    Job security
    Being part of a dual career couple
    Working with underprepared students
    Self-imposed high expectations
    Change in work responsibilities
    Institutional budget cuts

28. How satisfied are you with the following aspects of your job?
    (Responses: Very Satisfied, Satisfied, Marginally Satisfied, Not Satisfied, Not Applicable)
    Salary
    Health benefits
    Retirement benefits
    Opportunity for scholarly pursuits
    Teaching load
    Quality of students
    Office/lab space
    Autonomy and independence
    Professional relationships with other faculty
    Social relationships with other faculty
    Competency of colleagues
    Job security
    Departmental leadership
    Course assignments
    Freedom to determine course content
    Availability of child care at this institution
    Prospects for career advancement
    Clerical/administrative support
    Overall job satisfaction
    Tuition remission for your children/dependents

29. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
    (Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly, Not applicable)
    Faculty are interested in students' personal problems
    Racial and ethnic diversity should be more strongly reflected in the curriculum
    Faculty feel that most students are well-prepared academically
    This institution should hire more faculty of color
    This institution should hire more women faculty
    Student Affairs staff have the support and respect of faculty
    Faculty are committed to the welfare of this institution
    Faculty here are strongly interested in the academic problems of undergraduates
    There is a lot of campus racial conflict here
    My research is valued by faculty in my department
    My teaching is valued by faculty in my department
    Faculty of color are treated fairly here
    Women faculty are treated fairly here
    Gay and lesbian faculty are treated fairly here
    Faculty are sufficiently involved in campus decision making
    My values are congruent with the dominant institutional values
    This institution takes responsibility for educating underprepared students
    The criteria for advancement and promotion decisions are clear
    Most of the students I teach lack the basic skills for college level work
    There is adequate support for faculty development

30. Indicate how important you believe each priority listed below is at your college or university:
(Responses: Highest Priority, High Priority, Medium Priority, Low Priority)
To promote the intellectual development of students
To develop a sense of community among students and faculty
To facilitate student involvement in community service
To help students learn how to bring about change in society
To increase or maintain institutional prestige
To hire faculty "stars"
To recruit more minority students
To enhance the institution's national image
To create a diverse multi-cultural campus environment
To promote gender equity among faculty
To provide resources for faculty to engage in community-based teaching or research
To create and sustain partnerships with surrounding communities
To pursue extramural funding
To increase the representation of minorities in the faculty and administration
To strengthen links with the for-profit, corporate sector
To develop leadership ability among students
To increase the representation of women in the faculty and administration
To develop an appreciation for multiculturalism

31. Please indicate your agreement with each of the following statements:
(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)
The chief benefit of a college education is that it increases one's earning power
Promoting diversity leads to the admission of too many underprepared students
Colleges should be actively involved in solving social problems
Colleges should encourage students to be involved in community service activities
A racially/ethnically diverse student body enhances the educational experience of all students
Realistically, an individual can do little to bring about changes in society
Colleges should be concerned with facilitating undergraduate students' spiritual development
Colleges have a responsibility to work with their surrounding communities to address local issues
Private funding sources often prevent researchers from being completely objective in the conduct of their work
Colleges should prohibit racist/sexist speech on campus
This institution should not offer remedial/developmental education

32. Please enter your base institutional salary (e.g., for $56,000, please enter 56000).
$_____

33. Your base institutional salary reported above is based on:
Less than 9 months
9/10 months
11/12 months

PART-TIME FACULTY

These questions will replace questions 32 and 33 for faculty who indicate they are part-time.

32. Please enter your total salary from teaching at this institution for this academic year (e.g., for $30,000, please enter 30000).
$_____

33. How much are you paid per course at this institution (e.g., for $3,000, please enter 3000)?
$_____

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34. What percentage of your current year's income comes from:
(e.g., for 45%, please enter 45 - total for all responses must equal 100%)

Base salary from this institution	____%
Other income from this institution	____%
Income from another academic institution	____%
Non-academic income	____%

35. Please enter the four-digit year that each of the following occurred (e.g., 1944, 2001, etc.).

Year of birth	____
Year of highest degree now held	____
Year of appointment at present institution	____
If tenured, year tenure was awarded	____

36. Please use the drop down menus to select the most appropriate general area and disciplinary field for the following:
(See Appendix A)

Major of highest degree held	____
Department of current faculty appointment	____

37. How many children do you have in the following age ranges?
(Responses: 0, 1, 2, 3, 4+)
Under 18 years old
18 years or older

38. How would you characterize your political views?
Far Left
Liberal
Middle of the Road
Conservative
Far Right

39. Are you currently:
Single
Married
Unmarried, living with partner
Divorced
Widowed
Separated

40. Your sex:
Male
Female

41. Is English your native language?
Yes No

42. Are you: (Mark <u>all</u> that apply)
White/Caucasian
African American/Black
American Indian/Alaska Native
Asian American/Asian
Native Hawaiian/Pacific Islander
Mexican American/Chicano
Puerto Rican
Other Latino
Other

43. Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information.

    Yes No

    If "Yes," please confirm your email address: _____

44 to 63. Local Optional Questions (20 total)

(Responses: A, B, C, D, E)

APPENDIX A

General Area
(Major / Department)

1=Agriculture/natural resources/related
2=Architecture and related services
3=Area/ethnic/cultural/gender studies
4=Arts (visual and performing)
5=Biological and biomedical sciences
6=Business/management/marketing/related
7=Communication/journalism/ comm. tech
8=Computer/info sciences/support tech
9=Construction trades
10=Education
11=Engineering technologies/technicians
12=English language and literature/letters
13=Family/consumer sciences, human sciences
14=Foreign languages/literature/linguistics
15=Health professions/clinical sciences
16=Legal professions and studies
17=Library science
18=Mathematics and statistics
19=Mechanical/repair technologies/techs
20=Multi/interdisciplinary studies
21=Parks/recreation/leisure/fitness studies
22=Precision production
23=Personal and culinary services
24=Philosophy, religion & theology
25=Physical sciences
26=Psychology
27=Public administration/social services
28=Science technologies/technicians
29=Security & protective services
30=Social sciences (except psych) and history
31=Transportation & materials moving
32=Other

Specific Discipline
(Major / Department)

0101=Agriculture and related sciences
0102=Natural resources and conservation

0201=Architecture and related services

0301=Area/ethnic/cultural/gender studies

0401=Art history, criticism, and conservation
0402=Design & applied arts
0403=Drama/theatre arts and stagecraft
0404=Fine and studio art
0405=Music, general
0406=Music history, literature, and theory
0407=Visual and performing arts, other
0409=Dance
0410=Film, video, and photographic arts

0501=Biochem/biophysics/molecular biology
0502=Botany/plant biology
0503=Genetics
0504=Microbiological sciences & immunology
0505=Physiology, pathology & related sciences
0506=Zoology/animal biology
0507=Biological & biomedical sciences, other

0601=Accounting and related services
0602=Business admin/management/operations
0603=Business operations support/assistance
0604=Finance/financial management services
0605=Human resources management and svcs
0606=Marketing
0607=Business/mgt/marketing/related, other
0608=Management information systems/services

0701=Communication/journalism/related prms
0702=Communication technologies/technicians and support svcs

0801=Computer/info tech administration/mgmt
0802=Computer programming
0803=Computer science
0804=Computer software and media applications
0805=Computer systems analysis
0806=Computer systems networking/telecom
0807=Data entry/microcomputer applications
0808=Data processing
0809=Information science/studies
0810=Computer/info sci/support svcs, other

0901=Construction trades

1001=Curriculum and instruction
1002=Educational administration/supervision
1003=Educational/instructional media design
1004=Special education and teaching
1005=Student counseling/personnel services
1006=Education, other
1007=Early childhood education and teaching
1008=Elementary education and teaching
1009=Secondary education and teaching
1010=Adult and continuing education/teaching
1011=Teacher ed: specific levels, other
1012=Teacher ed: specific subject areas
1013=Bilingual & multicultural education
1014=Ed assessment
1015=Higher education

1101=Biomedical/medical engineering
1102=Chemical engineering
1103=Civil engineering
1104=Computer engineering
1105=Electrical/electronics/comms engineering
1106=Engineering technologies/technicians
1107=Environmental/environmental health eng
1108=Mechanical engineering
1109=Engineering, other

1201=English language and literature/letters

1301=Family/consumer sciences, human sciences

1401=Foreign languages/literature/linguistics

1501=Alternative/complementary medicine/sys
1502=Chiropractic
1503=Clinical/medical lab science/allied
1504=Dental support services/allied
1505=Dentistry
1506=Health & medical administrative services
1507=Allied health and medical assisting services
1508=Allied health diagnostic, intervention, treatment professions
1509=Medicine, including psychiatry
1510=Mental/social health services and allied
1511=Nursing
1512=Optometry
1513=Osteopathic medicine/osteopathy
1514=Pharmacy/pharmaceutical sciences/admin
1515=Podiatric medicine/podiatry
1516=Public health
1517=Rehabilitation & therapeutic professions
1518=Veterinary medicine
1519=Health/related clinical services, other

1601=Law
1602=Legal support services
1603=Legal professions and studies, other

1701=Library science

1801=Mathematics
1802=Statistics

1901=Mechanical/repair technologies/techs

2001=Multi/interdisciplinary studies

2101=Parks, recreation and leisure studies
2102=Health and physical education/fitness

2201=Precision production

2301=Culinary arts and related services

2302=Personal and culinary services

2401=Philosophy
2402=Religion/religious studies
2403=Theology and religious vocations

2501=Astronomy & astrophysics
2502=Atmospheric sciences and meteorology
2503=Chemistry
2504=Geological & earth sciences/geosciences
2505=Physics
2506=Physical sciences, other

2601=Behavioral psychology
2602=Clinical psychology
2603=Education/school psychology
2604=Psychology, other

2701=Public administration
2702=Social work
2703=Public administration & social svcs other

2801=Science technologies/technicians

2901=Corrections
2902=Criminal justice
2903=Fire protection
2904=Police science
2905=Security and protective services, other

3001=Anthropology (except psychology)
3002=Archeology
3003=Criminology
3004=Demography & population studies
3005=Economics
3006=Geography & cartography
3007=History
3008=International relations & affairs
3009=Political science and government
3010=Sociology
3011=Urban studies/affairs
3012=Social sciences, other

3101=Transportation and materials moving

3201=Other