

MARKING DIRECTIONS

Your responses will be read by an optical mark reader. Please,

- Use a pencil or black or blue pen.
• Fill the oval completely.
• Erase cleanly any marks you wish to change or "X" out mark if in pen.

CORRECT MARK INCORRECT MARKS



1. What is your principal activity in your current position at this institution? (Mark one)

- 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? (Mark one)

- Yes No

3. Your sex: Male Female

4. What is your present academic rank?

- Professor
Associate Professor
Assistant Professor
Lecturer
Instructor
Other

5. What is your administrative title?

- Not applicable
Director, coordinator, or administrator of an institute, center, lab, or specially-funded program
Department Chair
Dean
Associate or Assistant Dean
Vice-President, Provost, Vice-Chancellor
President, Chancellor
Other

6. Are you currently: (Mark one)

- Married
Unmarried, living with partner
Single

7. Have you ever been: (Mark all that apply)

- Divorced Widowed Separated

8. If you were to begin your career again, would you still want to be a college professor?

- Definitely yes
Probably yes
Not sure
Probably no
Definitely no

9. Racial/Ethnic group: (Mark all that apply)

- White/Caucasian
African American/Black
American Indian
Asian American/Asian
Mexican American/Chicano
Puerto Rican American
Other Latino
Other

10. How many children do you have in the following age ranges?

- 0 - 4 years old
5 - 12 years old
13 - 17 years old
18 - 23 years old
24 years old or older

11. Do your interests lie primarily in teaching or research?

- Very heavily in research
In both, but leaning toward research
In both, but leaning toward teaching
Very heavily in teaching

12. On the following list, please mark one in each column:

- Bachelor's (B.A., B.S., etc.)
Master's (M.A., M.S., 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

13. During the past two years, have you engaged in any of the following activities?

- Taught an honors course
Taught an interdisciplinary course
Taught an ethnic studies course
Taught a women's studies course
Team-taught a course
Taught a service learning course
Worked with undergraduates on a research project
Used intra- or extramural funds for research
Participated in a teaching enhancement workshop
Placed or collected assignments for a course on the Internet
Taught a course exclusively through the Internet

14. In the two sets of ovals shown below, please mark the most appropriate code from the fields listed on the back of the accompanying letter. (Please see example on back of accompanying letter.)

Major of highest degree held

Grid of ovals for marking the major of highest degree held.

Department of current faculty appointment

Grid of ovals for marking the department of current faculty appointment.

15. In the set of ovals to the right, please mark the dollar value of your base institutional salary, rounded to the nearest \$1,000. (Note: Amounts above \$199,000 should be marked "199")

Grid of ovals for marking the dollar value of base institutional salary.

The above salary is based on:

- 9/10 months
11/12 months

16. In the four sets of ovals below, please mark the last two digits of the year of each of the following:

Year of birth

Grid of ovals for marking the last two digits of the year of birth.

Year of highest degree now held

Grid of ovals for marking the last two digits of the year of highest degree now held.

Year of appointment at present institution

Grid of ovals for marking the last two digits of the year of appointment at present institution.

Year tenure was awarded

Grid of ovals for marking the last two digits of the year tenure was awarded.

Are you tenured?

- Yes
No

**NOTE:** If you are between terms, on leave, or in an interim term, please answer questions 17 and 18 as they apply to the full term most recently completed at this institution.

**17. During the present term, how many hours per week on the average do you actually spend on each of the following activities?**

(Mark one for each activity)

	Hours Per Week								
	None	1-4	5-8	9-12	13-16	17-20	21-34	35-44	45+
Scheduled teaching (give actual, not credit hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparing for teaching (including reading student papers and grading)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advising and counseling of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee work and meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research and scholarly writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other creative products/performances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consultation with clients/patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community or public service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outside consulting/freelance work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Household/childcare duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**18. How many of the following courses are you teaching this term?**

(Mark one for each activity)

General education courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other BA or BS undergraduate credit courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-BA credit courses (developmental/remedial)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**19. Indicate the importance to you of each of the following education goals for undergraduate students:**

(Mark one for each item)

	Essential	Very Important	Somewhat Important	Not Important
Develop ability to think clearly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for employment after college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for graduate or advanced education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop moral character	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide for students' emotional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for family living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach students the classic works of Western civilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help students develop personal values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance the out-of-class experience of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance students' self-understanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instill in students a commitment to community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for responsible citizenship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance students' knowledge of and appreciation for other racial/ethnic groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Study a foreign language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**20. How influential were the following people in your decision to pursue an academic career?**

(Mark one for each item)

	Very Influential	Somewhat Influential	Not Influential
Father	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mother	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Undergraduate faculty or advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate faculty or advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For questions 21-23, mark only one response for each question.

**21. How many of the following have you published?**

- Articles in academic or professional journals
- Chapters in edited volumes
- Books, manuals, or monographs

	None	1-2	3-4	5-10	11-20	21-50	51+
Articles in academic or professional journals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chapters in edited volumes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Books, manuals, or monographs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**22. How many exhibitions or performances in the fine or applied arts have you presented?**

**23. How many of your professional writings have been published or accepted for publication in the last two years?**

**24. For each of the following items, please mark either Yes or No:**

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| Have you ever held an academic administrative post?       | <input type="radio"/> | <input type="radio"/> |
| Have you ever received an award for outstanding teaching? | <input type="radio"/> | <input type="radio"/> |
| Do you commute a long distance to work?                   | <input type="radio"/> | <input type="radio"/> |
| Has any of your research or writing focused on women?     | <input type="radio"/> | <input type="radio"/> |
| Does your spouse/partner work in the same city?           | <input type="radio"/> | <input type="radio"/> |
| Is your spouse/partner an academic?                       | <input type="radio"/> | <input type="radio"/> |

- |   |                       |                       |
|---|-----------------------|-----------------------|
| Has any of your research or writing focused on racial or ethnic minorities? | <input type="radio"/> | <input type="radio"/> |
| Were you born in the USA?   | <input type="radio"/> | <input type="radio"/> |
| Are you a U.S. citizen?   | <input type="radio"/> | <input type="radio"/> |

- |   |                       |                       |
|---|-----------------------|-----------------------|
| Have you ever interrupted your professional career for more than one year for family reasons? | <input type="radio"/> | <input type="radio"/> |
| Have you been sexually harassed at this institution?  | <input type="radio"/> | <input type="radio"/> |
| Do you plan on working beyond age 70?   | <input type="radio"/> | <input type="radio"/> |
| Are you a member of a faculty union?  | <input type="radio"/> | <input type="radio"/> |
| Is (or was) your father an academic?  | <input type="radio"/> | <input type="radio"/> |
| Is (or was) your mother an academic?  | <input type="radio"/> | <input type="radio"/> |

**During the Last Two Years, Have You:**

- |   |                       |                       |
|---|-----------------------|-----------------------|
| Received at least one firm job offer?                             | <input type="radio"/> | <input type="radio"/> |
| Developed a new course?   | <input type="radio"/> | <input type="radio"/> |
| Considered early retirement?                                      | <input type="radio"/> | <input type="radio"/> |
| Considered leaving academe for another job?                       | <input type="radio"/> | <input type="radio"/> |
| Taught courses at more than one institution during the same term? | <input type="radio"/> | <input type="radio"/> |
| Served as a paid consultant?                                      | <input type="radio"/> | <input type="radio"/> |
| Requested/sought an early promotion?                              | <input type="radio"/> | <input type="radio"/> |

**25. How important were each of the following in your decision to work at this college or university?**

(Mark one for each item)

	Very Important	Somewhat Important	Not Important	A Deterrent
Institutional emphasis on teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional emphasis on research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prestige of institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prestige of department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary/benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic rank offered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Geographic location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job opportunities for spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other personal/family considerations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**26. Indicate how important you believe each priority listed below is at your college or university:**

(Mark one for each activity)

	Highest Priority	High Priority	Medium Priority	Low Priority
To promote the intellectual development of students	4	3	2	1
To help students examine and understand their personal values	4	3	2	1
To develop a sense of community among students and faculty	4	3	2	1
To develop leadership ability among students	4	3	2	1
To facilitate student involvement in community service	4	3	2	1
To help students learn how to bring about change in American society	4	3	2	1
To increase or maintain institutional prestige	4	3	2	1
To hire faculty "stars"	4	3	2	1
To recruit more minority students	4	3	2	1
To enhance the institution's national image	4	3	2	1
To create a diverse multi-cultural campus environment	4	3	2	1
To promote the religious/spiritual development of students	4	3	2	1
To mentor new faculty	4	3	2	1

**27. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:**

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Faculty are interested in students' personal problems	4	3	2	1
Racial and ethnic diversity should be more strongly reflected in the curriculum	4	3	2	1
Faculty feel that most students are well-prepared academically	4	3	2	1
This institution should hire more faculty of color	4	3	2	1
Student Affairs staff have the support and respect of faculty	4	3	2	1
Faculty are committed to the welfare of this institution	4	3	2	1
Faculty here are strongly interested in the academic problems of undergraduates	4	3	2	1
There is a lot of campus racial conflict here	4	3	2	1
Many courses include feminist perspectives	4	3	2	1
Faculty of color are treated fairly here	4	3	2	1
Women faculty are treated fairly here	4	3	2	1
Many courses involve students in community service	4	3	2	1
This institution should hire more women faculty	4	3	2	1
Most students are strongly committed to community service	4	3	2	1
Gay and lesbian faculty are treated fairly here	4	3	2	1
My research is valued by faculty in my department	4	3	2	1
My teaching is valued by faculty in my department	4	3	2	1

**28. During the past two years, how involved have you been in efforts to reform the following at your institution?**

(Mark one for each item)

	Very Involved	Minimally Involved	Not Involved
Overall mission, purpose	V	M	N
General education	V	M	N
Faculty roles/rewards	V	M	N
Governance	V	M	N
Curriculum	V	M	N

**29. How important are each of the following in your decision to pursue an academic career?**

(Mark one for each item)

	Very Important	Somewhat Important	Not Important
Autonomy	V	S	N
Flexible schedule	V	S	N
Intellectual challenge	V	S	N
Intellectual freedom	V	S	N
Freedom to pursue my scholarly/teaching interests	V	S	N
Opportunities for teaching	V	S	N
Opportunities for research	V	S	N
Occupational prestige/professional status	V	S	N
Opportunity to influence social change	V	S	N

**30. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:**

(Mark one for each item)

	Extensive	Somewhat	Not At All
Managing household responsibilities	E	S	N
Child care	E	S	N
Care of elderly parent	E	S	N
My physical health	E	S	N
Review/promotion process	E	S	N
Subtle discrimination (e.g., prejudice, racism, sexism)	E	S	N
Personal finances	E	S	N
Committee work	E	S	N
Faculty meetings	E	S	N
Colleagues	E	S	N
Students	E	S	N
Research or publishing demands	E	S	N
Institutional procedures and "red tape"	E	S	N
Teaching load	E	S	N
Children's problems	E	S	N
Marital friction	E	S	N
Time pressures	E	S	N
Lack of personal time	E	S	N
Keeping up with information technology	E	S	N

**31. How satisfied are you with the following aspects of your job?**

(Mark one for each item)

	Very Satisfied	Satisfied	Marginally Satisfied	Not Satisfied	Not Applicable
Salary and fringe benefits	V	S	M	N	○
Opportunity for scholarly pursuits	V	S	M	N	○
Teaching load	V	S	M	N	○
Quality of students	V	S	M	N	○
Office/lab space	V	S	M	N	○
Autonomy and independence	V	S	M	N	○
Professional relationships with other faculty	V	S	M	N	○
Social relationships with other faculty	V	S	M	N	○
Competency of colleagues	V	S	M	N	○
Visibility for jobs at other institutions/organizations	V	S	M	N	○
Job security	V	S	M	N	○
Relationships with administration	V	S	M	N	○
Overall job satisfaction	V	S	M	N	○
Opportunity to develop new ideas	V	S	M	N	○
Availability of child care at this institution	V	S	M	N	○

**32. Indicate how well each of the following describes your college or university:**

(Mark one for each item)

	Very Descriptive	Somewhat Descriptive	Not Descriptive
It is easy for students to see faculty outside of regular office hours	V	S	N
There is a great deal of conformity among the students	V	S	N
The faculty are typically at odds with campus administrators	V	S	N
Faculty here respect each other	V	S	N
Most students are treated like "numbers in a book"	V	S	N
Social activities are overemphasized	V	S	N
Students here do not usually socialize with one another	V	S	N
Faculty are rewarded for being good teachers	V	S	N

**33. In how many of the undergraduate courses that you teach do you use each of the following?**

(Mark one for each item)

**Evaluation Methods:**

	All	Most	Some	None
Multiple-choice mid-term and/or final exams	A	M	S	N
Essay mid-term and/or final exams	A	M	S	N
Short-answer mid-term and/or final exams	A	M	S	N
Quizzes	A	M	S	N
Weekly essay assignments	A	M	S	N
Student presentations	A	M	S	N
Term/research papers	A	M	S	N
Student evaluations of each others' work	A	M	S	N
Grading on a curve	A	M	S	N
Competency-based grading	A	M	S	N

**Instructional Techniques/Methods:**

	All	Most	Some	None
Class discussions	A	M	S	N
Computer or machine-aided instruction	A	M	S	N
Cooperative learning (small groups)	A	M	S	N
Experiential learning/Field studies	A	M	S	N
Teaching assistants	A	M	S	N
Recitals/Demonstrations	A	M	S	N
Group projects	A	M	S	N
Independent projects	A	M	S	N
Extensive lecturing	A	M	S	N
Multiple drafts of written work	A	M	S	N
Readings on racial and ethnic issues	A	M	S	N
Readings on women and gender issues	A	M	S	N
Student-developed activities (assignments, exams, etc.)	A	M	S	N
Student-selected topics for course content	A	M	S	N
Community service as part of coursework	A	M	S	N

**34. What is the highest level of education reached by your spouse/partner and your parents?**

(Mark one in each column)

	Spouse/Partner	Father	Mother
8th grade or less	S	F	M
Some high school	S	F	M
Completed high school	S	F	M
Some college	S	F	M
Graduated from college	S	F	M
Attended graduate or professional school	S	F	M
Attained advanced degree	S	F	M
Does not apply (No spouse or partner)	S		

**35. Please indicate your agreement with each of the following statements:**

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Western civilization and culture should be the foundation of the undergraduate curriculum	4	3	2	1
College officials have the right to ban persons with extreme views from speaking on campus	4	3	2	1
The chief benefit of a college education is that it increases one's earning power	4	3	2	1
Promoting diversity leads to the admission of too many underprepared students	4	3	2	1
Colleges should be actively involved in solving social problems	4	3	2	1
Tenure is an outmoded concept	4	3	2	1
Colleges should encourage students to be involved in community service activities	4	3	2	1
Community service should be given weight in college admissions decisions	4	3	2	1
Tenure is essential to attract the best minds to academe	4	3	2	1
A racially/ethnically diverse student body enhances the educational experience of all students	4	3	2	1
External pressures often prevent researchers from being completely objective in the conduct of their work	4	3	2	1

**36. How would you characterize your political views? (Mark one)**

- Far Left   
  Middle-of-the-road   
  Conservative  
 Liberal   
  Far Right

**37. Indicate the importance to you personally of each of the following:**

(Mark one for each item)

	Essential	Very Important	Somewhat Important	Not Important
Becoming an authority in my field	E	V	S	N
Influencing the political structure	E	V	S	N
Influencing social values	E	V	S	N
Raising a family	E	V	S	N
Being very well-off financially	E	V	S	N
Helping others who are in difficulty	E	V	S	N
Becoming involved in programs to clean up the environment	E	V	S	N
Developing a meaningful philosophy of life	E	V	S	N
Helping to promote racial understanding	E	V	S	N
Obtaining recognition from my colleagues for contributions to my special field	E	V	S	N
Integrating spirituality into my life	E	V	S	N
Being a good colleague	E	V	S	N
Being a good teacher	E	V	S	N
Achieving congruence between my own values and institutional values	E	V	S	N

**ADDITIONAL QUESTIONS: If you received additional questions, mark answers below:**

38. A B C D E   
 45. A B C D E   
 52. A B C D E  
 39. A B C D E   
 46. A B C D E   
 53. A B C D E  
 40. A B C D E   
 47. A B C D E   
 54. A B C D E  
 41. A B C D E   
 48. A B C D E   
 55. A B C D E  
 42. A B C D E   
 49. A B C D E   
 56. A B C D E  
 43. A B C D E   
 50. A B C D E   
 57. A B C D E  
 44. A B C D E   
 51. A B C D E   
 58. A B C D E

Please return your completed questionnaire in the postage-paid envelope to:  
 Higher Education Research Institute  
 2905 West Service Road, Eagan, MN 55121

**THANK YOU!**

DO NOT MARK IN THIS AREA