

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?

(Responses: 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.

(Responses: Yes, No)

2b. Have you ever sought a full-time teaching position at this or another institution?

(Responses: 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.

(Responses: 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 part-time faculty. (Mark all that apply)

- Use of private office
- Shared office space
- A personal computer
- An email account
- A phone/voicemail

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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.)? _____

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

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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 your 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)? _____

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

11a – 11j Course 1 (up to 10 courses)

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?

(Responses: 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

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12. Do you teach remedial/developmental skills in any of the following areas? (Mark all that apply)

- 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

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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

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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?

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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

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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

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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

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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)? \$ _____

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

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40. Your sex:
Male
Female

41. Is English your native language?
(Responses: Yes, No)

42. Are you: (Mark all 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.
(Responses: Yes, No)

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

44 to 63. Local Optional Questions (20 total)
(Responses: A, B, C, D, E)