

2007-2008 HERI Faculty Survey Questions

1. What is your principal activity in your current position at this institution?
2. Are you considered a full-time employee of your institution for at least nine months of the current academic year?
3. If given the choice, I would prefer to work full-time at this institution.
4. Mark all institutional resources available to you in your last term as part-time faculty.

5. Please indicate your agreement with the following statements. Part-time instructors at this institution:
 - a. Are given specific training before teaching
 - b. Rarely get hired into full-time positions
 - c. Receive respect from students
 - d. Are primarily responsible for introductory classes
 - e. Have no guarantee of employment security
 - f. Have access to support services
 - g. Are compensated for advising/counseling students
 - h. Are required to attend meetings
 - i. Have good working relationships with the administration
 - j. Are respected by full-time faculty

6. What is your present academic rank?
7. What is your tenure status at this institution?

8. Are you currently serving in an administrative position as:
 - a. Department Chair
 - b. Dean (Assoc or Asst)
 - c. President
 - d. Vice-President
 - e. Provost
 - f. Other
 - g. Not Applicable

9. My primary place of employment in the last year was:
10. Personally, how important to you is:
 - a. Research
 - b. Teaching
 - c. Service

11. Highest degree earned:
12. Degree currently working on:

13. During the past two years, have you engaged in any of the following activities?
 - a. Taught an honors course
 - b. Taught an interdisciplinary course
 - c. Taught an ethnic studies course
 - d. Taught a women's studies course
 - e. Team-taught a course
 - f. Taught a service learning course
 - g. Placed or collected assignments on the Internet
 - h. Taught a course exclusively on the Internet
 - i. Participated in a teaching enhancement workshop
 - j. Advised student groups involved in service/volunteer work
 - k. Collaborated with the local community in research/teaching
 - l. Developed a new course
 - m. Conducted research or writing focused on international/global issues
 - n. Conducted research or writing focused on racial or ethnic minorities
 - o. Conducted research or writing focused on women and gender issues
 - p. Taught a seminar for first-year students
 - q. Engaged undergraduates on your research project
 - r. Worked with undergraduates on a research project

14. During the present term, how many hours per week on the average do you actually spend on each of the following activities?
 - a. Scheduled teaching (give actual, not credit hours)
 - b. Preparing for teaching (including reading student papers and grading)
 - c. Advising and counseling of students
 - d. Committee work and meetings
 - e. Other administration
 - f. Research and scholarly writing
 - g. Other creative products/performances
 - h. Consultation with clients/patients
 - i. Community or public service
 - j. Outside consulting/freelance work
 - k. Household/childcare duties
 - l. Communicating via email
 - m. Commuting to campus
 - n. Other employment, outside of academia

15. Including all institutions at which you teach, how many undergraduate courses are you teaching this term?
16. How many students are enrolled in Course #1 to Course#10?

17. How many of the following courses are you teaching this academic year?
 - a. General education courses
 - b. Developmental/remedial courses
 - c. Other undergraduate credit courses
 - d. Graduate courses
 - e. Vocational or technical courses
 - f. Non-credit courses (other than above)

2007-2008 HERI Faculty Survey Questions

18. Do you teach remedial/developmental skills in any of the following areas?

- a. Reading
 - b. Writing
 - c. Mathematics
 - d. ESL
 - e. General academic skills
 - f. Other subject areas
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19. Have you engaged in any of the following professional development opportunities at your institution?

- a. Workshops focused on teaching in the classroom
 - b. Paid workshops outside the institution focused on teaching
 - c. Paid sabbatical leave
 - d. Travel funds paid by the institution
 - e. Association membership/dues paid by the institution
 - f. Tuition remission
 - g. Internal grants for research
 - h. Training for administrative leadership
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20. Indicate the importance to you of each of the following education goals for undergraduate students:

- a. Develop ability to think critically
 - b. Prepare students for employment after college
 - c. Prepare students for graduate or advanced education
 - d. Develop moral character
 - e. Provide for students' emotional development
 - f. Prepare students for family living
 - g. Teach students the classic works of Western civilization
 - h. Help students develop personal values
 - i. Enhance students' self-understanding
 - j. Instill in students a commitment to community service
 - k. Enhance students' knowledge of and appreciation for other racial/ethnic groups
 - l. Study a foreign language
 - m. Help master knowledge in a discipline
 - n. Develop creative capacities
 - o. Instill a basic appreciation of the liberal arts
 - p. Promote ability to write effectively
 - q. Help students evaluate the quality and reliability of information
 - r. Engage students in civil discourse around controversial issues
 - s. Teach students tolerance and respect for different beliefs
 - t. Encourage students to become agents of social change
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21. How many of the following have you published?

- a. Articles in academic or professional journals
 - b. Chapters in edited volumes
 - c. Books, manuals, or monographs
 - d. Other, such as patents or computer software products
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22. How many exhibitions or performances in the fine or applied arts have you presented in the last two years

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

24. General activities:

- a. Are you a member of a faculty union?
 - b. Are you a U.S. citizen?
 - c. Were you born in the U.S.A.?
 - d. Do you plan to retire within the next three years?
 - e. Do you use your scholarship to address local community needs?
 - f. Have you been sexually harassed at this institution?
 - g. Have you ever interrupted your professional career for more than one year for family reasons?
 - h. Have you ever received an award for outstanding teaching?
 - i. Have you published op-ed pieces or editorials?
 - j. Is (or was) your father an academic?
 - k. Is (or was) your mother an academic/
 - l. Is (or was) your spouse/partner an academic?
 - m. Are you currently teaching courses at more than one institution?
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25. General activities during the past two years:

- a. Considered early retirement
 - b. Considered leaving academe for another job
 - c. Considered leaving this institution for another
 - d. Changed academic institutions
 - e. Engaged in paid consulting outside of your institution
 - f. Engaged in public service/professional consulting without pay
 - g. Received at least one firm job offer
 - h. Received funding for your work from foundations
 - i. Received funding for your work from State or federal government
 - j. Received funding for your work from Business or industry
 - k. Requested/sought an early promotion
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26. If you were to begin your career again, would you:

- a. Still want to come to this institution
- b. Still want to be a college professor

2007-2008 HERI Faculty Survey Questions

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

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|---|---|
| a. It is easy for students to see faculty outside of regular office hours | g. Faculty are rewarded for being good teachers |
| b. There is a great deal of conformity among the students | h. There is respect for the expression of diverse values and beliefs |
| c. The faculty are typically at odds with campus administration | i. Faculty are rewarded for their efforts to use instructional technology |
| d. Faculty here respect each other | j. Administrators consider faculty concerns when making policy |
| e. Most students are treated like "numbers in a book" | k. The administration is open about its policies |
| f. Social activities are overemphasized | |
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28. Indicate the extent to which you:

- a. Engage in academic work that spans multiple disciplines
 - b. Feel that the training you received in graduate school prepared you well for your role as a faculty mentor
 - c. Achieve a healthy balance between your personal life and your professional life
 - d. Experience close alignment between your work and your personal values
 - e. Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar
 - f. Mentor new faculty
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29. How satisfied are you with the following aspects of your job?

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|---------------------------------------|--|---|
| a. Salary | i. Professional relationships with other faculty | o. Departmental leadership |
| b. Health benefits | j. Social relationships with other faculty | p. Course assignments |
| c. Retirement benefits | k. Competency of colleagues | q. Freedom to determine course content |
| d. Opportunity for scholarly pursuits | l. Visibility for jobs at other institutions/organizations | r. Availability of child care at this institution |
| e. Teaching load | m. Job security | s. Prospects for career advancement |
| f. Quality of students | n. Relationship with administration | t. Clerical/administrative support |
| g. Office/lab space | | u. Overall job satisfaction |
| h. Autonomy and independence | | |
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30. Indicate the extent to which you agree or disagree with each of the following statements about your college or university:

- | | |
|--|---|
| a. Faculty are interested in students' personal problems | p. This institution should hire more women faculty |
| b. Racial and ethnic diversity should be more strongly reflected in the curriculum | q. Gay and lesbian faculty are treated fairly here |
| c. Faculty feel that most students are well-prepared academically | r. My department does a good job of mentoring new faculty |
| d. This institution should hire more faculty of color | s. Faculty are sufficiently involved in campus decision making |
| e. Student Affairs staff have the support and respect of faculty | t. My values are congruent with the dominant institutional values |
| f. Faculty are committed to the welfare of this institution | u. There is adequate support for integrating technology in my teaching |
| g. Faculty here are strongly interested in the academic problems of undergraduates | v. This institution takes responsibility for educating underprepared students |
| h. There is a lot of campus racial conflict here | w. The criteria for advancement and promotion decisions are clear |
| i. Most students are strongly committed to community service | x. Most of the students I teach lack the basic skills for college level work |
| j. My research is valued by faculty in my department | y. There is adequate support for faculty development |
| k. My teaching is valued by faculty in my department | z. This institution should not offer remedial/developmental education |
| l. Many courses include feminist perspectives | |
| m. Faculty of color are treated fairly here | |
| n. Women faculty are treated fairly here | |
| o. Many courses involve students in community service | |

2007-2008 HERI Faculty Survey Questions

31. Indicate how important you believe each priority listed below is at your college or university:
- | | |
|---|---|
| a. To promote the intellectual development of students | k. To promote gender equity among faculty |
| b. To help students examine and understand their personal values | l. To provide resources for faculty to engage in community-based teaching or research |
| c. To develop a sense of community among students and faculty | m. To create and sustain partnerships with surrounding communities |
| d. To facilitate student involvement in community service | n. To pursue extramural funding |
| e. To help students learn how to bring about change in American society | o. To increase the representation of minorities in the faculty and administration |
| f. To increase or maintain institutional prestige | p. To strengthen links with the for-profit, corporate sector |
| g. To hire faculty "stars" | q. To develop leadership ability among students |
| h. To recruit more minority students | r. To increase the representation of women in the faculty and administration |
| i. To enhance the institution's national image | s. To develop an appreciation for multiculturalism |
| j. To create a diverse multi-cultural campus environment | |
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32. Indicate your agreement with each of the following statements:
- Western civilization and culture should be the foundation for the undergraduate curriculum
 - College officials have the right to ban persons with extreme views from speaking on campus
 - 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
 - Tenure is an outmoded concept
 - Colleges should encourage students to be involved in community service activities
 - Community service should be given weight in college admissions decisions
 - 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
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33. Indicate the extent to which each of the following has been a source of stress for you during the last two years:
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|--|--|
| a. Managing household responsibilities | n. Institutional procedures and "red tape" |
| b. Child care | o. Teaching load |
| c. Care of elderly parent | p. Children's problems |
| d. My physical health | q. Friction with spouse/partner |
| e. Health of spouse/partner | r. Lack of personal time |
| f. Review/promotion process | s. Keeping up with information technology |
| g. Subtle discrimination (e.g., prejudice, racism, sexism) | t. Job security |
| h. Personal finances | u. Being part of a dual career couple |
| i. Committee work | v. Working with underprepared students |
| j. Faculty meetings | w. Classroom conflict |
| k. Colleagues | x. Self-imposed high expectations |
| l. Students | y. Change in work responsibilities |
| m. Research or publishing demands | |
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34. Indicate the importance to you personally of each of the following:
- | | |
|---|---|
| a. Becoming an authority in my field | g. Becoming involved in programs to clean up the environment |
| b. Influencing the political structure | h. Developing a meaningful philosophy of life |
| c. Influencing social values | i. Helping to promote racial understanding |
| d. Raising a family | j. Obtaining recognition from my colleagues for contributions to my special field |
| e. Becoming very well off financially | k. Integrating spirituality into my life |
| f. Helping others who are in difficulty | |

2007-2008 HERI Faculty Survey Questions

35. In your interactions with undergraduates, how often do you encourage them to:
- a. Ask questions in class
 - b. Support their opinions with a logical argument
 - c. Seek solutions to problems and explain them to others
 - d. Revise their papers to improve their writing
 - e. Evaluate the quality or reliability of information they receive
 - f. Take risks for potential gains
 - g. Seek alternative solutions to a problem
 - h. Look up scientific research articles and resources
 - i. Explore topics on their own, even though it was not required for a class
 - j. Acknowledge failure as a necessary part of the learning process
 - k. Seek feedback on their academic work
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36. In how many of the courses that you teach do you use each of the following:
- a. Multiple-choice exams
 - b. Essay exams
 - c. Short-answer exams
 - d. Quizzes
 - e. Weekly essay assignments
 - f. Student presentations
 - g. Term/research papers
 - h. Student evaluations of each others' work
 - i. Grading on a curve
 - j. Competency-based grading
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37. In how many of the courses that you teach do you use each of the following:
- a. Class discussions
 - b. Cooperative learning (small groups)
 - c. Experiential learning/Field studies
 - d. Teaching assistants
 - e. Recitals/Demonstrations
 - f. Group projects
 - g. Extensive lecturing
 - h. Multiple drafts of written work
 - i. Readings on racial and ethnic issues
 - j. Readings on women and gender issues
 - k. Student-developed activities (assignments, exams, etc.)
 - l. Student-selected topics for course content
 - m. Reflective writing/journaling
 - n. Community service as part of coursework
 - o. Electronic quizzes with immediate feedback in class
 - p. Using real-life problems
 - q. Using student inquiry to drive learning
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38. Your base institutional salary, rounded to the nearest \$1,000.
39. Your base institutional salary is based on 9/10 months or 11/12 months.
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40. What percentage of your current year's salary comes from:
- a. Income from this institution
 - b. Other academic income
 - c. Non-academic income
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41. Date of Birth.
42. Year of highest degree now held.
43. Year of appointment at present institution.
44. If tenured, year tenure was awarded.
45. Major of highest degree held.
46. Department of current faculty appointment.
47. How many children do you have in the following age ranges.
48. How would you characterize your political views.
49. Marital Status.
50. Gender.
51. Is English your native language.
52. Race/Ethnicity.

Optional questions and special questions for two-year colleges are not listed above.