

**2007-08 HERI Faculty Survey**

**GENERAL FORMAT:**

**#.) Question?**

***Response Scale***

**Items**

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

IF NO: NESTED ITEMS FOR PART\_TIME FACULTY

2a) If given the choice, I would prefer to work full-time at this institution.

- Yes
- No

2b) Mark all institutional resources available to you in your last term as **part-time** faculty:

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

2c) 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 workshop relationships with the administration
- Are respected by full-time faculty

3.) What is your present academic rank? (*Mark one*)

- Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Instructor

4.) What is your tenure status at this institution? (*Mark one*)

- Tenured
- On tenure track, but not tenured
- Not on tenure track, but institution has tenure system
- Institution has no tenure system

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.) My primary place of employment in the last year was: (*Mark one*)

- In higher education, at this institution
- In higher education, at a different institution
- In higher education, at more than one institution
- Not in higher education
- Not employed

7.) Personally, how important to you is:

(*Responses: Essential, Very Important, Somewhat Important, Not Important*)

- Research?
- Teaching?
- Service?

8.) 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

9.) From what higher education institution did you receive your Bachelor's Degree? (*Please write-in complete name, city, state, and country of institution*)

Institution Name: City: State: Country:
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10.) From what higher education institution did you receive your highest degree? (*Please write-in complete name, city, state, and country of institution*)

Institution Name: City: State: Country:
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11.) 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

Team-taught a course

Taught a service learning course

Placed or collected assignments on the Internet

Taught a course exclusively on the Internet

Participated in a teaching enhancement workshop

Advised student groups involved in service/volunteer work

Collaborated with the local community in research/teaching

Developed a new course

Conducted research or writing focused on:

International/global issues

Racial or ethnic minorities

Women and gender issues

Taught a seminar for first-year students

Engaged undergraduates on your research project

Worked with undergraduates on a research project

12.) During the present term, how many hours per week on average do you actually spend on each of the following activities? (*Mark one for each activity*)

(*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
- Communicating via email
- Commuting to campus
- Other employment, outside of academia

13.) Including all institutions at which you teach, how many undergraduate courses are you teaching this term? (*write in the numerical amount e.g. 1, 2, 3, etc.*)

How many students are enrolled in these courses? (NESTED)

Course 1:

Course 2:

Etc. (depending on answer given in #12)

14.) How many of the following courses are you teaching this academic year? (*Mark one for each activity*)

(*Responses: 0, 1, 2, 3, 4, 5+*)

- General education courses
- Developmental/remedial courses
- Other undergraduate credit courses
- Graduate courses
- Vocational or technical courses
- Non-credit courses (other than above)

15.) 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

16.) Have you engaged in any of the following professional development opportunities at your institution?

(*Responses: Yes, No, Not eligible, Not available*)

- Workshops focused on teaching in the classroom
- Paid workshops outside the institution focused on teaching
- Paid sabbatical leave
- Travel funds paid by the institution
- Association membership/dues paid by the institution
- Tuition remission
- Internal grants for research
- Training for administrative leadership

17.) Indicate the importance to you of each of the following education goals for undergraduate students: (*Mark one for each item*)

(*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
- Prepare students for family living
- 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
- Study a foreign language
- 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

18.) 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

19.) 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+*)

20.) 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+*)

21.) For each of the following items, please mark either Yes or No:

- Are you a member of a faculty union?
- Are you a U.S. citizen?
- Were you born in the U.S.A.?
- 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?
- Have you published op-ed pieces or editorials?

- Is (or was) your father an academic?
- Is (or was) your mother an academic?
- Is (or was) your spouse/partner an academic?
- Are you currently teaching courses at more than one institution?

22.) 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
- Received funding for your work from:
  - Foundations?
  - State or federal government?
  - Business or industry?
- Requested/sought an early promotion?

23.) 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?

24.) Indicate how well each of the following describes your college or university: (*Mark one for each item*)

*(Responses: Very Descriptive, Somewhat Descriptive, Not Descriptive)*

- It is easy for students to see faculty outside of regular office hours
- There is a great deal of conformity among the students
- The faculty are typically at odds with campus administration
- Faculty here respect each other
- Most students are treated like “numbers in a book”
- Social activities are overemphasized
- 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
- Faculty are rewarded for their efforts to work with underprepared students
- Administrators consider faculty concerns when making policy
- The administration is open about its policies

25.) Please indicate the extent to which you: (*Mark one for each item*)

*(Responses: To a Great Extent, To Some Extent, Not at All)*

- Engage in academic work that spans multiple disciplines
- Feel that the training you received in graduate school prepared you well for your role as a faculty mentor
- 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

- 26.) How satisfied are you with the following aspects of your job? (*Mark one for each item*)  
*(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
  - Visibility for jobs at other institutions/organizations
  - Job security
  - Relationship with administration
  - 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

- 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*)  
*(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
  - 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
  - Most students are strongly committed to community service
  - My research is valued by faculty in my department
  - My teaching is valued by faculty in my department
  - Many courses include feminist perspectives
  - Faculty of color are treated fairly here
  - Women faculty are treated fairly here
  - Many courses involve students in community service
  - This institution should hire more women faculty
  - Gay and lesbian faculty are treated fairly here
  - My department does a good job of mentoring new faculty
  - Faculty are sufficiently involved in campus decision making
  - My values are congruent with the dominant institutional values
  - There is adequate support for integrating technology in my teaching
  - 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  
 This institution should not offer remedial/developmental education

28.) Indicate how important you believe each priority listed below is at your college or university: (*Mark one for each activity*)

(*Responses: Highest Priority, High Priority, Medium Priority, Low Priority*)

To promote the intellectual development of students  
 To help students examine and understand their personal values  
 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 American 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

29.) Please indicate your agreement with each of the following statements: (*Mark one for each item*)

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

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



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*)

(*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  
Classroom conflict  
Self-imposed high expectations  
Change in work responsibilities

31.) Indicate the importance to you personally of each of the following: (Mark one for each item)

(*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  
Becoming involved in programs to clean up the environment  
Developing a meaningful philosophy of life  
Helping to promote racial understanding  
Obtaining recognition from my colleagues for contributions to my special field  
Integrating spirituality into my life

32.) In your interactions with undergraduates, how often do you encourage them to: (*Mark one for each item*)

(*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  
 Acknowledge failure as a necessary part of the learning process  
 Seek feedback on their academic work

33.) In how many of the courses that you teach do you use each of the following? (*Mark one for each item*)

(*Responses: All, Most, Some, None*)

Evaluation Methods (sub-heading)

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: (sub-heading)

Class discussions  
 Cooperative learning (small groups)  
 Experiential learning/Field studies  
 Teaching assistants  
 Recitals/Demonstrations  
 Group projects  
 Extensive lecturing  
 Multiple drafts of written work  
 Readings on racial and ethnic issues  
 Readings on women and gender issues  
 Student-developed activities (assignments, exams, etc.)  
 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

34.) Please enter your base institutional salary, rounded to the nearest \$1,000 (e.g., for \$56,000 write in 56000).

\$
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35.) Your base institutional salary reported above is based on:  
 (*Responses: 9/10 months, 11/12 months*)

36.) What percentage of your current year's salary comes from: (*write in the amount on scale of 0-100%*):

Income from this institution: Other academic income: Non-academic income:
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37.) Please enter the four-digit year that each of the following occurred (e.g., 1944, 2001, etc.):

<i>Year of birth:</i> <i>Year of highest degree now held:</i> <i>Year of appointment at present institution:</i> <i>If tenured, year tenure was awarded:</i>
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38.) Please enter the most appropriate code from the disciplinary fields listed here (*select one in each column*)

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

39.) 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

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

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

41.) Are you currently: (*Mark one*)

- Single
- Married
- Unmarried, living with partner
- Divorced
- Widowed
- Separated

42.) Your sex:

- Male
- Female

43.) Is English your native language?

- Yes
- No

- 44.) 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

45.) 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 will not release this information to anyone and has secured a NIH Certificate of Confidentiality to protect identifiable research data from forced disclosure.

*(Responses: Yes, No)*

If “Yes,” please confirm your email address: \_\_\_\_\_

**LOCAL OPTION QUESTIONS:**

#46 — #65 (20 total)
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**COMMUNITY COLLEGE MODULE**

*These questions will only be included for the 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? (Mark one)

- Probationary, Tenure Track....
- Probationary, Non-Tenure Track
- Renewable Contract Instructor
- Non-Probationary
- Tenured

4.) What is your tenure status at this institution? (*Mark one*):

- Acting Instructor
- Instructor
- Assistant Professor
- Associate Professor
- Professor
- Emeritus

## Disciplinary Fields- Appendix A

### Degree Field/Department

1=Agriculture	40=Pharmacy, Pharmacology	77=General, Other Psychology
2=Forestry	41=Therapy (speech, physical, occup.)	78=Economics
3=Bacteriology, Molecular Biology	42=Veterinary Medicine	79=Sociology
4=Biochemistry	43=General, Other Health Fields	80=Social Work, Social Welfare
5=Biophysics	44=History	81=General, Other Social Sciences
6=Botany	45=Political Science, Government	82=Computer Science
7=Environmental Science	46=English Language & Literature	83=Data Processing, Computer Prog.
8=Marine (life) Sciences	47=Foreign Languages & Literature	84=Drafting/Design
9=Physiology, Anatomy	48=French	85=Electronics
10=Zoology	49=German	86=Industrial Arts
11=General, Other Biological Sciences	50=Spanish	87=Mechanics
12=Accounting	51=Other Foreign Languages	88=Other Technical
13=Finance	52=Linguistics	89=Building Trades
14=International Business	53=Philosophy	90=Communications
15=Management	54=Religion or Theology	91=Ethnic Studies
16=Marketing	55=General, Other Humanities Fields	92=Human Ecology/Family Science
17=Secretarial Studies	56=Architecture/Urban Planning	93=Journalism
18=General, Other Business	57=Art	94=Law
19=Business Education	58=Dramatics or Speech	95=Law Enforcement
20=Educational Administration	59=Music	96=Library Science
21=Educational Psychology/Counseling	60=Television or Film	97=Women's Studies
22=Elementary Education	61=Other Fine Arts	98=Other Vocational
23=Higher Education	62=Mathematics and/or Statistics	99=All Other Fields
24=Music or Art Education	63=Astronomy	
25=Physical or Health Education	64=Atmospheric Sciences	
26=Secondary Education	65=Chemistry	
27=Special Education	66=Earth Sciences	
28=General, Other Education Fields	67=Geography	
29=Aero-/Astronautical Engineering	68=Marine Sciences (incl. Oceanography)	
30=Chemical Engineering	69=Physics	
31=Civil Engineering	70=General, Other Physical Sciences	
32=Electrical Engineering	71=Anthropology	
33=Industrial Engineering	72=Archaeology	
34=Mechanical Engineering	73=Clinical Psychology	
35=General, Other Engineering Fields	74=Counseling and Guidance	
36=Dentistry	75=Experimental Psychology	
37=Health Technology	76=Social Psychology	
38=Medicine or Surgery		
39=Nursing		