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 part-time 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.)?

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
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
     - 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 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)? (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 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?
         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)

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)?

$_____________

34. What percentage of your current year’s income comes from:
2010-2011 HERI FACULTY SURVEY

(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 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 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.
   Yes  No

If “Yes,” please confirm your email address: ______________________________________

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

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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=Archaeology
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