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2015

COACHE Faculty Job Satisfaction Survey Questions 2015

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SECTION 1. DEMOGRAPHIC BACKGROUND

Q2. Are you currently employed at [INSTITUTION]?

- Yes.....1
- No.....0

Q5. What is your current appointment status?

- Full-time faculty..... 2
- Part-time faculty 1
- Emeritus faculty 0
- Visiting faculty 8
- Other..... 0
- None of the above 96

Q20. What is your tenure status?

- Tenured.....3
- Not tenured but on the tenure track.....2
- Not on tenure track1

Q10. What is your rank?

- Professor (including titles such as Research Professor, Clinical Professor, etc.).....4
- Associate Professor (including titles such as Research Associate Professor, Clinical Associate Professor, etc.).....3
- Assistant Professor (including titles such as Research Assistant Professor, Clinical Assistant Professor, etc.).....2
- Instructor/Lecturer.....1
- Other.....5

Q12. What is your **highest** earned academic degree (M.D. includes foreign equivalents)?

- Doctoral degree (Ph.D., Ed.D., etc.).....1
- First-professional degree.....2
- Doctoral degree AND First-professional degree3
- Master of Fine Arts, Master of Social Work4
- Other Master's degree.....5
- Bachelor's degree.....6
- Associate's degree or equivalent.....7
- Certificate or diploma for completion of undergraduate program (other than associate's or bachelor's)8
- Not applicable (Do not hold a degree)0

Q13. Does your work as a faculty member include the clinical care of patients?

Yes.....1
 No.....0

Q15. In what year did you earn your current rank at this institution?

Q405, q410, q415, and Q420 for NTT Faculty

Q405. What is the length of your current contract?

1 semester.....1
 2 semesters2
 1-2 years.....3
 3-4 years.....4
 5 or more years5
 Other.....6
 Decline to answer..... 98

Q410. Is your appointment...

Fixed-term renewable.....1
 Fixed-term non-renewable.....2
 Rolling.....3
 Other.....4
 Decline to answer..... 98

Q415. What is your primary work responsibility (on what are you expected to focus)?

Mostly research.....1
 Mostly teaching.....2
 Mostly outreach (e.g., extension, community
 engagement, technology transfer, economic
 development, K-12 education).....3
 Mostly department/program administration4
 Mostly clinical7
 About an equal amount of two or more different
 activities5
 Other.....6
 Decline to answer..... 98

Q420. Not counting your current institution, at how many other colleges/universities have you held a non-tenure-track faculty position?

00
 11
 22

| | |
|------------------------|----|
| 3 | 3 |
| 4 | 4 |
| 5 or more | 5 |
| Decline to answer..... | 98 |

Q25. Are you currently serving in an administrative position?

| | |
|------------------------|----|
| Yes..... | 1 |
| No..... | 0 |
| Decline to answer..... | 98 |

Q30. Which of the following administrative titles do you currently hold?

| | |
|---|----|
| Department Chair/Head, Associate or Assistant Chair/Head | 1 |
| Center or Program Director | 2 |
| Dean, Associate Dean, Assistant Dean, Vice Dean, Division Chief, etc. | 3 |
| Provost, Associate Provost, Assistant Provost, Vice Provost, etc. | 4 |
| Other (Please specify):..... | 9 |
| Decline to answer..... | 98 |

Q35. What is your race and/or ethnicity? *(Please check all that apply)*

| | |
|--|----|
| American Indian or Native Alaskan: <i>A person having origins in any of the original peoples of North and South America (including Central America).....</i> | 0 |
| Asian, Asian-American, or Pacific Islander: <i>A person having origins in any of the original peoples of the Far East, Pacific Islands, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, Guam, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, and Samoa.....</i> | 1 |
| White (non-Hispanic): <i>A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.....</i> | 2 |
| Black or African-American: <i>A person having origins in any of the black racial groups of Africa</i> | 3 |
| Hispanic or Latino: <i>A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin</i> | 4 |
| Other | 5 |
| Multiracial | 6 |
| Decline to answer..... | 98 |

Q40. What is your sex?

| | |
|------------------------|----|
| Male..... | 0 |
| Female..... | 1 |
| Decline to answer..... | 98 |

Q275x11 for Pre-tenure and Tenured Faculty

Q275x11. Not counting your current institution, at how many other colleges/universities have you held a tenured or tenure-track faculty position?

| | |
|------------------------|----|
| 0..... | 0 |
| 1..... | 1 |
| 2..... | 2 |
| 3..... | 3 |
| 4..... | 4 |
| 5 or more..... | 5 |
| Decline to answer..... | 98 |

Q280. In what year were you born?

Q285. What is your marital status?

| | |
|--------------------------------------|----|
| Single..... | 1 |
| Married or in a civil union..... | 2 |
| Unmarried, living with partner..... | 3 |
| Divorced, separated, or widowed..... | 4 |
| Decline to answer..... | 98 |

Q290. What is your spouse/partner's employment status?

| | |
|--|----|
| Not employed and not seeking employment..... | 1 |
| Not employed but seeking employment..... | 2 |
| Employed at this institution..... | 3 |
| Employed elsewhere..... | 4 |
| Decline to answer..... | 98 |

Q295. Do you have any of the following responsibilities? *(Please check all that apply)*

| | |
|---|---|
| Infants, toddlers, or pre-school age children who live with you at least half the year..... | 1 |
| Elementary, middle, or high school age children who live with you at least half the year..... | 2 |
| Children 18 or over who live with you at least half the year..... | 3 |
| Children away at college for whom you are financially responsible..... | 6 |

| | |
|--|----|
| Elders for whom you are providing ongoing care for more than 3 hours a week..... | 4 |
| A disabled or ill family member..... | 5 |
| None of the above | 0 |
| Decline to answer..... | 98 |

Q300x11. What is your citizenship status?

| | |
|--------------------------|----|
| U.S. Citizen | 1 |
| Resident Alien..... | 3 |
| Non-Resident Alien | 4 |
| Other..... | 6 |
| Decline to answer..... | 98 |

Q315. What is your annual salary?

| | |
|-----------------------------|----|
| Less than \$30,000..... | 1 |
| \$30,000 to \$44,999 | 2 |
| \$45,000 to \$59,999 | 3 |
| \$60,000 to \$74,999 | 4 |
| \$75,000 to \$89,999 | 5 |
| \$90,000 to \$104,999 | 7 |
| \$105,000 to \$119,999..... | 8 |
| \$120,000 or above..... | 9 |
| Decline to answer..... | 98 |

Q320. Do you identify as a member of the lesbian, gay, bisexual, transgender (LGBT) community?

| | |
|------------------------|----|
| Yes..... | 1 |
| No..... | 0 |
| Decline to answer..... | 98 |

SECTION 2. NATURE OF WORK – OVERALL

Q43 for Community College Faculty

Q43. Describe the opportunities, if any, you have to interact with graduate students working at [INSTITUTION NAME].

| | |
|--|----|
| [TEXT BOX]..... | 1 |
| I do not interact with graduate students working at [INSTITUTION NAME] | 97 |
| Decline to answer..... | 98 |

Q45. Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following:

- A. Teaching
- B. Research
- C. Service (e.g., department/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or prospective students/parents)
- D. [Colleges and University Faculty] Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education)
- E. Administrative tasks (e.g., creating and submitting reports, routine paperwork)
- F. [Clinical Faculty] Patient care/client services (including medical service; counseling patients or families; administrative tasks associated with clinical service)

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q50. You indicated dissatisfaction with the portion of your time spent on the following activity or activities. Please indicate whether you feel you spend too much or too little time on:

- A. Teaching
- B. Research
- C. Service (e.g., department/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or prospective students/parents)
- D. Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education)
- E. Administrative tasks (e.g., creating and submitting reports, routine paperwork)
- F. [Clinical Faculty] Patient care/client services (including medical service; counseling patients or families; administrative tasks associated with clinical service)

| | |
|------------------------|----|
| Too much..... | 1 |
| Too little..... | 0 |
| Decline to answer..... | 98 |

Q55. Please rate your level of agreement or disagreement with the following statements:

- A. I am able to balance the teaching, research, and service (and clinical, if applicable) activities expected of me.
- B. My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship), to sustain other aspects of their faculty work.

| | |
|---------------------|---|
| Strongly agree..... | 5 |
| Somewhat agree..... | 4 |

| | |
|---------------------------------|----|
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 3. NATURE OF WORK – SERVICE

[SHOW THE SECTION HEADER, “NATURE OF WORK – SERVICE” AT THE TOP OF EVERY SCREEN IN SECTION 3 OF THE SURVEY]

Q60. Please rate your level of satisfaction or dissatisfaction with the following:

- A. The number of committees on which you serve
- B. The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve
- C. The discretion you have to choose the committees on which you serve
- D. How equitably committee assignments are distributed across faculty in your department
- F. [Community College Faculty] How equitably additional service work is compensated in your department
- G. [Community College Faculty] The relevance of the committees on which you *currently* serve
- E. The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad)
- H. [Community College Faculty] The support your institution has offered you to be a good advisor to students
- I. [Community College Faculty] How equitably advising responsibilities are distributed across faculty in your department

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 4. NATURE OF WORK – TEACHING

Q70. Please rate your level of satisfaction or dissatisfaction with the following:

- A. The number of courses you teach
- B. The level of courses you teach
- C. The discretion you have over the content of the courses you teach

- D. The number of students in the classes you teach, on average
- E. The quality of students you teach, on average
- I. [University Faculty] The quality of graduate students to support your teaching
- F. The support your institution has offered you for improving your teaching
- G. [NONE, INTENTIONALLY LEFT BLANK TO PRESERVE PREVIOUS CODES]
- H. How equitably the teaching workload is distributed across faculty in your department
- J. [Community College Faculty] Your teaching schedule (evenings, weekends, etc.)
- K. [Community College Faculty] Addressing diverse learning styles in your classroom (e.g., returning adult students, English Language Learners, etc.)
- L. [Community College Faculty] Assessing your students' learning
- M. [Community College Faculty] Developing online or hybrid courses (a mix of online and traditional, face-to-face classroom instruction)
- N. [Community College Faculty] Teaching online or hybrid courses (a mix of online and traditional, face-to-face classroom instruction)

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 5. NATURE OF WORK – RESEARCH

Q80. Please rate your level of satisfaction or dissatisfaction with the following:

- A. The amount of external funding you are expected to find
- B. The influence you have over the focus of your research/scholarly/creative work
- C. [University Faculty] The quality of graduate students to support your research/scholarly/creative work
- D. Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work
- E. [College and University Faculty] The support your institution provides you for engaging undergraduates in your research/scholarly/creative work

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q85. Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for:

- A. Obtaining externally funded grants (pre-award)
- B. Managing externally funded grants (post-award)
- C. [University Faculty] Securing graduate student assistance
- D. Traveling to present papers or conduct research/creative work
- E. The availability of course release time to focus on your research

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 6. RESOURCES & SUPPORT

Q90. Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment:

- A. Office
- B. Laboratory, research, or studio space
- C. Equipment
- D. Classrooms
- E. Library resources
- F. Computing and technical support
- G. Salary
- H. Clerical/administrative support

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q92A-Q92J for Clinical Faculty

Q92. Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.

- A. Support from non-physician clinical staff for your clinical care activities
- B. Opportunities for physician input in management decisions
- C. Communication to physicians about this location's financial status
- D. The teamwork between physicians and other clinical staff
- E. Location's responsiveness in meeting your requests as a physician
- F. Space available for your clinical practice
- G. Availability of supplies for your clinical practice
- H. Quality of equipment needed for your clinical practice
- I. Your ability to provide a high quality of patient care in this location
- J. How well this clinical location functions overall as it relates to patient care

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q95. Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment:

- A. Health benefits for yourself
- B. Health benefits for your family (i.e. spouse, partner, and dependents)
- C. Retirement benefits
- D. Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage)
- E. Tuition waivers, remission, or exchange
- F. Spousal/partner hiring program
- G. Childcare
- H. Eldercare
- I. Phased retirement options
- J. Family medical/parental leave
- K. Flexible workload/modified duties for parental or other family reasons
- L. [Pre-tenure Faculty] Stop-the-clock for parental or other family reasons
- M. [Community College Faculty] Commuter benefits
- N. [Community College Faculty] Parking

| | |
|---|---|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |

| | |
|-------------------------------------|----|
| Not offered at my institution | 96 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 7. INTERDISCIPLINARY WORK

Q100. Please rate your level of agreement or disagreement with the following statements:

- A. Budget allocations encourage interdisciplinary work.
- B. Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.
- C. Interdisciplinary work is rewarded in the merit process.
- D. [NTT or Tenured Associate or Tenured Full] Interdisciplinary work is rewarded in the promotion process.
- E. [Pre-tenure Faculty] Interdisciplinary work is rewarded in the tenure process
- F. [NTT Faculty] Interdisciplinary work is rewarded in the reappointment process
- G. My department understands how to evaluate interdisciplinary work.

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 8. COLLABORATION

Q105. Please rate your level of satisfaction or dissatisfaction with your opportunities for collaboration with:

- A. Other members of your department
- E. Within your institution, faculty outside your department
- D. Faculty outside your institution

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 9. MENTORING

Q110 for NTT or Tenured Associate or Tenured Full

Q110. At this institution and in the past five years, I have served as either a formal or informal mentor to...
(Check all that apply)

| | |
|---|----|
| Pre-tenure faculty in my department..... | 1 |
| Tenured faculty in my department | 2 |
| Non-tenure-track faculty in my department | 5 |
| Pre-tenure faculty outside my department | 3 |
| Tenured faculty outside my department..... | 4 |
| Non-tenure-track faculty outside my department..... | 6 |
| None of the above | 0 |
| Decline to answer..... | 98 |

Q115. Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q120. Whether or not you have received formal or informal mentoring at your current institution, please indicate how important or unimportant each of the following is to your success as a faculty member:

- A. Having a mentor or mentors in your department
- B. Having a mentor or mentors outside your department at your institution
- C. Having a mentor or mentors outside your institution

| | |
|--|----|
| Very important | 5 |
| Important | 4 |
| Neither important nor unimportant..... | 3 |
| Unimportant | 2 |
| Very unimportant..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q125. Please rate the effectiveness or ineffectiveness of the following for you:

- A. Mentoring from someone in your department
- B. Mentoring from someone outside your department at your institution
- C. Mentoring from someone outside your institution

| | |
|--|----|
| Very effective..... | 5 |
| Somewhat effective..... | 4 |
| Neither effective nor ineffective..... | 3 |
| Somewhat ineffective..... | 2 |
| Very ineffective..... | 1 |
| Have not received | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q130. Please rate your level of agreement or disagreement with the following statements:

- A. [Pre-tenure or Tenured Faculty] There is effective mentoring of pre-tenure faculty in my department.
- B. [Tenured Associate or Tenured Full Faculty] There is effective mentoring of tenured associate professors in my department.
- D. [NTT Faculty] There is effective mentoring of non-tenure-track faculty in my department.
- C. [NTT or Tenured Associate or Tenured Full Faculty] My institution provides adequate support for faculty to be good mentors.

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 10. TENURE AND PROMOTION

Q135B-Q135E for Tenured Faculty

Q135. Please rate your level of agreement or disagreement with the following statements: [RANDOMIZE LIST; ACCEPT ONE RESPONSE PER ITEM]

- B. [Associate and Full Faculty] My department has a culture where associate professors are encouraged to work towards promotion to full professorship.
- C. [Associate and Full Faculty] Generally, the expectations for promotion from associate to full professor are reasonable to me.
- D. [Tenured Assistant Faculty] My department has a culture where assistant professors are encouraged to work towards promotion to associate professorship.
- E. [Tenured Assistant Faculty] Generally, the expectations for promotion from assistant to associate professor are reasonable to me.

| | |
|----------------------|---|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |

| | |
|---------------------------------|----|
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q132, Q133, Q136A-Q136F Q137A-Q137G and Q139A-Q139B for Pre-tenure Faculty

Q136. Please rate the clarity of the following aspects of earning tenure in your department:

- A. The tenure process in my department
- B. The tenure criteria (what things are evaluated) in my department
- C. The tenure standards (the performance thresholds) in my department
- D. The body of evidence (the dossier's contents) that will be considered in making my tenure decision
- F. [Community College Faculty] The procedures for complaints and grievances originating in my department
- E. My sense of whether or not I will achieve tenure

| | |
|---------------------------------|----|
| Very clear..... | 5 |
| Somewhat clear..... | 4 |
| Neither clear nor unclear | 3 |
| Somewhat unclear | 2 |
| Very unclear | 1 |
| Decline to answer..... | 98 |

Q132. At this time, do you believe you will achieve tenure?

| | |
|------------------------|----|
| Yes..... | 1 |
| No..... | 0 |
| Decline to answer..... | 98 |

Q133. Why do you feel that you will not achieve tenure at this institution?

Q137. Is what's expected in order to earn tenure clear to you regarding your performance as:

- A. A scholar
- B. A teacher
- C. An advisor to students
- D. A colleague in your department
- E. A campus citizen
- F. [College and University Faculty] A member of the broader community (e.g., outreach)
- G. [Clinical Faculty] A provider of patient care/client services

| | |
|---------------------|---|
| Very clear..... | 5 |
| Somewhat clear..... | 4 |

| | |
|---------------------------------|----|
| Neither clear nor unclear | 3 |
| Somewhat unclear | 2 |
| Very unclear | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q139. Please rate your level of agreement or disagreement with the following statements:

- A. I have received consistent messages from tenured faculty about the requirements for tenure.
- B. In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g., research/creative work, teaching, and/or service) rather than on non-performance-based criteria (e.g., politics, relationships, and/or demographics).

| | |
|----------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q140A-Q140F for Tenured Associate or Tenured Full Faculty

Q140. Please rate the clarity of the following aspects of promotion in rank from associate professor to full professor:

- A. The promotion process in my department
- B. The promotion criteria (what things are evaluated) in my department
- C. The promotion standards (the performance thresholds) in my department
- D. The body of evidence (the dossier's contents) considered in making promotion decisions
- E. The time frame within which associate professors should apply for promotion
- F. [Tenured Associate Faculty] My sense of whether I will be promoted from associate to full professor

| | |
|---------------------------------|----|
| Very clear..... | 5 |
| Somewhat clear..... | 4 |
| Neither clear nor unclear | 3 |
| Somewhat unclear | 2 |
| Very unclear | 1 |
| Decline to answer..... | 98 |

Q145.

- A. [Tenured Associate Professor] Have you received formal feedback on your progress toward promotion to full professor?
- B. [Pre-tenure Assistant Professor] Have you received formal feedback on your progress toward tenure?

| | |
|------------------------|----|
| Yes..... | 1 |
| No..... | 0 |
| Decline to answer..... | 98 |

Q150 and Q155 for Tenured Associate Faculty

Q150. When do you plan to submit your dossier for promotion to full professor?

| | |
|--|----|
| I've already submitted my dossier..... | 4 |
| In five years or less..... | 1 |
| In more than five years but less than ten years..... | 2 |
| In ten years or more..... | 3 |
| Never | 0 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |

Q155. You responded: **[INSERT Q150 RESPONSE]**. What are your primary reasons?

| | |
|--|----|
| Lack of support from my department chair..... | 1 |
| Lack of support from my colleagues..... | 2 |
| Lack of time/support for research | 3 |
| Heavy teaching load..... | 4 |
| Administrative responsibilities | 5 |
| Family/personal responsibilities | 6 |
| I have not been signaled to do so by someone in my department | 7 |
| Not interested in promotion | 8 |
| I am planning to leave the institution | 9 |
| I plan to retire before promotion | 10 |
| [Clinical Faculty] Heavy clinical load..... | 13 |
| Other (Please specify)..... | 12 |
| Other (Please specify)..... | 14 |
| Decline to answer..... | 98 |

Q152, Q153, Q156A-Q156F and Q157 for Tenured Assistant Faculty

Q156. Please rate the clarity of the following aspects of promotion in rank from assistant professor to associate professor:

- A. The promotion process in my department
- B. The promotion criteria (what things are evaluated) in my department
- C. The promotion standards (the performance thresholds) in my department
- D. The body of evidence (the dossier's contents) considered in making promotion decisions
- E. The time frame within which associate assistant professors should apply for promotion
- F. My sense of whether or not I will be promoted from assistant to associate professor

| | |
|---------------------------------|----|
| Very clear..... | 5 |
| Somewhat clear..... | 4 |
| Neither clear nor unclear | 3 |
| Somewhat unclear | 2 |
| Very unclear | 1 |
| Decline to answer..... | 98 |

Q157. Have you received formal feedback on your progress toward promotion to associate professor?

| | |
|------------------------|----|
| Yes..... | 1 |
| No..... | 0 |
| Decline to answer..... | 98 |

Q152. When do you plan to submit your dossier for promotion to associate professor?

| | |
|--|----|
| I've already submitted my dossier..... | 4 |
| In five years or less..... | 1 |
| In more than five years but less than ten years..... | 2 |
| In ten years or more..... | 3 |
| Never | 0 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |

Q153. You responded: **[INSERT Q152 RESPONSE]**. What are your primary reasons? (*Please select up to two responses*)

| | |
|--|----|
| Lack of support from my department chair..... | 1 |
| Lack of support from my colleagues..... | 2 |
| Lack of time/support for research | 3 |
| Heavy teaching load..... | 4 |
| Administrative responsibilities | 5 |
| Family/personal responsibilities | 6 |
| I have not been signaled to do so by someone in my department..... | 7 |
| Not interested in promotion | 8 |
| I am planning to leave the institution | 9 |
| I plan to retire before promotion | 10 |
| [Clinical Faculty] Heavy clinical load..... | 13 |
| Other (Please specify)..... | 12 |
| Other (Please specify)..... | 14 |
| Decline to answer..... | 98 |

Q450A-Q450E, and Q460A-Q460E for NTT Faculty

Q450. Please rate the clarity of the following aspects of contract renewal in your department:

A. The contract renewal process in my department

- B. The contract renewal criteria (what things are evaluated) in my department
- C. The contract renewal standards (the performance thresholds) in my department
- D. The body of evidence (the dossier’s contents) considered in making contract renewal decisions
- E. My sense of whether or not my contract will be renewed

| | |
|---------------------------------|----|
| Very clear..... | 5 |
| Somewhat clear..... | 4 |
| Neither clear nor unclear | 3 |
| Somewhat unclear | 2 |
| Very unclear | 1 |
| Decline to answer..... | 98 |

Q460. Please rate the clarity of the following aspects of promotion in your department:

- A. The promotion process for non-tenure-track faculty in my department
- B. The criteria (what things are evaluated) for promotion of non-tenure-track faculty in my department
- C. The standards (the performance thresholds) for promotion of non-tenure-track faculty in my department
- D. The body of evidence (the dossier’s contents) considered in making promotion decisions for non-tenure-track faculty in my department
- E. My sense of whether I will be promoted

| | |
|---------------------------------|----|
| Very clear..... | 5 |
| Somewhat clear..... | 4 |
| Neither clear nor unclear | 3 |
| Somewhat unclear | 2 |
| Very unclear | 1 |
| Decline to answer..... | 98 |

SECTION 11. INSTITUTIONAL GOVERNANCE & LEADERSHIP

Q170. Please rate your level of agreement or disagreement with the following statements:

- A. My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).
- C. My institution's priorities are acted upon consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).
- D. In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.

| | |
|---------------------------------|---|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |

| | |
|------------------------|----|
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q175. In adapting to the changing mission, I have received sufficient support from:

- A. My dean or division head
- B. My department head or chair
- C. [College Faculty] My chief academic officer (provost, VPAA, dean of faculty)

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q180. Please rate your level of satisfaction or dissatisfaction with the following:

My institution's president's/chancellor's:

- A. Pace of decision making
- B. Stated priorities
- C. Communication of priorities to faculty

My institution's chief academic officer's (provost, VPAA, dean of faculty):

- L. Pace of decision making
- M. Stated priorities
- N. Communication of priorities to faculty
- O. [College Faculty] Ensuring opportunities for faculty to have input into the institution's priorities

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q185D-Q185G for University Faculty

Q185. Please rate your level of satisfaction or dissatisfaction with the following:

My dean's or division head's:

- D. Pace of decision making
- E. Stated priorities
- F. Communication of priorities to faculty

G. Ensuring opportunities for faculty to have input into school/college priorities

My department head's or chair's:

- H. Pace of decision making
- I. Stated priorities
- J. Communication of priorities to faculty
- K. Ensuring opportunities for faculty to have input into departmental policy decisions
- L. Fairness in evaluating my work

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q187A. Some of the following questions refer to your “institution-wide faculty governing body” or to “faculty leaders”. Your campus might have more than one group that fits these descriptions (e.g., a faculty senate *and* a collective bargaining unit). From the list below, please select or fill in the *one* group to whom *your* answers will apply.

| | |
|--|----|
| Faculty of the whole | 1 |
| Faculty assembly..... | 2 |
| Faculty Senate | 3 |
| Faculty union or Collective Bargaining Unit..... | 4 |
| Other (Please specify):..... | 5 |
| Decline to answer..... | 98 |

Q186. Please rate your level of satisfaction or dissatisfaction with the following:

- A. The pace of decision making by my institution-wide faculty governing body
- B. The stated priorities of my institution-wide faculty governing body
- C. The communication of priorities by my institution-wide faculty governing body
- D. The steps taken by my institution-wide faculty governing body to ensure faculty are included in that body's decision making

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 11A. SHARED GOVERNANCE

Q187B. On the whole, rate the effectiveness or ineffectiveness of the shared governance system at your institution.

| | |
|--|----|
| Very effective..... | 5 |
| Somewhat effective..... | 4 |
| Neither effective nor ineffective..... | 3 |
| Somewhat ineffective..... | 2 |
| Very ineffective..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q188. Please rate your level of agreement or disagreement with the following:

- A. The existing faculty governance structures offer sufficient opportunities for me to provide input on institution-wide policies
- B. I understand the process by which I can express my opinions about institutional policies
- C. My institution has clear rules about the various roles and authority of the faculty and administration
- D. My institution's shared governance model holds up under unusual situations
- E. My institution systematically reviews the effectiveness of its decision making processes

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q189A. How often do you experience the following?

- A. The governance committees on which I currently serve make observable progress toward goals.
- B. The progress achieved through governance efforts is publicly recognized.
- C. My institution cultivates new leaders among faculty.
- D. Important institutional decisions are not made until consensus among faculty leaders and senior administrators is achieved.
- E. Senior administrators ensure that there is sufficient time for faculty to provide input on important decisions.
- F. Once an important decision is made, senior administrators communicate their rationale (e.g., data used for decision, weight of faculty input, etc.).

| | |
|--------------------|---|
| Frequently..... | 5 |
| Regularly | 4 |
| Occasionally | 3 |

| | |
|------------------------|----|
| Seldom | 2 |
| Never | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |

Q189B. How often do faculty leaders and senior administrators...

- A. Have equal say in governance matters.
- B. Engage each other in defining decision criteria used to evaluate options.
- C. Respectfully consider one another's views before making important decisions.
- D. Follow agreed-upon rules of engagement when there are disagreements.
- E. Have an open system of communication for making decisions.
- F. Share a sense of responsibility for the welfare of the institution.
- G. Discuss difficult issues in good faith.

| | |
|------------------------|----|
| Frequently..... | 5 |
| Regularly | 4 |
| Occasionally | 3 |
| Seldom | 2 |
| Never | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |

SECTION 12. ENGAGEMENT

Q190. How often do you engage with faculty in your department in conversations about:

- A. Undergraduate student learning
- B. [University Faculty] Graduate student learning
- C. Effective teaching practices
- D. Effective use of technology
- E. Use of current research methodologies
- F. [Clinical Faculty] Resident learning
- G. [Clinical Faculty] Effective patient care practices

| | |
|------------------------|----|
| Frequently..... | 5 |
| Regularly | 4 |
| Occasionally | 3 |
| Seldom | 2 |
| Never | 1 |
| Decline to answer..... | 98 |

Q195. Please rate your level of satisfaction or dissatisfaction with the following:

- A. The intellectual vitality of tenured faculty in your department
- B. The intellectual vitality of pre-tenure faculty in your department

- E. The intellectual vitality of non-tenure-track faculty in your department
- C. The research/scholarly/creative productivity of tenured faculty in your department
- D. The research/scholarly/creative productivity of pre-tenure faculty in your department
- F. The research/scholarly/creative productivity of non-tenure-track faculty in your department
- G. The teaching effectiveness of tenured faculty in your department
- H. The teaching effectiveness of pre-tenure faculty in your department
- I. The teaching effectiveness of non-tenure-track faculty in your department

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 13. WORK & PERSONAL LIFE BALANCE

Q200. Please rate your level of agreement or disagreement with the following statements:

- A. I have been able to find the right balance, for me, between my professional life and my personal/family life.
- B. My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.
- C. My departmental colleagues do what they can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.
- D. Department meetings occur at times that are compatible with my personal/family needs.

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 14. CLIMATE

Q205. Please rate your level of satisfaction or dissatisfaction with the following:

- A. The amount of professional interaction you have with pre-tenure faculty in your department

- B. The amount of personal interaction you have with pre-tenure faculty in your department
- C. How well you fit in your department (e.g. your sense of belonging in your department)
- D. The amount of professional interaction you have with tenured faculty in your department
- E. The amount of personal interaction you have with tenured faculty in your department
- F. The amount of professional interaction you have with non-tenure-track faculty in your department
- G. The amount of personal interaction you have with non-tenure-track faculty in your department

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q206A-Q206B for Community College Faculty

Q206. Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...:

- A. Recruiting part-time faculty.
- B. Managing part-time faculty.

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q210. Please rate your level of agreement or disagreement with the following statements:

- A. My departmental colleagues “pitch in” when needed.
- C. On the whole, my department is collegial.

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q212. Please rate your level of agreement or disagreement with the following statements:

- A. On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.
- B. There is visible leadership at my institution for the support and promotion of diversity on campus.

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 15. APPRECIATION & RECOGNITION

Q215. Please rate your level of satisfaction or dissatisfaction with the following:

How satisfied are you with the recognition you receive for your...

- A. Teaching efforts
- B. Student advising
- C. Scholarly/creative work
- D. Service contributions (e.g., department/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or prospective students/parents)
- E. [College or University Faculty] Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education)
- M. [Clinical Faculty] Patient care/client services

For all of your work, how satisfied are you with the recognition you receive from...

- J. [Tenured Associate and Tenured Full] Your chief academic officer (provost, VPAA, dean of faculty)
- K. [Tenured Associate and Tenured Full] Your dean or division head
- L. Your department head or chair
- I. Your colleagues/peers

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q220A-Q220B for Tenured Associate and Tenured Full

Q220. Please rate your level of agreement or disagreement with the following statements:

- A. [University Faculty] I feel that my school/college is valued by this institution's President/Chancellor and Provost.
- B. I feel that my department is valued by this institution's President/Chancellor and Provost.

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 16. RECRUITMENT & RETENTION

Q225x11. Which of the following have you done at this institution in the past five years? (*Check all that apply*)

| | |
|---|----|
| Actively sought an outside job offer | 1 |
| Received a formal job offer | 2 |
| Renegotiated the terms of your employment (with, for example, a department chair or dean) | 3 |
| None of the above | 0 |
| Decline to answer..... | 98 |

Q230. Which of the following items were adjusted as a result of those negotiations? (*Check all that apply*)

| | |
|---|----|
| Base salary | 1 |
| Supplemental salary (e.g., summer, intersession, overload)..... | 2 |
| Tenure clock | 3 |
| Teaching load (e.g., course release) | 4 |
| Administrative responsibilities | 5 |
| Equipment..... | 7 |
| Lab/research support..... | 8 |
| Employment for spouse/partner..... | 9 |
| Sabbatical or other leave time | 10 |
| Other (Please specify): | 11 |
| No adjustments resulted from those negotiations | 0 |
| Decline to answer..... | 98 |

Q235. If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?

| | |
|--|----|
| Base salary | 1 |
| Supplemental salary (e.g., summer, intersession, overload)..... | 2 |
| Tenure clock | 3 |
| Teaching load (e.g., course release) | 4 |
| Administrative responsibilities | 5 |
| Equipment..... | 7 |
| Lab/research support..... | 8 |
| Employment for spouse/partner..... | 9 |
| Sabbatical or other leave time | 10 |
| Other (Please specify)..... | 11 |
| There is nothing about my employment that I wish to adjust | 0 |
| Decline to answer..... | 98 |

Q240. Please rate your level of agreement or disagreement with the following statement(s):

A. [NTT or Tenured Associate or Tenured Full Faculty] Outside offers are not necessary as leverage in compensation negotiations

My department is successful at...

- B. [NTT or Tenured Associate or Tenured Full Faculty] Recruiting high-quality faculty members
- C. [NTT or Tenured Associate or Tenured Full Faculty] Retaining high-quality faculty members
- D. Addressing sub-standard tenured faculty performance

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

SECTION 17. GLOBAL SATISFACTION

Q245. Please rate your level of agreement or disagreement with the following statements:

- A. The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.
- C. If I had it to do all over, I would again choose to work at this institution.
- D. [Community College Faculty] If I had it to do all over, I would again choose to work at a community college

| | |
|---------------------------------|----|
| Strongly agree | 5 |
| Somewhat agree..... | 4 |
| Neither agree nor disagree..... | 3 |
| Somewhat disagree..... | 2 |
| Strongly disagree..... | 1 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q250. Please rate your level of satisfaction or dissatisfaction with the following:

- A. All things considered, your department as a place to work
- B. All things considered, your institution as a place to work

| | |
|---|----|
| Very satisfied..... | 5 |
| Satisfied..... | 4 |
| Neither satisfied nor dissatisfied..... | 3 |
| Dissatisfied..... | 2 |
| Very dissatisfied..... | 1 |
| Decline to answer..... | 98 |
| Not applicable..... | 99 |

Q255.

- A. [Tenured Faculty] How long do you plan to remain at this institution?
- B. [Pre-tenure Faculty] Assuming you achieve tenure, how long do you plan to remain at this institution?
- C. [NTT Faculty] How long do you plan to remain at this institution?

| | |
|--|----|
| For no more than five years | 1 |
| More than five years but less than ten | 2 |
| Ten years or more | 3 |
| I don't know..... | 97 |
| Decline to answer..... | 98 |

Q260. If you were to choose to leave your institution, what would be your primary reason?

| | |
|--|---|
| To improve your salary/benefits | 1 |
| To find a more collegial work environment..... | 3 |
| To find an employer who provides more resources in support of your work..... | 4 |
| To work at an institution whose priorities match your own..... | 5 |
| To pursue an administrative position in higher education (e.g. chair, dean, or provost)..... | 6 |
| To pursue a nonacademic job | 7 |
| To improve the employment opportunities for your spouse/partner | 8 |
| For other family or personal needs | 9 |

| | |
|---|----|
| To improve your quality of life | 10 |
| To retire | 11 |
| To move to a preferred geographic location..... | 13 |
| Other (Please specify):..... | 14 |
| There is no reason why I would choose to leave this institution | 0 |
| Decline to answer..... | 98 |

Q265. If a candidate for a faculty position asked you about your department as a place to work, would you...

| | |
|--|----|
| Strongly recommend your department as a place to work..... | 2 |
| Recommend your department with reservations | 1 |
| Not recommend your department as a place to work..... | 0 |
| Decline to answer..... | 98 |

Q267A. Please check the two (and only two) best aspects about working at your institution.

| | |
|---|----|
| Quality of colleagues..... | 1 |
| Support of colleagues | 2 |
| Opportunities to collaborate with colleagues | 3 |
| Quality of graduate students..... | 4 |
| Quality of undergraduate students | 5 |
| Quality of facilities | 6 |
| Support for research/creative work (e.g., leave)..... | 7 |
| Support for teaching..... | 8 |
| Support for professional development | 9 |
| Assistance for grant proposals | 10 |
| Childcare policies/practices..... | 11 |
| Availability/quality of childcare facilities..... | 12 |
| Spousal/partner hiring program | 13 |
| Compensation..... | 14 |
| Geographic location..... | 15 |
| Diversity | 16 |
| Presence of others like me..... | 17 |
| My sense of “fit” here | 18 |
| Protections from service/assignments..... | 19 |
| Commute..... | 20 |
| Cost of living..... | 21 |
| Teaching load..... | 23 |
| Manageable pressure to perform | 27 |
| Academic freedom | 28 |
| Tenure/promotion clarity or requirements..... | 29 |
| Quality of leadership..... | 30 |
| Patient care/client services | 31 |
| Other (Please specify)..... | 94 |
| Other (Please specify)..... | 95 |

There are no positive aspects. 99
 Decline to answer..... 98

Q267B. Please check the two (and only two) worst aspects about working at your institution.

Quality of colleagues.....1
 Support of colleagues2
 Opportunities to collaborate with colleagues3
 Quality of graduate students.....4
 Quality of undergraduate students5
 Quality of facilities6
 Lack of support for research/creative work (e.g., leave)7
 Lack of support for teaching.....8
 Lack of support for professional development9
 Lack of assistance for grant proposals 10
 Childcare policies/practices (or lack thereof)..... 11
 Availability/quality of childcare facilities..... 12
 Spousal/partner hiring program (or lack thereof)..... 13
 Compensation..... 14
 Geographic location..... 15
 Lack of diversity 16
 Absence of others like me..... 17
 My lack of “fit” here 18
 Too much service/too many assignments 19
 Commute..... 20
 Cost of living..... 21
 Teaching load..... 23
 Unrelenting pressure to perform 27
 Academic freedom 28
 Tenure/promotion clarity or requirements..... 29
 Quality of leadership..... 30
 Patient care/client services 31
 Other (Please specify)..... 94
 Other (Please specify)..... 95
 There are no negative aspects. 99
 Decline to answer..... 98

Q270. Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve your workplace.