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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

Do you have tenure?

Yes

No

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1. Are you employed full-time in a pre-tenure position on the tenure-track?

Yes

No

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2. Please provide the FULL name of the institution where you are employed.

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0%

25%

50%

75%

100%

3. What is the highest degree you have earned?

- Doctorate (Ph.D., J.D., M.D. etc.)
- Master's
- Bachelor's
- Associate's
- Decline to answer

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I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

5. Did you hold a postdoctoral appointment?

- Yes
- No
- Decline to answer

6a. Is this your first tenure-track appointment?

- Yes
- No
- Decline to answer

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I. Demographic Background

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0%

25%

50%

75%

100%

6b. How many years on the tenure track did you complete elsewhere?

- 1 year or less
- 2 years
- 3 years
- 4 years
- 5 or more years
- Full tenure
- Decline to answer

6d. Did your current faculty appointment begin with credit for prior service elsewhere?

- Yes
- No
- Decline to answer

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6e. How many years of credit for prior service did you receive?

- 1 year or less
- 2 years
- 3 years
- 4 years
- 5 or more years
- Decline to answer

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7. Please indicate the year in which your current faculty appointment began:

Please select your answer

8. What is your rank?

- Professor
- Associate Professor
- Assistant Professor or Assistant Professor (Conditional)
- Instructor/Lecturer
- Other
- Decline to answer

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I. Demographic Background

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9. Do you hold a joint appointment or budgetary cross-appointment (formal responsibilities in more than one department)?

- Yes
- No
- Decline to answer

10. Name the department(s) or division(s) in which you hold formal responsibilities.

If you hold a joint appointment or budgetary cross-appointment, respond to the survey questions about your *primary* department or division. If your formal responsibilities are evenly split, please choose one department as your primary:

Primary _____

Secondary _____

Decline to answer

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I. Demographic Background

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11b. What is your race? *(Please check all that apply.)*

- American Indian or Native Alaskan:**
A person having origins in any of the original peoples of North and South America (including Central America).
- Asian, Asian-American, Asian-Canadian, or Pacific Islander:**
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.
- White (non-Hispanic):**
A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black, African-American, or African-Canadian:**
A person having origins in any of the black racial groups of Africa.
- Hispanic or Latino:**
A person of Cuban, Mexican, Puerto Rican, Brazilian, South or Central American, or other Hispanic or Latino culture or origin.
- Other
- Multiracial
- Decline to answer

12. What is your citizenship status?

- U.S. citizen
- Non-U.S. citizen
- Decline to answer

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13. What is your gender?

- Male
- Female
- Decline to answer

14. In what year were you born?

Please select your answer

15. What is your annual salary?

Please select your answer

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16a. How many children under the age of 18 live with you at home?

Please select your answer

16b. How many other dependents (e.g., an adult who requires your care) live with you at home?

Please select your answer

17. Which statement most clearly describes your household's employment situation?

- I do not have a spouse/partner
- My spouse/partner is not employed
- My spouse/partner is employed full-time at this institution
- My spouse/partner is employed full-time elsewhere
- My spouse/partner is employed part-time at this institution
- My spouse/partner is employed part-time elsewhere
- Decline to answer

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18. Do you and your spouse reside in separate communities for work reasons?

- Yes
- No
- Decline to answer

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II. Tenure

Percent of Survey Completed

0%

25%

50%

75%

100%

This set of items addresses various aspects surrounding tenure in your department.

	Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear	Decline to Answer
19. I find the tenure process in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I find the tenure criteria (what things are evaluated) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I find the tenure standards (the performance threshold) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I find the body of evidence that will be considered in making my tenure decision to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My						

sense of
whether or
not I will
achieve
tenure is...



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II. Tenure

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0% 25% 50% 75% 100%

The following pairs of questions ask you to identify the clarity and the reasonableness of various aspects of tenure.

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24a. Is what's expected in order to earn tenure clear to you regarding your performance as: a scholar (e.g., research and creative work)?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a scholar (e.g., research and creative work)?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

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25%

50%

75%

100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24b. Is what's expected in order to earn tenure clear to you regarding your performance as: a teacher?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a teacher?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

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II. Tenure

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0%

25%

50%

75%

100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24c. Is what's expected in order to earn tenure clear to you regarding your performance as: an advisor to students?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as: an advisor to students?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

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0%

25%

50%

75%

100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24d. Is what's expected in order to earn tenure clear to you regarding your performance as: a colleague in your department?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a colleague in your department?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

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0%

25%

50%

75%

100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24e. Is what's expected in order to earn tenure clear to you regarding your performance as: a campus citizen?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a campus citizen?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

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II. Tenure

Percent of Survey Completed

0% 25% 50% 75% 100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24f. Is what's expected in order to earn tenure clear to you regarding your performance as: a member of the broader community (e.g., outreach)?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a member of the broader community (e.g., outreach)?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

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II. Tenure

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Please indicate whether you agree or disagree with each of the following statements:

26. I have received consistent messages from senior colleagues about the requirements for tenure.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27a. 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).

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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27b. In your opinion, on what non-performance-based criteria are tenure decisions in your department primarily made?



Decline to answer

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teach

29e. The number of students you teach



29f. The quality of undergraduate students with whom you interact



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III. The Nature of Your Work

Percent of Survey Completed

0% 25% 50% 75% 100%

These items continue to explore your day-to-day activities as a faculty member. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your work.

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
30b. The amount of time you have to conduct research/produce creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30c. The amount of external funding you are expected to find	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30d. The influence you have over the focus of your research/creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. The quality of facilities (i.e., office, labs, classrooms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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III. The Nature of Your Work

Percent of Survey Completed

0% 25% 50% 75% 100%

33. How satisfied are you with the quality of these support services?

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
a. Clerical/administrative services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Research services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teaching services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Computing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

This set of questions addresses faculty policies and practices common at colleges and universities.

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

1. Formal mentoring program for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

2. Informal mentoring

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

3. Periodic, formal performance reviews for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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IV. Policies and Practices

Percent of Survey Completed

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

4. Written summary of periodic performance reviews for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

5. Professional assistance in obtaining externally funded grants

34a. Importance or unimportance of policy to your success:

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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IV. Policies and Practices

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0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

6. Professional assistance for improving teaching

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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IV. Policies and Practices

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

7. Travel funds to present papers or conduct research

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

8. Paid or unpaid research leave during the pre-tenure period

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

9. Paid or unpaid *personal* leave during the pre-tenure period

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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IV. Policies and Practices

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0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

10. An upper limit on committee assignments for tenure-track faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

11. An upper limit on teaching obligations

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

12. Peer reviews of teaching or research/creative work

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

13. Childcare

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

14. Financial assistance with housing

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

15. Stop-the-clock for parental or other family reasons

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

16. Spousal/partner hiring program

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

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track
compatible.

35e. My
colleagues are
respectful of
my efforts to
balance work
and home
responsibilities.



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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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V. Climate, Culture and Collegiality

Percent of Survey Completed

0% 25% 50% 75% 100%

This set of questions addresses the climate, culture and collegiality of your workplace.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
38a. The fairness with which your immediate supervisor evaluates your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38b. The interest senior faculty take in your professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38c. Your opportunities to collaborate with senior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39a. The amount of professional interaction you have with senior colleagues in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39b. The amount of							

<p>personal interaction you have with senior colleagues in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>39c. The amount of professional interaction you have with junior colleagues in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>39d. The amount of personal interaction you have with junior colleagues in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>40. How well you "fit" (e.g., your sense of belonging, your comfort level) in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>41. The intellectual vitality of the senior colleagues in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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V. Climate, Culture and Collegiality

Percent of Survey Completed

0% 25% 50% 75% 100%

Please indicate your level of agreement or disagreement with the following statement:

	Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
42. On the whole, my institution is collegial.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. Please indicate your level of agreement or disagreement with the following statements:

On the whole, I receive fair treatment from my colleagues regardless of my:

	Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
a. gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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VI. Global Satisfaction

Percent of Survey Completed

0%

25%

50%

75%

100%

Finally, we ask you to make some overall assessments about your department and your institution as a place to work.

44a. Please check the two (and only two) best aspects about working at your institution.

- | | |
|---|---|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Presence of others like me. |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My sense of "fit" here. |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Protection from service/assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research/creative work requirements for tenure |
| <input type="checkbox"/> Support for research/creative work (e.g., leave) | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices | <input type="checkbox"/> Manageable or no pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Academic freedom |
| <input type="checkbox"/> Spousal/partner hiring program | <input type="checkbox"/> Other (<i>Please specify</i>): _____ |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> Other (<i>Please specify</i>): _____ |
| <input type="checkbox"/> Geographic location | <input type="radio"/> There are no positive aspects |
| <input type="checkbox"/> Diversity | <input type="radio"/> Decline to answer |

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VI. Global Satisfaction

Percent of Survey Completed

0% 25% 50% 75% 100%

44b. Please check the two (and only two) worst aspects about working at your institution.

- | | |
|---|---|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Absence of others like me. |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My lack of "fit" here. |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Too much service / too many assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research/creative work requirements for tenure |
| <input type="checkbox"/> Lack of support for research/creative work (e.g., leave) | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Lack of support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Lack of support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Lack of assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices (or lack thereof) | <input type="checkbox"/> Unrelenting pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Academic freedom |
| <input type="checkbox"/> Spousal/partner hiring program (or lack thereof) | <input type="checkbox"/> Other (<i>Please specify</i>): |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> Other (<i>Please specify</i>): |
| <input type="checkbox"/> Geographic location | <input type="radio"/> There are no negative aspects |
| <input type="checkbox"/> Lack of diversity | <input type="radio"/> Decline to answer |

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VI. Global Satisfaction

Percent of Survey Completed

0% 25% 50% 75% 100%

45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Percent of Survey Completed

0%

25%

50%

75%

100%

46a. Who serves as the chief academic officer at your institution? *(An institution's 'chief academic officer' typically reports to the President or Chancellor and oversees all educational affairs and activities, including research and academic personnel.)*

- President
- Chancellor
- Vice President for Academic Affairs
- Academic Dean
- Provost
- Other *(Please specify)*:
- I don't know
- Decline to answer

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0%

25%

50%

75%

100%

Please indicate your level of agreement or disagreement with the following statement:

46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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VI. Global Satisfaction

Percent of Survey Completed

0% 25% 50% 75% 100%

47. Assuming you achieve tenure, how long do you plan to remain at your institution?

- For the rest of my career
- For the foreseeable future
- No more than 5 years after earning tenure. (Why?)
- I haven't thought that far ahead
- Not applicable
- Decline to answer

Please indicate your level of agreement or disagreement with the following statement:

48. If I could do it over, I would again choose to work at this institution.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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0%

25%

50%

75%

100%

49. If a candidate for a tenure-track faculty position asked you about your *department* as a place to work, would you:

- Strongly recommend your department as a place to work
- Recommend your department with reservations
- Not recommend your department as a place to work
- Decline to answer

50. How do you rate your *institution* as a place for junior faculty to work?

- Great
- Good
- So-so
- Bad
- Awful
- Decline to answer

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Percent of Survey Completed

0% 25% 50% 75% 100%

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

Decline to answer

52. Please use the space below to elaborate on any of the questions in the survey that you feel require further comment/explanation or to discuss any aspect of junior faculty/pre-tenure employment not covered, or covered insufficiently, in the survey.

Decline to answer

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Thanks for completing the standard portion of the COACHE survey.

We now request a few more minutes of your time, as your institution has designed additional questions customized for your academic community. Please proceed to this campus-specific section of the survey by clicking the "Next" button below.

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Thank you for taking the time to complete this survey. Your input is invaluable to our national understanding of faculty work/life as well as to your institution.

If you would like to review your responses prior to submission, click the review option to return to the beginning of your survey. From there, you may change any of the responses you have already given.

If you are ready to submit your responses, click the submit option.

- Review, return to the beginning of the survey
- Submit, complete the survey

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Your responses to the survey were successfully submitted.

Questions or comments? [Contact us](#).

For security purposes, please close your browser window to exit the survey.