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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

I. Demographic Background

| | | Perc | ent of Survey Comple | eted | | |
|----------|-------------|------|----------------------|------|------|--|
| | 0% | 25% | 50% | 75% | 100% | |
| Do you l | have tenure | ? | | | | |
| Yes | | | | | | |
| No | | | | | | |
| | | | | | | |
| | | | Next | | | |
| | | | | | | |

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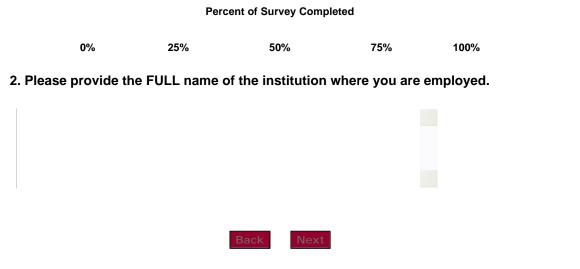
| | | Per | cent of Sur | vey Compl | eted | | |
|-----------|-----------|------------------|-------------|-----------|-----------------|----------|--|
| | 0% | 25% | 50 | 0% | 75% | 100% | |
| 1. Are yo | u employe | d full-time in a | pre-tenu | re positi | on on the tenui | e-track? | |
| Yes | | | | | | | |
| No | | | | | | | |
| | | | | | | | |
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| | | | | | 0 0007 TI B :: | | |

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| | | Pero | cent of Survey Comp | leted | | |
|---------------|----------------|---------------------|---------------------|-------|------|--|
| | 0% | 25% | 50% | 75% | 100% | |
| 3. W h | at is the high | est degree you | have earned? | | | |
| | octorate (Ph.D | o., J.D., M.D. etc. | .) | | | |
| ■ N | faster's | | | | | |
| ○ B | achelor's | | | | | |
| A | ssociate's | | | | | |
| | ecline to answ | er | | | | |
| | | | | | | |
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|----------|-----------------|----------------|---------------------|------|------|--|
| | 0% | 25% | 50% | 75% | 100% | |
| 5. Did | you hold a po | stdoctoral app | oointment? | | | |
| O Ye | es | | | | | |
| O No |) | | | | | |
| De | ecline to answe | er | | | | |
| | | | | | | |
| 6a. Is t | his your first | tenure-track a | ppointment? | | | |
| Y ∈ | es | | | | | |
| O No |) | | | | | |
| De | ecline to answe | er | | | | |
| | | | | | | |
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|-------------|----------------------------|--------------|------------------------|-----------------|------------|--|
| | 0% | 25% | 50% | 75% | 100% | |
| 6b. | How many years | on the tenur | e track did you cor | nplete elsewh | ere? | |
| С | 1 year or less | | | | | |
| | 2 years | | | | | |
| C | 3 years | | | | | |
| C | 4 years | | | | | |
| C | 5 or more years | | | | | |
| | Full tenure | | | | | |
| | Decline to answer | | | | | |
| | | | | | | |
| 6d. else | Did your current to where? | faculty appo | intment begin with | credit for pric | or service | |
| C | Yes | | | | | |
| C | No | | | | | |
| C | Decline to answer | | | | | |
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| | | Per | cent of Survey Comp | pleted | | |
|--------------|----------------|-------------------|---------------------|--------------|------|--|
| | 0% | 25% | 50% | 75% | 100% | |
| 6e. Ho | w many year | s of credit for p | orior service did | you receive? | | |
| 1 | year or less | | | | | |
| <u> </u> | years | | | | | |
| <u> </u> | years | | | | | |
| 0 4 : | years | | | | | |
| 5 | or more years | | | | | |
| De | ecline to answ | er | | | | |
| | | | | | | |
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| | | Per | cent of Survey Compl | eted | | |
|-------|-------------------|------------------|----------------------|------------------|-------------------------|--------------|
| | 0% | 25% | 50% | 75% | 100% | |
| 7. PI | ease indicate th | ne year in whic | h your current fa | culty appointm | nent began: | |
| Ple | ease select your | answer | | | | |
| | | | | | | |
| 8. W | hat is your rank | c? | | | | |
| 0 | Professor | | | | | |
| | Associate Profes | ssor | | | | |
| | Assistant Profes | sor or Assistant | Professor (Condit | ional) | | |
| | Instructor/Lectur | er | | | | |
| | Other | | | | | |
| | Decline to answe | er | | | | |
| | | | | | | |
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| | | Perc | ent of Survey Compl | eted | | |
|--------|-----------------|-----------------------------------|-------------------------------|-------------------|---|--|
| | 0% | 25% | 50% | 75% | 100% | |
| | | nt appointment nore than one d | or budgetary crollepartment)? | oss-appointme | nt (formal | |
| Y | es | | | | | |
| N | 0 | | | | | |
| D | ecline to answ | er | | | | |
| | | | | | | |
| 10. Na | ame the depar | tment(s) or divi | sion(s) in which | you hold forma | al responsibilities. | |
| surve | y questions al | bout your <i>prima</i> | ary department o | r division. If yo | rmal responsibilities. at, respond to the your formal t as your primary: | |
| Prima | ary | | | | | |
| Seco | ndary | | | | | |
| | Decline to answ | ver | | | | |
| | | | Back Next | | | |
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| | | Perc | ent of Survey Comp | netea | |
|--------------|--|---|--|--|----------------|
| | 0% | 25% | 50% | 75% | 100% |
| 1b. | What is your rac | ce? (Please ch | eck all that apply | .) | |
| | American Indian A person having or Central America). | | skan: original peoples of No | orth and South Ameri | ica (including |
| | Asia, or the Indian | igins in any of the c subcontinent include | Canadian, or Pa original peoples of the ding, for example, Ca bine Islands, and San | e Far East, Pacific Isl mbodia, China, Guar | |
| <u> </u> | White (non-Hispa A person having or Africa. | | original peoples of Eu | urope, the Middle Eas | st, or North |
| E | Black, African-A A person having or | | rican-Canadian black racial groups of | | |
| H | Hispanic or Latin A person of Cuban Hispanic or Latino | , Mexican, Puerto I | Rican, Brazilian, Sou | th or Central America | an, or other |
| | Other | | | | |
| N | Multiracial | | | | |
| | Decline to answe | r | | | |
| 2. W | /hat is your citiz | enship status | ? | | |
| \bigcirc (| J.S. citizen | | | | |
| | Non-U.S. citizen | | | | |
| | Decline to answer | r | | | |
| | | | | | |
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|--------|---------------------|-----------|------------|--------------|-----|------|
| | 0% | 25% | 50 | % | 75% | 100% |
| 13. V | Vhat is your gende | r? | | | | |
| | Male | | | | | |
| | - emale | | | | | |
| | Decline to answer | | | | | |
| | | | | | | |
| 14. lr | n what year were y | ou born? | | | | |
| Ple | ase select your ans | wer | | | | |
| 1 | | ' | | | | |
| 15. V | Vhat is your annua | l salary? | | | | |
| | | | | | | |
| Ple | ase select your ans | wer | | | | |
| | | | | | | |
| | | | | | | |
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| | | Perc | ent of Survey Comp | eted | |
|-------------------|-----------------|------------------|----------------------|----------------------------|---------------------|
| | 0% | 25% | 50% | 75% | 100% |
| 16a. Ho | ow many child | Iren under the | age of 18 live wi | th you at home | ? |
| Pleas | e select your a | nswer | | | |
| 16b. Ho you at | | r dependents (| e.g., an adult wh | no requires you | r care) live with |
| Pleas | e select your a | inswer | | | |
| 17. Wh | ich statement | most clearly o | lescribes your h | ousehold's em _l | oloyment situation? |
| Old | o not have a sp | oouse/partner | | | |
| My | spouse/partne | er is not employ | ed | | |
| | | | ull-time at this ins | | |
| | | | ull-time elsewher | | |
| | | | part-time at this in | | |
| | | | oart-time elsewhe | re | |
| O De | cline to answe | r | | | |
| | | | | | |
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| | | Per | cent of Survey Comp | oleted | |
|----------|--------------|-----------------|---------------------|------------------|--------------|
| | 0% | 25% | 50% | 75% | 100% |
| 18. Do y | ou and yoυ | ır spouse resid | e in separate co | mmunities for we | ork reasons? |
| Yes | ; | | | | |
| No | | | | | |
| Dec | line to answ | er | | | |
| 0.500 | | | | | |
| | | | Back Next | l | |

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

II. Tenure

| Percent of Survey Comple | eted |
|--------------------------|------|
|--------------------------|------|

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 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20. I find the tenure <i>criteria</i> (what things are evaluated) in my department to be | 0 | 0 | 0 | 0 | 0 | 0 |
| 21. I find the tenure standards (the performance threshold) in my department to be | 0 | 0 | 0 | 0 | 0 | 0 |
| 22. I find the body of evidence that will be considered in making my tenure decision to be | 0 | 0 | 0 | 0 | 0 | 0 |
| 23. My | | | | | | |

| sense of whether or not I will achieve tenure is | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---|---|---------|-----|---|---|
| | | I | Back Ne | ext | | |

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II.

| | Pe | rcent of Survey Comp | oleted | |
|----------------------|---|---|---|-----------------------|
| 0% | 25% | 50% | 75% | 100% |
| | irs of questions of various aspec | | fy the <u>clarity</u> and | the |
| | | | ot to answer thes (not applicable)" | |
| | | o earn tenure <u>cle</u> esearch and crea | <u>ar</u> to you regardir ative work)? | ng your |
| Very clear | Fairly clear | Neither clear nor unclear | Fairly unclear | Very |
| | | noi anoicai | uncieai | unclear |
| 0 | 0 | 0 | O | unclear |
| | pected in order t | 0 | sonable to you re | egarding your Very |
| erformance as: Very | pected in order t a scholar (e.g., r Fairly | o earn tenure <u>rea</u> research and crea Neither reasonable nor | sonable to you reative work)? Fairly | egarding your |

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II. Te

| | Pe | ercent of Survey Comp | leted | |
|--------------------------------------|--|---|------------------------------------|------------------------------|
| 0% | 25% | 50% | 75% | 100% |
| | | s. If you choose no s not apply to me | | |
| | pected in order to a teacher? | to earn tenure <u>cle</u> | ar to you regardi | ng your |
| illialice as. | | | | |
| Very | Fairly clear | Neither clear | Fairly unclear | Very unclear |
| Very clear | clear | | unclear | uncléar |
| Very clear | clear | nor unclear | unclear | unclear |
| Very clear Is what's expormance as: | clear cl | nor unclear to earn tenure rea Neither reasonable nor | unclear sonable to you re Fairly | unclear egarding your Very |

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II. Tenure

| | Pe | ercent of Survey Comp | leted | |
|--|--|--|--|----------------------------------|
| 0% | 25% | 50% | 75% | 100% |
| must answe se select "Th wer" below. | r both questions ils criterion doe | s. If you choose n s not apply to me | ot to answer thes (not applicable)" | e questions, or "Decline to |
| | pected in order to an advisor to st | to earn tenure <u>cle</u> udents? | <u>ar</u> to you regardi | ng your |
| Very clear | Fairly clear | Neither clear nor unclear | Fairly unclear | Very unclear |
| | | | | |
| | | 0 | 0 | |
| ormance as: Very | pected in order to an advisor to st Fairly reasonable | to earn tenure <u>rea</u> udents? Neither reasonable nor unreasonable | sonable to you re Fairly unreasonable | egarding your Very unreasonable |
| formance as: | an advisor to st Fairly | udents? Neither reasonable nor | Fairly | Very |

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II. Te

| | Pe | rcent of Survey Comp | leted | |
|--|--|--|--------------------------|-----------------------|
| 0% | 25% | 50% | 75% | 100% |
| | | s. If you choose n s not apply to me | | |
| | | to earn tenure <u>cle</u> our department? | <u>ar</u> to you regardi | ng your |
| | Fairly | Neither clear | Fairly | Very |
| Very clear | clear | nor unclear | unclear | unclear |
| clear | clear | 0 | 0 | 0 |
| clear . Is what's expression of the control of the | clear clear clear clear | to earn tenure <u>rea</u> our department? Neither reasonable | sonable to you r | egarding your |
| clear | clear | to earn tenure <u>rea</u> our department? Neither | 0 | 0 |
| clear . Is what's exproper as: | clear Dected in order to a colleague in y Fairly | to earn tenure <u>rea</u> our department? Neither reasonable nor | sonable to you re | egarding your Very |

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II. Te

| e select "This criterion does not apply to me (not applicable)" or "Decline er" below. s what's expected in order to earn tenure clear to you regarding your rmance as: a campus citizen? Very Fairly Neither clear Fairly Very clear clear nor unclear unclear unclear unclear s what's expected in order to earn tenure reasonable to you regarding your mance as: a campus citizen? Neither reasonable Very Fairly Neither reasonable Neither reasonable Neither reasonable Neither reasonable | | Pe | rcent of Survey Comp | leted | |
|---|-------------|--|---|------------------------------------|---------|
| Very Fairly Neither clear Fairly Very clear clear nor unclear unclear unclear unclear unclear swhat's expected in order to earn tenure reasonable to you regarding your rmance as: a campus citizen? Neither reasonable Very Fairly nor Fairly Very | 0% | 25% | 50% | 75% | 100% |
| clear clear nor unclear unclear unclear unclear s what's expected in order to earn tenure reasonable to you regarding your rmance as: a campus citizen? Neither reasonable Very Fairly nor Fairly Very | select "Thi | | | | |
| clear clear nor unclear unclear unclear unclear s what's expected in order to earn tenure reasonable to you regarding your mance as: a campus citizen? Neither reasonable Very Fairly nor Fairly Very | | | | <u>ar</u> to you regardiı | ng your |
| rmance as: a campus citizen? Neither reasonable Very Fairly nor Fairly Very | | Eairly | Neither clear | Fairly | Verv |
| reasonable Very Fairly nor Fairly Very | • | • | nor unclear | | unclear |
| | clear | clear | 0 | unclear | unclear |
| | what's exp | clear ected in order to a campus citize Fairly | to earn tenure <u>rea</u> n? Neither reasonable nor | unclear sonable to you re Fairly | unclear |

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| | Pe | ercent of Survey Comp | oleted | |
|---|--------------------------------------|--|--|--------------------------------|
| 0% | 25% | 50% | 75% | 100% |
| must answe ase select "Th wer" below. | r both questions is criterion doe | s. If you choose n s not apply to me | ot to answer thes (not applicable)" | e questions, or "Decline to |
| formance as: | a member of the | o earn tenure <u>clea</u> e broader commu | nity (e.g., outread | ch)? |
| Very clear | Fairly clear | Neither clear nor unclear | Fairly unclear | Very unclear |
| | _ | | | |
| | | o earn tenure <u>rea</u> | | |
| ormance as: Very | a member of the Fairly | Neither reasonable nor | <u>nity</u> (e.g., outread Fairly | :h)? Very |
| formance as: | a member of the | Neither reasonable | nity (e.g., outread | :h)? |

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II. Tenure

| | Percent of Survey Completed | | | | | | |
|---|-----------------------------|-----|-----|-----|------|--|--|
| 0 | % | 25% | 50% | 75% | 100% | | |

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 |
|---------------------------------------|----------------|----------------|-------------------------------------|-------------------|-------------------|-------------------------|
| | | | | 0 | | 0 |

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 |
|---------------------------------------|----------------|----------------|-------------------------------------|-------------------|-------------------|-------------------------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 |



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| | | Percent of | f Survey Completed | | |
|-----|----------------------------------|------------|--------------------|------------------|------------------|
| | 0% | 25% | 50% | 75% | 100% |
| | our opinion, or artment prima | | ormance-based o | criteria are ten | ure decisions in |
| | | | | | |
| | | | | | |
| Dec | line to answer | | | | |
| | | Bad | Next | | |

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III. The Nature of Your Work

| 0% | 25% | 50% | 75% | 100% |
|-------|-----|-----|-----|------|
| • , , | | | | |

The next set of items explores 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 |
|---|---------------------------------------|----------------|-----------|---|--------------|----------------------|-------------------------|
| 28. The way you spend your time as a faculty member | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 28b. The number of hours you work as a faculty member in an average week. | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 29a. The level of the courses you teach | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 29b. The number of courses you teach | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 29c. The degree of influence you have over the courses you teach | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 29d. The discretion you have over the content of the courses you | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| teach | | | | | | | |
|---|---|---|---|---|---|---|---|
| 29e. The number of students you teach | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 29f. The quality of undergraduate students with whom you interact | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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III. The Nature of Your Work

| | Perce | ent of Survey Comple | etea | |
|----|-------|----------------------|------|------|
| 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 | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied | Decline to answer |
|--|---------------------------------------|------|-----------|---|--------------|----------------------|-------------------------|
| 30b. The amount of time you have to conduct research/produce creative work | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30c. The amount of external funding you are expected to find | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30d. The influence you have over the focus of your research/creative work | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31. The quality of facilities (i.e., office, labs, classrooms) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al. | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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III. The Nature of Your Work

| | Not applicable/ I don't know | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied | Decline to answer |
|---|---------------------------------------|-------------------|-----------|---|--------------|----------------------|-------------------------|
| a. Clerical/administrative services | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| b. Research services | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| c. Teaching services | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| d. Computing services | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Percent of Survey Completed

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IV.

| | | Perce | nt of Survey Cor | mpleted | | | |
|------------------------------------|----------------------------------|--|--|-----------------|--------------|--------------------|----------------|
| 09 | % | 25% | 50% | 75% | , | 100% | |
| nis set of q nd universi | | addresses fac | culty policies | and practic | es comi | mon at colle | ges |
| stitution, p <i>iccess</i> . Th | olease rate en rate <u>ho</u> | how importa w effective o | g policies and ant or unimpor ineffective entite column. | rtant each v | vould be | e to your | |
| | | PC | LICY/PRACT | ICE: | | | |
| | 1. <u>F</u> | ormal mento | ring program | n for junior fa | aculty | | |
| | | | | | | | |
| la imports | | • | C 1' 1 | | | | |
| Very importa | | | f policy to yo Neither important no unimportant | r | | Very unimportar | nt |
| Very | | | Neither important no | r | | | nt |
| Very importa 4b. <i>Effectiv</i> | ent Ir | nportant neffectivenes Neither effective nor | Neither important no unimportant | t your institu | ution: Noto | t I do | n't w/ t |
| Very importa | ant Ir | nportant neffectivenes Neither effective nor | Neither important no unimportant | t your institu | ution: | t I do | n't w/ t |

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| | | Perce | ent of Survey Co | mpleted | | | |
|--|------------------------------------|--------------------------------------|---|---------------------------------------|---|--------|---------------------------------------|
| 0 | % | 25% | 50% | 75% | • | 100 | % |
| titution, բ ccess. Th | olease rate en rate <u>ho</u> u | <u>how importa v effective o</u> | ng policies an ant or unimpo or ineffective or riate column. | ortant each v | vould b | e to y | <u>our</u> |
| | | PC | OLICY/PRACT | ICE: | | | |
| | | 2. <u>I</u> | nformal ment | oring | | | |
| | | | | | | | |
| _ | _ | | | | | | |
| a. Importa | ance or uni | mportance o | of policy to yo | our success: | | | |
| Very importa | | nportant | Neither important no unimportant | | rtant | | /ery portant |
| 0 | | 0 | 0 | 0 | | | 0 |
| o. <i>Effecti</i> v Very effective | eness or in | Neither effective nor ineffective | ss of policy a | t your institu Very ineffective | ution: No offere my institu | ed at | I don't know/ Not applicable |
| 0 | 0 | 0 | 0 | 0 | C |) | 0 |
| | | | | | | | |

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

IV

| | | Perce | ent of Survey Co | mpleted | | | |
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| 0 | % | 25% | 50% | 75% | 6 | 100% | |
| stitution, p uccess. Th | olease rate en rate <u>hov</u> | <u>how importa v effective o</u> | g policies an ant or unimpo r ineffective e riate column. | ortant each v each has be | would be | to your | - |
| | | PC | LICY/PRACT | TCE: | | | |
| | 3. <u>Period</u> i | ic, formal pe | rformance re | views for ju | nior facu | ulty | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| 4a Importa | ance or uni | mportance o | of policy to ye | our success | - | | |
| 4a. <i>Importa</i> | ance or unii | mportance o | of policy to yo | our success: | : | | |
| 4a. <i>Importa</i> | ance or unii | mportance o | f policy to yo | our success: | : | | |
| Very | | | Neither important no | r | | Very | |
| - | | | Neither | r | | Very unimporta | ant |
| Very | | | Neither important no | r | | | ant |
| Very | | | Neither important no | r | | | ant_ |
| Very importa | ant Im | nportant | Neither important no unimportant | Unimpo | rtant | | ant |
| Very importa | ant Im | nportant | Neither important no | Unimpo | rtant | | ant |
| Very importa | ant Im | nportant | Neither important no unimportant | Unimpo | rtant | unimporta | ant on't |
| Very importa | ant Im | nportant neffectivenes Neither effective | Neither important no unimportant | ur Unimpo | rtant ution: Not | unimporta I do I at know | on't ow/ |
| Very importa | ant Im | nportant neffectivenes Neither effective nor | Neither important no unimportant | ut your instit | rtant ution: Not offered my | unimporta | on't ow/ |
| Very importa | ant Im | nportant neffectivenes Neither effective nor | Neither important no unimportant | ur Unimpo | rtant ution: Not | unimporta | on't ow/ lot |

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

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| | 0% | | 25% | 50% | 75% | , o | 100 | 0% |
| nstit succ | tution, ple <u>ess</u> . Then | ease rate n rate <u>hov</u> | how import v effective of the approp | ng policies and ant or unimpo or ineffective e riate column. | rtant each v each has bed | would | be to | our o |
| | | | P | OLICY/PRACT | ICE: | | | |
| | 4. Writt | ten sumn | nary of peri | odic performa | nce reviews | for iu | nior fa | culty |
| | | | - | - | | | | - |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| 34a. | Importane | ce or unii | mportance (| of policy to yo | ur success: | ī | | |
| 34a. | Important | ce or unii | mportance (| of policy to yo | ur success: | : | | |
| 84a. | • | ce or unii | mportance | Neither | | : | | |
| | Very | | | Neither important no | r | | | Very |
| | • | | mportance o | Neither | r | | | Very nportant |
| | Very | | | Neither important no | r | | | |
| | Very | | | Neither important no | r | | | |
| | Very | | | Neither important no | r | | | |
| | Very important | t Im | portant | Neither important no | Unimpo | rtant | | |
| | Very important | t Im | portant | Neither important no unimportant | Unimpo | rtant | | mportant |
| | Very important | t Im | portant peffectivene Neither | Neither important no unimportant | Unimpo | rtant ution: | unir | nportant |
| 34b. | Very important | t Im | portant peffectivene Neither effective | Neither important no unimportant | Unimpo | rtant ution: Notice | unir ot ed at | I don't know/ |
| 34b. | Very important | t Im | portant peffectivene Neither | Neither important no unimportant | Unimpo t your institu | rtant ution: Notice m | unir ot ed at | I don't know/ |
| 34b. | Very important | t Im | portant neffectivene Neither effective nor | Neither important no unimportant | Unimpo | rtant ution: Notice m | unir ot ed at | I don't know/ |

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

| | | tices | nt of Survey Co | mnleted | | |
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| 09 | v. | 25% | 50% | 75% | 10 | 0% |
| nstitution, p <u>uccess</u> . Th | olease rate en rate <u>hov</u> | how importa v effective o | g policies an ant or unimper ineffective c iate column. | ortant each v each has bee | vould be to | <u>your</u> |
| | | РО | LICY/PRACT | TCE: | | |
| 5. | Profession | nal assistanc | e in obtainir | g externally | funded gran | <u>nts</u> |
| | | | | | | |
| | | | | | | |
| 4a. Importa | nce or unii | mportance o | f policy to yo | our success: | | |
| Very importa | | portant | Neither important no unimportan | | | Very nportant |
| 0 | | 0 | Ö | Ö | | 0 |
| 4b. Effective | reness or in | Neither effective nor ineffective | ss of policy a | t your institution Very ineffective | Not offered at my institution | I don't know/ Not applicable |
| | 0 | | | | | |
| ☐ Decline | to answer | | | | | |

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

| Policies ar | nd Prac | tices | | | | |
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| 09 | % | 25% | 50% | 75% | . 10 | 0% |
| institution, p <u>success</u> . Th | olease rate en rate <u>hov</u> | how importa v effective o | g policies an ant or unimpo r ineffective o iate column. | ortant each v each has bee | vould be to | |
| | | PC | LICY/PRACT | TCE: | | |
| | 6. <u>Pro</u> | fessional as | sistance for | improving te | eaching | |
| | | | | | | |
| | | | | | | |
| 34a. Importa | nce or unii | mportance o | f policy to yo | our success: | | |
| Very importa | | portant | Neither important no unimportant | | rtant uni | Very mportant |
| 0 | | 0 | 0 | 0 | | 0 |
| | reness or in | Neither effective | ss of policy a | | Not offered at | l don't know/ |
| Very effective | Effective | nor ineffective | Ineffective | Very ineffective | my institution | Not applicable |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Decline | to answer | | Back Ne | ×f | | |

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

| Policies ar | nd Prac | tices | | | | |
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| 0% | 6 | 25% | 50% | 75% | 10 | 0% |
| Regardless of institution, possible success. The each item, p | lease rate en rate <u>hov</u> | how importa v effective o | nt or unimper ineffective | ortant each v each has bee | vould be to | |
| | | PO | LICY/PRACT | TCE: | | |
| | 7. Trave | l funds to pr | esent papers | s or conduct | research | |
| | | | | | | |
| | | | | | | |
| 34a. Importa | nce or unii | nportance o | f policy to yo | our success: | | |
| Very importa | int Im | portant | Neither important no unimportant | | rtant unii | Very nportant |
| 0 | | 0 | 0 | 0 | | 0 |
| 34b. <i>Effectiv</i> Very | eness or ir | neffectivenes Neither effective nor | ss of policy a | t your institu Very | ution: Not offered at my | I don't know/ Not |
| effective | Effective | ineffective | Ineffective | ineffective | institution | applicable |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Decline | to answer | | Back Ne | ×t | | |

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

| Policies ar | nd Prac | tices | | | | |
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| | | Perce | nt of Survey Co | mpleted | | |
| 09 | % | 25% | 50% | 75% | . 10 | 0% |
| institution, p <u>success</u> . Th | olease rate en rate <u>hov</u> | how importa v effective o | g policies an ant or unimper ineffective di iate column. | ortant each v each has bee | vould be to | |
| | | PC | LICY/PRACT | TCE: | | |
| ; | 8. <u>Paid or u</u> | npaid <i>r</i> esea | rch leave du | ing the pre-t | tenure perio | <u>d</u> |
| | | | | | | |
| 34a. Importa | ance or unii | mportance o | f policy to yo | our success: | | |
| Very importa | | portant | Neither important no unimportan | | rtant unii | Very nportant |
| 0 | | 0 | 0 | 0 | | 0 |
| 34b. Effective | reness or in | Neither effective nor ineffective | ss of policy a | t your institu Very ineffective | ution: Not offered at my institution | l don't know/ Not applicable |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| Decline | to answer | | Back Ne | ×t | | |

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

| olicies ar | nd Prac | tices | | | | |
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| | | Perce | nt of Survey Co | mpleted | | |
| 09 | % | 25% | 50% | 75% | 5 10 | 00% |
| | lease rate en rate <u>hov</u> | how importa v effective o | ant or unimpe | ortant each v each has bee | vould be to | |
| | | PC | LICY/PRACT | TICE: | | |
| , | 9. <u>Paid or u</u> | npaid <i>perso</i> | <i>nal</i> leave du | ring the pre- | tenure perio | o <u>d</u> |
| | | | | | | |
| | | | | | | |
| 34a. Importa | nce or unii | mnortance o | f nolicy to ye | nir success: | | |
| 54a. IIIIporta | ince or unii | nportance o | i policy to ye | our success. | | |
| | | | Neither | | | |
| Very | | | important no | | | Very |
| importa | int Im | portant | unimportan | t Unimpo | rtant uni | mportant |
| | | 0 | 0 | | | 0 |
| | | | | | | |
| 34b. Effectiv | eness or ir | neffectivene | ss of nolicy a | nt vour institu | ution: | |
| O-B. Encour | chess of h | iciicoti verie. | os or pority t | it your moun | ation. | |
| | | Neither | | | Not | I don't |
| ., | | effective | | ., | offered at | know/ |
| Very effective | Effective | nor ineffective | Ineffective | Very ineffective | my institution | Not applicable |
| CITCOLIVE | LIICOLIVC | | IIICIICOLIVC | III CIICCLIVC | | applicable |
| | | | . • | | | |
| | | | | | | |
| | | | | | | |
| Decline | to answer | | | | | |
| | | | | | | |
| | | | | | | |
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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

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IV.

| | | Perce | ent of Survey Cor | mpleted | | | |
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| 0 | % | 25% | 50% | 75% | , 0 | 100 |)% |
| nstitution, p <u>uccess</u> . Th | olease rate en rate <u>hov</u> | <u>how importa v effective o</u> | g policies and ant or unimpo r ineffective e riate column. | rtant each v | would k | e to y | <u>our</u> |
| | | PC | LICY/PRACT | ICE: | | | |
| 10. | An upper lir | mit on comm | nittee assignn | nents for ter | nure-tra | ack fa | cultv |
| | • • | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| 34a. <i>Importa</i> | ance or uni | mportance o | of policy to yo | ur success: | : | | |
| 34a. Importa | ance or uni | mportance o | | ur success: | : | | |
| | | | Neither | | | , | Vorv |
| Very | , | | Neither important no | r | | | Very nportant |
| | , | | Neither | r | | | Very nportant |
| Very | , | | Neither important no | r | | | |
| Very | , | | Neither important no | r | | | |
| Very importa | ant Im | nportant | Neither important no unimportant | r Unimpo | rtant | | |
| Very importa | ant Im | nportant | Neither important no | r Unimpo | rtant | | |
| Very importa | ant Im | nportant | Neither important no unimportant | r Unimpo | rtant | unin | |
| Very importa | ant Im | nportant neffectivenes Neither effective | Neither important no unimportant | t your instit | rtant ution: No | unin ot ed at | I don't know/ |
| Very importa | ant Im | nportant neffectivenes Neither effective nor | Neither important unimportant | t your institu | rtant ution: No | unin ot ed at | I don't know/ |
| Very importa | ant Im | nportant neffectivenes Neither effective nor | Neither important unimportant | t your instit | rtant ution: No | unin ot ed at | I don't know/ |

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Questions? Read our FAQ.

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| stitution, p uccess. The | lease rate en rate <u>hov</u> | how importa v effective o | ant or unimpo | ortant each v | vould be | apply to your <u>to your</u> <u>r institution</u> . Fo |
| | | PC | LICY/PRACT | ICE: | | |
| | 1 | 1. <u>An upper</u> | limit on teach | ing obligation | <u>ons</u> | |
| | | | | | | |
| la. <i>Import</i> a | nce or uni | mportance o | of policy to yo | ur success: | | |
| . | | | | | 1 | |
| Very | | | Neither important no | | | Very |
| importa | int Im | portant | unimportant | Unimpo | rtant | unimportant |
| | ı | ı | | ı | ı | |
| lb. <i>Effectiv</i> | eness or in | neffectivene | ss of policy a | t your institu | ution: | |
| Very effective | Effective | Neither effective nor ineffective | Ineffective | Very ineffective | Not offered my instituti | Not |
| | 0 | 0 | 0 | 0 | 0 | 0 |
| 0 | | | | | | |
| 0 | | | | | | |
| □ Decline | to answer | | | | | |

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| 00 | v | | - | | 40 | 00/ |
| 09 | /0 | 25% | 50% | 75% | 10 | 0% |
| nstitution, p uccess. Th | olease rate en rate <u>hov</u> | how importa v effective o | g policies an ant or unimpo r ineffective o iate column. | ortant each v each has bee | vould be to | <u>your</u> |
| | | PC | LICY/PRACT | TCE: | | |
| | 12. <u>Peer</u> | reviews of | teaching or r | esearch/crea | ative work | |
| | | | | | | |
| | | | | | | |
| 4a. <i>Importa</i> | ince or unii | mportance o | f policy to yo | our success: | | |
| Very | | | Neither | _ | | Voru |
| importa | | portant | important no unimportant | | rtant uni | Very mportant |
| 0 | | 0 | | | | |
| | | | | | | |
| 4b. <i>Effecti</i> v | eness or in | neffectivenes | ss of policy a | t your institu | ution: | |
| I | | Neither | | | Not | I don't |
| | | effective | | | offered at | know/ |
| Very effective | Effective | nor ineffective | Ineffective | Very ineffective | my institution | Not applicable |
| 0 | 0 | 0 | 0 | 0 | 0 | |
| 1 | ı | | | | | |
| | | | | | | |
| | | | | | | |
| Doclino | to answer | | | | | |
| Decline | to answer | | | | | |

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Questions? Read our FAQ.

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| Policies ar | nd Prac | tices | | | | | | |
|--|-----------------------------------|------------------------------|---------------------------------------|-------------------------------|-------------|------------------|--|--|
| | | Perce | nt of Survey Co | mpleted | | | | |
| 0% | % | 25% | 50% | 75% | , 10 | 00% | | |
| Regardless of institution, particless. The each item, p | olease rate en rate <u>hov</u> | how importa v effective o | nt or unimper ineffective | ortant each v each has bee | vould be to | | | |
| | | PO | LICY/PRACT | ICE: | | | | |
| | | | 13. <u>Childcar</u> | <u>e</u> | | | | |
| | | | | | | | | |
| 34a. Importa | nce or unii | mportance o | f policy to yo | our success: | | | | |
| Very importa | | portant | Neither important no unimportan | | rtant uni | Very mportant | | |
| | | 0 | 0 | 0 | | 0 | | |
| 34b. Effectiveness or ineffectiveness of policy at your institution: Neither Not I don't offered at know/ nor Very my Not Not | | | | | | | | |
| effective | Effective | ineffective | Ineffective | ineffective | institution | applicable | | |
| | 0 | | | 0 | | | | |
| Decline | to answer | | Back Ne | ×t | | | | |

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IV. F

| licies ar | nd Pract | tices | | | | | | |
|---|--|------------------------------|--|-------------------------------|---------|------------------|-----|--|
| | | Perce | ent of Survey Co | mpleted | | | | |
| 0% | % | 25% | 50% | 75% | D | 100% | | |
| institution, p <u>success</u> . Th | olease rate <u>.</u> en rate <u>hov</u> | how importa v effective o | g policies an ant or unimper ineffective or riate column. | ortant each v each has bee | vould b | e to your | - | |
| | | PC | DLICY/PRACT | TICE: | | | | |
| | | 14. <u>Financia</u> | al assistance | with housin | g | | | |
| | | | | | | | | |
| 34a. Importa | nce or unii | mportance o | of policy to yo | our success: | | | | |
| Very importa | ınt Im | portant | Neither important no unimportan | | rtant | Very unimport | ant | |
| 0 | | 0 | 0 | 0 | | 0 | | |
| 34b. Effectiveness or ineffectiveness of policy at your institution: Neither Not I don't | | | | | | | | |
| 0 | 0 | 0 | 0 | 0 | C |) | 0 | |
| Decline | to answer | | Back Ne | Y F | | | | |

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| | | Perce | nt of Survey Co | mpleted | | | | |
|---|----------------------------------|------------------------------|---|---------------|-------------------|------------------|--|--|
| 0% |) | 25% | 50% | 75% | , 10 | 0% | | |
| nstitution, pl <u>uccess</u> . The | lease rate en rate <u>hov</u> | how importa v effective o | g policies an ant or unimpor ineffective or iate column. | ortant each v | vould be to | <u>your</u> | | |
| | | РО | LICY/PRACT | ICE: | | | | |
| | 15. <u>Sto</u> p | -the-clock fo | or parental o | other famil | y reasons | | | |
| | | | | | | | | |
| | _ | | | | | | | |
| ła. <i>Importai</i> | nce or unii | nportance o | f policy to yo | our success: | | | | |
| Very importa | nt Im | portant | Neither important no unimportant | | rtant uni | Very mportant | | |
| 0 | | 0 | 0 | 0 | | 0 | | |
| 34b. Effectiveness or ineffectiveness of policy at your institution: Neither | | | | | | | | |
| effective | Effective | ineffective | Ineffective | ineffective | my institution | applicable | | |
| | 0 | 0 | 0 | 0 | | | | |
| Decline to | o answer | | | | | | | |

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Questions? Read our FAQ.

IV.

| olicies ar | nd Prac | tices | | | | | | | |
|--|-------------|--|--|------------------|--|---------------------------------------|--|--|--|
| | | Perce | nt of Survey Co | mpleted | | | | | |
| 09 | 6 | 25% | 50% | 75% | , 10 | 0% | | | |
| Regardless of whether the following policies and practices currently apply to your institution, please rate <i>how important or unimportant each would be to your success</i> . Then rate <i>how effective or ineffective each has been at your institution</i> . For each item, please mark the appropriate column. | | | | | | | | | |
| | | PO | LICY/PRACT | TICE: | | | | | |
| | | 16. <u>Spous</u> | al/partner hir | ing program | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| 34a. Importa | nce or unii | nportance o | f policy to yo | our success: | | | | | |
| Very importa | nt Im | portant | Neither important no unimportant | | rtant unii | Very mportant | | | |
| 0 | | 0 | 0 | 0 | | 0 | | | |
| 34b. Effectiv | eness or ir | neffectivenes | ss of policy a | nt your institu | ution: | | | | |
| Very effective | Effective | Neither effective nor ineffective | Ineffective | Very ineffective | Not offered at my institution | I don't know/ Not applicable | | | |
| | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Decline | to answer | | Back Ne | | | | | | |

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

IV. Policies and Practices

| | Percent of Survey Completed | | | | |
|----|-----------------------------|-----|-----|------|--|
| 0% | 25% | 50% | 75% | 100% | |

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

| | Not applicable/ I don't know | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Decline to answer |
|--|---------------------------------------|----------------|----------------|-------------------------------------|-------------------|-------------------|-------------------------|
| 35a. My institution does what it can to make having children and the tenure-track compatible. | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35b. My institution does what it can to make raising children and the tenure-track compatible. | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible. | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35d. My departmental colleagues do what they can to make raising children and the tenure- | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| track compatible. | | | | | | | |
|--|---|---|---|---|---|---|---|
| 35e. My colleagues are respectful of my efforts to balance work and home responsibilities. | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

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 | | | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |

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 |
|---------------------------------------|-------------------|-----------|---|--------------|----------------------|-------------------------|
| 0 | | | 0 | 0 | 0 | |

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our FAQ.

V. Climate, Culture and Collegiality

| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 38b. The interest senior faculty take in your professional development | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 38c. Your opportunities to collaborate with senior faculty | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 39a. The amount of professional interaction you have with senior colleagues in your department | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 39b. The amount of | | | | | | | |

| personal interaction you have with senior colleagues in your department | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---|---|---|---|---|---|---|
| 39c. The amount of professional interaction you have with junior colleagues in your department | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 39d. The amount of personal interaction you have with junior colleagues in your department | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 40. How well you "fit" (e.g., your sense of belonging, your comfort level) in your department | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 41. The intellectual vitality of the senior colleagues in your department | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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| imate, C | ulture a | nd Col | legiality | | | | | | | |
|--|--|----------------|-------------------|-------------------------------------|----------------------|-----------|-------------------------|--|--|--|
| | | Per | rcent of Survey | y Completed | | | | | | |
| | 0% | 25% | 50% | | 75% | 100% | | | | |
| Please indi statement: | cate your le | vel of agre | ement or di | isagreeme | ent with the | following | | | | |
| | Not applicable/ I don't know | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly | Decline to answer | | | |
| 42. On the whole, my institution is collegial. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| statements | 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 agree Somewhat agree Somewhat disagree Somewhat disagree Somewhat disagree Somewhat agree Somewhat disagree Somewhat dis | | | | | | | | | |
| a. gender | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| b. race/ethnicity | y | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| c. sexual orientation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |

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| | 0% | 25% | 50% | 75% | 100% |
|--|--|--|---|---|---|
| | e ask you to matution as a plac | ake some overal e to work. | l assessments a | about your de | partment and |
| 44a. Pleas institution | | o (and only two) | <u>best aspects</u> al | bout working | at your |
| Suppocollea Quali Quali Quali Suppoce.g., Suppoce.g., Assis Childe Availa | ty of graduate sity of undergraduity of facilities ort for research/leave) ort for teaching ort for profession tance for grant pare policies/prability/quality of sal/partner hiringensation | borate with tudents uate students creative work nal development proposals actices childcare facilities | My sense Protection Commute Cost of livi Research/ for tenure Teaching I Tenure red Tenure pro Manageab Academic Other (Ple specify): | creative work oad quirements in quirements in quirements in quirements in quirements clarity occess clarity ole or no press freedom ase | assignments requirements general ure to perform |
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| | 0% | 25% | 50% | 75% | 100% |
|--|--|---|--|---|--|
| 44b. Plea institutio | | vo (and only two) | worst as | <u>pects</u> about worl | king at your |
| Supposed Sup | c (e.g., leave) c of support for to c of support for p elopment c of assistance fo dcare policies/pr eof) lability/quality of usal/partner hirin | aborate with students uate students esearch/creative eaching rofessional or grant proposals actices (or lack childcare facilities og program (or lack | My Too ass Coo Coo Res for Tea Ter Ter Qual Oth Specific The Coop C | sence of others like lack of "fit" here. o much service / to ignments mute st of living search/creative wo tenure aching load nure requirements nure criteria clarity nure process clarity relenting pressure ademic freedom her (Please ecify): ere are no negative cline to answer | ork requirements in general y to perform |
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| | Percent of Survey Completed | | | | | | | | | |
|----|-----------------------------|-----|-----|------|--|--|--|--|--|--|
| 0% | 25% | 50% | 75% | 100% | | | | | | |

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

| Not applicable/ I don't know | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied | Decline to answer |
|---------------------------------------|-------------------|-----------|------------------------------------|--------------|----------------------|-------------------------|
| 0 | | | | | | |

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 |
|---------------------------------------|-------------------|-----------|---|--------------|----------------------|-------------------------|
| 0 | 0 | | 0 | 0 | 0 | |

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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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| Percent of Survey Completed | | | | | | | | |
|-----------------------------|-----|-----|-----|------|--|--|--|--|
| 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 |
|---------------------------------------|----------------|----------------|-------------------------------------|-------------------|-------------------|-------------------------|
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| | 0% | 25% | 50% | 75% | 100% | | |
|---|----------------|-----|-----|-----|------|--|--|
| 47. Assuming you achieve tenure, how long do you plan to remain at you institution? | | | | | | | |
| For the rest of my careerFor the forseeable future | | | | | | | |
| No more than 5 years after earning tenure. (Why?) | | | | | | | |
| I haven't thought that far ahead | | | | | | | |
| | Not applicable | | | | | | |
| | ecline to answ | er | | | | | |

Percent of Survey Completed

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 |
|---------------------------------------|----------------|----------------|-------------------------------------|-------------------|-------------------|-------------------------|
| | | | | | | |

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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

Percent of Survey Completed

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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 answ | er | | | | | | |
| 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 answ | er | | | | | | |
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Questions? Read our FAQ.

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.





 $\hbox{@\,}2007$, The President and Fellows of Harvard College

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Questions? Read our FAQ.

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 | surve | γ |
|---------------------------|-----------|-----|-----------|----|-----|-------|---|
| | | | | | | | |

Submit, complete the survey

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Questions? Read our FAQ.

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.