2019-20 HERI Faculty Survey Core National Instrument

NOTE: The 2019-2020 HERI Faculty Survey is a web-based survey and therefore this document does not reflect the web-based formatting.

Complete the following if directed.
Group Code: [RF] [GTA]
A
B

1. In what year did you receive your first academic appointment?
   (Dropdown responses: Years)

2. In what year were you first appointed at this institution?
   (Dropdown responses: Years)

3. What is your present academic rank?
   Professor
   Associate Professor
   Assistant Professor
   Lecturer
   Instructor
   Graduate Student/Teaching Assistant

   Graduate Students/Teaching Assistants see questions noted [GTA]

4. What is your tenure status at this institution?
   Tenured
   On tenure track, but not tenured
   Not on tenure track, but institution has tenure system
   Institution has no tenure system

   IF TENURED, NESTED ITEM
   4a. In what year did you receive tenure at this institution?
   (Dropdown responses: Years)

COMMUNITY COLLEGE
These questions will only be included for community colleges, and will replace questions 3 and 4 when the survey is used by community colleges.

3. What is your current status at this institution?
   Tenured
   Probationary, Tenure Track
   Renewable Contract Instructor (e.g., Adjunct)
3a. In what year did you receive tenure at this institution?  
(Dropdown responses: Years)

4. What is your academic rank at this institution?  
   Instructor  
   Assistant Professor  
   Associate Professor  
   Professor

5. Are you retired from this institution?  
   Yes   No  
   Retired faculty see questions noted [RF]

6. Are you considered a full-time employee of your institution for at least nine months of the current academic year?  
   Yes   No

**PART-TIME FACULTY**

These questions will only be included for part-time faculty.

6a. If given the choice, I would prefer to work full-time at this institution.  
   Yes   No

6b. Have you ever sought a full-time teaching position at this or another institution?  
   Yes   No

   **IF YES, NESTED ITEM**  
   6bi. How long ago did you pursue a full-time position?  
       Currently seeking a position  
       Within the last year  
       1 to 2 years ago  
       3 to 5 years ago  
       More than 5 years ago

6c. Is your full-time professional career outside academia?  
   Yes   No

6d. In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:  
   (Responses: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)  
   My part-time position is an important source of income for me  
   Compensation is not a major consideration in my decision to teach part-time  
   Part-time teaching is a stepping-stone to a full-time position  
   My part-time position provides benefits (e.g., health insurance, retirement) that I need  
   Teaching part-time fits my current lifestyle  
   Full-time positions were not available  
   My expertise in my chosen profession is relevant to the course(s) I teach
6e. Mark all institutional resources available to you in your last term as part-time faculty. (Mark all that apply) [GTA]
   Use of private office
   Shared office space
   A personal computer
   An email account
   A phone/voicemail
   Professional development funds
   Printer access (i.e., free printing)
   Parking privileges

6f. Please indicate your agreement with the following statements:
(Responses: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)
Part-time instructors at this institution:
   Are given specific training before teaching
   Rarely get hired into full-time positions
   Receive respect from students
   Are primarily responsible for introductory classes
   Have no guarantee of employment security
   Have access to support services (e.g., administrative assistance)
   Are compensated for advising/counseling students
   Are required to attend meetings
   Have good working relationships with the administration
   Are respected by full-time faculty
   Are paid fairly
   Have input in course designs
   Are included in faculty governance

6g. Aside from this institution, at how many other institutions do you teach? [GTA]
(Dropdown responses: 0, 1, 2, 3, 4, 5 or more)

6h. For the current term, how far in advance of the beginning of the term did you receive your course assignments? [GTA]
   Less than 1 week
   1-2 weeks
   3-4 weeks
   1-3 months
   More than 3 months

---

7. Do you identify as transgender? (Mark one) [RF] [GTA]
   Yes
   No

8. What is your current gender identity?
   Man/Trans man
   Woman/Trans woman
   Genderqueer/Gender non-conforming
   Not listed above [free response]
9. What is your principal activity in your current position at this institution? (Mark one)
   Administration
   Teaching
   Research
   Services to clients and patients
   Other

10. Personally, how important to you is:
    (Responses: Essential, Very Important, Somewhat Important, Not Important)
    Research
    Teaching
    Service

11. How many courses are you teaching this term (include all institutions at which you teach)? [GTA][RF]
    (Dropdown responses: 0, 1, 2, 3, 4, 5, 6, or more)

   If response to question 11 is greater than or equal to one, the respondent sees 11a and 11b
   11a. How many of the courses that you are teaching this term are? [GTA][RF]
       (Dropdown responses: 0, 1-2, 3-4, 5+)
       General education courses
       Courses required for an undergraduate major
       Other undergraduate credit courses
       Developmental/remedial courses (not for credit)
       Graduate courses

   11b. How many of these courses that you are teaching this term are being taught at another institution:
       [GTA][RF]
       (Dropdown responses: 0, 1-2, 3-4, 5+)

   If response to question 11 is zero or missing, the respondent sees 11c
   11c. What types of courses do you primarily teach? (Mark one) [GTA][RF]
       Undergraduate credit courses
       Graduate courses
       Developmental/remedial courses
       I do not teach

12. In the past year, have you worked with or taught undergraduate students at this institution? [RF]
    Yes  No

13. In the past year, have you worked with or taught graduate students at this institution? [RF]
    Yes  No

GRADUATE FACULTY
These questions will only be included for respondents indicating they have worked with or taught graduate students in Question 13.

13a. In the past year, to what extent have you: [RF]
    (Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
    Met with graduate students to discuss their research interests
    Mentored graduate students
    Helped graduate students access professional networks
    Presented with graduate students at conferences
    Published with graduate students
    Included graduate students in research grant writing
13b. In the past year: [RF]
(Dropdown response options: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 or more)
How many master’s thesis committees have you served on or are currently serving?
How many dissertation committees have you served on or are currently serving?

IF master’s thesis committees >0 NESTED ITEM
14b1i. In the past year, how many of these master’s thesis committees have you chaired or are currently
chairing? [RF]
(Dropdown response options: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 or more)

IF dissertation committees >0 NESTED ITEM
14b1ii. In the past year, how many of these dissertation committees have you chaired or are currently
chairing? [RF]
(Dropdown response options: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 or more)

13c. In the past year, how many letters of recommendation have you written for graduate students? [RF]
(Dropdown response options: 0, 1-5, 6-10, 11-15, 16-20, 21-25, 26-30, 31 or more)

13d. Rate your agreement with the following statements:
(Responses: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)
Graduate students in this program must compete for research opportunities
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching
skills
This graduate program enrolls too few international students
Graduate students work well together in this program
I have encountered instances of academic dishonesty among graduate students
Graduate students in this program are trained to conduct research responsibly and ethically
Graduate students in this program receive adequate instruction on becoming good teachers
Faculty in my department are good mentors for graduate students
Most graduate students in this program move on to faculty positions
Most graduate students in this program move into positions outside of academia

14. During the past three years, have you: (Mark one for each item) [RF]
(Responses: Yes, No)
Advised student groups involved in service/volunteer work
Collaborated with the local community on research/teaching to address their needs
Conducted research or writing focused on:
- International/global issues
- Racial or ethnic minorities
- Women or gender issues
- Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues
- Biomedical science fields
- Engaged in academic research that spans multiple disciplines
- Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)
- Written research grants
Received funding for your work from:
- Foundations
- State or federal government
- Business or industry
15. During the past three years, have you: (Mark one for each item) [RF][GTA]

(Responses: Yes, No)
Taught an honors course
Taught an interdisciplinary course
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)
Taught a service learning course
Taught a course exclusively online
Participated in organized activities around enhancing pedagogy or student learning
Taught a seminar for first-year students
Participated in the development of curriculum (enhancing an existing course or creating a new course)

16. In the past year, to what extent have you:

(Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
Presented with undergraduate students at conferences
Published with undergraduates
Engaged undergraduates on your research project(s)
Worked with undergraduates on their research project(s)

17. How would you rate the overall experience of working with undergraduates on research projects?
Excellent
Good
Fair
Poor
I have not worked with undergraduates on research projects

18. How many undergraduates do you currently advise?
Dropdown responses:
0  6  21-30
1  7  31-40
2  8  41-50
3  9  51-60
4 10  61 or more
5 11-20

If advise undergraduates =0, skip to Q20

19. During the past year, how often have you done each of the following with your undergraduate advisees?

(Responses: Frequently, Occasionally, Not at All)
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)
Helped them plan their course of study
Discussed their academic performance
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)
Discussed career and post-graduation goals
20. During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?
(Responses for each item in each column: Yes, No, Not Eligible, Not Available)

**Funded workshops focused on:**
- Teaching
- Research skills development
- Grant writing
- Paid sabbatical leave
- Travel funds paid by the institution
- Internal grants for research
- Training for administrative leadership
- Training for promoting inclusion and facilitating difficult conversations
- Incentives to develop new courses
- Incentives to integrate technology into your classroom
- Resources to integrate culturally-competent practices into your classroom

21. How many of the following have you published? [RF][GTA]
(Responses: None, 1-2, 3-4, 5-10, 11-20, 21-50, 51+)
- Articles in academic or professional journals
- Chapters in edited volumes
- Books, manuals, monographs, or research reports
- Other, such as patents or computer software products

22. In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?
[RF] [GTA]
(Responses: None, 1-2, 3-4, 5-10, 11-20, 21+)

**IF >0 NESTED ITEM**
23a. How many of these exhibitions, recordings, or performances were: [RF] [GTA]
(Responses: None, 1-2, 3-4, 5-10, 11-20, 21+)
- Solo/Individual
- Collaborative

23. In the past three years, how many of your professional writings have been published or accepted for publication?
[RF] [GTA]
(Dropdown responses: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21+)

**IF >0 NESTED ITEM**
23a. How many of these professional writings were: [RF] [GTA]
(Dropdown responses: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21+)
- Solo-authored
- Co-authored
24. During the present term, how many hours per week on average do you spend on each of the following? 
(Responses: None, 1-4, 5-8, 9-12, 13-16, 17-20, 21+)

Scheduled teaching (give actual, not credit hours)
Preparing for teaching (including reading student papers and grading)
Advising or counseling students
Committee work and meetings
Research and scholarly writing
Other creative products/performances
Community or public service
Outside consulting/freelance work
Household/childcare duties
Serving as a caregiver for another adult
Other employment outside of academia
Personal time (e.g., exercise, hobbies, relaxing)

25. In your interactions with undergraduates, how often in the past year did you encourage them to: (Mark one for each item) [GTA]
(Responses: Frequently, Occasionally, Not at All)

Ask questions in class
Support their opinions with a logical argument
Seek solutions to problems and explain them to others
Analyze multiple sources of information before coming to a conclusion
Evaluate the quality or reliability of information they receive
Take risks for potential gains
Seek alternative solutions to a problem
Look up scientific research articles and resources
Explore topics on their own, even though it was not required for a class
Accept mistakes as part of the learning process
Recognize biases that affect their thinking

26. How frequently in the courses you taught in the past year have you given at least one assignment that required students to: [GTA]
(Responses: Frequently, Occasionally, Not at All)

Write in the specific style or format of your discipline
Describe how different perspectives would affect the interpretation of a question or issue in your discipline
Discuss the ethical or moral implications of a course of action
Apply mathematical concepts and computational thinking

27. In how many of the courses that you teach do you use each of the following? [GTA]
(Responses: All, Most, Some, None)

Class discussions
Cooperative learning (small groups)
Experiential learning/Field studies
Performances/Demonstrations
Group projects
Extensive lecturing
Multiple drafts of written work
Reflective writing/Journaling
Community service as part of coursework
Electronic quizzes with immediate feedback in class
Real-life problems
Student inquiry to drive learning
28. In how many of the courses that you teach do you use each of the following? [GTA]

(Responses: All, Most, Some, None)
- Readings on racial and ethnic issues
- Readings on women or gender issues
- Supplemental instruction outside of class and office hours
- Student presentations
- Student evaluations of each others’ work
- Grading on a curve
- Rubric-based assessment
- Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)

29. How frequently do you incorporate the following forms of technology into your courses? [GTA]

(Responses: Frequently, Occasionally, Not at All)
- Videos or podcasts
- Simulations/animations
- Online homework or virtual labs
- Online discussion boards
- Audience response systems to gauge students' understanding (e.g., clickers)

30. Please indicate the extent to which you agree it is your role to:

(Responses: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)
- Encourage students to become agents of social change
- Prepare students for employment after college
- Prepare students for graduate or advanced education
- Develop students’ moral character
- Provide for students’ emotional development
- Help students develop personal values
- Enhance students’ knowledge of and appreciation for other racial/ethnic groups
- Promote students’ ability to write effectively
- Encourage respect for different beliefs

31. Please indicate your agreement with each of the following statements:

(Responses: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)
- The chief benefit of a college education is that it increases one’s earning power
- A racially/ethnically diverse student body enhances the educational experience of all students
- Colleges have a responsibility to work with their surrounding communities to address local issues
- Private funding sources often prevent researchers from being completely objective in the conduct of their work
- I try to dispel perceptions of competition in my classroom
- Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource
- I feel I have the skills to facilitate conversations about diversity issues in the classroom
- I achieve a healthy balance between my personal life and my professional life
- I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar
32. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following: (Mark one for each item) [RF]
   (Responses: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)
   This institution has effective hiring practices and policies that increase faculty diversity
   Student Affairs staff have the support and respect of faculty
   There is a lot of campus racial conflict here
   My research is valued by faculty in my department
   My teaching is valued by faculty in my department
   My service is valued by faculty in my department
   Faculty are sufficiently involved in campus decision-making
   The faculty are typically at odds with campus administration
   Faculty here respect each other
   Administrators consider faculty concerns when making policy
   This institution takes responsibility for educating underprepared students
   The criteria for advancement and promotion decisions are clear
   Most of the students I teach lack the basic skills for college level work
   There is adequate support for faculty development
   Faculty are not prepared to deal with conflict over diversity issues in the classroom
   This institution takes mentoring into consideration in the promotion process
   Faculty of color are treated fairly here
   Women faculty are treated fairly here
   LGBTQ+ faculty are treated fairly here

33. Indicate how important you believe each priority listed below is at your college or university: [RF]
   (Responses: Highest Priority, High Priority, Medium Priority, Low Priority)
   Increase or maintain institutional affordability
   Develop a sense of community among students and faculty
   Facilitate student involvement in community service
   Help students learn how to bring about change in society
   Increase or maintain institutional prestige
   Hire faculty “stars”
   Recruit more traditionally underrepresented students
   Increase the selectivity of the student body through more competitive admissions criteria
   Promote gender diversity in the faculty and administration
   Promote racial and ethnic diversity in the faculty and administration
   Provide resources for faculty to engage in community-based teaching or research
   Create and sustain partnerships with surrounding communities
   Pursue extramural funding
   Strengthen links with the for-profit, corporate sector
   Develop leadership ability among students
   Develop an appreciation for multiculturalism
   Prepare students for the workplace
34. Please indicate the extent to which you:

(Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
Feel that the training you received in graduate school prepared you well for your role as a faculty member
Experience close alignment between your work and your personal values
Mentor faculty
Mentor undergraduate students
Mentor graduate students
Been mentored by at least one professional in academia
Participated in training in preparation to be a mentor (e.g., workshops, programs)
Accessed the National Research Mentoring Network (NRMN) resource

IF Mentor faculty is > Not at All, NESTED ITEM
35a. How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?
(Responses: Excellent, Good, Fair, Poor)

IF Mentor undergraduate students is > Not at All, NESTED ITEM
35b. How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?
(Responses: Excellent, Good, Fair, Poor)

IF Mentor graduate students is > Not at All, NESTED ITEM
35c. How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?
(Responses: Excellent, Good, Fair, Poor)

35. How satisfied are you with the following aspects of your job? (Mark one for each item)
(Responses: Very Satisfied, Satisfied, Marginally Satisfied, Not Satisfied)
Salary
Health benefits
Retirement benefits
Opportunity for scholarly pursuits
Teaching load
Quality of students
Autonomy and independence
Departmental leadership
Departmental support for work/life balance
Institutional support for work/life balance
Prospects for career advancement
Relative equity of salary and job benefits
Flexibility in relation to family matters or emergencies
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)
Overall job
36. Please indicate the extent to which each of the following has been a source of stress for you during the past year:
(Mark one for each item)
(Responses: Extensive, Somewhat, Not at All, Not Applicable)
- Managing household responsibilities
- Child care
- My physical health
- My emotional well-being
- Review/promotion process
- Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
- Committee work
- Faculty meetings
- Students
- Research or publishing demands
- Institutional procedures and “red tape”
- Teaching load
- Lack of personal time
- Job security
- Self-imposed high expectations
- Increased work responsibilities
- Institutional budget cuts

37. Have you been sexually harassed at this institution? [GTA] [RF]
(Responses: Yes, No)

38. In the past year, have you:
(Responses: Yes, No)
- Considered leaving academe for another job
- Considered leaving this institution for another
- Engaged in public service/professional consulting without pay
- Received at least one firm job offer elsewhere

39. For each of the following items, please mark either Yes or No.
(Responses: Yes, No)
- Are you a member of a faculty union?
- Do you plan to retire within the next three years?
- Have you ever interrupted your professional career for more than one year for family reasons?
- Have you ever been formally recognized for outstanding teaching at this institution?

40. Citizenship status: (Mark one) [RF] [GTA]
- U.S. citizen
- Permanent resident (green card)
- Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O-1)
- None of the above

41. How would you characterize your political views? (Mark one) [RF] [GTA]
- Far Left
- Liberal
- Middle-of-the-Road
- Conservative
- Far Right
42. If given the choice, would you: [RF]  
*(Responses: Definitely Yes, Probably Yes, Not Sure, Probably No, Definitely No)*  
Still come to this institution?  
Still be a college professor?  

43. Please select your base institutional salary.  
*Dropdown responses:*  
- Less than $10,000  
- $10,000-19,999  
- $20,000-29,999  
- $30,000-39,999  
- $40,000-49,999  
- $50,000-59,999  
- $60,000-69,999  
- $70,000-79,999  
- $80,000-89,999  
- $90,000-99,999  
- $100,000-124,999  
- $125,000-149,999  
- $150,000-199,999  
- $200,000-249,999  
- $250,000-499,999  
- $500,000 or higher  

44. Your base institutional salary reported above is based on: (Mark one)  
- Less than 9 months  
- 9/10 months  
- 11/12 months  

**PART-TIME FACULTY**  
These questions will replace questions 43 and 44 for faculty who indicate they are part-time.  

43. Please select your total salary from teaching at this institution for this academic year.  
*Dropdown responses:*  
- Less than $5,000  
- $5,000-9,999  
- $10,000-14,999  
- $15,000-19,999  
- $20,000-24,999  
- $25,000-29,999  
- $30,000-34,999  
- $35,000-39,999  
- $40,000-44,999  
- $45,000-49,999  
- $50,000-59,999  
- $60,000-69,999  
- $70,000-79,999  
- $80,000-89,999  
- $90,000-99,999  
- $100,000 or more  

44. How much are you paid per course at this institution? [GTA]  
*Dropdown responses:*  
- Less than $500  
- $500-999  
- $1,000-1,499  
- $1,500-1,999  
- $2,000-2,499  
- $2,500-2,999  
- $3,000-3,499  
- $3,500-3,999  
- $4,000-4,499  
- $4,500-4,999  
- $5,000-5,499  
- $5,500-5,999  
- $6,000-6,499  
- $6,500-6,999  
- $7,000-7,499  
- $7,500-7,999  
- $8,000-8,499  
- $8,500-8,999  
- $9,000-9,499  
- $9,500-9,999  
- $10,000 or more  

45a. Please select the most appropriate general area for the following: [RF] [GTA]  
*(See Appendix A)*  
Major of highest degree held  
Department of current faculty appointment  

45b. Please select the most appropriate disciplinary field for the following: [RF] [GTA]  
*(See Appendix A)*  
Major of highest degree held  
Department of current faculty appointment  

Page 13 of 18
46. Please mark the highest degree you have earned: (Mark one) [RF] [GTA]
   Bachelor’s (B.A., B.S., etc.)
   Master’s (M.A., M.S.)
   Terminal Master’s (M.F.A., M.B.A.)
   J.D.
   M.D., D.D.S., D.V.M., etc. (Medical)
   Ph.D.
   Professional Doctorate (Ed.D., Psy.D., etc.)
   Other

47. Please mark the degree you are currently working on: (Mark one) [GTA]
   Bachelor’s (B.A., B.S., etc.)
   Master’s (M.A., M.S.)
   Terminal Master’s (M.F.A., M.B.A.)
   J.D.
   M.D., D.D.S., D.V.M., etc. (Medical)
   Ph.D.
   Professional Doctorate (Ed.D., Psy.D., etc.)
   Other
   None

48. Are you currently serving in an administrative position as: (Mark all that apply)
   Department chair
   Dean (including Associate or Assistant)
   Vice-President
   President
   Provost
   Other
   Not Applicable

49. Are you: (Mark all that apply) [RF] [GTA]
   American Indian or Alaska Native
   Asian
   East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)
   Filipina/o/x
   Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)
   South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)
   Other Asian
   Black
   African American/Black
   African
   Caribbean
   Other Black

   Native Hawaiian or Other Pacific Islander
   Hispanic/Latina/o/x
   Mexican American/Chicana/o/x
   Puerto Rican
   Central American
South American
Other Hispanic or Latina/o/x

Middle Eastern

White
European
Other White

Other
Other

50. Is English your primary language? [RF] [GTA]
   Yes    No

51. What is your sexual orientation? (Mark one) [RF] [GTA]
   Heterosexual/straight
   Gay
   Lesbian
   Bisexual
   Queer
   Pansexual
   Asexual
   Not listed above [free response]

52. How many children do you have in the following age ranges? [RF] [GTA]
   (Responses: 0, 1, 2, 3, 4+)
   Under 18 years old
   18 years or older

   IF “Under 18” is > 0, NESTED ITEM

52a. How satisfied are you with the availability of child care at this institution? [RF] [GTA]
   (Responses: Very Satisfied, Satisfied, Marginally Satisfied, Not Satisfied, Not Applicable)

53. Please select the four-digit year of your birth. [RF] [GTA]
   Dropdown responses:
   2001 or later  1987  1973  1959  1945  1931
   1999  1985  1971  1957  1943  1929
   1993  1979  1965  1951  1937  1923
   1989  1975  1961  1947  1933  1919 or earlier
54. Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information. [RF] [GTA]
   Yes  No

   *IF Yes, NESTED ITEM*

   54a. If “Yes,” please confirm your email address: _________________________________

55. to 84. Local Optional Questions (30 total)
   *(Responses: A, B, C, D, E)*

85. to 89. Local Optional Open Ended Questions (5 total)
### APPENDIX A

#### General Area

(Major / Department)

1 = Agriculture/natural resources/related  
2 = Architecture and related services  
3 = Area/ethnic/cultural/gender studies  
4 = Arts (visual and performing)  
5 = Biological and biomedical sciences  
6 = Business/management/marketing/related  
7 = Communication/journalism/comm. tech  
8 = Computer/info sciences/support tech  
9 = Construction trades  
10 = Education  
11 = Engineering technologies/technicians  
12 = English language and literature/letters  
13 = Family/consumer sciences, human sciences  
14 = Foreign languages/literature/linguistics  
15 = Health professions/clinical sciences  
16 = Legal professions and studies  
17 = Library science  
18 = Mathematics and statistics  
19 = Mechanical/repair technologies/techs  
20 = Multi/interdisciplinary studies  
21 = Parks/recreation/leisure/fitness studies  
22 = Precision production  
23 = Personal and culinary services  
24 = Philosophy, religion & theology  
25 = Physical sciences  
26 = Psychology  
27 = Public administration/social services  
28 = Science technologies/technicians  
29 = Security & protective services  
30 = Social sciences (except psych) and history  
31 = Transportation & materials moving  
32 = Other

#### Specific Discipline

(Major / Department)

<table>
<thead>
<tr>
<th>Code</th>
<th>Discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>0101</td>
<td>Agriculture and related sciences</td>
</tr>
<tr>
<td>0102</td>
<td>Natural resources and conservation</td>
</tr>
<tr>
<td>0103</td>
<td>Agriculture/natural resources/related, other</td>
</tr>
<tr>
<td>0201</td>
<td>Architecture and related services</td>
</tr>
<tr>
<td>0301</td>
<td>Area/ethnic/cultural/gender studies</td>
</tr>
<tr>
<td>0401</td>
<td>Art history, criticism, and conservation</td>
</tr>
<tr>
<td>0402</td>
<td>Design &amp; applied arts</td>
</tr>
<tr>
<td>0403</td>
<td>Drama/theatre arts and stagecraft</td>
</tr>
<tr>
<td>0404</td>
<td>Fine and studio art</td>
</tr>
<tr>
<td>0405</td>
<td>Music, general</td>
</tr>
<tr>
<td>0406</td>
<td>Music history, literature, and theory</td>
</tr>
<tr>
<td>0407</td>
<td>Commercial and advertising art</td>
</tr>
<tr>
<td>0408</td>
<td>Dance</td>
</tr>
<tr>
<td>0409</td>
<td>Film, video, and photographic arts</td>
</tr>
<tr>
<td>0410</td>
<td>Visual and performing arts, other</td>
</tr>
<tr>
<td>0501</td>
<td>Biochem/biophysics/molecular biology</td>
</tr>
<tr>
<td>0502</td>
<td>Botany/plant biology</td>
</tr>
<tr>
<td>0503</td>
<td>Genetics</td>
</tr>
<tr>
<td>0504</td>
<td>Microbiological sciences &amp; immunology</td>
</tr>
<tr>
<td>0505</td>
<td>Physiology, pathology &amp; related sciences</td>
</tr>
<tr>
<td>0506</td>
<td>Zoology/animal biology</td>
</tr>
<tr>
<td>0507</td>
<td>Biological &amp; biomedical sciences, other</td>
</tr>
<tr>
<td>0601</td>
<td>Accounting and related services</td>
</tr>
<tr>
<td>0602</td>
<td>Business admin/management/operations</td>
</tr>
<tr>
<td>0603</td>
<td>Business operations support/assistance</td>
</tr>
<tr>
<td>0604</td>
<td>Finance/financial management services</td>
</tr>
<tr>
<td>0605</td>
<td>Human resources management and svcs</td>
</tr>
<tr>
<td>0606</td>
<td>Marketing</td>
</tr>
<tr>
<td>0607</td>
<td>Management information systems/services</td>
</tr>
<tr>
<td>0608</td>
<td>Business/mgt/marketing/related, other</td>
</tr>
<tr>
<td>0701</td>
<td>Communication/journalism/related prgs</td>
</tr>
<tr>
<td>0702</td>
<td>Communication technologies/technicians and support svcs</td>
</tr>
<tr>
<td>0703</td>
<td>Communication/journalism/comm. tech, other</td>
</tr>
<tr>
<td>0801</td>
<td>Computer/info tech administration/mgmt</td>
</tr>
<tr>
<td>0802</td>
<td>Computer programming</td>
</tr>
<tr>
<td>0803</td>
<td>Computer science</td>
</tr>
<tr>
<td>0804</td>
<td>Computer software and media applications</td>
</tr>
<tr>
<td>0805</td>
<td>Computer systems analysis</td>
</tr>
<tr>
<td>0806</td>
<td>Computer systems networking/telecom</td>
</tr>
<tr>
<td>0807</td>
<td>Data entry/microcomputer applications</td>
</tr>
<tr>
<td>0808</td>
<td>Data processing</td>
</tr>
<tr>
<td>0809</td>
<td>Information science/studies</td>
</tr>
<tr>
<td>0810</td>
<td>Computer/info sci/support svcs, other</td>
</tr>
<tr>
<td>0901</td>
<td>Construction trades</td>
</tr>
<tr>
<td>1001</td>
<td>Curriculum and instruction</td>
</tr>
<tr>
<td>1002</td>
<td>Educational administration/supervision</td>
</tr>
<tr>
<td>1003</td>
<td>Educational/instructional media design</td>
</tr>
<tr>
<td>1004</td>
<td>Special education and teaching</td>
</tr>
<tr>
<td>1005</td>
<td>Student counseling/personnel services</td>
</tr>
<tr>
<td>1006</td>
<td>Early childhood education and teaching</td>
</tr>
<tr>
<td>1007</td>
<td>Elementary education and teaching</td>
</tr>
<tr>
<td>1008</td>
<td>Secondary education and teaching</td>
</tr>
<tr>
<td>1009</td>
<td>Adult and continuing education/teaching</td>
</tr>
<tr>
<td>1010</td>
<td>Teacher ed: specific levels, other</td>
</tr>
<tr>
<td>1011</td>
<td>Teacher ed: specific subject areas</td>
</tr>
<tr>
<td>Code</td>
<td>Field</td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>1012</td>
<td>Bilingual &amp; multicultural education</td>
</tr>
<tr>
<td>1013</td>
<td>Ed assessment</td>
</tr>
<tr>
<td>1014</td>
<td>Higher education</td>
</tr>
<tr>
<td>1015</td>
<td>Education, other</td>
</tr>
<tr>
<td>1101</td>
<td>Biomedical/medical engineering</td>
</tr>
<tr>
<td>1102</td>
<td>Chemical engineering</td>
</tr>
<tr>
<td>1103</td>
<td>Civil engineering</td>
</tr>
<tr>
<td>1104</td>
<td>Computer engineering</td>
</tr>
<tr>
<td>1105</td>
<td>Electrical/electronics/comms engineering</td>
</tr>
<tr>
<td>1106</td>
<td>Engineering technologies/technicians</td>
</tr>
<tr>
<td>1107</td>
<td>Environmental/environmental health eng</td>
</tr>
<tr>
<td>1108</td>
<td>Mechanical engineering</td>
</tr>
<tr>
<td>1109</td>
<td>Engineering, other</td>
</tr>
<tr>
<td>1201</td>
<td>English language and literature/letters</td>
</tr>
<tr>
<td>1301</td>
<td>Family/consumer sciences, human sciences</td>
</tr>
<tr>
<td>1401</td>
<td>Foreign languages/literature/linguistics</td>
</tr>
<tr>
<td>1501</td>
<td>Alternative/complementary medicine/sys</td>
</tr>
<tr>
<td>1502</td>
<td>Chiropractic</td>
</tr>
<tr>
<td>1503</td>
<td>Clinical/medical lab science/allied</td>
</tr>
<tr>
<td>1504</td>
<td>Dental support services/allied</td>
</tr>
<tr>
<td>1505</td>
<td>Dentistry</td>
</tr>
<tr>
<td>1506</td>
<td>Health &amp; medical administrative services</td>
</tr>
<tr>
<td>1507</td>
<td>Allied health and medical assisting services</td>
</tr>
<tr>
<td>1508</td>
<td>Allied health diagnostic, intervention, treatment professions</td>
</tr>
<tr>
<td>1509</td>
<td>Medicine, including psychiatry</td>
</tr>
<tr>
<td>1510</td>
<td>Mental/social health services and allied</td>
</tr>
<tr>
<td>1511</td>
<td>Nursing</td>
</tr>
<tr>
<td>1512</td>
<td>Optometry</td>
</tr>
<tr>
<td>1513</td>
<td>Osteopathic medicine/osteopathy</td>
</tr>
<tr>
<td>1514</td>
<td>Pharmacy/pharmaceutical sciences/admin</td>
</tr>
<tr>
<td>1515</td>
<td>Podiatric medicine/podiatry</td>
</tr>
<tr>
<td>1516</td>
<td>Public health</td>
</tr>
<tr>
<td>1517</td>
<td>Rehabilitation &amp; therapeutic professions</td>
</tr>
<tr>
<td>1518</td>
<td>Veterinary medicine</td>
</tr>
<tr>
<td>1519</td>
<td>Health/related clinical services, other</td>
</tr>
<tr>
<td>1601</td>
<td>Law</td>
</tr>
<tr>
<td>1602</td>
<td>Legal support services</td>
</tr>
<tr>
<td>1603</td>
<td>Legal professions and studies, other</td>
</tr>
<tr>
<td>1701</td>
<td>Library science</td>
</tr>
<tr>
<td>1801</td>
<td>Mathematics</td>
</tr>
<tr>
<td>1802</td>
<td>Statistics</td>
</tr>
<tr>
<td>1803</td>
<td>Mathematics and statistics, other</td>
</tr>
<tr>
<td>1901</td>
<td>Mechanical/repair technologies/techs</td>
</tr>
<tr>
<td>2001</td>
<td>Multi/interdisciplinary studies</td>
</tr>
<tr>
<td>2101</td>
<td>Parks, recreation and leisure studies</td>
</tr>
<tr>
<td>2102</td>
<td>Health and physical education/fitness</td>
</tr>
<tr>
<td>2103</td>
<td>Parks/recreation/leisure/fitness studies, other</td>
</tr>
<tr>
<td>2201</td>
<td>Precision production</td>
</tr>
<tr>
<td>2301</td>
<td>Culinary arts and related services</td>
</tr>
<tr>
<td>2302</td>
<td>Personal and culinary services</td>
</tr>
<tr>
<td>2303</td>
<td>Personal and culinary services, other</td>
</tr>
<tr>
<td>2401</td>
<td>Philosophy</td>
</tr>
<tr>
<td>2402</td>
<td>Religion/religious studies</td>
</tr>
<tr>
<td>2403</td>
<td>Theology and religious vocations</td>
</tr>
<tr>
<td>2404</td>
<td>Philosophy, religion &amp; theology, other</td>
</tr>
<tr>
<td>2501</td>
<td>Astronomy &amp; astrophysics</td>
</tr>
<tr>
<td>2502</td>
<td>Atmospheric sciences and meteorology</td>
</tr>
<tr>
<td>2503</td>
<td>Chemistry</td>
</tr>
<tr>
<td>2504</td>
<td>Geological &amp; earth sciences/geosciences</td>
</tr>
<tr>
<td>2505</td>
<td>Physics</td>
</tr>
<tr>
<td>2506</td>
<td>Physical sciences, other</td>
</tr>
<tr>
<td>2601</td>
<td>Behavioral psychology</td>
</tr>
<tr>
<td>2602</td>
<td>Clinical psychology</td>
</tr>
<tr>
<td>2603</td>
<td>Education/school psychology</td>
</tr>
<tr>
<td>2604</td>
<td>Psychology, other</td>
</tr>
<tr>
<td>2701</td>
<td>Public administration</td>
</tr>
<tr>
<td>2702</td>
<td>Social work</td>
</tr>
<tr>
<td>2703</td>
<td>Public administration &amp; social svcs other</td>
</tr>
<tr>
<td>2801</td>
<td>Science technologies/technicians</td>
</tr>
<tr>
<td>2901</td>
<td>Corrections</td>
</tr>
<tr>
<td>2902</td>
<td>Criminal justice</td>
</tr>
<tr>
<td>2903</td>
<td>Fire protection</td>
</tr>
<tr>
<td>2904</td>
<td>Police science</td>
</tr>
<tr>
<td>2905</td>
<td>Security and protective services, other</td>
</tr>
<tr>
<td>3001</td>
<td>Anthropology (except psychology)</td>
</tr>
<tr>
<td>3002</td>
<td>Archeology</td>
</tr>
<tr>
<td>3003</td>
<td>Criminology</td>
</tr>
<tr>
<td>3004</td>
<td>Demography &amp; population studies</td>
</tr>
<tr>
<td>3005</td>
<td>Economics</td>
</tr>
<tr>
<td>3006</td>
<td>Geography &amp; cartography</td>
</tr>
<tr>
<td>3007</td>
<td>History</td>
</tr>
<tr>
<td>3008</td>
<td>International relations &amp; affairs</td>
</tr>
<tr>
<td>3009</td>
<td>Political science and government</td>
</tr>
<tr>
<td>3010</td>
<td>Sociology</td>
</tr>
<tr>
<td>3011</td>
<td>Urban studies/affairs</td>
</tr>
<tr>
<td>3012</td>
<td>Social sciences, other</td>
</tr>
<tr>
<td>3101</td>
<td>Transportation and materials moving</td>
</tr>
<tr>
<td>3201</td>
<td>Other</td>
</tr>
</tbody>
</table>
2019-20 HERI Faculty Survey - Campus Climate Module

1. Please indicate the extent to which you agree or disagree with the following statements.
   This institution:
   (Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)
   Lacks strategic diversity goals and plans
   Has a long-standing commitment to diversity
   Has standard reporting procedures for incidents of harassment or discrimination

2. Please indicate how often at this institution you have:
   (Very Often, Often, Sometimes, Seldom, Never)
   Assisted a student who had experienced discrimination
   Counseled a student who had been sexually assaulted
   Witnessed discrimination
   Reported an incident of discrimination to a campus authority
   Reported an incident of sexual harassment to a campus authority
   **Been discriminated against or excluded from activities because of my:**
   Race/ethnicity
   Gender
   Sexual orientation
   Political beliefs
   Religious affiliation/spirituality
   Status as a parent/guardian
   Other identity
   Felt my ideas were dismissed by my colleagues
   Felt I did not receive due credit for my ideas or work

3. How satisfied are you with the following aspects of your institution?
   (Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied)
   Atmosphere for political differences
   Atmosphere for religious differences
   Atmosphere for differences in sexual orientation
   Atmosphere for differences in gender expression
   Atmosphere for differences in immigration status
   **Administrative response to:**
   Incidents of discrimination
   Reports of sexual assault
   Student concerns about exclusion or marginality

4. Please rate your satisfaction with your department in each area:
   (Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied)
   Collegiality among faculty
   Tolerance of different faculty opinions and beliefs
   Representation of women faculty
   Representation of racial/ethnic minority faculty
   Acceptance of differences in sexual orientation
   Student respect for my role in the classroom
**2019-2020 HERI Faculty Survey - STEM Module**

**Items in this module will only be seen by faculty who indicate they teach in STEM using set of predetermined rules regarding departmental affiliation.**

1. In the courses you have taught in the past year, how often have you:
   *(Responses: Always, Frequently, Occasionally, Rarely, Never)*
   - Integrated authentic (i.e., not "cookbook") research experiences into labs
   - Incorporated mini-labs into lecture

2. In the STEM courses you have taught in the past year, how often have you encouraged students to:
   *(Responses: Always, Frequently, Occasionally, Rarely, Never)*
   - Use technical science skills (use of tools, instruments, and/or techniques)
   - Generate a research question
   - Determine how to collect appropriate data
   - Explain the results of a study
   - Use scientific literature to guide research
   - Integrate results from multiple studies
   - Ask relevant questions
   - Identify what is known and not known about a problem
   - Understand scientific concepts
   - See connections between different areas of science and mathematics

3. To what extent are the following statements true of you: (Mark one in each row)
   *(Responses: Strongly Agree, Somewhat Agree, Neutral, Somewhat Disagree, Strongly Disagree)*
   - I have a strong sense of belonging to a community of scientists
   - I derive great personal satisfaction from working on a team that is doing important research
   - I think of myself as a scientist
   - I feel like I belong in the field of science

4. To what extent do you structure your STEM courses so that students:
   *(Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)*
   - Develop a stronger interest in STEM disciplines
   - Have the foundational knowledge for advanced study in STEM
2019-2020 HERI Faculty Survey - Mentoring Module

1. How would you rate yourself as a mentor in the following areas:
   (Responses: A Major Strength, Somewhat Strong, Average, Somewhat Weak, A Major Weakness)
   Providing constructive feedback to your mentees
   Taking into account the biases and prejudices you bring into the mentor/mentee relationship
   Working effectively with mentees whose personal background is different from your own (age, race, gender, class, religion, sexual orientation, etc.)
   Being an advocate for your mentees
   Helping your mentees network effectively
   Helping your mentees acquire financial resources (e.g., scholarships, fellowships, grants)

Please answer the following questions about mentoring undergraduate students.

2. How many undergraduate students do you currently mentor?
   (Dropdown responses: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11-15, 16-20, 21-25, 26-30, 31 or more)
   IF =0, skip to Q6

3. How often do you typically communicate with your undergraduate mentee(s)?
   Daily
   Weekly
   Monthly
   Once per term
   Yearly

4. To what extent do you work with your undergraduate mentees on the following:
   (Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
   Educational choices and strategies
   Their research projects and interests

5. To what extent have you:
   (Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
   Explored career options with your undergraduate mentee(s)
   Served as a role model to your undergraduate mentee(s)
   Gone out of your way to promote your undergraduate mentees' academic interests
   Conveyed empathy for concerns or feelings your undergraduate mentees have discussed with you
Please answer the following questions about mentoring graduate students.

6. How many graduate students do you currently mentor?
   (Dropdown responses: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11-15, 16 or more)
   IF =0, skip to Q10

7. How often do you typically communicate with your graduate mentee(s)?
   Daily
   Weekly
   Monthly
   Once per term
   Yearly

8. To what extent do you work with your graduate mentees on the following:
   (Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
   Educational choices and strategies
   Their research projects and interests

9. To what extent have you:
   (Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
   Explored academic career options with your graduate mentee(s)
   Explored non-academic career options with your graduate mentee(s)
   Served as a role model to your graduate mentee(s)
   Gone out of your way to promote your graduate mentees' academic interests
   Conveyed empathy for concerns or feelings your graduate mentees have discussed with you

Please answer the following questions about mentoring faculty.

10. How many faculty members do you currently mentor at this institution?
    (Dropdown responses: 0, 1, 2, 3, 4, 5 or more)
    IF =0, skip to end of module

11. How often do you typically communicate with your faculty mentee(s)?
    Daily
    Weekly
    Monthly
    Once per term
    Yearly

12. To what extent do you work with your faculty mentee(s) on the following:
    (Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
    Their research
    Their teaching
    Their review, tenure, and promotion

13. To what extent have you:
    (Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
    Served as a role model to your faculty mentee(s)
    Conveyed empathy for concerns or feelings your faculty mentees have discussed with you

USE OF THIS SURVEY WITHOUT PERMISSION IS PROHIBITED
2019-2020 HERI Faculty Survey - Spirituality Module

1. Indicate the importance to you of each of the following educational goals for undergraduate students:
   (Responses: Essential, Very Important, Somewhat Important, Not Important)
   - Enhancing spiritual development
   - Facilitating the search for meaning/purpose in life
   - Becoming more conversant with different religious traditions
   - Becoming more conversant with different spiritual practices

2. Indicate the extent to which you:
   (Responses: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All)
   - Engage in self-reflection
   - Consider yourself a religious person
   - Consider yourself a spiritual person
   - Engage in prayer
   - Engage in meditation
   - Seek opportunities to grow spiritually
   - Encourage discussion of religious and spiritual matters among students
   - Engage in discussion of religious and spiritual matters with students

3. Please indicate your agreement with each of the following statements:
   (Responses: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)
   - Colleges should be concerned with facilitating undergraduate students’ spiritual development
   - The spiritual dimension of faculty members’ lives has no place in the academy
   - I am conflicted about my religious/spiritual beliefs
   - I follow the religious/spiritual beliefs of this institution

4. Indicate the importance to you personally of each of the following:
   (Responses: Essential, Very Important, Somewhat Important, Not Important)
   - Integrating spirituality into my life
   - Serving as a spiritual/religious advisor to students

5. My religious/spiritual beliefs:
   (Responses: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree)
   - Have helped me develop my identity
   - Are one of the most important things in my life
   - Give meaning/purpose to my life
   - Help define the goals I set for myself
   - Provide me with strength, support and guidance
   - Are the foundation to my approach in life
   - Have developed through personal reflection and searching