PURPOSE OF THE STUDY
You are asked to complete this survey as part of a national study of higher education faculty conducted by the Higher Education Research Institute (HERI) at the University of California, Los Angeles. One major goal of this research is to determine characteristics of faculty. Since 1989, over 300,000 faculty have participated in this research. The data gathered are used in studies designed to better understand faculty issues such as workload, stress, and view of institutional priorities and for institutional improvement. Your decision to participate (or not to participate) will not affect your relationship with your institution.

PROCEDURES
If you volunteer to participate in this study, we would ask you to complete and submit the web-based survey. Most respondents can complete this questionnaire in about 25 minutes, although individual progress will vary by how quickly you move through the questions.

If you volunteer to complete this survey, you may decide not to complete the survey for any reason at any time without consequence of any kind. The Higher Education Research Institute does not offer payment for participation. Your completion and return of the enclosed questionnaire indicate your consent to participate in the study.

POTENTIAL BENEFITS TO SUBJECTS AND/OR SOCIETY
You may have the opportunity to reflect on your prior experiences as a faculty member, which may enhance self-understanding. Results of your participation also will be directly beneficial to your college or university, and may benefit future generations of faculty as well.

POTENTIAL RISKS AND DISCOMFORTS
There could be survey items that you are uncomfortable answering or to which you would simply prefer not to respond. Your participation in this study is strictly voluntary, and you will be under no obligation whatsoever to answer any questions that you are not inclined to answer. You may choose not to answer any specific questions you do not want to answer and still remain in the study.

CONFIDENTIALITY
Please note that your responses will be used for research purposes only and will be strictly confidential. Any information that is obtained in connection with this study and that can be identified with you will remain confidential and will be disclosed only with your permission or as required by law. In an effort to further examine the faculty experience, HERI may be interested in conducting follow-up research. We will consider you as a potential participant only if we have your explicit permission to do so. As part of its agreement to participate in this survey, your institution has agreed not to examine your individual responses to any question. Any research your institution performs must be conducted on groups of faculty only.

IDENTIFICATION OF INVESTIGATORS
If you have any questions or concerns about the research, please contact survey director, John Pryor, at this address:
Higher Education Research Institute
UCLA Graduate School of Education and Information Studies
Box 951521
Los Angeles, CA 90095-1521
Email: heri@ucla.edu
Phone: 310-825-1925

RIGHTS OF RESEARCH SUBJECTS
You may withdraw your consent at any time and discontinue participation without penalty. You are not waiving any legal claims, rights or remedies because of your participation in this research study. If you have questions regarding your rights as a research subject, contact the Office for Protection of Research Subjects, 11000 Kinross Avenue, Suite 102, Box 951694, Los Angeles, CA 90095-1694, (310) 825-7122.