2007-2008 HERI FACULTY SURVEY

NOTE: The 2007-2008 HERI Faculty Survey is a web-based survey and therefore this document does not reflect the web-based formatting.

1. What is your principal activity in your current position at this institution?
   - Administration
   - Teaching
   - Research
   - Services to clients and patients
   - Other

2. 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.

2a. If given the choice, I would prefer to work full-time at this institution.
   - Yes
   - No

2b. Mark all institutional resources available to you in your last term as part-time faculty. (Mark all that apply)
   - Use of private office
   - Shared office space
   - A personal computer
   - An email account
   - A phone/voicemail
   - Teaching assistance

2c. Please indicate your agreement with the following statements:
   (Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)
   - 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
     - Are compensated for advising/counseling students
     - Are required to attend meetings
     - Have good workshop relationships with the administration
     - Are respected by full-time faculty
3. What is your present academic rank?
   - Professor
   - Associate Professor
   - Assistant Professor
   - Lecturer
   - Instructor

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

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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?
   - Probationary, Tenure Track
   - Probationary, Non-Tenure Track
   - Renewable Contract Instructor
   - Non-Probationary
   - Tenured

4. What is your present academic?
   - Acting Instructor
   - Instructor
   - Assistant Professor
   - Associate Professor
   - Professor
   - Emeritus

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

6. My primary place of employment in the last year was: (Mark one)
   - In higher education, at this institution
   - In higher education, at a different institution
   - In higher education, at more than one institution
   - Not in higher education
   - Not employed

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

8. On the following list, please mark one in each column:
Highest Degree Earned
Degree Currently Working On
  Bachelor’s (B.A., B.S., etc.
  Master’s (M.A., M.S., M.F.A., M.B.A., etc.
  LL.B., J.D.
  M.D., D.D.S. (or equivalent)
  Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)
  Ed.D.
  Ph.D.
  Other degree
  None

9. From what higher education institution did you receive your Bachelor's Degree?
   (Please enter complete Institution Name and City)
   Institution Name ______________________
   City ______________________
   State (Drop down) ______________________
   Country ______________________

10. From what higher education institution did you receive your highest degree?
    (Please enter complete Institution Name and City)
    Institution Name ______________________
    City ______________________
    State (Drop down) ______________________
    Country ______________________

11. During the past two years, have you engaged in any of the following activities?
    (Responses: Yes, No)
    Taught an honors course
    Taught an interdisciplinary course
    Taught an ethnic studies course
    Taught a women’s studies course
    Team-taught a course
    Taught a service learning course
    Placed or collected assignments on the Internet
    Taught a course exclusively on the Internet
    Participated in a teaching enhancement workshop
    Advised student groups involved in service/volunteer work
    Collaborated with the local community in research/teaching
    Developed a new course
    Conducted research or writing focused on:
       International/global issues
       Racial or ethnic minorities
       Women and gender issues
    Taught a seminar for first-year students
    Engaged undergraduates on your research project
    Worked with undergraduates on a research project
12. During the present term, how many hours per week on average do you actually spend on each of the following activities?

(Responses: None, 1-4, 5-8, 9-12, 13-16, 17-20, 21-34, 35-44, 45+)
Scheduled teaching (give actual, not credit hours)
Preparing for teaching (including reading student papers and grading)
Advising and counseling of students
Committee work and meetings
Other administration
Research and scholarly writing
Other creative products/performances
Consultation with clients/patients
Community or public service
Outside consulting/freelance work
Household/childcare duties
Communicating via email
Commuting to campus
Other employment, outside of academia

13. Including all institutions at which you teach, how many undergraduate courses are you teaching this term? ___

How many students are enrolled in these courses?
Course 1: ____
Course 2: ____ Etc. (depending on answer given in #13)

14. How many of the following courses are you teaching this academic year?

(Responses: 0, 1, 2, 3, 4, 5+)
General education courses
Developmental/remedial courses
Other undergraduate credit courses
Graduate courses
Vocational or technical courses
Non-credit courses (other than above)

15. Do you teach remedial/developmental skills in any of the following areas? (Mark all that apply)

Reading
Writing
Mathematics
ESL
General academic skills
Other subject areas

16. Have you engaged in any of the following professional development opportunities at your institution?

(Responses: Yes, No, Not eligible, Not available)
Workshops focused on teaching in the classroom
Paid workshops outside the institution focused on teaching
Paid sabbatical leave
Travel funds paid by the institution
Association membership/dues paid by the institution
Tuition remission
Internal grants for research
Training for administrative leadership
17. Indicate the importance to you of each of the following education goals for undergraduate students:

(Responses: Essential, Very Important, Somewhat Important, Not important)

- Develop ability to think critically
- Prepare students for employment after college
- Prepare students for graduate or advanced education
- Develop moral character
- Provide for students’ emotional development
- Prepare students for family living
- Teach students the classic works of Western civilization
- Help students develop personal values
- Enhance students’ self-understanding
- Instill in students a commitment to community service
- Enhance students’ knowledge of and appreciation for other racial/ethnic groups
- Study a foreign language
- Help master knowledge in a discipline
- Develop creative capacities
- Instill a basic appreciation of the liberal arts
- Promote ability to write effectively
- Help students evaluate the quality and reliability of information
- Engage students in civil discourse around controversial issues
- Teach students tolerance and respect for different beliefs
- Encourage students to become agents of social change

18. How many of the following have you published?

(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, or monographs
- Other, such as patents, or computer software products

19. How many exhibitions or performances in the fine or applied arts have you presented in the last two years?

(Responses: None, 1-2, 3-4, 5-10, 11-20, 21-50, 51+)

20. How many of your professional writings have been published or accepted for publication in the last two years?

(Responses: None, 1-2, 3-4, 5-10, 11-20, 21-50, 51+)

21. For each of the following items, please mark either Yes or No.

(Responses: Yes, No)

- Are you a member of a faculty union?
- Are you a U.S. citizen?
- Were you born in the U.S.A.?
- Do you plan to retire within the next three years?
- Do you use your scholarship to address local community needs?
- Have you been sexually harassed at this institution?
- Have you ever interrupted your professional career for more than one year for family reasons?
- Have you ever received an award for outstanding teaching?
- Have you published op-ed pieces or editorials?
- Is (or was) your father an academic?
- Is (or was) your mother an academic?
- Is (or was) your spouse/partner an academic?
- Are you currently teaching courses at more than one institution?
22. During the past two years, have you:
   (Responses: Yes, No)
   Considered early retirement?
   Considered leaving academe for another job?
   Considered leaving this institution for another?
   Changed academic institutions?
   Engaged in paid consulting outside of your institution?
   Engaged in public service/professional consulting without pay?
   Received at least one firm job offer?
   Received funding for your work from:
      Foundations?
      State or federal government?
      Business or industry?
   Requested/sought an early promotion?

23. If you were to begin your career again, would you:
   (Responses: Definitely yes, Probably yes, Not sure, Probably no, Definitely no)
   Still want to come to this institution?
   Still want to be a college professor?

24. Indicate how well each of the following describes your college or university:
   (Responses: Very Descriptive, Somewhat Descriptive, Not Descriptive)
   It is easy for students to see faculty outside of regular office hours
   There is a great deal of conformity among the students
   The faculty are typically at odds with campus administration
   Faculty here respect each other
   Most students are treated like “numbers in a book”
   Social activities are overemphasized
   Faculty are rewarded for being good teachers
   There is respect for the expression of diverse values and beliefs
   Faculty are rewarded for their efforts to use instructional technology
   Faculty are rewarded for their efforts to work with underprepared students
   Administrators consider faculty concerns when making policy
   The administration is open about its policies

25. Please indicate the extent to which you:
   (Responses: To a Great Extent, To Some Extent, Not at All)
   Engage in academic work that spans multiple disciplines
   Feel that the training you received in graduate school prepared you well for your role as a faculty mentor
   Achieve a healthy balance between your personal life and your professional life
   Experience close alignment between your work and your personal values
   Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar
   Mentor new faculty
26. How satisfied are you with the following aspects of your job?
(Responses: Very Satisfied, Satisfied, Marginally Satisfied, Not Satisfied, Not Applicable)
Salary
Health benefits
Retirement benefits
Opportunity for scholarly pursuits
Teaching load
Quality of students
Office/lab space
Autonomy and independence
Professional relationships with other faculty
Social relationships with other faculty
Competency of colleagues
Visibility for jobs at other institutions/organizations
Job security
Relationship with administration
Departmental leadership
Course assignments
Freedom to determine course content
Availability of child care at this institution
Prospects for career advancement
Clerical/administrative support
Overall job satisfaction

27. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)
Faculty are interested in students’ personal problems
Racial and ethnic diversity should be more strongly reflected in the curriculum
Faculty feel that most students are well-prepared academically
This institution should hire more faculty of color
Student Affairs staff have the support and respect of faculty
Faculty are committed to the welfare of this institution
Faculty here are strongly interested in the academic problems of undergraduates
There is a lot of campus racial conflict here
Most students are strongly committed to community service
My research is valued by faculty in my department
My teaching is valued by faculty in my department
Many courses include feminist perspectives
Faculty of color are treated fairly here
Women faculty are treated fairly here
Many courses involve students in community service
This institution should hire more women faculty
Gay and lesbian faculty are treated fairly here
My department does a good job of mentoring new faculty
Faculty are sufficiently involved in campus decision making
My values are congruent with the dominant institutional values
There is adequate support for integrating technology in my teaching
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
This institution should not offer remedial/developmental education
28. Indicate how important you believe each priority listed below is at your college or university:
   (Responses: Highest Priority, High Priority, Medium Priority, Low Priority)
   To promote the intellectual development of students
   To help students examine and understand their personal values
   To develop a sense of community among students and faculty
   To facilitate student involvement in community service
   To help students learn how to bring about change in American society
   To increase or maintain institutional prestige
   To hire faculty “stars”
   To recruit more minority students
   To enhance the institution’s national image
   To create a diverse multi-cultural campus environment
   To promote gender equity among faculty
   To provide resources for faculty to engage in community-based teaching or research
   To create and sustain partnerships with surrounding communities
   To pursue extramural funding
   To increase the representation of minorities in the faculty and administration
   To strengthen links with the for-profit, corporate sector
   To develop leadership ability among students
   To increase the representation of women in the faculty and administration
   To develop an appreciation for multiculturalism

29. Please indicate your agreement with each of the following statements:
   (Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)
   Western civilization and culture should be the foundation for the undergraduate curriculum
   College officials have the right to ban persons with extreme views from speaking on campus
   The chief benefit of a college education is that it increases one’s earning power
   Promoting diversity leads to the admission of too many underprepared students
   Colleges should be actively involved in solving social problems
   Tenure is an outmoded concept
   Colleges should encourage students to be involved in community service activities
   Community service should be given weight in college admissions decisions
   A racially/ethnically diverse student body enhances the educational experience of all students
   Realistically, an individual can do little to bring about changes in society
   Colleges should be concerned with facilitating undergraduate students’ spiritual development
   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
30. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:
   (Responses: Extensive, Somewhat, Not at All, Not Applicable)
   Managing household responsibilities
   Child care
   Care of elderly parent
   My physical health
   Health of spouse/partner
   Review/promotion process
   Subtle discrimination (e.g., prejudice, racism, sexism)
   Personal finances
   Committee work
   Faculty meetings
   Colleagues
   Students
   Research or publishing demands
   Institutional procedures and “red tape”
   Teaching load
   Children’s problems
   Friction with spouse/partner
   Lack of personal time
   Keeping up with information technology
   Job security
   Being part of a dual career couple
   Working with underprepared students
   Classroom conflict
   Self-imposed high expectations
   Change in work responsibilities

31. Indicate the importance to you personally of each of the following:
   (Responses: Essential, Very Important, Somewhat Important, Not Important)
   Becoming an authority in my field
   Influencing the political structure
   Influencing social values
   Raising a family
   Becoming very well off financially
   Helping others who are in difficulty
   Becoming involved in programs to clean up the environment
   Developing a meaningful philosophy of life
   Helping to promote racial understanding
   Obtaining recognition from my colleagues for contributions to my special field
   Integrating spirituality into my life

32. In your interactions with undergraduates, how often do you encourage them to:
   (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
   Revise their papers to improve their writing
   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
   Acknowledge failure as a necessary part of the learning process
   Seek feedback on their academic work
33. In how many of the courses that you teach do you use each of the following?  
(Responses: All, Most, Some, None)  
**Evaluation Methods**  
- Multiple-choice exams  
- Essay exams  
- Short-answer exams  
- Quizzes  
- Weekly essay assignments  
- Student presentations  
- Term/research papers  
- Student evaluations of each others’ work  
- Grading on a curve  
- Competency-based grading  
**Instructional Techniques/Methods**  
- Class discussions  
- Cooperative learning (small groups)  
- Experiential learning/Field studies  
- Teaching assistants  
- Recitals/Demonstrations  
- Group projects  
- Extensive lecturing  
- Multiple drafts of written work  
- Readings on racial and ethnic issues  
- Readings on women and gender issues  
- Student-developed activities (assignments, exams, etc.)  
- Student-selected topics for course content  
- Reflective writing/journaling  
- Community service as part of coursework  
- Electronic quizzes with immediate feedback in class  
- Using real-life problems  
- Using student inquiry to drive learning  

34. Please enter your base institutional salary (e.g., $56,000)  
$_____________  

35. Your base institutional salary reported above is based on:  
- 9/10 months  
- 11/12 months  

36. What percentage of your current year’s income comes from: (enter the amount on scale of 0-100%)  
- Income from this institution _____%  
- Other academic income _____%  
- Non-academic income _____%  

37. Please enter the four-digit year that each of the following occurred (e.g., 1944, 2001, etc.).  
- Year of birth _____  
- Year of highest degree now held _____  
- Year of appointment at present institution _____  
- If tenured, year tenure was awarded _____  

38. Please select the most appropriate general area and disciplinary field for the following:  
(See Appendix A)  
- Major of highest degree held _____  
- Department of current faculty appointment _____
39. How many children do you have in the following age ranges?
   (Responses: 0, 1, 2, 3, 4+)
   Under 18 years old
   18 years or older

40. How would you characterize your political views?
   Far Left
   Liberal
   Middle of the Road
   Conservative
   Far Right

41. Are you currently: (Mark one)
   Single
   Married
   Unmarried, living with partner
   Divorced
   Widowed
   Separated

42. Your sex:
   Male
   Female

43. Is English your native language?
   Yes    No

44. Are you: (Mark all that apply)
   White/Caucasian
   African American/Black
   American Indian/Alaska Native
   Asian American/Asian
   Native Hawaiian/Pacific Islander
   Mexican American/Chicano
   Puerto Rican
   Other Latino
   Other

45. 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.
   Yes    No

   If “Yes,” please confirm your email address: ______________________________________

46 to 65. Local Optional Questions (20 total)
   (Responses: A, B, C, D, E)
### APPENDIX A

(Major / Department)

1. Agriculture
2. Forestry
3. Bacteriology, Molecular Biology
4. Biochemistry
5. Biophysics
6. Botany
7. Environmental Science
8. Marine (life) Sciences
9. Physiology, Anatomy
10. Zoology
11. General, Other Biological Sciences
12. Accounting
13. Finance
15. Management
16. Marketing
17. Secretarial Studies
18. General, Other Business
19. Business Education
20. Educational Administration
21. Educational Psychology/Counseling
22. Elementary Education
23. Higher Education
24. Music or Art Education
25. Physical or Health Education
26. Secondary Education
27. Special Education
28. General, Other Education Fields
29. Aero-/Astronautical Engineering
30. Chemical Engineering
31. Civil Engineering
32. Electrical Engineering
33. Industrial Engineering
34. Mechanical Engineering
35. General, Other Engineering Fields
36. Dentistry
37. Health Technology
38. Medicine or Surgery
39. Nursing
40. Pharmacy, Pharmacology
41. Therapy (speech, physical, occup.)
42. Veterinary Medicine
43. General, Other Health Fields
44. History
45. Political Science, Government
46. English Language & Literature
47. Foreign Languages & Literature
48. French
49. German
50. Spanish
51. Other Foreign Languages
52. Linguistics
53. Philosophy
54. Religion or Theology
55. General, Other Humanities Fields
56. Architecture/Urban Planning
57. Art
58. Dramatics or Speech
59. Music
60. Television or Film
61. Other Fine Arts
62. Mathematics and/or Statistics
63. Astronomy
64. Atmospheric Sciences
65. Chemistry
66. Earth Sciences
67. Geography
68. Marine Sciences (incl. Oceanography)
69. Physics
70. General, Other Physical Sciences
71. Anthropology
72. Archaeology
73. Clinical Psychology
74. Counseling and Guidance
75. Experimental Psychology
76. Social Psychology
77. General, Other Psychology
78. Economics
79. Sociology
80. Social Work, Social Welfare
81. General, Other Social Sciences
82. Computer Science
83. Data Processing, Computer Prog.
84. Drafting/Design
85. Electronics
86. Industrial Arts
87. Mechanics
88. Other Technical
89. Building Trades
90. Communications
91. Ethnic Studies
92. Human Ecology/Family Science
93. Journalism
94. Law
95. Law Enforcement
96. Library Science
97. Women's Studies
98. Other Vocational
99. All Other Fields