

Appendix A

Faculty Workload Survey

1. During the current term did you have any instructional duties at this institution (e.g., teaching one or more courses, advising or supervising students' activities)?

- Yes
 No

(IF NO, PLEASE STOP HERE AND RETURN THIS PACKET TO THE SOCIAL & BEHAVIORAL RESEARCH INSTITUTE IN THE ENCLOSED PREPAID ENVELOPE)

2. During the current term did this institution consider you to be a tenure/tenure track or temporary employee?

- Tenure/Tenure track
 Temporary

(IF "TEMPORARY", PLEASE STOP HERE AND RETURN THIS PACKET TO THE SOCIAL & BEHAVIORAL RESEARCH INSTITUTE IN THE ENCLOSED PREPAID ENVELOPE)

3. During the current term were you given reduced teaching or assigned time?

- Yes
 No → **If No, skip to Q4**

How many units were you released from? _____

Was your reduced teaching or assigned time funded by the University, by sources outside the University, or both?

(Check all that apply)

- Funded by the University
 Funded by outside sources

Which of the following best describes the type of activity for which you received reduced teaching or assigned time?
(Check all that apply)

- Student advisement
 Program administration
 Scholarly/Creative activities
 Assessment activities
 Pedagogical/New courses/Program preparation
 Governance
 Grants/Contracts
 Other, Specify in space below

4. In an average week, how many hours do you spend doing each of the following?

hrs *(PLEASE GIVE BEST ESTIMATE IF NOT SURE)*

- Scholarly/Creative activities
 Teaching (include all aspects of instruction; e.g., classroom time, preparation, grading, etc.)
 Advising students
 University, school and departmental service
 Administration
 Service learning
 Paid off-campus work or consulting
 Fund raising
 Unpaid (pro-bono) community or professional service activities
 Other, Specify in space below

(PLEASE CHECK ONE BOX FOR EACH ITEM)

5. How *satisfied* or *dissatisfied* do you personally feel about each of the following aspects of your job at this institution?

	<u>Very Satisfied</u>	<u>Somewhat Satisfied</u>	<u>Very Dissatisfied</u>	<u>Somewhat Dissatisfied</u>	<u>Not Applicable</u>
My overall work load	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The mix of teaching, research, administration and service (as applicable) that I am required to do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time available for working with students as an advisor, mentor, etc.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching assistance that I receive (graduate assistants, student assistants, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilities for scholarly and creative activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Classroom technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for professional travel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of equipment (such as personal computers, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of technical support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of clerical support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Library and information resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Considering your activities during a typical term, would you want to do *more*, *about the same*, or *less* of the following?

(PLEASE MARK ONLY ONE BOX FOR EACH ITEM)

	<u>More</u>	<u>About the Same</u>	<u>Less</u>	<u>Not Applicable</u>
Scholarly/Creative activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching (include all aspects of instruction; e.g., classroom time, preparation, grading, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advising students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
University, school and departmental service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid off-campus work or consulting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fund raising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid (pro-bono) community or professional service activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. About how many of each of the following have you presented/published/done, etc. during AY 2000/2001, and during Academic Years 1998-1999 & 1999-2000 combined?

If NO presentations/publications etc. for the past three years, check here _____ and SKIP TO Q8

(PLEASE GIVE BEST ESTIMATE IF NOT SURE)

Articles or creative work published in refereed professional or trade journals.

2000/2001 1998/99 & 1999/2000

Articles or creative work published in non-refereed professional or trade journals

2000/2001 1998/99 & 1999/2000

Articles or creative work published in popular media or in-house newsletters

2000/2001 1998/99 & 1999/2000

Published reviews of books, articles, or creative works

2000/2001 1998/99 & 1999/2000

Chapters in edited volumes

2000/2001 1998/99 & 1999/2000

Textbooks

2000/2001 1998/99 & 1999/2000

Monographs

2000/2001 1998/99 & 1999/2000

Other Books

2000/2001 1998/99 & 1999/2000

Research or technical reports disseminated internally or to clients

2000/2001 1998/99 & 1999/2000

Presentations at conferences, workshops, etc.

2000/2001 1998/99 & 1999/2000

Juried exhibitions or performances in the fine or applied arts

2000/2001 1998/99 & 1999/2000

Non-Juried exhibitions or performances in the fine or applied arts

2000/2001 1998/99 & 1999/2000

Patents or copyrights

2000/2001 1998/99 & 1999/2000

Reviewing articles or creative work for publication or presentation

2000/2001 1998/99 & 1999/2000

Computer software products

2000/2001 1998/99 & 1999/2000

Serving on editorial boards/jury panels

2000/2001 1998/99 & 1999/2000

Accreditation reviews

2000/2001 1998/99 & 1999/2000

Web-based on-line instruction materials

2000/2001 1998/99 & 1999/2000

8. Please indicate whether or not you participated in the following activities during AY 2000/2001 by marking *yes* (Y) or *no* (N). If there was a cost associated, please estimate the *total cost* for that activity. In the spaces to the right, estimate in dollars how much of the total cost you covered *personally*, how much was covered by the *university*, and how much was covered by an *external source*.

Professional Meetings: Y N $\frac{\text{Total Cost}}{\text{Personal Cost}} = \frac{\text{Personal Cost}}{\text{Personal Cost}} + \frac{\text{University}}{\text{University}} + \frac{\text{External Source}}{\text{External Source}}$

Professional Development: Y N $\frac{\text{Total Cost}}{\text{Personal Cost}} = \frac{\text{Personal Cost}}{\text{Personal Cost}} + \frac{\text{University}}{\text{University}} + \frac{\text{External Source}}{\text{External Source}}$

Scholarly & Creative Activities: Y N $\frac{\text{Total Cost}}{\text{Personal Cost}} = \frac{\text{Personal Cost}}{\text{Personal Cost}} + \frac{\text{University}}{\text{University}} + \frac{\text{External Source}}{\text{External Source}}$

9. The question below deals with your teaching assignments for the 2000-2001 Academic year. The portion on the left asks you to circle the letter representing the *term*, *course level*, and *instructional mode(s)* using the key provided above each. The portion on the right asks you to write in the *student enrollment*, the *number of meeting hours per week* and the *number of units* of each course.

For example, if you taught a 3 unit lower division lecture course during the Fall term of 2000 you would circle "F" under the "Term" column, "L" under the "Course Level" column and "L" under the "Instructional Mode(s)" column. You would then move to the right hand portion and write in your best estimate of the student enrollment, the number of hours per week that the course met and the number of units. Please do this for each course you taught at this institution for all terms during the 2000-2001 Year. *Please circle all that apply when specifying "instructional mode."*

CIRCLE CORRECT LETTERS USING KEYS BELOW:

- | | | | |
|-------------|---------------|----------------|-----------------------|
| (F) Fall | | (L) Lecture | (P) Performance |
| (W) Winter | (L) Lower Div | (Lb) Lab | (E) On-line/Distance |
| (Sp) Spring | (U) Upper Div | (F) Fieldwork/ | Learning |
| (Su) Summer | (G) Graduate | Internships | (SL) Service learning |

(WRITE YOUR BEST ESTIMATE
IN THE BOXES BELOW)

<u>Term</u>	<u>Course Level</u>			<u>Instructional Mode(s)</u>				<u>Student Enrollment</u>	<u># of Meeting Hrs Per Week</u>	<u># of Units</u>
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
F W Sp Su --	L U G --	L Lb F P E SL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

10. Please use the spaces below to indicate how many different course preparations you taught or will teach during each term during the 2000-2001 Academic Year. Ignore those terms which do not fit with your institution's academic calendar.

	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>	<i>Summer</i>
Different preparations	_____	_____	_____	_____
Of the different preparations, how many were new preparations?	_____	_____	_____	_____
On-Line web based instruction	_____	_____	_____	_____

11. For each type of student listed below please indicate about how many received individualized instruction (i.e. tutoring, independent study, directed readings) from you during a typical week during AY 2000/2001. Also indicate the average number of contact hours per week that you spent providing individualized instruction to each type of student.

(IF NONE, ENTER "0" -- PLEASE GIVE YOUR BEST ESTIMATE FOR AN AVERAGE WEEK)

<i>Type of Student</i>	<i># of Students Receiving Individualized Instruction</i>	<i># of Hours of Individual Instruction (not Including e-mail & on-line Instruction)</i>
Lower Division	_____	_____
Upper Division	_____	_____
Graduate	_____	_____
All Other Students	_____	_____

12. During the 2000/2001 Academic Year, about how many graduate or undergraduate thesis committees, comprehensive exams, or orals did you chair or serve on at this institution?

	<i>Served as Member (but did not chair)</i>	<i>Chaired</i>
Thesis Committees		
Graduate	_____	_____
Undergraduate	_____	_____

Served as Member (but did not chair) *Chaired*

Comprehensive exams or orals Committees (other than as part of a thesis committee)	_____	_____
--	-------	-------

13. Please use the spaces below to indicate how many different committees you served on during each term for the 2000/2001 Academic Year. Ignore those terms which do not fit your institution's academic calendar. Please *do not* include thesis, exam or orals committees.

	<i>Fall</i>	<i>Winter</i>	<i>Spring</i>	<i>Summer</i>
Department/Program Committees	_____	_____	_____	_____
School/College Committees	_____	_____	_____	_____
University Committees	_____	_____	_____	_____

14. Were any of the committees counted above:

Faculty Governance	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Curriculum Committees	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No

15. About how many *office hours per week* do you hold?

16. In addition to your scheduled office hours, about how many *hours per week* do you spend with students outside of class, in person or by phone?

17. About how many *hours per week* do you spend in electronic communication with your students, including e-mail and on-line instruction?

18. About how many students do you counsel and advise per term?

19. Thinking about the rewards you receive at this institution, for each pair what does the *institution* value more?
 (PLEASE CHECK ONE IN EACH PAIR)

- | | | |
|--|---|---|
| <input type="checkbox"/> Teaching
<u>OR</u> | <input type="checkbox"/> Service
<u>OR</u> | <input type="checkbox"/> Scholarly & Creative Activities
<u>OR</u> |
| <input type="checkbox"/> Scholarly & Creative Activities | <input type="checkbox"/> Teaching | <input type="checkbox"/> Service |

20. Thinking about the rewards you receive at this institution, please indicate which is more important *to you*.
 (PLEASE CHECK ONE IN EACH PAIR)

- | | | |
|--|---|---|
| <input type="checkbox"/> Teaching
<u>OR</u> | <input type="checkbox"/> Service
<u>OR</u> | <input type="checkbox"/> Scholarly & Creative Activities
<u>OR</u> |
| <input type="checkbox"/> Scholarly & Creative Activities | <input type="checkbox"/> Teaching | <input type="checkbox"/> Service |

21. Please indicate which of the following resources you might access to assist in the management of your work assignment by marking the appropriate “yes” or “no” box. Rate the effectiveness of that service in the boxes below, making sure to indicate if the resource is *not available* on your campus or if you *don't know* of the resource's availability.

	<u>Service Used</u>	<u>Not Available</u>	<u>Don't Know</u>	<u>Very Effective</u>	<u>Somewhat Effective</u>	<u>A little Effective</u>	<u>Not at all Effective</u>
Student Assistant Services:	Yes <input type="checkbox"/> No <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-- <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Centers for Teaching and Learning:	Yes <input type="checkbox"/> No <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-- <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate or Undergraduate:	Yes <input type="checkbox"/> No <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-- <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled Student Services:	Yes <input type="checkbox"/> No <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-- <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computing Support:	Yes <input type="checkbox"/> No <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-- <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. For the following workload questions, please mark the most appropriate response.

	<u>Higher</u>	<u>About the Same</u>	<u>Lower</u>	<u>Don't Know</u>
Compared to other faculty in my discipline, my workload is	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compared to other faculty in my institution, my workload is	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compared to other faculty in my department, my workload is	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compared to my expectations when I took the job, my workload is	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. The statements below reflect the relationship you have with the institution. Please indicate whether you *strongly agree*, *somewhat agree*, *somewhat disagree* or *strongly disagree* with each of the following statements.

	<u>Strongly Agree</u>	<u>Somewhat Agree</u>	<u>Somewhat Disagree</u>	<u>Strongly Disagree</u>
I feel like an important part of my department or program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am treated with respect at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that the institution values my contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The institution's expectations of my workload are consistent with my expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The relationship between institutional expectations and rewards is clear.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The institution has provided me with sufficient resources to be successful in my discipline.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The institution provides me with sufficient support for professional development activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectation for teaching is realistic at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectation for scholarly and creative activity is realistic at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectation for service is realistic at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectations for tenure are clear at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectations for promotion are clear at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectations for faculty merit increases are clear at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation in faculty governance is rewarded at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation in department/program committees is rewarded at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation in university, school or college committees is rewarded at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effective teaching is rewarded at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. The statements below reflect ways you interact with students. Please indicate whether you *strongly agree*, *somewhat agree*, *somewhat disagree*, or *strongly disagree* with each of the following statements.

	<u>Strongly Agree</u>	<u>Somewhat Agree</u>	<u>Somewhat Disagree</u>	<u>Strongly Disagree</u>
I encourage students to see me outside of class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I encourage students to work with other students on projects <i>outside</i> of class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I ask students to work cooperatively and collaboratively <i>during</i> class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I respond promptly to student work with feedback that allows them to improve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I demand a lot of my students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I encourage students to ask questions in class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I vary classroom/instructional activities to accommodate different learning styles of students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I talk to students about career opportunities in my field.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I inform students about opportunities to learn outside of the classroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. What is your tenure status at this institution during the current term? (*Check appropriate box*)

- Tenured → In what year? _____
- Tenure track, but not tenured
- F.E.R.P. (Faculty Early Retirement Program)
- Other, specify in space below

26. For how many years have you been employed at this institution? _____

27. Which of the following best describes your academic rank at this institution during the current term?

(PLEASE MARK ONLY ONE BOX)

- Distinguished/Named Professor
- Professor
- Associate Professor
- Assistant Professor
- Instructor
- Other, specify in space below

28. In what academic year did you first achieve this rank?
(PLEASE GIVE YOUR BEST ESTIMATE IF UNSURE)

AY _____ / _____

29. About how many more years do you plan on working in the CSU? _____

30. Do you receive retirement income?

Yes No

31. What is the name of your department or program?

32. How many full or part time faculty are employed in your department or program?

(PLEASE GIVE YOUR BEST ESTIMATE IF UNSURE)

Full-Time Faculty Members _____

Number of Part-Time/
Temporary Faculty Members _____

33. Please list the highest *degree* or certificate that you hold, the *field* in which you received that degree and the *year* in which you received that degree.

Degree _____

Field _____

Year _____

34. How much time does it take to travel between your home and your campus? _____

35. Your gender:

Female

Male

36. In what year were you born? 19_____

37. Are you of Hispanic descent?

Yes

No

38. What is your race?

American Indian, Aleut, Eskimo

Asian or Pacific Islander

(Japanese, Chinese, Filipino,
Asian Indian, Korean, Vietnamese
Samoan, other)

African-American

White

Other, specify in space below

Additional Comments:

Temporary Faculty Workload Survey

1. During the current term did you have any instructional duties at this institution (e.g., teaching one or more courses, advising or supervising students' activities)?

- Yes
 No

(IF NO, PLEASE STOP HERE AND RETURN THIS PACKET TO THE SOCIAL & BEHAVIORAL RESEARCH INSTITUTE IN THE ENCLOSED PREPAID ENVELOPE)

2. During the current term did this institution consider you to be a tenure/tenure track or temporary employee?

- Tenure/Tenure track
 Temporary

(IF TENURE/TENURE TRACK, PLEASE STOP HERE AND RETURN THIS PACKET TO THE SOCIAL & BEHAVIORAL RESEARCH INSTITUTE IN THE ENCLOSED PREPAID ENVELOPE)

3. If a temporary employee, what is the time base for this assignment? _____

4. During the current term were you given reduced teaching or assigned time?

- Yes
 No → **If No, skip to Q6**

How many units were you released from? _____

Was your reduced teaching or assigned time funded by the University, by sources outside the University or both? *(Check all that apply)*

- Funded by the University
 Funded by outside sources

5. Which of the following best describes the activity for which you received reduced teaching or assigned time? *(Check all that apply)*

- Student advisement
 Program administration
 Scholarly/Creative activities
 Assessment activities
 Pedagogical/New courses/Program preparation
 Governance
 Grants/Contracts
 Other, Specify in space below
-

6. In an average week, how many hours do you spend doing each of the following?

hrs. (PLEASE GIVE BEST ESTIMATE IF NOT SURE)

- Scholarly/Creative activities
 Teaching (include all aspects of instruction; e.g., classroom time, preparation, grading, etc.)
 Advising students
 University, school and departmental service
 Administration
 Service learning
 Paid off-campus work or consulting
 Fund raising
 Unpaid (pro-bono) community or professional service activities
 Other, specify in space below
-

7. During the current term, are you employed only at this institution or do you also have other employment? Please include outside consulting or other self-owned businesses.

Employed only at this institution → **Skip to Q9** Also have other employment or consulting

8. Other than at this institution, in which of the following ways are you employed during the current term?
(PLEASE CHECK THE CATEGORY FOR ALL OTHER EMPLOYMENT ACTIVITIES THAT APPLY)

<u>Employment Activity</u>	<u>Approximate # of Hours Per Week</u>			
	<u>1-10</u>	<u>11-20</u>	<u>21-30</u>	<u>31 or more</u>
Consulting, freelance work, or self-owned business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On staff of other educational institution(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On staff of a foundation or other nonprofit organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On staff of a for-profit business or industry in the private sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On staff of the federal, state or local government (including military)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. How *satisfied* or *dissatisfied* do you personally feel about each of the following aspects of your job at this institution.

	<u>Very Satisfied</u>	<u>Somewhat Satisfied</u>	<u>Very Dissatisfied</u>	<u>Somewhat Dissatisfied</u>	<u>Not Applicable</u>
<i>(PLEASE CHECK ONE BOX FOR EACH ITEM)</i>					
My overall work load	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The mix of teaching, research, administration and service (as applicable) that I am required to do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time available for working with students as an advisor, mentor, etc...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching assistance that I receive (graduate assistants, student assistants, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilities for scholarly and creative activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Classroom technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for professional travel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of equipment (such as personal computers, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of technical support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of clerical support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Library and information resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Considering your activities during a typical term, would you want to do *more*, *about the same*, or *less* of the following:

<i>(PLEASE MARK ONLY ONE BOX FOR EACH ITEM)</i>	<i>More</i>	<i>About the Same</i>	<i>Less</i>	<i>Not Applicable</i>
Scholarly/Creative activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching (include all aspects of instruction; e.g., classroom time, preparation, grading, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advising students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
University, school and departmental service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid off-campus work or consulting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fund raising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid (pro-bono) community or professional service activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. About how many of each of the following have you presented/published/done, etc. during AY 2000/2001, and during Academic Years 1998-1999 & 1999-2000 combined?

If NO presentations/publications etc. for the past three years, check here _____ and SKIP TO Q12

(PLEASE GIVE BEST ESTIMATE IF UNSURE)

Articles or creative work published in refereed professional or trade journals.	<input type="checkbox"/>	<i>2000/2001</i>	<input type="checkbox"/>	<i>1998/99 & 1999/2000</i>
Articles or creative work published in non-refereed professional or trade journals	<input type="checkbox"/>	<i>2000/2001</i>	<input type="checkbox"/>	<i>1998/99 & 1999/2000</i>
Articles or creative work published in popular media or in-house newsletters	<input type="checkbox"/>	<i>2000/2001</i>	<input type="checkbox"/>	<i>1998/99 & 1999/2000</i>
Published reviews of books, articles, or creative works	<input type="checkbox"/>	<i>2000/2001</i>	<input type="checkbox"/>	<i>1998/99 & 1999/2000</i>
Chapters in edited volumes	<input type="checkbox"/>	<i>2000/2001</i>	<input type="checkbox"/>	<i>1998/99 & 1999/2000</i>
Textbooks	<input type="checkbox"/>	<i>2000/2001</i>	<input type="checkbox"/>	<i>1998/99 & 1999/2000</i>
Monographs	<input type="checkbox"/>	<i>2000/2001</i>	<input type="checkbox"/>	<i>1998/99 & 1999/2000</i>
Other Books	<input type="checkbox"/>	<i>2000/2001</i>	<input type="checkbox"/>	<i>1998/99 & 1999/2000</i>

→ *Continued on next page*

Research or technical reports disseminated internally or to clients	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Presentations at conferences, workshops, etc.	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Juried exhibitions or performances in the fine or applied arts	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Non-Juried exhibitions or performances in the fine or applied arts	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Patents or copyrights	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Reviewing articles or creative work for publication or presentation	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Computer software products	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Serving on grant panels	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Serving on editorial boards/jury panels	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Accreditation reviews	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000
Web-based on-line instruction materials	<input type="checkbox"/>	2000/2001	<input type="checkbox"/>	1998/99 & 1999/2000

12. Please indicate whether or not you participated in the following activities during AY 2000/2001 by marking *yes* (Y) or *no* (N). If there was a cost associated, please estimate the *total cost* for that activity. In the spaces to the right, estimate in dollars how much of the total cost you covered *personally*, how much was covered by the *university*, and how much was covered by an *external source*.

Professional Meetings:	<input type="checkbox"/> Y <input type="checkbox"/> N	$\frac{\quad}{\text{Total Cost}} = \frac{\quad}{\text{Personal Cost}} + \frac{\quad}{\text{University}} + \frac{\quad}{\text{External Source}}$
Professional Development:	<input type="checkbox"/> Y <input type="checkbox"/> N	$\frac{\quad}{\text{Total Cost}} = \frac{\quad}{\text{Personal Cost}} + \frac{\quad}{\text{University}} + \frac{\quad}{\text{External Source}}$
Scholarly & Creative Activities:	<input type="checkbox"/> Y <input type="checkbox"/> N	$\frac{\quad}{\text{Total Cost}} = \frac{\quad}{\text{Personal Cost}} + \frac{\quad}{\text{University}} + \frac{\quad}{\text{External Source}}$

13. The question below deals with your teaching assignments for the 2000-2001 Academic year. The portion on the left asks you to circle the letter representing the *term, course level, and instructional mode(s)* using the key provided above each. The portion on the right asks you to write in the *student enrollment, the number of meeting hours per week* and the *number of units* of each course.

For example, if you taught a 3 unit lower division lecture course during the Fall term of 2000 you would circle “F” under the “Term” column, “L” under the “Course Level” column and “L” under the “Instructional Mode(s)” column. You would then move to the right hand portion and write in your best estimate of the student enrollment, the number of hours per week that the course met and the number of units. Please do this for each course you taught at this institution for all terms during the 2000-2001 Year. *Please circle all that apply when specifying “instructional mode.”*

CIRCLE CORRECT LETTERS USING KEYS BELOW:

- | | | |
|-------------|---------------|-----------------------------------|
| (F) Fall | (L) Lecture | (P) Performance |
| (W) Winter | (L) Lower Div | (E) On-line/Distance |
| (Sp) Spring | (U) Upper Div | (F) Fieldwork/
Learning |
| (Su) Summer | (G) Graduate | Internships (SL) Service learning |

(WRITE YOUR BEST ESTIMATE
IN THE BOXES BELOW)

<u>Term</u>				<u>Course Level</u>			<u>Instructional Mode(s)</u>				<u>Student Enrollment</u>	<u># of Meeting Hrs Per Week</u>	<u># of Units</u>				
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>
F	W	Sp	Su	--	L	U	G	--	L	Lb	F	P	E	SL	<input type="text"/>	<input type="text"/>	<input type="text"/>

14. Please use the spaces below to indicate how many different course preparations you taught or will teach during each term during the 2000-2001 Academic Year. Ignore those terms which do not fit with your institution’s academic calendar.

Fall Winter Spring Summer

Different preparations _____

Of the different preparations,
how many were new preparations? _____

On-Line web based instruction _____

15. In addition to teaching, do you receive compensation for any other assignment at this institution?

Yes No → If No, skip to Q16

If yes, what is the assignment?

If yes, what is the time base for this assignment?

16. For each type of student listed below please indicate about how many received individualized instruction (i.e. tutoring, independent study, directed readings) from you during a typical week during AY 2000/2001. Also indicate the average number of contact hours per week that you spent providing individualized instruction to each type of student.

(IF NONE, ENTER "0"-- PLEASE GIVE YOUR BEST ESTIMATE FOR AN AVERAGE WEEK)

Type of Student	# of Students Receiving Individualized Instruction	# of Hours of Individual Instruction (not including e-mail & on-line instruction)
Lower Division	_____	_____
Upper Division	_____	_____
Graduate	_____	_____
All Other Students	_____	_____

17. During the 2000/2001 Academic Year, about how many graduate or undergraduate thesis committees, comprehensive exams, or orals did you chair or serve on at this institution?

	Served as Member (but did not chair)	Chaired
Thesis Committees		
Graduate	_____	_____
Undergraduate	_____	_____
Comprehensive exams or orals Committees (other than as part of a thesis committee)	_____	_____

18. Please use the spaces below to indicate how many different committees you served on during each term for the 2000/2001 Academic Year. Ignore those terms which do not fit your institution's academic calendar. Please do not include thesis, exam or orals committees.

	Fall	Winter	Spring	Summer
Department/Program Committees	_____	_____	_____	_____
School/College Committees	_____	_____	_____	_____
University Committees	_____	_____	_____	_____

19. Were any of the committees counted above:

Faculty Governance Yes No

Curriculum Committees Yes No

20. About how many office hours per week do you hold? _____

21. In addition to your scheduled office hours, about how many hours per week do you spend with students outside of class, in person or by phone? _____

22. About how many hours per week do you spend in electronic communication with your students, including e-mail and on-line instruction? _____

23. How many students do you counsel and advise per term? _____

24. What is the duration of your contract or appointment at this institution?

- One academic term
- One academic/calendar year
- Two or more academic/calendar years
- Unspecified duration
- Other, Please specify below

25. Did you receive a formal orientation to the University when hired?

Yes No

26. Thinking about the rewards you receive at this institution, for each pair what does the *institution* value more?

(PLEASE CHECK ONE IN EACH PAIR)

- | | | |
|--|-----------------------------------|--|
| <input type="checkbox"/> Teaching | <input type="checkbox"/> Service | <input type="checkbox"/> Scholarly & Creative Activities |
| <u>OR</u> | <u>OR</u> | <u>OR</u> |
| <input type="checkbox"/> Scholarly & Creative Activities | <input type="checkbox"/> Teaching | <input type="checkbox"/> Service |

27. Thinking about the rewards you receive at this institution, please indicate which is more important *to you*.

(PLEASE CHECK ONE IN EACH PAIR)

- | | | |
|--|-----------------------------------|--|
| <input type="checkbox"/> Teaching | <input type="checkbox"/> Service | <input type="checkbox"/> Scholarly & Creative Activities |
| <u>OR</u> | <u>OR</u> | <u>OR</u> |
| <input type="checkbox"/> Scholarly & Creative Activities | <input type="checkbox"/> Teaching | <input type="checkbox"/> Service |

28. Please indicate which of the following resources you might access to assist in the management of your work assignment by marking the appropriate “yes” or “no” box. Rate the effectiveness of that service in the boxes below, making sure to indicate if the resource is *not available* on your campus, or if you *don't know* of the resource's availability.

	<u>Service Used</u>		<u>Not Available</u>	<u>Don't Know</u>		<u>Very Effective</u>	<u>Somewhat Effective</u>	<u>A little Effective</u>	<u>Not at all Effective</u>
	<u>Yes</u>	<u>No</u>	<input type="checkbox"/>	<input type="checkbox"/>	--	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student Assistant Services:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	--	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Centers for Teaching and Learning:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	--	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate or Undergraduate:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	--	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled Student Services:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	--	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computing Support:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	--	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

29. For the following workload questions, please mark the most appropriate response.

	<u>Higher</u>	<u>About the Same</u>	<u>Lower</u>	<u>Don't Know</u>
Compared to other faculty in my discipline, my workload is	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compared to other faculty in my institution, my workload is	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compared to other faculty in my department, my workload is	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compared to my expectations when I took the job, my workload is	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. The statements below reflect the relationship you have with the institution. Please indicate whether you *strongly agree*, *somewhat agree*, *somewhat disagree* or *strongly disagree* with each of the following statements.

	<u>Strongly Agree</u>	<u>Somewhat Agree</u>	<u>Somewhat Disagree</u>	<u>Strongly Disagree</u>
I feel like an important part of my department or program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am treated with respect at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that the institution values my contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The institution's expectations of my workload are consistent with my expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The relationship between institutional expectations and rewards is clear.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The institution has provided me with sufficient resources to be successful in my discipline.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The institution provides me with sufficient support for professional development activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectation for teaching is realistic at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectation for scholarly and creative activity is realistic at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectation for service is realistic at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectations for range elevation are clear at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expectations for faculty merit increases are clear at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation in faculty governance is rewarded at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation in department/program committees is rewarded at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation in university, school or college committees is rewarded at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effective teaching is rewarded at my institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

31. The following set of statements reflect ways you interact with students. Please indicate whether you *strongly agree*, *somewhat agree*, *somewhat disagree*, or *strongly disagree* with each of the following statements.

	<u>Strongly Agree</u>	<u>Somewhat Agree</u>	<u>Somewhat Disagree</u>	<u>Strongly Disagree</u>
I encourage students to see me outside of class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I encourage students to work with other students on projects <i>outside</i> of class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I ask students to work cooperatively and collaboratively <i>during</i> class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I respond promptly to student work with feedback that allows them to improve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I demand a lot of my students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I encourage students to ask questions in class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I vary classroom/instructional activities to accommodate different learning styles of students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I talk to students about career opportunities in my field.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I inform students about opportunities to learn outside of the classroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. Which of the following best describes your academic rank at this institution during the current term?

(PLEASE MARK ONLY ONE BOX)

- Distinguished/Named Professor
- Professor
- Associate Professor
- Assistant Professor
- Instructor
- Other, specify in space below

33. In what academic year did you first achieve this rank?
(PLEASE GIVE YOUR BEST ESTIMATE IF UNSURE)

AY _____ / _____

34. How many academic terms have you been employed by this institution?

35. About how many more years do you plan on working in the CSU?

36. Do you receive retirement income?

- Yes No

37. What is the name of your department or program?

38. How many full or part time faculty are employed in your department or program?

(PLEASE GIVE YOUR BEST ESTIMATE IF UNSURE)

Full-Time Faculty Members _____

Number of Part-Time/
Temporary Faculty Members _____

39. Please list the highest *degree* or certificate that you hold, the *field* in which you received that degree and the *year* in which you received that degree.

Degree _____

Field _____

Year _____

40. How much time does it take to travel between your home and your campus?

41. Your gender:

Female

Male

42. In what year were you born? 19_____

43. Are you of Hispanic descent?

Yes

No

44. What is your race?

American Indian, Aleut, Eskimo

Asian or Pacific Islander

(Japanese, Chinese, Filipino,
Asian Indian, Korean, Vietnamese
Samoan, other)

African-American

White

Other, specify in space below

Additional Comments:

