

COACHE

the collaborative on academic careers in higher education

A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Appendix C: Survey Instrument

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

I. Demographic Background

These first items gather basic demographic information about you.

1. Are you employed full-time in a tenure-track position?

Yes

No

2. Please provide the FULL name of the institution where you are employed.

3. What is the highest degree you have earned?

Doctorate (including J.D.)

Master's

Bachelor's

Decline to answer

4. In what year did you earn your highest degree?

5. Did you hold a postdoctoral appointment?

Yes

No

Decline to answer

6a. Is this your first tenure-track appointment?

- Yes
- No
- Decline to answer

6b. How many years on the tenure track did you complete elsewhere?

- 1 year or less
- 2 years
- 3 years
- 4 years
- 5 or more years
- Full tenure
- Decline to answer

6c. Did you leave that prior appointment voluntarily?

- Yes
- No
- Decline to answer

6d. Did your current faculty appointment begin with credit for prior service elsewhere?

- Yes
- No
- Decline to answer

6e. How many years of credit for prior service elsewhere did you receive?

- 1 year or less
- 2 years
- 3 years
- 4 years
- 5 or more years
- Full tenure
- Decline to answer

7. Please indicate the year in which your current faculty appointment began:

8. What is your rank?

- Professor
- Associate Professor
- Assistant Professor
- Instructor/Lecturer
- Decline to answer

9. Do you hold a joint appointment (formal responsibilities in more than one department)?

- Yes
- No
- Decline to answer

10. Name the department or departments in which you hold formal responsibilities.

- Decline to answer

11. What is your race/ethnicity? *(Please check all that apply.)*

- American Indian/Native Alaskan
- Asian/Pacific Islander
- White, Non-Hispanic
- Black, Non-Hispanic
- Hispanic
- Other (Please specify):
- Decline to answer

12. What is your citizenship status?

- U.S. citizen
- Non-U.S. citizen
- Decline to answer

13. What is your gender?

- Male
- Female
- Decline to answer

14. In what year were you born?

15. What is your annual salary?

- Less than \$30,000
- \$30,000 to \$44,999
- \$45,000 to \$59,999
- \$60,000 to \$74,999
- \$75,000 to \$89,999
- \$90,000 or above
- Decline to answer

16a. How many children under the age of 18 live with you at home?

16b. How many other dependents (e.g., an adult who requires your care) live with you at home?

17. Which statement most clearly describes your household's employment situation?

- I do not have a spouse/partner.
- My spouse/partner is not employed.
- My spouse/partner is employed full-time at this institution.
- My spouse/partner is employed full-time elsewhere.
- My spouse/partner is employed part-time at this institution.
- My spouse/partner is employed part-time elsewhere.
- Decline to answer

18. Do you and your spouse/partner reside in separate communities for work reasons?

- Yes
- No
- Not applicable
- Decline to answer

II. Tenure

This set of items addresses various aspects surrounding tenure in your department.

| | Very clear | Fairly clear | Neither clear nor unclear | Fairly unclear | Very unclear | Decline to answer |
|--|-----------------------|-----------------------|---------------------------|-----------------------|-----------------------|-----------------------|
| 19. I find the tenure <i>process</i> in my department to be... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 20. I find the tenure <i>criteria</i> (what things are evaluated) in my department to be... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 21. I find the tenure <i>standards</i> (the performance threshold) in my department to be... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. I find the <i>body of evidence</i> that will be considered in making my tenure decision to be... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. I feel that <i>my own prospects</i> for earning tenure are... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

24. Is what's expected in order to earn tenure clear to you regarding your performance as:

| | Not applicable | Very clear | Fairly clear | Neither clear nor unclear | Fairly unclear | Very unclear | Decline to answer |
|---|-----------------------|-----------------------|-----------------------|---------------------------|-----------------------|-----------------------|-----------------------|
| a. a scholar (e.g., research and creative work) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. a teacher | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. an advisor to students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. a colleague in your department | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. a campus citizen (e.g., service, committees) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. a member of the broader community (e.g. service, outreach) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

| | Not applicable | Very reasonable | Somewhat reasonable | Neither reasonable nor unreasonable | Somewhat unreasonable | Very unreasonable | Decline to answer |
|---|-----------------------|-----------------------|-----------------------|-------------------------------------|-----------------------|-----------------------|-----------------------|
| a. a scholar (e.g., research and creative work) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. a teacher | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. an advisor to students | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. a colleague in your department | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. a campus citizen (e.g., service, committees) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. a member of the broader community (e.g. service, outreach) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please indicate whether you agree or disagree with each of the following statements:

26. I have received mixed messages about the requirements for tenure from senior colleagues.

| Not applicable/ I don't know | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Decline to answer |
|---------------------------------|-----------------------|-----------------------|-------------------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

27a. From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships or demographics.

| Not applicable/ I don't know | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Decline to answer |
|---------------------------------|-----------------------|-----------------------|-------------------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

27b. On what are tenure decisions in your department primarily based?

Decline to answer

III. The Nature of Your Work

The next set of items explores your day-to-day activities as a faculty member.

Please indicate your level of satisfaction with the following:

| | Not applicable | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|--|-----------------------|-----------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|-----------------------|
| 28. The way you spend your time as a faculty member | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29a. The level of the courses you teach | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29b. The number of courses you teach | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29c. The degree of influence you have over which courses you teach | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29d. The discretion you have over the content of the courses you teach | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29e. The number of students you teach | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29f. The quality of undergraduate students with whom you interact | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29g. The quality of graduate students with whom you interact | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30a. What's expected of you as a researcher | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30b. The amount of time you have to conduct research | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please indicate your level of satisfaction with the following:

| | Not applicable | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|--|-----------------------|-----------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|-----------------------|
| 30c. The amount of research funding you are expected to find | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30d. The influence you have over the focus of your research | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. The quality of facilities (i.e., office, labs, classrooms) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

33. How satisfied are you with the quality of these support services?

| | Not applicable | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|--------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|-----------------------|
| a. Clerical/ administrative services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Research services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Teaching services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Computing services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

IV. Policies and Practices

34a. Regardless of whether the following policies and practices currently apply to your institution, please rate *how important you think each would be to your success*. For each item, please mark the appropriate column.

| | Very important | Somewhat important | Neither important nor unimportant | Somewhat unimportant | Very unimportant | Decline to answer |
|--|-----------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|-----------------------|
| Formal mentoring program for junior faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Informal mentoring | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Periodic, formal performance reviews for junior faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Written summary of periodic performance reviews for junior faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Professional assistance in obtaining externally funded grants | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Professional assistance for improving teaching | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Travel funds to present papers or conduct research. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Paid or unpaid research leave during the probationary period | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Paid or unpaid personal leave during the probationary period | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| An upper limit on committee assignments for tenure-track faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| An upper limit on teaching obligations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Peer reviews of teaching and research | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Childcare | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Financial assistance with housing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Stop-the-clock for parental or other family reasons | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Spousal/partner hiring program | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

34b. How effective for you have been the following at your institution? For each item, please mark the appropriate column.

| | Not applicable | Very effective | Somewhat effective | Neither effective nor ineffective | Somewhat ineffective | Very ineffective | Decline to answer |
|--|-----------------------|-----------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|-----------------------|
| Formal mentoring program for junior faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Informal mentoring | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Periodic, formal performance reviews for junior faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Written summary of periodic performance reviews for junior faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Professional assistance in obtaining externally funded grants | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Professional assistance for improving teaching | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Travel funds to present papers or conduct research. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Paid or unpaid research leave during the probationary period | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Paid or unpaid personal leave during the probationary period | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| An upper limit on committee assignments for tenure-track faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| An upper limit on teaching obligations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Peer reviews of teaching and research | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

34b. (continued) How effective for you have been the following at your institution? For each item, please mark the appropriate column.

| | Not applicable | Very effective | Somewhat effective | Neither effective nor ineffective | Somewhat ineffective | Very ineffective | Decline to answer |
|---|-----------------------|-----------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|-----------------------|
| Childcare | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Financial assistance with housing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Stop-the-clock for parental or other family reasons | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Spousal/partner hiring program | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please indicate your level of agreement with the following statements:

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

36. How satisfied are you with your compensation (that is, your salary and benefits)?

| Not applicable/ I don't know | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|---------------------------------|-----------------------|-----------------------|--------------------------------------|-------------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

37. How satisfied are you with the balance between professional time and personal or family time?

| Not applicable/ I don't know | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|---------------------------------|-----------------------|-----------------------|--------------------------------------|-------------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

V. Climate, Culture and Collegiality

This set of questions addresses the climate, culture and collegiality of your workplace. Please indicate your level of satisfaction with the following:

| | Not applicable | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|--|-----------------------|-----------------------|-----------------------|--------------------------------------|-------------------------|-----------------------|-----------------------|
| 38a. Your immediate supervisor is evaluating your work fairly | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38b. The interest senior faculty take in your professional development | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38c. Your opportunities to collaborate with senior faculty | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39a. The amount of professional interaction you have with senior colleagues in your department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39b. The amount of personal interaction you have with senior colleagues in your department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please indicate your level of satisfaction with the following:

| | Not applicable | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|--|-----------------------|-----------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|-----------------------|
| 39c. The amount of professional interaction you have with junior colleagues in your department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39d. The amount of personal interaction you have with junior colleagues in your department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 40. How well you "fit" (e.g., your sense of belonging, your comfort level) in your department | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 41. The intellectual vitality of the senior colleagues in your department | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please indicate your level of agreement with the following statements:

| | Not applicable/ I don't know | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Decline to answer |
|---|---------------------------------|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| 42a. There is a feeling of unity and cohesion among the faculty in my department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 42b. There is a feeling of unity and cohesion among the faculty in my School. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 43. On the whole, my department treats junior faculty fairly compared to one another. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

VI. Global Satisfaction

Finally, we ask you to make some overall assessments about your department and your institution as a place to work.

44a. Please check the two (and only two) *best aspects* about working at your institution, as opposed to a comparable institution.

- | | |
|---|---|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Presence of others like me. |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My sense of "fit" here |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Protection from service/assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research requirements for tenure |
| <input type="checkbox"/> Support for research (e.g. research leave) | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices | <input type="checkbox"/> Manageable or no pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Other (Please specify): |
| <input type="checkbox"/> Spousal/partner hiring program | <input type="checkbox"/> Other (Please specify): |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> There are no positive aspects. |
| <input type="checkbox"/> Geographic location | <input type="checkbox"/> Decline to answer |
| <input type="checkbox"/> Diversity | |

44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

- | | |
|---|--|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Absence of others like me |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My lack of "fit" here |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Too much service / too many assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research requirements for tenure |
| <input type="checkbox"/> Lack of support for research | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Lack of support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Lack of support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Lack of assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices (or lack thereof) | <input type="checkbox"/> Unrelenting pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Other (Please specify): |
| <input type="checkbox"/> Spousal/partner hiring program (or lack thereof) | <input type="checkbox"/> Other (Please specify): |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> There are no negative aspects. |
| <input type="checkbox"/> Geographic location | <input type="checkbox"/> Decline to answer |
| <input type="checkbox"/> Lack of diversity | |

45a. All things considered, how satisfied are you with *your department* as a place to work?

| Not applicable | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|----------------|----------------|--------------------|-----------------------------------|----------------------|------------------|-------------------|
| ○ | ○ | ○ | ○ | ○ | ○ | ○ |

45b. All things considered, how satisfied are you with *your institution* as a place to work?

| Not applicable | Very satisfied | Somewhat satisfied | Neither satisfied nor unsatisfied | Somewhat unsatisfied | Very unsatisfied | Decline to answer |
|----------------|----------------|--------------------|-----------------------------------|----------------------|------------------|-------------------|
| ○ | ○ | ○ | ○ | ○ | ○ | ○ |

46a. Who serves as the chief academic officer at your institution?

- President
- Vice President for Academic Affairs
- Academic Dean
- Provost
- Other (Please specify):
- I don't know.
- Decline to answer

Please indicate your level of agreement with the following statement:

46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

| Not applicable/ I don't know | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Decline to answer |
|---------------------------------|-----------------------|-----------------------|-------------------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

47. Assuming you achieve tenure, how long do you plan to remain at your institution?

- For the rest of my career
- For the foreseeable future
- For no more than 5 years after earning tenure (Why?)
- I haven't thought that far ahead.
- Not applicable
- Decline to answer

Please indicate your level of agreement with the following statement:

48. If I had to do it over again, I would accept my current position.

| Not applicable/ I don't know | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Decline to answer |
|---------------------------------|-----------------------|-----------------------|-------------------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

- Strongly recommend your department as a place to work
- Recommend your department with reservations
- Not recommend your department as a place to work
- Decline to answer

50. How do you rate your institution as a place for junior faculty to work?

- Great
- Good
- So-so
- Bad
- Awful
- Decline to answer

Thank you for taking the time to complete this survey. Your input is invaluable to our national understanding of faculty worklife as well as to your institution.