

NSF Workplace Survey

What is the current date? (mmddyyyy)

At which institution are you currently employed?

- AFIT
- CSU
- UD
- WSU

Other (Please specify)

What is your current rank at your institution?

- Assistant Professor*
- Associate Professor*
- Full Professor*

Year of highest degree (*If more than one PhD, please record the year of your first PhD.*)

What is your highest degree?

- PhD
- PsyD
- MD
- MS
- MA
-

Did you have a postdoctoral appointment?

- yes
- no

If yes, how many years?

Year of hire at current institution

- 2009
- 2008
- 2007
- 2006
- 2005
- 2004
- 2003
- 2002
- 2001
- 2000
- 1999
- 1998
- 1997

- 1996
- 1995
- 1994
- 1993
- 1992
- 1991
- 1990
- Before 1990

Year of hire on tenure-track, at current institution

- 2009
- 2008
- 2007
- 2006
- 2005
- 2004
- 2003
- 2002
- 2001
- 2000
- 1999
- 1998
- 1997
- 1996
- 1995
- 1994
- 1993
- 1992
- 1991
- 1990
- Before 1990

Have you been awarded tenure?

- yes
- no

Year tenure was granted

- 2009
- 2008
- 2007
- 2006
- 2005
- 2004
- 2003
- 2002
- 2001
- 2000
- 1999
- 1998
- 1997
- 1996
- 1995
- 1994
- 1993
- 1992

- 1991
- 1990
- Before 1990

What is your primary field of your current appointment (51% or more)?

- Engineering**
- Physical Science**
- Earth, Atmosphere, and Ocean Sciences**
- Mathematics**
- Computer Science**
- Biological/Agricultural Sciences**
- Social Sciences**
- Non-Science&Engineering**
- Professional/Other**

Q9 is EngineeringSpecify Engineering

- Aeronautical/Astronautical Engineering
- Chemical Engineering
- Civil Engineering
- Electrical Engineering
- Industrial Engineering
- Mechanical Engineering
- Materials/Metallurgical Engineering
- Other Engineering

If Q9 is Physical ScienceSpecify Physical Science

- Astronomy
- Chemistry
- Physics
- Other Physical Science

Q9 is Earth, Atmosphere, and Ocean SciencesSpecify Earth, Atmosphere, and Ocean Sciences

- Atmosphere Sciences
- Earth Sciences
- Oceanography
- Other Environmental Sciences

Q9 is Biological/Agricultural SciencesSpecify Biological/Agricultural Sciences

- Agricultural Sciences
- Biological Sciences

Q9 is Social SciencesSpecify Social Sciences

- Psychology
- Economics
- Political Science
- Sociology
- Other Social Sciences (e.g. Anthropology, Urban Affairs, Criminology, Geography)

Q9 is Non-Science and EngineeringSpecify Non-Science & Engineering

- Health and Medical Sciences
- Humanities
- Education

Q9 is Professional/OtherSpecify Professional/Other

- Business Management and Administrative Services

- Data Processing
- Information Fields (e.g. Communications)
- Other Professional Fields (e.g. Law, Library Science, Theology)

Do you have a secondary appointment?

- yes
- no

If yes, field of secondary appointment: _____

Have you changed your fractional appointment within the last five years (e.g. gone from 1/3 in department to 2/3)?

- yes
- no

If yes, why and how did it change? _____

If '1999-2009' Check which, if any, of the following were part of any aspect of your initial contract negotiation, and how they entered the negotiation.

Select all that apply

	<i>offered by institution</i>	<i>asked for by me</i>	<i>received</i>
Course release time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lab equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lab space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Renovation of lab space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research assistant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clerical/admin. support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discretionary funds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel funds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Signing bonus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Summer salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adjusted timing of tenure clock	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving expenses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing subsidy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Partner/spouse position	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please list and specify method received):	_____		

Research

What are the most reliable and informative indicators of productivity in your research area? (check all that apply)

- Total dollar amount of external grants (PI or co-PI)
- Total dollar amount of internal grants (PI or co-PI)
- Number of external fellowships funded
- Number of articles published in refereed academic or professional journals

- Number of monographs published
- Number of edited books published
- Number of book chapters published
- Number of dissertations or theses chaired
- Number of presentations at national/international conferences
- Number of patents

Other (please specify):

For those indicators of productivity selected, note your total:

Total dollar amount of external grants (PI or co-PI) (to the nearest 50k, e.g. 450,000)

Total dollar amount of internal grants (PI or co-PI) (to the nearest 50k, e.g. 450,000)

Number of external fellowships funded

Number of articles published in refereed academic or professional journals

Number of monographs published

Number of edited books published

Number of book chapters published

Number of dissertations or theses chaired

Number of presentations at national/international conferences

Number of patents

Other (please specify):

Using the criteria you checked above, how do you think your department views your productivity, compared to the departmental average? Check one response in the range below.

- 1- less productive
- 2
- 3
- 4
- 5
- 6
- 7- more productive

	0	1	2	3	4	5	6	7	8	9	10	>10
Modified duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	0	1	2	3	4	5	6	7	8	9	10	>10
Routine leave (e.g. nurturance leave/leave after certain duties)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	0	1	2	3	4	5	6	7	8	9	10	>10
Sabbatical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify and indicate how many):	_____											

For how many of each of the following (including 0) do you currently serve as *official/formal* advisor?

	0	1	2	3	4	5	6	7	8	9	10	>10
Undergraduates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	0	1	2	3	4	5	6	7	8	9	10	>10
MA/MS students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	0	1	2	3	4	5	6	7	8	9	10	>10
PhD students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	0	1	2	3	4	5	6	7	8	9	10	>10
Post-docs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	0	1	2	3	4	5	6	7	8	9	10	>10
Junior faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

On average, how many hours per month do you spend on informal mentoring/supervising activities (e.g. advising, counseling, advocating for students or junior faculty who are not your advisees)?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- >20

Service

Are you currently engaged in committee work for your unit, college, or university?

- yes
- no

Choose the committees you deem important:

- Assessment
- Curriculum/Academic policy
- Department executive/Faculty development
- Faculty search
- Fellowship
- Graduate admissions
- Space
- Staff search

Other (please specify):

In the last 5 years, how involved have you been in the following committees:

DEPARTMENT LEVEL

	volunteere d	asked to serve	served	chaired	not involved
Assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Curriculum/Academic policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Department executive/Faculty development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty search	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Staff search	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fellowship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate admissions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please list and specify involvement):	<hr/>				
	<hr/>				
Other (please list and specify involvement):	<hr/>				
	<hr/>				

SCHOOL/COLLEGE LEVEL

	volunteere d	asked to serve	served	chaired	not involved
College curriculum and/or Academic policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
College executive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Department/unit head	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty council	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research council	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Academic affairs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please list and specify involvement):	<hr/>				
	<hr/>				

How much time (%) do you typically spend doing the following? *Should add to 100%*

Research _____
 Teaching _____
 Service _____

Considering your *primary* unit, rate the level of effort (e.g. memos, meetings, etc.) it takes to secure the following resources.

Effort

	no effort	some effort	moderate effort	substantial effort	tremendous effort	n/a
Office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computer equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lab equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service from vendors: repairs, supplies, upgrades	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service from IT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research support (e.g. research asst., post-doc)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rate your level of satisfaction with current allocations of the following resources.

Satisfaction

	very dissatisfied	somewhat dissatisfied	neutral	somewhat satisfied	very satisfied	n/a
Office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computer equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lab equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service from vendors: repairs, supplies, upgrades	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service from IT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research support (e.g. research asst., post-doc)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Subsequent to your initial contract at your institution, have you received any of the following as a result of your own negotiations, the terms of an award, or offer by the institution? (check all that apply)

	offered by institution	asked for by me	terms of an award	n/a
Course release time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lab equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lab space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Renovation of lab space (not including departmental renovations)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research assistant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clerical/admin. support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discretionary funds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel funds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Signing bonus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Summer salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adjusted timing of tenure clock	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moving expenses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing subsidy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Partner/spouse position	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please list and specify method received):	<hr/>			

Outside offers

	<i>yes</i>	<i>no</i>
Have you ever had an outside offer while at your institution?	<input type="checkbox"/>	<input type="checkbox"/>

Outside offers- If yes....

	<i>yes</i>	<i>no</i>
Has it ever resulted in a salary increase?	<input type="checkbox"/>	<input type="checkbox"/>
Has it ever resulted in resource allocation?	<input type="checkbox"/>	<input type="checkbox"/>

Please rate your beliefs about the conditions in your *primary* unit.

Check the box that best expresses your level of satisfaction with the following:

	very dissatisfie d	somewhat dissatisfie d	neutral	somewhat satisfied	very satisfied
Opportunity to collaborate with other faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount of social interaction with members of my unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of funding for my research or creative efforts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Current salary in comparison to the salaries of my institution colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ability to attract students to work with me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sense of being valued as a teacher by my students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sense of being valued as a mentor or advisor by my students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sense of being valued for my teaching by members of my unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	very dissatisfie d	somewhat dissatisfie d	neutral	somewhat satisfied	very satisfied
Sense of being valued for my research, scholarship, or creativity by members of my unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sense of connectedness in my unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Balance between my professional and personal life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The recognition I get for my research, compared to others in my unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The recognition I get for my teaching, compared to others in my unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The recognition I get for my service work, compared to others in my unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

All things considered, I am satisfied with my current position.

<input type="checkbox"/> strongly disagree	<input type="checkbox"/> somewhat disagree	<input type="checkbox"/> neutral	<input type="checkbox"/> somewhat agree	<input type="checkbox"/> strongly agree
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Do you have a career-related mentor?

yes

no

Number of mentors

1

2

3

4

5

>5

Thinking of your primary mentor (the one with whom you have the most regular contact):

	strongly disagree	somewhat disagree	neutral	somewhat agree	strongly agree
My mentor and I see things in much the same way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My mentor and I are alike in a number of areas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My mentor and I have similar working styles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My mentor and I have similar career aspirations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My mentor and I have similar values and attitudes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| My mentor is someone I am satisfied with. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| My mentor disappoints me. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| My mentor has been effective in his/her role. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| My mentor fails to meet my needs. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Thinking of your primary mentor, how was this relationship initiated?

- Formally (assignment made by someone else in the organization)
- Informally (mutual attraction/spontaneously developed)

Thinking of your primary mentor, is he or she:

- Same gender as you
- Different gender than you

What is the predominant institutional affiliation of your mentor(s)

- This institution, same unit
- This institution, different unit
- Other institution

In what areas do you receive mentoring? (Check all that apply)

- Serves as a role model
- Promotes my career through networking
- Advises about preparation for advancement (e.g. promotion, leadership positions)
- Advises about getting my work published
- Advises about department policies
- Advises about obtaining the resources I need
- Advocates for me
- Advises about department/college politics
- Advises about balancing work and family

Other (please specify):

In what ways would you benefit from a mentor? (Check all that apply)

- Serve as a role model
- Promote my career through networking
- Advise about preparation for advancement (e.g. promotion, leadership positions)
- Advise about getting my work published
- Advise about department policies
- Advise about obtaining the resources I need
- Advocate for me
- Advise about department/college politics
- Advise about balancing work and family

Other (please specify):

Other (please specify):

Other (please specify):

Please rate the climate of your unit/department on the following continuums by selecting the appropriate corresponding number.

- 1 -Friendly
- 2
- 3
- 4
- 5 -Hostile

- 1 -Cooperative
- 2
- 3
- 4
- 5 -Competitive

- 1 -Racist
- 2
- 3
- 4
- 5 -Non-Racist

- 1 -Disrespectful
- 2
- 3
- 4
- 5 -Respectful

- 1 -Collegial
- 2
- 3
- 4
- 5 -Contentious

- 1 -Non-Sexist
- 2
- 3
- 4
- 5 -Sexist

- 1 -Collaborative
- 2
- 3
- 4

5 -Individualistic

- 1 -Unsupportive
- 2
- 3
- 4
- 5 -Supportive

Rate your level of agreement with each statement about your unit/department.

	strongly disagree	somewhat disagree	neutral	somewhat agree	strongly agree
I feel pressure to change my research agenda to fit in.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel pressure to change my research agenda to make tenure/be promoted.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Some colleagues make me feel inadequate, as if I were hired because of my gender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My department has difficulty retaining women faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I am reluctant to bring up issues that concern me for fear that it will affect my advancement in the department/college.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My colleagues expect me to be a spokesperson for others of my gender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My colleagues have lower expectations of me than other faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex discrimination or harassment is a problem in my department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	strongly disagree	somewhat disagree	neutral	somewhat agree	strongly agree
I often feel under scrutiny by my colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My department has actively recruited women faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are many unwritten rules concerning how one is to interact with unit colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Women faculty are less likely than men to have influence in departmental politics and administration.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Faculty would be comfortable with a woman or a man as department head.

My colleagues solicit my opinions about their research ideas and problems.

Faculty are serious about treating all faculty in the department equally.

Faculty do not often speak up when they see an instance of sex discrimination.

Men faculty are more likely than women faculty to be involved in informal social networks within the department.

strongly disagree somewhat disagree neutral somewhat agree strongly agree

Others seem to find it easier than I to "fit in".

The climate for women in my department is good.

There are too few women faculty in my department.

I am comfortable asking questions about performance expectations.

My department has taken steps to enhance the climate for women.

My department has too few women faculty in leadership positions.

Rate your level of agreement about your unit/department's chair/director (If you are a unit/department chair, answer for your dean/appropriate person):

Emphasizes the importance of a collective sense of mission.

strongly disagree somewhat disagree neutral somewhat agree strongly agree

Expresses confidence in the unit/department's ability to meet our goals.

Is enthusiastic about what needs to be accomplished.

Maintains high standards for the department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Handles disputes/problems effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Does not help people in the unit/department who are vulnerable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will keep his/her word.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is open to constructive criticism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is an effective administrator.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows interest in faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Articulates clear criteria for promotion/tenure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	strongly disagree	somewhat disagree	neutral	somewhat agree	strongly agree
Articulates a clear vision for the unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourages and empowers faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treats faculty in an even-handed way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Helps me obtain resources I need.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gives me useful feedback about my performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Communicates consistently with faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creates a cooperative and supportive environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Displays optimism about the unit/department's future.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Instills pride in the unit/department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Acts in ways to build my respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rate your level of agreement with this statement:

I am a full and equal decision-maker in my unit/department.
 strongly disagree somewhat disagree neutral somewhat agree strongly agree

Rate your level of agreement with this statement:

I have experienced job-related discrimination at my institution within the last five years.

- agree
- disagree

Note the areas in which you have experienced discrimination and the basis for it:

Please note in what areas (noted in the left column) and in what ways (the basis for, noted by different rows) you have experienced discrimination:

	race/ ethnicity	sex	sexual orientation	physical disability	religious affiliations	other	n/a
Hiring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Space/equipment, other resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to administrative staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate student or resident/fellow assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other area (please specify)

Other basis (please specify)

Please rate your level of agreement with these statements about your work:

	strongly disagree	somewhat disagree	neutral	somewhat agree	strongly agree
I spend a lot of time and effort networking with others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know a lot of important people and am well connected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am good at using my connections and networks to make things happen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is important that people believe I am sincere in what I say and do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I try to show a genuine interest in other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have seriously considered leaving this institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I do not feel attached to this university.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This institution has a great deal of personal meaning for me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	strongly disagree	somewhat disagree	neutral	somewhat agree	strongly agree
I do not feel a strong sense of belonging to my university/institution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My job is very stressful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am able to cope with my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My job is demanding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I perform my job well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I manage the demands imposed on me by my job well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I have a spouse/partner.

- yes
- no

If 'Agree' Please rate your level of agreement with the following:

	strongly disagree	somewhat disagree	neutral	somewhat agree	strongly agree
My spouse/partner values my work-related skills and abilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My spouse/partner thinks I work too much.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My spouse/partner supports my work/career decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I cannot turn to my spouse/partner in times of stress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My spouse/partner and I share household responsibilities equally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In general, I would say that my health for my age is.....?

- excellent
- very good
- good
- fair
- poor

All things considered, what are three things that you think your university/institution does well?

US Citizen:

- Yes
- No

Racial/Ethnic Identification (Select one):

- Asian
- Black
- White
- Hispanic
- Native American/American Indian
- Other

What best describes you?

- I am married and live with my spouse
- I am not married but live with a domestic partner (opposite or same sex)
- I am married or partnered, but we reside in different locations
- I am a widow/widower
- I am divorced/separated
- I am single (not married and not partnered)

'married and live with spouse', 'not married but live with partner', 'married or partnered but reside in different locations'What is your spouse's/partner's employment status?

- Full time*
- Part time*
- Not employed outside the home*

'married and live with spouse', 'not married but live with partner', 'married or partnered but live in different locations'What is your spouse's/partner's preferred employment status at this time?

- Full time*
- Part time*
- Not employed outside the home*

What, if any, is your spouse's/partner's employment or career field?

Is your spouse/partner currently employed at your institution of employment?

- yes*
- no*

If 'yes'If your partner is employed at your institution of employment, what type of appointment does he or she have?

- faculty member
- administrative/professional staff
- office or support staff
- primary research appointment
- technical
- health field
- post-doctoral or fellowship
- librarian/curator
- other

