

## COLLEGE OF BUSINESS

### Q1. Do you have a non-tenure track appointment with primary teaching responsibility for one or more courses at CSU?

#### Count Percent

31 100.00% Yes

0 0.00% No

31 Respondents

### Q2. Do you have a non-tenure-track appointment with primarily research responsibilities?

#### Count Percent

1 3.23% Yes

30 96.77% No

31 Respondents

### Q3. What is your college?

#### Count Percent

0 0.00% College of Agricultural Sciences

0 0.00% College of Applied Human Sciences

31 100.00% College of Business

0 0.00% College of Engineering

0 0.00% College of Liberal Arts

0 0.00% Warner College of Natural Resources

0 0.00% College of Natural Sciences

0 0.00% College of Veterinary Medicine and Biomedical Sciences

31 Respondents

### Q4. How many year have you been employed at CSU?

#### Count Percent

7 22.58% Less than 1

2 6.45% 1

3 9.68% 2

4 12.90% 3

2 6.45% 4

0 0.00% 5

3 9.68% 6

0 0.00% 7

1 3.23% 8

0 0.00% 9

9 29.03% 10 or more

31 Respondents

### Q5. Gender:

#### Count Percent

11 35.48% Female

20 64.52% Male

**Q5. Gender:**

Count	Percent
31	Respondents

**Q6. Ethnicity/Citizenship:**

Count	Percent	
0	0.00%	Asian American
0	0.00%	African American
22	70.97%	European American
0	0.00%	Hispanic American
1	3.23%	Native American
0	0.00%	International - Not a U.S. Citizen
8	25.81%	Other (please specify)
31		Respondents

**Q7. CSU Employment Category:**

Count	Percent	
10	32.26%	Special Appointment Faculty
15	48.39%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
0	0.00%	Multi-Year Research Faculty
1	3.23%	Administrative Professional
1	3.23%	Joint Academic-Administrative Professional
4	12.90%	I don't know
31		Respondents

**Q8. What is your appointment type?**

Count	Percent	
1	100.00%	Regular
0	0.00%	Special (research funded)
0	0.00%	Other (please specify)
0	0.00%	I don't know
1		Respondent

**Q9. What is your appointment category?**

Count	Percent	
0	0.00%	Research Associate (I-IV)
0	0.00%	Research Scientist
0	0.00%	Senior Research Scientist
1	100.00%	Other (e.g., Coordinator, Administrator) (please specify)
0	0.00%	I don't know
1		Respondent

**Q10. Do you have a Joint-Administrative Professional Faculty appointment in an academic department?**

Count	Percent	
1	100.00%	Yes
0	0.00%	No
0	0.00%	I don't know
1		Respondent

**Q11. In what department(s) is your Joint-Administration Professional Faculty appointment?**

Count	Percent	
1	100.00%	
1		Respondent

**Q12. What is your academic rank?**

Count	Percent	
23	88.46%	Instructor
0	0.00%	Assistant Professor
0	0.00%	Associate Professor
1	3.85%	Full Professor
0	0.00%	Other
1	3.85%	I don't know
1	3.85%	I do not have academic rank
26		Respondents

**Q13. Teaching:**

Count	Percent	
0	0.00%	0%
0	0.00%	1 - 10%
0	0.00%	11 - 20%
0	0.00%	21 - 30%
0	0.00%	31 - 40%
2	6.45%	41 - 50%
0	0.00%	51 - 60%
3	9.68%	61 - 70%
2	6.45%	71 - 80%
7	22.58%	81 - 90%
17	54.84%	91 - 100%
31		Respondents

**Q14. Research:**

Count	Percent	
27	87.10%	0%
1	3.23%	1 - 10%
1	3.23%	11 - 20%
1	3.23%	21 - 30%
0	0.00%	31 - 40%
1	3.23%	41 - 50%

**Q14. Research:**

Count	Percent	
0	0.00%	51 - 60%
0	0.00%	61 - 70%
0	0.00%	71 - 80%
0	0.00%	81 - 90%
0	0.00%	91 - 100%
31	Respondents	

**Q15. Other responsibilities:**

Count	Percent	
12	38.71%	0%
13	41.94%	1 - 10%
4	12.90%	11 - 20%
2	6.45%	21 - 30%
0	0.00%	31 - 40%
0	0.00%	41 - 50%
0	0.00%	51 - 60%
0	0.00%	61 - 70%
0	0.00%	71 - 80%
0	0.00%	81 - 90%
0	0.00%	91 - 100%
31	Respondents	

**Q16. What other responsibilities beyond teaching and/or research do you have in your position? If you do not have other responsibilities, please type "no others."**

Count	Percent
15	100.00%
15	Respondents

**Q17. How many classes do you typically teach per semester?**

Count	Percent	
5	16.13%	1
7	22.58%	2
9	29.03%	3
7	22.58%	4
0	0.00%	5
2	6.45%	6
1	3.23%	More than 6
0	0.00%	Not applicable
31	Respondents	

**Q18. How many students do you have in all of your classes combined in an average semester?**

Count	Percent	
2	6.45%	Under 30
2	6.45%	30 - 49

**Q18. How many students do you have in all of your classes combined in an average semester?**

Count	Percent	
9	29.03%	50 - 99
17	54.84%	100 - 499
1	3.23%	500 or more
0	0.00%	Not applicable
31	Respondents	

**Q19. Do you teach courses that students take completely online?**

Count	Percent	
6	19.35%	Yes
25	80.65%	No
0	0.00%	Not applicable
31	Respondents	

**Q20. Do you receive more compensation for teaching online than you would for teaching in a traditional classroom?**

Count	Percent	
2	33.33%	Yes
4	66.67%	No
6	Respondents	

**Q21. If your primary responsibility is research but you also teach, do you receive additional compensation for teaching classes?**

Count	Percent	
2	6.45%	Yes
29	93.55%	No
31	Respondents	

**Q22. When you were hired, did you receive a handbook or other written materials to help you become acquainted with your department and your position off the tenure track?**

Count	Percent	
13	41.94%	Yes
18	58.06%	No
31	Respondents	

**Q23. How important are the following to your job satisfaction? - Salary**

Count	Percent	
10	32.26%	Extremely important
10	32.26%	Very important
9	29.03%	Moderately important
2	6.45%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable

**Q23. How important are the following to your job satisfaction? - Salary**

Count	Percent
31	Respondents

**Q24. How important are the following to your job satisfaction? - Student contact**

Count	Percent	
14	45.16%	Extremely important
17	54.84%	Very important
0	0.00%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
31	Respondents	

**Q25. How important are the following to your job satisfaction? - Contact with colleagues**

Count	Percent	
7	22.58%	Extremely important
14	45.16%	Very important
6	19.35%	Moderately important
4	12.90%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
31	Respondents	

**Q26. How important are the following to your job satisfaction? - Autonomy**

Count	Percent	
9	29.03%	Extremely important
13	41.94%	Very important
6	19.35%	Moderately important
2	6.45%	Slightly important
1	3.23%	Not at all important
0	0.00%	Not applicable
31	Respondents	

**Q27. How important are the following to your job satisfaction? - Working collaboratively**

Count	Percent	
7	22.58%	Extremely important
7	22.58%	Very important
11	35.48%	Moderately important
4	12.90%	Slightly important
2	6.45%	Not at all important
0	0.00%	Not applicable
31	Respondents	

**Q28. How important are the following to your job satisfaction? - Having a flexible schedule**

Count	Percent	
15	48.39%	Extremely important
10	32.26%	Very important
6	19.35%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
31	Respondents	

**Q29. How important are the following to your job satisfaction? - Having freedom to create/deliver classes**

Count	Percent	
15	48.39%	Extremely important
12	38.71%	Very important
3	9.68%	Moderately important
1	3.23%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
31	Respondents	

**Q30. How important are the following to your job satisfaction? - Having freedom to conduct research**

Count	Percent	
4	12.90%	Extremely important
1	3.23%	Very important
6	19.35%	Moderately important
4	12.90%	Slightly important
3	9.68%	Not at all important
13	41.94%	Not applicable
31	Respondents	

**Q31. How important are the following to your job satisfaction? - Feeling valued as a professional**

Count	Percent	
18	58.06%	Extremely important
8	25.81%	Very important
3	9.68%	Moderately important
1	3.23%	Slightly important
1	3.23%	Not at all important
0	0.00%	Not applicable
31	Respondents	

**Q32. How important are the following to your job satisfaction? - Having excellent research facilities**

Count	Percent	
3	9.68%	Extremely important
6	19.35%	Very important
4	12.90%	Moderately important
2	6.45%	Slightly important

Q32. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
3	9.68%	Not at all important
13	41.94%	Not applicable
31	Respondents	

Q33. How important are the following to your job satisfaction? - Having excellent research opportunities		
Count	Percent	
2	6.45%	Extremely important
4	12.90%	Very important
7	22.58%	Moderately important
3	9.68%	Slightly important
2	6.45%	Not at all important
13	41.94%	Not applicable
31	Respondents	

Q34. How important are the following to your job satisfaction? - Being mentored		
Count	Percent	
1	3.23%	Extremely important
6	19.35%	Very important
9	29.03%	Moderately important
9	29.03%	Slightly important
3	9.68%	Not at all important
3	9.68%	Not applicable
31	Respondents	

Q35. How important are the following to your job satisfaction? - Obtaining professional development		
Count	Percent	
4	12.90%	Extremely important
9	29.03%	Very important
11	35.48%	Moderately important
4	12.90%	Slightly important
2	6.45%	Not at all important
1	3.23%	Not applicable
31	Respondents	

Q36. How important are the following to your job satisfaction? - Being involved in department activities		
Count	Percent	
3	9.68%	Extremely important
14	45.16%	Very important
5	16.13%	Moderately important
5	16.13%	Slightly important
3	9.68%	Not at all important
1	3.23%	Not applicable



**Q36. How important are the following to your job satisfaction? - Being involved in department activities**

Count	Percent
31	Respondents

**Q37. How important are the following to your job satisfaction? - Being involved in department governance**

Count	Percent	
2	6.45%	Extremely important
6	19.35%	Very important
8	25.81%	Moderately important
7	22.58%	Slightly important
8	25.81%	Not at all important
0	0.00%	Not applicable
31		Respondents

**Q38. How important are the following to your job satisfaction? - Being intellectually stimulated**

Count	Percent	
14	45.16%	Extremely important
15	48.39%	Very important
2	6.45%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
31		Respondents

**Q39. How important are the following to your job satisfaction? - Enjoying collegiality**

Count	Percent	
9	29.03%	Extremely important
17	54.84%	Very important
2	6.45%	Moderately important
1	3.23%	Slightly important
2	6.45%	Not at all important
0	0.00%	Not applicable
31		Respondents

**Q40. How important are the following to your job satisfaction? - Being fairly treated**

Count	Percent	
22	70.97%	Extremely important
8	25.81%	Very important
1	3.23%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
31		Respondents

**Q41. How important are the following to your job satisfaction? - Exercising academic freedom**

Count	Percent	
11	35.48%	Extremely important
14	45.16%	Very important
4	12.90%	Moderately important
2	6.45%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
31	Respondents	

**Q42. With respect to your professional position at CSU, how satisfied are you with the following? - Salary**

Count	Percent	
1	3.23%	Very satisfied
10	32.26%	Moderately satisfied
10	32.26%	Neither satisfied nor dissatisfied
7	22.58%	Moderately dissatisfied
3	9.68%	Very dissatisfied
0	0.00%	Not applicable
31	Respondents	

**Q43. With respect to your professional position at CSU, how satisfied are you with the following? - Student contact**

Count	Percent	
15	48.39%	Very satisfied
12	38.71%	Moderately satisfied
3	9.68%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
1	3.23%	Very dissatisfied
0	0.00%	Not applicable
31	Respondents	

**Q44. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues**

Count	Percent	
7	22.58%	Very satisfied
14	45.16%	Moderately satisfied
7	22.58%	Neither satisfied nor dissatisfied
2	6.45%	Moderately dissatisfied
1	3.23%	Very dissatisfied
0	0.00%	Not applicable
31	Respondents	

**Q45. With respect to your professional position at CSU, how satisfied are you with the following? - Autonomy**

Count	Percent	
16	51.61%	Very satisfied
8	25.81%	Moderately satisfied
7	22.58%	Neither satisfied nor dissatisfied

**Q45. With respect to your professional position at CSU, how satisfied are you with the following? - Autonomy**

Count	Percent	
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
31	Respondents	

**Q46. With respect to your professional position at CSU, how satisfied are you with the following? - Working collaboratively**

Count	Percent	
4	12.90%	Very satisfied
14	45.16%	Moderately satisfied
10	32.26%	Neither satisfied nor dissatisfied
2	6.45%	Moderately dissatisfied
1	3.23%	Very dissatisfied
0	0.00%	Not applicable
31	Respondents	

**Q47. With respect to your professional position at CSU, how satisfied are you with the following? - Having a flexible schedule**

Count	Percent	
13	41.94%	Very satisfied
11	35.48%	Moderately satisfied
6	19.35%	Neither satisfied nor dissatisfied
1	3.23%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
31	Respondents	

**Q48. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to create/execute classes**

Count	Percent	
15	48.39%	Very satisfied
8	25.81%	Moderately satisfied
6	19.35%	Neither satisfied nor dissatisfied
1	3.23%	Moderately dissatisfied
1	3.23%	Very dissatisfied
0	0.00%	Not applicable
31	Respondents	

**Q49. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to conduct research**

Count	Percent	
6	19.35%	Very satisfied
2	6.45%	Moderately satisfied
7	22.58%	Neither satisfied nor dissatisfied

**Q49. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to conduct research**

Count	Percent	
3	9.68%	Moderately dissatisfied
0	0.00%	Very dissatisfied
13	41.94%	Not applicable
31	Respondents	

**Q50. With respect to your professional position at CSU, how satisfied are you with the following? - Feeling valued as a professional**

Count	Percent	
7	22.58%	Very satisfied
9	29.03%	Moderately satisfied
5	16.13%	Neither satisfied nor dissatisfied
7	22.58%	Moderately dissatisfied
3	9.68%	Very dissatisfied
0	0.00%	Not applicable
31	Respondents	

**Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research facilities**

Count	Percent	
4	12.90%	Very satisfied
3	9.68%	Moderately satisfied
5	16.13%	Neither satisfied nor dissatisfied
3	9.68%	Moderately dissatisfied
0	0.00%	Very dissatisfied
16	51.61%	Not applicable
31	Respondents	

**Q52. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research opportunities**

Count	Percent	
3	9.68%	Very satisfied
1	3.23%	Moderately satisfied
9	29.03%	Neither satisfied nor dissatisfied
2	6.45%	Moderately dissatisfied
0	0.00%	Very dissatisfied
16	51.61%	Not applicable
31	Respondents	

**Q53. With respect to your professional position at CSU, how satisfied are you with the following? - Being mentored**

Count	Percent	
2	6.45%	Very satisfied
5	16.13%	Moderately satisfied
12	38.71%	Neither satisfied nor dissatisfied

**Q53. With respect to your professional position at CSU, how satisfied are you with the following? - Being mentored**

Count	Percent	
5	16.13%	Moderately dissatisfied
0	0.00%	Very dissatisfied
7	22.58%	Not applicable
31	Respondents	

**Q54. With respect to your professional position at CSU, how satisfied are you with the following? - Obtaining professional development**

Count	Percent	
4	12.90%	Very satisfied
3	9.68%	Moderately satisfied
13	41.94%	Neither satisfied nor dissatisfied
8	25.81%	Moderately dissatisfied
1	3.23%	Very dissatisfied
2	6.45%	Not applicable
31	Respondents	

**Q55. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department activities**

Count	Percent	
6	19.35%	Very satisfied
6	19.35%	Moderately satisfied
10	32.26%	Neither satisfied nor dissatisfied
6	19.35%	Moderately dissatisfied
1	3.23%	Very dissatisfied
2	6.45%	Not applicable
31	Respondents	

**Q56. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department governance**

Count	Percent	
5	16.13%	Very satisfied
1	3.23%	Moderately satisfied
18	58.06%	Neither satisfied nor dissatisfied
3	9.68%	Moderately dissatisfied
1	3.23%	Very dissatisfied
3	9.68%	Not applicable
31	Respondents	

**Q57. With respect to your professional position at CSU, how satisfied are you with the following? - Being intellectually stimulated**

Count	Percent	
10	32.26%	Very satisfied
12	38.71%	Moderately satisfied
5	16.13%	Neither satisfied nor dissatisfied

**Q57. With respect to your professional position at CSU, how satisfied are you with the following? - Being intellectually stimulated**

Count	Percent	
3	9.68%	Moderately dissatisfied
0	0.00%	Very dissatisfied
1	3.23%	Not applicable
31		Respondents

**Q58. With respect to your professional position at CSU, how satisfied are you with the following? - Enjoying collegiality**

Count	Percent	
9	29.03%	Very satisfied
10	32.26%	Moderately satisfied
8	25.81%	Neither satisfied nor dissatisfied
2	6.45%	Moderately dissatisfied
1	3.23%	Very dissatisfied
1	3.23%	Not applicable
31		Respondents

**Q59. With respect to your professional position at CSU, how satisfied are you with the following? - Being fairly treated**

Count	Percent	
9	29.03%	Very satisfied
8	25.81%	Moderately satisfied
4	12.90%	Neither satisfied nor dissatisfied
6	19.35%	Moderately dissatisfied
3	9.68%	Very dissatisfied
1	3.23%	Not applicable
31		Respondents

**Q60. With respect to your professional position at CSU, how satisfied are you with the following? - Exercising academic freedom**

Count	Percent	
9	29.03%	Very satisfied
12	38.71%	Moderately satisfied
8	25.81%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
1	3.23%	Very dissatisfied
1	3.23%	Not applicable
31		Respondents

**Q61. Which of the following best describes your position?**

Count	Percent	
11	35.48%	I must apply annually to work in my department.
10	32.26%	I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.
10	32.26%	I am not sure.

**Q61. Which of the following best describes your position?**

Count	Percent
31	Respondents

**Q62. Are you paid on a "per section" basis?**

Count	Percent	
20	64.52%	Yes
11	35.48%	No
31		Respondents

**Q63. Are you paid a salary that has been negotiated as part of a research contract or research award?**

Count	Percent	
3	9.68%	Yes
28	90.32%	No
31		Respondents

**Q64. Please indicate your level of agreement with the following statements: - My job description and/or offer letter provided at the time of my hire clearly and accurately explained my job responsibilities.**

Count	Percent	
7	22.58%	Strongly agree
6	19.35%	Moderately agree
6	19.35%	Neither agree nor disagree
4	12.90%	Moderately disagree
5	16.13%	Strongly disagree
1	3.23%	Not sure
2	6.45%	Not applicable
31		Respondents

**Q65. Please indicate your level of agreement with the following statements: - I understand the process for getting rehired or reappointed.**

Count	Percent	
8	25.81%	Strongly agree
8	25.81%	Moderately agree
9	29.03%	Neither agree nor disagree
2	6.45%	Moderately disagree
2	6.45%	Strongly disagree
1	3.23%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q66. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is reasonable.**

Count	Percent
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**Q66. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is reasonable.**

Count	Percent	
7	22.58%	Strongly agree
6	19.35%	Moderately agree
10	32.26%	Neither agree nor disagree
1	3.23%	Moderately disagree
2	6.45%	Strongly disagree
4	12.90%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q67. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is fair.**

Count	Percent	
6	19.35%	Strongly agree
6	19.35%	Moderately agree
11	35.48%	Neither agree nor disagree
2	6.45%	Moderately disagree
1	3.23%	Strongly disagree
4	12.90%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q68. Please indicate your level of agreement with the following statements: - I have adequate office space.**

Count	Percent	
12	38.71%	Strongly agree
4	12.90%	Moderately agree
3	9.68%	Neither agree nor disagree
4	12.90%	Moderately disagree
8	25.81%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
31		Respondents

**Q69. Please indicate your level of agreement with the following statements: - I have access to adequate resources (e.g., supplies, copying) to support my teaching or research.**

Count	Percent	
16	51.61%	Strongly agree
7	22.58%	Moderately agree
5	16.13%	Neither agree nor disagree
2	6.45%	Moderately disagree
1	3.23%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
31		Respondents



**Q70. Please indicate your level of agreement with the following statements: - I know how my effort (research, teaching, service) is distributed on the annual evaluation.**

Count	Percent	
9	29.03%	Strongly agree
3	9.68%	Moderately agree
5	16.13%	Neither agree nor disagree
2	6.45%	Moderately disagree
3	9.68%	Strongly disagree
6	19.35%	Not sure
3	9.68%	Not applicable
31		Respondents

**Q71. Please indicate your level of agreement with the following statements: - My effort distribution correctly reflects my work responsibilities.**

Count	Percent	
10	32.26%	Strongly agree
4	12.90%	Moderately agree
5	16.13%	Neither agree nor disagree
1	3.23%	Moderately disagree
2	6.45%	Strongly disagree
7	22.58%	Not sure
2	6.45%	Not applicable
31		Respondents

**Q72. Please indicate your level of agreement with the following statements: - I would switch to a standard tenure-track position (including an effort distribution that includes teaching, research, and service) if it were possible.**

Count	Percent	
7	22.58%	Strongly agree
1	3.23%	Moderately agree
6	19.35%	Neither agree nor disagree
3	9.68%	Moderately disagree
5	16.13%	Strongly disagree
3	9.68%	Not sure
6	19.35%	Not applicable
31		Respondents

**Q73. Please indicate your level of agreement with the following statements: - I would switch to a teaching-only tenure-track position if it were possible.**

Count	Percent	
12	38.71%	Strongly agree
2	6.45%	Moderately agree
5	16.13%	Neither agree nor disagree
1	3.23%	Moderately disagree
2	6.45%	Strongly disagree
3	9.68%	Not sure
6	19.35%	Not applicable
31		Respondents

**Q74. Please indicate your level of agreement with the following statements: - I would switch to a research-only tenure-track position if it were possible.**

Count	Percent	
2	6.45%	Strongly agree
2	6.45%	Moderately agree
3	9.68%	Neither agree nor disagree
1	3.23%	Moderately disagree
12	38.71%	Strongly disagree
2	6.45%	Not sure
9	29.03%	Not applicable
31		Respondents

**Q75. Is your job performance evaluated annually?**

Count	Percent	
13	41.94%	Yes
3	9.68%	No
15	48.39%	Not sure
31		Respondents

**Q76. Are you able to see the student evaluations of your teaching?**

Count	Percent	
26	83.87%	Yes
0	0.00%	No
5	16.13%	Not sure
0	0.00%	Not applicable
31		Respondents

**Q77. Are you eligible for promotion and/or merit pay increases?**

Count	Percent	
6	19.35%	Yes
9	29.03%	No
16	51.61%	Not sure
31		Respondents

**Q78. Please indicate your level of agreement with the following statements: - Evaluation criteria accurately reflect my contractual responsibilities.**

Count	Percent	
8	25.81%	Strongly agree
4	12.90%	Moderately agree
5	16.13%	Neither agree nor disagree
0	0.00%	Moderately disagree
3	9.68%	Strongly disagree
7	22.58%	Not sure
4	12.90%	Not applicable

**Q78. Please indicate your level of agreement with the following statements: - Evaluation criteria accurately reflect my contractual responsibilities.**

Count	Percent
31	Respondents

**Q79. Please indicate your level of agreement with the following statements: - My job performance is accurately assessed in my annual evaluation.**

Count	Percent	
7	22.58%	Strongly agree
3	9.68%	Moderately agree
6	19.35%	Neither agree nor disagree
1	3.23%	Moderately disagree
2	6.45%	Strongly disagree
7	22.58%	Not sure
5	16.13%	Not applicable
31		Respondents

**Q80. Please indicate your level of agreement with the following statements: - I am eligible for promotion and/or merit pay increases.**

Count	Percent	
5	16.13%	Strongly agree
0	0.00%	Moderately agree
5	16.13%	Neither agree nor disagree
1	3.23%	Moderately disagree
6	19.35%	Strongly disagree
10	32.26%	Not sure
4	12.90%	Not applicable
31		Respondents

**Q81. Please indicate your level of agreement with the following statements: - Research and/or teaching awards are available to provide recognition for the work I do.**

Count	Percent	
5	16.13%	Strongly agree
2	6.45%	Moderately agree
6	19.35%	Neither agree nor disagree
1	3.23%	Moderately disagree
3	9.68%	Strongly disagree
11	35.48%	Not sure
3	9.68%	Not applicable
31		Respondents

**Q82. Please indicate your level of agreement with the following statements: - My title (e.g., instructor, assistant professor on special appointment) provides meaningful recognition for the work I do.**

Count	Percent	
2	6.45%	Strongly agree
7	22.58%	Moderately agree

**Q82. Please indicate your level of agreement with the following statements: - My title (e.g., instructor, assistant professor on special appointment) provides meaningful recognition for the work I do.**

Count	Percent	
8	25.81%	Neither agree nor disagree
4	12.90%	Moderately disagree
7	22.58%	Strongly disagree
2	6.45%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q83. Please indicate your level of agreement with the following statements: - My department and/or college newsletters recognize people in non-tenure-track positions.**

Count	Percent	
5	16.13%	Strongly agree
7	22.58%	Moderately agree
2	6.45%	Neither agree nor disagree
2	6.45%	Moderately disagree
6	19.35%	Strongly disagree
7	22.58%	Not sure
2	6.45%	Not applicable
31		Respondents

**Q84. Please indicate your level of agreement with the following statements: - My department values my professional expertise and contributions.**

Count	Percent	
9	29.03%	Strongly agree
8	25.81%	Moderately agree
3	9.68%	Neither agree nor disagree
1	3.23%	Moderately disagree
4	12.90%	Strongly disagree
4	12.90%	Not sure
2	6.45%	Not applicable
31		Respondents

**Q85. Please indicate your level of agreement with the following statements: - My department and/or college has developed good ways of showing that non-tenure-track faculty are valued members of the university community.**

Count	Percent	
6	19.35%	Strongly agree
5	16.13%	Moderately agree
5	16.13%	Neither agree nor disagree
5	16.13%	Moderately disagree
6	19.35%	Strongly disagree
2	6.45%	Not sure
2	6.45%	Not applicable
31		Respondents

**Q86. Please indicate your level of agreement with the following statements: - I have academic freedom.**

Count	Percent	
11	35.48%	Strongly agree
9	29.03%	Moderately agree
6	19.35%	Neither agree nor disagree
1	3.23%	Moderately disagree
1	3.23%	Strongly disagree
2	6.45%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q87. Please indicate your level of agreement with the following statements: - In general, the tenured and tenure-track faculty in my department respect my contributions.**

Count	Percent	
8	25.81%	Strongly agree
11	35.48%	Moderately agree
4	12.90%	Neither agree nor disagree
3	9.68%	Moderately disagree
4	12.90%	Strongly disagree
0	0.00%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q88. Please indicate your level of agreement with the following statements: - My pay has risen along with that of the tenured and tenure-track faculty in my department.**

Count	Percent	
2	6.45%	Strongly agree
1	3.23%	Moderately agree
3	9.68%	Neither agree nor disagree
5	16.13%	Moderately disagree
9	29.03%	Strongly disagree
8	25.81%	Not sure
3	9.68%	Not applicable
31		Respondents

**Q89. Please indicate your level of agreement with the following statements: - My department pays non-tenure-track faculty who hold the terminal degree more than other non tenure-track faculty.**

Count	Percent	
4	12.90%	Strongly agree
0	0.00%	Moderately agree
4	12.90%	Neither agree nor disagree
0	0.00%	Moderately disagree
3	9.68%	Strongly disagree
19	61.29%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q90. Please indicate your level of agreement with the following statements: - I receive clear information about benefits.**

Count	Percent	
5	16.13%	Strongly agree
11	35.48%	Moderately agree
3	9.68%	Neither agree nor disagree
7	22.58%	Moderately disagree
2	6.45%	Strongly disagree
3	9.68%	Not sure
0	0.00%	Not applicable
31		Respondents

**Q91. Please indicate your level of agreement with the following statements: - I am eligible for benefits like those of other employees.**

Count	Percent	
8	25.81%	Strongly agree
4	12.90%	Moderately agree
2	6.45%	Neither agree nor disagree
0	0.00%	Moderately disagree
7	22.58%	Strongly disagree
8	25.81%	Not sure
2	6.45%	Not applicable
31		Respondents

**Q92. Please indicate your level of agreement with the following statements: - I am eligible for leave accrual in the case of childbirth, illness, or other exigencies.**

Count	Percent	
4	12.90%	Strongly agree
0	0.00%	Moderately agree
1	3.23%	Neither agree nor disagree
0	0.00%	Moderately disagree
5	16.13%	Strongly disagree
17	54.84%	Not sure
4	12.90%	Not applicable
31		Respondents

**Q93. Please indicate your level of agreement with the following statements: - The university administration cares about my interests and situation.**

Count	Percent	
3	9.68%	Strongly agree
7	22.58%	Moderately agree
5	16.13%	Neither agree nor disagree
8	25.81%	Moderately disagree
5	16.13%	Strongly disagree
3	9.68%	Not sure
0	0.00%	Not applicable
31		Respondents

**Q94. Please indicate your level of agreement with the following statements: - I am adequately represented by Faculty Council.**

Count	Percent	
0	0.00%	Strongly agree
5	16.13%	Moderately agree
2	6.45%	Neither agree nor disagree
4	12.90%	Moderately disagree
9	29.03%	Strongly disagree
10	32.26%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q95. Please indicate your level of agreement with the following statements: - I know who my Faculty Council representatives are or I know how to find out.**

Count	Percent	
6	19.35%	Strongly agree
7	22.58%	Moderately agree
3	9.68%	Neither agree nor disagree
2	6.45%	Moderately disagree
4	12.90%	Strongly disagree
8	25.81%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q96. Please indicate your level of agreement with the following statements: - I feel welcome at departmental faculty meetings.**

Count	Percent	
9	29.03%	Strongly agree
4	12.90%	Moderately agree
7	22.58%	Neither agree nor disagree
3	9.68%	Moderately disagree
3	9.68%	Strongly disagree
3	9.68%	Not sure
2	6.45%	Not applicable
31		Respondents

**Q97. Please indicate your level of agreement with the following statements: - My opinion matters at faculty committee meetings.**

Count	Percent	
6	19.35%	Strongly agree
1	3.23%	Moderately agree
4	12.90%	Neither agree nor disagree
6	19.35%	Moderately disagree
6	19.35%	Strongly disagree
4	12.90%	Not sure
4	12.90%	Not applicable
31		Respondents

**Q98. Please indicate your level of agreement with the following statements: - I feel included in departmental decision-making about topics that are relevant to my job responsibilities.**

Count	Percent	
8	25.81%	Strongly agree
2	6.45%	Moderately agree
7	22.58%	Neither agree nor disagree
2	6.45%	Moderately disagree
7	22.58%	Strongly disagree
3	9.68%	Not sure
2	6.45%	Not applicable
31		Respondents

**Q99. Please indicate your level of agreement with the following statements: - I am compensated and/or rewarded for serving on committees and participating in other forms of faculty governance.**

Count	Percent	
3	9.68%	Strongly agree
0	0.00%	Moderately agree
4	12.90%	Neither agree nor disagree
3	9.68%	Moderately disagree
6	19.35%	Strongly disagree
7	22.58%	Not sure
8	25.81%	Not applicable
31		Respondents

**Q100. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I were invited and welcome to participate.**

Count	Percent	
5	16.13%	Strongly agree
10	32.26%	Moderately agree
7	22.58%	Neither agree nor disagree
1	3.23%	Moderately disagree
1	3.23%	Strongly disagree
6	19.35%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q101. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I knew my efforts would be compensated/rewarded.**

Count	Percent	
6	19.35%	Strongly agree
10	32.26%	Moderately agree
9	29.03%	Neither agree nor disagree
3	9.68%	Moderately disagree
0	0.00%	Strongly disagree
2	6.45%	Not sure
1	3.23%	Not applicable



**Q101. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I knew my efforts would be compensated/rewarded.**

Count	Percent
31	Respondents

**Q102. Please indicate your level of agreement with the following statements: - I feel comfortable talking to my department chair if I have a problem or concern.**

Count	Percent	
14	45.16%	Strongly agree
8	25.81%	Moderately agree
2	6.45%	Neither agree nor disagree
4	12.90%	Moderately disagree
1	3.23%	Strongly disagree
1	3.23%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q103. Please indicate your level of agreement with the following statements: - I fear that my job may be threatened by possible budget cuts.**

Count	Percent	
15	48.39%	Strongly agree
5	16.13%	Moderately agree
7	22.58%	Neither agree nor disagree
1	3.23%	Moderately disagree
0	0.00%	Strongly disagree
2	6.45%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q104. Please indicate your level of agreement with the following statements: - I believe that my department and college are doing everything they can to save my position in the face of budget cuts.**

Count	Percent	
9	29.03%	Strongly agree
6	19.35%	Moderately agree
5	16.13%	Neither agree nor disagree
2	6.45%	Moderately disagree
3	9.68%	Strongly disagree
5	16.13%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q105. Please indicate your level of agreement with the following statements: - I believe that university administrators are working to save my position in the face of possible budget cuts.**

Count	Percent	
6	19.35%	Strongly agree
7	22.58%	Moderately agree

**Q105. Please indicate your level of agreement with the following statements: - I believe that university administrators are working to save my position in the face of possible budget cuts.**

Count	Percent	
6	19.35%	Neither agree nor disagree
2	6.45%	Moderately disagree
3	9.68%	Strongly disagree
6	19.35%	Not sure
1	3.23%	Not applicable
31		Respondents

**Q106. Please indicate your level of agreement with the following statements: - Overall, I feel satisfied with my current position at CSU.**

Count	Percent	
14	45.16%	Strongly agree
9	29.03%	Moderately agree
4	12.90%	Neither agree nor disagree
3	9.68%	Moderately disagree
1	3.23%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
31		Respondents

**Q107. Please indicate your level of agreement with the following statements: - Overall, I consider my non-tenure-track position to be a temporary solution or a stepping stone to the next phase of my career.**

Count	Percent	
3	9.68%	Strongly agree
6	19.35%	Moderately agree
4	12.90%	Neither agree nor disagree
4	12.90%	Moderately disagree
9	29.03%	Strongly disagree
2	6.45%	Not sure
3	9.68%	Not applicable
31		Respondents

**Q108. Please indicate your level of agreement with the following statements: - I am glad that I am a member of the CSU faculty.**

Count	Percent	
20	64.52%	Strongly agree
9	29.03%	Moderately agree
1	3.23%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	3.23%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
31		Respondents

**Q109. At CSU, what are the major issues facing non tenure-track faculty?**

Count	Percent
21	100.00%
21	Respondents

**Q110. How would you address these issues?**

Count	Percent
19	100.00%
19	Respondents

**Q111. Do you have any additional comments or suggestions?**

Count	Percent	
11	35.48%	Yes (please share)
20	64.52%	No
31		Respondents