

CAHS

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

Count	Percent	
67	94.37%	Yes
4	5.63%	No
71	Respondents	

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

Count	Percent	
11	15.49%	Yes
60	84.51%	No
71	Respondents	

Q3. What is your college?

Count	Percent	
0	0.00%	College of Agricultural Sciences
71	100.00%	College of Applied Human Sciences
0	0.00%	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
71	Respondents	

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

Count	Percent	
4	5.63%	Less than 1
2	2.82%	1
7	9.86%	2
7	9.86%	3
2	2.82%	4
9	12.68%	5
2	2.82%	6
2	2.82%	7
1	1.41%	8
7	9.86%	9
28	39.44%	10 or more
71	Respondents	

Q5. Gender:

Count	Percent	
42	59.15%	Female
29	40.85%	Male

Q5. Gender:

Count	Percent
71	Respondents

Q6. Ethnicity/Citizenship:

Count	Percent	
2	2.82%	Asian American
1	1.41%	African American
56	78.87%	European American
2	2.82%	Hispanic American
1	1.41%	Native American
0	0.00%	International - Not a U.S. Citizen
9	12.68%	Other (please specify)
71		Respondents

Q7. CSU Employment Category:

Count	Percent	
23	32.39%	Special Appointment Faculty
19	26.76%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
0	0.00%	Multi-Year Research Faculty
15	21.13%	Administrative Professional
7	9.86%	Joint Academic-Administrative Professional
7	9.86%	I don't know
71		Respondents

Q8. What is your appointment type?

Count	Percent	
6	42.86%	Regular
3	21.43%	Special (research funded)
2	14.29%	Other (please specify)
3	21.43%	I don't know
14		Respondents

Q9. What is your appointment category?

Count	Percent	
3	21.43%	Research Associate (I-IV)
1	7.14%	Research Scientist
1	7.14%	Senior Research Scientist
6	42.86%	Other (e.g., Coordinator, Administrator) (please specify)
3	21.43%	I don't know
14		Respondents

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

Count	Percent	
3	21.43%	Yes
7	50.00%	No
4	28.57%	I don't know
14		Respondents

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

Count	Percent	
3	100.00%	
3		Respondents

Q12. What is your academic rank?

Count	Percent	
23	51.11%	Instructor
12	26.67%	Assistant Professor
2	4.44%	Associate Professor
4	8.89%	Full Professor
1	2.22%	Other
2	4.44%	I don't know
1	2.22%	I do not have academic rank
45		Respondents

Q13. Teaching:

Count	Percent	
6	8.57%	0%
10	14.29%	1 - 10%
4	5.71%	11 - 20%
6	8.57%	21 - 30%
4	5.71%	31 - 40%
7	10.00%	41 - 50%
7	10.00%	51 - 60%
2	2.86%	61 - 70%
3	4.29%	71 - 80%
4	5.71%	81 - 90%
17	24.29%	91 - 100%
70		Respondents

Q14. Research:

Count	Percent	
46	65.71%	0%
9	12.86%	1 - 10%
4	5.71%	11 - 20%
5	7.14%	21 - 30%
2	2.86%	31 - 40%
0	0.00%	41 - 50%

Q14. Research:

Count	Percent	
1	1.43%	51 - 60%
1	1.43%	61 - 70%
0	0.00%	71 - 80%
1	1.43%	81 - 90%
1	1.43%	91 - 100%
70	Respondents	

Q15. Other responsibilities:

Count	Percent	
23	32.86%	0%
14	20.00%	1 - 10%
7	10.00%	11 - 20%
3	4.29%	21 - 30%
4	5.71%	31 - 40%
5	7.14%	41 - 50%
1	1.43%	51 - 60%
1	1.43%	61 - 70%
3	4.29%	71 - 80%
3	4.29%	81 - 90%
6	8.57%	91 - 100%
70	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
39	100.00%
39	Respondents

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

Count	Percent	
27	42.86%	1
21	33.33%	2
5	7.94%	3
4	6.35%	4
2	3.17%	5
0	0.00%	6
2	3.17%	More than 6
2	3.17%	Not applicable
63	Respondents	

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

Count	Percent	
23	36.51%	Under 30
15	23.81%	30 - 49

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

Count	Percent	
10	15.87%	50 - 99
15	23.81%	100 - 499
0	0.00%	500 or more
0	0.00%	Not applicable
63	Respondents	

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

Count	Percent	
13	20.63%	Yes
49	77.78%	No
1	1.59%	Not applicable
63	Respondents	

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

Count	Percent	
2	15.38%	Yes
11	84.62%	No
13	Respondents	

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

Count	Percent	
9	13.43%	Yes
58	86.57%	No
67	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	
18	26.87%	Yes
49	73.13%	No
67	Respondents	

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

Count	Percent	
12	17.91%	Extremely important
32	47.76%	Very important
17	25.37%	Moderately important
4	5.97%	Slightly important
0	0.00%	Not at all important
2	2.99%	Not applicable

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

Count	Percent
67	Respondents

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

Count	Percent	
29	43.28%	Extremely important
28	41.79%	Very important
10	14.93%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
67	Respondents	

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

Count	Percent	
20	29.85%	Extremely important
27	40.30%	Very important
14	20.90%	Moderately important
4	5.97%	Slightly important
2	2.99%	Not at all important
0	0.00%	Not applicable
67	Respondents	

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

Count	Percent	
20	29.85%	Extremely important
26	38.81%	Very important
16	23.88%	Moderately important
2	2.99%	Slightly important
2	2.99%	Not at all important
1	1.49%	Not applicable
67	Respondents	

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

Count	Percent	
17	25.37%	Extremely important
29	43.28%	Very important
15	22.39%	Moderately important
4	5.97%	Slightly important
1	1.49%	Not at all important
1	1.49%	Not applicable
67	Respondents	

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

Count	Percent	
33	49.25%	Extremely important
21	31.34%	Very important
9	13.43%	Moderately important
3	4.48%	Slightly important
1	1.49%	Not at all important
0	0.00%	Not applicable
67	Respondents	

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

Count	Percent	
29	43.28%	Extremely important
25	37.31%	Very important
9	13.43%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
4	5.97%	Not applicable
67	Respondents	

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

Count	Percent	
10	14.93%	Extremely important
9	13.43%	Very important
14	20.90%	Moderately important
14	20.90%	Slightly important
2	2.99%	Not at all important
18	26.87%	Not applicable
67	Respondents	

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

Count	Percent	
50	74.63%	Extremely important
17	25.37%	Very important
0	0.00%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
67	Respondents	

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

Count	Percent	
4	5.97%	Extremely important
11	16.42%	Very important
16	23.88%	Moderately important
11	16.42%	Slightly important

Q32. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
5	7.46%	Not at all important
20	29.85%	Not applicable
67	Respondents	

Q33. How important are the following to your job satisfaction? - Having excellent research opportunities		
Count	Percent	
7	10.45%	Extremely important
15	22.39%	Very important
13	19.40%	Moderately important
12	17.91%	Slightly important
4	5.97%	Not at all important
16	23.88%	Not applicable
67	Respondents	

Q34. How important are the following to your job satisfaction? - Being mentored		
Count	Percent	
7	10.45%	Extremely important
15	22.39%	Very important
16	23.88%	Moderately important
13	19.40%	Slightly important
10	14.93%	Not at all important
6	8.96%	Not applicable
67	Respondents	

Q35. How important are the following to your job satisfaction? - Obtaining professional development		
Count	Percent	
17	25.37%	Extremely important
18	26.87%	Very important
17	25.37%	Moderately important
6	8.96%	Slightly important
6	8.96%	Not at all important
3	4.48%	Not applicable
67	Respondents	

Q36. How important are the following to your job satisfaction? - Being involved in department activities		
Count	Percent	
9	13.43%	Extremely important
21	31.34%	Very important
18	26.87%	Moderately important
11	16.42%	Slightly important
5	7.46%	Not at all important
3	4.48%	Not applicable

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

Count	Percent
67	Respondents

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

Count	Percent	
5	7.46%	Extremely important
9	13.43%	Very important
14	20.90%	Moderately important
13	19.40%	Slightly important
18	26.87%	Not at all important
8	11.94%	Not applicable
67		Respondents

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

Count	Percent	
41	61.19%	Extremely important
24	35.82%	Very important
2	2.99%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
67		Respondents

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

Count	Percent	
26	38.81%	Extremely important
29	43.28%	Very important
9	13.43%	Moderately important
2	2.99%	Slightly important
1	1.49%	Not at all important
0	0.00%	Not applicable
67		Respondents

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

Count	Percent	
52	77.61%	Extremely important
13	19.40%	Very important
2	2.99%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
67		Respondents

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

Count	Percent	
19	28.36%	Extremely important
34	50.75%	Very important
12	17.91%	Moderately important
1	1.49%	Slightly important
0	0.00%	Not at all important
1	1.49%	Not applicable
67		Respondents

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

Count	Percent	
4	5.97%	Very satisfied
23	34.33%	Moderately satisfied
11	16.42%	Neither satisfied nor dissatisfied
17	25.37%	Moderately dissatisfied
10	14.93%	Very dissatisfied
2	2.99%	Not applicable
67		Respondents

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

Count	Percent	
36	53.73%	Very satisfied
23	34.33%	Moderately satisfied
6	8.96%	Neither satisfied nor dissatisfied
1	1.49%	Moderately dissatisfied
0	0.00%	Very dissatisfied
1	1.49%	Not applicable
67		Respondents

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

Count	Percent	
19	28.36%	Very satisfied
35	52.24%	Moderately satisfied
10	14.93%	Neither satisfied nor dissatisfied
1	1.49%	Moderately dissatisfied
1	1.49%	Very dissatisfied
1	1.49%	Not applicable
67		Respondents

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

Count	Percent	
32	47.76%	Very satisfied
22	32.84%	Moderately satisfied
8	11.94%	Neither satisfied nor dissatisfied

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

Count	Percent	
2	2.99%	Moderately dissatisfied
2	2.99%	Very dissatisfied
1	1.49%	Not applicable
67	Respondents	

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

Count	Percent	
21	31.34%	Very satisfied
28	41.79%	Moderately satisfied
12	17.91%	Neither satisfied nor dissatisfied
3	4.48%	Moderately dissatisfied
2	2.99%	Very dissatisfied
1	1.49%	Not applicable
67	Respondents	

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

Count	Percent	
36	53.73%	Very satisfied
22	32.84%	Moderately satisfied
5	7.46%	Neither satisfied nor dissatisfied
2	2.99%	Moderately dissatisfied
2	2.99%	Very dissatisfied
0	0.00%	Not applicable
67	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	
32	47.76%	Very satisfied
22	32.84%	Moderately satisfied
7	10.45%	Neither satisfied nor dissatisfied
1	1.49%	Moderately dissatisfied
0	0.00%	Very dissatisfied
5	7.46%	Not applicable
67	Respondents	

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

Count	Percent	
15	22.39%	Very satisfied
11	16.42%	Moderately satisfied
14	20.90%	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	
2	2.99%	Moderately dissatisfied
2	2.99%	Very dissatisfied
23	34.33%	Not applicable
67	Respondents	

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

Count	Percent	
20	29.85%	Very satisfied
24	35.82%	Moderately satisfied
8	11.94%	Neither satisfied nor dissatisfied
8	11.94%	Moderately dissatisfied
7	10.45%	Very dissatisfied
0	0.00%	Not applicable
67	Respondents	

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

Count	Percent	
5	7.46%	Very satisfied
7	10.45%	Moderately satisfied
21	31.34%	Neither satisfied nor dissatisfied
4	5.97%	Moderately dissatisfied
1	1.49%	Very dissatisfied
29	43.28%	Not applicable
67	Respondents	

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

Count	Percent	
4	5.97%	Very satisfied
16	23.88%	Moderately satisfied
15	22.39%	Neither satisfied nor dissatisfied
2	2.99%	Moderately dissatisfied
2	2.99%	Very dissatisfied
28	41.79%	Not applicable
67	Respondents	

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

Count	Percent	
10	14.93%	Very satisfied
11	16.42%	Moderately satisfied
24	35.82%	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	7.46%	Moderately dissatisfied
5	7.46%	Very dissatisfied
12	17.91%	Not applicable
67		Respondents

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

Count	Percent	
9	13.43%	Very satisfied
20	29.85%	Moderately satisfied
22	32.84%	Neither satisfied nor dissatisfied
6	8.96%	Moderately dissatisfied
3	4.48%	Very dissatisfied
7	10.45%	Not applicable
67		Respondents

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

Count	Percent	
15	22.39%	Very satisfied
19	28.36%	Moderately satisfied
23	34.33%	Neither satisfied nor dissatisfied
3	4.48%	Moderately dissatisfied
2	2.99%	Very dissatisfied
5	7.46%	Not applicable
67		Respondents

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

Count	Percent	
12	17.91%	Very satisfied
7	10.45%	Moderately satisfied
27	40.30%	Neither satisfied nor dissatisfied
3	4.48%	Moderately dissatisfied
3	4.48%	Very dissatisfied
15	22.39%	Not applicable
67		Respondents

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

Count	Percent	
25	37.31%	Very satisfied
31	46.27%	Moderately satisfied
5	7.46%	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	
2	2.99%	Moderately dissatisfied
2	2.99%	Very dissatisfied
2	2.99%	Not applicable
67		Respondents

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

Count	Percent	
19	28.36%	Very satisfied
34	50.75%	Moderately satisfied
7	10.45%	Neither satisfied nor dissatisfied
3	4.48%	Moderately dissatisfied
1	1.49%	Very dissatisfied
3	4.48%	Not applicable
67		Respondents

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

Count	Percent	
20	29.85%	Very satisfied
23	34.33%	Moderately satisfied
7	10.45%	Neither satisfied nor dissatisfied
8	11.94%	Moderately dissatisfied
8	11.94%	Very dissatisfied
1	1.49%	Not applicable
67		Respondents

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

Count	Percent	
26	38.81%	Very satisfied
30	44.78%	Moderately satisfied
8	11.94%	Neither satisfied nor dissatisfied
1	1.49%	Moderately dissatisfied
1	1.49%	Very dissatisfied
1	1.49%	Not applicable
67		Respondents

Q61. Which of the following best describes your position?

Count	Percent	
14	21.21%	I must apply annually to work in my department.
34	51.52%	I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.
18	27.27%	I am not sure.

Q61. Which of the following best describes your position?

Count	Percent
66	Respondents

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

Count	Percent	
32	48.48%	Yes
34	51.52%	No
66	Respondents	

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

Count	Percent	
5	7.58%	Yes
61	92.42%	No
66	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	
14	21.21%	Strongly agree
19	28.79%	Moderately agree
8	12.12%	Neither agree nor disagree
8	12.12%	Moderately disagree
8	12.12%	Strongly disagree
1	1.52%	Not sure
8	12.12%	Not applicable
66	Respondents	

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

Count	Percent	
14	21.21%	Strongly agree
19	28.79%	Moderately agree
10	15.15%	Neither agree nor disagree
5	7.58%	Moderately disagree
6	9.09%	Strongly disagree
6	9.09%	Not sure
6	9.09%	Not applicable
66	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	
9	13.64%	Strongly agree
16	24.24%	Moderately agree
10	15.15%	Neither agree nor disagree
13	19.70%	Moderately disagree
2	3.03%	Strongly disagree
9	13.64%	Not sure
7	10.61%	Not applicable
66		Respondents

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

Count	Percent	
9	13.64%	Strongly agree
15	22.73%	Moderately agree
15	22.73%	Neither agree nor disagree
9	13.64%	Moderately disagree
4	6.06%	Strongly disagree
7	10.61%	Not sure
7	10.61%	Not applicable
66		Respondents

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

Count	Percent	
24	36.36%	Strongly agree
15	22.73%	Moderately agree
7	10.61%	Neither agree nor disagree
4	6.06%	Moderately disagree
6	9.09%	Strongly disagree
0	0.00%	Not sure
10	15.15%	Not applicable
66		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	
27	40.91%	Strongly agree
19	28.79%	Moderately agree
6	9.09%	Neither agree nor disagree
7	10.61%	Moderately disagree
3	4.55%	Strongly disagree
0	0.00%	Not sure
4	6.06%	Not applicable
66		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	
20	30.30%	Strongly agree
6	9.09%	Moderately agree
9	13.64%	Neither agree nor disagree
4	6.06%	Moderately disagree
7	10.61%	Strongly disagree
9	13.64%	Not sure
11	16.67%	Not applicable
66		Respondents

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

Count	Percent	
13	19.70%	Strongly agree
13	19.70%	Moderately agree
9	13.64%	Neither agree nor disagree
9	13.64%	Moderately disagree
4	6.06%	Strongly disagree
10	15.15%	Not sure
8	12.12%	Not applicable
66		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	
20	30.30%	Strongly agree
5	7.58%	Moderately agree
8	12.12%	Neither agree nor disagree
10	15.15%	Moderately disagree
13	19.70%	Strongly disagree
4	6.06%	Not sure
6	9.09%	Not applicable
66		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	
23	34.85%	Strongly agree
10	15.15%	Moderately agree
5	7.58%	Neither agree nor disagree
6	9.09%	Moderately disagree
15	22.73%	Strongly disagree
1	1.52%	Not sure
6	9.09%	Not applicable
66		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	
5	7.58%	Strongly agree
4	6.06%	Moderately agree
6	9.09%	Neither agree nor disagree
8	12.12%	Moderately disagree
30	45.45%	Strongly disagree
1	1.52%	Not sure
12	18.18%	Not applicable
66		Respondents

Q75. Is your job performance evaluated annually?

Count	Percent	
40	60.61%	Yes
19	28.79%	No
7	10.61%	Not sure
66		Respondents

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

Count	Percent	
60	90.91%	Yes
0	0.00%	No
3	4.55%	Not sure
3	4.55%	Not applicable
66		Respondents

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

Count	Percent	
25	37.88%	Yes
18	27.27%	No
23	34.85%	Not sure
66		Respondents

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

Count	Percent	
19	28.79%	Strongly agree
9	13.64%	Moderately agree
9	13.64%	Neither agree nor disagree
4	6.06%	Moderately disagree
4	6.06%	Strongly disagree
9	13.64%	Not sure
12	18.18%	Not applicable

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

Count	Percent
66	Respondents

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

Count	Percent	
17	25.76%	Strongly agree
12	18.18%	Moderately agree
10	15.15%	Neither agree nor disagree
2	3.03%	Moderately disagree
6	9.09%	Strongly disagree
7	10.61%	Not sure
12	18.18%	Not applicable
66		Respondents

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

Count	Percent	
19	28.79%	Strongly agree
9	13.64%	Moderately agree
3	4.55%	Neither agree nor disagree
3	4.55%	Moderately disagree
9	13.64%	Strongly disagree
14	21.21%	Not sure
9	13.64%	Not applicable
66		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	7.58%	Strongly agree
8	12.12%	Moderately agree
5	7.58%	Neither agree nor disagree
2	3.03%	Moderately disagree
17	25.76%	Strongly disagree
19	28.79%	Not sure
10	15.15%	Not applicable
66		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	
8	12.12%	Strongly agree
24	36.36%	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	
11	16.67%	Neither agree nor disagree
9	13.64%	Moderately disagree
10	15.15%	Strongly disagree
4	6.06%	Not sure
0	0.00%	Not applicable
66		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	
9	13.64%	Strongly agree
16	24.24%	Moderately agree
7	10.61%	Neither agree nor disagree
4	6.06%	Moderately disagree
14	21.21%	Strongly disagree
14	21.21%	Not sure
2	3.03%	Not applicable
66		Respondents

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

Count	Percent	
21	31.82%	Strongly agree
21	31.82%	Moderately agree
6	9.09%	Neither agree nor disagree
3	4.55%	Moderately disagree
8	12.12%	Strongly disagree
7	10.61%	Not sure
0	0.00%	Not applicable
66		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	9.09%	Strongly agree
12	18.18%	Moderately agree
16	24.24%	Neither agree nor disagree
9	13.64%	Moderately disagree
14	21.21%	Strongly disagree
8	12.12%	Not sure
1	1.52%	Not applicable
66		Respondents

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

Count	Percent	
28	42.42%	Strongly agree
29	43.94%	Moderately agree
5	7.58%	Neither agree nor disagree
1	1.52%	Moderately disagree
0	0.00%	Strongly disagree
2	3.03%	Not sure
1	1.52%	Not applicable
66	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	
14	21.21%	Strongly agree
20	30.30%	Moderately agree
9	13.64%	Neither agree nor disagree
4	6.06%	Moderately disagree
5	7.58%	Strongly disagree
12	18.18%	Not sure
2	3.03%	Not applicable
66	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	
7	10.61%	Strongly agree
5	7.58%	Moderately agree
5	7.58%	Neither agree nor disagree
10	15.15%	Moderately disagree
18	27.27%	Strongly disagree
16	24.24%	Not sure
5	7.58%	Not applicable
66	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	
5	7.58%	Strongly agree
3	4.55%	Moderately agree
6	9.09%	Neither agree nor disagree
1	1.52%	Moderately disagree
6	9.09%	Strongly disagree
43	65.15%	Not sure
2	3.03%	Not applicable
66	Respondents	

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

Count	Percent	
16	24.24%	Strongly agree
14	21.21%	Moderately agree
10	15.15%	Neither agree nor disagree
3	4.55%	Moderately disagree
7	10.61%	Strongly disagree
4	6.06%	Not sure
12	18.18%	Not applicable
66		Respondents

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

Count	Percent	
25	37.88%	Strongly agree
6	9.09%	Moderately agree
6	9.09%	Neither agree nor disagree
3	4.55%	Moderately disagree
6	9.09%	Strongly disagree
10	15.15%	Not sure
10	15.15%	Not applicable
66		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	
18	27.27%	Strongly agree
9	13.64%	Moderately agree
1	1.52%	Neither agree nor disagree
1	1.52%	Moderately disagree
6	9.09%	Strongly disagree
15	22.73%	Not sure
16	24.24%	Not applicable
66		Respondents

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

Count	Percent	
5	7.58%	Strongly agree
20	30.30%	Moderately agree
12	18.18%	Neither agree nor disagree
6	9.09%	Moderately disagree
12	18.18%	Strongly disagree
10	15.15%	Not sure
1	1.52%	Not applicable
66		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
7	10.61%	Moderately agree
7	10.61%	Neither agree nor disagree
6	9.09%	Moderately disagree
10	15.15%	Strongly disagree
33	50.00%	Not sure
3	4.55%	Not applicable
66		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	
4	6.06%	Strongly agree
22	33.33%	Moderately agree
7	10.61%	Neither agree nor disagree
5	7.58%	Moderately disagree
12	18.18%	Strongly disagree
14	21.21%	Not sure
2	3.03%	Not applicable
66		Respondents

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

Count	Percent	
19	28.79%	Strongly agree
20	30.30%	Moderately agree
4	6.06%	Neither agree nor disagree
2	3.03%	Moderately disagree
11	16.67%	Strongly disagree
6	9.09%	Not sure
4	6.06%	Not applicable
66		Respondents

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

Count	Percent	
10	15.15%	Strongly agree
15	22.73%	Moderately agree
9	13.64%	Neither agree nor disagree
6	9.09%	Moderately disagree
11	16.67%	Strongly disagree
8	12.12%	Not sure
7	10.61%	Not applicable
66		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	
11	16.67%	Strongly agree
23	34.85%	Moderately agree
5	7.58%	Neither agree nor disagree
7	10.61%	Moderately disagree
12	18.18%	Strongly disagree
3	4.55%	Not sure
5	7.58%	Not applicable
66		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	
5	7.58%	Strongly agree
6	9.09%	Moderately agree
9	13.64%	Neither agree nor disagree
7	10.61%	Moderately disagree
16	24.24%	Strongly disagree
3	4.55%	Not sure
20	30.30%	Not applicable
66		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	
6	9.09%	Strongly agree
16	24.24%	Moderately agree
15	22.73%	Neither agree nor disagree
4	6.06%	Moderately disagree
5	7.58%	Strongly disagree
8	12.12%	Not sure
12	18.18%	Not applicable
66		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	
8	12.12%	Strongly agree
22	33.33%	Moderately agree
9	13.64%	Neither agree nor disagree
6	9.09%	Moderately disagree
6	9.09%	Strongly disagree
4	6.06%	Not sure
11	16.67%	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
66	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	
28	42.42%	Strongly agree
18	27.27%	Moderately agree
6	9.09%	Neither agree nor disagree
5	7.58%	Moderately disagree
5	7.58%	Strongly disagree
3	4.55%	Not sure
1	1.52%	Not applicable
66		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	
22	33.33%	Strongly agree
14	21.21%	Moderately agree
4	6.06%	Neither agree nor disagree
11	16.67%	Moderately disagree
4	6.06%	Strongly disagree
7	10.61%	Not sure
4	6.06%	Not applicable
66		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	
20	30.30%	Strongly agree
21	31.82%	Moderately agree
3	4.55%	Neither agree nor disagree
1	1.52%	Moderately disagree
8	12.12%	Strongly disagree
8	12.12%	Not sure
5	7.58%	Not applicable
66		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	
9	13.64%	Strongly agree
19	28.79%	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	9.09%	Neither agree nor disagree
3	4.55%	Moderately disagree
9	13.64%	Strongly disagree
15	22.73%	Not sure
5	7.58%	Not applicable
66		Respondents

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

Count	Percent	
23	34.85%	Strongly agree
23	34.85%	Moderately agree
10	15.15%	Neither agree nor disagree
7	10.61%	Moderately disagree
3	4.55%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
66		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	
10	15.15%	Strongly agree
10	15.15%	Moderately agree
8	12.12%	Neither agree nor disagree
10	15.15%	Moderately disagree
22	33.33%	Strongly disagree
0	0.00%	Not sure
6	9.09%	Not applicable
66		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	
42	63.64%	Strongly agree
16	24.24%	Moderately agree
6	9.09%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	1.52%	Strongly disagree
1	1.52%	Not sure
0	0.00%	Not applicable
66		Respondents

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

Count	Percent
52	100.00%
52	Respondents

Q110. How would you address these issues?

Count	Percent
45	100.00%
45	Respondents

Q111. Do you have any additional comments or suggestions?

Count	Percent	
27	40.91%	Yes (please share)
39	59.09%	No
66	Respondents	