

Q1. Do you have a non-tenure track appointment with teaching responsibility for one or more courses at CSU?		
Count	Percent	
71	94.67%	Yes
4	5.33%	No
75	Respondents	

Q2. Do you have a non-tenure-track appointment with primarily research responsibilities?		
Count	Percent	
7	9.33%	Yes
68	90.67%	No
75	Respondents	

Q3. Do you have a non-tenure-track appointment with primarily clinical responsibilities?		
Count	Percent	
6	8.00%	Yes
69	92.00%	No
75	Respondents	

Q4. Do you have a joint administrative professional-faculty appointment?		
Count	Percent	
27	36.00%	Yes
48	64.00%	No
75	Respondents	

Q5. Please describe your primary responsibility at CSU:		
Count	Percent	
0	0.00%	
0	Respondent	

Q6. What is your college?		
Count	Percent	
0	0.00%	College of Agricultural Sciences
75	100.00%	College of Health and 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
0	0.00%	Other (please specify)
75	Respondents	

**Q7. How many year have you been employed at CSU?**

Count	Percent	
6	8.00%	Less than 1
3	4.00%	1
4	5.33%	2
4	5.33%	3
1	1.33%	4
4	5.33%	5
6	8.00%	6
10	13.33%	7
3	4.00%	8
2	2.67%	9
32	42.67%	10 or more
75	Respondents	

**Q8. Gender:**

Count	Percent	
56	74.67%	Female
19	25.33%	Male
0	0.00%	Transgender
75	Respondents	

**Q9. Ethnicity/Citizenship:**

Count	Percent	
1	1.33%	Asian American
2	2.67%	African American
64	85.33%	European American
1	1.33%	Hispanic American
0	0.00%	Native American
1	1.33%	International - Not a U.S. Citizen
6	8.00%	Other (please specify)
75	Respondents	

**Q10. Employment term:**

In 2013, following the passage of HB1144 by the Colorado General Assembly, the CSU Board of Governors approved the use of contracts of 1-3 years for NTTF. Previously, NTTF appointments, whether for a specific time period or "without term," were always "at will." What are the terms of your employment at CSU?

Count	Percent	
25	33.33%	I have a one-semester or one year term
11	14.67%	I have a without-term appointment
17	22.67%	I have a contract for 1 - 3 years
22	29.33%	I do not know the term of my employment
75	Respondents	

**Q11. CSU employment category:**

Count	Percent	
5	6.67%	Senior Teaching Appointment Faculty

<b>Q11. CSU employment category:</b>		
<b>Count</b>	<b>Percent</b>	
32	42.67%	Special Appointment Faculty
12	16.00%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
26	34.67%	Administrative Professional
75		Respondents

<b>Q12. What is your academic rank?</b>		
<b>Count</b>	<b>Percent</b>	
23	46.94%	Instructor
21	42.86%	Assistant Professor
2	4.08%	Associate Professor
1	2.04%	Full Professor
2	4.08%	I don't know
49		Respondents

<b>Q13. What is your appointment type?</b>		
<b>Count</b>	<b>Percent</b>	
16	61.54%	Regular
4	15.38%	Special (research funded)
2	7.69%	Other
4	15.38%	I don't know
26		Respondents

<b>Q14. What is your appointment category?</b>		
<b>Count</b>	<b>Percent</b>	
1	3.85%	Research Associate (I-IV)
2	7.69%	Research Scientist
1	3.85%	Senior Research Scientist
21	80.77%	Other (Coordinator, Administrator, etc.)
1	3.85%	I don't know
26		Respondents

<b>Q15. Do you have a Joint-Administrative Professional Faculty appointment in an academic department?</b>		
<b>Count</b>	<b>Percent</b>	
8	30.77%	Yes
9	34.62%	No
9	34.62%	I don't know
26		Respondents

<b>Q16. In what department(s)?</b>		
<b>Count</b>	<b>Percent</b>	
8	100.00%	

Q16. In what department(s)?		
Count	Percent	
8	Respondents	

Q17. What is your academic rank?		
Count	Percent	
4	50.00%	Instructor
3	37.50%	Assistant Professor
0	0.00%	Associate Professor
1	12.50%	Full Professor
0	0.00%	I don't know
8	Respondents	

Q18. In which unit is your appointment?		
Count	Percent	
8	100.00%	
8	Respondents	

Q19. Please indicate the percentage of your position that is involved with teaching and research: - Teaching		
Count	Percent	
4	5.41%	0%
9	12.16%	1 - 10%
6	8.11%	11 - 20%
5	6.76%	21 - 30%
5	6.76%	31 - 40%
5	6.76%	41 - 50%
2	2.70%	51 - 60%
4	5.41%	61 - 70%
8	10.81%	71 - 80%
3	4.05%	81 - 90%
21	28.38%	91 - 100%
2	2.70%	I don't know
74	Respondents	

Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research		
Count	Percent	
50	67.57%	0%
10	13.51%	1 - 10%
4	5.41%	11 - 20%
3	4.05%	21 - 30%
1	1.35%	31 - 40%
0	0.00%	41 - 50%
1	1.35%	51 - 60%
0	0.00%	61 - 70%
0	0.00%	71 - 80%
0	0.00%	81 - 90%

<b>Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research</b>		
<b>Count</b>	<b>Percent</b>	
4	5.41%	91 - 100%
1	1.35%	I don't know
74	Respondents	

<b>Q21. Please indicate the percentage of your position that is involved with teaching and research: - Service</b>		
<b>Count</b>	<b>Percent</b>	
24	32.43%	0%
13	17.57%	1 - 10%
8	10.81%	11 - 20%
5	6.76%	21 - 30%
5	6.76%	31 - 40%
5	6.76%	41 - 50%
1	1.35%	51 - 60%
2	2.70%	61 - 70%
0	0.00%	71 - 80%
4	5.41%	81 - 90%
2	2.70%	91 - 100%
5	6.76%	I don't know
74	Respondents	

<b>Q22. Do you have other responsibilities beyond teaching and/or research and/or service?</b>		
<b>Count</b>	<b>Percent</b>	
34	45.95%	Yes (please describe)
40	54.05%	No
74	Respondents	

<b>Q23. How many classes do you typically teach per semester?</b>		
<b>Count</b>	<b>Percent</b>	
35	47.30%	1
15	20.27%	2
9	12.16%	3
5	6.76%	4
4	5.41%	5
1	1.35%	6
0	0.00%	More than 6
5	6.76%	Not applicable
74	Respondents	

<b>Q24. If you teach, how many students do you have in all of your classes combined in an average semester?</b>		
<b>Count</b>	<b>Percent</b>	
30	40.54%	Under 30
12	16.22%	30 - 49
15	20.27%	50 - 100
12	16.22%	101 - 500

Q24. If you teach, how many students do you have in all of your classes combined in an average semester?		
Count	Percent	
0	0.00%	More than 500
5	6.76%	Not applicable
74	Respondents	

Q25. Do you teach courses that students take completely online?		
Count	Percent	
32	43.24%	Yes
38	51.35%	No
4	5.41%	Not applicable
74	Respondents	

Q26. Does your compensation differ for teaching online than you would for teaching a residential instruction (RI) class?		
Count	Percent	
1	3.23%	Yes, I receive <i>more</i> compensation for teaching online courses
3	9.68%	Yes, I receive <i>less</i> compensation for teaching online courses
1	3.23%	Yes, but whether I receive more or less compensation for teaching online courses than RI depends on enrollment in the online course
26	83.87%	No, I receive the same compensation whether I teach an online or RI course
31	Respondents	

Q27. If your primary responsibility is research but you also teach, do you receive additional compensation for teaching classes?		
Count	Percent	
2	2.78%	Yes
8	11.11%	No
62	86.11%	Not applicable
72	Respondents	

Q28. When you were hired, did you receive a handbook or other written materials to help you become acquainted with your department and your position outside the tenure system?		
Count	Percent	
14	19.44%	Yes
58	80.56%	No
72	Respondents	

Q29. How important are the following to your job satisfaction? - Salary		
Count	Percent	
28	38.89%	Extremely important
33	45.83%	Very important
8	11.11%	Moderately important
1	1.39%	Slightly important
1	1.39%	Not at all important

Q29. How important are the following to your job satisfaction? - Salary		
Count	Percent	
1	1.39%	Not applicable
72	Respondents	

Q30. How important are the following to your job satisfaction? - Student contact		
Count	Percent	
35	48.61%	Extremely important
27	37.50%	Very important
7	9.72%	Moderately important
3	4.17%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
72	Respondents	

Q31. How important are the following to your job satisfaction? - Contact with colleagues		
Count	Percent	
18	25.00%	Extremely important
25	34.72%	Very important
17	23.61%	Moderately important
9	12.50%	Slightly important
3	4.17%	Not at all important
0	0.00%	Not applicable
72	Respondents	

Q32. How important are the following to your job satisfaction? - Autonomy		
Count	Percent	
26	36.11%	Extremely important
21	29.17%	Very important
21	29.17%	Moderately important
2	2.78%	Slightly important
2	2.78%	Not at all important
0	0.00%	Not applicable
72	Respondents	

Q33. How important are the following to your job satisfaction? - Working collaboratively		
Count	Percent	
22	30.56%	Extremely important
31	43.06%	Very important
11	15.28%	Moderately important
6	8.33%	Slightly important
1	1.39%	Not at all important
1	1.39%	Not applicable
72	Respondents	

Q34. How important are the following to your job satisfaction? - Having a flexible schedule		
Count	Percent	
41	56.94%	Extremely important
18	25.00%	Very important
9	12.50%	Moderately important
2	2.78%	Slightly important
2	2.78%	Not at all important
0	0.00%	Not applicable
72	Respondents	

Q35. How important are the following to your job satisfaction? - Having freedom to create/execute classes		
Count	Percent	
30	41.67%	Extremely important
24	33.33%	Very important
8	11.11%	Moderately important
4	5.56%	Slightly important
1	1.39%	Not at all important
5	6.94%	Not applicable
72	Respondents	

Q36. How important are the following to your job satisfaction? - Having freedom to conduct research		
Count	Percent	
11	15.28%	Extremely important
7	9.72%	Very important
10	13.89%	Moderately important
11	15.28%	Slightly important
5	6.94%	Not at all important
28	38.89%	Not applicable
72	Respondents	

Q37. How important are the following to your job satisfaction? - Feeling valued as a professional		
Count	Percent	
50	69.44%	Extremely important
16	22.22%	Very important
4	5.56%	Moderately important
2	2.78%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
72	Respondents	

Q38. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
7	9.72%	Extremely important
5	6.94%	Very important
11	15.28%	Moderately important
17	23.61%	Slightly important



<b>Q38. How important are the following to your job satisfaction? - Having excellent research facilities</b>		
<b>Count</b>	<b>Percent</b>	
7	9.72%	Not at all important
25	34.72%	Not applicable
72	Respondents	

<b>Q39. How important are the following to your job satisfaction? - Having excellent research opportunities</b>		
<b>Count</b>	<b>Percent</b>	
11	15.28%	Extremely important
6	8.33%	Very important
9	12.50%	Moderately important
14	19.44%	Slightly important
5	6.94%	Not at all important
27	37.50%	Not applicable
72	Respondents	

<b>Q40. How important are the following to your job satisfaction? - Being mentored</b>		
<b>Count</b>	<b>Percent</b>	
16	22.22%	Extremely important
19	26.39%	Very important
14	19.44%	Moderately important
11	15.28%	Slightly important
5	6.94%	Not at all important
7	9.72%	Not applicable
72	Respondents	

<b>Q41. How important are the following to your job satisfaction? - Obtaining professional development</b>		
<b>Count</b>	<b>Percent</b>	
27	37.50%	Extremely important
20	27.78%	Very important
12	16.67%	Moderately important
7	9.72%	Slightly important
4	5.56%	Not at all important
2	2.78%	Not applicable
72	Respondents	

<b>Q42. How important are the following to your job satisfaction? - Being involved in department activities</b>		
<b>Count</b>	<b>Percent</b>	
15	20.83%	Extremely important
18	25.00%	Very important
22	30.56%	Moderately important
9	12.50%	Slightly important
5	6.94%	Not at all important
3	4.17%	Not applicable
72	Respondents	

<b>Q43. How important are the following to your job satisfaction? - Being involved in department governance</b>		
<b>Count</b>	<b>Percent</b>	
12	16.67%	Extremely important
10	13.89%	Very important
22	30.56%	Moderately important
11	15.28%	Slightly important
12	16.67%	Not at all important
5	6.94%	Not applicable
72	Respondents	

<b>Q44. How important are the following to your job satisfaction? - Being intellectually stimulated</b>		
<b>Count</b>	<b>Percent</b>	
46	63.89%	Extremely important
23	31.94%	Very important
3	4.17%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
72	Respondents	

<b>Q45. How important are the following to your job satisfaction? - Enjoying collegiality</b>		
<b>Count</b>	<b>Percent</b>	
32	44.44%	Extremely important
25	34.72%	Very important
9	12.50%	Moderately important
2	2.78%	Slightly important
4	5.56%	Not at all important
0	0.00%	Not applicable
72	Respondents	

<b>Q46. How important are the following to your job satisfaction? - Feeling fairly treated</b>		
<b>Count</b>	<b>Percent</b>	
57	79.17%	Extremely important
11	15.28%	Very important
3	4.17%	Moderately important
1	1.39%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
72	Respondents	

<b>Q47. How important are the following to your job satisfaction? - Exercising academic freedom</b>		
<b>Count</b>	<b>Percent</b>	
37	51.39%	Extremely important
23	31.94%	Very important

<b>Q47. How important are the following to your job satisfaction? - Exercising academic freedom</b>		
<b>Count</b>	<b>Percent</b>	
7	9.72%	Moderately important
1	1.39%	Slightly important
2	2.78%	Not at all important
2	2.78%	Not applicable
72	Respondents	

<b>Q48. How important are the following to your job satisfaction? - Secure or stable employment</b>		
<b>Count</b>	<b>Percent</b>	
46	63.89%	Extremely important
15	20.83%	Very important
6	8.33%	Moderately important
4	5.56%	Slightly important
1	1.39%	Not at all important
0	0.00%	Not applicable
72	Respondents	

<b>Q49. With respect to your professional position at CSU, how satisfied are you with the following? - Salary</b>		
<b>Count</b>	<b>Percent</b>	
7	9.72%	Very satisfied
27	37.50%	Moderately satisfied
12	16.67%	Neither satisfied nor dissatisfied
19	26.39%	Moderately dissatisfied
7	9.72%	Very dissatisfied
0	0.00%	Not applicable
72	Respondents	

<b>Q50. With respect to your professional position at CSU, how satisfied are you with the following? - Student contact</b>		
<b>Count</b>	<b>Percent</b>	
40	55.56%	Very satisfied
23	31.94%	Moderately satisfied
8	11.11%	Neither satisfied nor dissatisfied
1	1.39%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
72	Respondents	

<b>Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues</b>		
<b>Count</b>	<b>Percent</b>	
22	30.56%	Very satisfied
29	40.28%	Moderately satisfied
15	20.83%	Neither satisfied nor dissatisfied
5	6.94%	Moderately dissatisfied
1	1.39%	Very dissatisfied
0	0.00%	Not applicable

**Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues**

Count	Percent
72	Respondents

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

Count	Percent	
27	37.50%	Very satisfied
31	43.06%	Moderately satisfied
10	13.89%	Neither satisfied nor dissatisfied
2	2.78%	Moderately dissatisfied
2	2.78%	Very dissatisfied
0	0.00%	Not applicable
72		Respondents

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

Count	Percent	
22	30.56%	Very satisfied
28	38.89%	Moderately satisfied
15	20.83%	Neither satisfied nor dissatisfied
5	6.94%	Moderately dissatisfied
1	1.39%	Very dissatisfied
1	1.39%	Not applicable
72		Respondents

**Q54. With respect to your professional position at CSU, how satisfied are you with the following? - Having a flexible schedule**

Count	Percent	
40	55.56%	Very satisfied
21	29.17%	Moderately satisfied
9	12.50%	Neither satisfied nor dissatisfied
1	1.39%	Moderately dissatisfied
1	1.39%	Very dissatisfied
0	0.00%	Not applicable
72		Respondents

**Q55. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to create/execute classes**

Count	Percent	
33	45.83%	Very satisfied
20	27.78%	Moderately satisfied
9	12.50%	Neither satisfied nor dissatisfied
1	1.39%	Moderately dissatisfied
0	0.00%	Very dissatisfied
9	12.50%	Not applicable

**Q55. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to create/execute classes**

Count	Percent
72	Respondents

**Q56. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to conduct research**

Count	Percent	
8	11.11%	Very satisfied
12	16.67%	Moderately satisfied
13	18.06%	Neither satisfied nor dissatisfied
5	6.94%	Moderately dissatisfied
0	0.00%	Very dissatisfied
34	47.22%	Not applicable
72		Respondents

**Q57. With respect to your professional position at CSU, how satisfied are you with the following? - Feeling valued as a professional**

Count	Percent	
14	19.44%	Very satisfied
26	36.11%	Moderately satisfied
11	15.28%	Neither satisfied nor dissatisfied
16	22.22%	Moderately dissatisfied
5	6.94%	Very dissatisfied
0	0.00%	Not applicable
72		Respondents

**Q58. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research facilities**

Count	Percent	
3	4.17%	Very satisfied
5	6.94%	Moderately satisfied
22	30.56%	Neither satisfied nor dissatisfied
3	4.17%	Moderately dissatisfied
1	1.39%	Very dissatisfied
38	52.78%	Not applicable
72		Respondents

**Q59. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research opportunities**

Count	Percent	
5	6.94%	Very satisfied
5	6.94%	Moderately satisfied
18	25.00%	Neither satisfied nor dissatisfied
6	8.33%	Moderately dissatisfied
1	1.39%	Very dissatisfied
37	51.39%	Not applicable

**Q59. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research opportunities**

Count	Percent
72	Respondents

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

Count	Percent	
10	13.89%	Very satisfied
15	20.83%	Moderately satisfied
23	31.94%	Neither satisfied nor dissatisfied
9	12.50%	Moderately dissatisfied
6	8.33%	Very dissatisfied
9	12.50%	Not applicable
72		Respondents

**Q61. With respect to your professional position at CSU, how satisfied are you with the following? - Obtaining professional development**

Count	Percent	
10	13.89%	Very satisfied
21	29.17%	Moderately satisfied
20	27.78%	Neither satisfied nor dissatisfied
14	19.44%	Moderately dissatisfied
3	4.17%	Very dissatisfied
4	5.56%	Not applicable
72		Respondents

**Q62. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department activities**

Count	Percent	
20	27.78%	Very satisfied
14	19.44%	Moderately satisfied
27	37.50%	Neither satisfied nor dissatisfied
6	8.33%	Moderately dissatisfied
0	0.00%	Very dissatisfied
5	6.94%	Not applicable
72		Respondents

**Q63. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department governance**

Count	Percent	
12	16.67%	Very satisfied
10	13.89%	Moderately satisfied
28	38.89%	Neither satisfied nor dissatisfied
9	12.50%	Moderately dissatisfied
6	8.33%	Very dissatisfied
7	9.72%	Not applicable

**Q63. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department governance**

Count	Percent
72	Respondents

**Q64. With respect to your professional position at CSU, how satisfied are you with the following? - Being intellectually stimulated**

Count	Percent	
24	33.33%	Very satisfied
29	40.28%	Moderately satisfied
15	20.83%	Neither satisfied nor dissatisfied
4	5.56%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
72		Respondents

**Q65. With respect to your professional position at CSU, how satisfied are you with the following? - Enjoying collegiality**

Count	Percent	
20	27.78%	Very satisfied
26	36.11%	Moderately satisfied
16	22.22%	Neither satisfied nor dissatisfied
9	12.50%	Moderately dissatisfied
1	1.39%	Very dissatisfied
0	0.00%	Not applicable
72		Respondents

**Q66. With respect to your professional position at CSU, how satisfied are you with the following? - Feeling fairly treated**

Count	Percent	
16	22.22%	Very satisfied
20	27.78%	Moderately satisfied
15	20.83%	Neither satisfied nor dissatisfied
11	15.28%	Moderately dissatisfied
10	13.89%	Very dissatisfied
0	0.00%	Not applicable
72		Respondents

**Q67. With respect to your professional position at CSU, how satisfied are you with the following? - Exercising academic freedom**

Count	Percent	
23	31.94%	Very satisfied
26	36.11%	Moderately satisfied
12	16.67%	Neither satisfied nor dissatisfied
5	6.94%	Moderately dissatisfied
1	1.39%	Very dissatisfied
5	6.94%	Not applicable

**Q67. With respect to your professional position at CSU, how satisfied are you with the following? - Exercising academic freedom**

Count	Percent
72	Respondents

**Q68. With respect to your professional position at CSU, how satisfied are you with the following? - Secure or stable employment**

Count	Percent	
14	19.44%	Very satisfied
24	33.33%	Moderately satisfied
16	22.22%	Neither satisfied nor dissatisfied
12	16.67%	Moderately dissatisfied
6	8.33%	Very dissatisfied
0	0.00%	Not applicable
72		Respondents

**Q69. 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	
16	22.54%	Strongly agree
15	21.13%	Moderately agree
13	18.31%	Neither agree nor disagree
16	22.54%	Moderately disagree
5	7.04%	Strongly disagree
4	5.63%	Not sure
2	2.82%	Not applicable
71		Respondents

**Q70. Please indicate your level of agreement with the following statements: - I must apply annually to work in my department.**

Count	Percent	
11	15.49%	Strongly agree
4	5.63%	Moderately agree
6	8.45%	Neither agree nor disagree
7	9.86%	Moderately disagree
22	30.99%	Strongly disagree
6	8.45%	Not sure
15	21.13%	Not applicable
71		Respondents

**Q71. Please indicate your level of agreement with the following statements: - I understand the process for getting rehired or reappointed.**

Count	Percent	
14	19.72%	Strongly agree
9	12.68%	Moderately agree
9	12.68%	Neither agree nor disagree
7	9.86%	Moderately disagree



**Q71. Please indicate your level of agreement with the following statements: - I understand the process for getting rehired or reappointed.**

Count	Percent	
7	9.86%	Strongly disagree
6	8.45%	Not sure
19	26.76%	Not applicable
71		Respondents

**Q72. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is reasonable.**

Count	Percent	
13	18.31%	Strongly agree
6	8.45%	Moderately agree
12	16.90%	Neither agree nor disagree
6	8.45%	Moderately disagree
2	2.82%	Strongly disagree
11	15.49%	Not sure
21	29.58%	Not applicable
71		Respondents

**Q73. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is fair.**

Count	Percent	
12	16.90%	Strongly agree
7	9.86%	Moderately agree
10	14.08%	Neither agree nor disagree
6	8.45%	Moderately disagree
4	5.63%	Strongly disagree
12	16.90%	Not sure
20	28.17%	Not applicable
71		Respondents

**Q74. Please indicate your level of agreement with the following statements: - I have adequate office space.**

Count	Percent	
25	35.21%	Strongly agree
12	16.90%	Moderately agree
6	8.45%	Neither agree nor disagree
6	8.45%	Moderately disagree
8	11.27%	Strongly disagree
0	0.00%	Not sure
14	19.72%	Not applicable
71		Respondents

**Q75. Please indicate your level of agreement with the following statements: - I have access to adequate resources (e.g., supplies, copying, etc.) to support my teaching or research.**

Count	Percent	
29	40.85%	Strongly agree

**Q75. Please indicate your level of agreement with the following statements: - I have access to adequate resources (e.g., supplies, copying, etc.) to support my teaching or research.**

Count	Percent	
18	25.35%	Moderately agree
10	14.08%	Neither agree nor disagree
4	5.63%	Moderately disagree
2	2.82%	Strongly disagree
4	5.63%	Not sure
4	5.63%	Not applicable
71		Respondents

**Q76. Please indicate your level of agreement with the following statements: - I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.**

Count	Percent	
18	25.35%	Strongly agree
14	19.72%	Moderately agree
4	5.63%	Neither agree nor disagree
0	0.00%	Moderately disagree
11	15.49%	Strongly disagree
13	18.31%	Not sure
11	15.49%	Not applicable
71		Respondents

**Q77. Please indicate your level of agreement with the following statements: - I am paid on a "per section" basis.**

Count	Percent	
21	29.58%	Strongly agree
2	2.82%	Moderately agree
6	8.45%	Neither agree nor disagree
3	4.23%	Moderately disagree
13	18.31%	Strongly disagree
4	5.63%	Not sure
22	30.99%	Not applicable
71		Respondents

**Q78. Please indicate your level of agreement with the following statements: - I am paid a salary that has been negotiated as part of a research contract or research award.**

Count	Percent	
2	2.82%	Strongly agree
1	1.41%	Moderately agree
1	1.41%	Neither agree nor disagree
4	5.63%	Moderately disagree
20	28.17%	Strongly disagree
4	5.63%	Not sure
39	54.93%	Not applicable
71		Respondents

**Q79. 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	
24	33.80%	Strongly agree
19	26.76%	Moderately agree
2	2.82%	Neither agree nor disagree
1	1.41%	Moderately disagree
3	4.23%	Strongly disagree
13	18.31%	Not sure
9	12.68%	Not applicable
71		Respondents

**Q80. Please indicate your level of agreement with the following statements: - My effort distribution correctly reflects my work responsibilities.**

Count	Percent	
18	25.35%	Strongly agree
19	26.76%	Moderately agree
4	5.63%	Neither agree nor disagree
7	9.86%	Moderately disagree
7	9.86%	Strongly disagree
11	15.49%	Not sure
5	7.04%	Not applicable
71		Respondents

**Q81. 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 that were possible.**

Count	Percent	
18	25.35%	Strongly agree
7	9.86%	Moderately agree
6	8.45%	Neither agree nor disagree
3	4.23%	Moderately disagree
20	28.17%	Strongly disagree
4	5.63%	Not sure
13	18.31%	Not applicable
71		Respondents

**Q82. Please indicate your level of agreement with the following statements: - I would switch to a teaching-only tenure-track position if that were possible.**

Count	Percent	
25	35.21%	Strongly agree
7	9.86%	Moderately agree
1	1.41%	Neither agree nor disagree
6	8.45%	Moderately disagree
14	19.72%	Strongly disagree
6	8.45%	Not sure
12	16.90%	Not applicable
71		Respondents

**Q83. Please indicate your level of agreement with the following statements: - I would switch to a research-only tenure-track position if that were possible.**

Count	Percent	
5	7.04%	Strongly agree
5	7.04%	Moderately agree
1	1.41%	Neither agree nor disagree
6	8.45%	Moderately disagree
31	43.66%	Strongly disagree
6	8.45%	Not sure
17	23.94%	Not applicable
71		Respondents

**Q84. Please indicate your level of agreement with the following statements: - My job performance is evaluated annually.**

Count	Percent	
44	61.97%	Strongly agree
8	11.27%	Moderately agree
3	4.23%	Neither agree nor disagree
0	0.00%	Moderately disagree
3	4.23%	Strongly disagree
11	15.49%	Not sure
2	2.82%	Not applicable
71		Respondents

**Q85. Please indicate your level of agreement with the following statements: - Evaluation criteria accurately reflect my responsibilities and accomplishments.**

Count	Percent	
21	29.58%	Strongly agree
16	22.54%	Moderately agree
4	5.63%	Neither agree nor disagree
3	4.23%	Moderately disagree
10	14.08%	Strongly disagree
13	18.31%	Not sure
4	5.63%	Not applicable
71		Respondents

**Q86. Please indicate your level of agreement with the following statements: - I am able to see the student evaluations of my teaching.**

Count	Percent	
49	69.01%	Strongly agree
9	12.68%	Moderately agree
3	4.23%	Neither agree nor disagree
0	0.00%	Moderately disagree
3	4.23%	Strongly disagree
3	4.23%	Not sure
4	5.63%	Not applicable
71		Respondents

**Q87. Please indicate your level of agreement with the following statements: - My job performance is accurately assessed in my annual evaluation.**

Count	Percent	
24	33.80%	Strongly agree
23	32.39%	Moderately agree
5	7.04%	Neither agree nor disagree
0	0.00%	Moderately disagree
5	7.04%	Strongly disagree
8	11.27%	Not sure
6	8.45%	Not applicable
71	Respondents	

**Q88. Please indicate your level of agreement with the following statements: - I am eligible for promotion and/or merit pay increases.**

Count	Percent	
17	23.94%	Strongly agree
14	19.72%	Moderately agree
4	5.63%	Neither agree nor disagree
2	2.82%	Moderately disagree
11	15.49%	Strongly disagree
13	18.31%	Not sure
10	14.08%	Not applicable
71	Respondents	

**Q89. 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	
11	15.49%	Strongly agree
6	8.45%	Moderately agree
4	5.63%	Neither agree nor disagree
4	5.63%	Moderately disagree
14	19.72%	Strongly disagree
19	26.76%	Not sure
13	18.31%	Not applicable
71	Respondents	

**Q90. Please indicate your level of agreement with the following statements: - My title (e.g., instructor, assistant professor on special appointment, senior teaching appointment) provides meaningful recognition for the work I do.**

Count	Percent	
14	19.72%	Strongly agree
22	30.99%	Moderately agree
12	16.90%	Neither agree nor disagree
7	9.86%	Moderately disagree
11	15.49%	Strongly disagree
2	2.82%	Not sure
3	4.23%	Not applicable
71	Respondents	

**Q91. 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	
8	11.27%	Strongly agree
13	18.31%	Moderately agree
7	9.86%	Neither agree nor disagree
8	11.27%	Moderately disagree
12	16.90%	Strongly disagree
21	29.58%	Not sure
2	2.82%	Not applicable
71		Respondents

**Q92. Please indicate your level of agreement with the following statements: - My department values my professional expertise and contributions.**

Count	Percent	
16	22.54%	Strongly agree
24	33.80%	Moderately agree
11	15.49%	Neither agree nor disagree
9	12.68%	Moderately disagree
5	7.04%	Strongly disagree
5	7.04%	Not sure
1	1.41%	Not applicable
71		Respondents

**Q93. 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	
8	11.27%	Strongly agree
9	12.68%	Moderately agree
16	22.54%	Neither agree nor disagree
11	15.49%	Moderately disagree
14	19.72%	Strongly disagree
11	15.49%	Not sure
2	2.82%	Not applicable
71		Respondents

**Q94. Please indicate your level of agreement with the following statements: - I have academic freedom.**

Count	Percent	
18	25.35%	Strongly agree
34	47.89%	Moderately agree
10	14.08%	Neither agree nor disagree
1	1.41%	Moderately disagree
2	2.82%	Strongly disagree
4	5.63%	Not sure
2	2.82%	Not applicable
71		Respondents

**Q95. Please indicate your level of agreement with the following statements: - I fear that my job may be threatened by possible budget, enrollment, or funding fluctuations.**

Count	Percent	
14	19.72%	Strongly agree
17	23.94%	Moderately agree
14	19.72%	Neither agree nor disagree
10	14.08%	Moderately disagree
7	9.86%	Strongly disagree
6	8.45%	Not sure
3	4.23%	Not applicable
71		Respondents

**Q96. 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 possible enrollment, or funding fluctuations.**

Count	Percent	
6	8.45%	Strongly agree
13	18.31%	Moderately agree
17	23.94%	Neither agree nor disagree
3	4.23%	Moderately disagree
13	18.31%	Strongly disagree
10	14.08%	Not sure
9	12.68%	Not applicable
71		Respondents

**Q97. 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 enrollment, or funding fluctuations.**

Count	Percent	
5	7.04%	Strongly agree
11	15.49%	Moderately agree
14	19.72%	Neither agree nor disagree
7	9.86%	Moderately disagree
13	18.31%	Strongly disagree
11	15.49%	Not sure
10	14.08%	Not applicable
71		Respondents

**Q98. 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	
5	7.04%	Strongly agree
21	29.58%	Moderately agree
14	19.72%	Neither agree nor disagree
10	14.08%	Moderately disagree
10	14.08%	Strongly disagree
9	12.68%	Not sure
2	2.82%	Not applicable
71		Respondents

**Q99. 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	
1	1.41%	Strongly agree
9	12.68%	Moderately agree
4	5.63%	Neither agree nor disagree
6	8.45%	Moderately disagree
24	33.80%	Strongly disagree
18	25.35%	Not sure
9	12.68%	Not applicable
71		Respondents

**Q100. Please indicate your level of agreement with the following statements: - My department pays non-tenure-track faculty who hold a Ph.D. more than other non tenure-track faculty.**

Count	Percent	
5	7.04%	Strongly agree
4	5.63%	Moderately agree
1	1.41%	Neither agree nor disagree
3	4.23%	Moderately disagree
7	9.86%	Strongly disagree
41	57.75%	Not sure
10	14.08%	Not applicable
71		Respondents

**Q101. Please indicate your level of agreement with the following statements: - I receive clear information about benefits.**

Count	Percent	
31	43.66%	Strongly agree
20	28.17%	Moderately agree
7	9.86%	Neither agree nor disagree
5	7.04%	Moderately disagree
3	4.23%	Strongly disagree
2	2.82%	Not sure
3	4.23%	Not applicable
71		Respondents

**Q102. Please indicate your level of agreement with the following statements: - I am eligible for benefits like those of other employees.**

Count	Percent	
41	57.75%	Strongly agree
10	14.08%	Moderately agree
2	2.82%	Neither agree nor disagree
1	1.41%	Moderately disagree
6	8.45%	Strongly disagree
7	9.86%	Not sure
4	5.63%	Not applicable
71		Respondents



**Q103. 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	
35	49.30%	Strongly agree
5	7.04%	Moderately agree
4	5.63%	Neither agree nor disagree
0	0.00%	Moderately disagree
6	8.45%	Strongly disagree
14	19.72%	Not sure
7	9.86%	Not applicable
71		Respondents

**Q104. Please indicate your level of agreement with the following statements: - The university administration cares about my interests and situation.**

Count	Percent	
9	12.68%	Strongly agree
20	28.17%	Moderately agree
16	22.54%	Neither agree nor disagree
9	12.68%	Moderately disagree
5	7.04%	Strongly disagree
11	15.49%	Not sure
1	1.41%	Not applicable
71		Respondents

**Q105. Please indicate your level of agreement with the following statements: - I am adequately represented by Faculty Council.**

Count	Percent	
5	7.04%	Strongly agree
5	7.04%	Moderately agree
11	15.49%	Neither agree nor disagree
6	8.45%	Moderately disagree
16	22.54%	Strongly disagree
24	33.80%	Not sure
4	5.63%	Not applicable
71		Respondents

**Q106. 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	
9	12.68%	Strongly agree
14	19.72%	Moderately agree
8	11.27%	Neither agree nor disagree
7	9.86%	Moderately disagree
11	15.49%	Strongly disagree
20	28.17%	Not sure
2	2.82%	Not applicable
71		Respondents

**Q107. Please indicate your level of agreement with the following statements: - I feel welcome at departmental faculty meetings.**

Count	Percent	
16	22.54%	Strongly agree
17	23.94%	Moderately agree
3	4.23%	Neither agree nor disagree
12	16.90%	Moderately disagree
10	14.08%	Strongly disagree
6	8.45%	Not sure
7	9.86%	Not applicable
71		Respondents

**Q108. Please indicate your level of agreement with the following statements: - My opinion matters at faculty committee meetings.**

Count	Percent	
11	15.49%	Strongly agree
11	15.49%	Moderately agree
9	12.68%	Neither agree nor disagree
7	9.86%	Moderately disagree
13	18.31%	Strongly disagree
9	12.68%	Not sure
11	15.49%	Not applicable
71		Respondents

**Q109. 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	
12	16.90%	Strongly agree
11	15.49%	Moderately agree
7	9.86%	Neither agree nor disagree
9	12.68%	Moderately disagree
21	29.58%	Strongly disagree
6	8.45%	Not sure
5	7.04%	Not applicable
71		Respondents

**Q110. Please indicate your level of agreement with the following statements: - I am rewarded for serving on committees and participating in other forms of faculty governance.**

Count	Percent	
6	8.45%	Strongly agree
6	8.45%	Moderately agree
7	9.86%	Neither agree nor disagree
9	12.68%	Moderately disagree
19	26.76%	Strongly disagree
7	9.86%	Not sure
17	23.94%	Not applicable
71		Respondents

**Q111. 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	
10	14.08%	Strongly agree
22	30.99%	Moderately agree
15	21.13%	Neither agree nor disagree
5	7.04%	Moderately disagree
6	8.45%	Strongly disagree
4	5.63%	Not sure
9	12.68%	Not applicable
71		Respondents

**Q112. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I were knew my efforts would be rewarded.**

Count	Percent	
9	12.68%	Strongly agree
22	30.99%	Moderately agree
15	21.13%	Neither agree nor disagree
5	7.04%	Moderately disagree
5	7.04%	Strongly disagree
7	9.86%	Not sure
8	11.27%	Not applicable
71		Respondents

**Q113. 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	
26	36.62%	Strongly agree
17	23.94%	Moderately agree
10	14.08%	Neither agree nor disagree
6	8.45%	Moderately disagree
7	9.86%	Strongly disagree
3	4.23%	Not sure
2	2.82%	Not applicable
71		Respondents

**Q114. Please indicate your level of agreement with the following statements: - Overall, I feel satisfied with my current position at CSU.**

Count	Percent	
16	22.54%	Strongly agree
34	47.89%	Moderately agree
10	14.08%	Neither agree nor disagree
6	8.45%	Moderately disagree
4	5.63%	Strongly disagree
0	0.00%	Not sure
1	1.41%	Not applicable
71		Respondents

**Q115. 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	
9	12.68%	Strongly agree
8	11.27%	Moderately agree
9	12.68%	Neither agree nor disagree
6	8.45%	Moderately disagree
24	33.80%	Strongly disagree
8	11.27%	Not sure
7	9.86%	Not applicable
71		Respondents

**Q116. Please indicate your level of agreement with the following statements: - I am glad that I am a member of the CSU faculty.**

Count	Percent	
37	52.11%	Strongly agree
23	32.39%	Moderately agree
6	8.45%	Neither agree nor disagree
1	1.41%	Moderately disagree
2	2.82%	Strongly disagree
1	1.41%	Not sure
1	1.41%	Not applicable
71		Respondents

**Q117. At CSU, the major problem facing non tenure-track faculty like myself is:**

Count	Percent
54	100.00%
54	Respondents

**Q118. The way I would address this problem is:**

Count	Percent
49	100.00%
49	Respondents

**Q119. Any additional comments:**

Count	Percent
25	100.00%
25	Respondents