

COLLEGE OF LIBERAL ARTS

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

Count	Percent	
120	100.00%	Yes
0	0.00%	No
120	Respondents	

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

Count	Percent	
2	1.67%	Yes
118	98.33%	No
120	Respondents	

Q3. What is your college?

Count	Percent	
0	0.00%	College of Agricultural Sciences
0	0.00%	College of Applied Human Sciences
0	0.00%	College of Business
0	0.00%	College of Engineering
120	100.00%	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
120	Respondents	

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

Count	Percent	
3	2.50%	Less than 1
16	13.33%	1
10	8.33%	2
18	15.00%	3
11	9.17%	4
10	8.33%	5
9	7.50%	6
6	5.00%	7
4	3.33%	8
1	0.83%	9
32	26.67%	10 or more
120	Respondents	

Q5. Gender:

Count	Percent	
77	64.17%	Female
43	35.83%	Male

Q5. Gender:

Count	Percent
120	Respondents

Q6. Ethnicity/Citizenship:

Count	Percent	
2	1.67%	Asian American
0	0.00%	African American
95	79.17%	European American
2	1.67%	Hispanic American
3	2.50%	Native American
7	5.83%	International - Not a U.S. Citizen
11	9.17%	Other (please specify)
120		Respondents

Q7. CSU Employment Category:

Count	Percent	
69	57.50%	Special Appointment Faculty
37	30.83%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
0	0.00%	Multi-Year Research Faculty
2	1.67%	Administrative Professional
1	0.83%	Joint Academic-Administrative Professional
11	9.17%	I don't know
120		Respondents

Q8. What is your appointment type?

Count	Percent	
2	100.00%	Regular
0	0.00%	Special (research funded)
0	0.00%	Other (please specify)
0	0.00%	I don't know
2		Respondents

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	50.00%	Other (e.g., Coordinator, Administrator) (please specify)
1	50.00%	I don't know
2		Respondents

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

Count	Percent	
1	50.00%	Yes
0	0.00%	No
1	50.00%	I don't know
2	Respondents	

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	
95	88.79%	Instructor
10	9.35%	Assistant Professor
0	0.00%	Associate Professor
0	0.00%	Full Professor
1	0.93%	Other
0	0.00%	I don't know
1	0.93%	I do not have academic rank
107	Respondents	

Q13. Teaching:

Count	Percent	
0	0.00%	0%
1	0.85%	1 - 10%
1	0.85%	11 - 20%
4	3.42%	21 - 30%
0	0.00%	31 - 40%
6	5.13%	41 - 50%
1	0.85%	51 - 60%
3	2.56%	61 - 70%
12	10.26%	71 - 80%
7	5.98%	81 - 90%
82	70.09%	91 - 100%
117	Respondents	

Q14. Research:

Count	Percent	
107	91.45%	0%
6	5.13%	1 - 10%
3	2.56%	11 - 20%
0	0.00%	21 - 30%
1	0.85%	31 - 40%
0	0.00%	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%
117	Respondents	

Q15. Other responsibilities:

Count	Percent	
75	64.10%	0%
15	12.82%	1 - 10%
12	10.26%	11 - 20%
5	4.27%	21 - 30%
0	0.00%	31 - 40%
2	1.71%	41 - 50%
1	0.85%	51 - 60%
2	1.71%	61 - 70%
4	3.42%	71 - 80%
0	0.00%	81 - 90%
1	0.85%	91 - 100%
117	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
38	100.00%
38	Respondents

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

Count	Percent	
23	19.66%	1
19	16.24%	2
36	30.77%	3
35	29.91%	4
2	1.71%	5
1	0.85%	6
0	0.00%	More than 6
1	0.85%	Not applicable
117	Respondents	

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

Count	Percent	
24	20.51%	Under 30
11	9.40%	30 - 49

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

Count	Percent	
36	30.77%	50 - 99
46	39.32%	100 - 499
0	0.00%	500 or more
0	0.00%	Not applicable
117	Respondents	

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

Count	Percent	
7	5.98%	Yes
108	92.31%	No
2	1.71%	Not applicable
117	Respondents	

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

Count	Percent	
1	14.29%	Yes
6	85.71%	No
7	Respondents	

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

Count	Percent	
2	1.71%	Yes
115	98.29%	No
117	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	
40	34.78%	Yes
75	65.22%	No
115	Respondents	

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

Count	Percent	
53	46.09%	Extremely important
44	38.26%	Very important
16	13.91%	Moderately important
2	1.74%	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
115	Respondents

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

Count	Percent	
69	60.00%	Extremely important
39	33.91%	Very important
7	6.09%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
27	23.48%	Extremely important
57	49.57%	Very important
24	20.87%	Moderately important
6	5.22%	Slightly important
1	0.87%	Not at all important
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
34	29.57%	Extremely important
52	45.22%	Very important
23	20.00%	Moderately important
2	1.74%	Slightly important
3	2.61%	Not at all important
1	0.87%	Not applicable
115	Respondents	

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

Count	Percent	
19	16.52%	Extremely important
36	31.30%	Very important
37	32.17%	Moderately important
15	13.04%	Slightly important
6	5.22%	Not at all important
2	1.74%	Not applicable
115	Respondents	

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

Count	Percent	
38	33.04%	Extremely important
41	35.65%	Very important
23	20.00%	Moderately important
9	7.83%	Slightly important
0	0.00%	Not at all important
4	3.48%	Not applicable
115	Respondents	

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

Count	Percent	
62	53.91%	Extremely important
41	35.65%	Very important
10	8.70%	Moderately important
2	1.74%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
16	13.91%	Extremely important
18	15.65%	Very important
18	15.65%	Moderately important
11	9.57%	Slightly important
9	7.83%	Not at all important
43	37.39%	Not applicable
115	Respondents	

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

Count	Percent	
75	65.22%	Extremely important
33	28.70%	Very important
5	4.35%	Moderately important
2	1.74%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
12	10.43%	Extremely important
16	13.91%	Very important
21	18.26%	Moderately important
15	13.04%	Slightly important

Q32. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
8	6.96%	Not at all important
43	37.39%	Not applicable
115	Respondents	

Q33. How important are the following to your job satisfaction? - Having excellent research opportunities		
Count	Percent	
10	8.70%	Extremely important
12	10.43%	Very important
26	22.61%	Moderately important
14	12.17%	Slightly important
9	7.83%	Not at all important
44	38.26%	Not applicable
115	Respondents	

Q34. How important are the following to your job satisfaction? - Being mentored		
Count	Percent	
12	10.43%	Extremely important
19	16.52%	Very important
29	25.22%	Moderately important
29	25.22%	Slightly important
15	13.04%	Not at all important
11	9.57%	Not applicable
115	Respondents	

Q35. How important are the following to your job satisfaction? - Obtaining professional development		
Count	Percent	
27	23.48%	Extremely important
37	32.17%	Very important
31	26.96%	Moderately important
11	9.57%	Slightly important
5	4.35%	Not at all important
4	3.48%	Not applicable
115	Respondents	

Q36. How important are the following to your job satisfaction? - Being involved in department activities		
Count	Percent	
24	20.87%	Extremely important
44	38.26%	Very important
27	23.48%	Moderately important
11	9.57%	Slightly important
8	6.96%	Not at all important
1	0.87%	Not applicable

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

Count	Percent
115	Respondents

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

Count	Percent	
22	19.13%	Extremely important
23	20.00%	Very important
27	23.48%	Moderately important
23	20.00%	Slightly important
16	13.91%	Not at all important
4	3.48%	Not applicable
115	Respondents	

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

Count	Percent	
80	69.57%	Extremely important
27	23.48%	Very important
7	6.09%	Moderately important
0	0.00%	Slightly important
1	0.87%	Not at all important
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
57	49.57%	Extremely important
41	35.65%	Very important
14	12.17%	Moderately important
3	2.61%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
93	80.87%	Extremely important
19	16.52%	Very important
2	1.74%	Moderately important
0	0.00%	Slightly important
1	0.87%	Not at all important
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
71	61.74%	Extremely important
28	24.35%	Very important
11	9.57%	Moderately important
2	1.74%	Slightly important
0	0.00%	Not at all important
3	2.61%	Not applicable
115	Respondents	

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

Count	Percent	
5	4.35%	Very satisfied
30	26.09%	Moderately satisfied
18	15.65%	Neither satisfied nor dissatisfied
32	27.83%	Moderately dissatisfied
30	26.09%	Very dissatisfied
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
64	55.65%	Very satisfied
37	32.17%	Moderately satisfied
10	8.70%	Neither satisfied nor dissatisfied
3	2.61%	Moderately dissatisfied
1	0.87%	Very dissatisfied
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
23	20.00%	Very satisfied
52	45.22%	Moderately satisfied
22	19.13%	Neither satisfied nor dissatisfied
14	12.17%	Moderately dissatisfied
4	3.48%	Very dissatisfied
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
49	42.61%	Very satisfied
42	36.52%	Moderately satisfied
13	11.30%	Neither satisfied nor dissatisfied

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

Count	Percent	
8	6.96%	Moderately dissatisfied
2	1.74%	Very dissatisfied
1	0.87%	Not applicable
115	Respondents	

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

Count	Percent	
23	20.00%	Very satisfied
35	30.43%	Moderately satisfied
33	28.70%	Neither satisfied nor dissatisfied
13	11.30%	Moderately dissatisfied
5	4.35%	Very dissatisfied
6	5.22%	Not applicable
115	Respondents	

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

Count	Percent	
52	45.22%	Very satisfied
43	37.39%	Moderately satisfied
12	10.43%	Neither satisfied nor dissatisfied
4	3.48%	Moderately dissatisfied
1	0.87%	Very dissatisfied
3	2.61%	Not applicable
115	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	
50	43.48%	Very satisfied
41	35.65%	Moderately satisfied
14	12.17%	Neither satisfied nor dissatisfied
6	5.22%	Moderately dissatisfied
4	3.48%	Very dissatisfied
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
9	7.83%	Very satisfied
14	12.17%	Moderately satisfied
24	20.87%	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	
4	3.48%	Moderately dissatisfied
7	6.09%	Very dissatisfied
57	49.57%	Not applicable
115	Respondents	

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

Count	Percent	
9	7.83%	Very satisfied
39	33.91%	Moderately satisfied
11	9.57%	Neither satisfied nor dissatisfied
33	28.70%	Moderately dissatisfied
23	20.00%	Very dissatisfied
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
7	6.09%	Very satisfied
11	9.57%	Moderately satisfied
27	23.48%	Neither satisfied nor dissatisfied
8	6.96%	Moderately dissatisfied
4	3.48%	Very dissatisfied
58	50.43%	Not applicable
115	Respondents	

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

Count	Percent	
4	3.48%	Very satisfied
9	7.83%	Moderately satisfied
24	20.87%	Neither satisfied nor dissatisfied
12	10.43%	Moderately dissatisfied
4	3.48%	Very dissatisfied
62	53.91%	Not applicable
115	Respondents	

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

Count	Percent	
7	6.09%	Very satisfied
12	10.43%	Moderately satisfied
52	45.22%	Neither satisfied nor dissatisfied

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

Count	Percent	
16	13.91%	Moderately dissatisfied
8	6.96%	Very dissatisfied
20	17.39%	Not applicable
115	Respondents	

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

Count	Percent	
10	8.70%	Very satisfied
27	23.48%	Moderately satisfied
35	30.43%	Neither satisfied nor dissatisfied
24	20.87%	Moderately dissatisfied
11	9.57%	Very dissatisfied
8	6.96%	Not applicable
115	Respondents	

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

Count	Percent	
11	9.57%	Very satisfied
35	30.43%	Moderately satisfied
39	33.91%	Neither satisfied nor dissatisfied
18	15.65%	Moderately dissatisfied
10	8.70%	Very dissatisfied
2	1.74%	Not applicable
115	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	4.35%	Very satisfied
27	23.48%	Moderately satisfied
46	40.00%	Neither satisfied nor dissatisfied
13	11.30%	Moderately dissatisfied
16	13.91%	Very dissatisfied
8	6.96%	Not applicable
115	Respondents	

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

Count	Percent	
21	18.26%	Very satisfied
56	48.70%	Moderately satisfied
21	18.26%	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	
13	11.30%	Moderately dissatisfied
4	3.48%	Very dissatisfied
0	0.00%	Not applicable
115	Respondents	

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

Count	Percent	
20	17.39%	Very satisfied
52	45.22%	Moderately satisfied
25	21.74%	Neither satisfied nor dissatisfied
11	9.57%	Moderately dissatisfied
6	5.22%	Very dissatisfied
1	0.87%	Not applicable
115	Respondents	

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

Count	Percent	
16	13.91%	Very satisfied
34	29.57%	Moderately satisfied
22	19.13%	Neither satisfied nor dissatisfied
20	17.39%	Moderately dissatisfied
22	19.13%	Very dissatisfied
1	0.87%	Not applicable
115	Respondents	

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

Count	Percent	
32	27.83%	Very satisfied
47	40.87%	Moderately satisfied
24	20.87%	Neither satisfied nor dissatisfied
5	4.35%	Moderately dissatisfied
3	2.61%	Very dissatisfied
4	3.48%	Not applicable
115	Respondents	

Q61. Which of the following best describes your position?

Count	Percent	
84	73.68%	I must apply annually to work in my department.
21	18.42%	I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.
9	7.89%	I am not sure.

Q61. Which of the following best describes your position?

Count	Percent
114	Respondents

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

Count	Percent	
84	73.68%	Yes
30	26.32%	No
114	Respondents	

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

Count	Percent	
3	2.63%	Yes
111	97.37%	No
114	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	
32	28.07%	Strongly agree
43	37.72%	Moderately agree
17	14.91%	Neither agree nor disagree
9	7.89%	Moderately disagree
11	9.65%	Strongly disagree
1	0.88%	Not sure
1	0.88%	Not applicable
114	Respondents	

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

Count	Percent	
34	29.82%	Strongly agree
42	36.84%	Moderately agree
12	10.53%	Neither agree nor disagree
14	12.28%	Moderately disagree
7	6.14%	Strongly disagree
4	3.51%	Not sure
1	0.88%	Not applicable
114	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	
10	8.77%	Strongly agree
31	27.19%	Moderately agree
17	14.91%	Neither agree nor disagree
17	14.91%	Moderately disagree
28	24.56%	Strongly disagree
8	7.02%	Not sure
3	2.63%	Not applicable
114	Respondents	

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

Count	Percent	
9	7.89%	Strongly agree
30	26.32%	Moderately agree
27	23.68%	Neither agree nor disagree
17	14.91%	Moderately disagree
21	18.42%	Strongly disagree
8	7.02%	Not sure
2	1.75%	Not applicable
114	Respondents	

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

Count	Percent	
31	27.19%	Strongly agree
27	23.68%	Moderately agree
8	7.02%	Neither agree nor disagree
17	14.91%	Moderately disagree
23	20.18%	Strongly disagree
2	1.75%	Not sure
6	5.26%	Not applicable
114	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	
36	31.58%	Strongly agree
38	33.33%	Moderately agree
10	8.77%	Neither agree nor disagree
20	17.54%	Moderately disagree
9	7.89%	Strongly disagree
0	0.00%	Not sure
1	0.88%	Not applicable
114	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	
29	25.44%	Strongly agree
31	27.19%	Moderately agree
12	10.53%	Neither agree nor disagree
16	14.04%	Moderately disagree
8	7.02%	Strongly disagree
10	8.77%	Not sure
8	7.02%	Not applicable
114	Respondents	

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

Count	Percent	
20	17.54%	Strongly agree
35	30.70%	Moderately agree
13	11.40%	Neither agree nor disagree
18	15.79%	Moderately disagree
11	9.65%	Strongly disagree
13	11.40%	Not sure
4	3.51%	Not applicable
114	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	
59	51.75%	Strongly agree
15	13.16%	Moderately agree
14	12.28%	Neither agree nor disagree
6	5.26%	Moderately disagree
8	7.02%	Strongly disagree
4	3.51%	Not sure
8	7.02%	Not applicable
114	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	
76	66.67%	Strongly agree
10	8.77%	Moderately agree
8	7.02%	Neither agree nor disagree
3	2.63%	Moderately disagree
7	6.14%	Strongly disagree
3	2.63%	Not sure
7	6.14%	Not applicable
114	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	
12	10.53%	Strongly agree
9	7.89%	Moderately agree
13	11.40%	Neither agree nor disagree
7	6.14%	Moderately disagree
26	22.81%	Strongly disagree
5	4.39%	Not sure
42	36.84%	Not applicable
114		Respondents

Q75. Is your job performance evaluated annually?

Count	Percent	
88	77.19%	Yes
14	12.28%	No
12	10.53%	Not sure
114		Respondents

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

Count	Percent	
110	96.49%	Yes
0	0.00%	No
3	2.63%	Not sure
1	0.88%	Not applicable
114		Respondents

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

Count	Percent	
16	14.04%	Yes
57	50.00%	No
41	35.96%	Not sure
114		Respondents

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

Count	Percent	
23	20.54%	Strongly agree
42	37.50%	Moderately agree
10	8.93%	Neither agree nor disagree
17	15.18%	Moderately disagree
7	6.25%	Strongly disagree
11	9.82%	Not sure
2	1.79%	Not applicable

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

Count	Percent
112	Respondents

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

Count	Percent	
33	29.46%	Strongly agree
35	31.25%	Moderately agree
9	8.04%	Neither agree nor disagree
14	12.50%	Moderately disagree
10	8.93%	Strongly disagree
10	8.93%	Not sure
1	0.89%	Not applicable
112		Respondents

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

Count	Percent	
11	9.82%	Strongly agree
2	1.79%	Moderately agree
7	6.25%	Neither agree nor disagree
5	4.46%	Moderately disagree
38	33.93%	Strongly disagree
36	32.14%	Not sure
13	11.61%	Not applicable
112		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	
11	9.82%	Strongly agree
16	14.29%	Moderately agree
14	12.50%	Neither agree nor disagree
12	10.71%	Moderately disagree
23	20.54%	Strongly disagree
31	27.68%	Not sure
5	4.46%	Not applicable
112		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	
4	3.57%	Strongly agree
28	25.00%	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	
22	19.64%	Neither agree nor disagree
29	25.89%	Moderately disagree
27	24.11%	Strongly disagree
2	1.79%	Not sure
0	0.00%	Not applicable
112		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	
17	15.18%	Strongly agree
29	25.89%	Moderately agree
10	8.93%	Neither agree nor disagree
21	18.75%	Moderately disagree
17	15.18%	Strongly disagree
18	16.07%	Not sure
0	0.00%	Not applicable
112		Respondents

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

Count	Percent	
18	16.07%	Strongly agree
36	32.14%	Moderately agree
14	12.50%	Neither agree nor disagree
20	17.86%	Moderately disagree
17	15.18%	Strongly disagree
6	5.36%	Not sure
1	0.89%	Not applicable
112		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	
8	7.14%	Strongly agree
23	20.54%	Moderately agree
12	10.71%	Neither agree nor disagree
37	33.04%	Moderately disagree
25	22.32%	Strongly disagree
7	6.25%	Not sure
0	0.00%	Not applicable
112		Respondents

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

Count	Percent	
38	33.93%	Strongly agree
36	32.14%	Moderately agree
11	9.82%	Neither agree nor disagree
12	10.71%	Moderately disagree
7	6.25%	Strongly disagree
5	4.46%	Not sure
3	2.68%	Not applicable
112		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	
16	14.29%	Strongly agree
34	30.36%	Moderately agree
18	16.07%	Neither agree nor disagree
21	18.75%	Moderately disagree
17	15.18%	Strongly disagree
6	5.36%	Not sure
0	0.00%	Not applicable
112		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	
4	3.57%	Strongly agree
11	9.82%	Moderately agree
7	6.25%	Neither agree nor disagree
14	12.50%	Moderately disagree
40	35.71%	Strongly disagree
27	24.11%	Not sure
9	8.04%	Not applicable
112		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	
10	8.93%	Strongly agree
3	2.68%	Moderately agree
7	6.25%	Neither agree nor disagree
2	1.79%	Moderately disagree
20	17.86%	Strongly disagree
65	58.04%	Not sure
5	4.46%	Not applicable
112		Respondents

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

Count	Percent	
24	21.43%	Strongly agree
40	35.71%	Moderately agree
11	9.82%	Neither agree nor disagree
14	12.50%	Moderately disagree
13	11.61%	Strongly disagree
6	5.36%	Not sure
4	3.57%	Not applicable
112		Respondents

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

Count	Percent	
36	32.14%	Strongly agree
34	30.36%	Moderately agree
4	3.57%	Neither agree nor disagree
3	2.68%	Moderately disagree
8	7.14%	Strongly disagree
22	19.64%	Not sure
5	4.46%	Not applicable
112		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	
19	16.96%	Strongly agree
7	6.25%	Moderately agree
2	1.79%	Neither agree nor disagree
3	2.68%	Moderately disagree
12	10.71%	Strongly disagree
60	53.57%	Not sure
9	8.04%	Not applicable
112		Respondents

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

Count	Percent	
3	2.68%	Strongly agree
16	14.29%	Moderately agree
22	19.64%	Neither agree nor disagree
34	30.36%	Moderately disagree
22	19.64%	Strongly disagree
15	13.39%	Not sure
0	0.00%	Not applicable
112		Respondents

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

Count	Percent	
2	1.79%	Strongly agree
14	12.50%	Moderately agree
19	16.96%	Neither agree nor disagree
11	9.82%	Moderately disagree
30	26.79%	Strongly disagree
35	31.25%	Not sure
1	0.89%	Not applicable
112		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	
18	16.07%	Strongly agree
29	25.89%	Moderately agree
11	9.82%	Neither agree nor disagree
9	8.04%	Moderately disagree
19	16.96%	Strongly disagree
25	22.32%	Not sure
1	0.89%	Not applicable
112		Respondents

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

Count	Percent	
17	15.18%	Strongly agree
30	26.79%	Moderately agree
16	14.29%	Neither agree nor disagree
14	12.50%	Moderately disagree
23	20.54%	Strongly disagree
5	4.46%	Not sure
7	6.25%	Not applicable
112		Respondents

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

Count	Percent	
8	7.14%	Strongly agree
25	22.32%	Moderately agree
15	13.39%	Neither agree nor disagree
15	13.39%	Moderately disagree
27	24.11%	Strongly disagree
10	8.93%	Not sure
12	10.71%	Not applicable
112		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	
13	11.61%	Strongly agree
18	16.07%	Moderately agree
18	16.07%	Neither agree nor disagree
18	16.07%	Moderately disagree
39	34.82%	Strongly disagree
4	3.57%	Not sure
2	1.79%	Not applicable
112		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	
0	0.00%	Strongly agree
5	4.46%	Moderately agree
6	5.36%	Neither agree nor disagree
8	7.14%	Moderately disagree
47	41.96%	Strongly disagree
14	12.50%	Not sure
32	28.57%	Not applicable
112		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	
21	18.75%	Strongly agree
37	33.04%	Moderately agree
25	22.32%	Neither agree nor disagree
6	5.36%	Moderately disagree
3	2.68%	Strongly disagree
12	10.71%	Not sure
8	7.14%	Not applicable
112		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	
37	33.04%	Strongly agree
42	37.50%	Moderately agree
10	8.93%	Neither agree nor disagree
4	3.57%	Moderately disagree
3	2.68%	Strongly disagree
10	8.93%	Not sure
6	5.36%	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
112	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	
45	40.18%	Strongly agree
32	28.57%	Moderately agree
12	10.71%	Neither agree nor disagree
11	9.82%	Moderately disagree
8	7.14%	Strongly disagree
3	2.68%	Not sure
1	0.89%	Not applicable
112		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	
76	67.86%	Strongly agree
24	21.43%	Moderately agree
8	7.14%	Neither agree nor disagree
3	2.68%	Moderately disagree
1	0.89%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
112		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	
34	30.36%	Strongly agree
34	30.36%	Moderately agree
13	11.61%	Neither agree nor disagree
16	14.29%	Moderately disagree
10	8.93%	Strongly disagree
5	4.46%	Not sure
0	0.00%	Not applicable
112		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	
18	16.07%	Strongly agree
25	22.32%	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	
24	21.43%	Neither agree nor disagree
18	16.07%	Moderately disagree
14	12.50%	Strongly disagree
13	11.61%	Not sure
0	0.00%	Not applicable
112		Respondents

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

Count	Percent	
17	15.18%	Strongly agree
48	42.86%	Moderately agree
11	9.82%	Neither agree nor disagree
24	21.43%	Moderately disagree
12	10.71%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
112		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	
22	19.64%	Strongly agree
19	16.96%	Moderately agree
13	11.61%	Neither agree nor disagree
9	8.04%	Moderately disagree
36	32.14%	Strongly disagree
9	8.04%	Not sure
4	3.57%	Not applicable
112		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	
54	48.21%	Strongly agree
40	35.71%	Moderately agree
10	8.93%	Neither agree nor disagree
5	4.46%	Moderately disagree
3	2.68%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
112		Respondents

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

Count	Percent
93	100.00%
93	Respondents

Q110. How would you address these issues?

Count	Percent
88	100.00%
88	Respondents

Q111. Do you have any additional comments or suggestions?

Count	Percent	
41	36.94%	Yes (please share)
70	63.06%	No
111		Respondents