

Q1. Do you have a non-tenure track appointment with teaching responsibility for one or more courses at CSU?		
Count	Percent	
141	98.60%	Yes
2	1.40%	No
143	Respondents	

Q2. Do you have a non-tenure-track appointment with primarily research responsibilities?		
Count	Percent	
4	2.80%	Yes
139	97.20%	No
143	Respondents	

Q3. Do you have a non-tenure-track appointment with primarily clinical responsibilities?		
Count	Percent	
0	0.00%	Yes
143	100.00%	No
143	Respondents	

Q4. Do you have a joint administrative professional-faculty appointment?		
Count	Percent	
20	13.99%	Yes
123	86.01%	No
143	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
0	0.00%	College of Health and Human Sciences
0	0.00%	College of Business
0	0.00%	College of Engineering
143	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
0	0.00%	Other (please specify)
143	Respondents	

Q7. How many year have you been employed at CSU?		
Count	Percent	
13	9.09%	Less than 1
15	10.49%	1
16	11.19%	2
11	7.69%	3
12	8.39%	4
7	4.90%	5
7	4.90%	6
10	6.99%	7
2	1.40%	8
2	1.40%	9
48	33.57%	10 or more
143	Respondents	

Q8. Gender:		
Count	Percent	
103	72.03%	Female
40	27.97%	Male
0	0.00%	Transgender
143	Respondents	

Q9. Ethnicity/Citizenship:		
Count	Percent	
0	0.00%	Asian American
1	0.70%	African American
116	81.12%	European American
7	4.90%	Hispanic American
0	0.00%	Native American
5	3.50%	International - Not a U.S. Citizen
14	9.79%	Other (please specify)
143	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	
77	53.85%	I have a one-semester or one year term
24	16.78%	I have a without-term appointment
29	20.28%	I have a contract for 1 - 3 years
13	9.09%	I do not know the term of my employment
143	Respondents	

Q11. CSU employment category:		
Count	Percent	
28	19.58%	Senior Teaching Appointment Faculty

Q11. CSU employment category:		
Count	Percent	
67	46.85%	Special Appointment Faculty
33	23.08%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
15	10.49%	Administrative Professional
143		Respondents

Q12. What is your academic rank?		
Count	Percent	
106	82.81%	Instructor
17	13.28%	Assistant Professor
0	0.00%	Associate Professor
1	0.78%	Full Professor
4	3.13%	I don't know
128		Respondents

Q13. What is your appointment type?		
Count	Percent	
11	73.33%	Regular
0	0.00%	Special (research funded)
2	13.33%	Other
2	13.33%	I don't know
15		Respondents

Q14. 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
12	80.00%	Other (Coordinator, Administrator, etc.)
3	20.00%	I don't know
15		Respondents

Q15. Do you have a Joint-Administrative Professional Faculty appointment in an academic department?		
Count	Percent	
1	6.67%	Yes
9	60.00%	No
5	33.33%	I don't know
15		Respondents

Q16. In what department(s)?		
Count	Percent	
1	100.00%	

Q16. In what department(s)?		
Count	Percent	
1	Respondent	

Q17. What is your academic rank?		
Count	Percent	
1	100.00%	Instructor
0	0.00%	Assistant Professor
0	0.00%	Associate Professor
0	0.00%	Full Professor
0	0.00%	I don't know
1	Respondent	

Q18. In which unit is your appointment?		
Count	Percent	
7	100.00%	
7	Respondents	

Q19. Please indicate the percentage of your position that is involved with teaching and research: - Teaching			
Count	Percent		
0	0.00%	0%	
6	4.35%	1 - 10%	
4	2.90%	11 - 20%	
5	3.62%	21 - 30%	
2	1.45%	31 - 40%	
4	2.90%	41 - 50%	
2	1.45%	51 - 60%	
4	2.90%	61 - 70%	
9	6.52%	71 - 80%	
6	4.35%	81 - 90%	
92	66.67%	91 - 100%	
4	2.90%	I don't know	
138	Respondents		

Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research			
Count	Percent		
100	72.46%	0%	
6	4.35%	1 - 10%	
12	8.70%	11 - 20%	
2	1.45%	21 - 30%	
1	0.72%	31 - 40%	
2	1.45%	41 - 50%	
0	0.00%	51 - 60%	
1	0.72%	61 - 70%	
1	0.72%	71 - 80%	
1	0.72%	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>	
1	0.72%	91 - 100%
11	7.97%	I don't know
138	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>	
60	43.48%	0%
37	26.81%	1 - 10%
10	7.25%	11 - 20%
8	5.80%	21 - 30%
4	2.90%	31 - 40%
1	0.72%	41 - 50%
1	0.72%	51 - 60%
0	0.00%	61 - 70%
1	0.72%	71 - 80%
2	1.45%	81 - 90%
1	0.72%	91 - 100%
13	9.42%	I don't know
138	Respondents	

<b>Q22. Do you have other responsibilities beyond teaching and/or research and/or service?</b>		
<b>Count</b>	<b>Percent</b>	
56	40.58%	Yes (please describe)
82	59.42%	No
138	Respondents	

<b>Q23. How many classes do you typically teach per semester?</b>		
<b>Count</b>	<b>Percent</b>	
27	19.57%	1
42	30.43%	2
24	17.39%	3
32	23.19%	4
5	3.62%	5
6	4.35%	6
1	0.72%	More than 6
1	0.72%	Not applicable
138	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>	
27	19.57%	Under 30
28	20.29%	30 - 49
42	30.43%	50 - 100
41	29.71%	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
0	0.00%	Not applicable
138	Respondents	

Q25. Do you teach courses that students take completely online?		
Count	Percent	
25	18.12%	Yes
111	80.43%	No
2	1.45%	Not applicable
138	Respondents	

Q26. Does your compensation differ for teaching online than you would for teaching a residential instruction (RI) class?		
Count	Percent	
1	4.00%	Yes, I receive <i>more</i> compensation for teaching online courses
3	12.00%	Yes, I receive <i>less</i> compensation for teaching online courses
17	68.00%	Yes, but whether I receive more or less compensation for teaching online courses than RI depends on enrollment in the online course
4	16.00%	No, I receive the same compensation whether I teach an online or RI course
25	Respondents	

Q27. If your primary responsibility is research but you also teach, do you receive additional compensation for teaching classes?		
Count	Percent	
5	3.68%	Yes
5	3.68%	No
126	92.65%	Not applicable
136	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	
53	38.97%	Yes
83	61.03%	No
136	Respondents	

Q29. How important are the following to your job satisfaction? - Salary		
Count	Percent	
75	55.15%	Extremely important
36	26.47%	Very important
23	16.91%	Moderately important
1	0.74%	Slightly important
1	0.74%	Not at all important

Q29. How important are the following to your job satisfaction? - Salary		
Count	Percent	
0	0.00%	Not applicable
136	Respondents	

Q30. How important are the following to your job satisfaction? - Student contact		
Count	Percent	
68	50.00%	Extremely important
50	36.76%	Very important
14	10.29%	Moderately important
3	2.21%	Slightly important
0	0.00%	Not at all important
1	0.74%	Not applicable
136	Respondents	

Q31. How important are the following to your job satisfaction? - Contact with colleagues		
Count	Percent	
31	22.79%	Extremely important
60	44.12%	Very important
35	25.74%	Moderately important
6	4.41%	Slightly important
4	2.94%	Not at all important
0	0.00%	Not applicable
136	Respondents	

Q32. How important are the following to your job satisfaction? - Autonomy		
Count	Percent	
54	39.71%	Extremely important
58	42.65%	Very important
19	13.97%	Moderately important
3	2.21%	Slightly important
2	1.47%	Not at all important
0	0.00%	Not applicable
136	Respondents	

Q33. How important are the following to your job satisfaction? - Working collaboratively		
Count	Percent	
23	16.91%	Extremely important
57	41.91%	Very important
32	23.53%	Moderately important
10	7.35%	Slightly important
12	8.82%	Not at all important
2	1.47%	Not applicable
136	Respondents	

Q34. How important are the following to your job satisfaction? - Having a flexible schedule		
Count	Percent	
64	47.06%	Extremely important
43	31.62%	Very important
22	16.18%	Moderately important
3	2.21%	Slightly important
3	2.21%	Not at all important
1	0.74%	Not applicable
136	Respondents	

Q35. How important are the following to your job satisfaction? - Having freedom to create/execute classes		
Count	Percent	
63	46.32%	Extremely important
54	39.71%	Very important
15	11.03%	Moderately important
2	1.47%	Slightly important
2	1.47%	Not at all important
0	0.00%	Not applicable
136	Respondents	

Q36. How important are the following to your job satisfaction? - Having freedom to conduct research		
Count	Percent	
18	13.24%	Extremely important
24	17.65%	Very important
14	10.29%	Moderately important
22	16.18%	Slightly important
9	6.62%	Not at all important
49	36.03%	Not applicable
136	Respondents	

Q37. How important are the following to your job satisfaction? - Feeling valued as a professional		
Count	Percent	
82	60.29%	Extremely important
41	30.15%	Very important
8	5.88%	Moderately important
3	2.21%	Slightly important
1	0.74%	Not at all important
1	0.74%	Not applicable
136	Respondents	

Q38. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
13	9.56%	Extremely important
15	11.03%	Very important
33	24.26%	Moderately important
12	8.82%	Slightly important



<b>Q38. How important are the following to your job satisfaction? - Having excellent research facilities</b>		
<b>Count</b>	<b>Percent</b>	
14	10.29%	Not at all important
49	36.03%	Not applicable
136	Respondents	

<b>Q39. How important are the following to your job satisfaction? - Having excellent research opportunities</b>		
<b>Count</b>	<b>Percent</b>	
15	11.03%	Extremely important
19	13.97%	Very important
27	19.85%	Moderately important
14	10.29%	Slightly important
14	10.29%	Not at all important
47	34.56%	Not applicable
136	Respondents	

<b>Q40. How important are the following to your job satisfaction? - Being mentored</b>		
<b>Count</b>	<b>Percent</b>	
19	13.97%	Extremely important
25	18.38%	Very important
42	30.88%	Moderately important
25	18.38%	Slightly important
14	10.29%	Not at all important
11	8.09%	Not applicable
136	Respondents	

<b>Q41. How important are the following to your job satisfaction? - Obtaining professional development</b>		
<b>Count</b>	<b>Percent</b>	
27	19.85%	Extremely important
53	38.97%	Very important
35	25.74%	Moderately important
9	6.62%	Slightly important
4	2.94%	Not at all important
8	5.88%	Not applicable
136	Respondents	

<b>Q42. How important are the following to your job satisfaction? - Being involved in department activities</b>		
<b>Count</b>	<b>Percent</b>	
20	14.71%	Extremely important
44	32.35%	Very important
49	36.03%	Moderately important
13	9.56%	Slightly important
9	6.62%	Not at all important
1	0.74%	Not applicable
136	Respondents	

<b>Q43. How important are the following to your job satisfaction? - Being involved in department governance</b>		
<b>Count</b>	<b>Percent</b>	
16	11.76%	Extremely important
31	22.79%	Very important
39	28.68%	Moderately important
26	19.12%	Slightly important
19	13.97%	Not at all important
5	3.68%	Not applicable
136	Respondents	

<b>Q44. How important are the following to your job satisfaction? - Being intellectually stimulated</b>		
<b>Count</b>	<b>Percent</b>	
84	61.76%	Extremely important
39	28.68%	Very important
10	7.35%	Moderately important
1	0.74%	Slightly important
2	1.47%	Not at all important
0	0.00%	Not applicable
136	Respondents	

<b>Q45. How important are the following to your job satisfaction? - Enjoying collegiality</b>		
<b>Count</b>	<b>Percent</b>	
61	44.85%	Extremely important
46	33.82%	Very important
23	16.91%	Moderately important
3	2.21%	Slightly important
3	2.21%	Not at all important
0	0.00%	Not applicable
136	Respondents	

<b>Q46. How important are the following to your job satisfaction? - Feeling fairly treated</b>		
<b>Count</b>	<b>Percent</b>	
104	76.47%	Extremely important
29	21.32%	Very important
1	0.74%	Moderately important
1	0.74%	Slightly important
1	0.74%	Not at all important
0	0.00%	Not applicable
136	Respondents	

<b>Q47. How important are the following to your job satisfaction? - Exercising academic freedom</b>		
<b>Count</b>	<b>Percent</b>	
77	56.62%	Extremely important
44	32.35%	Very important

<b>Q47. How important are the following to your job satisfaction? - Exercising academic freedom</b>		
<b>Count</b>	<b>Percent</b>	
10	7.35%	Moderately important
2	1.47%	Slightly important
1	0.74%	Not at all important
2	1.47%	Not applicable
136	Respondents	

<b>Q48. How important are the following to your job satisfaction? - Secure or stable employment</b>		
<b>Count</b>	<b>Percent</b>	
102	75.00%	Extremely important
26	19.12%	Very important
5	3.68%	Moderately important
0	0.00%	Slightly important
1	0.74%	Not at all important
2	1.47%	Not applicable
136	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	5.15%	Very satisfied
39	28.68%	Moderately satisfied
19	13.97%	Neither satisfied nor dissatisfied
38	27.94%	Moderately dissatisfied
33	24.26%	Very dissatisfied
0	0.00%	Not applicable
136	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>	
61	44.85%	Very satisfied
59	43.38%	Moderately satisfied
11	8.09%	Neither satisfied nor dissatisfied
2	1.47%	Moderately dissatisfied
2	1.47%	Very dissatisfied
1	0.74%	Not applicable
136	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>	
34	25.00%	Very satisfied
60	44.12%	Moderately satisfied
20	14.71%	Neither satisfied nor dissatisfied
16	11.76%	Moderately dissatisfied
5	3.68%	Very dissatisfied
1	0.74%	Not applicable

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

Count	Percent
136	Respondents

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

Count	Percent	
49	36.03%	Very satisfied
57	41.91%	Moderately satisfied
20	14.71%	Neither satisfied nor dissatisfied
6	4.41%	Moderately dissatisfied
4	2.94%	Very dissatisfied
0	0.00%	Not applicable
136		Respondents

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

Count	Percent	
30	22.06%	Very satisfied
53	38.97%	Moderately satisfied
26	19.12%	Neither satisfied nor dissatisfied
13	9.56%	Moderately dissatisfied
4	2.94%	Very dissatisfied
10	7.35%	Not applicable
136		Respondents

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

Count	Percent	
57	41.91%	Very satisfied
57	41.91%	Moderately satisfied
15	11.03%	Neither satisfied nor dissatisfied
2	1.47%	Moderately dissatisfied
3	2.21%	Very dissatisfied
2	1.47%	Not applicable
136		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	
51	37.50%	Very satisfied
57	41.91%	Moderately satisfied
14	10.29%	Neither satisfied nor dissatisfied
8	5.88%	Moderately dissatisfied
4	2.94%	Very dissatisfied
2	1.47%	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
136	Respondents

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

Count	Percent	
10	7.35%	Very satisfied
22	16.18%	Moderately satisfied
30	22.06%	Neither satisfied nor dissatisfied
7	5.15%	Moderately dissatisfied
8	5.88%	Very dissatisfied
59	43.38%	Not applicable
136		Respondents

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

Count	Percent	
22	16.18%	Very satisfied
38	27.94%	Moderately satisfied
23	16.91%	Neither satisfied nor dissatisfied
31	22.79%	Moderately dissatisfied
22	16.18%	Very dissatisfied
0	0.00%	Not applicable
136		Respondents

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

Count	Percent	
5	3.68%	Very satisfied
18	13.24%	Moderately satisfied
36	26.47%	Neither satisfied nor dissatisfied
6	4.41%	Moderately dissatisfied
5	3.68%	Very dissatisfied
66	48.53%	Not applicable
136		Respondents

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

Count	Percent	
2	1.47%	Very satisfied
15	11.03%	Moderately satisfied
35	25.74%	Neither satisfied nor dissatisfied
9	6.62%	Moderately dissatisfied
9	6.62%	Very dissatisfied
66	48.53%	Not applicable

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

Count	Percent
136	Respondents

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

Count	Percent	
12	8.82%	Very satisfied
31	22.79%	Moderately satisfied
53	38.97%	Neither satisfied nor dissatisfied
12	8.82%	Moderately dissatisfied
10	7.35%	Very dissatisfied
18	13.24%	Not applicable
136		Respondents

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

Count	Percent	
13	9.56%	Very satisfied
48	35.29%	Moderately satisfied
37	27.21%	Neither satisfied nor dissatisfied
18	13.24%	Moderately dissatisfied
13	9.56%	Very dissatisfied
7	5.15%	Not applicable
136		Respondents

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

Count	Percent	
11	8.09%	Very satisfied
57	41.91%	Moderately satisfied
34	25.00%	Neither satisfied nor dissatisfied
16	11.76%	Moderately dissatisfied
13	9.56%	Very dissatisfied
5	3.68%	Not applicable
136		Respondents

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

Count	Percent	
5	3.68%	Very satisfied
27	19.85%	Moderately satisfied
50	36.76%	Neither satisfied nor dissatisfied
18	13.24%	Moderately dissatisfied
19	13.97%	Very dissatisfied
17	12.50%	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
136	Respondents

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

Count	Percent	
33	24.26%	Very satisfied
64	47.06%	Moderately satisfied
21	15.44%	Neither satisfied nor dissatisfied
10	7.35%	Moderately dissatisfied
7	5.15%	Very dissatisfied
1	0.74%	Not applicable
136		Respondents

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

Count	Percent	
29	21.32%	Very satisfied
53	38.97%	Moderately satisfied
34	25.00%	Neither satisfied nor dissatisfied
8	5.88%	Moderately dissatisfied
11	8.09%	Very dissatisfied
1	0.74%	Not applicable
136		Respondents

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

Count	Percent	
20	14.71%	Very satisfied
45	33.09%	Moderately satisfied
21	15.44%	Neither satisfied nor dissatisfied
22	16.18%	Moderately dissatisfied
28	20.59%	Very dissatisfied
0	0.00%	Not applicable
136		Respondents

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

Count	Percent	
35	25.74%	Very satisfied
52	38.24%	Moderately satisfied
30	22.06%	Neither satisfied nor dissatisfied
9	6.62%	Moderately dissatisfied
5	3.68%	Very dissatisfied
5	3.68%	Not applicable

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

Count	Percent
136	Respondents

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

Count	Percent	
16	11.76%	Very satisfied
34	25.00%	Moderately satisfied
14	10.29%	Neither satisfied nor dissatisfied
26	19.12%	Moderately dissatisfied
41	30.15%	Very dissatisfied
5	3.68%	Not applicable
136		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	
47	35.88%	Strongly agree
45	34.35%	Moderately agree
9	6.87%	Neither agree nor disagree
12	9.16%	Moderately disagree
15	11.45%	Strongly disagree
2	1.53%	Not sure
1	0.76%	Not applicable
131		Respondents

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

Count	Percent	
36	27.48%	Strongly agree
14	10.69%	Moderately agree
11	8.40%	Neither agree nor disagree
10	7.63%	Moderately disagree
20	15.27%	Strongly disagree
10	7.63%	Not sure
30	22.90%	Not applicable
131		Respondents

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

Count	Percent	
33	25.19%	Strongly agree
32	24.43%	Moderately agree
17	12.98%	Neither agree nor disagree
17	12.98%	Moderately disagree



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

Count	Percent	
14	10.69%	Strongly disagree
11	8.40%	Not sure
7	5.34%	Not applicable
131		Respondents

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

Count	Percent	
20	15.27%	Strongly agree
27	20.61%	Moderately agree
25	19.08%	Neither agree nor disagree
23	17.56%	Moderately disagree
18	13.74%	Strongly disagree
10	7.63%	Not sure
8	6.11%	Not applicable
131		Respondents

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

Count	Percent	
16	12.21%	Strongly agree
32	24.43%	Moderately agree
27	20.61%	Neither agree nor disagree
21	16.03%	Moderately disagree
15	11.45%	Strongly disagree
11	8.40%	Not sure
9	6.87%	Not applicable
131		Respondents

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

Count	Percent	
47	35.88%	Strongly agree
31	23.66%	Moderately agree
9	6.87%	Neither agree nor disagree
25	19.08%	Moderately disagree
16	12.21%	Strongly disagree
1	0.76%	Not sure
2	1.53%	Not applicable
131		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	
57	43.51%	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	
42	32.06%	Moderately agree
7	5.34%	Neither agree nor disagree
17	12.98%	Moderately disagree
7	5.34%	Strongly disagree
0	0.00%	Not sure
1	0.76%	Not applicable
131		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	
32	24.43%	Strongly agree
13	9.92%	Moderately agree
9	6.87%	Neither agree nor disagree
10	7.63%	Moderately disagree
31	23.66%	Strongly disagree
10	7.63%	Not sure
26	19.85%	Not applicable
131		Respondents

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

Count	Percent	
66	50.38%	Strongly agree
17	12.98%	Moderately agree
7	5.34%	Neither agree nor disagree
5	3.82%	Moderately disagree
15	11.45%	Strongly disagree
7	5.34%	Not sure
14	10.69%	Not applicable
131		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	1.53%	Strongly agree
2	1.53%	Moderately agree
2	1.53%	Neither agree nor disagree
1	0.76%	Moderately disagree
32	24.43%	Strongly disagree
8	6.11%	Not sure
84	64.12%	Not applicable
131		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	
44	33.59%	Strongly agree
38	29.01%	Moderately agree
9	6.87%	Neither agree nor disagree
13	9.92%	Moderately disagree
12	9.16%	Strongly disagree
11	8.40%	Not sure
4	3.05%	Not applicable
131		Respondents

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

Count	Percent	
39	29.77%	Strongly agree
33	25.19%	Moderately agree
14	10.69%	Neither agree nor disagree
13	9.92%	Moderately disagree
15	11.45%	Strongly disagree
12	9.16%	Not sure
5	3.82%	Not applicable
131		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	
61	46.56%	Strongly agree
20	15.27%	Moderately agree
11	8.40%	Neither agree nor disagree
5	3.82%	Moderately disagree
9	6.87%	Strongly disagree
14	10.69%	Not sure
11	8.40%	Not applicable
131		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	
74	56.49%	Strongly agree
20	15.27%	Moderately agree
6	4.58%	Neither agree nor disagree
6	4.58%	Moderately disagree
9	6.87%	Strongly disagree
5	3.82%	Not sure
11	8.40%	Not applicable
131		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	
10	7.63%	Strongly agree
9	6.87%	Moderately agree
12	9.16%	Neither agree nor disagree
12	9.16%	Moderately disagree
46	35.11%	Strongly disagree
9	6.87%	Not sure
33	25.19%	Not applicable
131		Respondents

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

Count	Percent	
92	70.23%	Strongly agree
21	16.03%	Moderately agree
6	4.58%	Neither agree nor disagree
3	2.29%	Moderately disagree
2	1.53%	Strongly disagree
6	4.58%	Not sure
1	0.76%	Not applicable
131		Respondents

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

Count	Percent	
36	27.48%	Strongly agree
44	33.59%	Moderately agree
15	11.45%	Neither agree nor disagree
13	9.92%	Moderately disagree
10	7.63%	Strongly disagree
12	9.16%	Not sure
1	0.76%	Not applicable
131		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	
107	81.68%	Strongly agree
14	10.69%	Moderately agree
3	2.29%	Neither agree nor disagree
1	0.76%	Moderately disagree
1	0.76%	Strongly disagree
3	2.29%	Not sure
2	1.53%	Not applicable
131		Respondents

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

Count	Percent	
42	32.06%	Strongly agree
44	33.59%	Moderately agree
16	12.21%	Neither agree nor disagree
9	6.87%	Moderately disagree
9	6.87%	Strongly disagree
9	6.87%	Not sure
2	1.53%	Not applicable
131	Respondents	

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

Count	Percent	
20	15.27%	Strongly agree
18	13.74%	Moderately agree
7	5.34%	Neither agree nor disagree
8	6.11%	Moderately disagree
35	26.72%	Strongly disagree
35	26.72%	Not sure
8	6.11%	Not applicable
131	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	
17	12.98%	Strongly agree
29	22.14%	Moderately agree
12	9.16%	Neither agree nor disagree
2	1.53%	Moderately disagree
30	22.90%	Strongly disagree
30	22.90%	Not sure
11	8.40%	Not applicable
131	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	
21	16.03%	Strongly agree
40	30.53%	Moderately agree
21	16.03%	Neither agree nor disagree
23	17.56%	Moderately disagree
25	19.08%	Strongly disagree
1	0.76%	Not sure
0	0.00%	Not applicable
131	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	
28	21.37%	Strongly agree
24	18.32%	Moderately agree
20	15.27%	Neither agree nor disagree
18	13.74%	Moderately disagree
19	14.50%	Strongly disagree
19	14.50%	Not sure
3	2.29%	Not applicable
131		Respondents

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

Count	Percent	
31	23.66%	Strongly agree
50	38.17%	Moderately agree
16	12.21%	Neither agree nor disagree
18	13.74%	Moderately disagree
14	10.69%	Strongly disagree
2	1.53%	Not sure
0	0.00%	Not applicable
131		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	
16	12.21%	Strongly agree
34	25.95%	Moderately agree
18	13.74%	Neither agree nor disagree
28	21.37%	Moderately disagree
30	22.90%	Strongly disagree
2	1.53%	Not sure
3	2.29%	Not applicable
131		Respondents

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

Count	Percent	
43	32.82%	Strongly agree
46	35.11%	Moderately agree
18	13.74%	Neither agree nor disagree
10	7.63%	Moderately disagree
7	5.34%	Strongly disagree
4	3.05%	Not sure
3	2.29%	Not applicable
131		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	
74	56.49%	Strongly agree
25	19.08%	Moderately agree
14	10.69%	Neither agree nor disagree
8	6.11%	Moderately disagree
6	4.58%	Strongly disagree
1	0.76%	Not sure
3	2.29%	Not applicable
131		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	
24	18.32%	Strongly agree
33	25.19%	Moderately agree
25	19.08%	Neither agree nor disagree
15	11.45%	Moderately disagree
21	16.03%	Strongly disagree
9	6.87%	Not sure
4	3.05%	Not applicable
131		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	
7	5.34%	Strongly agree
16	12.21%	Moderately agree
29	22.14%	Neither agree nor disagree
31	23.66%	Moderately disagree
24	18.32%	Strongly disagree
20	15.27%	Not sure
4	3.05%	Not applicable
131		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	
24	18.32%	Strongly agree
42	32.06%	Moderately agree
19	14.50%	Neither agree nor disagree
15	11.45%	Moderately disagree
22	16.79%	Strongly disagree
3	2.29%	Not sure
6	4.58%	Not applicable
131		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	
5	3.82%	Strongly agree
12	9.16%	Moderately agree
11	8.40%	Neither agree nor disagree
17	12.98%	Moderately disagree
35	26.72%	Strongly disagree
37	28.24%	Not sure
14	10.69%	Not applicable
131		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	
26	19.85%	Strongly agree
20	15.27%	Moderately agree
6	4.58%	Neither agree nor disagree
2	1.53%	Moderately disagree
9	6.87%	Strongly disagree
51	38.93%	Not sure
17	12.98%	Not applicable
131		Respondents

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

Count	Percent	
41	31.30%	Strongly agree
54	41.22%	Moderately agree
14	10.69%	Neither agree nor disagree
12	9.16%	Moderately disagree
6	4.58%	Strongly disagree
2	1.53%	Not sure
2	1.53%	Not applicable
131		Respondents

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

Count	Percent	
60	45.80%	Strongly agree
38	29.01%	Moderately agree
6	4.58%	Neither agree nor disagree
5	3.82%	Moderately disagree
9	6.87%	Strongly disagree
10	7.63%	Not sure
3	2.29%	Not applicable
131		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	
32	24.43%	Strongly agree
23	17.56%	Moderately agree
11	8.40%	Neither agree nor disagree
4	3.05%	Moderately disagree
10	7.63%	Strongly disagree
47	35.88%	Not sure
4	3.05%	Not applicable
131		Respondents

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

Count	Percent	
11	8.40%	Strongly agree
24	18.32%	Moderately agree
24	18.32%	Neither agree nor disagree
30	22.90%	Moderately disagree
26	19.85%	Strongly disagree
13	9.92%	Not sure
3	2.29%	Not applicable
131		Respondents

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

Count	Percent	
6	4.58%	Strongly agree
33	25.19%	Moderately agree
25	19.08%	Neither agree nor disagree
12	9.16%	Moderately disagree
15	11.45%	Strongly disagree
35	26.72%	Not sure
5	3.82%	Not applicable
131		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	
24	18.32%	Strongly agree
33	25.19%	Moderately agree
21	16.03%	Neither agree nor disagree
8	6.11%	Moderately disagree
20	15.27%	Strongly disagree
23	17.56%	Not sure
2	1.53%	Not applicable
131		Respondents

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

Count	Percent	
25	19.08%	Strongly agree
25	19.08%	Moderately agree
21	16.03%	Neither agree nor disagree
20	15.27%	Moderately disagree
24	18.32%	Strongly disagree
8	6.11%	Not sure
8	6.11%	Not applicable
131		Respondents

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

Count	Percent	
11	8.40%	Strongly agree
22	16.79%	Moderately agree
22	16.79%	Neither agree nor disagree
19	14.50%	Moderately disagree
31	23.66%	Strongly disagree
11	8.40%	Not sure
15	11.45%	Not applicable
131		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	
13	9.92%	Strongly agree
29	22.14%	Moderately agree
18	13.74%	Neither agree nor disagree
27	20.61%	Moderately disagree
36	27.48%	Strongly disagree
4	3.05%	Not sure
4	3.05%	Not applicable
131		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	4.58%	Strongly agree
20	15.27%	Moderately agree
17	12.98%	Neither agree nor disagree
14	10.69%	Moderately disagree
34	25.95%	Strongly disagree
15	11.45%	Not sure
25	19.08%	Not applicable
131		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	
22	16.79%	Strongly agree
30	22.90%	Moderately agree
37	28.24%	Neither agree nor disagree
9	6.87%	Moderately disagree
8	6.11%	Strongly disagree
17	12.98%	Not sure
8	6.11%	Not applicable
131		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	
29	22.14%	Strongly agree
38	29.01%	Moderately agree
34	25.95%	Neither agree nor disagree
4	3.05%	Moderately disagree
6	4.58%	Strongly disagree
12	9.16%	Not sure
8	6.11%	Not applicable
131		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	
59	45.04%	Strongly agree
34	25.95%	Moderately agree
15	11.45%	Neither agree nor disagree
10	7.63%	Moderately disagree
9	6.87%	Strongly disagree
3	2.29%	Not sure
1	0.76%	Not applicable
131		Respondents

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

Count	Percent	
25	19.08%	Strongly agree
55	41.98%	Moderately agree
9	6.87%	Neither agree nor disagree
19	14.50%	Moderately disagree
22	16.79%	Strongly disagree
1	0.76%	Not sure
0	0.00%	Not applicable
131		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	
27	20.61%	Strongly agree
26	19.85%	Moderately agree
13	9.92%	Neither agree nor disagree
12	9.16%	Moderately disagree
38	29.01%	Strongly disagree
7	5.34%	Not sure
8	6.11%	Not applicable
131		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	
63	48.09%	Strongly agree
45	34.35%	Moderately agree
13	9.92%	Neither agree nor disagree
2	1.53%	Moderately disagree
4	3.05%	Strongly disagree
3	2.29%	Not sure
1	0.76%	Not applicable
131		Respondents

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

Count	Percent
115	100.00%
115	Respondents

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

Count	Percent
108	100.00%
108	Respondents

**Q119. Any additional comments:**

Count	Percent
51	100.00%
51	Respondents