

| Q1. Do you have a non-tenure track appointment with teaching responsibility for one or more courses at CSU? | | |
|--|-------------|-----|
| Count | Percent | |
| 38 | 63.33% | Yes |
| 22 | 36.67% | No |
| 60 | Respondents | |

| Q2. Do you have a non-tenure-track appointment with primarily research responsibilities? | | |
|---|-------------|-----|
| Count | Percent | |
| 23 | 38.33% | Yes |
| 37 | 61.67% | No |
| 60 | Respondents | |

| Q3. Do you have a non-tenure-track appointment with primarily clinical responsibilities? | | |
|---|-------------|-----|
| Count | Percent | |
| 0 | 0.00% | Yes |
| 60 | 100.00% | No |
| 60 | Respondents | |

| Q4. Do you have a joint administrative professional-faculty appointment? | | |
|---|-------------|-----|
| Count | Percent | |
| 11 | 18.33% | Yes |
| 49 | 81.67% | No |
| 60 | 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 |
| 0 | 0.00% | College of Liberal Arts |
| 0 | 0.00% | Warner College of Natural Resources |
| 60 | 100.00% | College of Natural Sciences |
| 0 | 0.00% | College of Veterinary Medicine and Biomedical Sciences |
| 0 | 0.00% | Other (please specify) |
| 60 | Respondents | |

| Q7. How many year have you been employed at CSU? | | |
|--|-------------|-------------|
| Count | Percent | |
| 4 | 6.67% | Less than 1 |
| 3 | 5.00% | 1 |
| 4 | 6.67% | 2 |
| 5 | 8.33% | 3 |
| 3 | 5.00% | 4 |
| 3 | 5.00% | 5 |
| 3 | 5.00% | 6 |
| 5 | 8.33% | 7 |
| 1 | 1.67% | 8 |
| 1 | 1.67% | 9 |
| 28 | 46.67% | 10 or more |
| 60 | Respondents | |

| Q8. Gender: | | |
|-------------|-------------|-------------|
| Count | Percent | |
| 31 | 51.67% | Female |
| 29 | 48.33% | Male |
| 0 | 0.00% | Transgender |
| 60 | Respondents | |

| Q9. Ethnicity/Citizenship: | | |
|----------------------------|-------------|------------------------------------|
| Count | Percent | |
| 1 | 1.67% | Asian American |
| 0 | 0.00% | African American |
| 47 | 78.33% | European American |
| 2 | 3.33% | Hispanic American |
| 0 | 0.00% | Native American |
| 2 | 3.33% | International - Not a U.S. Citizen |
| 8 | 13.33% | Other (please specify) |
| 60 | 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 | |
| 16 | 26.67% | I have a one-semester or one year term |
| 18 | 30.00% | I have a without-term appointment |
| 16 | 26.67% | I have a contract for 1 - 3 years |
| 10 | 16.67% | I do not know the term of my employment |
| 60 | Respondents | |

| Q11. CSU employment category: | | |
|-------------------------------|---------|-------------------------------------|
| Count | Percent | |
| 4 | 6.67% | Senior Teaching Appointment Faculty |

| Q11. CSU employment category: | | |
|-------------------------------|---------|-----------------------------------|
| Count | Percent | |
| 24 | 40.00% | Special Appointment Faculty |
| 12 | 20.00% | Temporary Appointment Faculty |
| 0 | 0.00% | Graduate Teaching Assistant (GTA) |
| 20 | 33.33% | Administrative Professional |
| 60 | | Respondents |

| Q12. What is your academic rank? | | |
|----------------------------------|---------|---------------------|
| Count | Percent | |
| 20 | 50.00% | Instructor |
| 17 | 42.50% | Assistant Professor |
| 2 | 5.00% | Associate Professor |
| 0 | 0.00% | Full Professor |
| 1 | 2.50% | I don't know |
| 40 | | Respondents |

| Q13. What is your appointment type? | | |
|-------------------------------------|---------|---------------------------|
| Count | Percent | |
| 10 | 50.00% | Regular |
| 4 | 20.00% | Special (research funded) |
| 1 | 5.00% | Other |
| 5 | 25.00% | I don't know |
| 20 | | Respondents |

| Q14. What is your appointment category? | | |
|---|---------|--|
| Count | Percent | |
| 4 | 20.00% | Research Associate (I-IV) |
| 4 | 20.00% | Research Scientist |
| 1 | 5.00% | Senior Research Scientist |
| 8 | 40.00% | Other (Coordinator, Administrator, etc.) |
| 3 | 15.00% | I don't know |
| 20 | | Respondents |

| Q15. Do you have a Joint-Administrative Professional Faculty appointment in an academic department? | | |
|---|---------|--------------|
| Count | Percent | |
| 3 | 15.00% | Yes |
| 14 | 70.00% | No |
| 3 | 15.00% | I don't know |
| 20 | | Respondents |

| Q16. In what department(s)? | | |
|-----------------------------|---------|--|
| Count | Percent | |
| 3 | 100.00% | |

| Q16. In what department(s)? | | |
|-----------------------------|-------------|--|
| Count | Percent | |
| 3 | Respondents | |

| Q17. What is your academic rank? | | |
|----------------------------------|-------------|---------------------|
| Count | Percent | |
| 1 | 33.33% | Instructor |
| 1 | 33.33% | Assistant Professor |
| 1 | 33.33% | Associate Professor |
| 0 | 0.00% | Full Professor |
| 0 | 0.00% | I don't know |
| 3 | Respondents | |

| Q18. In which unit is your appointment? | | |
|---|-------------|--|
| Count | Percent | |
| 10 | 100.00% | |
| 10 | Respondents | |

| Q19. Please indicate the percentage of your position that is involved with teaching and research: - Teaching | | |
|--|-------------|--------------|
| Count | Percent | |
| 15 | 25.42% | 0% |
| 3 | 5.08% | 1 - 10% |
| 3 | 5.08% | 11 - 20% |
| 2 | 3.39% | 21 - 30% |
| 5 | 8.47% | 31 - 40% |
| 2 | 3.39% | 41 - 50% |
| 7 | 11.86% | 51 - 60% |
| 0 | 0.00% | 61 - 70% |
| 2 | 3.39% | 71 - 80% |
| 5 | 8.47% | 81 - 90% |
| 15 | 25.42% | 91 - 100% |
| 0 | 0.00% | I don't know |
| 59 | Respondents | |

| Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research | | |
|--|---------|----------|
| Count | Percent | |
| 28 | 47.46% | 0% |
| 8 | 13.56% | 1 - 10% |
| 1 | 1.69% | 11 - 20% |
| 0 | 0.00% | 21 - 30% |
| 0 | 0.00% | 31 - 40% |
| 1 | 1.69% | 41 - 50% |
| 2 | 3.39% | 51 - 60% |
| 1 | 1.69% | 61 - 70% |
| 1 | 1.69% | 71 - 80% |
| 1 | 1.69% | 81 - 90% |

| Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research | | |
|---|----------------|--------------|
| Count | Percent | |
| 16 | 27.12% | 91 - 100% |
| 0 | 0.00% | I don't know |
| 59 | Respondents | |

| Q21. Please indicate the percentage of your position that is involved with teaching and research: - Service | | |
|--|----------------|--------------|
| Count | Percent | |
| 24 | 40.68% | 0% |
| 13 | 22.03% | 1 - 10% |
| 7 | 11.86% | 11 - 20% |
| 1 | 1.69% | 21 - 30% |
| 2 | 3.39% | 31 - 40% |
| 4 | 6.78% | 41 - 50% |
| 4 | 6.78% | 51 - 60% |
| 2 | 3.39% | 61 - 70% |
| 0 | 0.00% | 71 - 80% |
| 0 | 0.00% | 81 - 90% |
| 1 | 1.69% | 91 - 100% |
| 1 | 1.69% | I don't know |
| 59 | Respondents | |

| Q22. Do you have other responsibilities beyond teaching and/or research and/or service? | | |
|--|----------------|-----------------------|
| Count | Percent | |
| 12 | 20.34% | Yes (please describe) |
| 47 | 79.66% | No |
| 59 | Respondents | |

| Q23. How many classes do you typically teach per semester? | | |
|---|----------------|----------------|
| Count | Percent | |
| 7 | 11.86% | 1 |
| 15 | 25.42% | 2 |
| 8 | 13.56% | 3 |
| 4 | 6.78% | 4 |
| 0 | 0.00% | 5 |
| 0 | 0.00% | 6 |
| 2 | 3.39% | More than 6 |
| 23 | 38.98% | Not applicable |
| 59 | Respondents | |

| Q24. If you teach, how many students do you have in all of your classes combined in an average semester? | | |
|---|----------------|-----------|
| Count | Percent | |
| 4 | 6.78% | Under 30 |
| 4 | 6.78% | 30 - 49 |
| 7 | 11.86% | 50 - 100 |
| 18 | 30.51% | 101 - 500 |

| Q24. If you teach, how many students do you have in all of your classes combined in an average semester? | | |
|--|-------------|----------------|
| Count | Percent | |
| 6 | 10.17% | More than 500 |
| 20 | 33.90% | Not applicable |
| 59 | Respondents | |

| Q25. Do you teach courses that students take completely online? | | |
|---|-------------|----------------|
| Count | Percent | |
| 9 | 15.25% | Yes |
| 32 | 54.24% | No |
| 18 | 30.51% | Not applicable |
| 59 | Respondents | |

| Q26. Does your compensation differ for teaching online than you would for teaching a residential instruction (RI) class? | | |
|--|-------------|---|
| Count | Percent | |
| 3 | 33.33% | Yes, I receive <i>more</i> compensation for teaching online courses |
| 3 | 33.33% | Yes, I receive <i>less</i> compensation for teaching online courses |
| 1 | 11.11% | Yes, but whether I receive more or less compensation for teaching online courses than RI depends on enrollment in the online course |
| 2 | 22.22% | No, I receive the same compensation whether I teach an online or RI course |
| 9 | Respondents | |

| Q27. If your primary responsibility is research but you also teach, do you receive additional compensation for teaching classes? | | |
|--|-------------|----------------|
| Count | Percent | |
| 3 | 5.36% | Yes |
| 9 | 16.07% | No |
| 44 | 78.57% | Not applicable |
| 56 | 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 | 25.00% | Yes |
| 42 | 75.00% | No |
| 56 | Respondents | |

| Q29. How important are the following to your job satisfaction? - Salary | | |
|---|---------|----------------------|
| Count | Percent | |
| 17 | 30.36% | Extremely important |
| 21 | 37.50% | Very important |
| 16 | 28.57% | Moderately important |
| 1 | 1.79% | Slightly important |
| 1 | 1.79% | Not at all important |

| Q29. How important are the following to your job satisfaction? - Salary | | |
|---|-------------|----------------|
| Count | Percent | |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q30. How important are the following to your job satisfaction? - Student contact | | |
|--|-------------|----------------------|
| Count | Percent | |
| 17 | 30.36% | Extremely important |
| 23 | 41.07% | Very important |
| 8 | 14.29% | Moderately important |
| 3 | 5.36% | Slightly important |
| 4 | 7.14% | Not at all important |
| 1 | 1.79% | Not applicable |
| 56 | Respondents | |

| Q31. How important are the following to your job satisfaction? - Contact with colleagues | | |
|--|-------------|----------------------|
| Count | Percent | |
| 9 | 16.07% | Extremely important |
| 24 | 42.86% | Very important |
| 18 | 32.14% | Moderately important |
| 3 | 5.36% | Slightly important |
| 2 | 3.57% | Not at all important |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q32. How important are the following to your job satisfaction? - Autonomy | | |
|---|-------------|----------------------|
| Count | Percent | |
| 19 | 33.93% | Extremely important |
| 21 | 37.50% | Very important |
| 11 | 19.64% | Moderately important |
| 1 | 1.79% | Slightly important |
| 2 | 3.57% | Not at all important |
| 2 | 3.57% | Not applicable |
| 56 | Respondents | |

| Q33. How important are the following to your job satisfaction? - Working collaboratively | | |
|--|-------------|----------------------|
| Count | Percent | |
| 8 | 14.29% | Extremely important |
| 24 | 42.86% | Very important |
| 15 | 26.79% | Moderately important |
| 6 | 10.71% | Slightly important |
| 3 | 5.36% | Not at all important |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q34. How important are the following to your job satisfaction? - Having a flexible schedule | | |
|--|----------------|----------------------|
| Count | Percent | |
| 19 | 33.93% | Extremely important |
| 25 | 44.64% | Very important |
| 9 | 16.07% | Moderately important |
| 1 | 1.79% | Slightly important |
| 2 | 3.57% | Not at all important |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q35. How important are the following to your job satisfaction? - Having freedom to create/execute classes | | |
|--|----------------|----------------------|
| Count | Percent | |
| 15 | 26.79% | Extremely important |
| 17 | 30.36% | Very important |
| 4 | 7.14% | Moderately important |
| 0 | 0.00% | Slightly important |
| 3 | 5.36% | Not at all important |
| 17 | 30.36% | Not applicable |
| 56 | Respondents | |

| Q36. How important are the following to your job satisfaction? - Having freedom to conduct research | | |
|--|----------------|----------------------|
| Count | Percent | |
| 13 | 23.21% | Extremely important |
| 12 | 21.43% | Very important |
| 6 | 10.71% | Moderately important |
| 3 | 5.36% | Slightly important |
| 5 | 8.93% | Not at all important |
| 17 | 30.36% | Not applicable |
| 56 | Respondents | |

| Q37. How important are the following to your job satisfaction? - Feeling valued as a professional | | |
|--|----------------|----------------------|
| Count | Percent | |
| 29 | 51.79% | Extremely important |
| 18 | 32.14% | Very important |
| 7 | 12.50% | Moderately important |
| 1 | 1.79% | Slightly important |
| 1 | 1.79% | Not at all important |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q38. How important are the following to your job satisfaction? - Having excellent research facilities | | |
|--|----------------|----------------------|
| Count | Percent | |
| 9 | 16.07% | Extremely important |
| 12 | 21.43% | Very important |
| 8 | 14.29% | Moderately important |
| 3 | 5.36% | Slightly important |

| Q38. How important are the following to your job satisfaction? - Having excellent research facilities | | |
|--|----------------|----------------------|
| Count | Percent | |
| 6 | 10.71% | Not at all important |
| 18 | 32.14% | Not applicable |
| 56 | Respondents | |

| Q39. How important are the following to your job satisfaction? - Having excellent research opportunities | | |
|---|----------------|----------------------|
| Count | Percent | |
| 12 | 21.43% | Extremely important |
| 11 | 19.64% | Very important |
| 8 | 14.29% | Moderately important |
| 1 | 1.79% | Slightly important |
| 6 | 10.71% | Not at all important |
| 18 | 32.14% | Not applicable |
| 56 | Respondents | |

| Q40. How important are the following to your job satisfaction? - Being mentored | | |
|--|----------------|----------------------|
| Count | Percent | |
| 4 | 7.14% | Extremely important |
| 9 | 16.07% | Very important |
| 13 | 23.21% | Moderately important |
| 13 | 23.21% | Slightly important |
| 11 | 19.64% | Not at all important |
| 6 | 10.71% | Not applicable |
| 56 | Respondents | |

| Q41. How important are the following to your job satisfaction? - Obtaining professional development | | |
|--|----------------|----------------------|
| Count | Percent | |
| 7 | 12.50% | Extremely important |
| 22 | 39.29% | Very important |
| 9 | 16.07% | Moderately important |
| 10 | 17.86% | Slightly important |
| 5 | 8.93% | Not at all important |
| 3 | 5.36% | Not applicable |
| 56 | Respondents | |

| Q42. How important are the following to your job satisfaction? - Being involved in department activities | | |
|---|----------------|----------------------|
| Count | Percent | |
| 3 | 5.36% | Extremely important |
| 15 | 26.79% | Very important |
| 18 | 32.14% | Moderately important |
| 9 | 16.07% | Slightly important |
| 9 | 16.07% | Not at all important |
| 2 | 3.57% | Not applicable |
| 56 | Respondents | |

| Q43. How important are the following to your job satisfaction? - Being involved in department governance | | |
|---|----------------|----------------------|
| Count | Percent | |
| 2 | 3.57% | Extremely important |
| 8 | 14.29% | Very important |
| 15 | 26.79% | Moderately important |
| 11 | 19.64% | Slightly important |
| 16 | 28.57% | Not at all important |
| 4 | 7.14% | Not applicable |
| 56 | Respondents | |

| Q44. How important are the following to your job satisfaction? - Being intellectually stimulated | | |
|---|----------------|----------------------|
| Count | Percent | |
| 32 | 57.14% | Extremely important |
| 16 | 28.57% | Very important |
| 7 | 12.50% | Moderately important |
| 1 | 1.79% | Slightly important |
| 0 | 0.00% | Not at all important |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q45. How important are the following to your job satisfaction? - Enjoying collegiality | | |
|---|----------------|----------------------|
| Count | Percent | |
| 14 | 25.00% | Extremely important |
| 23 | 41.07% | Very important |
| 14 | 25.00% | Moderately important |
| 3 | 5.36% | Slightly important |
| 1 | 1.79% | Not at all important |
| 1 | 1.79% | Not applicable |
| 56 | Respondents | |

| Q46. How important are the following to your job satisfaction? - Feeling fairly treated | | |
|--|----------------|----------------------|
| Count | Percent | |
| 32 | 57.14% | Extremely important |
| 20 | 35.71% | Very important |
| 4 | 7.14% | Moderately important |
| 0 | 0.00% | Slightly important |
| 0 | 0.00% | Not at all important |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q47. How important are the following to your job satisfaction? - Exercising academic freedom | | |
|---|----------------|---------------------|
| Count | Percent | |
| 28 | 50.00% | Extremely important |
| 17 | 30.36% | Very important |

| Q47. How important are the following to your job satisfaction? - Exercising academic freedom | | |
|---|----------------|----------------------|
| Count | Percent | |
| 5 | 8.93% | Moderately important |
| 3 | 5.36% | Slightly important |
| 1 | 1.79% | Not at all important |
| 2 | 3.57% | Not applicable |
| 56 | Respondents | |

| Q48. How important are the following to your job satisfaction? - Secure or stable employment | | |
|---|----------------|----------------------|
| Count | Percent | |
| 29 | 51.79% | Extremely important |
| 14 | 25.00% | Very important |
| 11 | 19.64% | Moderately important |
| 1 | 1.79% | Slightly important |
| 1 | 1.79% | Not at all important |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q49. With respect to your professional position at CSU, how satisfied are you with the following? - Salary | | |
|---|----------------|------------------------------------|
| Count | Percent | |
| 9 | 16.07% | Very satisfied |
| 20 | 35.71% | Moderately satisfied |
| 13 | 23.21% | Neither satisfied nor dissatisfied |
| 8 | 14.29% | Moderately dissatisfied |
| 6 | 10.71% | Very dissatisfied |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

| Q50. With respect to your professional position at CSU, how satisfied are you with the following? - Student contact | | |
|--|----------------|------------------------------------|
| Count | Percent | |
| 21 | 37.50% | Very satisfied |
| 17 | 30.36% | Moderately satisfied |
| 7 | 12.50% | Neither satisfied nor dissatisfied |
| 4 | 7.14% | Moderately dissatisfied |
| 0 | 0.00% | Very dissatisfied |
| 7 | 12.50% | Not applicable |
| 56 | Respondents | |

| Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues | | |
|--|----------------|------------------------------------|
| Count | Percent | |
| 15 | 26.79% | Very satisfied |
| 19 | 33.93% | Moderately satisfied |
| 12 | 21.43% | Neither satisfied nor dissatisfied |
| 6 | 10.71% | Moderately dissatisfied |
| 2 | 3.57% | Very dissatisfied |
| 2 | 3.57% | Not applicable |

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

| Count | Percent |
|-------|-------------|
| 56 | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 27 | 48.21% | Very satisfied |
| 18 | 32.14% | Moderately satisfied |
| 7 | 12.50% | Neither satisfied nor dissatisfied |
| 2 | 3.57% | Moderately dissatisfied |
| 1 | 1.79% | Very dissatisfied |
| 1 | 1.79% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 19 | 33.93% | Very satisfied |
| 16 | 28.57% | Moderately satisfied |
| 12 | 21.43% | Neither satisfied nor dissatisfied |
| 3 | 5.36% | Moderately dissatisfied |
| 1 | 1.79% | Very dissatisfied |
| 5 | 8.93% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 34 | 60.71% | Very satisfied |
| 15 | 26.79% | Moderately satisfied |
| 3 | 5.36% | Neither satisfied nor dissatisfied |
| 2 | 3.57% | Moderately dissatisfied |
| 1 | 1.79% | Very dissatisfied |
| 1 | 1.79% | Not applicable |
| 56 | | 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 | |
|-------|---------|------------------------------------|
| 17 | 30.36% | Very satisfied |
| 13 | 23.21% | Moderately satisfied |
| 9 | 16.07% | Neither satisfied nor dissatisfied |
| 0 | 0.00% | Moderately dissatisfied |
| 0 | 0.00% | Very dissatisfied |
| 17 | 30.36% | 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 |
|-------|-------------|
| 56 | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 14 | 25.00% | Very satisfied |
| 9 | 16.07% | Moderately satisfied |
| 7 | 12.50% | Neither satisfied nor dissatisfied |
| 2 | 3.57% | Moderately dissatisfied |
| 1 | 1.79% | Very dissatisfied |
| 23 | 41.07% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 11 | 19.64% | Very satisfied |
| 11 | 19.64% | Moderately satisfied |
| 13 | 23.21% | Neither satisfied nor dissatisfied |
| 12 | 21.43% | Moderately dissatisfied |
| 9 | 16.07% | Very dissatisfied |
| 0 | 0.00% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 2 | 3.57% | Very satisfied |
| 8 | 14.29% | Moderately satisfied |
| 14 | 25.00% | Neither satisfied nor dissatisfied |
| 3 | 5.36% | Moderately dissatisfied |
| 3 | 5.36% | Very dissatisfied |
| 26 | 46.43% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 5 | 8.93% | Very satisfied |
| 9 | 16.07% | Moderately satisfied |
| 10 | 17.86% | Neither satisfied nor dissatisfied |
| 5 | 8.93% | Moderately dissatisfied |
| 1 | 1.79% | Very dissatisfied |
| 26 | 46.43% | Not applicable |

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

| Count | Percent |
|-------|-------------|
| 56 | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 6 | 10.71% | Very satisfied |
| 10 | 17.86% | Moderately satisfied |
| 17 | 30.36% | Neither satisfied nor dissatisfied |
| 4 | 7.14% | Moderately dissatisfied |
| 7 | 12.50% | Very dissatisfied |
| 12 | 21.43% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 5 | 8.93% | Very satisfied |
| 9 | 16.07% | Moderately satisfied |
| 23 | 41.07% | Neither satisfied nor dissatisfied |
| 8 | 14.29% | Moderately dissatisfied |
| 5 | 8.93% | Very dissatisfied |
| 6 | 10.71% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 5 | 8.93% | Very satisfied |
| 11 | 19.64% | Moderately satisfied |
| 18 | 32.14% | Neither satisfied nor dissatisfied |
| 11 | 19.64% | Moderately dissatisfied |
| 4 | 7.14% | Very dissatisfied |
| 7 | 12.50% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 4 | 7.14% | Very satisfied |
| 5 | 8.93% | Moderately satisfied |
| 17 | 30.36% | Neither satisfied nor dissatisfied |
| 6 | 10.71% | Moderately dissatisfied |
| 10 | 17.86% | Very dissatisfied |
| 14 | 25.00% | 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 |
|-------|-------------|
| 56 | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 15 | 26.79% | Very satisfied |
| 22 | 39.29% | Moderately satisfied |
| 12 | 21.43% | Neither satisfied nor dissatisfied |
| 3 | 5.36% | Moderately dissatisfied |
| 3 | 5.36% | Very dissatisfied |
| 1 | 1.79% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 13 | 23.21% | Very satisfied |
| 15 | 26.79% | Moderately satisfied |
| 15 | 26.79% | Neither satisfied nor dissatisfied |
| 6 | 10.71% | Moderately dissatisfied |
| 4 | 7.14% | Very dissatisfied |
| 3 | 5.36% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 12 | 21.43% | Very satisfied |
| 16 | 28.57% | Moderately satisfied |
| 9 | 16.07% | Neither satisfied nor dissatisfied |
| 10 | 17.86% | Moderately dissatisfied |
| 9 | 16.07% | Very dissatisfied |
| 0 | 0.00% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 21 | 37.50% | Very satisfied |
| 15 | 26.79% | Moderately satisfied |
| 14 | 25.00% | Neither satisfied nor dissatisfied |
| 1 | 1.79% | Moderately dissatisfied |
| 1 | 1.79% | Very dissatisfied |
| 4 | 7.14% | Not applicable |

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

| Count | Percent |
|-------|-------------|
| 56 | Respondents |

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

| Count | Percent | |
|-------|---------|------------------------------------|
| 6 | 10.71% | Very satisfied |
| 14 | 25.00% | Moderately satisfied |
| 15 | 26.79% | Neither satisfied nor dissatisfied |
| 10 | 17.86% | Moderately dissatisfied |
| 11 | 19.64% | Very dissatisfied |
| 0 | 0.00% | Not applicable |
| 56 | | 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 | 28.57% | Strongly agree |
| 16 | 28.57% | Moderately agree |
| 7 | 12.50% | Neither agree nor disagree |
| 6 | 10.71% | Moderately disagree |
| 6 | 10.71% | Strongly disagree |
| 4 | 7.14% | Not sure |
| 1 | 1.79% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|----------------------------|
| 11 | 19.64% | Strongly agree |
| 6 | 10.71% | Moderately agree |
| 4 | 7.14% | Neither agree nor disagree |
| 3 | 5.36% | Moderately disagree |
| 18 | 32.14% | Strongly disagree |
| 4 | 7.14% | Not sure |
| 10 | 17.86% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|----------------------------|
| 8 | 14.29% | Strongly agree |
| 12 | 21.43% | Moderately agree |
| 11 | 19.64% | Neither agree nor disagree |
| 4 | 7.14% | Moderately disagree |

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

| Count | Percent | |
|-------|---------|-------------------|
| 4 | 7.14% | Strongly disagree |
| 9 | 16.07% | Not sure |
| 8 | 14.29% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|----------------------------|
| 7 | 12.50% | Strongly agree |
| 12 | 21.43% | Moderately agree |
| 10 | 17.86% | Neither agree nor disagree |
| 7 | 12.50% | Moderately disagree |
| 1 | 1.79% | Strongly disagree |
| 10 | 17.86% | Not sure |
| 9 | 16.07% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|----------------------------|
| 6 | 10.71% | Strongly agree |
| 14 | 25.00% | Moderately agree |
| 12 | 21.43% | Neither agree nor disagree |
| 4 | 7.14% | Moderately disagree |
| 2 | 3.57% | Strongly disagree |
| 8 | 14.29% | Not sure |
| 10 | 17.86% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|----------------------------|
| 24 | 42.86% | Strongly agree |
| 14 | 25.00% | Moderately agree |
| 2 | 3.57% | Neither agree nor disagree |
| 5 | 8.93% | Moderately disagree |
| 11 | 19.64% | Strongly disagree |
| 0 | 0.00% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | | 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 | |
|-------|---------|----------------|
| 27 | 48.21% | 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 | |
|-------|-------------|----------------------------|
| 13 | 23.21% | Moderately agree |
| 8 | 14.29% | Neither agree nor disagree |
| 3 | 5.36% | Moderately disagree |
| 4 | 7.14% | Strongly disagree |
| 1 | 1.79% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 21 | 37.50% | Strongly agree |
| 6 | 10.71% | Moderately agree |
| 4 | 7.14% | Neither agree nor disagree |
| 2 | 3.57% | Moderately disagree |
| 11 | 19.64% | Strongly disagree |
| 5 | 8.93% | Not sure |
| 7 | 12.50% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 7 | 12.50% | Strongly agree |
| 1 | 1.79% | Moderately agree |
| 3 | 5.36% | Neither agree nor disagree |
| 1 | 1.79% | Moderately disagree |
| 14 | 25.00% | Strongly disagree |
| 6 | 10.71% | Not sure |
| 24 | 42.86% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 5 | 8.93% | Strongly agree |
| 6 | 10.71% | Moderately agree |
| 4 | 7.14% | Neither agree nor disagree |
| 1 | 1.79% | Moderately disagree |
| 13 | 23.21% | Strongly disagree |
| 5 | 8.93% | Not sure |
| 22 | 39.29% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 21 | 37.50% | Strongly agree |
| 9 | 16.07% | Moderately agree |
| 9 | 16.07% | Neither agree nor disagree |
| 5 | 8.93% | Moderately disagree |
| 5 | 8.93% | Strongly disagree |
| 4 | 7.14% | Not sure |
| 3 | 5.36% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 14 | 25.00% | Strongly agree |
| 16 | 28.57% | Moderately agree |
| 8 | 14.29% | Neither agree nor disagree |
| 7 | 12.50% | Moderately disagree |
| 3 | 5.36% | Strongly disagree |
| 4 | 7.14% | Not sure |
| 4 | 7.14% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 13 | 23.21% | Strongly agree |
| 12 | 21.43% | Moderately agree |
| 2 | 3.57% | Neither agree nor disagree |
| 7 | 12.50% | Moderately disagree |
| 15 | 26.79% | Strongly disagree |
| 6 | 10.71% | Not sure |
| 1 | 1.79% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 23 | 41.07% | Strongly agree |
| 7 | 12.50% | Moderately agree |
| 3 | 5.36% | Neither agree nor disagree |
| 3 | 5.36% | Moderately disagree |
| 13 | 23.21% | Strongly disagree |
| 3 | 5.36% | Not sure |
| 4 | 7.14% | Not applicable |
| 56 | 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 | |
|-------|---------|----------------------------|
| 8 | 14.29% | Strongly agree |
| 10 | 17.86% | Moderately agree |
| 3 | 5.36% | Neither agree nor disagree |
| 2 | 3.57% | Moderately disagree |
| 18 | 32.14% | Strongly disagree |
| 6 | 10.71% | Not sure |
| 9 | 16.07% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|----------------------------|
| 29 | 51.79% | Strongly agree |
| 9 | 16.07% | Moderately agree |
| 4 | 7.14% | Neither agree nor disagree |
| 7 | 12.50% | Moderately disagree |
| 2 | 3.57% | Strongly disagree |
| 5 | 8.93% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|---------|----------------------------|
| 15 | 26.79% | Strongly agree |
| 16 | 28.57% | Moderately agree |
| 6 | 10.71% | Neither agree nor disagree |
| 5 | 8.93% | Moderately disagree |
| 6 | 10.71% | Strongly disagree |
| 5 | 8.93% | Not sure |
| 3 | 5.36% | Not applicable |
| 56 | | 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 | |
|-------|---------|----------------------------|
| 30 | 53.57% | Strongly agree |
| 4 | 7.14% | Moderately agree |
| 2 | 3.57% | Neither agree nor disagree |
| 0 | 0.00% | Moderately disagree |
| 0 | 0.00% | Strongly disagree |
| 2 | 3.57% | Not sure |
| 18 | 32.14% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 16 | 28.57% | Strongly agree |
| 11 | 19.64% | Moderately agree |
| 6 | 10.71% | Neither agree nor disagree |
| 7 | 12.50% | Moderately disagree |
| 6 | 10.71% | Strongly disagree |
| 5 | 8.93% | Not sure |
| 5 | 8.93% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 10 | 17.86% | Strongly agree |
| 11 | 19.64% | Moderately agree |
| 8 | 14.29% | Neither agree nor disagree |
| 3 | 5.36% | Moderately disagree |
| 11 | 19.64% | Strongly disagree |
| 8 | 14.29% | Not sure |
| 5 | 8.93% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 3 | 5.36% | Strongly agree |
| 8 | 14.29% | Moderately agree |
| 4 | 7.14% | Neither agree nor disagree |
| 6 | 10.71% | Moderately disagree |
| 14 | 25.00% | Strongly disagree |
| 17 | 30.36% | Not sure |
| 4 | 7.14% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 9 | 16.07% | Strongly agree |
| 18 | 32.14% | Moderately agree |
| 11 | 19.64% | Neither agree nor disagree |
| 10 | 17.86% | Moderately disagree |
| 6 | 10.71% | Strongly disagree |
| 2 | 3.57% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 7 | 12.50% | Strongly agree |
| 7 | 12.50% | Moderately agree |
| 11 | 19.64% | Neither agree nor disagree |
| 10 | 17.86% | Moderately disagree |
| 14 | 25.00% | Strongly disagree |
| 7 | 12.50% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 6 | 10.71% | Strongly agree |
| 20 | 35.71% | Moderately agree |
| 10 | 17.86% | Neither agree nor disagree |
| 11 | 19.64% | Moderately disagree |
| 8 | 14.29% | Strongly disagree |
| 1 | 1.79% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 2 | 3.57% | Strongly agree |
| 9 | 16.07% | Moderately agree |
| 8 | 14.29% | Neither agree nor disagree |
| 17 | 30.36% | Moderately disagree |
| 13 | 23.21% | Strongly disagree |
| 7 | 12.50% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 17 | 30.36% | Strongly agree |
| 20 | 35.71% | Moderately agree |
| 11 | 19.64% | Neither agree nor disagree |
| 4 | 7.14% | Moderately disagree |
| 1 | 1.79% | Strongly disagree |
| 1 | 1.79% | Not sure |
| 2 | 3.57% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 24 | 42.86% | Strongly agree |
| 12 | 21.43% | Moderately agree |
| 10 | 17.86% | Neither agree nor disagree |
| 1 | 1.79% | Moderately disagree |
| 7 | 12.50% | Strongly disagree |
| 2 | 3.57% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 3 | 5.36% | Strongly agree |
| 13 | 23.21% | Moderately agree |
| 9 | 16.07% | Neither agree nor disagree |
| 8 | 14.29% | Moderately disagree |
| 14 | 25.00% | Strongly disagree |
| 6 | 10.71% | Not sure |
| 3 | 5.36% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 0 | 0.00% | Strongly agree |
| 9 | 16.07% | Moderately agree |
| 10 | 17.86% | Neither agree nor disagree |
| 6 | 10.71% | Moderately disagree |
| 18 | 32.14% | Strongly disagree |
| 11 | 19.64% | Not sure |
| 2 | 3.57% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 3 | 5.36% | Strongly agree |
| 18 | 32.14% | Moderately agree |
| 7 | 12.50% | Neither agree nor disagree |
| 12 | 21.43% | Moderately disagree |
| 10 | 17.86% | Strongly disagree |
| 6 | 10.71% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 6 | 10.71% | Strongly agree |
| 8 | 14.29% | Moderately agree |
| 4 | 7.14% | Neither agree nor disagree |
| 5 | 8.93% | Moderately disagree |
| 12 | 21.43% | Strongly disagree |
| 19 | 33.93% | Not sure |
| 2 | 3.57% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 4 | 7.14% | Strongly agree |
| 3 | 5.36% | Moderately agree |
| 1 | 1.79% | Neither agree nor disagree |
| 2 | 3.57% | Moderately disagree |
| 2 | 3.57% | Strongly disagree |
| 42 | 75.00% | Not sure |
| 2 | 3.57% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 18 | 32.14% | Strongly agree |
| 23 | 41.07% | Moderately agree |
| 11 | 19.64% | Neither agree nor disagree |
| 2 | 3.57% | Moderately disagree |
| 1 | 1.79% | Strongly disagree |
| 0 | 0.00% | Not sure |
| 1 | 1.79% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 33 | 58.93% | Strongly agree |
| 14 | 25.00% | Moderately agree |
| 2 | 3.57% | Neither agree nor disagree |
| 1 | 1.79% | Moderately disagree |
| 1 | 1.79% | Strongly disagree |
| 5 | 8.93% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 24 | 42.86% | Strongly agree |
| 6 | 10.71% | Moderately agree |
| 1 | 1.79% | Neither agree nor disagree |
| 3 | 5.36% | Moderately disagree |
| 3 | 5.36% | Strongly disagree |
| 17 | 30.36% | Not sure |
| 2 | 3.57% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 3 | 5.36% | Strongly agree |
| 13 | 23.21% | Moderately agree |
| 20 | 35.71% | Neither agree nor disagree |
| 7 | 12.50% | Moderately disagree |
| 7 | 12.50% | Strongly disagree |
| 6 | 10.71% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 2 | 3.57% | Strongly agree |
| 8 | 14.29% | Moderately agree |
| 4 | 7.14% | Neither agree nor disagree |
| 5 | 8.93% | Moderately disagree |
| 8 | 14.29% | Strongly disagree |
| 28 | 50.00% | Not sure |
| 1 | 1.79% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 6 | 10.71% | Strongly agree |
| 7 | 12.50% | Moderately agree |
| 5 | 8.93% | Neither agree nor disagree |
| 10 | 17.86% | Moderately disagree |
| 19 | 33.93% | Strongly disagree |
| 8 | 14.29% | Not sure |
| 1 | 1.79% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 8 | 14.29% | Strongly agree |
| 5 | 8.93% | Moderately agree |
| 8 | 14.29% | Neither agree nor disagree |
| 1 | 1.79% | Moderately disagree |
| 21 | 37.50% | Strongly disagree |
| 9 | 16.07% | Not sure |
| 4 | 7.14% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 4 | 7.14% | Strongly agree |
| 4 | 7.14% | Moderately agree |
| 2 | 3.57% | Neither agree nor disagree |
| 8 | 14.29% | Moderately disagree |
| 19 | 33.93% | Strongly disagree |
| 9 | 16.07% | Not sure |
| 10 | 17.86% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 7 | 12.50% | Strongly agree |
| 4 | 7.14% | Moderately agree |
| 8 | 14.29% | Neither agree nor disagree |
| 7 | 12.50% | Moderately disagree |
| 21 | 37.50% | Strongly disagree |
| 4 | 7.14% | Not sure |
| 5 | 8.93% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 2 | 3.57% | Strongly agree |
| 2 | 3.57% | Moderately agree |
| 5 | 8.93% | Neither agree nor disagree |
| 5 | 8.93% | Moderately disagree |
| 15 | 26.79% | Strongly disagree |
| 7 | 12.50% | Not sure |
| 20 | 35.71% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 9 | 16.07% | Strongly agree |
| 18 | 32.14% | Moderately agree |
| 5 | 8.93% | Neither agree nor disagree |
| 7 | 12.50% | Moderately disagree |
| 4 | 7.14% | Strongly disagree |
| 7 | 12.50% | Not sure |
| 6 | 10.71% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 10 | 17.86% | Strongly agree |
| 17 | 30.36% | Moderately agree |
| 6 | 10.71% | Neither agree nor disagree |
| 5 | 8.93% | Moderately disagree |
| 6 | 10.71% | Strongly disagree |
| 7 | 12.50% | Not sure |
| 5 | 8.93% | Not applicable |
| 56 | 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 | |
|-------|-------------|----------------------------|
| 20 | 35.71% | Strongly agree |
| 11 | 19.64% | Moderately agree |
| 7 | 12.50% | Neither agree nor disagree |
| 6 | 10.71% | Moderately disagree |
| 10 | 17.86% | Strongly disagree |
| 1 | 1.79% | Not sure |
| 1 | 1.79% | Not applicable |
| 56 | Respondents | |

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

| Count | Percent | |
|-------|-------------|----------------------------|
| 13 | 23.21% | Strongly agree |
| 18 | 32.14% | Moderately agree |
| 9 | 16.07% | Neither agree nor disagree |
| 9 | 16.07% | Moderately disagree |
| 7 | 12.50% | Strongly disagree |
| 0 | 0.00% | Not sure |
| 0 | 0.00% | Not applicable |
| 56 | 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 | |
|-------|---------|----------------------------|
| 5 | 8.93% | Strongly agree |
| 10 | 17.86% | Moderately agree |
| 8 | 14.29% | Neither agree nor disagree |
| 9 | 16.07% | Moderately disagree |
| 17 | 30.36% | Strongly disagree |
| 4 | 7.14% | Not sure |
| 3 | 5.36% | Not applicable |
| 56 | | 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 | |
|-------|---------|----------------------------|
| 25 | 44.64% | Strongly agree |
| 17 | 30.36% | Moderately agree |
| 6 | 10.71% | Neither agree nor disagree |
| 3 | 5.36% | Moderately disagree |
| 3 | 5.36% | Strongly disagree |
| 0 | 0.00% | Not sure |
| 2 | 3.57% | Not applicable |
| 56 | | Respondents |

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

| Count | Percent |
|-------|-------------|
| 38 | 100.00% |
| 38 | Respondents |

Q118. The way I would address this problem is:

| Count | Percent |
|-------|-------------|
| 33 | 100.00% |
| 33 | Respondents |

Q119. Any additional comments:

| Count | Percent |
|-------|-------------|
| 13 | 100.00% |
| 13 | Respondents |