

COLLEGE OF VETERINARY AND BIOMEDICAL SCIENCES

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

Count	Percent	
24	46.15%	Yes
28	53.85%	No
52		Respondents

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

Count	Percent	
33	63.46%	Yes
19	36.54%	No
52		Respondents

Q3. What is your college?

Count	Percent	
0	0.00%	College of Agricultural Sciences
0	0.00%	College of Applied Human Sciences
0	0.00%	College of Business
0	0.00%	College of Engineering
0	0.00%	College of Liberal Arts
0	0.00%	Warner College of Natural Resources
0	0.00%	College of Natural Sciences
52	100.00%	College of Veterinary Medicine and Biomedical Sciences
52		Respondents

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

Count	Percent	
1	1.92%	Less than 1
1	1.92%	1
4	7.69%	2
5	9.62%	3
7	13.46%	4
3	5.77%	5
3	5.77%	6
5	9.62%	7
2	3.85%	8
2	3.85%	9
19	36.54%	10 or more
52		Respondents

Q5. Gender:

Count	Percent	
25	48.08%	Female

Q5. Gender:

Count	Percent	
27	51.92%	Male
52		Respondents

Q6. Ethnicity/Citizenship:

Count	Percent	
4	7.69%	Asian American
0	0.00%	African American
25	48.08%	European American
3	5.77%	Hispanic American
0	0.00%	Native American
11	21.15%	International - Not a U.S. Citizen
9	17.31%	Other (please specify)
52		Respondents

Q7. CSU Employment Category:

Count	Percent	
50	96.15%	Special Appointment Faculty
1	1.92%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
0	0.00%	Multi-Year Research Faculty
1	1.92%	Administrative Professional
0	0.00%	Joint Academic-Administrative Professional
0	0.00%	I don't know
52		Respondents

Q8. What is your appointment type?

Count	Percent	
0	0.00%	Regular
1	100.00%	Special (research funded)
0	0.00%	Other (please specify)
0	0.00%	I don't know
1		Respondent

Q9. What is your appointment category?

Count	Percent	
0	0.00%	Research Associate (I-IV)
1	100.00%	Research Scientist
0	0.00%	Senior Research Scientist
0	0.00%	Other (e.g., Coordinator, Administrator) (please specify)
0	0.00%	I don't know
1		Respondent

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

Count	Percent	
0	0.00%	Yes
1	100.00%	No
0	0.00%	I don't know
1		Respondent

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

Count	Percent	
0	0.00%	
0		Respondent

Q12. What is your academic rank?

Count	Percent	
0	0.00%	Instructor
34	66.67%	Assistant Professor
8	15.69%	Associate Professor
8	15.69%	Full Professor
0	0.00%	Other
1	1.96%	I don't know
0	0.00%	I do not have academic rank
51		Respondents

Q13. Teaching:

Count	Percent	
6	11.54%	0%
15	28.85%	1 - 10%
9	17.31%	11 - 20%
1	1.92%	21 - 30%
2	3.85%	31 - 40%
2	3.85%	41 - 50%
0	0.00%	51 - 60%
5	9.62%	61 - 70%
3	5.77%	71 - 80%
1	1.92%	81 - 90%
8	15.38%	91 - 100%
52		Respondents

Q14. Research:

Count	Percent	
9	17.31%	0%
3	5.77%	1 - 10%
7	13.46%	11 - 20%
2	3.85%	21 - 30%
0	0.00%	31 - 40%
3	5.77%	41 - 50%

Q14. Research:

Count	Percent	
1	1.92%	51 - 60%
1	1.92%	61 - 70%
7	13.46%	71 - 80%
11	21.15%	81 - 90%
8	15.38%	91 - 100%
52	Respondents	

Q15. Other responsibilities:

Count	Percent	
8	15.38%	0%
32	61.54%	1 - 10%
5	9.62%	11 - 20%
3	5.77%	21 - 30%
0	0.00%	31 - 40%
2	3.85%	41 - 50%
1	1.92%	51 - 60%
0	0.00%	61 - 70%
1	1.92%	71 - 80%
0	0.00%	81 - 90%
0	0.00%	91 - 100%
52	Respondents	

Q16. What other responsibilities beyond teaching and/or research do you have in your position? If you do not have other responsibilities, please type "no others."

Count	Percent
41	100.00%
41	Respondents

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

Count	Percent	
13	28.26%	1
6	13.04%	2
6	13.04%	3
3	6.52%	4
1	2.17%	5
0	0.00%	6
1	2.17%	More than 6
16	34.78%	Not applicable
46	Respondents	

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

Count	Percent	
8	17.39%	Under 30
5	10.87%	30 - 49

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

Count	Percent	
4	8.70%	50 - 99
15	32.61%	100 - 499
0	0.00%	500 or more
14	30.43%	Not applicable
46	Respondents	

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

Count	Percent	
1	2.17%	Yes
35	76.09%	No
10	21.74%	Not applicable
46	Respondents	

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

Count	Percent	
1	100.00%	Yes
0	0.00%	No
1	Respondent	

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

Count	Percent	
7	13.46%	Yes
45	86.54%	No
52	Respondents	

Q22. When you were hired, did you receive a handbook or other written materials to help you become acquainted with your department and your position off the tenure track?

Count	Percent	
14	27.45%	Yes
37	72.55%	No
51	Respondents	

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

Count	Percent	
14	27.45%	Extremely important
22	43.14%	Very important
12	23.53%	Moderately important
2	3.92%	Slightly important
0	0.00%	Not at all important
1	1.96%	Not applicable

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

Count	Percent
51	Respondents

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

Count	Percent	
13	25.49%	Extremely important
22	43.14%	Very important
8	15.69%	Moderately important
4	7.84%	Slightly important
3	5.88%	Not at all important
1	1.96%	Not applicable
51	Respondents	

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

Count	Percent	
18	35.29%	Extremely important
23	45.10%	Very important
10	19.61%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
16	31.37%	Extremely important
25	49.02%	Very important
8	15.69%	Moderately important
1	1.96%	Slightly important
1	1.96%	Not at all important
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
19	37.25%	Extremely important
23	45.10%	Very important
7	13.73%	Moderately important
2	3.92%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
16	31.37%	Extremely important
23	45.10%	Very important
10	19.61%	Moderately important
2	3.92%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
10	19.61%	Extremely important
15	29.41%	Very important
7	13.73%	Moderately important
8	15.69%	Slightly important
2	3.92%	Not at all important
9	17.65%	Not applicable
51	Respondents	

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

Count	Percent	
21	41.18%	Extremely important
13	25.49%	Very important
7	13.73%	Moderately important
1	1.96%	Slightly important
2	3.92%	Not at all important
7	13.73%	Not applicable
51	Respondents	

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

Count	Percent	
32	62.75%	Extremely important
14	27.45%	Very important
5	9.80%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
18	35.29%	Extremely important
12	23.53%	Very important
7	13.73%	Moderately important
4	7.84%	Slightly important

Q32. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
2	3.92%	Not at all important
8	15.69%	Not applicable
51	Respondents	

Q33. How important are the following to your job satisfaction? - Having excellent research opportunities		
Count	Percent	
22	43.14%	Extremely important
13	25.49%	Very important
7	13.73%	Moderately important
0	0.00%	Slightly important
2	3.92%	Not at all important
7	13.73%	Not applicable
51	Respondents	

Q34. How important are the following to your job satisfaction? - Being mentored		
Count	Percent	
5	9.80%	Extremely important
16	31.37%	Very important
15	29.41%	Moderately important
8	15.69%	Slightly important
3	5.88%	Not at all important
4	7.84%	Not applicable
51	Respondents	

Q35. How important are the following to your job satisfaction? - Obtaining professional development		
Count	Percent	
12	23.53%	Extremely important
19	37.25%	Very important
14	27.45%	Moderately important
2	3.92%	Slightly important
2	3.92%	Not at all important
2	3.92%	Not applicable
51	Respondents	

Q36. How important are the following to your job satisfaction? - Being involved in department activities		
Count	Percent	
7	13.73%	Extremely important
12	23.53%	Very important
20	39.22%	Moderately important
7	13.73%	Slightly important
3	5.88%	Not at all important
2	3.92%	Not applicable

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

Count	Percent
51	Respondents

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

Count	Percent	
4	7.84%	Extremely important
14	27.45%	Very important
14	27.45%	Moderately important
11	21.57%	Slightly important
5	9.80%	Not at all important
3	5.88%	Not applicable
51		Respondents

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

Count	Percent	
35	68.63%	Extremely important
11	21.57%	Very important
5	9.80%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
51		Respondents

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

Count	Percent	
20	39.22%	Extremely important
21	41.18%	Very important
9	17.65%	Moderately important
0	0.00%	Slightly important
1	1.96%	Not at all important
0	0.00%	Not applicable
51		Respondents

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

Count	Percent	
38	74.51%	Extremely important
11	21.57%	Very important
2	3.92%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
51		Respondents

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

Count	Percent	
21	41.18%	Extremely important
24	47.06%	Very important
6	11.76%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
12	23.53%	Very satisfied
16	31.37%	Moderately satisfied
7	13.73%	Neither satisfied nor dissatisfied
11	21.57%	Moderately dissatisfied
5	9.80%	Very dissatisfied
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
17	33.33%	Very satisfied
21	41.18%	Moderately satisfied
5	9.80%	Neither satisfied nor dissatisfied
3	5.88%	Moderately dissatisfied
2	3.92%	Very dissatisfied
3	5.88%	Not applicable
51	Respondents	

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

Count	Percent	
14	27.45%	Very satisfied
23	45.10%	Moderately satisfied
10	19.61%	Neither satisfied nor dissatisfied
3	5.88%	Moderately dissatisfied
1	1.96%	Very dissatisfied
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
22	43.14%	Very satisfied
23	45.10%	Moderately satisfied
2	3.92%	Neither satisfied nor dissatisfied

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

Count	Percent	
2	3.92%	Moderately dissatisfied
1	1.96%	Very dissatisfied
1	1.96%	Not applicable
51	Respondents	

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

Count	Percent	
18	35.29%	Very satisfied
19	37.25%	Moderately satisfied
9	17.65%	Neither satisfied nor dissatisfied
5	9.80%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
26	50.98%	Very satisfied
17	33.33%	Moderately satisfied
7	13.73%	Neither satisfied nor dissatisfied
1	1.96%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
51	Respondents	

Q48. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to create/execute classes

Count	Percent	
12	23.53%	Very satisfied
9	17.65%	Moderately satisfied
12	23.53%	Neither satisfied nor dissatisfied
3	5.88%	Moderately dissatisfied
2	3.92%	Very dissatisfied
13	25.49%	Not applicable
51	Respondents	

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

Count	Percent	
21	41.18%	Very satisfied
15	29.41%	Moderately satisfied
6	11.76%	Neither satisfied nor dissatisfied

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

Count	Percent	
1	1.96%	Moderately dissatisfied
0	0.00%	Very dissatisfied
8	15.69%	Not applicable
51	Respondents	

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

Count	Percent	
7	13.73%	Very satisfied
21	41.18%	Moderately satisfied
9	17.65%	Neither satisfied nor dissatisfied
8	15.69%	Moderately dissatisfied
6	11.76%	Very dissatisfied
0	0.00%	Not applicable
51	Respondents	

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

Count	Percent	
14	27.45%	Very satisfied
13	25.49%	Moderately satisfied
10	19.61%	Neither satisfied nor dissatisfied
2	3.92%	Moderately dissatisfied
3	5.88%	Very dissatisfied
9	17.65%	Not applicable
51	Respondents	

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

Count	Percent	
12	23.53%	Very satisfied
19	37.25%	Moderately satisfied
8	15.69%	Neither satisfied nor dissatisfied
3	5.88%	Moderately dissatisfied
0	0.00%	Very dissatisfied
9	17.65%	Not applicable
51	Respondents	

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

Count	Percent	
7	13.73%	Very satisfied
12	23.53%	Moderately satisfied
14	27.45%	Neither satisfied nor dissatisfied

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

Count	Percent	
10	19.61%	Moderately dissatisfied
4	7.84%	Very dissatisfied
4	7.84%	Not applicable
51		Respondents

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

Count	Percent	
6	11.76%	Very satisfied
16	31.37%	Moderately satisfied
17	33.33%	Neither satisfied nor dissatisfied
5	9.80%	Moderately dissatisfied
3	5.88%	Very dissatisfied
4	7.84%	Not applicable
51		Respondents

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

Count	Percent	
6	11.76%	Very satisfied
13	25.49%	Moderately satisfied
19	37.25%	Neither satisfied nor dissatisfied
7	13.73%	Moderately dissatisfied
2	3.92%	Very dissatisfied
4	7.84%	Not applicable
51		Respondents

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

Count	Percent	
3	5.88%	Very satisfied
13	25.49%	Moderately satisfied
18	35.29%	Neither satisfied nor dissatisfied
8	15.69%	Moderately dissatisfied
2	3.92%	Very dissatisfied
7	13.73%	Not applicable
51		Respondents

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

Count	Percent	
14	27.45%	Very satisfied
27	52.94%	Moderately satisfied
9	17.65%	Neither satisfied nor dissatisfied

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

Count	Percent	
1	1.96%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
51		Respondents

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

Count	Percent	
11	21.57%	Very satisfied
25	49.02%	Moderately satisfied
9	17.65%	Neither satisfied nor dissatisfied
2	3.92%	Moderately dissatisfied
4	7.84%	Very dissatisfied
0	0.00%	Not applicable
51		Respondents

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

Count	Percent	
9	17.65%	Very satisfied
17	33.33%	Moderately satisfied
12	23.53%	Neither satisfied nor dissatisfied
7	13.73%	Moderately dissatisfied
6	11.76%	Very dissatisfied
0	0.00%	Not applicable
51		Respondents

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

Count	Percent	
13	25.49%	Very satisfied
26	50.98%	Moderately satisfied
12	23.53%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
51		Respondents

Q61. Which of the following best describes your position?

Count	Percent	
3	6.00%	I must apply annually to work in my department.
32	64.00%	I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.
15	30.00%	I am not sure.

Q61. Which of the following best describes your position?

Count	Percent
50	Respondents

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

Count	Percent	
0	0.00%	Yes
50	100.00%	No
50	Respondents	

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

Count	Percent	
20	40.00%	Yes
30	60.00%	No
50	Respondents	

Q64. Please indicate your level of agreement with the following statements: - My job description and/or offer letter provided at the time of my hire clearly and accurately explained my job responsibilities.

Count	Percent	
12	24.00%	Strongly agree
19	38.00%	Moderately agree
8	16.00%	Neither agree nor disagree
5	10.00%	Moderately disagree
4	8.00%	Strongly disagree
0	0.00%	Not sure
2	4.00%	Not applicable
50	Respondents	

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

Count	Percent	
15	30.00%	Strongly agree
18	36.00%	Moderately agree
6	12.00%	Neither agree nor disagree
3	6.00%	Moderately disagree
6	12.00%	Strongly disagree
2	4.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q66. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is reasonable.

Count	Percent
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Q66. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is reasonable.

Count	Percent	
8	16.00%	Strongly agree
11	22.00%	Moderately agree
14	28.00%	Neither agree nor disagree
5	10.00%	Moderately disagree
6	12.00%	Strongly disagree
4	8.00%	Not sure
2	4.00%	Not applicable
50	Respondents	

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

Count	Percent	
10	20.00%	Strongly agree
11	22.00%	Moderately agree
11	22.00%	Neither agree nor disagree
6	12.00%	Moderately disagree
8	16.00%	Strongly disagree
3	6.00%	Not sure
1	2.00%	Not applicable
50	Respondents	

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

Count	Percent	
27	54.00%	Strongly agree
14	28.00%	Moderately agree
3	6.00%	Neither agree nor disagree
2	4.00%	Moderately disagree
3	6.00%	Strongly disagree
0	0.00%	Not sure
1	2.00%	Not applicable
50	Respondents	

Q69. Please indicate your level of agreement with the following statements: - I have access to adequate resources (e.g., supplies, copying) to support my teaching or research.

Count	Percent	
24	48.00%	Strongly agree
19	38.00%	Moderately agree
3	6.00%	Neither agree nor disagree
1	2.00%	Moderately disagree
3	6.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q70. Please indicate your level of agreement with the following statements: - I know how my effort (research, teaching, service) is distributed on the annual evaluation.

Count	Percent	
26	52.00%	Strongly agree
13	26.00%	Moderately agree
6	12.00%	Neither agree nor disagree
3	6.00%	Moderately disagree
2	4.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

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

Count	Percent	
12	24.00%	Strongly agree
18	36.00%	Moderately agree
10	20.00%	Neither agree nor disagree
4	8.00%	Moderately disagree
5	10.00%	Strongly disagree
1	2.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q72. Please indicate your level of agreement with the following statements: - I would switch to a standard tenure-track position (including an effort distribution that includes teaching, research, and service) if it were possible.

Count	Percent	
29	58.00%	Strongly agree
5	10.00%	Moderately agree
4	8.00%	Neither agree nor disagree
4	8.00%	Moderately disagree
7	14.00%	Strongly disagree
1	2.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q73. Please indicate your level of agreement with the following statements: - I would switch to a teaching-only tenure-track position if it were possible.

Count	Percent	
7	14.00%	Strongly agree
5	10.00%	Moderately agree
10	20.00%	Neither agree nor disagree
8	16.00%	Moderately disagree
14	28.00%	Strongly disagree
4	8.00%	Not sure
2	4.00%	Not applicable
50	Respondents	

Q74. Please indicate your level of agreement with the following statements: - I would switch to a research-only tenure-track position if it were possible.

Count	Percent	
12	24.00%	Strongly agree
10	20.00%	Moderately agree
5	10.00%	Neither agree nor disagree
3	6.00%	Moderately disagree
13	26.00%	Strongly disagree
3	6.00%	Not sure
4	8.00%	Not applicable
50	Respondents	

Q75. Is your job performance evaluated annually?

Count	Percent	
49	98.00%	Yes
0	0.00%	No
1	2.00%	Not sure
50	Respondents	

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

Count	Percent	
36	72.00%	Yes
6	12.00%	No
5	10.00%	Not sure
3	6.00%	Not applicable
50	Respondents	

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

Count	Percent	
29	58.00%	Yes
7	14.00%	No
14	28.00%	Not sure
50	Respondents	

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

Count	Percent	
12	24.00%	Strongly agree
21	42.00%	Moderately agree
11	22.00%	Neither agree nor disagree
1	2.00%	Moderately disagree
3	6.00%	Strongly disagree
1	2.00%	Not sure
1	2.00%	Not applicable

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

Count	Percent
50	Respondents

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

Count	Percent	
12	24.00%	Strongly agree
19	38.00%	Moderately agree
11	22.00%	Neither agree nor disagree
4	8.00%	Moderately disagree
3	6.00%	Strongly disagree
0	0.00%	Not sure
1	2.00%	Not applicable
50		Respondents

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

Count	Percent	
11	22.00%	Strongly agree
17	34.00%	Moderately agree
6	12.00%	Neither agree nor disagree
2	4.00%	Moderately disagree
4	8.00%	Strongly disagree
9	18.00%	Not sure
1	2.00%	Not applicable
50		Respondents

Q81. Please indicate your level of agreement with the following statements: - Research and/or teaching awards are available to provide recognition for the work I do.

Count	Percent	
6	12.00%	Strongly agree
12	24.00%	Moderately agree
9	18.00%	Neither agree nor disagree
4	8.00%	Moderately disagree
8	16.00%	Strongly disagree
10	20.00%	Not sure
1	2.00%	Not applicable
50		Respondents

Q82. Please indicate your level of agreement with the following statements: - My title (e.g., instructor, assistant professor on special appointment) provides meaningful recognition for the work I do.

Count	Percent	
15	30.00%	Strongly agree
10	20.00%	Moderately agree

Q82. Please indicate your level of agreement with the following statements: - My title (e.g., instructor, assistant professor on special appointment) provides meaningful recognition for the work I do.

Count	Percent	
9	18.00%	Neither agree nor disagree
10	20.00%	Moderately disagree
6	12.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q83. Please indicate your level of agreement with the following statements: - My department and/or college newsletters recognize people in non-tenure-track positions.

Count	Percent	
15	30.00%	Strongly agree
10	20.00%	Moderately agree
12	24.00%	Neither agree nor disagree
2	4.00%	Moderately disagree
5	10.00%	Strongly disagree
5	10.00%	Not sure
1	2.00%	Not applicable
50	Respondents	

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

Count	Percent	
11	22.00%	Strongly agree
17	34.00%	Moderately agree
7	14.00%	Neither agree nor disagree
8	16.00%	Moderately disagree
5	10.00%	Strongly disagree
2	4.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q85. Please indicate your level of agreement with the following statements: - My department and/or college has developed good ways of showing that non-tenure-track faculty are valued members of the university community.

Count	Percent	
6	12.00%	Strongly agree
13	26.00%	Moderately agree
5	10.00%	Neither agree nor disagree
13	26.00%	Moderately disagree
9	18.00%	Strongly disagree
4	8.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

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

Count	Percent	
17	34.00%	Strongly agree
25	50.00%	Moderately agree
4	8.00%	Neither agree nor disagree
3	6.00%	Moderately disagree
0	0.00%	Strongly disagree
1	2.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q87. Please indicate your level of agreement with the following statements: - In general, the tenured and tenure-track faculty in my department respect my contributions.

Count	Percent	
10	20.00%	Strongly agree
19	38.00%	Moderately agree
9	18.00%	Neither agree nor disagree
3	6.00%	Moderately disagree
8	16.00%	Strongly disagree
1	2.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q88. Please indicate your level of agreement with the following statements: - My pay has risen along with that of the tenured and tenure-track faculty in my department.

Count	Percent	
5	10.00%	Strongly agree
6	12.00%	Moderately agree
3	6.00%	Neither agree nor disagree
8	16.00%	Moderately disagree
9	18.00%	Strongly disagree
17	34.00%	Not sure
2	4.00%	Not applicable
50	Respondents	

Q89. Please indicate your level of agreement with the following statements: - My department pays non-tenure-track faculty who hold the terminal degree more than other non tenure-track faculty.

Count	Percent	
1	2.00%	Strongly agree
2	4.00%	Moderately agree
8	16.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	4.00%	Strongly disagree
35	70.00%	Not sure
2	4.00%	Not applicable
50	Respondents	

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

Count	Percent	
11	22.00%	Strongly agree
21	42.00%	Moderately agree
8	16.00%	Neither agree nor disagree
4	8.00%	Moderately disagree
3	6.00%	Strongly disagree
3	6.00%	Not sure
0	0.00%	Not applicable
50		Respondents

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

Count	Percent	
21	42.00%	Strongly agree
18	36.00%	Moderately agree
2	4.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	2.00%	Strongly disagree
7	14.00%	Not sure
1	2.00%	Not applicable
50		Respondents

Q92. Please indicate your level of agreement with the following statements: - I am eligible for leave accrual in the case of childbirth, illness, or other exigencies.

Count	Percent	
17	34.00%	Strongly agree
16	32.00%	Moderately agree
1	2.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	2.00%	Strongly disagree
14	28.00%	Not sure
1	2.00%	Not applicable
50		Respondents

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

Count	Percent	
3	6.00%	Strongly agree
10	20.00%	Moderately agree
12	24.00%	Neither agree nor disagree
9	18.00%	Moderately disagree
13	26.00%	Strongly disagree
3	6.00%	Not sure
0	0.00%	Not applicable
50		Respondents

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

Count	Percent	
1	2.00%	Strongly agree
4	8.00%	Moderately agree
8	16.00%	Neither agree nor disagree
6	12.00%	Moderately disagree
15	30.00%	Strongly disagree
15	30.00%	Not sure
1	2.00%	Not applicable
50		Respondents

Q95. Please indicate your level of agreement with the following statements: - I know who my Faculty Council representatives are or I know how to find out.

Count	Percent	
6	12.00%	Strongly agree
6	12.00%	Moderately agree
12	24.00%	Neither agree nor disagree
5	10.00%	Moderately disagree
11	22.00%	Strongly disagree
10	20.00%	Not sure
0	0.00%	Not applicable
50		Respondents

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

Count	Percent	
20	40.00%	Strongly agree
10	20.00%	Moderately agree
9	18.00%	Neither agree nor disagree
4	8.00%	Moderately disagree
4	8.00%	Strongly disagree
2	4.00%	Not sure
1	2.00%	Not applicable
50		Respondents

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

Count	Percent	
9	18.00%	Strongly agree
19	38.00%	Moderately agree
6	12.00%	Neither agree nor disagree
2	4.00%	Moderately disagree
10	20.00%	Strongly disagree
2	4.00%	Not sure
2	4.00%	Not applicable
50		Respondents

Q98. Please indicate your level of agreement with the following statements: - I feel included in departmental decision-making about topics that are relevant to my job responsibilities.

Count	Percent	
5	10.00%	Strongly agree
16	32.00%	Moderately agree
11	22.00%	Neither agree nor disagree
6	12.00%	Moderately disagree
12	24.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
50	Respondents	

Q99. Please indicate your level of agreement with the following statements: - I am compensated and/or rewarded for serving on committees and participating in other forms of faculty governance.

Count	Percent	
3	6.00%	Strongly agree
4	8.00%	Moderately agree
8	16.00%	Neither agree nor disagree
6	12.00%	Moderately disagree
20	40.00%	Strongly disagree
1	2.00%	Not sure
8	16.00%	Not applicable
50	Respondents	

Q100. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I were invited and welcome to participate.

Count	Percent	
11	22.00%	Strongly agree
13	26.00%	Moderately agree
14	28.00%	Neither agree nor disagree
3	6.00%	Moderately disagree
4	8.00%	Strongly disagree
2	4.00%	Not sure
3	6.00%	Not applicable
50	Respondents	

Q101. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I knew my efforts would be compensated/rewarded.

Count	Percent	
14	28.00%	Strongly agree
12	24.00%	Moderately agree
12	24.00%	Neither agree nor disagree
2	4.00%	Moderately disagree
5	10.00%	Strongly disagree
3	6.00%	Not sure
2	4.00%	Not applicable

Q101. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I knew my efforts would be compensated/rewarded.

Count	Percent
50	Respondents

Q102. Please indicate your level of agreement with the following statements: - I feel comfortable talking to my department chair if I have a problem or concern.

Count	Percent	
24	48.00%	Strongly agree
11	22.00%	Moderately agree
5	10.00%	Neither agree nor disagree
3	6.00%	Moderately disagree
7	14.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
50		Respondents

Q103. Please indicate your level of agreement with the following statements: - I fear that my job may be threatened by possible budget cuts.

Count	Percent	
15	30.00%	Strongly agree
10	20.00%	Moderately agree
5	10.00%	Neither agree nor disagree
8	16.00%	Moderately disagree
8	16.00%	Strongly disagree
1	2.00%	Not sure
3	6.00%	Not applicable
50		Respondents

Q104. Please indicate your level of agreement with the following statements: - I believe that my department and college are doing everything they can to save my position in the face of budget cuts.

Count	Percent	
11	22.00%	Strongly agree
13	26.00%	Moderately agree
7	14.00%	Neither agree nor disagree
6	12.00%	Moderately disagree
4	8.00%	Strongly disagree
4	8.00%	Not sure
5	10.00%	Not applicable
50		Respondents

Q105. Please indicate your level of agreement with the following statements: - I believe that university administrators are working to save my position in the face of possible budget cuts.

Count	Percent	
9	18.00%	Strongly agree
8	16.00%	Moderately agree

Q105. Please indicate your level of agreement with the following statements: - I believe that university administrators are working to save my position in the face of possible budget cuts.

Count	Percent	
9	18.00%	Neither agree nor disagree
6	12.00%	Moderately disagree
10	20.00%	Strongly disagree
3	6.00%	Not sure
5	10.00%	Not applicable
50		Respondents

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

Count	Percent	
12	24.00%	Strongly agree
20	40.00%	Moderately agree
4	8.00%	Neither agree nor disagree
10	20.00%	Moderately disagree
4	8.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
50		Respondents

Q107. Please indicate your level of agreement with the following statements: - Overall, I consider my non-tenure-track position to be a temporary solution or a stepping stone to the next phase of my career.

Count	Percent	
12	24.00%	Strongly agree
12	24.00%	Moderately agree
3	6.00%	Neither agree nor disagree
11	22.00%	Moderately disagree
9	18.00%	Strongly disagree
2	4.00%	Not sure
1	2.00%	Not applicable
50		Respondents

Q108. Please indicate your level of agreement with the following statements: - I am glad that I am a member of the CSU faculty.

Count	Percent	
23	46.00%	Strongly agree
14	28.00%	Moderately agree
9	18.00%	Neither agree nor disagree
2	4.00%	Moderately disagree
1	2.00%	Strongly disagree
1	2.00%	Not sure
0	0.00%	Not applicable
50		Respondents

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

Count	Percent
40	100.00%
40	Respondents

Q110. How would you address these issues?

Count	Percent
38	100.00%
38	Respondents

Q111. Do you have any additional comments or suggestions?

Count	Percent	
14	28.57%	Yes (please share)
35	71.43%	No
49	Respondents	