

## Survey of Non-tenure-track Faculty (NTTF) at CSU

**Introduction:** You have been identified as a member of the non tenure-track faculty (NTTF) at Colorado State University. The Center for the Study of Academic Labor at CSU is conducting this survey to inform all who are concerned with improving working conditions for non-tenure track faculty at the university. In support of this goal, we have created the following survey, which we believe will take about 15 minutes to complete. Your participation will provide essential information that can guide the administration, Faculty Council, and others in attending to the working conditions of NTTF.

Do you have a non-tenure track appointment with primary teaching responsibility for one or more courses at CSU? Yes \_\_\_\_ No \_\_\_\_

Do you have a non-tenure-track appointment with primarily research responsibilities? Yes \_\_\_\_ No \_\_\_\_

Do you have a non-tenure-track appointment with primarily clinical responsibilities? Yes \_\_\_\_ No \_\_\_\_

Do you have a joint administrative professional-faculty appointment? Yes \_\_\_\_ No \_\_\_\_

If you answered yes to one of the above questions, please continue with this survey.

If you answered "No" to all of the above questions, please describe your primary responsibility at CSU.

### Part I. Demographics and Employment Classification

#### College

- \_\_\_ College of Agricultural Sciences
- \_\_\_ College of Applied Human Sciences
- \_\_\_ College of Business
- \_\_\_ College of Engineering
- \_\_\_ College of Liberal Arts
- \_\_\_ Warner College of Natural Resources
- \_\_\_ College of Natural Sciences
- \_\_\_ College of Veterinary Medicine and Biomedical Sciences

Years of Employment at CSU \_\_\_\_

#### Gender

\_\_\_ F

☐ M  
☐ T

**Ethnicity/Citizenship**

- ☐ Asian American
- ☐ African American
- ☐ European American
- ☐ Hispanic American
- ☐ Native American
- ☐ International—not a U.S. Citizen
- ☐ Other

**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?

- ☐ I have a one-semester or one year term
- ☐ I have a without-term appointment
- ☐ I have a contract for 1-3 years
- ☐ I do not know the term of my employment

**CSU Employment Category [Choose one]**

☐ Senior Teaching Appointment Faculty

If you hold a Senior Teaching faculty appointment, what is your academic rank?

- ☐ Instructor
- ☐ Assistant Professor
- ☐ Associate Professor
- ☐ Full Professor
- ☐ I don't know

☐ Special Appointment Faculty

If you hold a Special faculty appointment, what is your academic rank?

- ☐ Instructor
- ☐ Assistant Professor
- ☐ Associate Professor
- ☐ Full Professor
- ☐ I don't know

☐ Temporary Appointment Faculty

If you hold a Temporary faculty appointment, what is your academic rank?

- ☐ Instructor
- ☐ Assistant Professor
- ☐ Associate Professor
- ☐ Full Professor
- ☐ I don't know

☐ Graduate Teaching Assistant (GTA)

☐ Administrative Professional (If you check this employment category, please continue with questions A, B, & C.)

A. If you are an Administrative Professional, what is your appointment type?

- ☐ Regular
- ☐ Special (research funded)
- ☐ Other
- ☐ I don't know

B. If you are an Administrative Professional, what is your appointment category?

- ☐ Research Associate (I-IV)
- ☐ Research Scientist
- ☐ Senior Research Scientist
- ☐ Other (Coordinator, Administrator, etc.)
- ☐ I don't know

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

☐ Yes ☐

☐ No ☐

☐ I don't know

If yes, in what department(s): \_\_\_\_\_

If yes, what is your academic rank?

☐ Instructor

☐ Assistant Professor

☐ Associate Professor

☐ Full Professor

☐ I don't know

If no, in which unit is your appointment: \_\_\_\_\_

## Part II. General Information about Your Work

Please indicate the percentage of your position that is involved with teaching and research:

Teaching \_\_\_\_\_%

Research \_\_\_\_\_%

Service \_\_\_\_\_%

Do you have other responsibilities beyond teaching and/or research and/or service?

Yes ☐ No ☐

If "Yes," describe your other responsibility(ies). \_\_\_\_\_

If you teach, how many classes do you typically teach per semester ?

1   2   3   4   5   6   >6

If you teach, how many students do you have in all of your classes combined in an average semester?

☐ Under 30   ☐ 30-49   ☐ 50-100   ☐ 100-500   ☐ >500

If you teach, do you teach courses that are delivered completely online?

Yes ☐ No ☐

If you teach courses online, does your compensation differ for teaching online than you would for teaching a residential instruction (RI) class?

☐ Yes, I receive *more* compensation for teaching online courses

☐ Yes, I receive *less* compensation for teaching online courses

☐ Yes, but whether I receive more or less compensation for teaching online courses than RI depends on enrollment in the online course

\_\_\_No, I receive the same compensation whether I teach an online or RI course

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

Yes \_\_\_ No \_\_\_

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?

Yes \_\_\_ No \_\_\_

**How important are the following to your job satisfaction? Please circle one in each row.**

*Rate the following from 5 (very satisfied) to 1 (unsatisfied). NA means not applicable.*

Salary	5	4	3	2	1	NA
Student Contact	5	4	3	2	1	NA
Contact with colleagues	5	4	3	2	1	NA
Autonomy	5	4	3	2	1	NA
Working collaboratively	5	4	3	2	1	NA
Having a flexible schedule	5	4	3	2	1	NA
Having freedom to create/execute classes	5	4	3	2	1	NA
Having freedom to conduct research	5	4	3	2	1	NA
Feeling valued as a professional	5	4	3	2	1	NA
Having excellent research facilities	5	4	3	2	1	NA
Having excellent research opportunities	5	4	3	2	1	NA
Being mentored	5	4	3	2	1	NA
Obtaining professional development	5	4	3	2	1	NA
Being involved in department activities	5	4	3	2	1	NA
Being involved in department governance	5	4	3	2	1	NA
Being intellectually stimulated	5	4	3	2	1	NA
Enjoying collegiality	5	4	3	2	1	NA
Feeling fairly treated	5	4	3	2	1	NA
Exercising academic freedom	5	4	3	2	1	NA
Secure or stable employment	5	4	3	2	1	NA

**With respect to your professional position at CSU, how satisfied are you with the following? Please circle one in each row:**

*Rate the following from 5 (very satisfied) to 1 (unsatisfied). NA means not applicable.*

Salary	5	4	3	2	1	NA
Student Contact	5	4	3	2	1	NA
Contact with colleagues	5	4	3	2	1	NA

Autonomy	5	4	3	2	1	NA
Working collaboratively	5	4	3	2	1	NA
Having a flexible schedule	5	4	3	2	1	NA
Having freedom to create/execute classes	5	4	3	2	1	NA
Having freedom to conduct research	5	4	3	2	1	NA
Feeling valued as a professional	5	4	3	2	1	NA
Having excellent research facilities	5	4	3	2	1	NA
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Being mentored	5	4	3	2	1	NA
Obtaining professional development	5	4	3	2	1	NA
Being involved in department activities	5	4	3	2	1	NA
Being involved in department governance	5	4	3	2	1	NA
Being intellectually stimulated	5	4	3	2	1	NA
Enjoying collegiality	5	4	3	2	1	NA
Feeling fairly treated	5	4	3	2	1	NA
Exercising academic freedom	5	4	3	2	1	NA
Secure or stable employment	5	4	3	2	1	NA

**Part III Hiring & Evaluation, Rewards & Recognitions, Compensation, Governance, Grievance.**  
**Please circle one after each statement:**

*Rate the following from 5 (definitely true) to 1 (definitely untrue). NA means not applicable.*

My job description and/or offer letter provided at the time of my hire clearly and accurately explained my job responsibilities.

5      4      3      2      1      NA

I must apply annually to work in my department.

5      4      3      2      1      NA

I understand the process for getting rehired or reappointed.

5    4    3    2    1    NA

The process for getting rehired/reappointed is reasonable.

5      4      3      2      1      NA

The process for getting rehired/reappointed is fair.

5      4      3      2      1      NA

I have adequate office space. 5      4      3      2      1      NA

I have access to adequate resources (e.g., supplies, copying, etc.) to support my teaching or research.

5      4      3      2      1      NA

I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.

5      4      3      2      1      NA

I am paid on a “per section” basis.    5      4      3      2      1      NA

I am paid a salary that has been negotiated as part of a research contract or research award.

5      4      3      2      1      NA

I know how my effort (research, teaching, service) is distributed on the annual evaluation.

5      4      3      2      1      NA

My effort distribution correctly reflects my work responsibilities.

5      4      3      2      1      NA

I would switch to a standard tenure-track position, including an effort distribution that includes teaching, research and service, if that were possible.

5      4      3      2      1      NA

I would switch to a teaching-only tenure-track position if that were possible.

5      4      3      2      1      NA

I would switch to a research-only tenure-track position if that were possible.

5      4      3      2      1      NA

My job performance is evaluated annually.

5      4      3      2      1      NA

Evaluation criteria accurately reflect my responsibilities and accomplishments.

5      4      3      2      1      NA

I am able to see the student evaluations of my teaching.

5      4      3      2      1      NA

My job performance is accurately assessed in my annual evaluation.

5      4      3      2      1      NA

I am eligible for promotion and/or merit pay increases.

5      4      3      2      1      NA

Research and/or teaching awards are available to provide recognition for the work I do.

5      4      3      2      1      NA

My title (e.g. instructor, assistant professor on special appointment, senior teaching appointment, etc.) provides meaningful recognition for the work I do.

5      4      3      2      1      NA

My department and/or college newsletters recognize people in non-tenure-track positions.

5      4      3      2      1      NA

My department values my professional expertise and contributions.

5      4      3      2      1      NA

My department and/or college has developed good ways of showing that non-tenure-track faculty are valued members of the university community.

5      4      3      2      1      NA

I have academic freedom.

5      4      3      2      1      NA

I fear that my job may be threatened by possible budget, enrollment, or funding fluctuations.

5      4      3      2      1      NA

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.

5      4      3      2      1      NA

I believe that university administrators are working to save my position in the face of possible enrollment, or funding fluctuations.

5      4      3      2      1      NA

In general, the tenured and tenure-track faculty in my department respect my contributions.

5      4      3      2      1      NA

My pay has risen along with that of the tenured and tenure-track faculty in my department.

5      4      3      2      1      NA

My department pays non-tenure-track faculty who hold a Ph.D. more than other non tenure-track faculty.

5      4      3      2      1      NA

I receive clear information about benefits.

5      4      3      2      1      NA

I am eligible for benefits like those of other employees.

5      4      3      2      1      NA



I am eligible for leave accrual in the case of childbirth, illness, or other exigencies.

5      4      3      2      1      NA

The university administration cares about my interests and situation.

5      4      3      2      1      NA

I am adequately represented by Faculty Council.

5      4      3      2      1      NA

I know who my Faculty Council representatives are or I know how to find out.

5      4      3      2      1      NA

I feel welcome at departmental faculty meetings.

5      4      3      2      1      NA

My opinion matters at faculty committee meetings.

5      4      3      2      1      NA

I feel included in departmental decision-making about topics that are relevant to my job responsibilities.

5      4      3      2      1      NA

I am rewarded for serving on committees and participating in other forms of faculty governance.

5      4      3      2      1      NA

I would become more involved in committees and faculty governance if I were invited and welcome to participate.

5      4      3      2      1      NA

I would become more involved in committees and faculty governance if I were knew my efforts would be rewarded.

5      4      3      2      1      NA

I feel comfortable talking to my department chair if I have a problem or concern.

5      4      3      2      1      NA

Overall, I feel satisfied with my current position at CSU.

5      4      3      2      1      NA

Overall, I consider my non-tenure-track position to be a temporary solution or a stepping stone to the next phase of my career.

5      4      3      2      1      NA

I am glad that I am a member of the CSU faculty.

5      4      3      2      1      NA

**Part IV. Open-Ended Feedback**

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

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The way I would address this problem is

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Any additional Comments: