

WARNER COLLEGE OF NATURAL RESOURCES

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

Count	Percent	
11	45.83%	Yes
13	54.17%	No
24		Respondents

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

Count	Percent	
15	62.50%	Yes
9	37.50%	No
24		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
24	100.00%	Warner College of Natural Resources
0	0.00%	College of Natural Sciences
0	0.00%	College of Veterinary Medicine and Biomedical Sciences
24		Respondents

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

Count	Percent	
0	0.00%	Less than 1
0	0.00%	1
2	8.33%	2
2	8.33%	3
0	0.00%	4
1	4.17%	5
2	8.33%	6
0	0.00%	7
1	4.17%	8
1	4.17%	9
15	62.50%	10 or more
24		Respondents

Q5. Gender:

Count	Percent	
6	25.00%	Female

Q5. Gender:

Count	Percent	
18	75.00%	Male
24		Respondents

Q6. Ethnicity/Citizenship:

Count	Percent	
0	0.00%	Asian American
0	0.00%	African American
22	91.67%	European American
0	0.00%	Hispanic American
0	0.00%	Native American
0	0.00%	International - Not a U.S. Citizen
2	8.33%	Other (please specify)
24		Respondents

Q7. CSU Employment Category:

Count	Percent	
8	33.33%	Special Appointment Faculty
1	4.17%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
1	4.17%	Multi-Year Research Faculty
5	20.83%	Administrative Professional
6	25.00%	Joint Academic-Administrative Professional
3	12.50%	I don't know
24		Respondents

Q8. What is your appointment type?

Count	Percent	
2	40.00%	Regular
3	60.00%	Special (research funded)
0	0.00%	Other (please specify)
0	0.00%	I don't know
5		Respondents

Q9. What is your appointment category?

Count	Percent	
2	40.00%	Research Associate (I-IV)
1	20.00%	Research Scientist
1	20.00%	Senior Research Scientist
1	20.00%	Other (e.g., Coordinator, Administrator) (please specify)
0	0.00%	I don't know
5		Respondents

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

Count	Percent	
5	100.00%	Yes
0	0.00%	No
0	0.00%	I don't know
5		Respondents

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

Count	Percent
5	100.00%
5	Respondents

Q12. What is your academic rank?

Count	Percent	
3	21.43%	Instructor
3	21.43%	Assistant Professor
3	21.43%	Associate Professor
0	0.00%	Full Professor
3	21.43%	Other
0	0.00%	I don't know
2	14.29%	I do not have academic rank
14		Respondents

Q13. Teaching:

Count	Percent	
8	33.33%	0%
5	20.83%	1 - 10%
3	12.50%	11 - 20%
0	0.00%	21 - 30%
1	4.17%	31 - 40%
1	4.17%	41 - 50%
0	0.00%	51 - 60%
0	0.00%	61 - 70%
0	0.00%	71 - 80%
4	16.67%	81 - 90%
2	8.33%	91 - 100%
24		Respondents

Q14. Research:

Count	Percent	
8	33.33%	0%
0	0.00%	1 - 10%
1	4.17%	11 - 20%
0	0.00%	21 - 30%
0	0.00%	31 - 40%
1	4.17%	41 - 50%

Q14. Research:

Count	Percent	
1	4.17%	51 - 60%
2	8.33%	61 - 70%
1	4.17%	71 - 80%
3	12.50%	81 - 90%
7	29.17%	91 - 100%
24	Respondents	

Q15. Other responsibilities:

Count	Percent	
7	29.17%	0%
11	45.83%	1 - 10%
0	0.00%	11 - 20%
1	4.17%	21 - 30%
0	0.00%	31 - 40%
2	8.33%	41 - 50%
0	0.00%	51 - 60%
2	8.33%	61 - 70%
0	0.00%	71 - 80%
0	0.00%	81 - 90%
1	4.17%	91 - 100%
24	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
15	100.00%
15	Respondents

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

Count	Percent	
5	33.33%	1
1	6.67%	2
4	26.67%	3
1	6.67%	4
0	0.00%	5
0	0.00%	6
0	0.00%	More than 6
4	26.67%	Not applicable
15	Respondents	

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

Count	Percent	
3	20.00%	Under 30
2	13.33%	30 - 49

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

Count	Percent	
1	6.67%	50 - 99
6	40.00%	100 - 499
0	0.00%	500 or more
3	20.00%	Not applicable
15	Respondents	

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

Count	Percent	
2	13.33%	Yes
11	73.33%	No
2	13.33%	Not applicable
15	Respondents	

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

Count	Percent	
1	50.00%	Yes
1	50.00%	No
2	Respondents	

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

Count	Percent	
4	18.18%	Yes
18	81.82%	No
22	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	
7	30.43%	Yes
16	69.57%	No
23	Respondents	

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

Count	Percent	
5	21.74%	Extremely important
13	56.52%	Very important
5	21.74%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable

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

Count	Percent
23	Respondents

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

Count	Percent	
9	39.13%	Extremely important
7	30.43%	Very important
5	21.74%	Moderately important
1	4.35%	Slightly important
0	0.00%	Not at all important
1	4.35%	Not applicable
23		Respondents

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

Count	Percent	
7	30.43%	Extremely important
8	34.78%	Very important
6	26.09%	Moderately important
2	8.70%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
23		Respondents

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

Count	Percent	
8	34.78%	Extremely important
9	39.13%	Very important
4	17.39%	Moderately important
1	4.35%	Slightly important
0	0.00%	Not at all important
1	4.35%	Not applicable
23		Respondents

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

Count	Percent	
7	30.43%	Extremely important
7	30.43%	Very important
6	26.09%	Moderately important
2	8.70%	Slightly important
0	0.00%	Not at all important
1	4.35%	Not applicable
23		Respondents

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

Count	Percent	
10	43.48%	Extremely important
10	43.48%	Very important
1	4.35%	Moderately important
1	4.35%	Slightly important
0	0.00%	Not at all important
1	4.35%	Not applicable
23	Respondents	

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

Count	Percent	
4	17.39%	Extremely important
9	39.13%	Very important
1	4.35%	Moderately important
2	8.70%	Slightly important
3	13.04%	Not at all important
4	17.39%	Not applicable
23	Respondents	

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

Count	Percent	
13	56.52%	Extremely important
3	13.04%	Very important
0	0.00%	Moderately important
0	0.00%	Slightly important
2	8.70%	Not at all important
5	21.74%	Not applicable
23	Respondents	

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

Count	Percent	
14	60.87%	Extremely important
8	34.78%	Very important
1	4.35%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
5	21.74%	Extremely important
6	26.09%	Very important
5	21.74%	Moderately important
0	0.00%	Slightly important

Q32. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
2	8.70%	Not at all important
5	21.74%	Not applicable
23	Respondents	

Q33. How important are the following to your job satisfaction? - Having excellent research opportunities		
Count	Percent	
8	34.78%	Extremely important
7	30.43%	Very important
1	4.35%	Moderately important
1	4.35%	Slightly important
1	4.35%	Not at all important
5	21.74%	Not applicable
23	Respondents	

Q34. How important are the following to your job satisfaction? - Being mentored		
Count	Percent	
1	4.35%	Extremely important
9	39.13%	Very important
6	26.09%	Moderately important
4	17.39%	Slightly important
2	8.70%	Not at all important
1	4.35%	Not applicable
23	Respondents	

Q35. How important are the following to your job satisfaction? - Obtaining professional development		
Count	Percent	
2	8.70%	Extremely important
9	39.13%	Very important
7	30.43%	Moderately important
2	8.70%	Slightly important
2	8.70%	Not at all important
1	4.35%	Not applicable
23	Respondents	

Q36. How important are the following to your job satisfaction? - Being involved in department activities		
Count	Percent	
3	13.04%	Extremely important
8	34.78%	Very important
9	39.13%	Moderately important
1	4.35%	Slightly important
2	8.70%	Not at all important
0	0.00%	Not applicable

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

Count	Percent
23	Respondents

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

Count	Percent	
1	4.35%	Extremely important
4	17.39%	Very important
9	39.13%	Moderately important
3	13.04%	Slightly important
4	17.39%	Not at all important
2	8.70%	Not applicable
23		Respondents

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

Count	Percent	
16	69.57%	Extremely important
6	26.09%	Very important
1	4.35%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
23		Respondents

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

Count	Percent	
8	34.78%	Extremely important
8	34.78%	Very important
7	30.43%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
23		Respondents

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

Count	Percent	
15	65.22%	Extremely important
6	26.09%	Very important
2	8.70%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
23		Respondents

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

Count	Percent	
11	47.83%	Extremely important
7	30.43%	Very important
4	17.39%	Moderately important
1	4.35%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
6	26.09%	Very satisfied
9	39.13%	Moderately satisfied
1	4.35%	Neither satisfied nor dissatisfied
4	17.39%	Moderately dissatisfied
3	13.04%	Very dissatisfied
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
9	39.13%	Very satisfied
9	39.13%	Moderately satisfied
2	8.70%	Neither satisfied nor dissatisfied
2	8.70%	Moderately dissatisfied
0	0.00%	Very dissatisfied
1	4.35%	Not applicable
23	Respondents	

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

Count	Percent	
9	39.13%	Very satisfied
8	34.78%	Moderately satisfied
4	17.39%	Neither satisfied nor dissatisfied
2	8.70%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
13	56.52%	Very satisfied
8	34.78%	Moderately satisfied
2	8.70%	Neither satisfied nor dissatisfied

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

Count	Percent	
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
9	39.13%	Very satisfied
5	21.74%	Moderately satisfied
7	30.43%	Neither satisfied nor dissatisfied
2	8.70%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
14	60.87%	Very satisfied
8	34.78%	Moderately satisfied
1	4.35%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
23	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	
5	21.74%	Very satisfied
3	13.04%	Moderately satisfied
3	13.04%	Neither satisfied nor dissatisfied
6	26.09%	Moderately dissatisfied
0	0.00%	Very dissatisfied
6	26.09%	Not applicable
23	Respondents	

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

Count	Percent	
6	26.09%	Very satisfied
11	47.83%	Moderately satisfied
1	4.35%	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	
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
5	21.74%	Not applicable
23	Respondents	

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

Count	Percent	
3	13.04%	Very satisfied
5	21.74%	Moderately satisfied
4	17.39%	Neither satisfied nor dissatisfied
5	21.74%	Moderately dissatisfied
6	26.09%	Very dissatisfied
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
1	4.35%	Very satisfied
6	26.09%	Moderately satisfied
6	26.09%	Neither satisfied nor dissatisfied
3	13.04%	Moderately dissatisfied
1	4.35%	Very dissatisfied
6	26.09%	Not applicable
23	Respondents	

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

Count	Percent	
3	13.04%	Very satisfied
7	30.43%	Moderately satisfied
6	26.09%	Neither satisfied nor dissatisfied
1	4.35%	Moderately dissatisfied
0	0.00%	Very dissatisfied
6	26.09%	Not applicable
23	Respondents	

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

Count	Percent	
0	0.00%	Very satisfied
6	26.09%	Moderately satisfied
8	34.78%	Neither satisfied nor dissatisfied

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

Count	Percent	
4	17.39%	Moderately dissatisfied
1	4.35%	Very dissatisfied
4	17.39%	Not applicable
23	Respondents	

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

Count	Percent	
2	8.70%	Very satisfied
7	30.43%	Moderately satisfied
7	30.43%	Neither satisfied nor dissatisfied
4	17.39%	Moderately dissatisfied
1	4.35%	Very dissatisfied
2	8.70%	Not applicable
23	Respondents	

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

Count	Percent	
1	4.35%	Very satisfied
11	47.83%	Moderately satisfied
6	26.09%	Neither satisfied nor dissatisfied
3	13.04%	Moderately dissatisfied
0	0.00%	Very dissatisfied
2	8.70%	Not applicable
23	Respondents	

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

Count	Percent	
1	4.35%	Very satisfied
5	21.74%	Moderately satisfied
11	47.83%	Neither satisfied nor dissatisfied
3	13.04%	Moderately dissatisfied
1	4.35%	Very dissatisfied
2	8.70%	Not applicable
23	Respondents	

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

Count	Percent	
7	30.43%	Very satisfied
12	52.17%	Moderately satisfied
1	4.35%	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	
2	8.70%	Moderately dissatisfied
0	0.00%	Very dissatisfied
1	4.35%	Not applicable
23		Respondents

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

Count	Percent	
4	17.39%	Very satisfied
13	56.52%	Moderately satisfied
5	21.74%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
1	4.35%	Very dissatisfied
0	0.00%	Not applicable
23		Respondents

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

Count	Percent	
3	13.04%	Very satisfied
8	34.78%	Moderately satisfied
3	13.04%	Neither satisfied nor dissatisfied
5	21.74%	Moderately dissatisfied
4	17.39%	Very dissatisfied
0	0.00%	Not applicable
23		Respondents

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

Count	Percent	
6	26.09%	Very satisfied
10	43.48%	Moderately satisfied
5	21.74%	Neither satisfied nor dissatisfied
2	8.70%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
23		Respondents

Q61. Which of the following best describes your position?

Count	Percent	
5	21.74%	I must apply annually to work in my department.
16	69.57%	I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.
2	8.70%	I am not sure.

Q61. Which of the following best describes your position?

Count	Percent
23	Respondents

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

Count	Percent	
2	8.70%	Yes
21	91.30%	No
23		Respondents

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

Count	Percent	
4	17.39%	Yes
19	82.61%	No
23		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	
4	17.39%	Strongly agree
4	17.39%	Moderately agree
4	17.39%	Neither agree nor disagree
5	21.74%	Moderately disagree
3	13.04%	Strongly disagree
1	4.35%	Not sure
2	8.70%	Not applicable
23		Respondents

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

Count	Percent	
2	8.70%	Strongly agree
6	26.09%	Moderately agree
4	17.39%	Neither agree nor disagree
5	21.74%	Moderately disagree
1	4.35%	Strongly disagree
1	4.35%	Not sure
4	17.39%	Not applicable
23		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	
1	4.35%	Strongly agree
6	26.09%	Moderately agree
7	30.43%	Neither agree nor disagree
3	13.04%	Moderately disagree
1	4.35%	Strongly disagree
1	4.35%	Not sure
4	17.39%	Not applicable
23		Respondents

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

Count	Percent	
1	4.35%	Strongly agree
5	21.74%	Moderately agree
8	34.78%	Neither agree nor disagree
2	8.70%	Moderately disagree
2	8.70%	Strongly disagree
1	4.35%	Not sure
4	17.39%	Not applicable
23		Respondents

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

Count	Percent	
11	47.83%	Strongly agree
6	26.09%	Moderately agree
4	17.39%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	8.70%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
23		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	
9	39.13%	Strongly agree
11	47.83%	Moderately agree
1	4.35%	Neither agree nor disagree
1	4.35%	Moderately disagree
1	4.35%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
23		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	
9	39.13%	Strongly agree
7	30.43%	Moderately agree
0	0.00%	Neither agree nor disagree
2	8.70%	Moderately disagree
2	8.70%	Strongly disagree
2	8.70%	Not sure
1	4.35%	Not applicable
23		Respondents

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

Count	Percent	
9	39.13%	Strongly agree
10	43.48%	Moderately agree
1	4.35%	Neither agree nor disagree
0	0.00%	Moderately disagree
3	13.04%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
23		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	
10	43.48%	Strongly agree
3	13.04%	Moderately agree
2	8.70%	Neither agree nor disagree
2	8.70%	Moderately disagree
4	17.39%	Strongly disagree
1	4.35%	Not sure
1	4.35%	Not applicable
23		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	
2	8.70%	Strongly agree
5	21.74%	Moderately agree
3	13.04%	Neither agree nor disagree
1	4.35%	Moderately disagree
11	47.83%	Strongly disagree
0	0.00%	Not sure
1	4.35%	Not applicable
23		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	
8	34.78%	Strongly agree
3	13.04%	Moderately agree
0	0.00%	Neither agree nor disagree
2	8.70%	Moderately disagree
6	26.09%	Strongly disagree
2	8.70%	Not sure
2	8.70%	Not applicable
23	Respondents	

Q75. Is your job performance evaluated annually?

Count	Percent	
21	91.30%	Yes
2	8.70%	No
0	0.00%	Not sure
23	Respondents	

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

Count	Percent	
20	86.96%	Yes
0	0.00%	No
1	4.35%	Not sure
2	8.70%	Not applicable
23	Respondents	

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

Count	Percent	
17	73.91%	Yes
2	8.70%	No
4	17.39%	Not sure
23	Respondents	

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

Count	Percent	
6	26.09%	Strongly agree
8	34.78%	Moderately agree
3	13.04%	Neither agree nor disagree
1	4.35%	Moderately disagree
3	13.04%	Strongly disagree
2	8.70%	Not sure
0	0.00%	Not applicable

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

Count	Percent
23	Respondents

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

Count	Percent	
9	39.13%	Strongly agree
8	34.78%	Moderately agree
1	4.35%	Neither agree nor disagree
2	8.70%	Moderately disagree
2	8.70%	Strongly disagree
1	4.35%	Not sure
0	0.00%	Not applicable
23		Respondents

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

Count	Percent	
10	43.48%	Strongly agree
8	34.78%	Moderately agree
2	8.70%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	4.35%	Strongly disagree
1	4.35%	Not sure
1	4.35%	Not applicable
23		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	
4	17.39%	Strongly agree
4	17.39%	Moderately agree
2	8.70%	Neither agree nor disagree
3	13.04%	Moderately disagree
7	30.43%	Strongly disagree
3	13.04%	Not sure
0	0.00%	Not applicable
23		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	
3	13.04%	Strongly agree
6	26.09%	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	
3	13.04%	Neither agree nor disagree
5	21.74%	Moderately disagree
5	21.74%	Strongly disagree
0	0.00%	Not sure
1	4.35%	Not applicable
23		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	
5	21.74%	Strongly agree
8	34.78%	Moderately agree
1	4.35%	Neither agree nor disagree
5	21.74%	Moderately disagree
1	4.35%	Strongly disagree
2	8.70%	Not sure
1	4.35%	Not applicable
23		Respondents

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

Count	Percent	
7	30.43%	Strongly agree
6	26.09%	Moderately agree
2	8.70%	Neither agree nor disagree
5	21.74%	Moderately disagree
2	8.70%	Strongly disagree
1	4.35%	Not sure
0	0.00%	Not applicable
23		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	
3	13.04%	Strongly agree
7	30.43%	Moderately agree
3	13.04%	Neither agree nor disagree
6	26.09%	Moderately disagree
4	17.39%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
23		Respondents

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

Count	Percent	
13	56.52%	Strongly agree
5	21.74%	Moderately agree
3	13.04%	Neither agree nor disagree
1	4.35%	Moderately disagree
1	4.35%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
23		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	
6	26.09%	Strongly agree
7	30.43%	Moderately agree
3	13.04%	Neither agree nor disagree
3	13.04%	Moderately disagree
1	4.35%	Strongly disagree
2	8.70%	Not sure
1	4.35%	Not applicable
23		Respondents

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

Count	Percent	
4	17.39%	Strongly agree
6	26.09%	Moderately agree
2	8.70%	Neither agree nor disagree
5	21.74%	Moderately disagree
3	13.04%	Strongly disagree
3	13.04%	Not sure
0	0.00%	Not applicable
23		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	
3	13.04%	Strongly agree
5	21.74%	Moderately agree
1	4.35%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
12	52.17%	Not sure
2	8.70%	Not applicable
23		Respondents

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

Count	Percent	
8	34.78%	Strongly agree
10	43.48%	Moderately agree
2	8.70%	Neither agree nor disagree
0	0.00%	Moderately disagree
3	13.04%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
14	60.87%	Strongly agree
6	26.09%	Moderately agree
0	0.00%	Neither agree nor disagree
1	4.35%	Moderately disagree
0	0.00%	Strongly disagree
2	8.70%	Not sure
0	0.00%	Not applicable
23	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	
7	30.43%	Strongly agree
7	30.43%	Moderately agree
2	8.70%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	8.70%	Strongly disagree
4	17.39%	Not sure
1	4.35%	Not applicable
23	Respondents	

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

Count	Percent	
0	0.00%	Strongly agree
5	21.74%	Moderately agree
5	21.74%	Neither agree nor disagree
6	26.09%	Moderately disagree
5	21.74%	Strongly disagree
2	8.70%	Not sure
0	0.00%	Not applicable
23	Respondents	

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

Count	Percent	
0	0.00%	Strongly agree
2	8.70%	Moderately agree
5	21.74%	Neither agree nor disagree
3	13.04%	Moderately disagree
7	30.43%	Strongly disagree
4	17.39%	Not sure
2	8.70%	Not applicable
23		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	
4	17.39%	Strongly agree
5	21.74%	Moderately agree
5	21.74%	Neither agree nor disagree
2	8.70%	Moderately disagree
4	17.39%	Strongly disagree
0	0.00%	Not sure
3	13.04%	Not applicable
23		Respondents

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

Count	Percent	
6	26.09%	Strongly agree
5	21.74%	Moderately agree
1	4.35%	Neither agree nor disagree
1	4.35%	Moderately disagree
6	26.09%	Strongly disagree
1	4.35%	Not sure
3	13.04%	Not applicable
23		Respondents

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

Count	Percent	
3	13.04%	Strongly agree
4	17.39%	Moderately agree
2	8.70%	Neither agree nor disagree
3	13.04%	Moderately disagree
5	21.74%	Strongly disagree
3	13.04%	Not sure
3	13.04%	Not applicable
23		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	
6	26.09%	Strongly agree
3	13.04%	Moderately agree
2	8.70%	Neither agree nor disagree
5	21.74%	Moderately disagree
4	17.39%	Strongly disagree
0	0.00%	Not sure
3	13.04%	Not applicable
23		Respondents

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

Count	Percent	
0	0.00%	Strongly agree
4	17.39%	Moderately agree
4	17.39%	Neither agree nor disagree
4	17.39%	Moderately disagree
4	17.39%	Strongly disagree
1	4.35%	Not sure
6	26.09%	Not applicable
23		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	
1	4.35%	Strongly agree
12	52.17%	Moderately agree
2	8.70%	Neither agree nor disagree
2	8.70%	Moderately disagree
3	13.04%	Strongly disagree
1	4.35%	Not sure
2	8.70%	Not applicable
23		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	
2	8.70%	Strongly agree
11	47.83%	Moderately agree
4	17.39%	Neither agree nor disagree
1	4.35%	Moderately disagree
2	8.70%	Strongly disagree
2	8.70%	Not sure
1	4.35%	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
23	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	
9	39.13%	Strongly agree
8	34.78%	Moderately agree
1	4.35%	Neither agree nor disagree
2	8.70%	Moderately disagree
3	13.04%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
23		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	
5	21.74%	Strongly agree
6	26.09%	Moderately agree
2	8.70%	Neither agree nor disagree
5	21.74%	Moderately disagree
3	13.04%	Strongly disagree
0	0.00%	Not sure
2	8.70%	Not applicable
23		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	
3	13.04%	Strongly agree
5	21.74%	Moderately agree
1	4.35%	Neither agree nor disagree
2	8.70%	Moderately disagree
4	17.39%	Strongly disagree
1	4.35%	Not sure
7	30.43%	Not applicable
23		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	
0	0.00%	Strongly agree
7	30.43%	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	
0	0.00%	Neither agree nor disagree
2	8.70%	Moderately disagree
5	21.74%	Strongly disagree
4	17.39%	Not sure
5	21.74%	Not applicable
23		Respondents

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

Count	Percent	
5	21.74%	Strongly agree
9	39.13%	Moderately agree
4	17.39%	Neither agree nor disagree
5	21.74%	Moderately disagree
0	0.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
23		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	
2	8.70%	Strongly agree
3	13.04%	Moderately agree
7	30.43%	Neither agree nor disagree
6	26.09%	Moderately disagree
4	17.39%	Strongly disagree
0	0.00%	Not sure
1	4.35%	Not applicable
23		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	
7	30.43%	Strongly agree
11	47.83%	Moderately agree
2	8.70%	Neither agree nor disagree
1	4.35%	Moderately disagree
0	0.00%	Strongly disagree
0	0.00%	Not sure
2	8.70%	Not applicable
23		Respondents

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

Count	Percent
21	100.00%
21	Respondents

Q110. How would you address these issues?

Count	Percent
19	100.00%
19	Respondents

Q111. Do you have any additional comments or suggestions?

Count	Percent	
11	47.83%	Yes (please share)
12	52.17%	No
23		Respondents