

Q1. Do you have a non-tenure track appointment with teaching responsibility for one or more courses at CSU?		
Count	Percent	
23	63.89%	Yes
13	36.11%	No
36	Respondents	

Q2. Do you have a non-tenure-track appointment with primarily research responsibilities?		
Count	Percent	
17	47.22%	Yes
19	52.78%	No
36	Respondents	

Q3. Do you have a non-tenure-track appointment with primarily clinical responsibilities?		
Count	Percent	
0	0.00%	Yes
36	100.00%	No
36	Respondents	

Q4. Do you have a joint administrative professional-faculty appointment?		
Count	Percent	
8	22.22%	Yes
28	77.78%	No
36	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
36	100.00%	Warner College of Natural Resources
0	0.00%	College of Natural Sciences
0	0.00%	College of Veterinary Medicine and Biomedical Sciences
0	0.00%	Other (please specify)
36	Respondents	

Q7. How many year have you been employed at CSU?		
Count	Percent	
2	5.56%	Less than 1
3	8.33%	1
4	11.11%	2
3	8.33%	3
3	8.33%	4
1	2.78%	5
1	2.78%	6
0	0.00%	7
1	2.78%	8
0	0.00%	9
18	50.00%	10 or more
36	Respondents	

Q8. Gender:		
Count	Percent	
14	38.89%	Female
22	61.11%	Male
0	0.00%	Transgender
36	Respondents	

Q9. Ethnicity/Citizenship:		
Count	Percent	
1	2.78%	Asian American
1	2.78%	African American
30	83.33%	European American
1	2.78%	Hispanic American
0	0.00%	Native American
0	0.00%	International - Not a U.S. Citizen
3	8.33%	Other (please specify)
36	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	
10	27.78%	I have a one-semester or one year term
15	41.67%	I have a without-term appointment
3	8.33%	I have a contract for 1 - 3 years
8	22.22%	I do not know the term of my employment
36	Respondents	

Q11. CSU employment category:		
Count	Percent	
0	0.00%	Senior Teaching Appointment Faculty

Q11. CSU employment category:		
Count	Percent	
7	19.44%	Special Appointment Faculty
5	13.89%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
24	66.67%	Administrative Professional
36		Respondents

Q12. What is your academic rank?		
Count	Percent	
7	58.33%	Instructor
3	25.00%	Assistant Professor
0	0.00%	Associate Professor
0	0.00%	Full Professor
2	16.67%	I don't know
12		Respondents

Q13. What is your appointment type?		
Count	Percent	
7	29.17%	Regular
11	45.83%	Special (research funded)
2	8.33%	Other
4	16.67%	I don't know
24		Respondents

Q14. What is your appointment category?		
Count	Percent	
7	29.17%	Research Associate (I-IV)
3	12.50%	Research Scientist
4	16.67%	Senior Research Scientist
9	37.50%	Other (Coordinator, Administrator, etc.)
1	4.17%	I don't know
24		Respondents

Q15. Do you have a Joint-Administrative Professional Faculty appointment in an academic department?		
Count	Percent	
6	25.00%	Yes
15	62.50%	No
3	12.50%	I don't know
24		Respondents

Q16. In what department(s)?		
Count	Percent	
4	100.00%	

Q16. In what department(s)?		
Count	Percent	
4	Respondents	

Q17. What is your academic rank?		
Count	Percent	
2	33.33%	Instructor
1	16.67%	Assistant Professor
0	0.00%	Associate Professor
2	33.33%	Full Professor
1	16.67%	I don't know
6	Respondents	

Q18. In which unit is your appointment?		
Count	Percent	
14	100.00%	
14	Respondents	

Q19. Please indicate the percentage of your position that is involved with teaching and research: - Teaching		
Count	Percent	
5	13.89%	0%
9	25.00%	1 - 10%
3	8.33%	11 - 20%
4	11.11%	21 - 30%
1	2.78%	31 - 40%
2	5.56%	41 - 50%
1	2.78%	51 - 60%
0	0.00%	61 - 70%
3	8.33%	71 - 80%
2	5.56%	81 - 90%
5	13.89%	91 - 100%
1	2.78%	I don't know
36	Respondents	

Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research		
Count	Percent	
14	38.89%	0%
4	11.11%	1 - 10%
1	2.78%	11 - 20%
2	5.56%	21 - 30%
1	2.78%	31 - 40%
0	0.00%	41 - 50%
1	2.78%	51 - 60%
2	5.56%	61 - 70%
2	5.56%	71 - 80%
2	5.56%	81 - 90%

Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research		
Count	Percent	
6	16.67%	91 - 100%
1	2.78%	I don't know
36	Respondents	

Q21. Please indicate the percentage of your position that is involved with teaching and research: - Service		
Count	Percent	
9	25.00%	0%
10	27.78%	1 - 10%
4	11.11%	11 - 20%
2	5.56%	21 - 30%
1	2.78%	31 - 40%
1	2.78%	41 - 50%
2	5.56%	51 - 60%
0	0.00%	61 - 70%
2	5.56%	71 - 80%
1	2.78%	81 - 90%
2	5.56%	91 - 100%
2	5.56%	I don't know
36	Respondents	

Q22. Do you have other responsibilities beyond teaching and/or research and/or service?		
Count	Percent	
10	27.78%	Yes (please describe)
26	72.22%	No
36	Respondents	

Q23. How many classes do you typically teach per semester?		
Count	Percent	
16	44.44%	1
6	16.67%	2
3	8.33%	3
0	0.00%	4
0	0.00%	5
0	0.00%	6
0	0.00%	More than 6
11	30.56%	Not applicable
36	Respondents	

Q24. If you teach, how many students do you have in all of your classes combined in an average semester?		
Count	Percent	
9	25.00%	Under 30
7	19.44%	30 - 49
3	8.33%	50 - 100
7	19.44%	101 - 500

Q24. If you teach, how many students do you have in all of your classes combined in an average semester?		
Count	Percent	
1	2.78%	More than 500
9	25.00%	Not applicable
36	Respondents	

Q25. Do you teach courses that students take completely online?		
Count	Percent	
4	11.11%	Yes
24	66.67%	No
8	22.22%	Not applicable
36	Respondents	

Q26. Does your compensation differ for teaching online than you would for teaching a residential instruction (RI) class?		
Count	Percent	
2	50.00%	Yes, I receive <i>more</i> compensation for teaching online courses
2	50.00%	Yes, I receive <i>less</i> compensation for teaching online courses
0	0.00%	Yes, but whether I receive more or less compensation for teaching online courses than RI depends on enrollment in the online course
0	0.00%	No, I receive the same compensation whether I teach an online or RI course
4	Respondents	

Q27. If your primary responsibility is research but you also teach, do you receive additional compensation for teaching classes?		
Count	Percent	
5	15.15%	Yes
6	18.18%	No
22	66.67%	Not applicable
33	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	
8	24.24%	Yes
25	75.76%	No
33	Respondents	

Q29. How important are the following to your job satisfaction? - Salary		
Count	Percent	
11	33.33%	Extremely important
15	45.45%	Very important
4	12.12%	Moderately important
3	9.09%	Slightly important
0	0.00%	Not at all important

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

Q30. How important are the following to your job satisfaction? - Student contact		
Count	Percent	
15	45.45%	Extremely important
8	24.24%	Very important
4	12.12%	Moderately important
4	12.12%	Slightly important
1	3.03%	Not at all important
1	3.03%	Not applicable
33	Respondents	

Q31. How important are the following to your job satisfaction? - Contact with colleagues		
Count	Percent	
8	24.24%	Extremely important
14	42.42%	Very important
7	21.21%	Moderately important
4	12.12%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q32. How important are the following to your job satisfaction? - Autonomy		
Count	Percent	
7	21.21%	Extremely important
18	54.55%	Very important
8	24.24%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q33. How important are the following to your job satisfaction? - Working collaboratively		
Count	Percent	
6	18.18%	Extremely important
16	48.48%	Very important
8	24.24%	Moderately important
1	3.03%	Slightly important
2	6.06%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q34. How important are the following to your job satisfaction? - Having a flexible schedule		
Count	Percent	
18	54.55%	Extremely important
12	36.36%	Very important
1	3.03%	Moderately important
1	3.03%	Slightly important
1	3.03%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q35. How important are the following to your job satisfaction? - Having freedom to create/execute classes		
Count	Percent	
14	42.42%	Extremely important
5	15.15%	Very important
5	15.15%	Moderately important
3	9.09%	Slightly important
1	3.03%	Not at all important
5	15.15%	Not applicable
33	Respondents	

Q36. How important are the following to your job satisfaction? - Having freedom to conduct research		
Count	Percent	
10	30.30%	Extremely important
5	15.15%	Very important
3	9.09%	Moderately important
2	6.06%	Slightly important
4	12.12%	Not at all important
9	27.27%	Not applicable
33	Respondents	

Q37. How important are the following to your job satisfaction? - Feeling valued as a professional		
Count	Percent	
18	54.55%	Extremely important
12	36.36%	Very important
1	3.03%	Moderately important
1	3.03%	Slightly important
1	3.03%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q38. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
6	18.18%	Extremely important
9	27.27%	Very important
4	12.12%	Moderately important
3	9.09%	Slightly important

Q38. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	Percent	
4	12.12%	Not at all important
7	21.21%	Not applicable
33	Respondents	

Q39. How important are the following to your job satisfaction? - Having excellent research opportunities		
Count	Percent	
6	18.18%	Extremely important
7	21.21%	Very important
7	21.21%	Moderately important
1	3.03%	Slightly important
5	15.15%	Not at all important
7	21.21%	Not applicable
33	Respondents	

Q40. How important are the following to your job satisfaction? - Being mentored		
Count	Percent	
4	12.12%	Extremely important
7	21.21%	Very important
8	24.24%	Moderately important
6	18.18%	Slightly important
7	21.21%	Not at all important
1	3.03%	Not applicable
33	Respondents	

Q41. How important are the following to your job satisfaction? - Obtaining professional development		
Count	Percent	
7	21.21%	Extremely important
8	24.24%	Very important
9	27.27%	Moderately important
4	12.12%	Slightly important
5	15.15%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q42. How important are the following to your job satisfaction? - Being involved in department activities		
Count	Percent	
4	12.12%	Extremely important
6	18.18%	Very important
14	42.42%	Moderately important
7	21.21%	Slightly important
2	6.06%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q43. How important are the following to your job satisfaction? - Being involved in department governance		
Count	Percent	
2	6.06%	Extremely important
2	6.06%	Very important
10	30.30%	Moderately important
9	27.27%	Slightly important
7	21.21%	Not at all important
3	9.09%	Not applicable
33	Respondents	

Q44. How important are the following to your job satisfaction? - Being intellectually stimulated		
Count	Percent	
18	54.55%	Extremely important
11	33.33%	Very important
3	9.09%	Moderately important
0	0.00%	Slightly important
1	3.03%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q45. How important are the following to your job satisfaction? - Enjoying collegiality		
Count	Percent	
8	24.24%	Extremely important
12	36.36%	Very important
5	15.15%	Moderately important
5	15.15%	Slightly important
2	6.06%	Not at all important
1	3.03%	Not applicable
33	Respondents	

Q46. How important are the following to your job satisfaction? - Feeling fairly treated		
Count	Percent	
22	66.67%	Extremely important
10	30.30%	Very important
1	3.03%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q47. How important are the following to your job satisfaction? - Exercising academic freedom		
Count	Percent	
12	36.36%	Extremely important
12	36.36%	Very important

Q47. How important are the following to your job satisfaction? - Exercising academic freedom		
Count	Percent	
6	18.18%	Moderately important
1	3.03%	Slightly important
2	6.06%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q48. How important are the following to your job satisfaction? - Secure or stable employment		
Count	Percent	
20	60.61%	Extremely important
8	24.24%	Very important
3	9.09%	Moderately important
2	6.06%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
33	Respondents	

Q49. With respect to your professional position at CSU, how satisfied are you with the following? - Salary		
Count	Percent	
1	3.03%	Very satisfied
14	42.42%	Moderately satisfied
10	30.30%	Neither satisfied nor dissatisfied
6	18.18%	Moderately dissatisfied
2	6.06%	Very dissatisfied
0	0.00%	Not applicable
33	Respondents	

Q50. With respect to your professional position at CSU, how satisfied are you with the following? - Student contact		
Count	Percent	
10	30.30%	Very satisfied
15	45.45%	Moderately satisfied
4	12.12%	Neither satisfied nor dissatisfied
2	6.06%	Moderately dissatisfied
1	3.03%	Very dissatisfied
1	3.03%	Not applicable
33	Respondents	

Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues		
Count	Percent	
11	33.33%	Very satisfied
13	39.39%	Moderately satisfied
8	24.24%	Neither satisfied nor dissatisfied
1	3.03%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable

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

Count	Percent
33	Respondents

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

Count	Percent	
11	33.33%	Very satisfied
14	42.42%	Moderately satisfied
8	24.24%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
33		Respondents

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

Count	Percent	
12	36.36%	Very satisfied
12	36.36%	Moderately satisfied
7	21.21%	Neither satisfied nor dissatisfied
2	6.06%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
33		Respondents

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

Count	Percent	
18	54.55%	Very satisfied
11	33.33%	Moderately satisfied
4	12.12%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
33		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	
10	30.30%	Very satisfied
11	33.33%	Moderately satisfied
5	15.15%	Neither satisfied nor dissatisfied
2	6.06%	Moderately dissatisfied
0	0.00%	Very dissatisfied
5	15.15%	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
33	Respondents

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

Count	Percent	
7	21.21%	Very satisfied
7	21.21%	Moderately satisfied
7	21.21%	Neither satisfied nor dissatisfied
1	3.03%	Moderately dissatisfied
0	0.00%	Very dissatisfied
11	33.33%	Not applicable
33		Respondents

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

Count	Percent	
6	18.18%	Very satisfied
14	42.42%	Moderately satisfied
5	15.15%	Neither satisfied nor dissatisfied
6	18.18%	Moderately dissatisfied
2	6.06%	Very dissatisfied
0	0.00%	Not applicable
33		Respondents

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

Count	Percent	
5	15.15%	Very satisfied
4	12.12%	Moderately satisfied
10	30.30%	Neither satisfied nor dissatisfied
4	12.12%	Moderately dissatisfied
0	0.00%	Very dissatisfied
10	30.30%	Not applicable
33		Respondents

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

Count	Percent	
6	18.18%	Very satisfied
7	21.21%	Moderately satisfied
8	24.24%	Neither satisfied nor dissatisfied
2	6.06%	Moderately dissatisfied
0	0.00%	Very dissatisfied
10	30.30%	Not applicable

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

Count	Percent
33	Respondents

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

Count	Percent	
5	15.15%	Very satisfied
3	9.09%	Moderately satisfied
11	33.33%	Neither satisfied nor dissatisfied
7	21.21%	Moderately dissatisfied
2	6.06%	Very dissatisfied
5	15.15%	Not applicable
33		Respondents

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

Count	Percent	
4	12.12%	Very satisfied
9	27.27%	Moderately satisfied
11	33.33%	Neither satisfied nor dissatisfied
4	12.12%	Moderately dissatisfied
3	9.09%	Very dissatisfied
2	6.06%	Not applicable
33		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	15.15%	Very satisfied
8	24.24%	Moderately satisfied
13	39.39%	Neither satisfied nor dissatisfied
4	12.12%	Moderately dissatisfied
3	9.09%	Very dissatisfied
0	0.00%	Not applicable
33		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	12.12%	Very satisfied
5	15.15%	Moderately satisfied
13	39.39%	Neither satisfied nor dissatisfied
4	12.12%	Moderately dissatisfied
3	9.09%	Very dissatisfied
4	12.12%	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
33	Respondents

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

Count	Percent	
14	42.42%	Very satisfied
13	39.39%	Moderately satisfied
5	15.15%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
1	3.03%	Very dissatisfied
0	0.00%	Not applicable
33		Respondents

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

Count	Percent	
6	18.18%	Very satisfied
15	45.45%	Moderately satisfied
10	30.30%	Neither satisfied nor dissatisfied
2	6.06%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
33		Respondents

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

Count	Percent	
5	15.15%	Very satisfied
14	42.42%	Moderately satisfied
4	12.12%	Neither satisfied nor dissatisfied
7	21.21%	Moderately dissatisfied
3	9.09%	Very dissatisfied
0	0.00%	Not applicable
33		Respondents

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

Count	Percent	
11	33.33%	Very satisfied
13	39.39%	Moderately satisfied
8	24.24%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
1	3.03%	Not applicable

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

Count	Percent
33	Respondents

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

Count	Percent	
3	9.09%	Very satisfied
5	15.15%	Moderately satisfied
8	24.24%	Neither satisfied nor dissatisfied
9	27.27%	Moderately dissatisfied
7	21.21%	Very dissatisfied
1	3.03%	Not applicable
33		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	
8	25.00%	Strongly agree
6	18.75%	Moderately agree
4	12.50%	Neither agree nor disagree
4	12.50%	Moderately disagree
4	12.50%	Strongly disagree
3	9.38%	Not sure
3	9.38%	Not applicable
32		Respondents

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

Count	Percent	
5	15.63%	Strongly agree
0	0.00%	Moderately agree
2	6.25%	Neither agree nor disagree
1	3.13%	Moderately disagree
9	28.13%	Strongly disagree
4	12.50%	Not sure
11	34.38%	Not applicable
32		Respondents

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

Count	Percent	
4	12.50%	Strongly agree
4	12.50%	Moderately agree
1	3.13%	Neither agree nor disagree
3	9.38%	Moderately disagree

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

Count	Percent	
3	9.38%	Strongly disagree
10	31.25%	Not sure
7	21.88%	Not applicable
32		Respondents

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

Count	Percent	
2	6.25%	Strongly agree
4	12.50%	Moderately agree
2	6.25%	Neither agree nor disagree
4	12.50%	Moderately disagree
1	3.13%	Strongly disagree
8	25.00%	Not sure
11	34.38%	Not applicable
32		Respondents

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

Count	Percent	
3	9.38%	Strongly agree
4	12.50%	Moderately agree
2	6.25%	Neither agree nor disagree
3	9.38%	Moderately disagree
1	3.13%	Strongly disagree
9	28.13%	Not sure
10	31.25%	Not applicable
32		Respondents

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

Count	Percent	
16	50.00%	Strongly agree
6	18.75%	Moderately agree
5	15.63%	Neither agree nor disagree
0	0.00%	Moderately disagree
4	12.50%	Strongly disagree
0	0.00%	Not sure
1	3.13%	Not applicable
32		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	
13	40.63%	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	
11	34.38%	Moderately agree
3	9.38%	Neither agree nor disagree
2	6.25%	Moderately disagree
2	6.25%	Strongly disagree
1	3.13%	Not sure
0	0.00%	Not applicable
32		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	
13	40.63%	Strongly agree
6	18.75%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
3	9.38%	Strongly disagree
6	18.75%	Not sure
4	12.50%	Not applicable
32		Respondents

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

Count	Percent	
3	9.38%	Strongly agree
2	6.25%	Moderately agree
1	3.13%	Neither agree nor disagree
0	0.00%	Moderately disagree
6	18.75%	Strongly disagree
4	12.50%	Not sure
16	50.00%	Not applicable
32		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	
3	9.38%	Strongly agree
3	9.38%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
7	21.88%	Strongly disagree
3	9.38%	Not sure
16	50.00%	Not applicable
32		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	
8	25.00%	Strongly agree
10	31.25%	Moderately agree
2	6.25%	Neither agree nor disagree
1	3.13%	Moderately disagree
4	12.50%	Strongly disagree
3	9.38%	Not sure
4	12.50%	Not applicable
32		Respondents

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

Count	Percent	
7	21.88%	Strongly agree
12	37.50%	Moderately agree
4	12.50%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	6.25%	Strongly disagree
3	9.38%	Not sure
4	12.50%	Not applicable
32		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	40.63%	Strongly agree
4	12.50%	Moderately agree
2	6.25%	Neither agree nor disagree
3	9.38%	Moderately disagree
5	15.63%	Strongly disagree
2	6.25%	Not sure
3	9.38%	Not applicable
32		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	
12	37.50%	Strongly agree
3	9.38%	Moderately agree
2	6.25%	Neither agree nor disagree
2	6.25%	Moderately disagree
10	31.25%	Strongly disagree
0	0.00%	Not sure
3	9.38%	Not applicable
32		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	
7	21.88%	Strongly agree
5	15.63%	Moderately agree
3	9.38%	Neither agree nor disagree
2	6.25%	Moderately disagree
9	28.13%	Strongly disagree
2	6.25%	Not sure
4	12.50%	Not applicable
32	Respondents	

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

Count	Percent	
18	56.25%	Strongly agree
4	12.50%	Moderately agree
1	3.13%	Neither agree nor disagree
1	3.13%	Moderately disagree
3	9.38%	Strongly disagree
4	12.50%	Not sure
1	3.13%	Not applicable
32	Respondents	

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

Count	Percent	
11	34.38%	Strongly agree
10	31.25%	Moderately agree
2	6.25%	Neither agree nor disagree
1	3.13%	Moderately disagree
4	12.50%	Strongly disagree
2	6.25%	Not sure
2	6.25%	Not applicable
32	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	
15	46.88%	Strongly agree
4	12.50%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	3.13%	Strongly disagree
2	6.25%	Not sure
10	31.25%	Not applicable
32	Respondents	

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

Count	Percent	
10	31.25%	Strongly agree
10	31.25%	Moderately agree
2	6.25%	Neither agree nor disagree
1	3.13%	Moderately disagree
3	9.38%	Strongly disagree
2	6.25%	Not sure
4	12.50%	Not applicable
32		Respondents

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

Count	Percent	
8	25.00%	Strongly agree
6	18.75%	Moderately agree
2	6.25%	Neither agree nor disagree
0	0.00%	Moderately disagree
5	15.63%	Strongly disagree
9	28.13%	Not sure
2	6.25%	Not applicable
32		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	9.38%	Strongly agree
5	15.63%	Moderately agree
1	3.13%	Neither agree nor disagree
0	0.00%	Moderately disagree
8	25.00%	Strongly disagree
13	40.63%	Not sure
2	6.25%	Not applicable
32		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	
8	25.00%	Strongly agree
9	28.13%	Moderately agree
8	25.00%	Neither agree nor disagree
3	9.38%	Moderately disagree
2	6.25%	Strongly disagree
1	3.13%	Not sure
1	3.13%	Not applicable
32		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	
9	28.13%	Strongly agree
5	15.63%	Moderately agree
3	9.38%	Neither agree nor disagree
4	12.50%	Moderately disagree
5	15.63%	Strongly disagree
6	18.75%	Not sure
0	0.00%	Not applicable
32	Respondents	

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

Count	Percent	
8	25.00%	Strongly agree
7	21.88%	Moderately agree
6	18.75%	Neither agree nor disagree
4	12.50%	Moderately disagree
5	15.63%	Strongly disagree
2	6.25%	Not sure
0	0.00%	Not applicable
32	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	
5	15.63%	Strongly agree
4	12.50%	Moderately agree
10	31.25%	Neither agree nor disagree
5	15.63%	Moderately disagree
6	18.75%	Strongly disagree
2	6.25%	Not sure
0	0.00%	Not applicable
32	Respondents	

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

Count	Percent	
15	46.88%	Strongly agree
12	37.50%	Moderately agree
4	12.50%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
1	3.13%	Not sure
0	0.00%	Not applicable
32	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	
13	40.63%	Strongly agree
8	25.00%	Moderately agree
1	3.13%	Neither agree nor disagree
4	12.50%	Moderately disagree
5	15.63%	Strongly disagree
0	0.00%	Not sure
1	3.13%	Not applicable
32	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	
8	25.00%	Strongly agree
2	6.25%	Moderately agree
6	18.75%	Neither agree nor disagree
5	15.63%	Moderately disagree
5	15.63%	Strongly disagree
4	12.50%	Not sure
2	6.25%	Not applicable
32	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	
2	6.25%	Strongly agree
3	9.38%	Moderately agree
9	28.13%	Neither agree nor disagree
2	6.25%	Moderately disagree
8	25.00%	Strongly disagree
5	15.63%	Not sure
3	9.38%	Not applicable
32	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	
5	15.63%	Strongly agree
13	40.63%	Moderately agree
1	3.13%	Neither agree nor disagree
5	15.63%	Moderately disagree
3	9.38%	Strongly disagree
4	12.50%	Not sure
1	3.13%	Not applicable
32	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	
4	12.50%	Strongly agree
3	9.38%	Moderately agree
3	9.38%	Neither agree nor disagree
0	0.00%	Moderately disagree
8	25.00%	Strongly disagree
12	37.50%	Not sure
2	6.25%	Not applicable
32	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	
2	6.25%	Strongly agree
4	12.50%	Moderately agree
2	6.25%	Neither agree nor disagree
1	3.13%	Moderately disagree
2	6.25%	Strongly disagree
18	56.25%	Not sure
3	9.38%	Not applicable
32	Respondents	

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

Count	Percent	
14	43.75%	Strongly agree
10	31.25%	Moderately agree
3	9.38%	Neither agree nor disagree
0	0.00%	Moderately disagree
3	9.38%	Strongly disagree
2	6.25%	Not sure
0	0.00%	Not applicable
32	Respondents	

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

Count	Percent	
20	62.50%	Strongly agree
5	15.63%	Moderately agree
0	0.00%	Neither agree nor disagree
1	3.13%	Moderately disagree
3	9.38%	Strongly disagree
1	3.13%	Not sure
2	6.25%	Not applicable
32	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	
16	50.00%	Strongly agree
2	6.25%	Moderately agree
1	3.13%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	6.25%	Strongly disagree
8	25.00%	Not sure
3	9.38%	Not applicable
32	Respondents	

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

Count	Percent	
3	9.38%	Strongly agree
11	34.38%	Moderately agree
5	15.63%	Neither agree nor disagree
5	15.63%	Moderately disagree
3	9.38%	Strongly disagree
4	12.50%	Not sure
1	3.13%	Not applicable
32	Respondents	

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

Count	Percent	
0	0.00%	Strongly agree
3	9.38%	Moderately agree
3	9.38%	Neither agree nor disagree
3	9.38%	Moderately disagree
4	12.50%	Strongly disagree
12	37.50%	Not sure
7	21.88%	Not applicable
32	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	
3	9.38%	Strongly agree
6	18.75%	Moderately agree
2	6.25%	Neither agree nor disagree
4	12.50%	Moderately disagree
7	21.88%	Strongly disagree
3	9.38%	Not sure
7	21.88%	Not applicable
32	Respondents	

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

Count	Percent	
8	25.00%	Strongly agree
5	15.63%	Moderately agree
2	6.25%	Neither agree nor disagree
3	9.38%	Moderately disagree
6	18.75%	Strongly disagree
5	15.63%	Not sure
3	9.38%	Not applicable
32	Respondents	

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

Count	Percent	
5	15.63%	Strongly agree
2	6.25%	Moderately agree
4	12.50%	Neither agree nor disagree
1	3.13%	Moderately disagree
6	18.75%	Strongly disagree
6	18.75%	Not sure
8	25.00%	Not applicable
32	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	
6	18.75%	Strongly agree
2	6.25%	Moderately agree
3	9.38%	Neither agree nor disagree
5	15.63%	Moderately disagree
8	25.00%	Strongly disagree
5	15.63%	Not sure
3	9.38%	Not applicable
32	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	6.25%	Strongly agree
1	3.13%	Moderately agree
5	15.63%	Neither agree nor disagree
4	12.50%	Moderately disagree
6	18.75%	Strongly disagree
1	3.13%	Not sure
13	40.63%	Not applicable
32	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	
5	15.63%	Strongly agree
7	21.88%	Moderately agree
6	18.75%	Neither agree nor disagree
3	9.38%	Moderately disagree
3	9.38%	Strongly disagree
1	3.13%	Not sure
7	21.88%	Not applicable
32		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	
1	3.13%	Strongly agree
10	31.25%	Moderately agree
9	28.13%	Neither agree nor disagree
2	6.25%	Moderately disagree
2	6.25%	Strongly disagree
1	3.13%	Not sure
7	21.88%	Not applicable
32		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	
14	43.75%	Strongly agree
6	18.75%	Moderately agree
7	21.88%	Neither agree nor disagree
1	3.13%	Moderately disagree
3	9.38%	Strongly disagree
0	0.00%	Not sure
1	3.13%	Not applicable
32		Respondents

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

Count	Percent	
7	21.88%	Strongly agree
12	37.50%	Moderately agree
5	15.63%	Neither agree nor disagree
4	12.50%	Moderately disagree
4	12.50%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
32		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	
6	18.75%	Strongly agree
3	9.38%	Moderately agree
8	25.00%	Neither agree nor disagree
4	12.50%	Moderately disagree
8	25.00%	Strongly disagree
1	3.13%	Not sure
2	6.25%	Not applicable
32		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	
11	34.38%	Strongly agree
13	40.63%	Moderately agree
2	6.25%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	3.13%	Strongly disagree
1	3.13%	Not sure
4	12.50%	Not applicable
32		Respondents

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

Count	Percent
26	100.00%
26	Respondents

Q118. The way I would address this problem is:

Count	Percent
26	100.00%
26	Respondents

Q119. Any additional comments:

Count	Percent
12	100.00%
12	Respondents