

Q1. Do you have a non-tenure track appointment with teaching responsibility for one or more courses at CSU?		
Count	Percent	
391	80.29%	Yes
96	19.71%	No
487	Respondents	

Q2. Do you have a non-tenure-track appointment with primarily research responsibilities?		
Count	Percent	
92	18.89%	Yes
395	81.11%	No
487	Respondents	

Q3. Do you have a non-tenure-track appointment with primarily clinical responsibilities?		
Count	Percent	
19	3.90%	Yes
468	96.10%	No
487	Respondents	

Q4. Do you have a joint administrative professional-faculty appointment?		
Count	Percent	
98	20.12%	Yes
389	79.88%	No
487	Respondents	

Q5. Please describe your primary responsibility at CSU:		
Count	Percent	
21	100.00%	
21	Respondents	

Q6. What is your college?		
Count	Percent	
27	5.96%	College of Agricultural Sciences
75	16.56%	College of Health and Human Sciences
33	7.28%	College of Business
16	3.53%	College of Engineering
143	31.57%	College of Liberal Arts
36	7.95%	Warner College of Natural Resources
60	13.25%	College of Natural Sciences
33	7.28%	College of Veterinary Medicine and Biomedical Sciences
30	6.62%	Other (please specify)
453	Respondents	

Q7. How many year have you been employed at CSU?		
Count	Percent	
34	7.51%	Less than 1
31	6.84%	1
37	8.17%	2
33	7.28%	3
25	5.52%	4
22	4.86%	5
28	6.18%	6
31	6.84%	7
17	3.75%	8
8	1.77%	9
187	41.28%	10 or more
453	Respondents	

Q8. Gender:		
Count	Percent	
274	60.49%	Female
179	39.51%	Male
0	0.00%	Transgender
453	Respondents	

Q9. Ethnicity/Citizenship:		
Count	Percent	
7	1.55%	Asian American
6	1.32%	African American
353	77.92%	European American
18	3.97%	Hispanic American
1	0.22%	Native American
15	3.31%	International - Not a U.S. Citizen
53	11.70%	Other (please specify)
453	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	
176	38.85%	I have a one-semester or one year term
96	21.19%	I have a without-term appointment
85	18.76%	I have a contract for 1 - 3 years
96	21.19%	I do not know the term of my employment
453	Respondents	

Q11. CSU employment category:		
Count	Percent	
39	8.61%	Senior Teaching Appointment Faculty

<b>Q11. CSU employment category:</b>		
<b>Count</b>	<b>Percent</b>	
188	41.50%	Special Appointment Faculty
91	20.09%	Temporary Appointment Faculty
1	0.22%	Graduate Teaching Assistant (GTA)
134	29.58%	Administrative Professional
453		Respondents

<b>Q12. What is your academic rank?</b>		
<b>Count</b>	<b>Percent</b>	
204	64.15%	Instructor
83	26.10%	Assistant Professor
12	3.77%	Associate Professor
7	2.20%	Full Professor
12	3.77%	I don't know
318		Respondents

<b>Q13. What is your appointment type?</b>		
<b>Count</b>	<b>Percent</b>	
73	54.48%	Regular
31	23.13%	Special (research funded)
7	5.22%	Other
23	17.16%	I don't know
134		Respondents

<b>Q14. What is your appointment category?</b>		
<b>Count</b>	<b>Percent</b>	
24	17.91%	Research Associate (I-IV)
17	12.69%	Research Scientist
7	5.22%	Senior Research Scientist
70	52.24%	Other (Coordinator, Administrator, etc.)
16	11.94%	I don't know
134		Respondents

<b>Q15. Do you have a Joint-Administrative Professional Faculty appointment in an academic department?</b>		
<b>Count</b>	<b>Percent</b>	
28	20.90%	Yes
81	60.45%	No
25	18.66%	I don't know
134		Respondents

<b>Q16. In what department(s)?</b>		
<b>Count</b>	<b>Percent</b>	
25	100.00%	

**Q16. In what department(s)?**

Count	Percent
25	Respondents

**Q17. What is your academic rank?**

Count	Percent	
11	39.29%	Instructor
8	28.57%	Assistant Professor
2	7.14%	Associate Professor
3	10.71%	Full Professor
4	14.29%	I don't know
28		Respondents

**Q18. In which unit is your appointment?**

Count	Percent
68	100.00%
68	Respondents

**Q19. Please indicate the percentage of your position that is involved with teaching and research: - Teaching**

Count	Percent	
36	8.11%	0%
50	11.26%	1 - 10%
31	6.98%	11 - 20%
25	5.63%	21 - 30%
18	4.05%	31 - 40%
17	3.83%	41 - 50%
16	3.60%	51 - 60%
14	3.15%	61 - 70%
26	5.86%	71 - 80%
26	5.86%	81 - 90%
176	39.64%	91 - 100%
9	2.03%	I don't know
444		Respondents

**Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research**

Count	Percent	
254	57.21%	0%
52	11.71%	1 - 10%
22	4.95%	11 - 20%
10	2.25%	21 - 30%
8	1.80%	31 - 40%
10	2.25%	41 - 50%
5	1.13%	51 - 60%
10	2.25%	61 - 70%
10	2.25%	71 - 80%
9	2.03%	81 - 90%

<b>Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research</b>		
<b>Count</b>	<b>Percent</b>	
38	8.56%	91 - 100%
16	3.60%	I don't know
444	Respondents	

<b>Q21. Please indicate the percentage of your position that is involved with teaching and research: - Service</b>		
<b>Count</b>	<b>Percent</b>	
158	35.59%	0%
119	26.80%	1 - 10%
36	8.11%	11 - 20%
20	4.50%	21 - 30%
18	4.05%	31 - 40%
14	3.15%	41 - 50%
11	2.48%	51 - 60%
6	1.35%	61 - 70%
8	1.80%	71 - 80%
10	2.25%	81 - 90%
17	3.83%	91 - 100%
27	6.08%	I don't know
444	Respondents	

<b>Q22. Do you have other responsibilities beyond teaching and/or research and/or service?</b>		
<b>Count</b>	<b>Percent</b>	
156	35.14%	Yes (please describe)
288	64.86%	No
444	Respondents	

<b>Q23. How many classes do you typically teach per semester?</b>		
<b>Count</b>	<b>Percent</b>	
132	29.73%	1
103	23.20%	2
60	13.51%	3
50	11.26%	4
11	2.48%	5
9	2.03%	6
9	2.03%	More than 6
70	15.77%	Not applicable
444	Respondents	

<b>Q24. If you teach, how many students do you have in all of your classes combined in an average semester?</b>		
<b>Count</b>	<b>Percent</b>	
106	23.87%	Under 30
68	15.32%	30 - 49
82	18.47%	50 - 100
117	26.35%	101 - 500

Q24. If you teach, how many students do you have in all of your classes combined in an average semester?		
Count	Percent	
9	2.03%	More than 500
62	13.96%	Not applicable
444	Respondents	

Q25. Do you teach courses that students take completely online?		
Count	Percent	
86	19.37%	Yes
302	68.02%	No
56	12.61%	Not applicable
444	Respondents	

Q26. Does your compensation differ for teaching online than you would for teaching a residential instruction (RI) class?		
Count	Percent	
11	12.94%	Yes, I receive <i>more</i> compensation for teaching online courses
16	18.82%	Yes, I receive <i>less</i> compensation for teaching online courses
21	24.71%	Yes, but whether I receive more or less compensation for teaching online courses than RI depends on enrollment in the online course
37	43.53%	No, I receive the same compensation whether I teach an online or RI course
85	Respondents	

Q27. If your primary responsibility is research but you also teach, do you receive additional compensation for teaching classes?		
Count	Percent	
26	6.02%	Yes
55	12.73%	No
351	81.25%	Not applicable
432	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	
119	27.55%	Yes
313	72.45%	No
432	Respondents	

Q29. How important are the following to your job satisfaction? - Salary		
Count	Percent	
165	38.19%	Extremely important
171	39.58%	Very important
81	18.75%	Moderately important
9	2.08%	Slightly important
5	1.16%	Not at all important

<b>Q29. How important are the following to your job satisfaction? - Salary</b>		
<b>Count</b>	<b>Percent</b>	
1	0.23%	Not applicable
432	Respondents	

<b>Q30. How important are the following to your job satisfaction? - Student contact</b>		
<b>Count</b>	<b>Percent</b>	
179	41.44%	Extremely important
161	37.27%	Very important
59	13.66%	Moderately important
20	4.63%	Slightly important
8	1.85%	Not at all important
5	1.16%	Not applicable
432	Respondents	

<b>Q31. How important are the following to your job satisfaction? - Contact with colleagues</b>		
<b>Count</b>	<b>Percent</b>	
98	22.69%	Extremely important
190	43.98%	Very important
104	24.07%	Moderately important
29	6.71%	Slightly important
11	2.55%	Not at all important
0	0.00%	Not applicable
432	Respondents	

<b>Q32. How important are the following to your job satisfaction? - Autonomy</b>		
<b>Count</b>	<b>Percent</b>	
143	33.10%	Extremely important
175	40.51%	Very important
87	20.14%	Moderately important
14	3.24%	Slightly important
11	2.55%	Not at all important
2	0.46%	Not applicable
432	Respondents	

<b>Q33. How important are the following to your job satisfaction? - Working collaboratively</b>		
<b>Count</b>	<b>Percent</b>	
92	21.30%	Extremely important
181	41.90%	Very important
97	22.45%	Moderately important
35	8.10%	Slightly important
23	5.32%	Not at all important
4	0.93%	Not applicable
432	Respondents	

<b>Q34. How important are the following to your job satisfaction? - Having a flexible schedule</b>		
<b>Count</b>	<b>Percent</b>	
189	43.75%	Extremely important
152	35.19%	Very important
67	15.51%	Moderately important
13	3.01%	Slightly important
10	2.31%	Not at all important
1	0.23%	Not applicable
432	Respondents	

<b>Q35. How important are the following to your job satisfaction? - Having freedom to create/execute classes</b>		
<b>Count</b>	<b>Percent</b>	
161	37.27%	Extremely important
148	34.26%	Very important
50	11.57%	Moderately important
24	5.56%	Slightly important
9	2.08%	Not at all important
40	9.26%	Not applicable
432	Respondents	

<b>Q36. How important are the following to your job satisfaction? - Having freedom to conduct research</b>		
<b>Count</b>	<b>Percent</b>	
84	19.44%	Extremely important
70	16.20%	Very important
51	11.81%	Moderately important
53	12.27%	Slightly important
37	8.56%	Not at all important
137	31.71%	Not applicable
432	Respondents	

<b>Q37. How important are the following to your job satisfaction? - Feeling valued as a professional</b>		
<b>Count</b>	<b>Percent</b>	
256	59.26%	Extremely important
132	30.56%	Very important
29	6.71%	Moderately important
11	2.55%	Slightly important
3	0.69%	Not at all important
1	0.23%	Not applicable
432	Respondents	

<b>Q38. How important are the following to your job satisfaction? - Having excellent research facilities</b>		
<b>Count</b>	<b>Percent</b>	
55	12.73%	Extremely important
73	16.90%	Very important
78	18.06%	Moderately important
46	10.65%	Slightly important



<b>Q38. How important are the following to your job satisfaction? - Having excellent research facilities</b>		
<b>Count</b>	<b>Percent</b>	
47	10.88%	Not at all important
133	30.79%	Not applicable
432	Respondents	

<b>Q39. How important are the following to your job satisfaction? - Having excellent research opportunities</b>		
<b>Count</b>	<b>Percent</b>	
75	17.36%	Extremely important
67	15.51%	Very important
69	15.97%	Moderately important
45	10.42%	Slightly important
45	10.42%	Not at all important
131	30.32%	Not applicable
432	Respondents	

<b>Q40. How important are the following to your job satisfaction? - Being mentored</b>		
<b>Count</b>	<b>Percent</b>	
61	14.12%	Extremely important
95	21.99%	Very important
109	25.23%	Moderately important
76	17.59%	Slightly important
59	13.66%	Not at all important
32	7.41%	Not applicable
432	Respondents	

<b>Q41. How important are the following to your job satisfaction? - Obtaining professional development</b>		
<b>Count</b>	<b>Percent</b>	
98	22.69%	Extremely important
144	33.33%	Very important
97	22.45%	Moderately important
49	11.34%	Slightly important
28	6.48%	Not at all important
16	3.70%	Not applicable
432	Respondents	

<b>Q42. How important are the following to your job satisfaction? - Being involved in department activities</b>		
<b>Count</b>	<b>Percent</b>	
59	13.66%	Extremely important
121	28.01%	Very important
147	34.03%	Moderately important
57	13.19%	Slightly important
37	8.56%	Not at all important
11	2.55%	Not applicable
432	Respondents	

<b>Q43. How important are the following to your job satisfaction? - Being involved in department governance</b>		
<b>Count</b>	<b>Percent</b>	
41	9.49%	Extremely important
74	17.13%	Very important
126	29.17%	Moderately important
85	19.68%	Slightly important
80	18.52%	Not at all important
26	6.02%	Not applicable
432	Respondents	

<b>Q44. How important are the following to your job satisfaction? - Being intellectually stimulated</b>		
<b>Count</b>	<b>Percent</b>	
253	58.56%	Extremely important
135	31.25%	Very important
37	8.56%	Moderately important
3	0.69%	Slightly important
4	0.93%	Not at all important
0	0.00%	Not applicable
432	Respondents	

<b>Q45. How important are the following to your job satisfaction? - Enjoying collegiality</b>		
<b>Count</b>	<b>Percent</b>	
158	36.57%	Extremely important
161	37.27%	Very important
76	17.59%	Moderately important
20	4.63%	Slightly important
13	3.01%	Not at all important
4	0.93%	Not applicable
432	Respondents	

<b>Q46. How important are the following to your job satisfaction? - Feeling fairly treated</b>		
<b>Count</b>	<b>Percent</b>	
306	70.83%	Extremely important
107	24.77%	Very important
15	3.47%	Moderately important
3	0.69%	Slightly important
1	0.23%	Not at all important
0	0.00%	Not applicable
432	Respondents	

<b>Q47. How important are the following to your job satisfaction? - Exercising academic freedom</b>		
<b>Count</b>	<b>Percent</b>	
200	46.30%	Extremely important
155	35.88%	Very important

<b>Q47. How important are the following to your job satisfaction? - Exercising academic freedom</b>		
<b>Count</b>	<b>Percent</b>	
43	9.95%	Moderately important
16	3.70%	Slightly important
8	1.85%	Not at all important
10	2.31%	Not applicable
432	Respondents	

<b>Q48. How important are the following to your job satisfaction? - Secure or stable employment</b>		
<b>Count</b>	<b>Percent</b>	
265	61.34%	Extremely important
102	23.61%	Very important
39	9.03%	Moderately important
14	3.24%	Slightly important
8	1.85%	Not at all important
4	0.93%	Not applicable
432	Respondents	

<b>Q49. With respect to your professional position at CSU, how satisfied are you with the following? - Salary</b>		
<b>Count</b>	<b>Percent</b>	
40	9.26%	Very satisfied
156	36.11%	Moderately satisfied
69	15.97%	Neither satisfied nor dissatisfied
101	23.38%	Moderately dissatisfied
66	15.28%	Very dissatisfied
0	0.00%	Not applicable
432	Respondents	

<b>Q50. With respect to your professional position at CSU, how satisfied are you with the following? - Student contact</b>		
<b>Count</b>	<b>Percent</b>	
193	44.68%	Very satisfied
168	38.89%	Moderately satisfied
45	10.42%	Neither satisfied nor dissatisfied
11	2.55%	Moderately dissatisfied
4	0.93%	Very dissatisfied
11	2.55%	Not applicable
432	Respondents	

<b>Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues</b>		
<b>Count</b>	<b>Percent</b>	
125	28.94%	Very satisfied
178	41.20%	Moderately satisfied
75	17.36%	Neither satisfied nor dissatisfied
39	9.03%	Moderately dissatisfied
12	2.78%	Very dissatisfied
3	0.69%	Not applicable

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

Count	Percent
432	Respondents

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

Count	Percent	
158	36.57%	Very satisfied
188	43.52%	Moderately satisfied
62	14.35%	Neither satisfied nor dissatisfied
12	2.78%	Moderately dissatisfied
10	2.31%	Very dissatisfied
2	0.46%	Not applicable
432		Respondents

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

Count	Percent	
119	27.55%	Very satisfied
156	36.11%	Moderately satisfied
91	21.06%	Neither satisfied nor dissatisfied
34	7.87%	Moderately dissatisfied
11	2.55%	Very dissatisfied
21	4.86%	Not applicable
432		Respondents

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

Count	Percent	
210	48.61%	Very satisfied
147	34.03%	Moderately satisfied
51	11.81%	Neither satisfied nor dissatisfied
14	3.24%	Moderately dissatisfied
5	1.16%	Very dissatisfied
5	1.16%	Not applicable
432		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	
157	36.34%	Very satisfied
141	32.64%	Moderately satisfied
59	13.66%	Neither satisfied nor dissatisfied
17	3.94%	Moderately dissatisfied
9	2.08%	Very dissatisfied
49	11.34%	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
432	Respondents

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

Count	Percent	
62	14.35%	Very satisfied
82	18.98%	Moderately satisfied
77	17.82%	Neither satisfied nor dissatisfied
25	5.79%	Moderately dissatisfied
13	3.01%	Very dissatisfied
173	40.05%	Not applicable
432		Respondents

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

Count	Percent	
72	16.67%	Very satisfied
131	30.32%	Moderately satisfied
80	18.52%	Neither satisfied nor dissatisfied
85	19.68%	Moderately dissatisfied
62	14.35%	Very dissatisfied
2	0.46%	Not applicable
432		Respondents

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

Count	Percent	
26	6.02%	Very satisfied
52	12.04%	Moderately satisfied
115	26.62%	Neither satisfied nor dissatisfied
25	5.79%	Moderately dissatisfied
19	4.40%	Very dissatisfied
195	45.14%	Not applicable
432		Respondents

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

Count	Percent	
27	6.25%	Very satisfied
57	13.19%	Moderately satisfied
102	23.61%	Neither satisfied nor dissatisfied
37	8.56%	Moderately dissatisfied
20	4.63%	Very dissatisfied
189	43.75%	Not applicable

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

Count	Percent
432	Respondents

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

Count	Percent	
47	10.88%	Very satisfied
90	20.83%	Moderately satisfied
143	33.10%	Neither satisfied nor dissatisfied
48	11.11%	Moderately dissatisfied
42	9.72%	Very dissatisfied
62	14.35%	Not applicable
432		Respondents

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

Count	Percent	
50	11.57%	Very satisfied
117	27.08%	Moderately satisfied
137	31.71%	Neither satisfied nor dissatisfied
68	15.74%	Moderately dissatisfied
33	7.64%	Very dissatisfied
27	6.25%	Not applicable
432		Respondents

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

Count	Percent	
57	13.19%	Very satisfied
126	29.17%	Moderately satisfied
139	32.18%	Neither satisfied nor dissatisfied
56	12.96%	Moderately dissatisfied
27	6.25%	Very dissatisfied
27	6.25%	Not applicable
432		Respondents

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

Count	Percent	
32	7.41%	Very satisfied
71	16.44%	Moderately satisfied
155	35.88%	Neither satisfied nor dissatisfied
51	11.81%	Moderately dissatisfied
53	12.27%	Very dissatisfied
70	16.20%	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
432	Respondents

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

Count	Percent	
124	28.70%	Very satisfied
185	42.82%	Moderately satisfied
84	19.44%	Neither satisfied nor dissatisfied
23	5.32%	Moderately dissatisfied
14	3.24%	Very dissatisfied
2	0.46%	Not applicable
432		Respondents

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

Count	Percent	
96	22.22%	Very satisfied
161	37.27%	Moderately satisfied
112	25.93%	Neither satisfied nor dissatisfied
32	7.41%	Moderately dissatisfied
25	5.79%	Very dissatisfied
6	1.39%	Not applicable
432		Respondents

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

Count	Percent	
74	17.13%	Very satisfied
138	31.94%	Moderately satisfied
72	16.67%	Neither satisfied nor dissatisfied
74	17.13%	Moderately dissatisfied
74	17.13%	Very dissatisfied
0	0.00%	Not applicable
432		Respondents

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

Count	Percent	
122	28.24%	Very satisfied
156	36.11%	Moderately satisfied
101	23.38%	Neither satisfied nor dissatisfied
20	4.63%	Moderately dissatisfied
10	2.31%	Very dissatisfied
23	5.32%	Not applicable

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

Count	Percent
432	Respondents

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

Count	Percent	
56	12.96%	Very satisfied
116	26.85%	Moderately satisfied
74	17.13%	Neither satisfied nor dissatisfied
79	18.29%	Moderately dissatisfied
97	22.45%	Very dissatisfied
10	2.31%	Not applicable
432		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	
113	26.84%	Strongly agree
128	30.40%	Moderately agree
52	12.35%	Neither agree nor disagree
58	13.78%	Moderately disagree
41	9.74%	Strongly disagree
18	4.28%	Not sure
11	2.61%	Not applicable
421		Respondents

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

Count	Percent	
96	22.80%	Strongly agree
37	8.79%	Moderately agree
31	7.36%	Neither agree nor disagree
28	6.65%	Moderately disagree
90	21.38%	Strongly disagree
35	8.31%	Not sure
104	24.70%	Not applicable
421		Respondents

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

Count	Percent	
82	19.48%	Strongly agree
80	19.00%	Moderately agree
61	14.49%	Neither agree nor disagree
45	10.69%	Moderately disagree



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

Count	Percent	
38	9.03%	Strongly disagree
47	11.16%	Not sure
68	16.15%	Not applicable
421		Respondents

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

Count	Percent	
62	14.73%	Strongly agree
70	16.63%	Moderately agree
71	16.86%	Neither agree nor disagree
47	11.16%	Moderately disagree
29	6.89%	Strongly disagree
63	14.96%	Not sure
79	18.76%	Not applicable
421		Respondents

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

Count	Percent	
55	13.06%	Strongly agree
79	18.76%	Moderately agree
73	17.34%	Neither agree nor disagree
41	9.74%	Moderately disagree
30	7.13%	Strongly disagree
64	15.20%	Not sure
79	18.76%	Not applicable
421		Respondents

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

Count	Percent	
164	38.95%	Strongly agree
94	22.33%	Moderately agree
37	8.79%	Neither agree nor disagree
50	11.88%	Moderately disagree
51	12.11%	Strongly disagree
1	0.24%	Not sure
24	5.70%	Not applicable
421		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	
176	41.81%	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	
138	32.78%	Moderately agree
34	8.08%	Neither agree nor disagree
35	8.31%	Moderately disagree
23	5.46%	Strongly disagree
7	1.66%	Not sure
8	1.90%	Not applicable
421		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	
124	29.45%	Strongly agree
58	13.78%	Moderately agree
23	5.46%	Neither agree nor disagree
15	3.56%	Moderately disagree
80	19.00%	Strongly disagree
47	11.16%	Not sure
74	17.58%	Not applicable
421		Respondents

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

Count	Percent	
124	29.45%	Strongly agree
29	6.89%	Moderately agree
21	4.99%	Neither agree nor disagree
13	3.09%	Moderately disagree
70	16.63%	Strongly disagree
34	8.08%	Not sure
130	30.88%	Not applicable
421		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	
23	5.46%	Strongly agree
20	4.75%	Moderately agree
13	3.09%	Neither agree nor disagree
8	1.90%	Moderately disagree
100	23.75%	Strongly disagree
29	6.89%	Not sure
228	54.16%	Not applicable
421		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	
134	31.83%	Strongly agree
103	24.47%	Moderately agree
41	9.74%	Neither agree nor disagree
28	6.65%	Moderately disagree
39	9.26%	Strongly disagree
44	10.45%	Not sure
32	7.60%	Not applicable
421		Respondents

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

Count	Percent	
105	24.94%	Strongly agree
108	25.65%	Moderately agree
50	11.88%	Neither agree nor disagree
42	9.98%	Moderately disagree
39	9.26%	Strongly disagree
54	12.83%	Not sure
23	5.46%	Not applicable
421		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	
144	34.20%	Strongly agree
59	14.01%	Moderately agree
41	9.74%	Neither agree nor disagree
21	4.99%	Moderately disagree
71	16.86%	Strongly disagree
40	9.50%	Not sure
45	10.69%	Not applicable
421		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	
173	41.09%	Strongly agree
54	12.83%	Moderately agree
16	3.80%	Neither agree nor disagree
28	6.65%	Moderately disagree
77	18.29%	Strongly disagree
25	5.94%	Not sure
48	11.40%	Not applicable
421		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	
46	10.93%	Strongly agree
40	9.50%	Moderately agree
25	5.94%	Neither agree nor disagree
37	8.79%	Moderately disagree
149	35.39%	Strongly disagree
32	7.60%	Not sure
92	21.85%	Not applicable
421		Respondents

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

Count	Percent	
254	60.33%	Strongly agree
69	16.39%	Moderately agree
20	4.75%	Neither agree nor disagree
14	3.33%	Moderately disagree
17	4.04%	Strongly disagree
39	9.26%	Not sure
8	1.90%	Not applicable
421		Respondents

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

Count	Percent	
115	27.32%	Strongly agree
121	28.74%	Moderately agree
44	10.45%	Neither agree nor disagree
35	8.31%	Moderately disagree
42	9.98%	Strongly disagree
48	11.40%	Not sure
16	3.80%	Not applicable
421		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	
275	65.32%	Strongly agree
49	11.64%	Moderately agree
12	2.85%	Neither agree nor disagree
3	0.71%	Moderately disagree
6	1.43%	Strongly disagree
19	4.51%	Not sure
57	13.54%	Not applicable
421		Respondents

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

Count	Percent	
132	31.35%	Strongly agree
124	29.45%	Moderately agree
47	11.16%	Neither agree nor disagree
19	4.51%	Moderately disagree
32	7.60%	Strongly disagree
39	9.26%	Not sure
28	6.65%	Not applicable
421		Respondents

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

Count	Percent	
86	20.43%	Strongly agree
71	16.86%	Moderately agree
27	6.41%	Neither agree nor disagree
20	4.75%	Moderately disagree
82	19.48%	Strongly disagree
100	23.75%	Not sure
35	8.31%	Not applicable
421		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	
48	11.40%	Strongly agree
63	14.96%	Moderately agree
38	9.03%	Neither agree nor disagree
18	4.28%	Moderately disagree
91	21.62%	Strongly disagree
113	26.84%	Not sure
50	11.88%	Not applicable
421		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	
71	16.86%	Strongly agree
130	30.88%	Moderately agree
79	18.76%	Neither agree nor disagree
62	14.73%	Moderately disagree
67	15.91%	Strongly disagree
7	1.66%	Not sure
5	1.19%	Not applicable
421		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	
67	15.91%	Strongly agree
85	20.19%	Moderately agree
54	12.83%	Neither agree nor disagree
59	14.01%	Moderately disagree
71	16.86%	Strongly disagree
74	17.58%	Not sure
11	2.61%	Not applicable
421		Respondents

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

Count	Percent	
85	20.19%	Strongly agree
147	34.92%	Moderately agree
65	15.44%	Neither agree nor disagree
63	14.96%	Moderately disagree
44	10.45%	Strongly disagree
16	3.80%	Not sure
1	0.24%	Not applicable
421		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	
42	9.98%	Strongly agree
76	18.05%	Moderately agree
79	18.76%	Neither agree nor disagree
87	20.67%	Moderately disagree
98	23.28%	Strongly disagree
32	7.60%	Not sure
7	1.66%	Not applicable
421		Respondents

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

Count	Percent	
131	31.12%	Strongly agree
167	39.67%	Moderately agree
61	14.49%	Neither agree nor disagree
22	5.23%	Moderately disagree
14	3.33%	Strongly disagree
14	3.33%	Not sure
12	2.85%	Not applicable
421		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	
178	42.28%	Strongly agree
93	22.09%	Moderately agree
58	13.78%	Neither agree nor disagree
28	6.65%	Moderately disagree
38	9.03%	Strongly disagree
14	3.33%	Not sure
12	2.85%	Not applicable
421	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	
58	13.78%	Strongly agree
89	21.14%	Moderately agree
78	18.53%	Neither agree nor disagree
43	10.21%	Moderately disagree
75	17.81%	Strongly disagree
48	11.40%	Not sure
30	7.13%	Not applicable
421	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	
20	4.75%	Strongly agree
55	13.06%	Moderately agree
87	20.67%	Neither agree nor disagree
61	14.49%	Moderately disagree
92	21.85%	Strongly disagree
71	16.86%	Not sure
35	8.31%	Not applicable
421	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	
55	13.06%	Strongly agree
129	30.64%	Moderately agree
57	13.54%	Neither agree nor disagree
63	14.96%	Moderately disagree
63	14.96%	Strongly disagree
36	8.55%	Not sure
18	4.28%	Not applicable
421	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	
28	6.65%	Strongly agree
44	10.45%	Moderately agree
33	7.84%	Neither agree nor disagree
33	7.84%	Moderately disagree
117	27.79%	Strongly disagree
122	28.98%	Not sure
44	10.45%	Not applicable
421		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	
48	11.40%	Strongly agree
42	9.98%	Moderately agree
16	3.80%	Neither agree nor disagree
10	2.38%	Moderately disagree
32	7.60%	Strongly disagree
226	53.68%	Not sure
47	11.16%	Not applicable
421		Respondents

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

Count	Percent	
157	37.29%	Strongly agree
155	36.82%	Moderately agree
49	11.64%	Neither agree nor disagree
25	5.94%	Moderately disagree
19	4.51%	Strongly disagree
8	1.90%	Not sure
8	1.90%	Not applicable
421		Respondents

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

Count	Percent	
219	52.02%	Strongly agree
101	23.99%	Moderately agree
14	3.33%	Neither agree nor disagree
10	2.38%	Moderately disagree
28	6.65%	Strongly disagree
36	8.55%	Not sure
13	3.09%	Not applicable
421		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	
158	37.53%	Strongly agree
54	12.83%	Moderately agree
21	4.99%	Neither agree nor disagree
9	2.14%	Moderately disagree
31	7.36%	Strongly disagree
126	29.93%	Not sure
22	5.23%	Not applicable
421		Respondents

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

Count	Percent	
37	8.79%	Strongly agree
94	22.33%	Moderately agree
91	21.62%	Neither agree nor disagree
78	18.53%	Moderately disagree
62	14.73%	Strongly disagree
51	12.11%	Not sure
8	1.90%	Not applicable
421		Respondents

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

Count	Percent	
17	4.04%	Strongly agree
61	14.49%	Moderately agree
64	15.20%	Neither agree nor disagree
38	9.03%	Moderately disagree
65	15.44%	Strongly disagree
152	36.10%	Not sure
24	5.70%	Not applicable
421		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	
61	14.49%	Strongly agree
76	18.05%	Moderately agree
50	11.88%	Neither agree nor disagree
43	10.21%	Moderately disagree
88	20.90%	Strongly disagree
84	19.95%	Not sure
19	4.51%	Not applicable
421		Respondents

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

Count	Percent	
87	20.67%	Strongly agree
77	18.29%	Moderately agree
49	11.64%	Neither agree nor disagree
53	12.59%	Moderately disagree
80	19.00%	Strongly disagree
39	9.26%	Not sure
36	8.55%	Not applicable
421		Respondents

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

Count	Percent	
48	11.40%	Strongly agree
60	14.25%	Moderately agree
54	12.83%	Neither agree nor disagree
46	10.93%	Moderately disagree
95	22.57%	Strongly disagree
52	12.35%	Not sure
66	15.68%	Not applicable
421		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	
56	13.30%	Strongly agree
69	16.39%	Moderately agree
57	13.54%	Neither agree nor disagree
67	15.91%	Moderately disagree
120	28.50%	Strongly disagree
27	6.41%	Not sure
25	5.94%	Not applicable
421		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	
25	5.94%	Strongly agree
39	9.26%	Moderately agree
51	12.11%	Neither agree nor disagree
49	11.64%	Moderately disagree
107	25.42%	Strongly disagree
40	9.50%	Not sure
110	26.13%	Not applicable
421		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	
65	15.44%	Strongly agree
108	25.65%	Moderately agree
88	20.90%	Neither agree nor disagree
35	8.31%	Moderately disagree
35	8.31%	Strongly disagree
39	9.26%	Not sure
51	12.11%	Not applicable
421		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	
65	15.44%	Strongly agree
116	27.55%	Moderately agree
93	22.09%	Neither agree nor disagree
29	6.89%	Moderately disagree
30	7.13%	Strongly disagree
39	9.26%	Not sure
49	11.64%	Not applicable
421		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	
179	42.52%	Strongly agree
101	23.99%	Moderately agree
55	13.06%	Neither agree nor disagree
32	7.60%	Moderately disagree
34	8.08%	Strongly disagree
10	2.38%	Not sure
10	2.38%	Not applicable
421		Respondents

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

Count	Percent	
86	20.43%	Strongly agree
173	41.09%	Moderately agree
50	11.88%	Neither agree nor disagree
58	13.78%	Moderately disagree
51	12.11%	Strongly disagree
2	0.48%	Not sure
1	0.24%	Not applicable
421		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	
69	16.39%	Strongly agree
67	15.91%	Moderately agree
56	13.30%	Neither agree nor disagree
48	11.40%	Moderately disagree
124	29.45%	Strongly disagree
26	6.18%	Not sure
31	7.36%	Not applicable
421		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	
201	47.74%	Strongly agree
135	32.07%	Moderately agree
44	10.45%	Neither agree nor disagree
13	3.09%	Moderately disagree
13	3.09%	Strongly disagree
5	1.19%	Not sure
10	2.38%	Not applicable
421		Respondents

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

Count	Percent
329	100.00%
329	Respondents

**Q118. The way I would address this problem is:**

Count	Percent
307	100.00%
307	Respondents

**Q119. Any additional comments:**

Count	Percent
145	100.00%
145	Respondents