

MTSU ADVANCE Campus Climate Survey 2014

Description of Survey

This survey is the first stage of a self-assessment study to review the status of women faculty in academic STEM disciplines on our campus. This study is funded by an NSF ADVANCE (#1409638) grant – “A Catalyst to ADVANCE the Participation and Advancement of Women in Academic STEM Careers at MTSU” – which will focus on identifying barriers that affect recruitment, retention, participation and promotion of women STEM faculty. Brad Bartel is the PI along with Co-PIs Wandi Ding, Jackie Eller, Judith Iriarte-Gross, and Karen Petersen. The potential benefits from an accurate assessment of the campus climate include an ability to revise both policies and practices in an effort to improve the campus climate at MTSU, which will benefit faculty in STEM and non-STEM disciplines.

Please note that your responses will be kept confidential and that your name or any other personal information will not be directly linked to your responses in any way. Your participation in this survey is voluntary and there are no penalties for refusal to participate. You are free to withdraw from this study at any time without penalty. By proceeding to complete the survey, you indicate that you freely and voluntarily consent to participate in the study. No foreseeable risks exist for participants of this survey. If you should have any questions about this survey, please feel free to contact Jackie Eller at jackie.eller@mtsu.edu, Karen Petersen at karen.petersen@mtsu.edu, Judith Iriarte-Gross at judith.iriarte-gross@mtsu.edu or Wandi Ding at wandi.ding@mtsu.edu.

Instructions

The survey should take about 40 minutes and must be completed in one sitting. The survey will close on January 31, 2015. Respondents who complete the survey will have the option of entering a drawing for one of several gift cards. Thank you for your participation; we appreciate your input!

Professional Experience

- 1) Please choose the title that describes your current appointment at MTSU.
 - a) Assistant Professor
 - b) Associate Professor
 - c) Professor
 - d) Instructor
 - e) Lecturer
 - f) Senior Lecturer
 - g) Other
 - i) Please describe.

- 2) Are you a full-time administrator?
 - a) Yes
 - i) In what capacity are you a full-time administrator?
 - 1) Department Chair
 - 2) Director
 - 3) Dean's office
 - 4) Provost's office or above
 - b) No

- 3) Are you in a tenure-track/tenured position?
 - a) Yes
 - i) Do you have tenure?
 - 1) Yes
 - a) In what year did you obtain tenure?
 - 2) No
 - b) No

- 4) For the 2014-2015 academic year, in which college/unit is your primary academic appointment?
 - a) Basic and Applied Sciences
 - i) Aerospace
 - ii) Agribusiness & Agriscience
 - iii) Biology
 - iv) Chemistry
 - v) Computer Science
 - vi) Concrete Industry Management
 - vii) Engineering Technology
 - viii) Geosciences
 - ix) Mathematical Sciences
 - x) Military Science
 - xi) Physics & Astronomy
 - xii) Prefer not to answer

- b) Behavioral and Health Sciences
 - i) Criminal Justice Administration
 - ii) Health and Human Performance
 - iii) Human Sciences
 - iv) Nursing
 - v) Psychology
 - vi) Social Work
 - vii) Prefer not to answer
 - c) Business
 - i) Accounting
 - ii) Business Communication and Entrepreneurship
 - iii) Computer Information Systems
 - iv) Economics and Finance
 - v) Management and Marketing
 - vi) Prefer not to answer
 - d) Education
 - i) Womack Educational Leadership
 - ii) Elementary and Special Education
 - iii) Prefer not to answer
 - e) Liberal Arts
 - i) Art
 - ii) English
 - iii) Foreign Languages and Literatures
 - iv) Global Studies and Cultural Geography
 - v) History
 - vi) Music
 - vii) Philosophy
 - viii) Political Science
 - ix) Sociology and Anthropology
 - x) Speech and Theatre
 - xi) Prefer not to answer
 - f) Walker Library
 - g) Mass Communication
 - i) Electronic Media Communication
 - ii) Journalism
 - iii) Recording Industry
 - iv) Prefer not to answer
 - h) University College
 - i) Other
 - i) Please specify
 - j) Prefer not to answer
- 5) Please enter the year your employment began at MTSU.

- 6) Please enter the time (in years) you have been in your current rank or title.
- 7) Please enter total years of academic experience (including post-docs) at other institutions prior to employment at MTSU.
- 8) Please enter total years of academic experience.
- 9) Please enter total years of non-academic experience *in your field* prior to employment at MTSU.
- 10) Highest degree earned as of August 2014.
 - a) Bachelors
 - b) Masters
 - c) Doctorate
- 11) In what year did you earn highest degree?

The hiring process at MTSU

- 12) Please indicate your level of agreement/disagreement with the following statements about the hiring process at MTSU:

Strongly Agree---Agree---Mixed---Disagree---Strongly Disagree---Not Applicable--- Don't Know

- a) Most faculty in the department made an effort to make me feel comfortable when I interviewed.
- b) My interactions with the search committee were positive.
- c) My interactions with students were positive.
- d) My interactions with administrators were positive.
- e) I accepted the offer from MTSU in part because the climate was welcoming.
- f) Thinking about my negotiation experience, I am satisfied.
- g) The department did its best to obtain resources for me during the negotiation.
- h) My startup package was in line with the norms of my discipline.
- i) Most of my colleagues made an effort to orient me to campus culture and expectations when I started at MTSU.

13) How satisfied were you with the outcome of your negotiations for the following items:

Did Not Negotiate---Very Satisfied---Satisfied---Unsatisfied---Very Unsatisfied---Not Applicable

- a) Starting salary
- b) Lab space
- c) Equipment or supplies
- d) Travel funds
- e) Graduate assistants
- f) Undergraduate student workers
- g) Reassigned/release time
- h) Space (non-laboratory)
- i) Spouse/partner employment

14) If you did not negotiate or were unsatisfied with the outcome of negotiations, please explain why.

15) Post-hiring negotiations

- a) Have you tried to negotiate for salary, a reduced teaching load, or other professional resources since you were hired?
 - i) Yes
 - 1) Were you successful?
 - a) Yes
 - b) Somewhat
 - c) No
 - ii) No
 - 2) Why not?

Resources

16) Please indicate how much you agree or disagree with each of the following statements about the resources available to you at MTSU:

Strongly Agree---Agree---Mixed---Disagree---Strongly Disagree---Not Applicable--- Don't Know

- a) I have sufficient lab space that is of reasonable quality.
- b) I have the equipment and supplies I need to conduct my research.
- c) I have sufficient office space that is of reasonable quality.
- d) I have access to or regularly teach in classrooms with sufficient equipment for my teaching style and discipline.
- e) I have access to TAs/RAs (if department has a grad. program).
- f) Travel support for professional conferences is adequate.
- g) Support for pedagogical development is adequate.
- h) Support for professional development is adequate.

- i) I have access to a mentor or mentors on campus who are willing to provide clear, useful career advice.
 - j) Summer teaching assignments are allocated fairly in my department.
 - k) Reassigned/release time for research is allocated fairly in my department.
 - l) Reassigned/release time for non-research activity is allocated fairly in my department.
 - m) Travel funds are allocated fairly in my department.
 - n) Classroom assignments are allocated fairly in my department.
 - o) Committee assignments are allocated fairly in my department.
 - p) Lab space is allocated fairly in my college.
 - q) Lab space is allocated fairly in my department.
- 17) Have you applied for internal funding for research or creative activity (FRCAC, for example)?
- a) Yes
 - i) Estimate how often you have been successful (% of the time funded).
 - b) No
 - i) Why not? Please specify.
- 18) Have you applied for internal funding other than for research/creative activity?
- a) Yes
 - i) Estimate how often you have been successful (% of the time funded).
 - b) No
 - i) Why not? Please specify.

The evaluation process at MTSU

- 19) Please indicate how much you agree or disagree with each of the following statements about the evaluation process at MTSU:

Strongly Agree---Agree---Mixed---Disagree---Strongly Disagree---Not Applicable--- Don't Know

- a) The Promotion to Associate Professor & Tenure guidelines in my department are clear.
- b) The Promotion to Associate Professor & Tenure guidelines in my college are clear.
- c) The Promotion to Associate Professor & Tenure guidelines at the university are clear.
- d) The Promotion to Associate Professor & Tenure guidelines in my department are applied consistently.
- e) The Promotion to Associate Professor & Tenure guidelines in my college are applied consistently.
- f) The Promotion to Associate Professor & Tenure guidelines at the university are applied consistently.

- g) The feedback I received from my department committee prior to tenure was constructive.
 - h) The feedback I received from my department chair prior to tenure was constructive.
 - i) The feedback I received from my college dean prior to tenure was constructive.
 - j) My department has effective peer evaluation of teaching.
 - k) If untenured, I expect to get tenure.
 - l) The guidelines for Promotion to Full Professor are clear.
 - m) The guidelines for Promotion to Full Professor are applied consistently.
 - n) Post-tenure feedback from my department Promotion & Tenure committee was constructive.
 - o) Post-tenure feedback from my department chair was constructive.
- 20) If you are or were an assistant professor at MTSU, did you ever **consider** requesting to extend your tenure clock?
- a) Yes
 - i) Did you make the request?
 - 1) Yes
 - a) How supportive was your department chair?
 - 2) No
 - a) Why not? Please explain.
 - b) No
 - c) Not applicable
- 21) If eligible, have you applied for Full Professor?
- a) Yes
 - i) Were you successful?
 - 1) Yes
 - 2) No
 - a) Why not?
 - 3) Don't know yet
 - b) No
 - i) Why not? Please specify.
 - c) Not Eligible

General Climate Questions

22) Please indicate how much you agree or disagree with each of the following statements.

Strongly Agree---Agree---Mixed---Disagree---Strongly Disagree---Not Applicable--- Don't Know

- a) Most of my colleagues in my department view my research or creative activity as valuable.
- b) Most of my colleagues in my department view my teaching contributions as valuable.
- c) Most of my colleagues trust me to serve on "high-stakes" committees (graduate admissions, curriculum, etc.).
- d) Department service commitments are rotated fairly to allow all faculty to participate.
- e) I am treated with respect by most of my colleagues.
- f) I feel isolated at MTSU.
- g) I feel like a full and equal participant in decision-making in my department.
- h) I feel I have been given the opportunity to be included in informal networks in my department.
- i) Colleagues regularly solicit my opinion about work-related matters.
- j) Most of my colleagues care about my general well-being.
- k) Most of my colleagues in my department are supportive of one another professionally.
- l) Most of my colleagues would fail to notice even if I did the best job possible.
- m) I have as much opportunity to influence resource allocation in my departments as my colleagues have.
- n) My department head/chair treats me with respect.
- o) My department head/chair values my contribution to the department.
- p) Department meetings are hostile and confrontational.
- q) My level of family obligations is about equal to most of my colleagues.
- r) I am treated with respect by most undergraduate students.
- s) I am treated with respect by most graduate students.
- t) I would recommend employment at MTSU to a colleague.

Climate Questions--sex

23) Please indicate how much you agree or disagree with each of the following statements as they apply to your department.

Strongly Agree---Agree---Mixed---Disagree---Strongly Disagree---Not Applicable--- Don't Know

- a) The climate for women in my department is good.
- b) My department makes an effort to recruit women.

- c) Most of my colleagues are serious about treating men and women faculty equally.
- d) Most of my colleagues would be comfortable with a woman as department chair.
- e) Women are less likely than men to have influence in department policy making.
- f) Women get more performance feedback than men.
- g) Sex discrimination is a problem in my department.
- h) Men are more likely than women to be involved in informal networks in my department.
- i) My department chair is more likely to socialize informally with members of the same sex.
- j) Resource allocation is gender neutral.
- k) Committee assignments are gender neutral.
- l) Men are given more opportunities for leadership roles than are women.
- m) Sex discrimination is not important to me.

24) Please indicate how much you agree or disagree with each of the following statements as they apply to MTSU in general.

Strongly Agree---Agree---Mixed---Disagree---Strongly Disagree---Not Applicable--- Don't Know

- a) The climate for women at MTSU is good.
- b) MTSU makes an effort to promote women.
- c) Most of my colleagues throughout the university are serious about treating men and women faculty equally.
- d) Most of my colleagues throughout the university would be comfortable with a woman in leadership.
- e) Women are less likely than men to have influence in policy making.
- f) Men are more likely than women to be involved in informal networks outside their department.
- g) Men are given more opportunities for leadership roles than are women.
- h) Resource allocation is gender neutral.
- i) Leadership at MTSU reflects gender diversity.
- j) Committee assignments are gender neutral.
- k) Sex discrimination is not a problem at MTSU.

25) Please indicate how much you agree or disagree with each of the following statements as they apply to your discipline in general.

Strongly Agree---Agree---Mixed---Disagree---Strongly Disagree---Not Applicable--- Don't Know

- a) The climate for women in my discipline is good.
- b) There is an effort to promote the work of women.
- c) Most of my colleagues are serious about treating men and women faculty equally.

- d) Research reflects minority perspectives.
- e) Most of my colleagues would be comfortable with a woman in leadership.
- f) Women are less likely than men to have influence in professional organizations.
- g) Men are given more opportunities for leadership roles than are women.
- h) Men are more likely than women to be involved in informal networks.
- i) Sex discrimination is not a problem in my discipline.

Allocation of professional duties

26) On average, how many credit hours do you teach in a semester (not including summer)?

27) On average, how many of the above instructional hours are at the graduate level (5000-7000 level)?

28) How many peer-reviewed articles or books have you had accepted for publication during the last two years?

29) How many grants have you been a PI or co-PI on during the last two years?

30) How would you rate your level of research or creative activity productivity over the last two years compared to your perception of the level of productivity of others in your field and at your rank nationwide?

Above average Average Below average

31) How do you think your department views your research or creative activity productivity compared to your department's average?

Above average Average Below average

32) Do you think the perception about the importance or type of research or creative activity productivity is different for you than other members of your department?

a) Yes

i) Please explain.

b) No

33) How many research-related conference presentations or creative productions have you given during the last two years?

34) What percent of the travel costs for research or creative activity presentations did you pay out-of-pocket (no reimbursement)?

35) On average, how many hours per week do you spend engaged in service to the institution (during the academic year)?

36) How would you rate your level of service over the last two year compared to your perception of the level of service provided by colleagues in your field and at your rank nationwide?

Above average Average Below average

37) How do you think your department views your service activity compared to your department's average?

Above average Average Below average

38) Do you think the perception about the importance of your service productivity is different for you than other members of your department?

- a) Yes
 - i) Please explain.
- b) No

General Professional satisfaction

39) Have you ever considered leaving MTSU?

- a) Yes
 - i) Which factors contributed to your desire to leave? Select all that apply.
 - 1) Climate
 - 2) Salary
 - 3) Poor fit in department
 - 4) Other, please specify
- b) No

40) If given the opportunity (at a comparable salary) would you leave academia?

- a) Yes
 - i) Why? Please specify.
- b) No
 - i) Why? Please specify.

41) If given an offer at a comparable institution with comparable salary, would you leave MTSU?

- a) Yes
 - i) Why? Please specify.
- b) No

- 42) Have you ever had an outside offer while at MTSU?
- a) Yes
 - i) Did an outside offer ever result in a salary increase?
 - 1) Yes
 - 2) No
 - b) No

Demographics

- 43) Please enter your age.
- 44) Citizenship status
- a) U.S. Citizen or Permanent Resident
 - b) Temporary Visa Holder
 - c) Other
 - d) Prefer not to answer
- 45) What is your sex?
- a) Female
 - b) Male
 - c) Other
- 46) Race/ethnicity (check all that apply)
- a) African American/Black
 - b) American Indian or Alaska Native
 - c) Asian
 - d) Native Hawaiian or other Pacific Islander
 - e) White, non-Hispanic/Latino
 - f) White, Hispanic/Latino
 - g) Other
 - i) Please specify
 - h) Prefer not to answer
- 47) Number of dependents for whom you provide **primary** care.
- 48) Number of dependents for whom you provide **any** care.
- 49) Number of dependents living with you.
- 50) Age of youngest person for whom you are the primary caregiver.
- 51) Age of oldest person for whom you are the primary caregiver.

52) Do you have a diagnosed physical or mental disability?

- a) Yes
- b) No
- c) Prefer not to answer

53) Which of the following best describes you?

- a) Single (including divorced or widowed)
- b) Married and live with my spouse
- c) Married and not living with my spouse
- d) Not married but living with a domestic partner
- e) Other situation
 - i) Please specify

54) How has your relationship status as indicated above affected your career?

Positively---Not Significantly---Negatively

55) Have you ever been divorced?

- a) Yes
 - i) Was your career explicitly or implicitly cited among the reasons for your divorce?
- b) No

56) Please indicate the employment status of your cohabitating spouse/partner.

- a) No cohabitating spouse or partner.
- b) Spouse/partner in academic tenure-track position.
- c) Spouse/partner in academic non-tenure track position.
- d) Spouse/partner employed in non-academic position.
- e) Spouse/partner involuntarily unemployed.
- f) Spouse/partner voluntarily unemployed.
- g) Spouse/partner retired.

Family and/or work/life issues

57) If you have children and a spouse/partner, please estimate the percent of responsibility for childcare that **you** perform in an average work week (If you are on a nine-month appointment, do not include summers).

- a) ___%

58) Please estimate the percent of responsibility for care of another adult that **you** perform in an average work week (If you are on a nine-month appointment, do not include summers).

- a) ___%

59) Do you have family members in the immediate area who assist you with elder care or childcare?

- a) Yes
- b) No
- c) Not applicable

60) Please indicate if your professional life has been affected by any of the following in the past five years. Please select all that apply.

- a) Having children.
 - i) N/A
 - ii) Professional travel curtailed.
 - iii) Inability to work evenings or weekends.
 - iv) Disruption of work during the day.
 - v) Unexpected time away from work.
 - vi) Opportunities not taken.
 - vii) Opportunities not offered.
 - viii) Other: please specify.
- b) Having ongoing care responsibilities for a person who is ill, disabled or aging.
 - i) N/A
 - ii) Professional travel curtailed.
 - iii) Inability to work evenings or weekends.
 - iv) Disruption of work during the day.
 - v) Unexpected time away from work.
 - vi) Opportunities not taken.
 - vii) Opportunities not offered.
 - viii) Other: please specify.
- c) Your own health issues.
 - i) N/A
 - ii) Professional travel curtailed.
 - iii) Inability to work evenings or weekends.
 - iv) Disruption of work during the day.
 - v) Unexpected time away from work.
 - vi) Opportunities not taken.
 - vii) Opportunities not offered.
 - viii) Other: please specify.

61) Do you feel your job prevents/prevented you from having the number of children you want?

- a) Yes
- b) No
- c) I don't know

62) Please indicate how much you agree or disagree with the following statements?

Strongly Agree---Agree---Mixed---Disagree---Strongly Disagree---Not Applicable

- a) I often have to forgo professional development activities (conferences, grant applications, workshops, etc.) because of personal responsibilities.
 - b) I often have to forgo personal activities (school events, community events, etc.) because of professional responsibilities.
 - c) Personal responsibilities have slowed my career progression.
 - d) I have a good work/life balance.
 - e) I find it difficult to maintain my personal relationships due to professional obligations.
 - f) My friends or family members do not understand the academic profession.
- 63) If you have a spouse/partner, please estimate the percent of responsibility for household care that **you** perform in an average work week (If you are on a nine-month appointment, do not include summers).
- a) ___%
- 64) Is there anything you would like to add to your responses?
- 65) We will be conducting focus groups based on the results of this survey. Are you willing to be considered for participation in a focus group?
- a) Yes
 - i) Please provide your name and email address. *This information will be separated from the survey results for analysis and reporting and will be used only to identify focus group participants.*
 - b) No
- 66) If you would like to be entered in the drawing to receive a gift card for your participation in this survey, please enter your email address below.

Survey Reference List

“UIC Faculty Work Climate Survey.” http://www.uic.edu/depts/oa/wisest/climate_survey.html

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