



HIGHER EDUCATION RESEARCH INSTITUTE

GRADUATE SCHOOL OF EDUCATION
& INFORMATION STUDIES
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Winter 2002

Dear Colleague,

During the fall, the Higher Education Research Institute at UCLA asked you to fill out and return a survey of teaching faculty and administrators. As of early last month, we had not received a reply from you. The purpose of this triennial national survey is to collect basic data on college faculty, including background and demographic information, attitudes and values, pedagogy, and professional activities. This spring we will be publishing national norms for different types of institutions based on the data provided by our survey respondents.

We would greatly appreciate your completing the enclosed questionnaire and returning it in the postage-paid envelope. Since the validity of the results depends on obtaining a high rate of response, your participation is crucial to the success of this survey. The questionnaire requires 20 or more minutes to complete. Because some of the questions are concerned with your field of specialization, the reverse side of this letter contains a list of fields with code numbers.

Your return of the enclosed questionnaire indicates your consent to participate in this study. Please be assured that your responses will be held in the strictest of confidence. Our interest is in statistical relationships only, and under no circumstances will an institution receive a report on any subgroup of less than five faculty. We are identifying each faculty member only for the purpose of following-up on non-respondents. As soon as your completed questionnaire is received at our data processing facility, your responses will be optically scanned and converted to an electronic format for analysis, and all individual identifiers will be removed. All questionnaires are destroyed as soon as they are scanned.

You are automatically receiving a second survey because we have not yet received a reply from you. However, your institution will have no method of determining the final survey respondents and their individual responses. Your participation is strictly voluntary and participation or non-participation will have no impact on your employment.

We have enclosed another copy of the survey for your convenience. If you have already filled out and returned the first copy, we thank you. If not, we hope you will be able to participate in this very important project.

If you have any questions about this research, please call Dr. Jennifer Lindholm, Project Coordinator, at (310) 825-1925. If you have questions regarding your rights as a research subject, please contact the Office for Protection of Research Subjects at UCLA (310) 825-7122.

Sincerely,

A handwritten signature in cursive script that reads "Alexander W. Astin".

Alexander W. Astin
Professor and Director

2001-02 FACULTY SURVEY

GRADUATE MAJOR AND CURRENT DEPARTMENT CODES (Question #14)

00 None	38 Ethnic Studies	Physical Sciences
01 Agriculture	Fine Arts	71 Astronomy
02 Architecture or Urban Planning	39 Art	72 Atmospheric Sciences (including Meteorology)
Biological Sciences	40 Dramatics or Speech	73 Chemistry
03 Bacteriology, Molecular Biology, Virology, Microbiology	41 Music	74 Earth Sciences
04 Biochemistry	42 Other Fine Arts	75 Marine Sciences (including Oceanography)
05 Biophysics	43 Forestry	76 Physics
06 Botany	44 Geography	77 General, Other Physical Sciences
07 Environmental Science	Health Sciences	Psychology
08 Marine Life Sciences	45 Dentistry	78 Clinical
09 Physiology, Anatomy	46 Health Technology	79 Counseling and Guidance
10 Zoology	47 Medicine or Surgery	80 Experimental
11 General, Other Biological Science	48 Nursing	81 Social
Business Administration	49 Pharmacy, Pharmacology	82 General, Other Psychology
12 Accounting	50 Therapy (Speech, Physical, Occupational)	Social Sciences
13 Finance	51 Veterinary Medicine	83 Anthropology
14 International Business	52 General, Other Health Fields	84 Archaeology
15 Marketing	53 Home Economics	85 Economics
16 Management	Humanities	86 Political Science, Government
17 Secretarial Studies	54 English Language and Literature	87 Sociology
18 General, Other Business	55 Foreign Languages and Literature	88 General, Other Social Sciences
19 Computer Science	56 French	89 Social Work, Social Welfare
Education	57 German	Technical/Vocational
20 Business Education	58 Spanish	90 Building Trades
21 Elementary Education	59 Other Foreign Languages	91 Data Processing and/or Computer Programming
22 Educational Administration	60 History	92 Drafting/design
23 Educational Psychology and Counseling	61 Linguistics	93 Electronics
24 Higher Education	62 Philosophy	94 Industrial Arts
25 Music or Art Education	63 Religion or Theology	95 Mechanics
26 Physical and Health Education	64 General, Other Humanities Fields	96 Other Technical
27 Secondary Education	65 Journalism	97 Other Vocational
28 Special Education	66 Law	98 Women's Studies
29 General, Other Education Fields	67 Law Enforcement (Admin. of Justice)	99 ALL OTHER FIELDS
Engineering	68 Library Science	
30 Aeronautical/astronautical	69 Mathematics and/or Statistics	
31 Chemical	70 Military Science	
32 Civil		
33 Electrical		
34 Industrial		
35 Mechanical		
36 Nuclear		
37 General, Other Engineering Fields		

MARKING DIRECTIONS

Your responses will be read by an optical mark reader. Please,

- Use a pencil or black or blue pen.
- Fill the oval completely.
- Erase cleanly any marks you wish to change or "X" out mark if in pen.

CORRECT MARK **INCORRECT MARKS**

1. What is your principal activity in your current position at this institution? (Mark one)

- Administration
- Teaching
- Research
- Services to clients and patients
- Other

2. Are you considered a full-time employee of your institution for at least nine months of the current academic year? (Mark one)

- Yes No

3. Your sex: Male Female

4. What is your present academic rank?

- Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Instructor
- Other

5. What is your administrative title?

- Not applicable
- Director, coordinator, or administrator of an institute, center, lab, or specially-funded program
- Department Chair
- Dean
- Associate or Assistant Dean
- Vice-President, Provost, Vice-Chancellor
- President, Chancellor
- Other

6. Are you currently: (Mark one)

- Married
- Unmarried, living with partner
- Single

7. Have you ever been: (Mark all that apply)

- Divorced Widowed Separated

8. If you were to begin your career again, would you still want to be a college professor?

- Definitely yes
- Probably yes
- Not sure
- Probably no
- Definitely no

9. Racial/Ethnic group: (Mark all that apply)

- White/Caucasian
- African American/Black
- American Indian
- Asian American/Asian
- Mexican American/Chicano
- Puerto Rican American
- Other Latino
- Other

10. How many children do you have in the following age ranges?

- 0 - 4 years old 0 1 2 3 4+
- 5 - 12 years old 0 1 2 3 4+
- 13 - 17 years old 0 1 2 3 4+
- 18 - 23 years old 0 1 2 3 4+
- 24 years old or older 0 1 2 3 4+

11. Do your interests lie primarily in teaching or research?

- Very heavily in research
- In both, but leaning toward research
- In both, but leaning toward teaching
- Very heavily in teaching

12. On the following list, please mark one in each column:

- | | | |
|--|------------------------------|------------------------------------|
| | <i>Highest Degree Earned</i> | <i>Degree Currently Working On</i> |
| Bachelor's (B.A., B.S., etc.) | <input type="radio"/> | <input type="radio"/> |
| Master's (M.A., M.S., etc.) | <input type="radio"/> | <input type="radio"/> |
| LL.B., J.D. | <input type="radio"/> | <input type="radio"/> |
| M.D., D.D.S. (or equivalent) | <input type="radio"/> | <input type="radio"/> |
| Other first professional degree beyond B.A. (e.g., D.D., D.V.M.) | <input type="radio"/> | <input type="radio"/> |
| Ed.D. | <input type="radio"/> | <input type="radio"/> |
| Ph.D. | <input type="radio"/> | <input type="radio"/> |
| Other degree | <input type="radio"/> | <input type="radio"/> |
| None | <input type="radio"/> | <input type="radio"/> |

13. During the past two years, have you engaged in any of the following activities?

- (Mark one for each item)
- | | | |
|--|------------|-----------|
| | Yes | No |
| Taught an honors course | Y | N |
| Taught an interdisciplinary course | Y | N |
| Taught an ethnic studies course | Y | N |
| Taught a women's studies course | Y | N |
| Team-taught a course | Y | N |
| Taught a service learning course | Y | N |
| Worked with undergraduates on a research project | Y | N |
| Used intra- or extramural funds for research | Y | N |
| Participated in a teaching enhancement workshop | Y | N |
| Placed or collected assignments for a course on the Internet | Y | N |
| Taught a course exclusively through the Internet | Y | N |

14. In the two sets of ovals shown below, please mark the most appropriate code from the fields listed on the back of the accompanying letter. (Please see example on back of accompanying letter.)

Major of highest degree held	Department of current faculty appointment
<input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 9	<input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 9

15. In the set of ovals to the right, please mark the dollar value of your base institutional salary, rounded to the nearest \$1,000. (Note: Amounts above \$199,000 should be marked "199")

<input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 9
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The above salary is based on:

- 9/10 months
- 11/12 months

16. In the four sets of ovals below, please mark the last two digits of the year of each of the following:

Year of birth	Year of highest degree now held
<input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 9	<input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 9
Year of appointment at present institution	Year tenure was awarded
<input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 9	<input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 9

Are you tenured?

- Yes
- No

NOTE: If you are between terms, on leave, or in an interim term, please answer questions 17 and 18 as they apply to the full term most recently completed at this institution.

17. During the present term, how many hours per week on the average do you actually spend on each of the following activities?

(Mark one for each activity)

	Hours Per Week								
	None	1 - 4	5 - 8	9 - 12	13 - 16	17 - 20	21 - 34	35 - 44	45+
Scheduled teaching (give actual, not credit hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparing for teaching (including reading student papers and grading)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advising and counseling of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee work and meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research and scholarly writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other creative products/performances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consultation with clients/patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community or public service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outside consulting/freelance work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Household/childcare duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. How many of the following courses are you teaching this term?

(Mark one for each activity)

General education courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other BA or BS undergraduate credit courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-BA credit courses (developmental/remedial)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Indicate the importance to you of each of the following education goals for undergraduate students:

(Mark one for each item)

	Essential	Very Important	Somewhat Important	Not Important
Develop ability to think clearly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for employment after college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for graduate or advanced education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop moral character	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide for students' emotional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for family living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach students the classic works of Western civilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help students develop personal values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance the out-of-class experience of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance students' self-understanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instill in students a commitment to community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare students for responsible citizenship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhance students' knowledge of and appreciation for other racial/ethnic groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Study a foreign language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. How influential were the following people in your decision to pursue an academic career?

(Mark one for each item)

	Very Influential	Somewhat Influential	Not Influential
Father	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mother	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Undergraduate faculty or advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate faculty or advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For questions 21-23, mark only one response for each question.

21. How many of the following have you published?

- Articles in academic or professional journals
- Chapters in edited volumes
- Books, manuals, or monographs

	None	1 - 2	3 - 4	5 - 10	11 - 20	21 - 50	51+
Articles in academic or professional journals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chapters in edited volumes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Books, manuals, or monographs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. How many exhibitions or performances in the fine or applied arts have you presented?

23. How many of your professional writings have been published or accepted for publication in the last two years?

24. For each of the following items, please mark either Yes or No:

	Yes	No
Have you ever held an academic administrative post?	<input type="radio"/>	<input type="radio"/>
Have you ever received an award for outstanding teaching?	<input type="radio"/>	<input type="radio"/>
Do you commute a long distance to work?	<input type="radio"/>	<input type="radio"/>
Has any of your research or writing focused on women?	<input type="radio"/>	<input type="radio"/>
Does your spouse/partner work in the same city?	<input type="radio"/>	<input type="radio"/>
Is your spouse/partner an academic?	<input type="radio"/>	<input type="radio"/>
Has any of your research or writing focused on racial or ethnic minorities?	<input type="radio"/>	<input type="radio"/>
Were you born in the USA?	<input type="radio"/>	<input type="radio"/>
Are you a U.S. citizen?	<input type="radio"/>	<input type="radio"/>
Have you ever interrupted your professional career for more than one year for family reasons?	<input type="radio"/>	<input type="radio"/>
Have you been sexually harassed at this institution?	<input type="radio"/>	<input type="radio"/>
Do you plan on working beyond age 70?	<input type="radio"/>	<input type="radio"/>
Are you a member of a faculty union?	<input type="radio"/>	<input type="radio"/>
Is (or was) your father an academic?	<input type="radio"/>	<input type="radio"/>
Is (or was) your mother an academic?	<input type="radio"/>	<input type="radio"/>

During the Last Two Years, Have You:

Received at least one firm job offer?	<input type="radio"/>	<input type="radio"/>
Developed a new course?	<input type="radio"/>	<input type="radio"/>
Considered early retirement?	<input type="radio"/>	<input type="radio"/>
Considered leaving academe for another job?	<input type="radio"/>	<input type="radio"/>
Taught courses at more than one institution during the same term?	<input type="radio"/>	<input type="radio"/>
Served as a paid consultant?	<input type="radio"/>	<input type="radio"/>
Requested/sought an early promotion?	<input type="radio"/>	<input type="radio"/>

25. How important were each of the following in your decision to work at this college or university?

(Mark one for each item)

	Very Important	Somewhat Important	Not Important	A Deterrent
Institutional emphasis on teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional emphasis on research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prestige of institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prestige of department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary/benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic rank offered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Geographic location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job opportunities for spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other personal/family considerations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Indicate how important you believe each priority listed below is at your college or university:

(Mark one for each activity)

	Highest Priority	High Priority	Medium Priority	Low Priority
To promote the intellectual development of students	4	3	2	1
To help students examine and understand their personal values	4	3	2	1
To develop a sense of community among students and faculty	4	3	2	1
To develop leadership ability among students	4	3	2	1
To facilitate student involvement in community service	4	3	2	1
To help students learn how to bring about change in American society	4	3	2	1
To increase or maintain institutional prestige	4	3	2	1
To hire faculty "stars"	4	3	2	1
To recruit more minority students	4	3	2	1
To enhance the institution's national image	4	3	2	1
To create a diverse multi-cultural campus environment	4	3	2	1
To promote the religious/spiritual development of students	4	3	2	1
To mentor new faculty	4	3	2	1

27. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Faculty are interested in students' personal problems	4	3	2	1
Racial and ethnic diversity should be more strongly reflected in the curriculum	4	3	2	1
Faculty feel that most students are well-prepared academically	4	3	2	1
This institution should hire more faculty of color	4	3	2	1
Student Affairs staff have the support and respect of faculty	4	3	2	1
Faculty are committed to the welfare of this institution	4	3	2	1
Faculty here are strongly interested in the academic problems of undergraduates	4	3	2	1
There is a lot of campus racial conflict here	4	3	2	1
Many courses include feminist perspectives	4	3	2	1
Faculty of color are treated fairly here	4	3	2	1
Women faculty are treated fairly here	4	3	2	1
Many courses involve students in community service	4	3	2	1
This institution should hire more women faculty	4	3	2	1
Most students are strongly committed to community service	4	3	2	1
Gay and lesbian faculty are treated fairly here	4	3	2	1
My research is valued by faculty in my department	4	3	2	1
My teaching is valued by faculty in my department	4	3	2	1

28. During the past two years, how involved have you been in efforts to reform the following at your institution?

(Mark one for each item)

	Very Involved	Minimally Involved	Not Involved
Overall mission, purpose	V	M	N
General education	V	M	N
Faculty roles/rewards	V	M	N
Governance	V	M	N
Curriculum	V	M	N

29. How important are each of the following in your decision to pursue an academic career?

(Mark one for each item)

	Very Important	Somewhat Important	Not Important
Autonomy	V	S	N
Flexible schedule	V	S	N
Intellectual challenge	V	S	N
Intellectual freedom	V	S	N
Freedom to pursue my scholarly/teaching interests	V	S	N
Opportunities for teaching	V	S	N
Opportunities for research	V	S	N
Occupational prestige/professional status	V	S	N
Opportunity to influence social change	V	S	N

30. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:

(Mark one for each item)

	Extensive	Somewhat	Not At All
Managing household responsibilities	E	S	N
Child care	E	S	N
Care of elderly parent	E	S	N
My physical health	E	S	N
Review/promotion process	E	S	N
Subtle discrimination (e.g., prejudice, racism, sexism)	E	S	N
Personal finances	E	S	N
Committee work	E	S	N
Faculty meetings	E	S	N
Colleagues	E	S	N
Students	E	S	N
Research or publishing demands	E	S	N
Institutional procedures and "red tape"	E	S	N
Teaching load	E	S	N
Children's problems	E	S	N
Marital friction	E	S	N
Time pressures	E	S	N
Lack of personal time	E	S	N
Keeping up with information technology	E	S	N

31. How satisfied are you with the following aspects of your job?

(Mark one for each item)

	Very Satisfied	Satisfied	Marginally Satisfied	Not Satisfied	Not Applicable
Salary and fringe benefits	V	S	M	N	O
Opportunity for scholarly pursuits	V	S	M	N	O
Teaching load	V	S	M	N	O
Quality of students	V	S	M	N	O
Office/lab space	V	S	M	N	O
Autonomy and independence	V	S	M	N	O
Professional relationships with other faculty	V	S	M	N	O
Social relationships with other faculty	V	S	M	N	O
Competency of colleagues	V	S	M	N	O
Visibility for jobs at other institutions/organizations	V	S	M	N	O
Job security	V	S	M	N	O
Relationships with administration	V	S	M	N	O
Overall job satisfaction	V	S	M	N	O
Opportunity to develop new ideas	V	S	M	N	O
Availability of child care at this institution	V	S	M	N	O

32. Indicate how well each of the following describes your college or university:

(Mark one for each item)

	Very Descriptive	Somewhat Descriptive	Not Descriptive
It is easy for students to see faculty outside of regular office hours	V	S	N
There is a great deal of conformity among the students	V	S	N
The faculty are typically at odds with campus administrators	V	S	N
Faculty here respect each other	V	S	N
Most students are treated like "numbers in a book"	V	S	N
Social activities are overemphasized	V	S	N
Students here do not usually socialize with one another	V	S	N
Faculty are rewarded for being good teachers	V	S	N

33. In how many of the undergraduate courses that you teach do you use each of the following?

(Mark one for each item)

Evaluation Methods:

	All	Most	Some	None
Multiple-choice mid-term and/or final exams	A	M	S	N
Essay mid-term and/or final exams	A	M	S	N
Short-answer mid-term and/or final exams	A	M	S	N
Quizzes	A	M	S	N
Weekly essay assignments	A	M	S	N
Student presentations	A	M	S	N
Term/research papers	A	M	S	N
Student evaluations of each others' work	A	M	S	N
Grading on a curve	A	M	S	N
Competency-based grading	A	M	S	N

Instructional Techniques/Methods:

	All	Most	Some	None
Class discussions	A	M	S	N
Computer or machine-aided instruction	A	M	S	N
Cooperative learning (small groups)	A	M	S	N
Experiential learning/Field studies	A	M	S	N
Teaching assistants	A	M	S	N
Recitals/Demonstrations	A	M	S	N
Group projects	A	M	S	N
Independent projects	A	M	S	N
Extensive lecturing	A	M	S	N
Multiple drafts of written work	A	M	S	N
Readings on racial and ethnic issues	A	M	S	N
Readings on women and gender issues	A	M	S	N
Student-developed activities (assignments, exams, etc.)	A	M	S	N
Student-selected topics for course content	A	M	S	N
Community service as part of coursework	A	M	S	N

34. What is the highest level of education reached by your spouse/partner and your parents?

(Mark one in each column)

	Spouse/Partner	Father	Mother
8th grade or less	S	F	M
Some high school	S	F	M
Completed high school	S	F	M
Some college	S	F	M
Graduated from college	S	F	M
Attended graduate or professional school	S	F	M
Attained advanced degree	S	F	M
Does not apply (No spouse or partner)	S		

35. Please indicate your agreement with each of the following statements:

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Western civilization and culture should be the foundation of the undergraduate curriculum	4	3	2	1
College officials have the right to ban persons with extreme views from speaking on campus	4	3	2	1
The chief benefit of a college education is that it increases one's earning power	4	3	2	1
Promoting diversity leads to the admission of too many underprepared students	4	3	2	1
Colleges should be actively involved in solving social problems	4	3	2	1
Tenure is an outmoded concept	4	3	2	1
Colleges should encourage students to be involved in community service activities	4	3	2	1
Community service should be given weight in college admissions decisions	4	3	2	1
Tenure is essential to attract the best minds to academe	4	3	2	1
A racially/ethnically diverse student body enhances the educational experience of all students	4	3	2	1
External pressures often prevent researchers from being completely objective in the conduct of their work	4	3	2	1

36. How would you characterize your political views? (Mark one)

- Far Left
 Middle-of-the-road
 Conservative
 Liberal
 Far Right

37. Indicate the importance to you personally of each of the following:

(Mark one for each item)

	Essential	Very Important	Somewhat Important	Not Important
Becoming an authority in my field	E	V	S	N
Influencing the political structure	E	V	S	N
Influencing social values	E	V	S	N
Raising a family	E	V	S	N
Being very well-off financially	E	V	S	N
Helping others who are in difficulty	E	V	S	N
Becoming involved in programs to clean up the environment	E	V	S	N
Developing a meaningful philosophy of life	E	V	S	N
Helping to promote racial understanding	E	V	S	N
Obtaining recognition from my colleagues for contributions to my special field	E	V	S	N
Integrating spirituality into my life	E	V	S	N
Being a good colleague	E	V	S	N
Being a good teacher	E	V	S	N
Achieving congruence between my own values and institutional values	E	V	S	N

ADDITIONAL QUESTIONS: If you received additional questions, mark answers below:

38. A B C D E
 45. A B C D E
 52. A B C D E
 39. A B C D E
 46. A B C D E
 53. A B C D E
 40. A B C D E
 47. A B C D E
 54. A B C D E
 41. A B C D E
 48. A B C D E
 55. A B C D E
 42. A B C D E
 49. A B C D E
 56. A B C D E
 43. A B C D E
 50. A B C D E
 57. A B C D E
 44. A B C D E
 51. A B C D E
 58. A B C D E

Please return your completed questionnaire in the postage-paid envelope to:
 Higher Education Research Institute
 2905 West Service Road, Eagan, MN 55121

THANK YOU!

DO NOT MARK IN THIS AREA