



The Profession of Teaching: A Survey of S.S.U. Faculty

Thank you for taking the time to complete this questionnaire. Each response to this survey will be kept completely **confidential and anonymous**. To insure confidentiality, please do not put your name on this questionnaire. If you feel that any of our questions are too personal, please feel free to leave the question blank. Your participation is completely voluntary. This questionnaire takes about **20 minutes** to complete. **Thank you for your help.**

**Please return your completed questionnaire
in the enclosed postmarked envelope to:**

c/o Faculty Survey Project
3085 Stevenson Hall
Sonoma State University
1801 East Cotati Avenue, Rohnert Park, California 94928
(707) 664-2411

The Human Subjects Protocol is posted at the following website.
<http://www.sonoma.edu/users/s/smithh/psy445/pages/survey.htm>

Part 1. We would like to begin by asking you about your teaching philosophy and your experiences in the classroom. (Please check the box that best represents you.)

To what extent do you think it is important for students to learn:

	Not important	A little important	Somewhat Important	Very important	Extremely important
job or work-related knowledge and skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
clear and effective writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
clear and effective speaking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
critical and analytical thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
the analysis of quantitative problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
the use of computer technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
how to work effectively with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
how to learn effectively on their own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
about their strengths and weaknesses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
to understand people from diverse populations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ethical behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
through community service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
how to continue with their education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
other (please describe):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

As you think about your teaching experiences, to what extent do you agree or disagree with the following statements. (Please circle the number that best represents your opinion.)

	Disagree Strongly	Agree Strongly	Not Applicable
My students respect me.	1-----2-----3-----4-----5		<input type="checkbox"/>
My students are honest with me.	1-----2-----3-----4-----5		<input type="checkbox"/>
My students trust me.	1-----2-----3-----4-----5		<input type="checkbox"/>
The senior students I teach perform up to my standards.	1-----2-----3-----4-----5		<input type="checkbox"/>
The first year students I teach perform up to my standards.	1-----2-----3-----4-----5		<input type="checkbox"/>
The graduate students I teach perform up to my standards.	1-----2-----3-----4-----5		<input type="checkbox"/>

To what extent do you think the following characteristics are important for a successful class?

	Not at all important	Extremely important
Prepared students	1-----2-----3-----4-----5	
Motivated students	1-----2-----3-----4-----5	
Ethnic/cultural diversity	1-----2-----3-----4-----5	
Gender diversity	1-----2-----3-----4-----5	
Adequate technological resources	1-----2-----3-----4-----5	
Particular class size	1-----2-----3-----4-----5	
Variety of political views	1-----2-----3-----4-----5	
The right topic	1-----2-----3-----4-----5	
Other: (please describe) _____	1-----2-----3-----4-----5	

How often do you make special accommodations for . . . ?

	Never	Sometimes	Always
Student athletes	1-----2-----3-----4-----5		
Students in remedial courses	1-----2-----3-----4-----5		
Students with disabilities	1-----2-----3-----4-----5		
Students for whom English is a second language	1-----2-----3-----4-----5		
Students with children	1-----2-----3-----4-----5		
Students taking care of parents	1-----2-----3-----4-----5		
Students who are re-entry students	1-----2-----3-----4-----5		
Students who work 40 hours a week	1-----2-----3-----4-----5		
Students involved in campus activities	1-----2-----3-----4-----5		
Students with personal problems	1-----2-----3-----4-----5		
Students involved with community service	1-----2-----3-----4-----5		

The next few questions relate to diversity within the SSU campus.

To me, the term “diversity” includes (please check **all** that apply):

- Cultural differences
- Religious differences
- Ability differences
- Ethnic differences
- Sexual orientations
- Socioeconomic differences
- Gender differences
- Age differences
- Other (please describe): _____

For the following questions, please think about **diversity** as including the characteristics you mentioned in the previous question.

	Completely disagree	Completely agree
SSU provides training to faculty that promotes an understanding of students from diverse backgrounds	1-----2-----3-----4-----5	
I need further training in topics related to diversity.	1-----2-----3-----4-----5	
I incorporate materials/perspectives about diverse populations in the courses that I teach.	1-----2-----3-----4-----5	
I feel confident my students increase their level of awareness about diverse populations after taking my courses.	1-----2-----3-----4-----5	
Instructor’s evaluations of teaching should include a question about the extent to which diversity issues are addressed in the course.	1-----2-----3-----4-----5	
I design my syllabi with diversity issues as a core component.	1-----2-----3-----4-----5	

How do you educate your students about diverse populations (please check all that apply)?:

- Not Applicable
- Textbooks
- Guest Lecturers
- Class assignments
- Group Activities
- Videos
- Personal stories
- Own Lectures
- Handouts
- Papers
- Books/articles on specific diverse populations
- Other: (please describe) _____

I have read the SSU Diversity Vision Statement approved by the Senate on 12/13/01.

- YES
- NO
- NOT AWARE

I have participated in at least one of the three Diversity Retreats organized by SSU in the past three years.

- YES
- NO
- NOT AWARE

Next, we would like to ask you about the Educational Mentoring Program (EMT or Freshman Seminar).

Do you think participation in this program...	not at all	a little	some	a lot	extremely	don't know
improves students' academic skills?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
improves students' non academic skills?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
increases the likelihood that first year students will stay at SSU?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Have you ever taught an EMT class? YES NO

IF YES, in comparison to other classes that you have taught at SSU, how interested were students in the course?
 not at all a little somewhat a lot extremely

Now, we would like to ask you about General Education (GE) classes.

Do you view GE classes as...	not at all	a little	some	a lot	extremely	don't know
an introduction to a particular discipline?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a necessity for undergraduate students?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Have you ever taught a GE class? YES NO

IF YES, in comparison to other classes you have taught, how interested were students in the GE course topic?
 not at all a little somewhat a lot extremely

Now, we would like to ask you about Ethnic Studies classes.

Have you ever taught an Ethnic Studies class? YES NO

IF YES, in comparison to other classes you have taught, how interested were students in the Ethnic Studies course topic?
 not at all a little somewhat a lot extremely

The next set of questions addresses concerns about cheating and plagiarism.

During your time at SSU, how often have you witnessed plagiarism?

- one time
- once every two years
- once a year
- once a semester
- twice a semester
- more than twice a semester

During your time at SSU, how frequently have you witnessed cheating in the classroom?

- one time
- once every two years
- once a year
- once a semester
- twice a semester
- more than twice a semester

If you have ever witnessed cheating or plagiarism during your time here at SSU, please tell us about the most memorable incident and describe how you addressed the situation.

Part 2. Next, we would like to ask you about your general experiences working in the SSU work environment.

To what extent are you satisfied with:	Not at all satisfied	Somewhat satisfied	Extremely satisfied
working conditions	1-----2-----3-----4-----5		
autonomy and independence	1-----2-----3-----4-----5		
professional relations with other faculty colleagues	1-----2-----3-----4-----5		
competency of colleagues	1-----2-----3-----4-----5		
job security	1-----2-----3-----4-----5		
relationships with administration	1-----2-----3-----4-----5		
opportunities for personal growth	1-----2-----3-----4-----5		
pay and benefits	1-----2-----3-----4-----5		

As you think about your present work situation, to what extent do you agree or disagree with the statements below:

	Completely disagree	Completely agree
I feel very loyal to SSU.	1-----2-----3-----4-----5	
SSU supports me to do my very best.	1-----2-----3-----4-----5	
If possible, I plan to stay at SSU.	1-----2-----3-----4-----5	
For me, SSU is the best option for employment among universities.	1-----2-----3-----4-----5	
I have other employment options.	1-----2-----3-----4-----5	
I often think about quitting.	1-----2-----3-----4-----5	
I am currently looking for another position.	1-----2-----3-----4-----5	
I work hard for SSU.	1-----2-----3-----4-----5	
Being a part of SSU faculty is only a small part of who I am.	1-----2-----3-----4-----5	
I have a lot in common with most SSU faculty members.	1-----2-----3-----4-----5	
I identify strongly with other SSU faculty members.	1-----2-----3-----4-----5	
I am proud to think of myself as a SSU faculty member.	1-----2-----3-----4-----5	
I feel good when people describe me as a typical SSU faculty member.	1-----2-----3-----4-----5	
When someone outside of SSU criticizes SSU, it feels like a personal insult.	1-----2-----3-----4-----5	

Next, we would like to ask you about YOUR pay and benefits as an SSU faculty member. To what extent do you agree or disagree with the following statements:

	Completely disagree	Completely agree
My pay and benefits are better than most others of comparable academic rank.	1-----2-----3-----4-----5	
My pay and benefits are worse than most others of comparable academic rank.	1-----2-----3-----4-----5	
My pay and benefits are fair compared to others of comparable academic rank.	1-----2-----3-----4-----5	
My pay and benefits are the minimum of what I deserve.	1-----2-----3-----4-----5	
My pay and benefits are what I ideally deserve.	1-----2-----3-----4-----5	

When I think about MY pay and benefits, I feel ...

	Not at all	A little	Some	Quite a bit	A lot		Not at all	A little	Some	Quite a bit	A lot
angry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	frustrated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
depressed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	pleased	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
worried	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	sad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
happy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	hopeless	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
guilty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	afraid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
outraged	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	anxious	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Below is a list of possible sources of stress within and outside of the university environment. Please indicate the extent to which you find these sources stressful.

	Not at all stressful	A little stressful	Somewhat stressful	Very stressful	Extremely stressful	Not applicable
Teaching load	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Campus budget	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keeping up with information/ computer technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problems/conflicts with students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tenure/promotion process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Library resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Committee work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research/other publication demands	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grade appeals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problems/conflicts with colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feeling isolated from colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequate office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequate equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being a member of an underrepresented group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequate personal time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managing household responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal finances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
After school care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Care of elderly parent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
World politics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please describe) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Have you personally experienced discrimination because of (please mark any that apply):					
	Never	Rarely	Occasionally	Frequently	Often
Ethnic background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Academic rank	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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The next set of questions addresses ways in which faculty members can respond to their work environment.

How often do you...	Never	Rarely	Occasionally	Frequently	Always
sleep enough	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
exercise enough	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
spend enough time with friends/family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
call in sick when you are not actually sick	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
go out of your way to help a colleague	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
miss university deadlines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ignore colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ignore students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
express disrespect toward a colleague	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
pay for course materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ignore university policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
spend time with students outside class	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
use university resources for personal projects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
miss scheduled office hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
return student papers on time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
prepare fully for class	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
completely evaluate student papers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
chose not to voice your opinion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The next set of questions asks about relationships with administration, staff and faculty members. Please think for a minute about your experiences with members of the administration. To what extent do you agree or disagree with the statements below:

The SSU administration....	Completely Disagree	Completely agree
values the work that I do.	1-----2-----3-----4-----5	
is concerned about my professional growth.	1-----2-----3-----4-----5	
treats me fairly.	1-----2-----3-----4-----5	
treats me respectfully.	1-----2-----3-----4-----5	
is honest with me.	1-----2-----3-----4-----5	
thinks it would be difficult to replace me.	1-----2-----3-----4-----5	

Now, please think about your relationships with your faculty colleagues.

	Never	Rarely	Sometimes	Often	Always
Most social contacts with my faculty colleagues are pleasant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive advice and support from my faculty colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am invited to consult on department decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I worry about my faculty colleagues' opinions of me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recruitment of part time faculty is a problem for my department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recruitment of full time faculty is a problem for my department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retention of part time faculty is a problem for my department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retention of full time faculty is a problem for my department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Faculty colleagues...	Completely disagree	Completely agree
treat me fairly.	1-----2-----3-----4-----5	
treat me respectfully.	1-----2-----3-----4-----5	
are honest with me.	1-----2-----3-----4-----5	
think it would be difficult to replace me.	1-----2-----3-----4-----5	
respect my ideas.	1-----2-----3-----4-----5	
respect the work I do.	1-----2-----3-----4-----5	
appreciate me.	1-----2-----3-----4-----5	
value me for my teaching ability.	1-----2-----3-----4-----5	
value my department/program.	1-----2-----3-----4-----5	

Recently, some faculty members have mentioned collegial relations among faculty as one potential source of stress. In particular, we are interested in whether you ever felt fearful or intimidated by another faculty member.

YES? NO

If YES, could you describe a particularly memorable incident?

If you choose to, how much could you influence each of the following areas?

	Really no influence	Minor influence	Some influence	Substantial influence	Enormous influence	Not applicable
Curriculum decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Selecting the next department or program chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Selecting new faculty members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strategic planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Distribution of space and equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The overall department or program culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty course loads	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Class sizes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching schedules	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Topics taught	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How the university budget is spent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Now, we would like to ask you the same questions we asked earlier, but about the faculty in general. To what extent do you agree or disagree with the following statements.

	Completely disagree	Completely agree
SSU faculty pay and benefits are better than the pay and benefits for faculty at other universities and colleges.	1----2----3----4----5	
SSU faculty pay and benefits are worse than the pay and benefits for faculty at other universities and colleges.	1----2----3----4----5	
SSU faculty pay and benefits are fair compared to the pay and benefits for faculty at other universities and colleges.	1----2----3----4----5	
SSU faculty salaries are the minimum of what we deserve.	1----2----3----4----5	
SSU faculty salaries are what we ideally deserve.	1----2----3----4----5	

When I think about FACULTY pay and benefits, I feel ...

	Not at all	A little	Some	Quite a bit	A lot		Not at all	A little	Some	Quite a bit	A lot
angry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	frustrated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
depressed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	pleased	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
worried	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	sad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
happy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	hopeless	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
guilty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	afraid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
outraged	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	anxious	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Next, we would like to ask more general questions about relationships among the faculty and the administration.

The SSU administration...	Completely disagree	Completely agree
disregards faculty's best interests when it makes decisions.	1----2----3----4----5	
values the work faculty do.	1----2----3----4----5	
considers faculty views when decisions are being made.	1----2----3----4----5	
respects faculty rights when decisions are made.	1----2----3----4----5	
usually gives an honest explanation for decisions made.	1----2----3----4----5	
makes the basis of decisions clear.	1----2----3----4----5	
treats faculty fairly.	1----2----3----4----5	
treats faculty respectfully.	1----2----3----4----5	
is honest with the faculty.	1----2----3----4----5	

The next set of questions asks you your opinions about the current financial situation at SSU.

First, how much do you know about the current budget situation?

- not at all a little some quite a bit a whole lot

To what extent...	Not at all	Absolutely
is the faculty union responsible for the situation?	1-----2-----3-----4-----5	
is the administration responsible for the situation?	1-----2-----3-----4-----5	
is the SSU faculty responsible for the situation?	1-----2-----3-----4-----5	
can the faculty as a group change the situation?	1-----2-----3-----4-----5	
could you, working with other SSU faculty, change the situation?	1-----2-----3-----4-----5	
would it make a difference if you took part in an effort to change the situation?	1-----2-----3-----4-----5	
does one faculty member's participation make a difference?	1-----2-----3-----4-----5	
will the current financial situation get worse?	1-----2-----3-----4-----5	
will the current financial situation get better?	1-----2-----3-----4-----5	
do other faculty members share your opinions?	1-----2-----3-----4-----5	
is the budget allocation process fair?	1-----2-----3-----4-----5	
is the budget allocation process appropriate?	1-----2-----3-----4-----5	
is the budget allocation process legitimate?	1-----2-----3-----4-----5	

As you think about the current financial situation at SSU and its repercussions, to what extent would you consider doing the following? (please circle the appropriate number)

	Not at all willing	Somewhat willing	Very willing
Accept administration decisions	1-----2-----3-----4-----5		
Discuss situation with colleagues	1-----2-----3-----4-----5		
Send a letter of protest to the media	1-----2-----3-----4-----5		
Sign a petition	1-----2-----3-----4-----5		
Attend a demonstration or rally	1-----2-----3-----4-----5		
Hand out leaflets to the public	1-----2-----3-----4-----5		
Donate money to the cause	1-----2-----3-----4-----5		
Display a bumper sticker or poster	1-----2-----3-----4-----5		
Vote for a political candidate who supports your view	1-----2-----3-----4-----5		
Join a faculty picket line	1-----2-----3-----4-----5		
Support a faculty strike	1-----2-----3-----4-----5		

Are you a member of the California Faculty Union? YES NO

If YES, please answer the following questions. If NO, please skip to Part 3.

Why did you join the union? (please check all that apply)

- To gain more job security
- Believe in union ideals
- Improve pay and benefits
- Others joined
- Improve working conditions
- Other: _____

How often have you...	Never	Once	Once a semester	Once a month	Once a week
attended union rallies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
attended union meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
read union publications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
voted in union elections	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
stood as an elected official	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
acted as a union delegate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
attended union conferences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
helped with union campaigns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please continue to the next page

Part 3. We are also interested in people's general feelings about themselves. Please tell us how you have been feeling about yourself over the last month.

	Completely disagree	Completely agree
I feel that I have a number of good qualities.	1----2----3----4----5	
On the whole, I am satisfied with myself.	1----2----3----4----5	
I am able to do things as well as most other people.	1----2----3----4----5	
I am pretty sure of myself.	1----2----3----4----5	
I sometimes think of myself as a failure.	1----2----3----4----5	
I often give in too easily.	1----2----3----4----5	
There are a lot of things about myself that I would change if I could.	1----2----3----4----5	
I often wish that I were more like someone else that I know.	1----2----3----4----5	

Next we would like to ask you about your general reactions to problems or questions that might occur in your working life. Please mark the box that comes closest to how true the statement is for you.

	Completely untrue	Completely true
I can always manage to solve difficult problems if I try hard enough.	1----2----3----4----5	
If someone opposes me, I can find the ways and means to get what I want.	1----2----3----4----5	
I am confident that I can deal effectively with unexpected events.	1----2----3----4----5	
I can solve most problems if I invest the necessary effort.	1----2----3----4----5	
When I am confronted with a problem, I can usually find several solutions.	1----2----3----4----5	
If I am in trouble, I can usually think of a solution.	1----2----3----4----5	
I can usually handle whatever comes my way.	1----2----3----4----5	

Finally, we would like you to think about your particular academic rank and whether it shapes how you view yourself. First, we would like to know your academic rank.

- Adjunct
 Assistant
 Associate
 Full

Now, we would like you to indicate how much you agree or disagree with the following statements. In the statements below, please read [] as representing your particular academic rank.

	Completely disagree	Completely agree
Being a(n) [] faculty is only a small part of who I am.	1----2----3----4----5	
I often refer to myself as a(n) [] faculty.	1----2----3----4----5	
I feel that I have a lot in common with most [] faculty.	1----2----3----4----5	
I am proud to think of myself as a(n) [] faculty.	1----2----3----4----5	
I feel good when people describe me as a typical [] faculty.	1----2----3----4----5	
The SSU administration...		
considers [] faculty to be more ineffective than other faculty groups.	1----2----3----4----5	
respects [] faculty.	1----2----3----4----5	
treats me fairly because of my academic rank	1----2----3----4----5	
treats me respectfully because of my academic rank.	1----2----3----4----5	
is honest with me because of my academic rank.	1----2----3----4----5	
Faculty colleagues...		
consider [] faculty to be more ineffective than other faculty groups	1----2----3----4----5	
respect [] faculty.	1----2----3----4----5	
treat me fairly because of my academic rank.	1----2----3----4----5	
treat me respectfully because of my academic rank.	1----2----3----4----5	
are honest with me because of my academic rank.	1----2----3----4----5	

Part 4. Finally, we would like to end this survey with a few background questions.

In which school do you work?

- School of Social Sciences School of Education
 School of Science and Technology School of Arts and Humanities
 School of Business and Economics

Approximately how many years have you taught courses at SSU? _____ years _____ months
How long have you been in your present academic rank? _____ years _____ months

In the last semester that you taught, how many total students did you have? _____
How many classes did you teach? _____ **Average class size?** _____

During the semester, approximately how many hours a week do you work on SSU related projects? _____

How many days a week are you on the SSU campus? _____

Do you have another occupation (something that you do more than 10 hours a week)? YES NO

Do you consider your teaching position at SSU your primary job? YES NO

Are you participating in the faculty early retirement program (FERP)? YES NO

In addition to your faculty position, do you hold any administrative appointment(s)? YES NO

Which broad category describes your salary from SSU for the last year? (If you are on partial retirement, please answer according to your full salary)

- | | |
|--|--|
| <input type="checkbox"/> Less than \$40,000 | <input type="checkbox"/> \$80,001 - \$90,000 |
| <input type="checkbox"/> \$40,001 - \$50,000 | <input type="checkbox"/> \$90,001 - \$100,000 |
| <input type="checkbox"/> \$50,001 - \$60,000 | <input type="checkbox"/> \$100,001 - \$110,000 |
| <input type="checkbox"/> \$60,001 - \$70,000 | <input type="checkbox"/> \$110,001 - \$120,000 |
| <input type="checkbox"/> \$70,001 - \$80,000 | <input type="checkbox"/> \$120,001 or more |

Please indicate your highest educational degree: _____

Year of birth _____ **What is your gender?** Male Female

Please indicate your ethnic and/or racial background: _____

Please answer the following set of questions if you are an adjunct faculty member.

Would you apply for a tenure track position if there were an opportunity? YES NO
Did you apply to any tenure track positions this past year? YES NO
IF YES, did you apply to any positions at SSU? YES NO

Is there anything else you would like to add about your experiences teaching and working at SSU?

Is there any information that you would like to add regarding your responses to this survey?

THANK YOU FOR YOUR TIME AND YOUR HELP!

Please continue to the next page