

## FACULTY SURVEY

### SECTION ONE: ACADEMIC CLIMATE

1. How would you rate the following aspects of the university's academic climate in relation to teaching duties and student body? (P-Poor; F-Fair; G-Good; E-Excellent)?

P F G E

- a. Teaching load
- b. Class size
- c. Quality of students
- d. Adequate time to develop curriculum/courses
- e. Quality and upkeep of classrooms
- f. Support for developing new curricula

2. How would you rate the following aspects of the university's academic climate in relation to leadership and communication?

P F G E

- a. Professional relationships with colleagues
- b. Advice/mentoring you have received
- c. Academic Senate leadership
- d. Climate for academic freedom/intellectual inquiry
- e. Responsiveness of the administration to the needs of the faculty
- f. Communication of the administration with the faculty
- g. Transparency in budgetary allocations for programs
- h. Consultation with faculty on policy decisions

3. How satisfied are you with the support CSUEB provides for these research-related resources and services ?

NA/D/K VU U S VS

- a. Scholarly and creative pursuits
- b. Research activities
- c. Grant Writing
- d. Faculty development activities
- e. Travel to professional meetings
- f. Space (office, lab, gallery, support personnel)
- g. Rewarding research in promotion, tenure, and retention
- h. Funding for research equipment (computers, etc.)
- i. Library resources (journals, access to information and resources)
- j. Seed money (research-project development, etc.)
- k. Funding for graduate students
- l. Notification of specific funding opportunities
- m. Amount of overhead costs given to units (departments, schools, colleges, centers)
- n. Amount of overhead costs given to the Principal Investigator

4. To what extent do you agree or disagree with the following statements as they relate to promotion, tenure, and retention (PTR) on this campus (N/A-Not Applicable; SD-Strongly Disagree; D-Disagree; A-Agree; SA-Strongly Agree)?

N/A    SD    D    A    SA

- a. I have sufficient opportunities to meet with my chair
- b. I receive adequate mentoring on PTR
- c. I clearly understand the criteria for PTR
- d. The PTR process is fair and equitable

## SECTION TWO: ADVISING CLIMATE

5. Over the past academic year, I have advised students about the following issues....(Check as many apply)

- a. General education N Y
- b. Major
- c. Career
- d. Financial aid
- e. Graduate school
- f. Study habits

6. In which of these areas do you feel most competent to advise:

- General Education
- Major
- Career
- Financial Aid
- Graduate Studies
- Study Habits

7. In my opinion, overall, the student advising provided in my department/major is:

- a. Extremely useful for students
- b. Useful for students
- c. Not useful for students
- d. Not useful at all for students

8. How accessible is advising to students in your department?

- a. Easily accessible
- b. Accessible
- c. Difficult to access
- d. Not accessible



### SECTION THREE: DIVERSITY CLIMATE

10. Indicate the extent to which you agree or disagree with the following statements regarding diversity in your work environment (N/A-Not Applicable/Do Not Know; SD-Strongly Disagree; D-Disagree; A-Agree; SA-Strongly Agree).

- |  | N/A | SD | D | A | SA |
|--|-----|----|---|---|----|
| a. Student diversity is appreciated by faculty in my department  |     |    |   |   |    |
| b. Faculty of color are equitably represented on university committees   |     |    |   |   |    |
| c. Disabled faculty are equitably represented on university committees   |     |    |   |   |    |
| d. Women are equitably represented on university committees  |     |    |   |   |    |
| e. Female faculty receive the same level of support as male faculty  |     |    |   |   |    |
| f. Faculty of color receive the same level of support as white faculty   |     |    |   |   |    |
| g. Senior faculty are actively supportive of junior faculty in my department   |     |    |   |   |    |
| h. Subtle discrimination is tolerated on this campus   |     |    |   |   |    |
| i. Faculty morale is good on this campus   |     |    |   |   |    |
| j. I am treated with respect by my colleagues  |     |    |   |   |    |
| k. My department encourages its faculty to incorporate multiple ethnic-and gender-perspectives into their curriculum |     |    |   |   |    |
| l. Compared to my colleagues in my department I am equitably compensated   |     |    |   |   |    |
| m. Faculty who are openly critical of my department's administration have no cause to fear retribution               |     |    |   |   |    |
| n. In its searches for new faculty in the last 5 years, my department did extensive outreach to hire diverse faculty |     |    |   |   |    |
| o. In my department diversity increased because of our outreach  |     |    |   |   |    |

11. In your view, how good a job does CSUEB do in each of the following areas (D/K-Do Not Know P-Poor; F-Fair; G-Good; E-Excellent):

D/K    P    F    G    E

- a. Welcoming new faculty
- b. Welcoming new female faculty
- c. Welcoming new faculty of color
- d. Providing mentoring to new faculty
- e. Promoting an atmosphere of collegiality
- f. Providing appropriate resources for persons with disabilities
- g. Addressing complaints of perceived gender discrimination
- h. Addressing complaints of perceived racial or ethnic discrimination
- i. Addressing complaints of perceived discrimination based on sexual orientation
- j. Responding to charges of sexual harassment

12. Based on your experience, how would you describe the attitudes and behaviors of faculty and staff at the UNIVERSITY toward people with the characteristics listed below (VU-Very Unsupportive; U-Unsupportive; S-Supportive; VS-Very Supportive)

VU    U    S    VS

- Males
- Females
- Ethnic/racial minorities
- Gay, lesbian, or bisexual orientation
- Transgender
- Persons with disabilities
- People speaking with an accent
- People speaking limited English
- People of different faiths or religious beliefs
- Older people
- Overweight/Underweight people
- Culture specific attire and/or artifacts

13. Based on your experience, how would you describe the attitudes and behaviors of faculty and staff in your *ACADEMIC UNIT* toward people with characteristics listed below (VU-Very Unsupportive; U-Unsupportive; S-Supportive; VS-Very Supportive)?

VU   U   S   VS

- Males
- Females
- Ethnic/racial minorities
- Gay, lesbian, or bisexuals
- Transgender
- Persons with disabilities
- People speaking with an accent
- People speaking limited English
- People of different faiths or religious beliefs
- Older people
- Overweight/Underweight people
- Culture specific attire and/or artifacts

14. Have you been treated in an insensitive manner or unfairly treated on campus because of your personal characteristics listed below (N-Never; S-Seldom; F-Frequently; A-Always)?

N   S   F   A

- As a male
- As a female
- As a(n) ethnic/racial minority
- As a Gay, lesbian, or bisexual
- As a transgender
- As a Person with disabilities
- Speaking with an accent
- Speaking with limited English
- Religious beliefs
- As an older person
- As an overweight/underweight person
- Due to culture specific attire and/or artifacts

15. Have you seen or heard insensitive or disparaging comments, behaviors, or gestures directed toward people on this campus with the characteristics listed below (N-Never; S-Seldom; F-Frequently; A-Always)?

N S F A

Males

Females

Ethnic/racial minorities

Gay, lesbian, or bisexual orientation

Transgender

Persons with disabilities

Persons speaking with an accent

Persons with limited English abilities

People of different faiths or religious beliefs

Older people

Overweight/underweight

Culture-specific attire and/or artifacts

#### **SECTION FOUR: INFORMATION RESOURCES**

16. Please indicate the approximate number of times you have used the library's services and resources in the last 12 months:

0-9 10-20 21-30 31+

- a. Electronically (i.e., through the use of a computer off the library premises)
- b. In person (i.e., being physically present in the library)

17. Please indicate the extent to which you agree or disagree with the following statements (SD-Strongly Disagree; D-Disagree; A-Agree; SA-Strongly Agree).

SD      D      A      SA

- a. I am generally satisfied with these library resources:
  - i. print (books, serials, etc.)
  - ii. media (videos, cassettes, etc.)
  - iii. electronic (databases, etc.)
- b. The library has up-to-date equipment and technology
- c. Librarians/staff are knowledgeable, dependable and willing to help
- d. The library provides various types of places for study, i.e., quiet space, group study, or collaborative study space.
- e. The library's resources are accessible remotely
- f. The library has convenient operating hours
- g. Overall, my experience with the library has been positive.

#### **SECTION FIVE: FACILITIES**

18. Indicate the extent to which you agree or disagree with the following statements (NA-Not Applicable/Do Not Know; SD-Strongly Disagree; D-Disagree; A-Agree; SA-Strongly Agree).

NA      SD      D      A      SA

- a. The campus physical environment is an asset to the university
- b. The campus layout fosters a sense of community
- c. Signage is sufficient to help navigate the campus
- d. Technological support in classrooms is satisfactory
- e. I am satisfied with my office space
- f. I can find a parking space within a few minutes
- g. There are enough pedestrian walkways
- h. I feel safe on campus at night
- i. I feel safe when crossing streets on campus
- j. The campus is well lighted at night
- k. The campus is kept clean and free of trash
- l. The building where I work is adequately maintained
- m. The building where I work is adequately cleaned
- n. Campus dining facilities are adequate
- o. The bathrooms in the building where I work are clean, adequately maintained and well supplied

## SECTION SIX: BACKGROUND CHARACTERISTICS

Please tell us about yourself so we can analyze the findings by these variables (REMEMBER, YOUR ANSWERS ARE CONFIDENTIAL):

19. How many years have you been working for CSUEB? \_\_\_\_\_

20. What is your age range?
- 20-30
  - 31-40
  - 41-50
  - 51-60
  - 61-65
  - 66+

21. What is your primary college affiliation?
- Business and Economics
  - Education and Allied Studies
  - Letters, Arts, and Social Sciences
  - Science
  - Library

22. What is your present academic rank?
- Professor
  - Associate Professor
  - Assistant Professor
  - Lecturer
  - Librarian
  - Instructor
  - Other

23. How many days per week are you typically on campus?
- 1      2      3      4      5      6+

24. Are you considered (mark all that apply):
- Part-time
  - Full-time

25. Are you considered:
- Temporary/visiting
  - Tenure Track
  - Tenured

26. What is your gender?
- Male
  - Female
  - Transgender

27. With which racial/ethnic group do you primarily identify? (Mark only the ONE that BEST describes you)

- African American
- Asian American (including South Asian, Central Asian, and Southeast Asian)
- Caucasian (White, European-American)
- Latino/Hispanic
- Native American
- Mixed Race/Ethnicities
- Other (please specify) \_\_\_\_\_

28. Do you have a disability?

No

Yes

29. IF YES, please identify the most appropriate category below)

- Hearing impairment or deaf
- Visual impairment or blind
- Mobility impairment
  - Upper mobility
  - Lower mobility
- Speech disorder
- Learning disability
- Emotional disability
- Other

30. Are you a veteran?

No

yes

31. What is your sexual orientation?

- Heterosexual
- Gay
- Lesbian
- Bisexual
- Questioning