
2007 Kansas State University Community and Climate Survey

Opening Instructions

As indicated in your email, the entire survey should take approximately 20-25 minutes to complete. The survey is organized into the following five sections: I. Hiring Process, II. Current Work Environment, III. Current Institutional Environment, IV. Professional Advancement and Leadership, and V. Demographics. Please address all five sections to ensure that your entire perspective is captured in this process.

Please read and answer each question carefully. As a reminder, your answers are completely confidential and will be released only as summaries in which no individual's answers can be identified. Your participation in this process is voluntary, and you do not have to respond to any questions that may make you feel uncomfortable. If a group has five or fewer respondents, then a report will not be compiled for that particular group; however, the responses will be included in the overall university summary report.

If you would like to keep a record of your responses to this survey, please print each page before continuing to the next page.

Page 1

I. Hiring Process

We are interested in identifying what makes K-State attractive to faculty job applicants, and the aspects of the hiring process that may be experienced positively or negatively.

If you were hired into more than one department or unit, please answer for the department or unit that you consider to be primary.

Question 1

Please think back to when you were first hired into a faculty position at K-State to answer the following questions.

What was your **first** faculty position at K-State?

- Professor
- Associate Professor
- Assistant Professor
- Instructor
- Other:

Question 2

Did someone from K-State encourage you to apply for your first faculty position at the university?

- Yes
- No

Question 3

How long have you been appointed as a **faculty** member at K-State?

- 0-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 20 or more years

Question 4

Please indicate your level of agreement with each of the following statements about the hiring process.

- 1 - Strongly Disagree
- | 2 - Disagree
- 3 - Neither Agree nor Disagree
- | 4 - Agree
- | 5 - Strongly Agree
- 6 - Not Applicable

	1	2	3	4	5	6
4.1 Faculty in the department made me feel welcome.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.2 I was given sufficient information about the responsibilities associated with the position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.3 The negotiation process regarding salary was positive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.4 The negotiation process regarding resources provided was positive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.5 I was satisfied with my start up package.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.6 When I was hired I felt that this position would be a good fit for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.7 Overall, I was satisfied with the hiring process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.8 I feel that my current position is a good fit for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 5

If applicable, please identify any other key aspects of the hiring process that influenced your decision to accept the position.

Characters Remaining: 1000

Page 2

II. Current Work Environment

In this section, we are interested in various dimensions of the work environment for faculty at K-State, including teaching loads, productivity, work allocation, resources for research and teaching, service responsibilities, and your interaction with colleagues.

Question 6

Please indicate how often the following behavior occurs in your current work environment using the scale below.

- 1 - Never
- | 2 - Rarely
- | 3 - Sometimes
- 4 - Usually
- | 5 - Always

	1	2	3	4	5
6.1 I am treated with respect by the staff (e.g., administrative assistants, clerical) in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.2 I am treated with respect by my colleagues in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.3 I am treated with respect by students in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.4 I am treated with respect by my unit head (i.e., department head, department chair, director, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.5 I feel informed about what is happening in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.6 Colleagues in my department solicit my opinion about work-related matters.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.7 My department creates a supportive environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6.8 My opinion matters in the decision-making process in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.9 I feel that I am a valued member of my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 7

- 1 - Never
- | 2 - Rarely
- | 3 - Sometimes
- 4 - Usually
- | 5 - Always

	1	2	3	4	5
7.1 My department values collaborative work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7.2 My department values individual work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7.3 The opportunity to work collaboratively is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 8

We are interested in knowing how your work load compares with other colleagues in your department with similar appointments. Please indicate the level of comparison using the scale below for the following items.

- 1 - Less than my colleagues
- | 2 - Equal to my colleagues
- 3 - More than my colleagues
- 4 - Not Applicable

	1	2	3	4
8.1 Teaching loads	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.2 Advising loads	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.3 Service courses (e.g., introductory, non-major courses)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.4 Upper level or graduate courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.5 Research requirement (e.g., publications, grants, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.6 Extension responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.7 Appointment to influential or important committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.8 Committee work, overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 9

Please indicate if you have received any of the following resources or support during your career at K-State by choosing "Yes" or "No". Mark **"Not Applicable"** only if the resource or support does not apply to your position.

In terms of support and resources during my career at K-State, I have received:

- 1 - Yes | 2 - No
- 3 - Not Applicable

	1	2	3
9.1 Teaching assistant support (or funds to hire)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.2 Internal funds for instruction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.3 Internal funds for research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.4 Research assistant support (or funds to hire)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9.5 Funds for professional development/travel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.6 Internal funds for grant development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.7 Release time for research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.8 Release time for teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.9 Release time for administrative duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.10 Research lab space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.11 Research animal space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.12 Departmental clerical staff support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.13 Computer/technical staff support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.14 Departmental clinical staff support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 10

Please provide your level of agreement with the following statements in regard to the **quantity** of your workspace (i.e., square footage).

- 1 - Strongly Disagree
 | 2 - Disagree
 3 - Neither Agree nor Disagree
 | 4 - Agree
 | 5 - Strongly Agree
 6 - Not Applicable

	1	2	3	4	5	6
10.1 The quantity of my office space is sufficient compared to others of equal rank in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.2 The quantity of my lab space is sufficient compared to others of equal rank in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 11

Please provide your level of agreement with the following statements in regard to the **quality** of your work space.

- 1 - Strongly Disagree
 | 2 - Disagree
 3 - Neither Agree nor Disagree
 | 4 - Agree
 | 5 - Strongly Agree
 6 - Not Applicable

	1	2	3	4	5	6
11.1 The quality of my office space is equitable compared to others of equal rank in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.2 The quality of my lab space is equitable compared to others of equal rank in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page 4

Question 12

We are interested in knowing if faculty at K-State have experienced assistance in their career development.

Have you had or do you currently have individuals **at this university** who assist you in your career development?

- Yes
 No - **Skip to Question #15 by scrolling to the bottom of this page and click the "Next" button.**

Question 13

Please indicate how this person(s) assists/assisted you in your career development by using the scale below.

- 1 - Yes | 2 - No

	1	2
13.1 Serving/served as a role model	<input type="radio"/>	<input type="radio"/>

13.2 Promoting/promoted my career	<input type="radio"/>	<input type="radio"/>
13.3 Providing/provided me advice about promotions	<input type="radio"/>	<input type="radio"/>
13.4 Providing/provided me assistance with publications	<input type="radio"/>	<input type="radio"/>
13.5 Providing/provided me opportunities for finding resources or funding in my area of research	<input type="radio"/>	<input type="radio"/>
13.6 Providing/provided me advice about personal/family issues	<input type="radio"/>	<input type="radio"/>
13.7 Encouraging/encouraged my professional development	<input type="radio"/>	<input type="radio"/>
13.8 Communicating/communicated with me several times a year about my progress	<input type="radio"/>	<input type="radio"/>
13.9 Nominating/nominated me for teaching award(s)	<input type="radio"/>	<input type="radio"/>
13.10 Nominating/nominated me for research award(s)	<input type="radio"/>	<input type="radio"/>

Question 14

In reference to the previous question, were any of these individuals assisting you in your career development a **formal** or **informal** faculty mentor?

- No
- Yes - formal mentor
- Yes - informal mentor
- Both formal and informal mentor(s)

Further comments about your response:

Question 15

Please indicate how much you agree or disagree with each of the following statements about your **most recent** experience with the tenure or promotion process in your primary unit or department.

- 1 - Strongly Disagree
- | 2 - Disagree
- 3 - Neither Agree nor Disagree
- | 4 - Agree
- | 5 - Strongly Agree
- 6 - Not Applicable

	1	2	3	4	5	6
15.1 I am/was held to the same expectations as others in my department in regard to the quantity of research required.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15.2 I am/was informed about the availability of pre-tenure/promotion assistance (e.g., workshops, mentoring).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15.3 I am/was held to the same expectations as others in my department in regard to the quality of research required.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15.4 I receive/d feedback on my progress toward tenure/promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15.5 I understand/understood the criteria for achieving tenure/promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15.6 I am/was treated fairly by my department in regard to resetting my tenure clock.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15.7 I am/was satisfied with my tenure/promotional process overall.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 16

If applicable, please identify any other key aspects in regard to the tenure and promotion process that you would like to share in the space provided below.



Characters Remaining: 1000

III. Current Institutional Environment

In accordance with the K-State Community of Principles, we believe that diversity of views enriches our learning environment, and we promote open expression within a climate of courtesy, sensitivity, and mutual respect. K-State also affirms the inherent dignity and value of every person and strives to maintain an atmosphere of justice based on respect for each other.

In this section, we are interested in knowing the extent to which the institution creates and preserves a climate that adheres to the Community of Principles and offers a positive working environment for all employees.

Question 17

Please indicate your level of agreement with each of the following statements.

- 1 - Strongly Disagree
- | 2 - Disagree
- 3 - Neither Agree nor Disagree
- | 4 - Agree
- | 5 - Strongly Agree
- 6 - Not Applicable

	1	2	3	4	5	6
17.1 Personal responsibilities and commitments have slowed down my career progression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17.2 I often have to forgo professional activities (e.g., sabbaticals, conferences) because of family/personal responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17.3 I have seriously considered leaving the university in order to achieve better balance between work and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17.4 I am able to balance my professional and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17.5 I often have to forgo family/personal activities because of professional responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 18

Please indicate your level of agreement with each of the following statements.

- 1 - Strongly Disagree
- | 2 - Disagree
- 3 - Neither Agree nor Disagree
- | 4 - Agree
- | 5 - Strongly Agree
- 6 - Not Applicable

	1	2	3	4	5	6
18.1 There is a supportive environment in my department for taking leave due to personal obligations/activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18.2 The university provides information about resources that help me balance work and family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18.3 Most faculty in my department are supportive of colleagues who want to balance their family and career lives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page 7

Based on the K-State Principles of Community, as an institution we affirm the value of human diversity for community. We confront and reject all forms of prejudice and discrimination, including those based on race, ethnicity, gender, age, disability, sexual orientation, religious or political beliefs, economic status, or any other differences that have led to misunderstandings, hostility, and injustice.

In addition, K-State prohibits sexual harassment and has defined sexual harassment as any behavior that, through inappropriate sexual content or disparagement of members of one sex, interferes with an individual's work or learning environment. This policy applies to the working and learning relationships of all individuals within the university community, faculty, staff, and students.

Question 19

Please indicate how often the following behavior occurs in your current work environment using the following scale.

- 1 - Never
- | 2 - Rarely
- | 3 - Sometimes
- 4 - Usually
- | 5 - Always
- 6 - I Don't Know

	1	2	3	4	5	6
19.1 Inappropriate sexual e-mail correspondence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.2 Inappropriate sexual advances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.3 Sexist remarks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.4 Sexual harassment claims are taken seriously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.5 Discrimination based on race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.6 Discrimination based on ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.7 Discrimination based on gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.8 Discrimination based on age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.9 Discrimination based on disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.10 Discrimination based on sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.11 Discrimination based on religious beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.12 Discrimination based on political beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.13 Discrimination based on economic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 20

Do you know who to contact if a person comes to you with a problem regarding sexual harassment or discrimination?

- Yes
- No

Page 8

We are interested in knowing the extent to which dual-career household issues affect faculty members at K-State.

Question 21

Do you currently have a partner or spouse?

- Yes

No - Skip to Question #25 by scrolling to the bottom of this page and click the "Next" button.

Question 22

What is your partner's or spouse's current employment status?

- Full-time (35+ hours/week)
- Half-time (20+ hours/week)
- Part-time (Less than 20 hours/week)
- Not employed
- Other:

Question 23

Is your partner or spouse employed by K-State?

- Yes
- No

Question 24

Please indicate your level of agreement with each of the following statements

- 1 - Strongly Disagree
- | 2 - Disagree
- 3 - Neither Agree nor Disagree
- | 4 - Agree
- | 5 - Strongly Agree

	1	2	3	4	5
24.1 My partner/spouse is satisfied with his/her current employment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24.2 I have seriously considered leaving the university in order to enhance my partner/spouse's career opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24.3 My partner/spouse and I are staying in the area because of my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24.4 My partner/spouse and I are staying in the area because of his/her career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page 9

Question 25

With respect to the recruitment of, climate for, and leadership by **women faculty**, please indicate your level of agreement with the following statements.

- 1 - Strongly Disagree
- | 2 - Disagree
- 3 - Neither Agree nor Disagree
- | 4 - Agree
- | 5 - Strongly Agree

	1	2	3	4	5
25.1 Women faculty are underrepresented in my department relative to the proportion of women with terminal degrees in the discipline.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25.2 My department has few women faculty in leadership positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25.3 My department has actively recruited women faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25.4 My department has made an effort to promote women into leadership positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25.5 My department has taken steps to enhance the climate for women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 26

If applicable, please provide any additional comments that you would like to share with respect to recruitment of, climate for, and leadership by **women faculty** on campus.

Characters Remaining: 1000

Question 27

With respect to the recruitment of, climate for, and leadership by **faculty of color**, to what extent do you agree or disagree with the following statements? For this question, faculty of color are defined as Asians, Blacks, Latinos, Mexican Americans, and Native Americans (American Indian, Alaska Natives, and Native Hawaiians).

- 1 - Strongly Disagree
- | 2 - Disagree
- 3 - Neither Agree nor Disagree
- | 4 - Agree
- 5 - Strongly Agree

	1	2	3	4	5
27.1 Faculty of color are underrepresented in my department relative to the proportion of faculty of color with terminal degrees in the discipline.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27.2 My department has few faculty of color in leadership positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27.3 My department has identified ways to enhance the climate for faculty of color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27.4 My department has actively recruited faculty of color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27.5 My department has made an effort to promote faculty of color into leadership positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27.6 My department has taken steps to enhance the climate for faculty of color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 28

If applicable, please provide any additional comments that you would like to share with respect to recruitment of, climate for, and leadership by **faculty of color** on campus.

Characters Remaining: 1000

Question 29

We would like an overall assessment of your level of satisfaction here at K-State.

Please indicate your level of agreement with each of the following statements.

- 1 - Strongly Disagree
- | 2 - Disagree
- 3 - Neither Agree nor Disagree
- | 4 - Agree
- | 5 - Strongly Agree

	1	2	3	4	5
29.1 I am satisfied with my job at the university.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29.2 I am satisfied with the way my career has progressed at the university.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 30

Please describe key aspects that influence your satisfaction and/or dissatisfaction with your job at the university.

Characters Remaining: 2000

IV. Professional Advancement and Leadership

We are interested in understanding the type(s) of leadership roles, both on-campus and off-campus in other professional environments, that are held by faculty at K-State.

Question 31

Please indicate whether you currently hold, or have held, any of the following positions on campus.

(Please select all that apply.)

- Dean
- Associate Dean

- Assistant Dean
- Department Head or Chair or Division Director
- Director of Center/Institute
- Assistant/Associate Director of Center/Institute
- None of the Above

Question 32

Please indicate whether you have *served on* or *chaired* any of the following department level committees **during the past five years** (i.e., 2001-02 to 2006-07).

- 1 - Served on
- 2 - Chaired
- 3 - Both Served on and Chaired
- 4 - Neither Served on nor Chaired
- 5 - Not Applicable

	1	2	3	4	5
32.1 Undergraduate curriculum committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32.2 Graduate admissions committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32.3 Graduate curriculum committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32.4 Faculty/department head search committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32.5 Tenure and promotion committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32.6 Space utilization committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32.7 Faculty evaluation committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 33

Approximately how many department, college, and university committees have you **served on** in this academic year?

- None
- 1-4
- 5-10
- Greater than 10

Question 34

Approximately how many department, college, and university committees have you **chaired** this academic year?

- None
- 1-4
- 5-10
- Greater than 10

Question 35

Please indicate the number of Masters and Doctoral students who you have supervised as a major or co-major professor during the last five years (i.e., 2001-02 to 2006-07).

- None
- 1-4
- 5-10
- 11-15
- 16-20
- Greater than 20

Question 36

Please indicate the number of Masters and Doctoral students on whose committees you have served (i.e., not as major professor) during the last five years (i.e., 2001-02 to 2006-07).

- None
- 1-4
- 5-10
- 11-15
- 16-20
- Greater than 20

Question 37

Have you ever held any of the following leadership positions off-campus?

(Please select all that apply.)

- President or high-level leadership position in a professional association or organization
- Editor of peer-reviewed journal (all types of editor roles, senior, senior associate, etc.)
- Member of a national commission or panel
- Served on a government, foundation, or other funding agency grant review/advisory committee (e.g., review panel, rotating staff, etc.)
- None of the above
- Other:

Page 12

Question 38

Which of the following factors prevent you from taking on a formal leadership position?

- Not applicable, because I have held a leadership position
- Not interested
- Family commitments
- Professional commitments
- Tenure status
- None of the above
- Other:

Page 13

V. Demographics

As always, responses to the following questions will be kept confidential. Information from this survey will be presented in aggregate form so that individual respondents cannot be identified.

Question 39

Please select your primary department from the list below.

Question 40

What is your current academic rank?

- University Distinguished Professor
- Professor
- Associate Professor
- Assistant Professor
- Instructor
- Other:

Question 41

What is your current tenure status?

- Tenured
- Earning Tenure
- Non-tenure track

Question 42

Please indicate your faculty status by selecting one of the options below. (Note: FTE = Full Time Equivalent in terms of employment)

- 0 - .49 FTE (less than half-time employment)
- .50 - .89 FTE (half-time employment or more, but not considered full-time)
- > .90 FTE (full-time employment)

Question 43

Are you a US citizen?

- Yes
- No

Question 44

What is your disability status?

- Disabled
- Not disabled

Question 45

Have you served or do you currently serve in the US military?

- Yes
- No

Page 14

Question 46

This survey has asked you to reflect upon a large number of issues related to campus climate and your experiences here at K-State. If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts about campus climate issues or ways that K-State might improve our institutional environment, we encourage you to do so in the space provided below.

Characters Remaining: 2000

Closing Message

Thank you for your valuable time in completing this community and climate survey. Your input will contribute to providing essential information that will enable us to understand and improve our working and learning environment on campus.

- End of Survey -