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

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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

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

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<td>6.7</td>
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</table>
6.8 My opinion matters in the decision-making process in my department.

6.9 I feel that I am a valued member of my department.

Question 7

<table>
<thead>
<tr>
<th></th>
<th>1 - Never</th>
<th>2 - Rarely</th>
<th>3 - Sometimes</th>
<th>4 - Usually</th>
<th>5 - Always</th>
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<tr>
<td>7.1 My department values collaborative work.</td>
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<td>7.2 My department values individual work.</td>
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<td>7.3 The opportunity to work collaboratively is important to me.</td>
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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.

<table>
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<tr>
<th></th>
<th>1 - Less than my colleagues</th>
<th>2 - Equal to my colleagues</th>
<th>3 - More than my colleagues</th>
<th>4 - Not Applicable</th>
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<tr>
<td>8.1 Teaching loads</td>
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<td>8.2 Advising loads</td>
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<td>8.3 Service courses (e.g., introductory, non-major courses)</td>
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<td>8.4 Upper level or graduate courses</td>
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<td>8.5 Research requirement (e.g., publications, grants, etc.)</td>
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<td>8.6 Extension responsibilities</td>
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<td>8.7 Appointment to influential or important committees</td>
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<td>8.8 Committee work, overall</td>
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Page 3

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:

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<tr>
<th></th>
<th>1 - Yes</th>
<th>2 - No</th>
<th>3 - Not Applicable</th>
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<tr>
<td>9.1 Teaching assistant support (or funds to hire)</td>
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<td>9.2 Internal funds for instruction</td>
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<tr>
<td>9.3 Internal funds for research</td>
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<tr>
<td>9.4 Research assistant support (or funds to hire)</td>
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</table>
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

| 10.1 The quantity of my office space is sufficient compared to others of equal rank in my department. |
| 10.2 The quantity of my lab space is sufficient compared to others of equal rank in my department. |

Question 11
Please provide your level of agreement with the following statements in regard to the quality of your workspace.

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

11.1 The quality of my office space is equitable compared to others of equal rank in my department.
11.2 The quality of my lab space is equitable compared to others of equal rank in my department.

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

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

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:

Page 5

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

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

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.
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

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<tr>
<td>17.1 Personal responsibilities and commitments have slowed down my career progression.</td>
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<td>17.2 I often have to forgo professional activities (e.g., sabbaticals, conferences) because of family/personal responsibilities.</td>
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<td>17.3 I have seriously considered leaving the university in order to achieve better balance between work and personal life.</td>
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<td>17.4 I am able to balance my professional and personal life.</td>
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<tr>
<td>17.5 I often have to forgo family/personal activities because of professional responsibilities.</td>
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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
There is a supportive environment in my department for taking leave due to personal obligations/activities.  
The university provides information about resources that help me balance work and family.  
Most faculty in my department are supportive of colleagues who want to balance their family and career lives.

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

19.1 Inappropriate sexual e-mail correspondence
19.2 Inappropriate sexual advances
19.3 Sexist remarks
19.4 Sexual harassment claims are taken seriously
19.5 Discrimination based on race
19.6 Discrimination based on ethnicity
19.7 Discrimination based on gender
19.8 Discrimination based on age
19.9 Discrimination based on disability
19.10 Discrimination based on sexual orientation
19.11 Discrimination based on religious beliefs
19.12 Discrimination based on political beliefs
19.13 Discrimination based on economic status

Question 20
Do you know who to contact if a person comes to you with a problem regarding sexual harassment or discrimination?
☐ Yes
☐ No

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
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

24.1 My partner/spouse is satisfied with his/her current employment.  
24.2 I have seriously considered leaving the university in order to enhance my partner/spouse’s career opportunities.  
24.3 My partner/spouse and I are staying in the area because of my career.  
24.4 My partner/spouse and I are staying in the area because of his/her career.

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

25.1 Women faculty are underrepresented in my department relative to the proportion of women with terminal degrees in the discipline.
25.2 My department has few women faculty in leadership positions.
25.3 My department has actively recruited women faculty.
25.4 My department has made an effort to promote women into leadership positions.
25.5 My department has taken steps to enhance the climate for women.

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.
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).

<table>
<thead>
<tr>
<th>1 - Strongly Disagree</th>
<th>2 - Disagree</th>
<th>3 - Neither Agree nor Disagree</th>
<th>4 - Agree</th>
<th>5 - Strongly Agree</th>
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<tr>
<td><strong>27.1</strong> Faculty of color are underrepresented in my department relative to the proportion of faculty of color with terminal degrees in the discipline.</td>
<td>c</td>
<td>c</td>
<td>c</td>
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<td><strong>27.2</strong> My department has few faculty of color in leadership positions.</td>
<td>c</td>
<td>c</td>
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<tr>
<td><strong>27.3</strong> My department has identified ways to enhance the climate for faculty of color.</td>
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<td><strong>27.4</strong> My department has actively recruited faculty of color.</td>
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<td><strong>27.5</strong> My department has made an effort to promote faculty of color into leadership positions.</td>
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<td><strong>27.6</strong> My department has taken steps to enhance the climate for faculty of color.</td>
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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.
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

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<tr>
<td>29.1 I am satisfied with my job at the university.</td>
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<td>29.2 I am satisfied with the way my career has progressed at the university.</td>
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Question 30

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

Characters Remaining: 2000

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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
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

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<tr>
<td>32.1 Undergraduate curriculum committee</td>
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<td>32.2 Graduate admissions committee</td>
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<td>32.3 Graduate curriculum committee</td>
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<td>32.4 Faculty/department head search committee</td>
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<td>32.5 Tenure and promotion committee</td>
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<td>32.6 Space utilization committee</td>
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<td>32.7 Faculty evaluation committee</td>
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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

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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

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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

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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 -

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