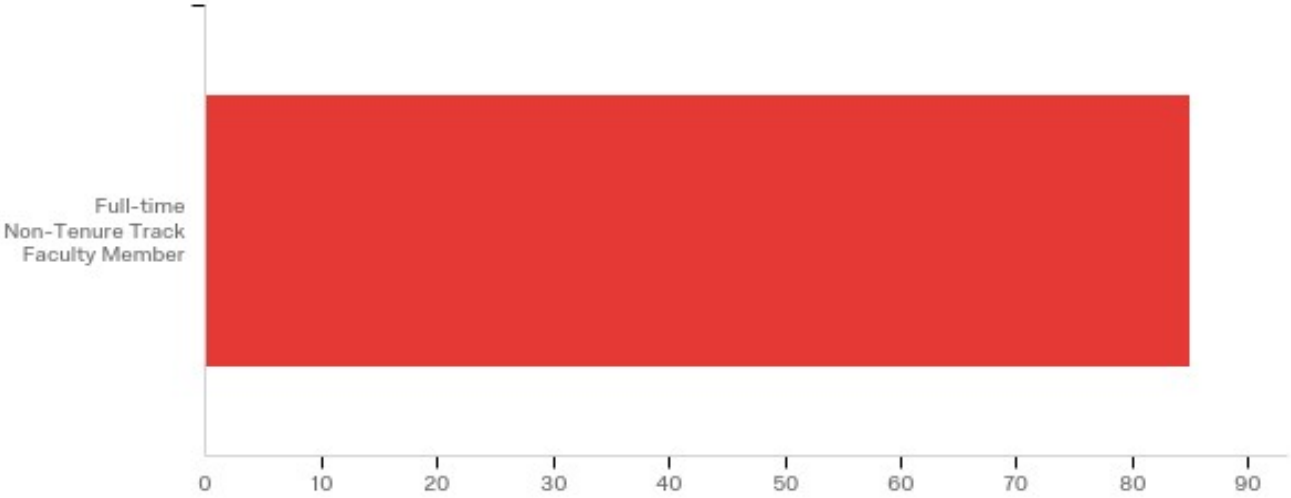


Default Report

Departmental Cultures Survey

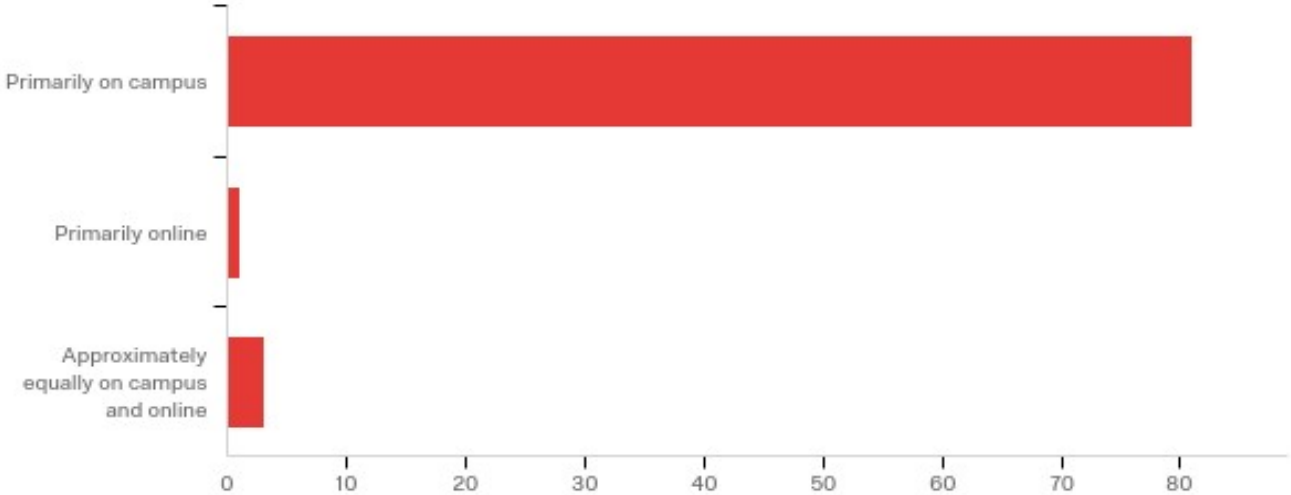
February 23rd 2017, 10:59 am MST

Q1.1 - I work as a:



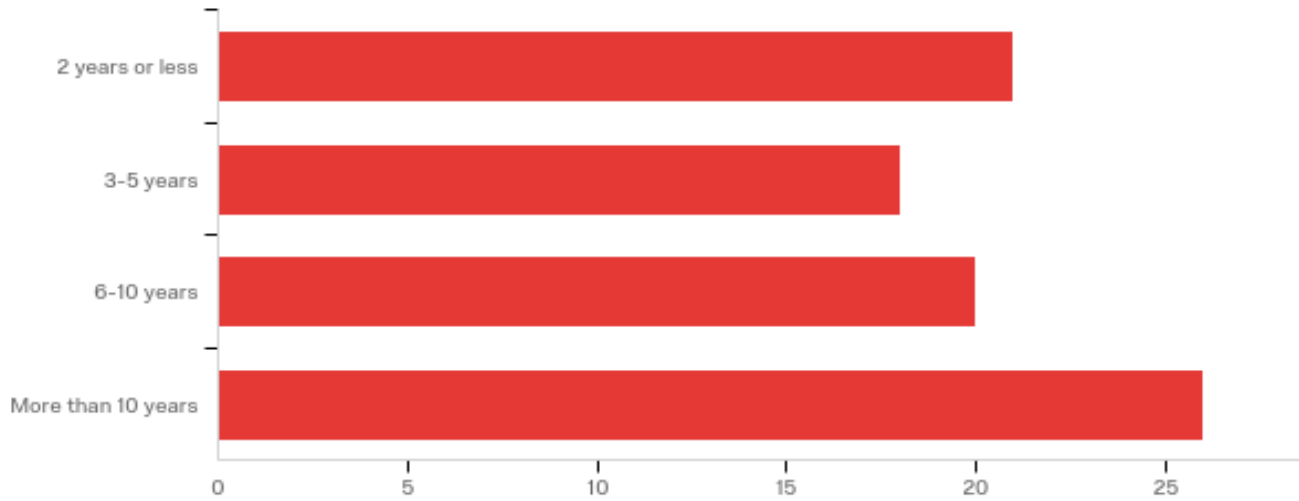
#	Answer	%	Count
1	Full-time Non-Tenure Track Faculty Member	100.00%	85
	Total	100%	85

Q1.2 - I teach courses:



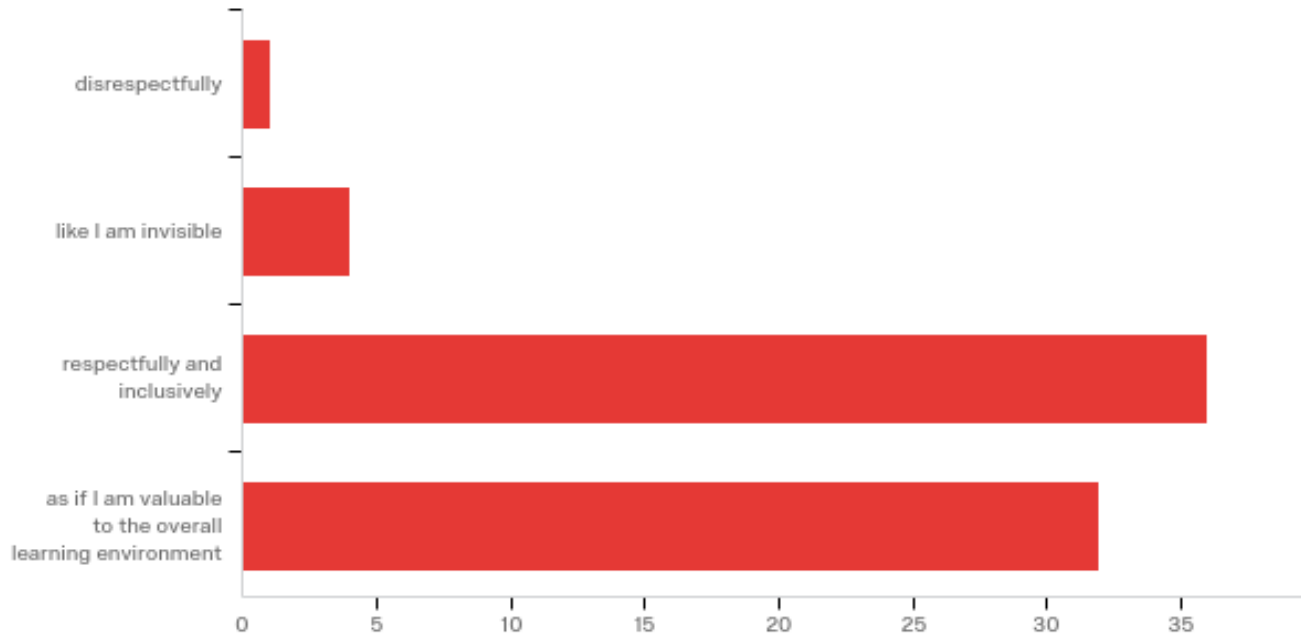
#	Answer	%	Count
1	Primarily on campus	95.29%	81
2	Primarily online	1.18%	1
3	Approximately equally on campus and online	3.53%	3
	Total	100%	85

Q1.3 - I have been employed at this institution for:



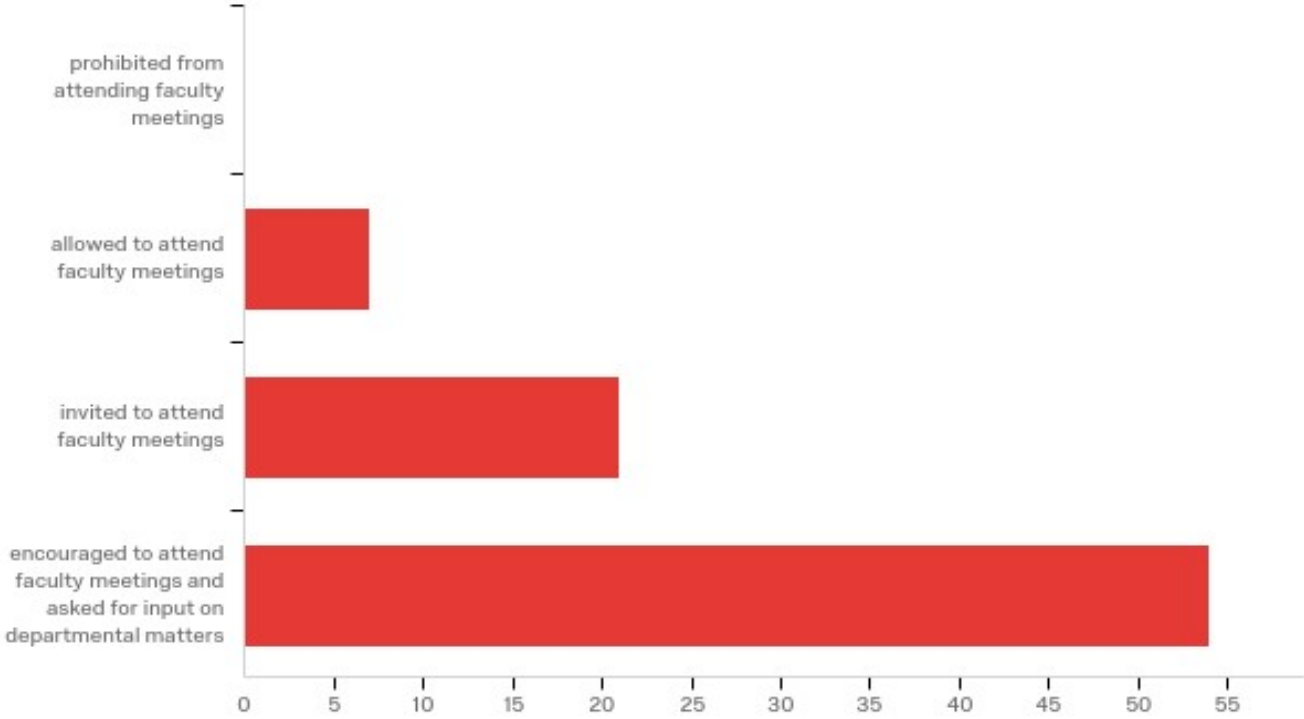
#	Answer	%	Count
1	2 years or less	24.71%	21
2	3-5 years	21.18%	18
3	6-10 years	23.53%	20
4	More than 10 years	30.59%	26
	Total	100%	85

Q3.1 - Tenure track faculty colleagues in the department treat me:



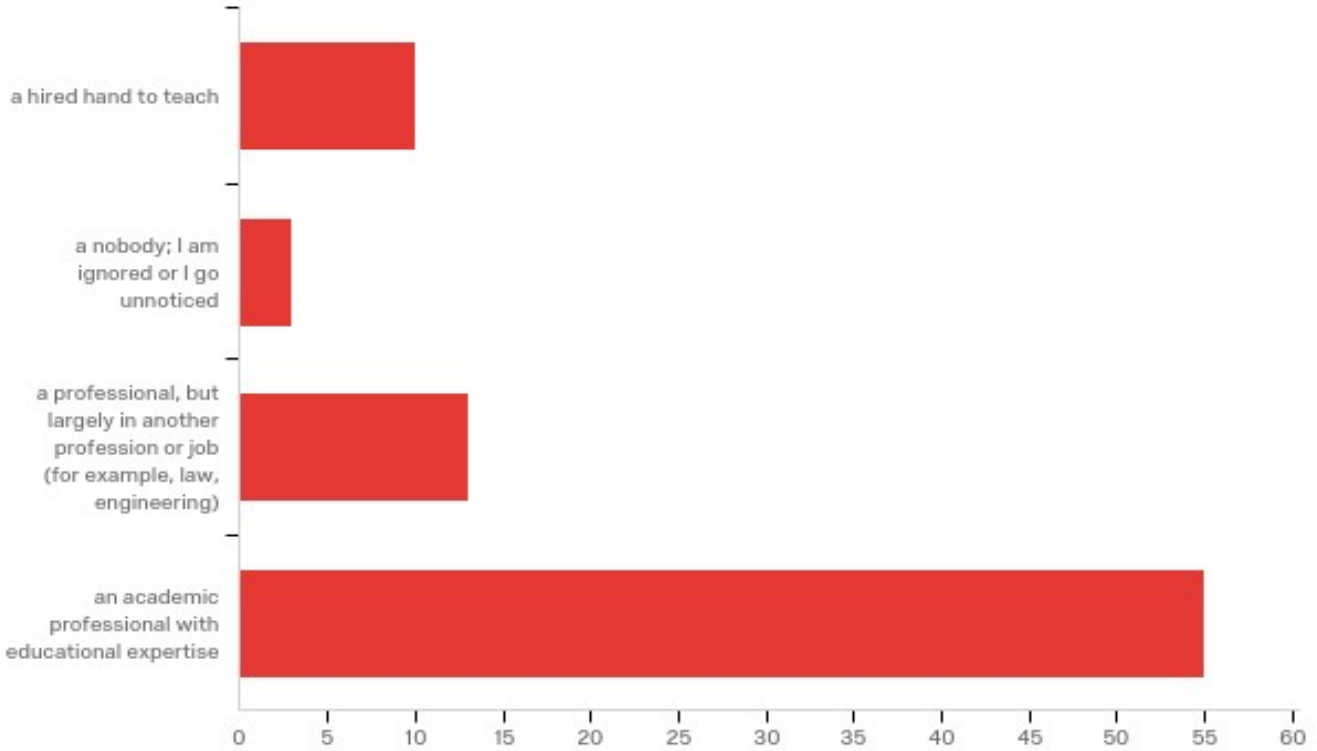
#	Answer	%	Count
1	disrespectfully	1.37%	1
2	like I am invisible	5.48%	4
3	respectfully and inclusively	49.32%	36
4	as if I am valuable to the overall learning environment	43.84%	32
	Total	100%	73

Q1.4 - In terms of participation in faculty meetings, I am:



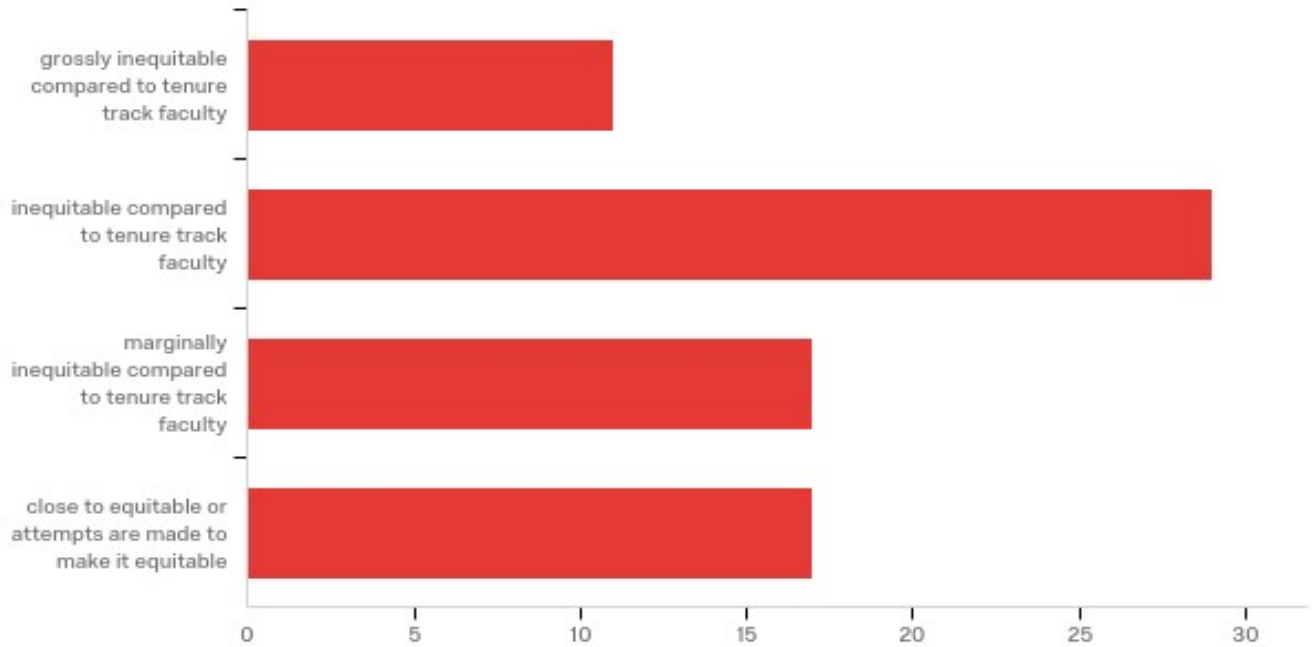
#	Answer	%	Count
1	prohibited from attending faculty meetings	0.00%	0
2	allowed to attend faculty meetings	8.54%	7
3	invited to attend faculty meetings	25.61%	21
4	encouraged to attend faculty meetings and asked for input on departmental matters	65.85%	54
	Total	100%	82

Q1.5 - I am considered by my colleagues as:



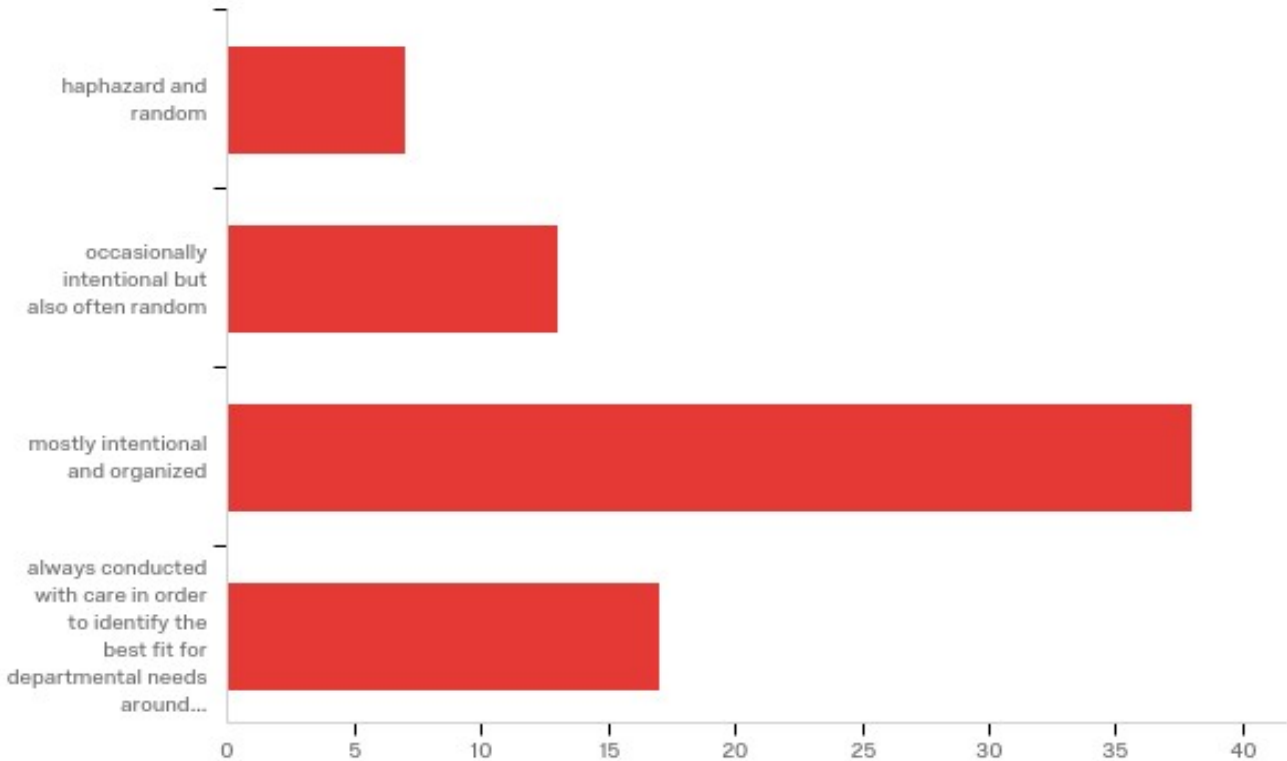
#	Answer	%	Count
1	a hired hand to teach	12.35%	10
2	a nobody; I am ignored or I go unnoticed	3.70%	3
3	a professional, but largely in another profession or job (for example, law, engineering)	16.05%	13
4	an academic professional with educational expertise	67.90%	55
	Total	100%	81

Q1.6 - My salary and pay are:



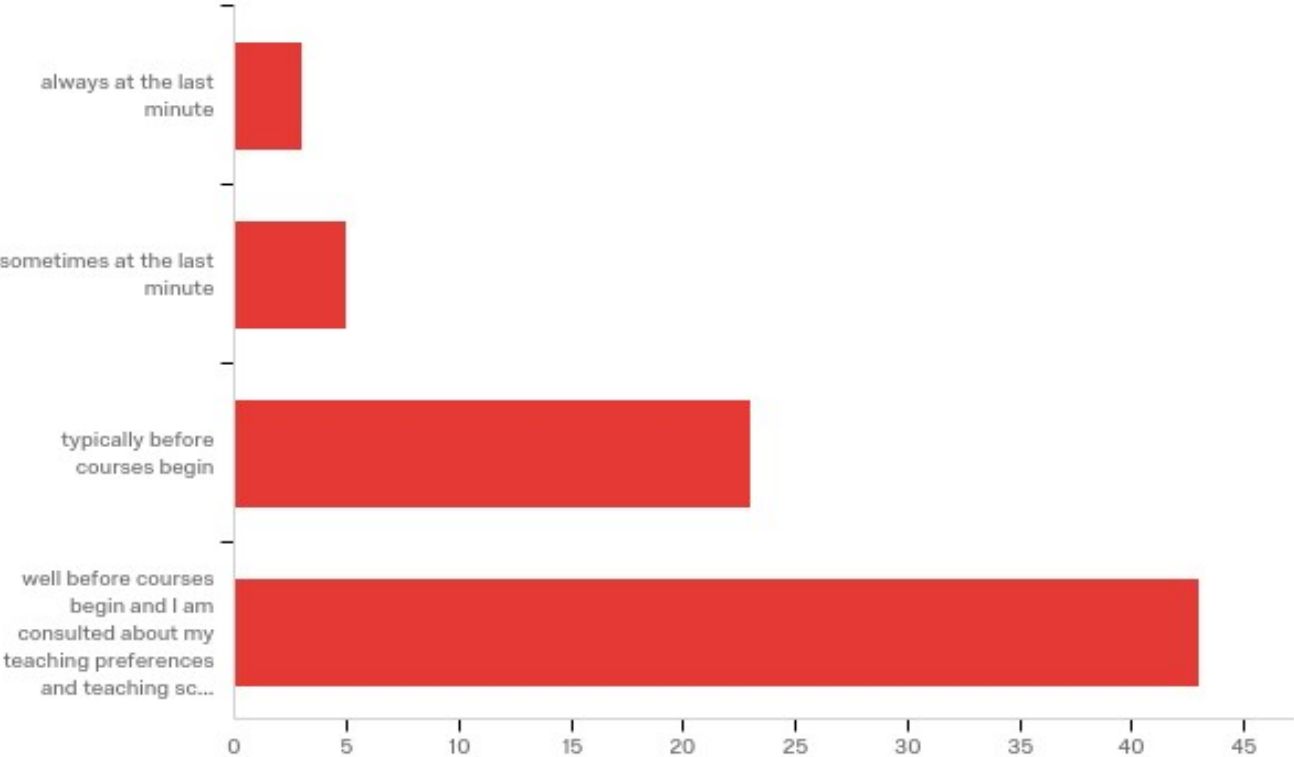
#	Answer	%	Count
1	grossly inequitable compared to tenure track faculty	14.86%	11
2	inequitable compared to tenure track faculty	39.19%	29
3	marginally inequitable compared to tenure track faculty	22.97%	17
4	close to equitable or attempts are made to make it equitable	22.97%	17
	Total	100%	74

Q1.7 - Adjunct faculty hiring practices in this department are:



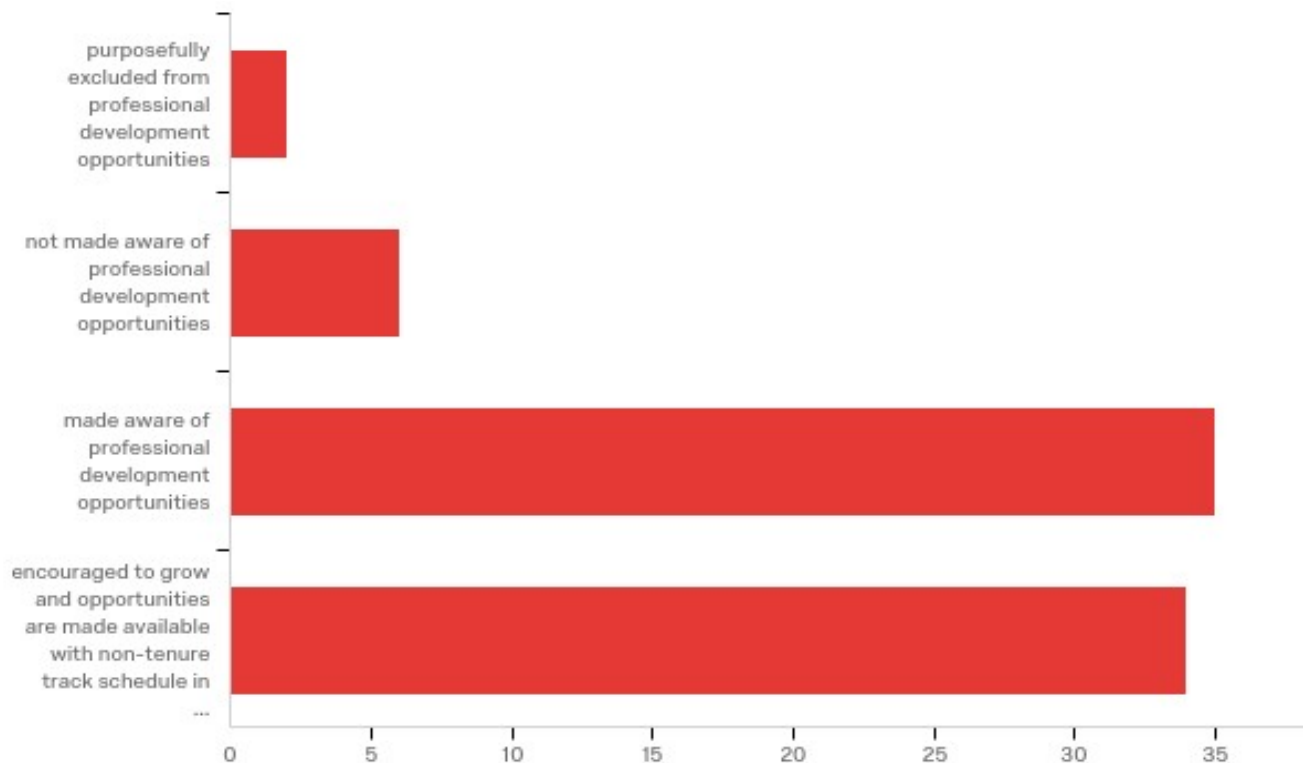
#	Answer	%	Count
1	haphazard and random	9.33%	7
2	occasionally intentional but also often random	17.33%	13
3	mostly intentional and organized	50.67%	38
4	always conducted with care in order to identify the best fit for departmental needs around academic issues	22.67%	17
	Total	100%	75

Q1.8 - During my time in this department, my hiring or contract renewal occurs:



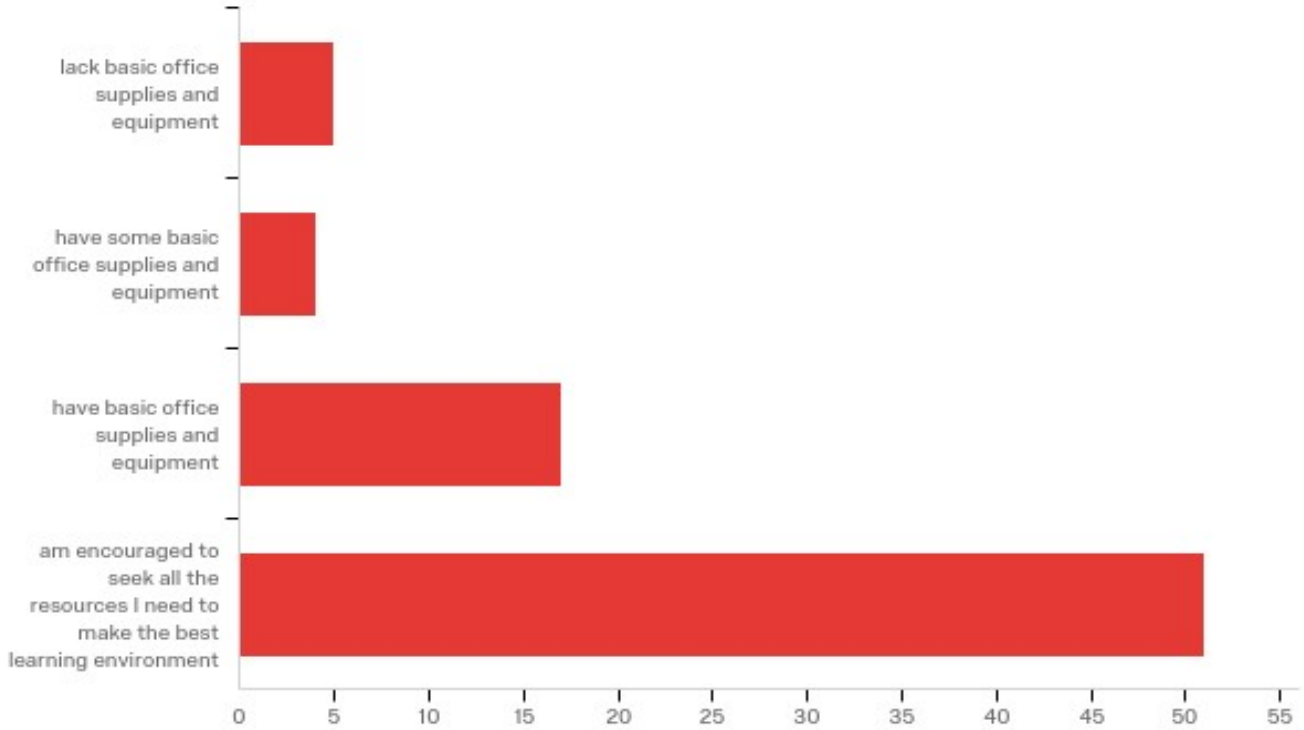
#	Answer	%	Count
1	always at the last minute	4.05%	3
2	sometimes at the last minute	6.76%	5
3	typically before courses begin	31.08%	23
4	well before courses begin and I am consulted about my teaching preferences and teaching schedules at other institutions (if applicable)	58.11%	43
	Total	100%	74

Q1.9 - In terms of professional development, I am:



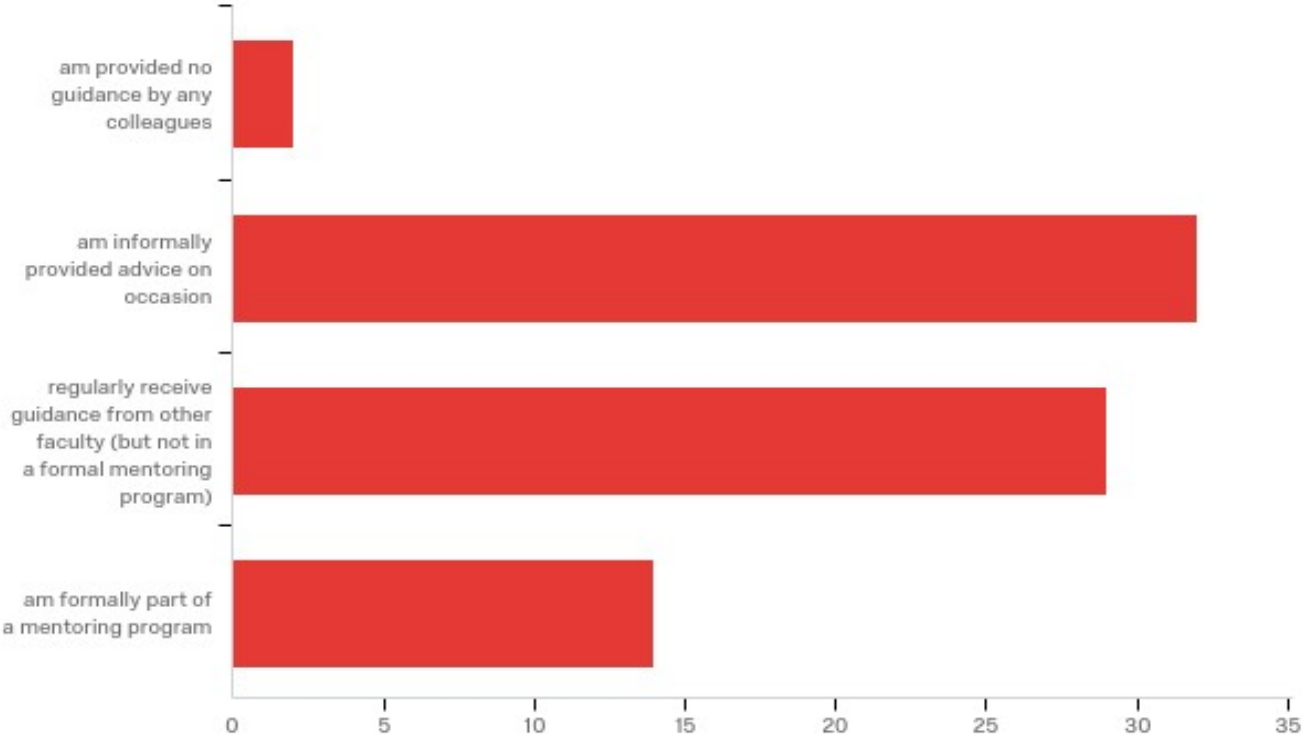
#	Answer	%	Count
1	purposefully excluded from professional development opportunities	2.60%	2
2	not made aware of professional development opportunities	7.79%	6
3	made aware of professional development opportunities	45.45%	35
4	encouraged to grow and opportunities are made available with non-tenure track schedule in mind	44.16%	34
	Total	100%	77

Q1.10 - In terms of resources to do my work, I:



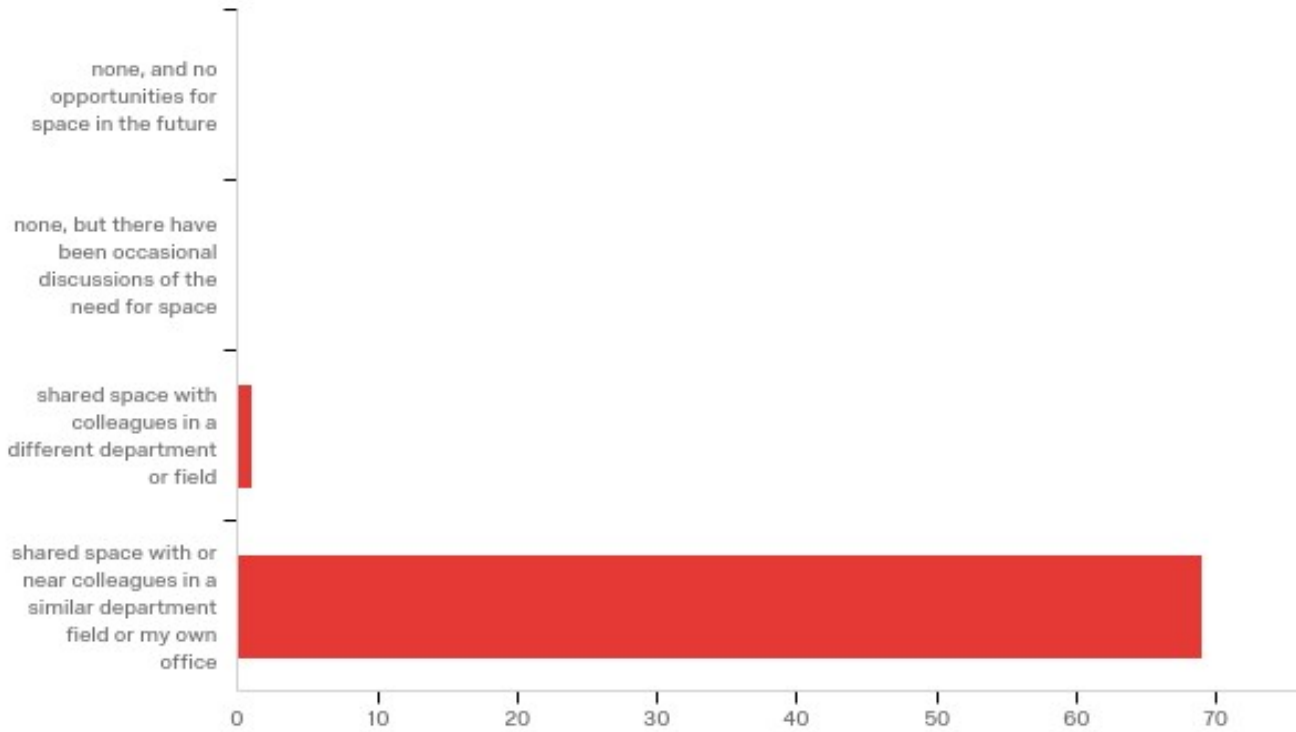
#	Answer	%	Count
1	lack basic office supplies and equipment	6.49%	5
2	have some basic office supplies and equipment	5.19%	4
3	have basic office supplies and equipment	22.08%	17
4	am encouraged to seek all the resources I need to make the best learning environment	66.23%	51
	Total	100%	77

Q1.11 - In terms of mentoring, I:



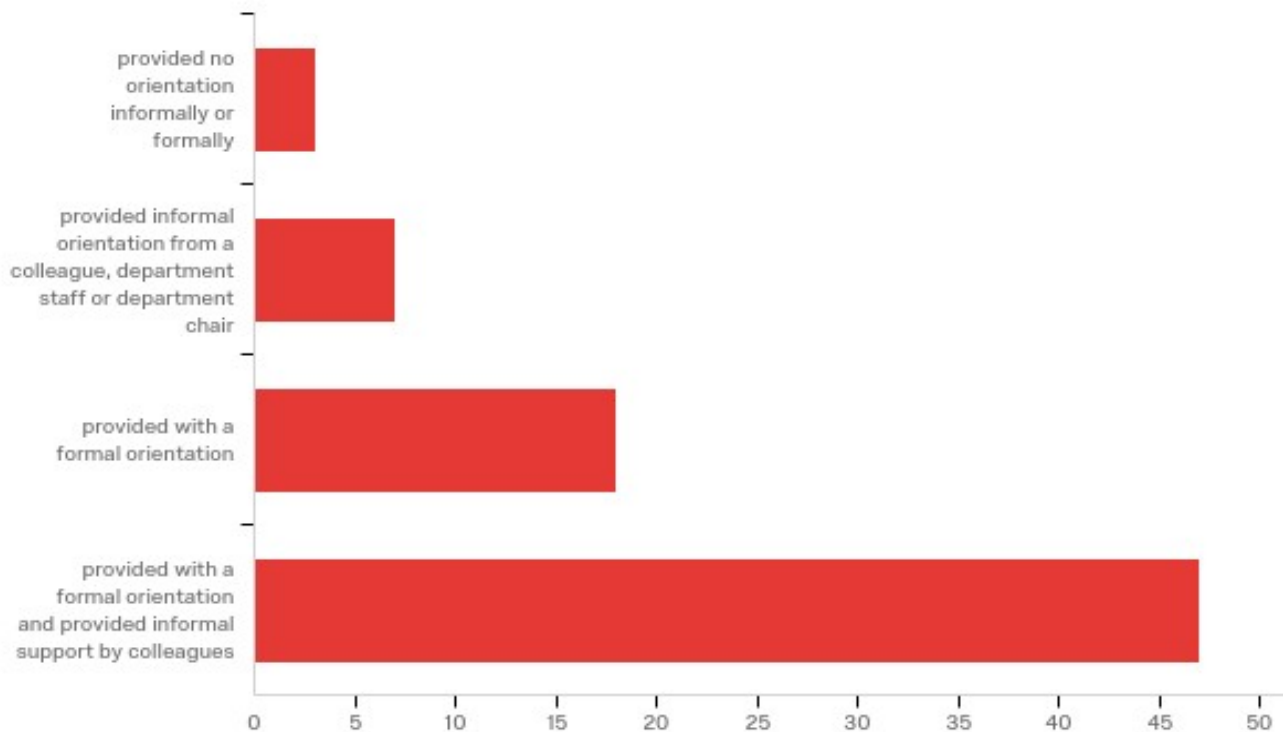
#	Answer	%	Count
1	am provided no guidance by any colleagues	2.60%	2
2	am informally provided advice on occasion	41.56%	32
3	regularly receive guidance from other faculty (but not in a formal mentoring program)	37.66%	29
4	am formally part of a mentoring program	18.18%	14
	Total	100%	77

Q1.12 - In terms of office space, I have:



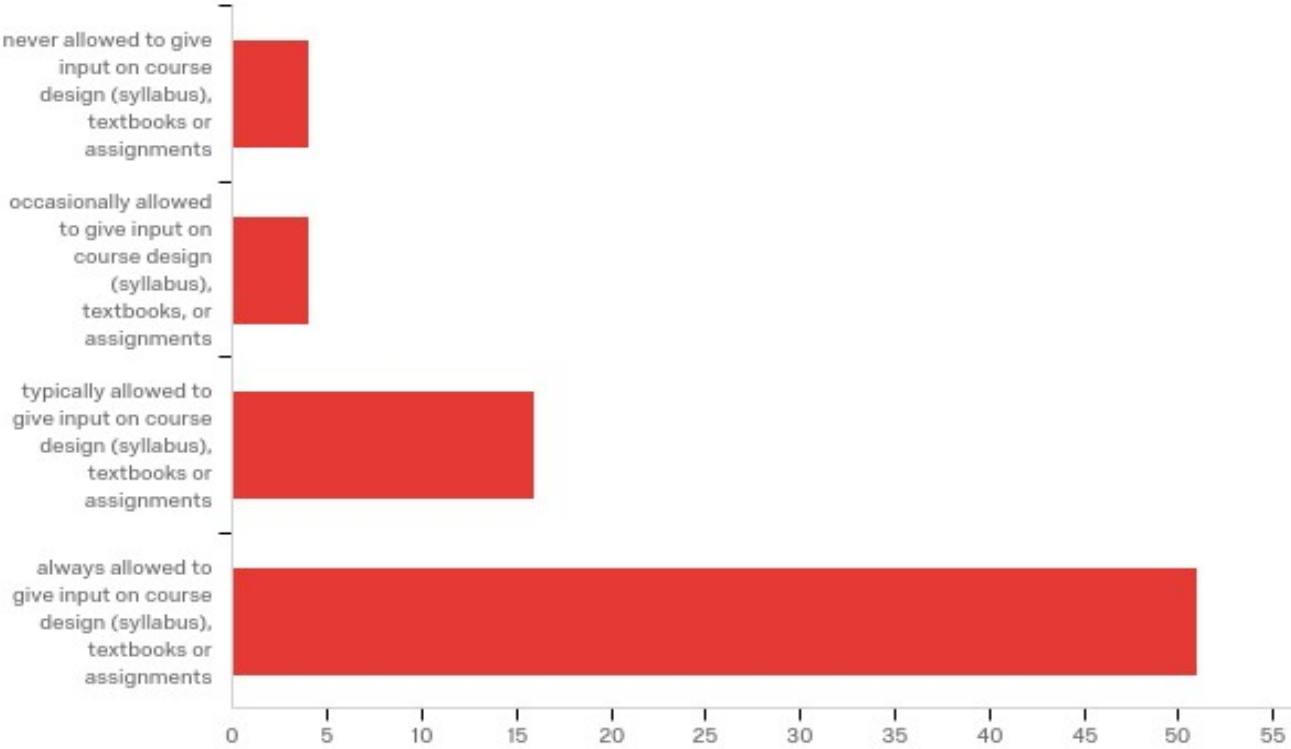
#	Answer	%	Count
1	none, and no opportunities for space in the future	0.00%	0
2	none, but there have been occasional discussions of the need for space	0.00%	0
3	shared space with colleagues in a different department or field	1.43%	1
4	shared space with or near colleagues in a similar department field or my own office	98.57%	69
	Total	100%	70

Q1.13 - In terms of orientation to the campus, I was:



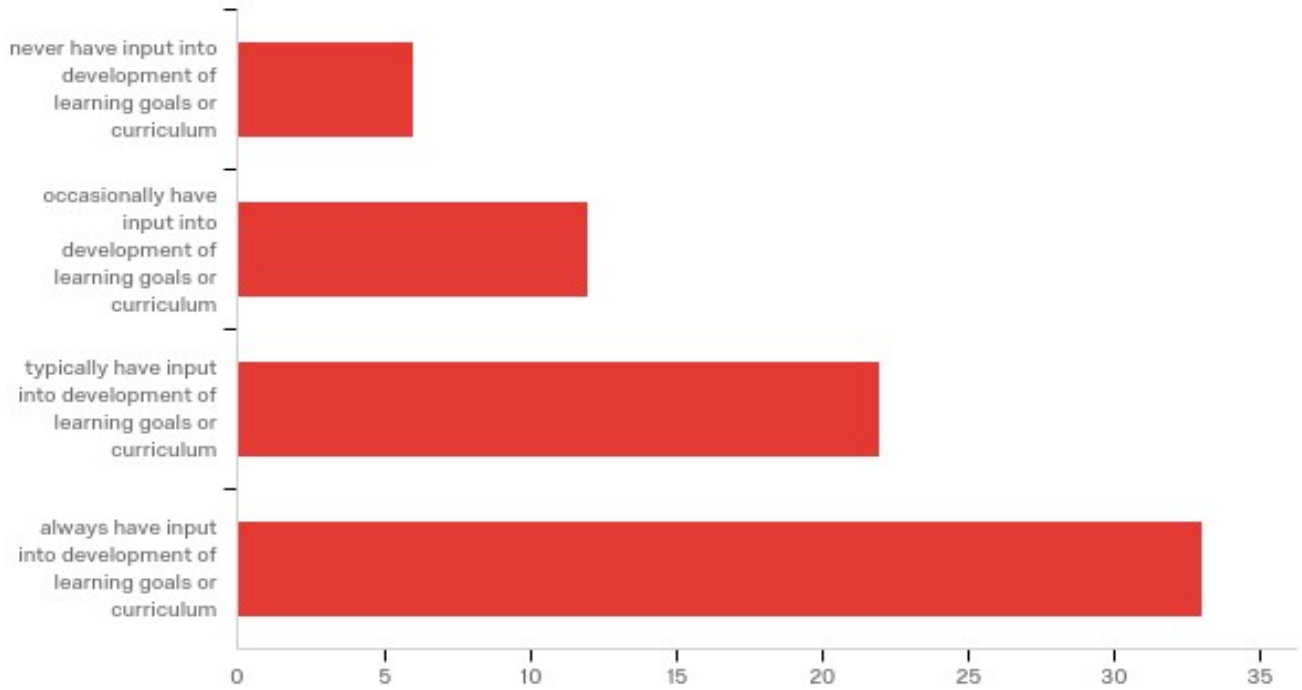
#	Answer	%	Count
1	provided no orientation informally or formally	4.00%	3
2	provided informal orientation from a colleague, department staff or department chair	9.33%	7
3	provided with a formal orientation	24.00%	18
4	provided with a formal orientation and provided informal support by colleagues	62.67%	47
	Total	100%	75

Q1.14 - In terms of input on curriculum, I am:



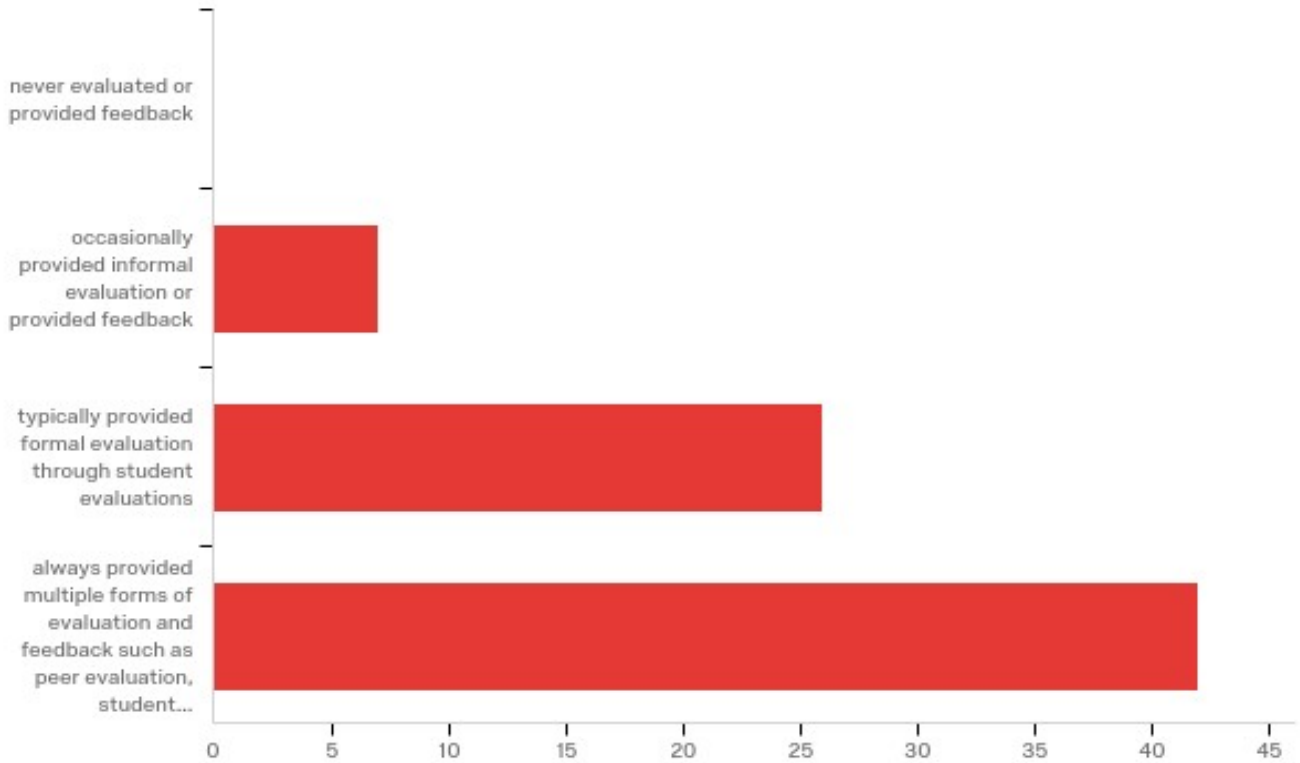
#	Answer	%	Count
1	never allowed to give input on course design (syllabus), textbooks or assignments	5.33%	4
2	occasionally allowed to give input on course design (syllabus), textbooks, or assignments	5.33%	4
3	typically allowed to give input on course design (syllabus), textbooks or assignments	21.33%	16
4	always allowed to give input on course design (syllabus), textbooks or assignments	68.00%	51
	Total	100%	75

Q1.15 - In terms of the learning goals/curriculum for my program, I:



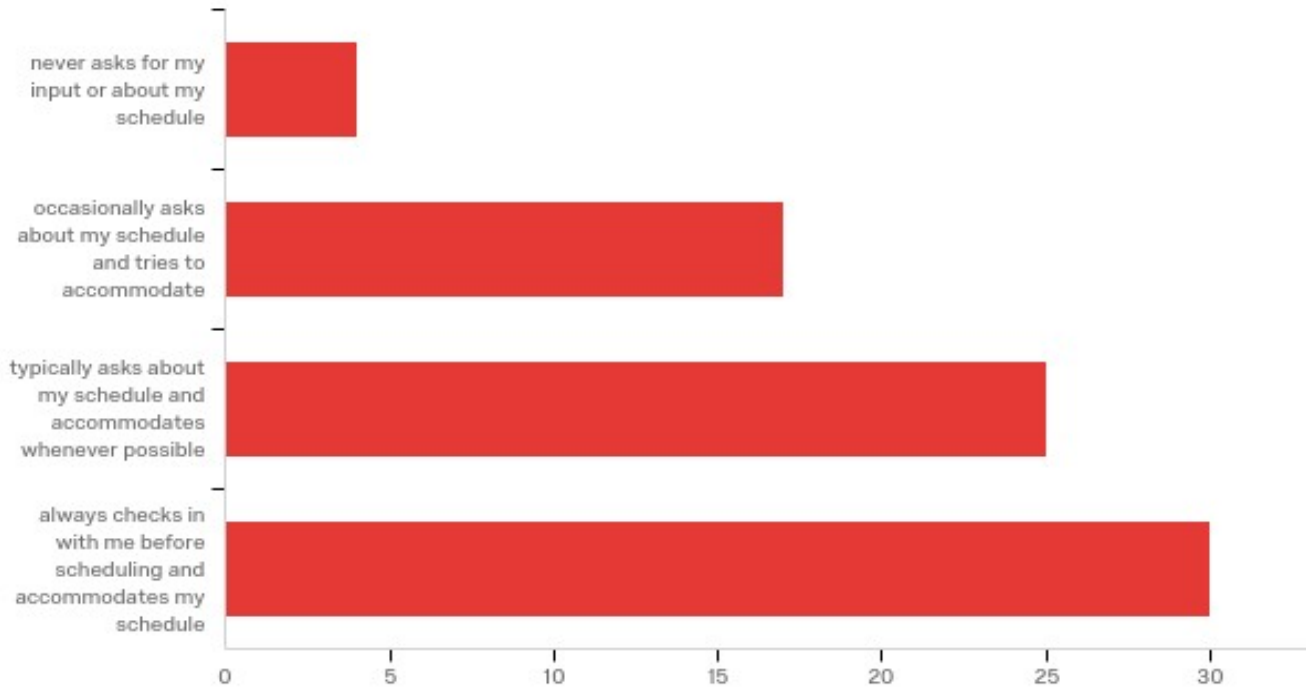
#	Answer	%	Count
1	never have input into development of learning goals or curriculum	8.22%	6
2	occasionally have input into development of learning goals or curriculum	16.44%	12
3	typically have input into development of learning goals or curriculum	30.14%	22
4	always have input into development of learning goals or curriculum	45.21%	33
	Total	100%	73

Q1.16 - In terms of evaluation, I am:



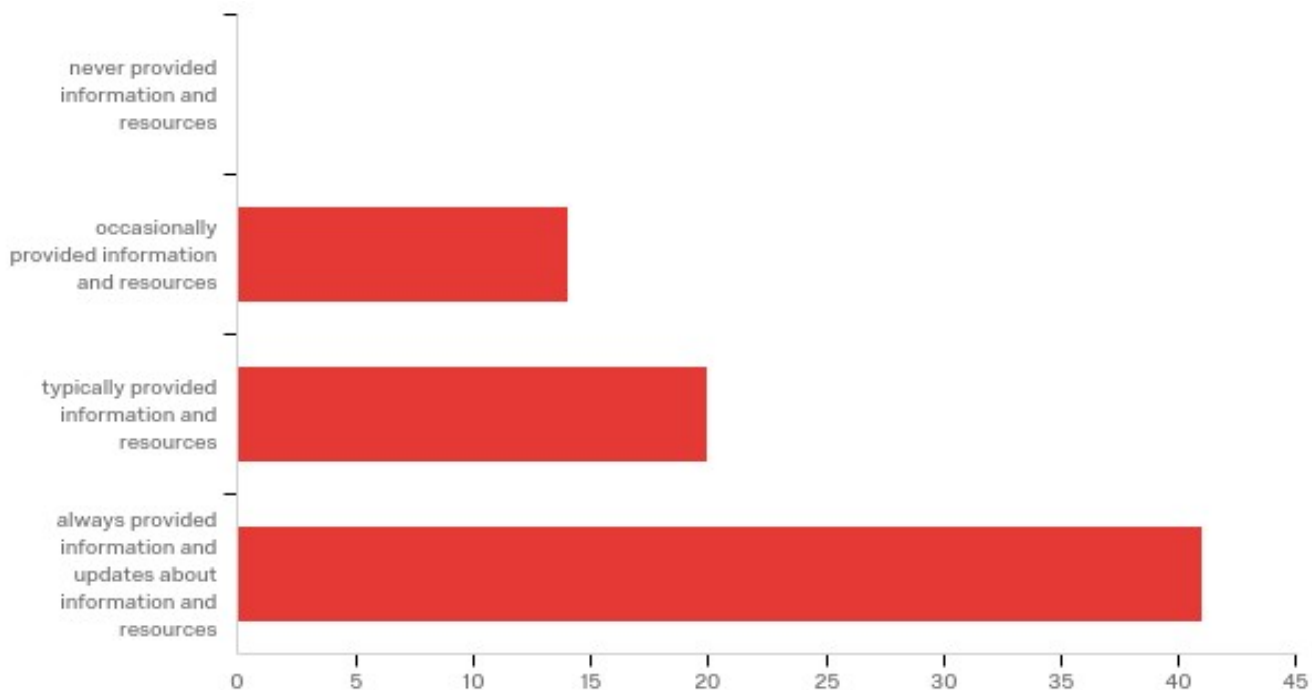
#	Answer	%	Count
1	never evaluated or provided feedback	0.00%	0
2	occasionally provided informal evaluation or provided feedback	9.33%	7
3	typically provided formal evaluation through student evaluations	34.67%	26
4	always provided multiple forms of evaluation and feedback such as peer evaluation, student evaluations, or portfolio review	56.00%	42
	Total	100%	75

Q1.17 - The chair schedules me to teach courses and:



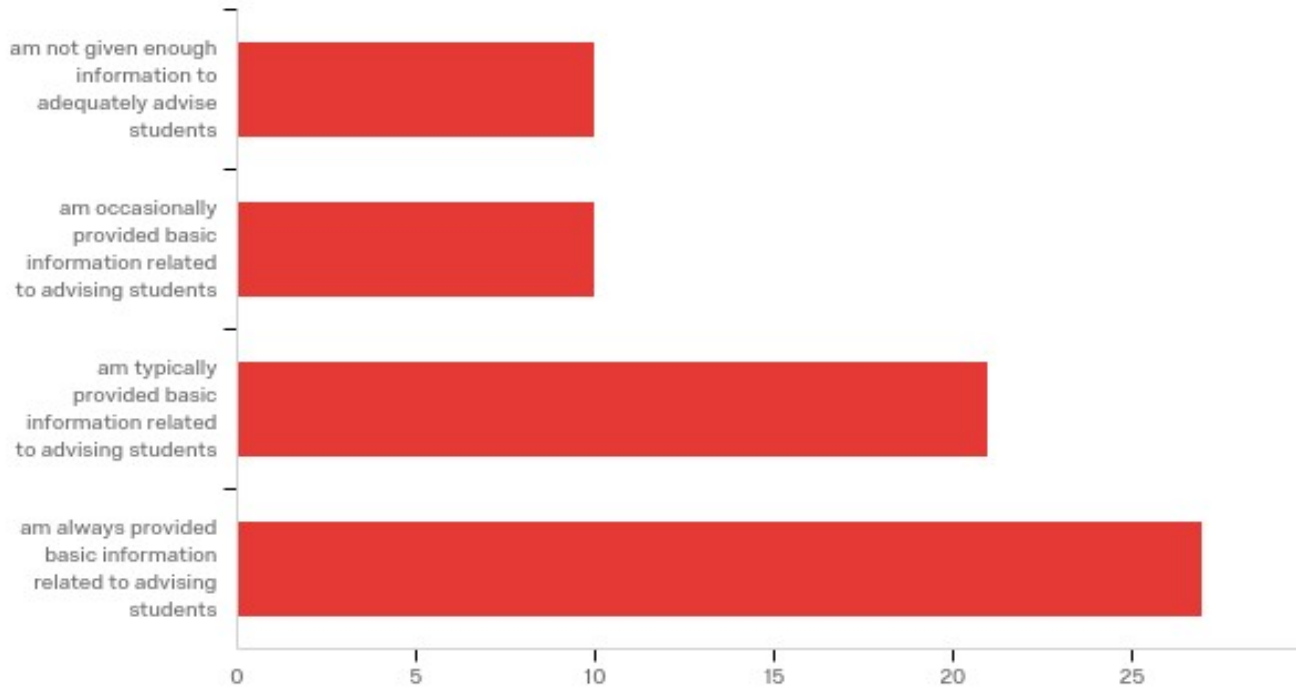
#	Answer	%	Count
1	never asks for my input or about my schedule	5.26%	4
2	occasionally asks about my schedule and tries to accommodate	22.37%	17
3	typically asks about my schedule and accommodates whenever possible	32.89%	25
4	always checks in with me before scheduling and accommodates my schedule	39.47%	30
	Total	100%	76

Q1.18 - In terms of information and campus resources (e.g. information about tutoring, support services, campus policies related to plagiarism, etc.) I am:



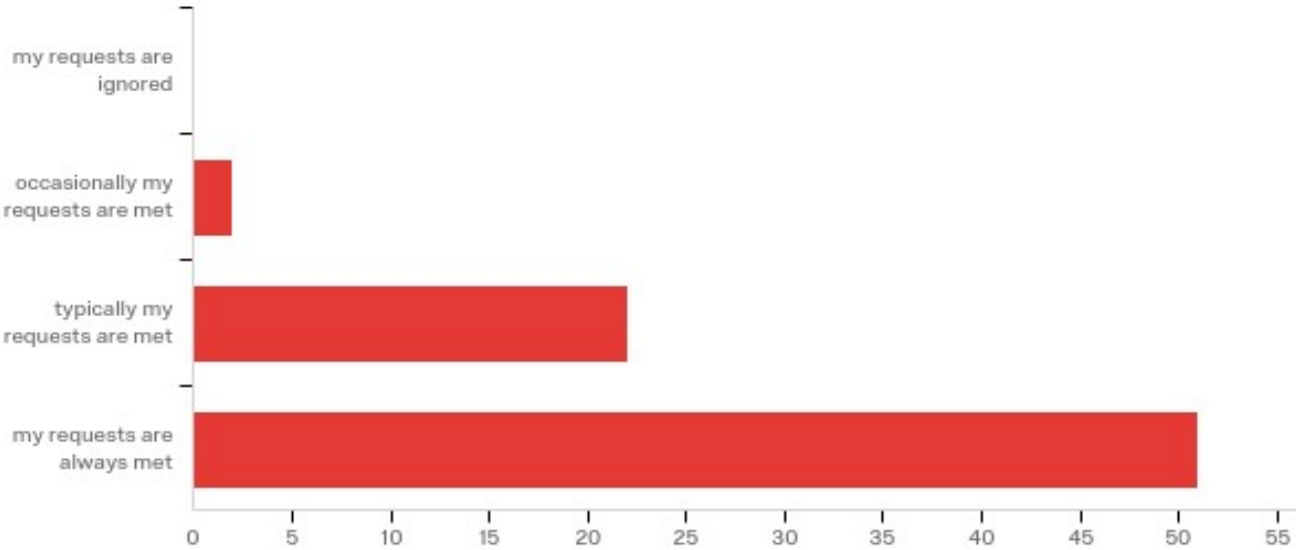
#	Answer	%	Count
1	never provided information and resources	0.00%	0
2	occasionally provided information and resources	18.67%	14
3	typically provided information and resources	26.67%	20
4	always provided information and updates about information and resources	54.67%	41
	Total	100%	75

Q1.19 - In terms of advising, I:



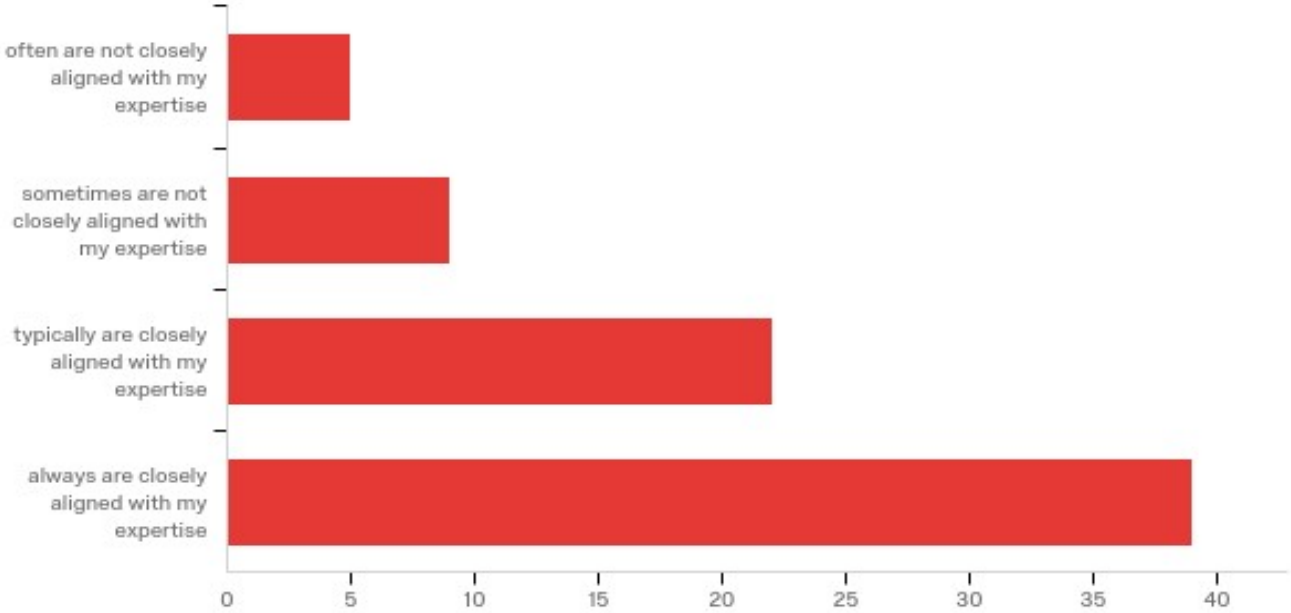
#	Answer	%	Count
1	am not given enough information to adequately advise students	14.71%	10
2	am occasionally provided basic information related to advising students	14.71%	10
3	am typically provided basic information related to advising students	30.88%	21
4	am always provided basic information related to advising students	39.71%	27
	Total	100%	68

Q1.20 - When I need support from departmental staff for teaching (e.g., getting Angel or Canvas site activated):



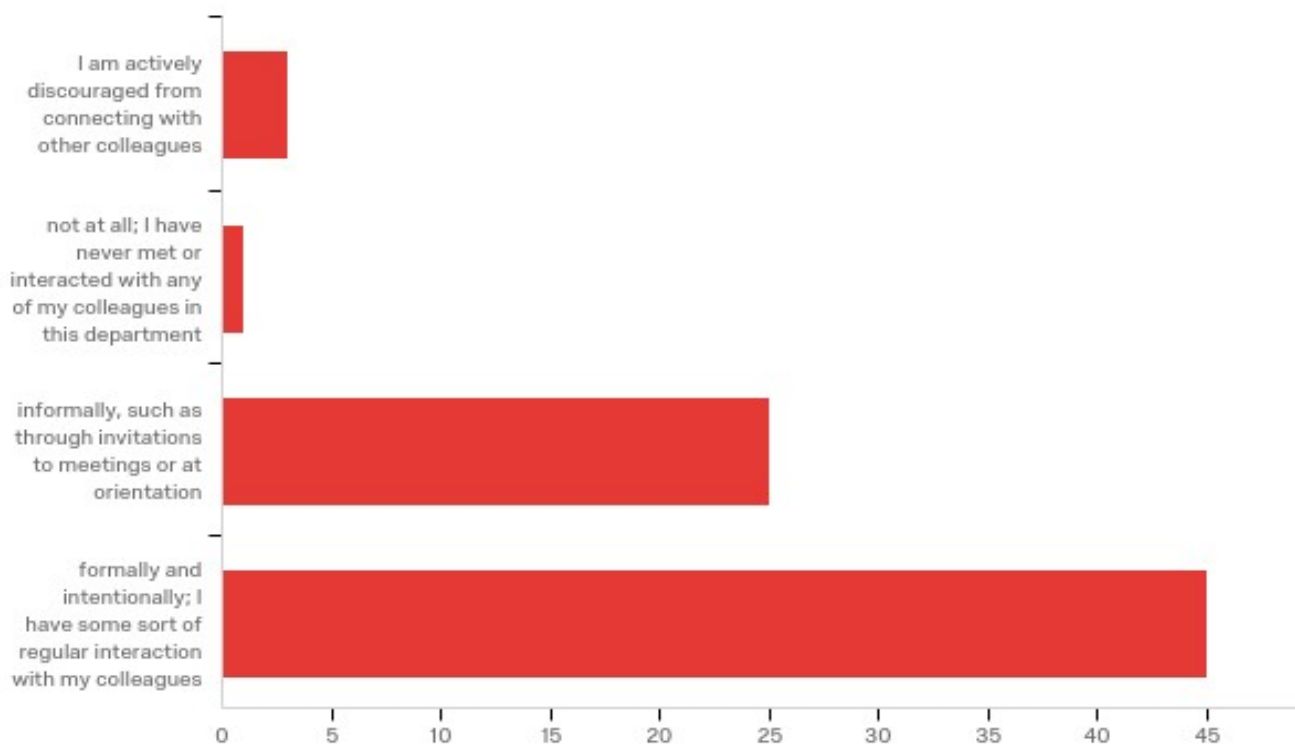
#	Answer	%	Count
1	my requests are ignored	0.00%	0
2	occasionally my requests are met	2.67%	2
3	typically my requests are met	29.33%	22
4	my requests are always met	68.00%	51
	Total	100%	75

Q1.21 - I am scheduled to teach courses that:



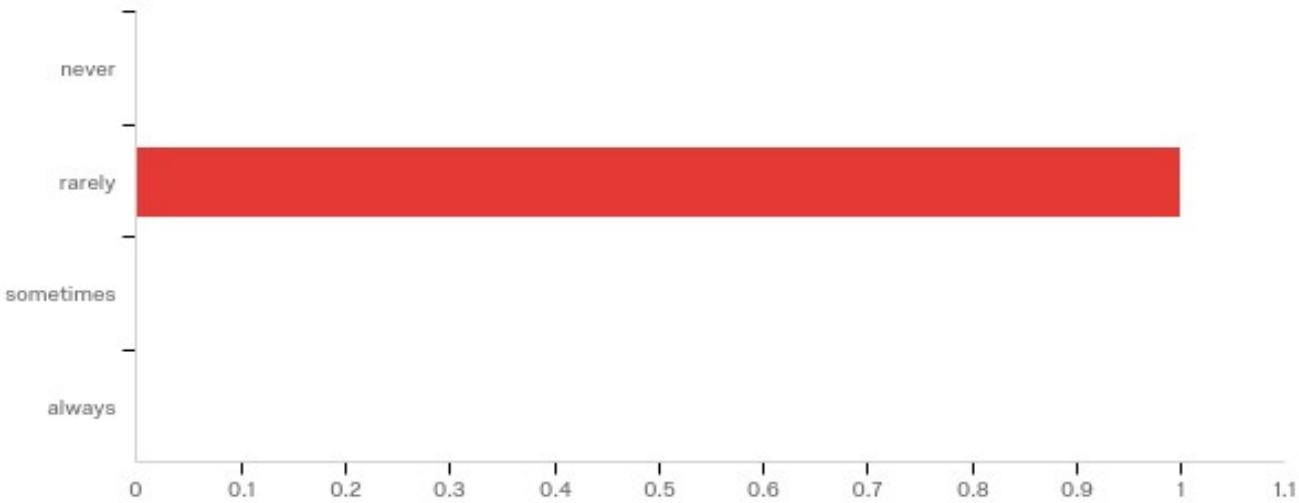
#	Answer	%	Count
1	often are not closely aligned with my expertise	6.67%	5
2	sometimes are not closely aligned with my expertise	12.00%	9
3	typically are closely aligned with my expertise	29.33%	22
4	always are closely aligned with my expertise	52.00%	39
	Total	100%	75

Q1.22 - My department encourages communication and interaction with other colleagues in my department:



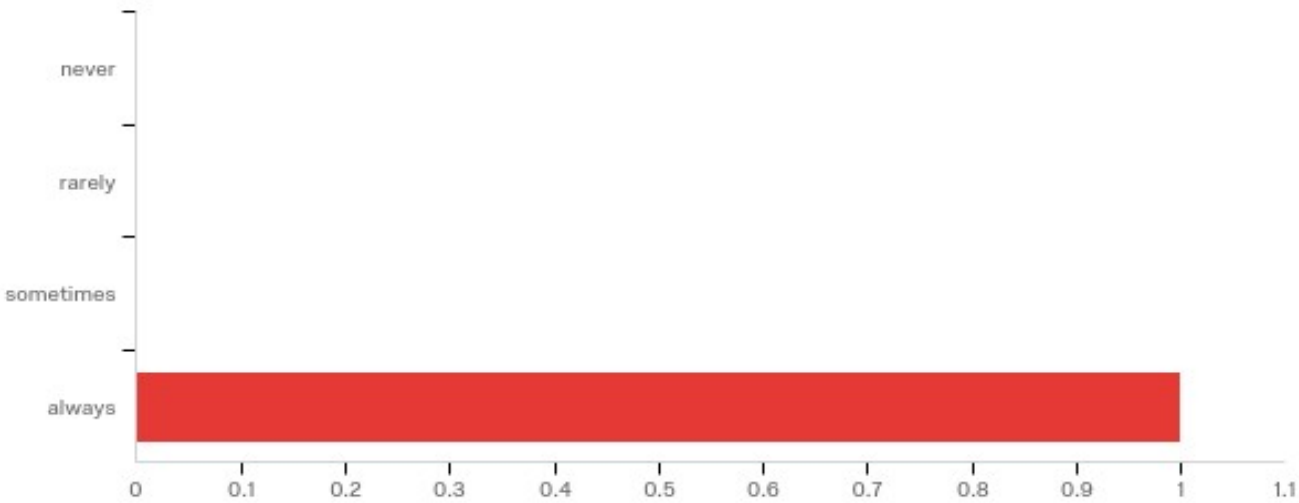
#	Answer	%	Count
1	I am actively discouraged from connecting with other colleagues	4.05%	3
2	not at all; I have never met or interacted with any of my colleagues in this department	1.35%	1
3	informally, such as through invitations to meetings or at orientation	33.78%	25
4	formally and intentionally; I have some sort of regular interaction with my colleagues	60.81%	45
	Total	100%	74

Q2.1 - There are options for meetings and service requirements that are virtual (such as through Skype or conference call):



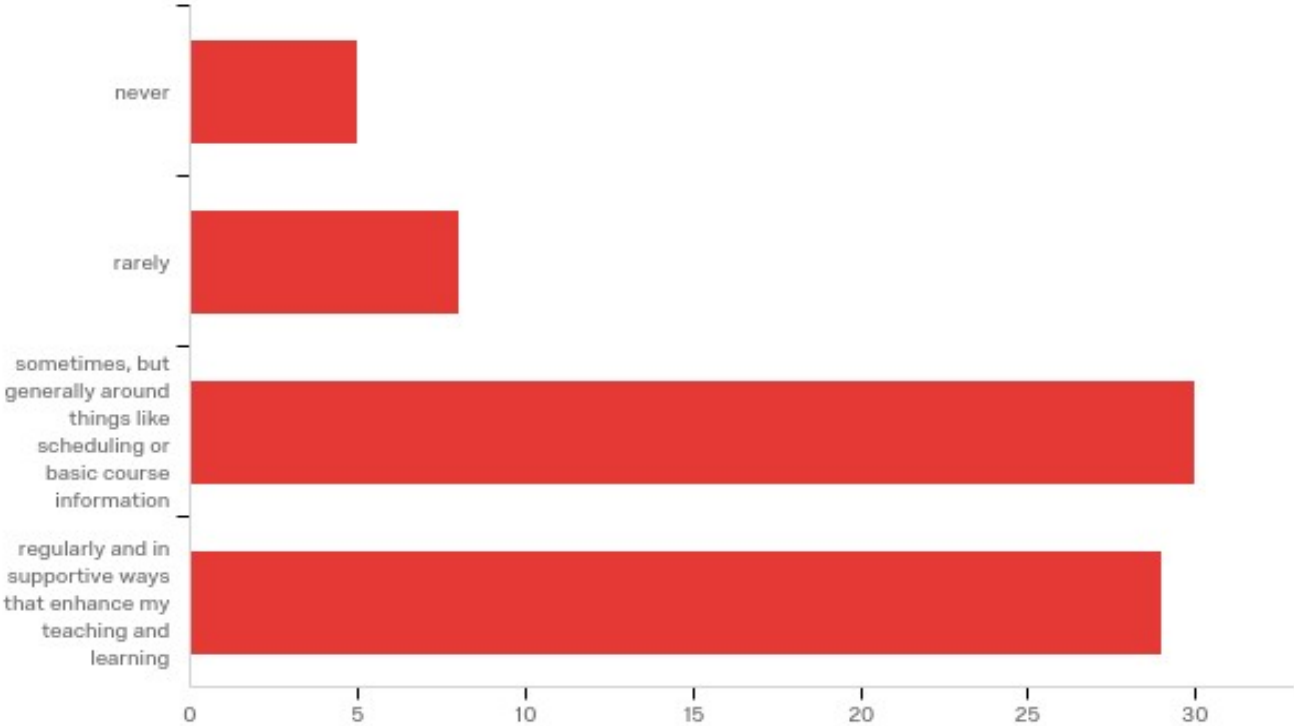
#	Answer	%	Count
1	never	0.00%	0
2	rarely	100.00%	1
3	sometimes	0.00%	0
4	always	0.00%	0
	Total	100%	1

Q2.2 - There is support for on-line teaching if issues emerge with the technology or curriculum:



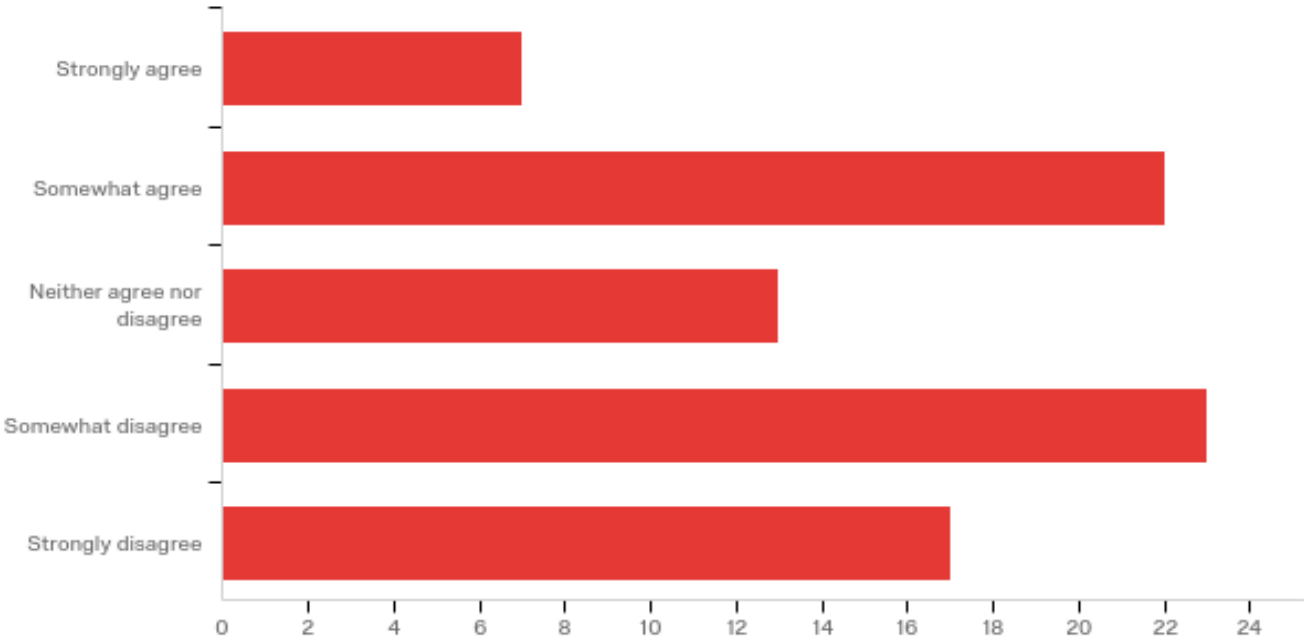
#	Answer	%	Count
1	never	0.00%	0
2	rarely	0.00%	0
3	sometimes	0.00%	0
4	always	100.00%	1
	Total	100%	1

Q3.2 - My tenure track colleagues communicate with me about teaching:



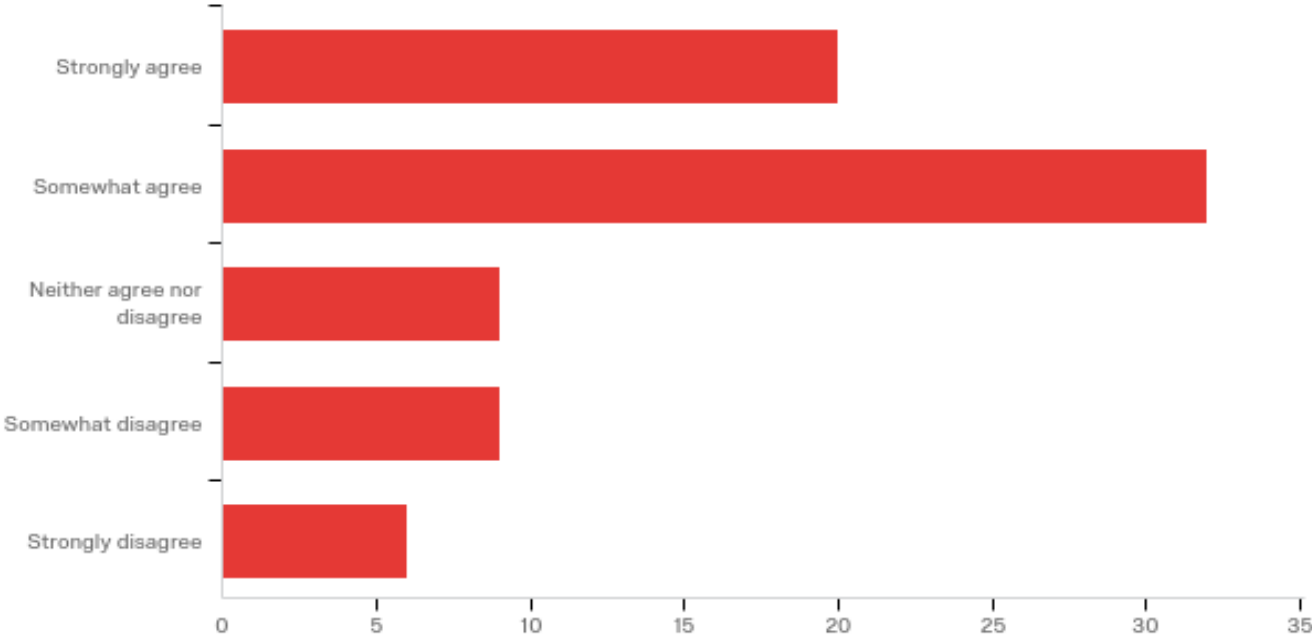
#	Answer	%	Count
1	never	6.94%	5
2	rarely	11.11%	8
3	sometimes, but generally around things like scheduling or basic course information	41.67%	30
4	regularly and in supportive ways that enhance my teaching and learning	40.28%	29
	Total	100%	72

Q27 - Considering my annual salary, it is open and transparent how raises are determined:



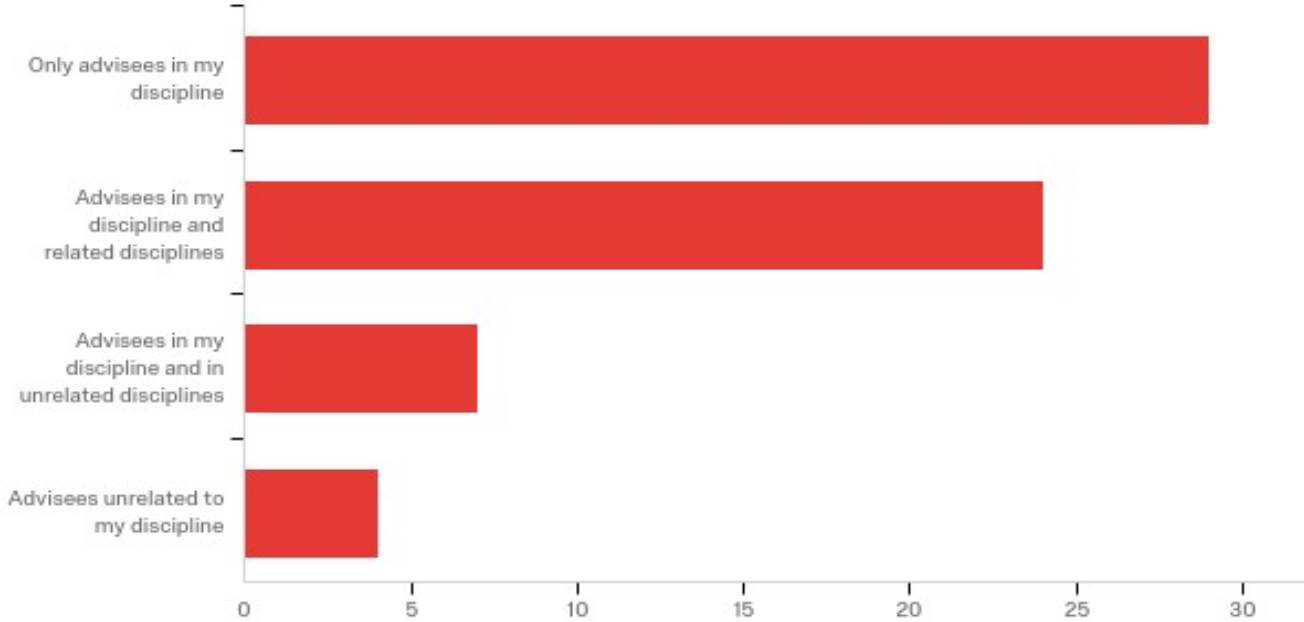
#	Answer	%	Count
1	Strongly agree	8.54%	7
2	Somewhat agree	26.83%	22
3	Neither agree nor disagree	15.85%	13
4	Somewhat disagree	28.05%	23
5	Strongly disagree	20.73%	17
	Total	100%	82

Q28 - Considering my annual evaluation, it is open and transparent how my job performance is evaluated:



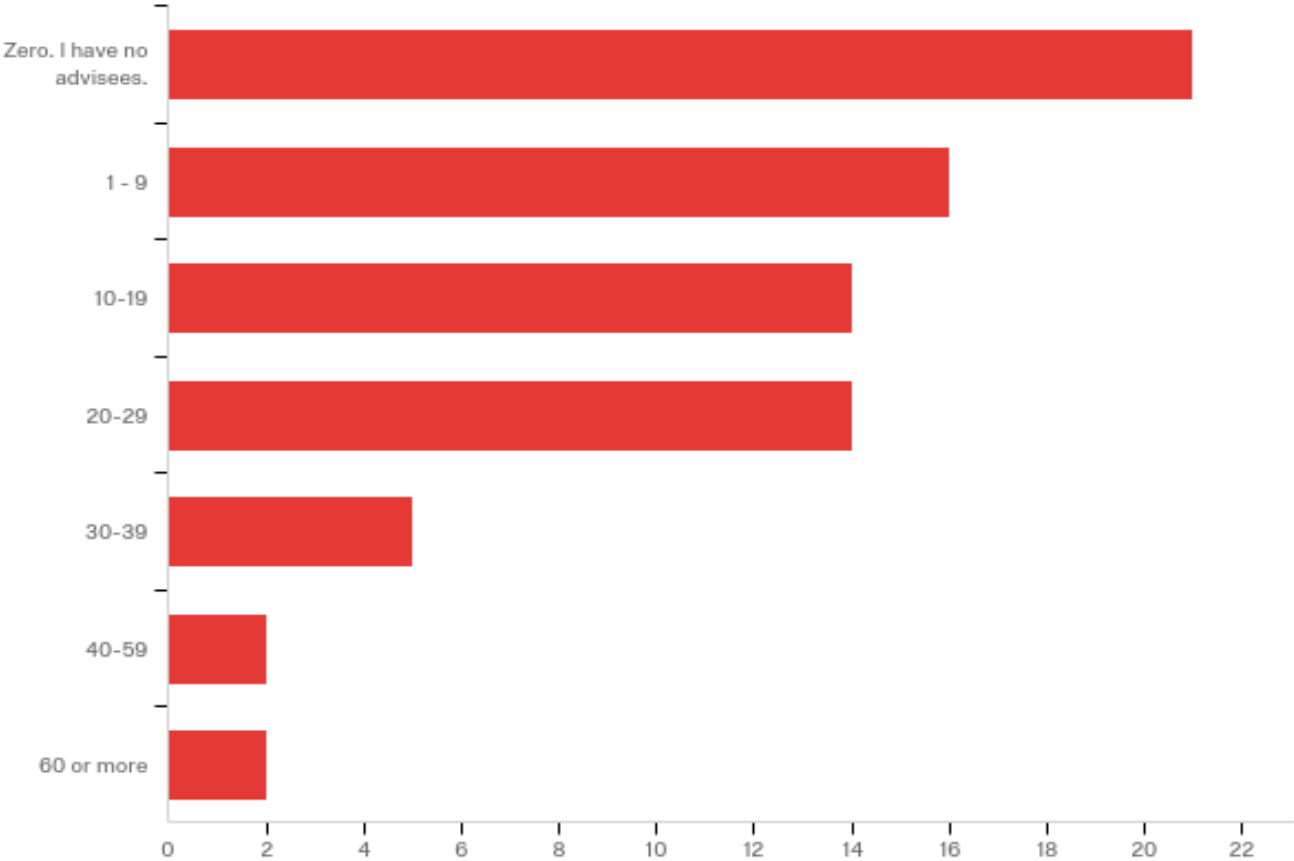
#	Answer	%	Count
1	Strongly agree	26.32%	20
2	Somewhat agree	42.11%	32
3	Neither agree nor disagree	11.84%	9
4	Somewhat disagree	11.84%	9
5	Strongly disagree	7.89%	6
	Total	100%	76

Q29 - With respect to my advisees, I am given:



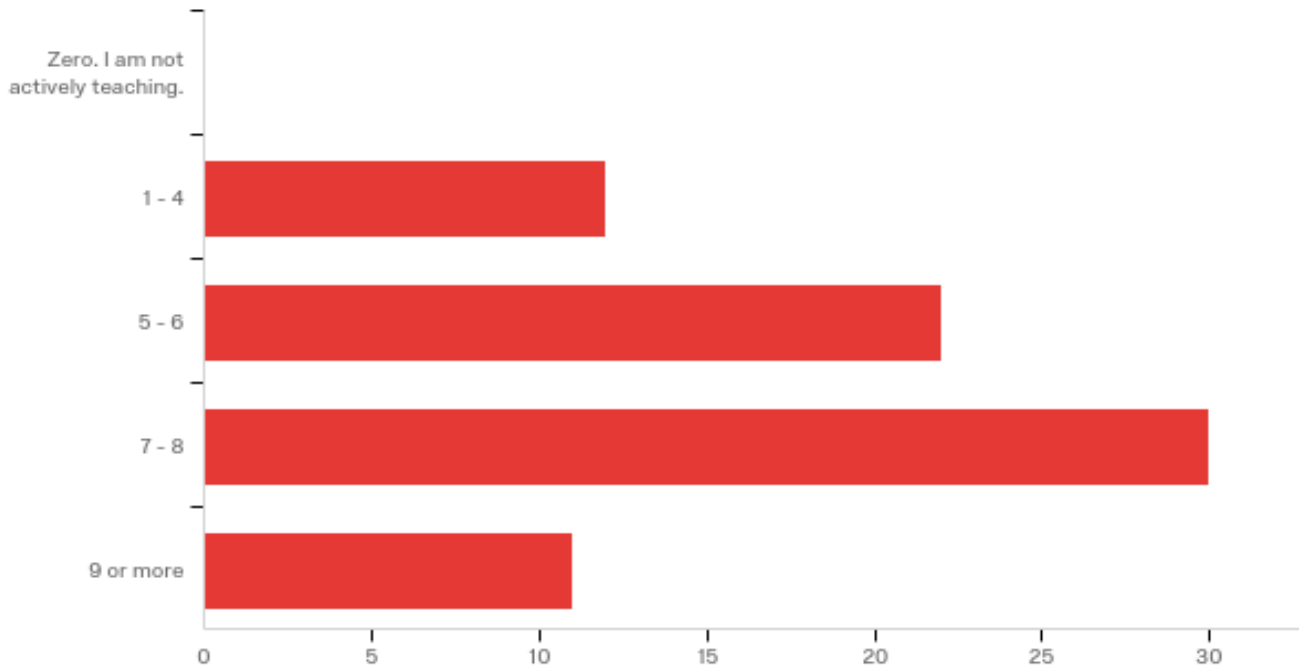
#	Answer	%	Count
1	Only advisees in my discipline	45.31%	29
2	Advisees in my discipline and related disciplines	37.50%	24
3	Advisees in my discipline and in unrelated disciplines	10.94%	7
4	Advisees unrelated to my discipline	6.25%	4
	Total	100%	64

Q30 - The number of advisees assigned to me is:



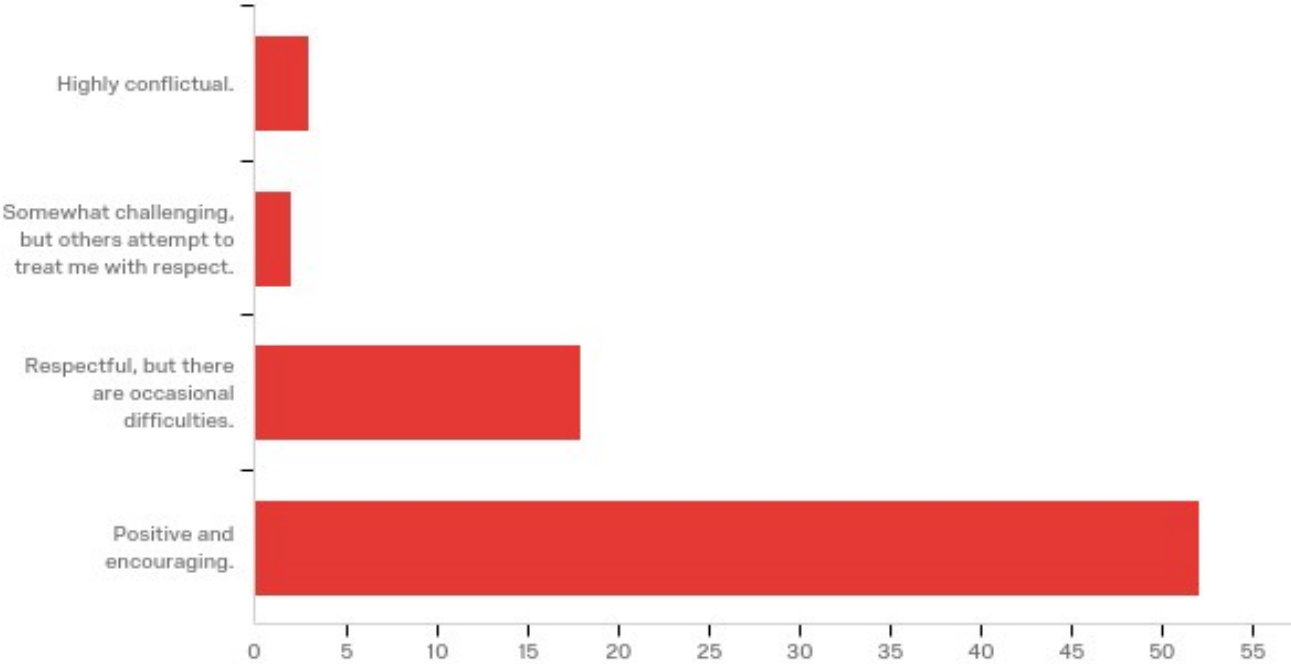
#	Answer	%	Count
1	Zero. I have no advisees.	28.38%	21
2	1 - 9	21.62%	16
3	10-19	18.92%	14
4	20-29	18.92%	14
5	30-39	6.76%	5
6	40-59	2.70%	2
7	60 or more	2.70%	2
	Total	100%	74

Q31 - Consider the fall and spring semesters combined, and count each section you teach as a separate course preparation. For example, teaching three sections of Management 301, for this question, would be considered three course preparations. Using the foregoing methodology, I have the following number of courses to prepare:



#	Answer	%	Count
1	Zero. I am not actively teaching.	0.00%	0
2	1 - 4	16.00%	12
3	5 - 6	29.33%	22
4	7 - 8	40.00%	30
5	9 or more	14.67%	11
	Total	100%	75

Q32 - My relationship with other members in my department is:



#	Answer	%	Count
1	Highly conflictual.	4.00%	3
2	Somewhat challenging, but others attempt to treat me with respect.	2.67%	2
3	Respectful, but there are occasional difficulties.	24.00%	18
4	Positive and encouraging.	69.33%	52
	Total	100%	75