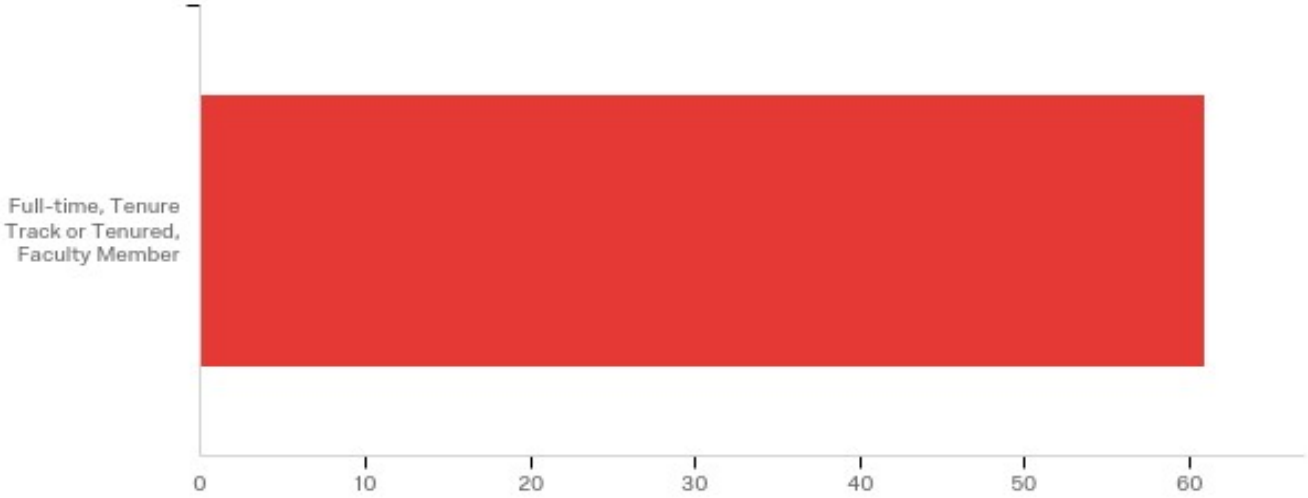


Default Report

Departmental Cultures Survey

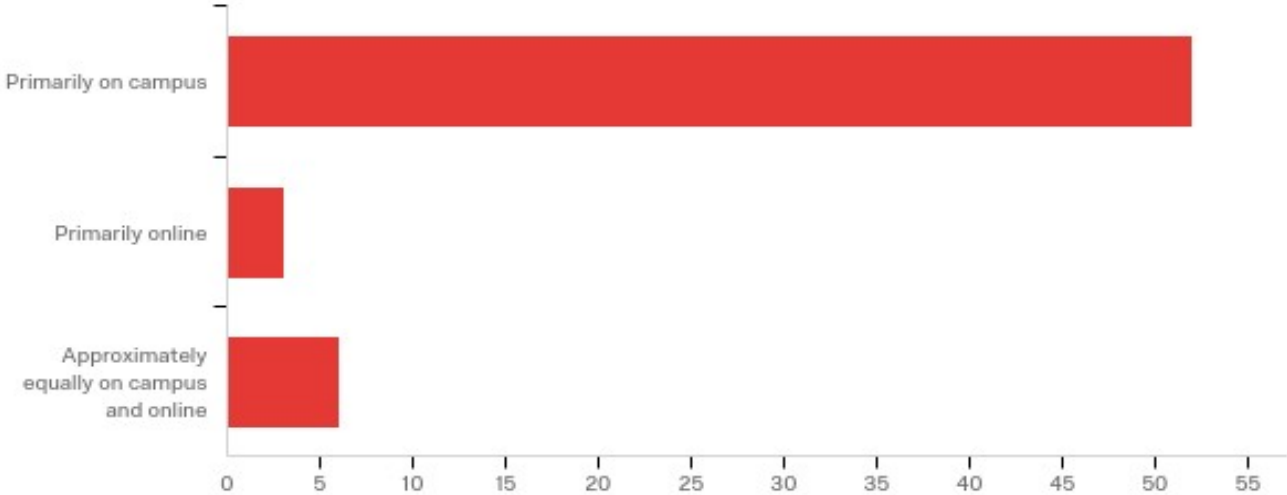
February 23rd 2017, 11:00 am MST

Q1.1 - I work as a:



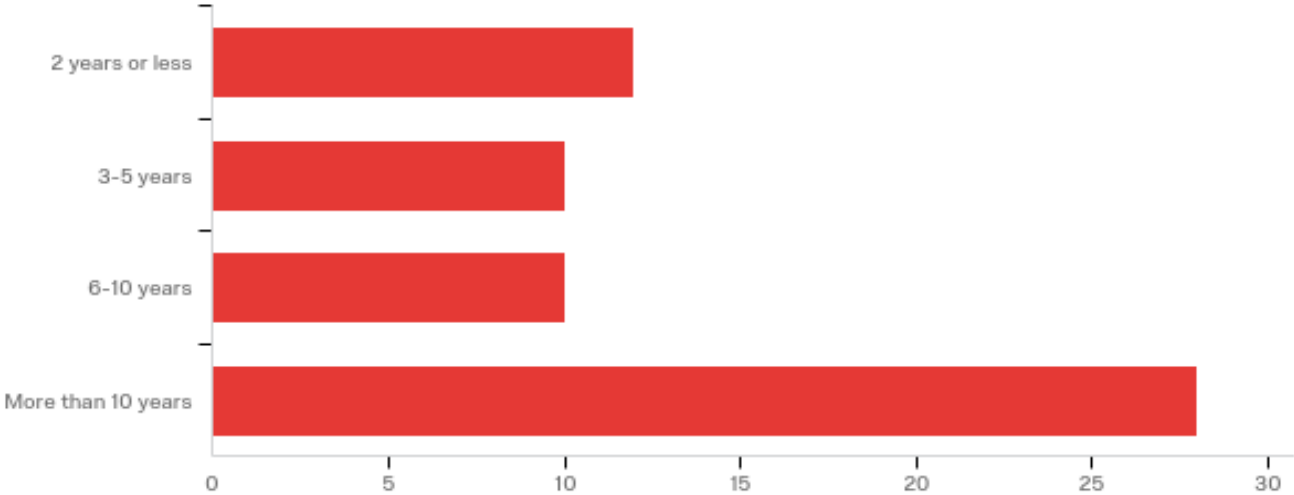
#	Answer	%	Count
1	Full-time, Tenure Track or Tenured, Faculty Member	100.00%	61
	Total	100%	61

Q1.2 - I teach courses:



#	Answer	%	Count
1	Primarily on campus	85.25%	52
2	Primarily online	4.92%	3
3	Approximately equally on campus and online	9.84%	6
	Total	100%	61

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



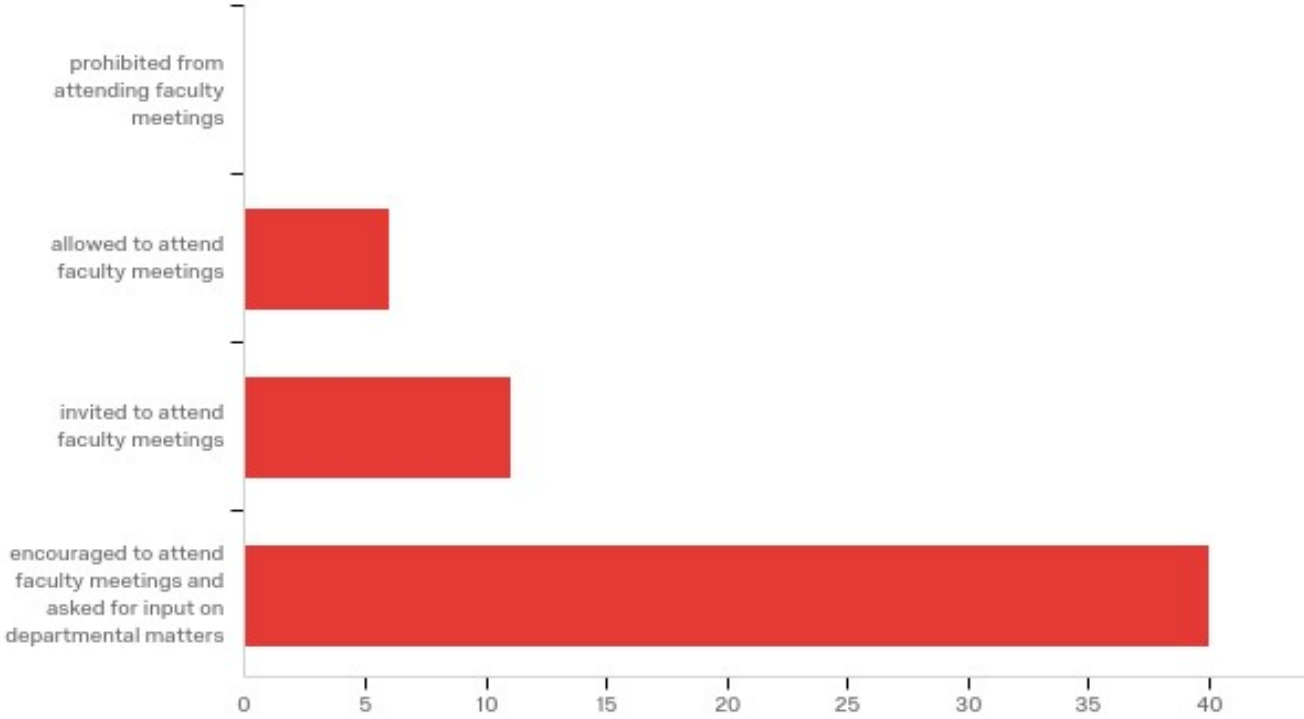
#	Answer	%	Count
1	2 years or less	20.00%	12
2	3-5 years	16.67%	10
3	6-10 years	16.67%	10
4	More than 10 years	46.67%	28
	Total	100%	60

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



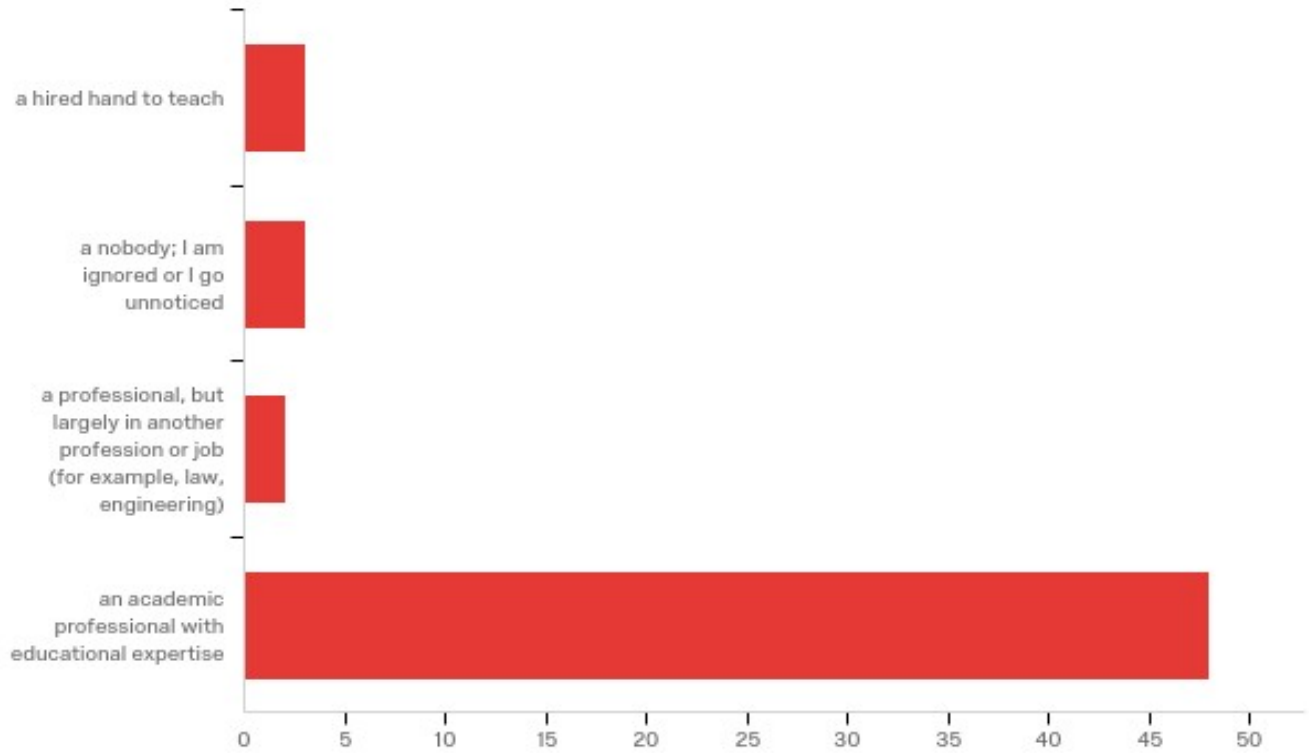
#	Answer	%	Count
1	disrespectfully	0.00%	0
2	like I am invisible	0.00%	0
3	respectfully and inclusively	0.00%	0
4	as if I am valuable to the overall learning environment	0.00%	0
	Total	100%	0

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



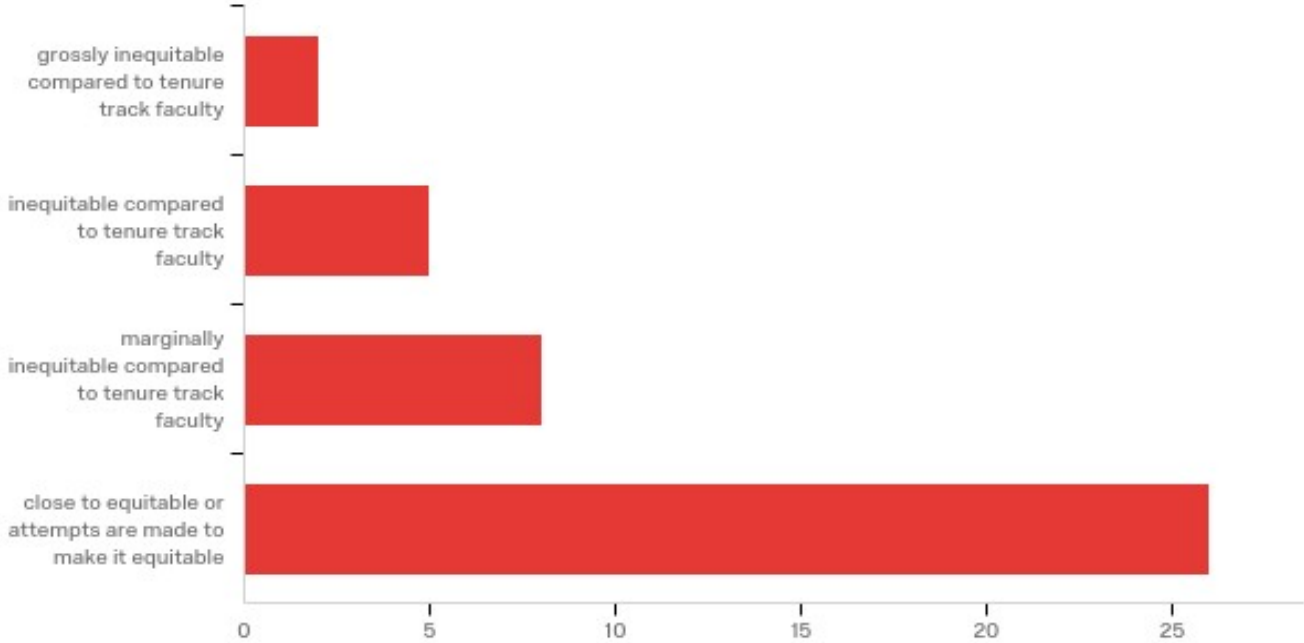
#	Answer	%	Count
1	prohibited from attending faculty meetings	0.00%	0
2	allowed to attend faculty meetings	10.53%	6
3	invited to attend faculty meetings	19.30%	11
4	encouraged to attend faculty meetings and asked for input on departmental matters	70.18%	40
	Total	100%	57

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



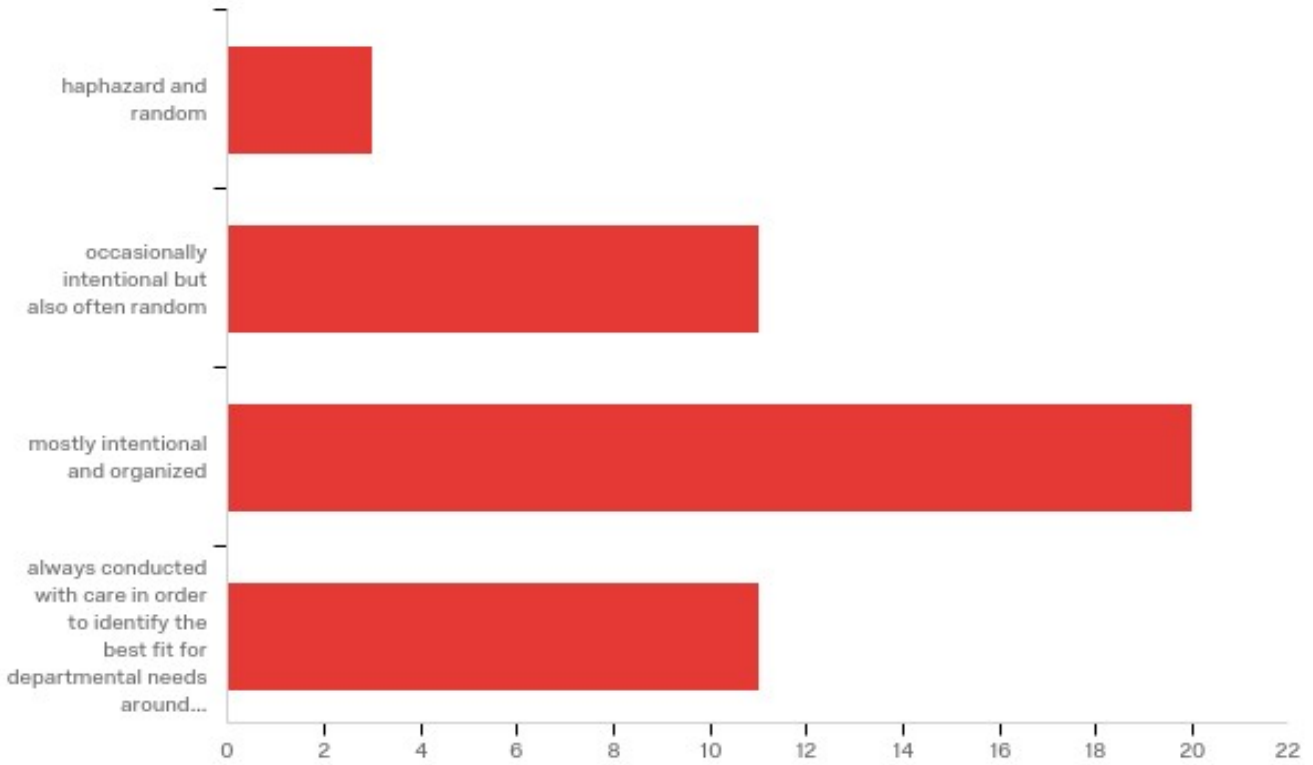
#	Answer	%	Count
1	a hired hand to teach	5.36%	3
2	a nobody; I am ignored or I go unnoticed	5.36%	3
3	a professional, but largely in another profession or job (for example, law, engineering)	3.57%	2
4	an academic professional with educational expertise	85.71%	48
	Total	100%	56

Q1.6 - My salary and pay are:



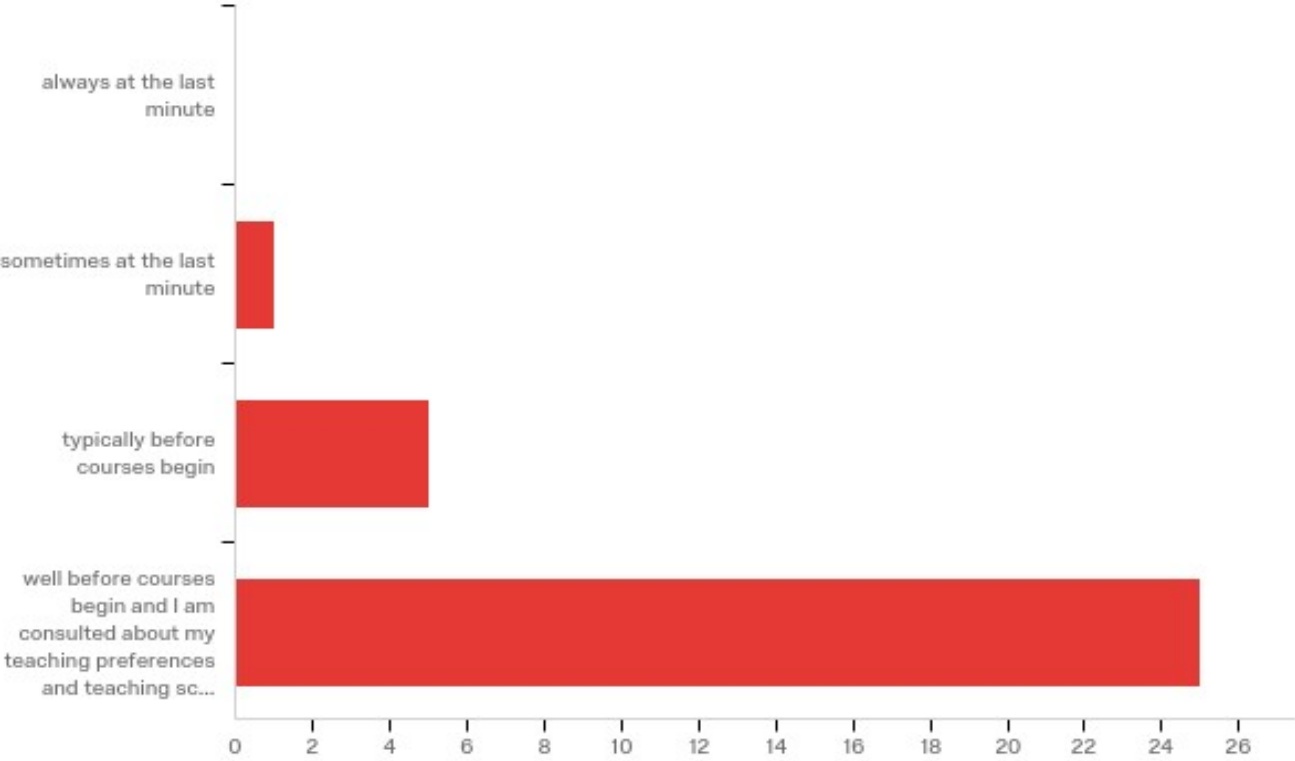
#	Answer	%	Count
1	grossly inequitable compared to tenure track faculty	4.88%	2
2	inequitable compared to tenure track faculty	12.20%	5
3	marginally inequitable compared to tenure track faculty	19.51%	8
4	close to equitable or attempts are made to make it equitable	63.41%	26
	Total	100%	41

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



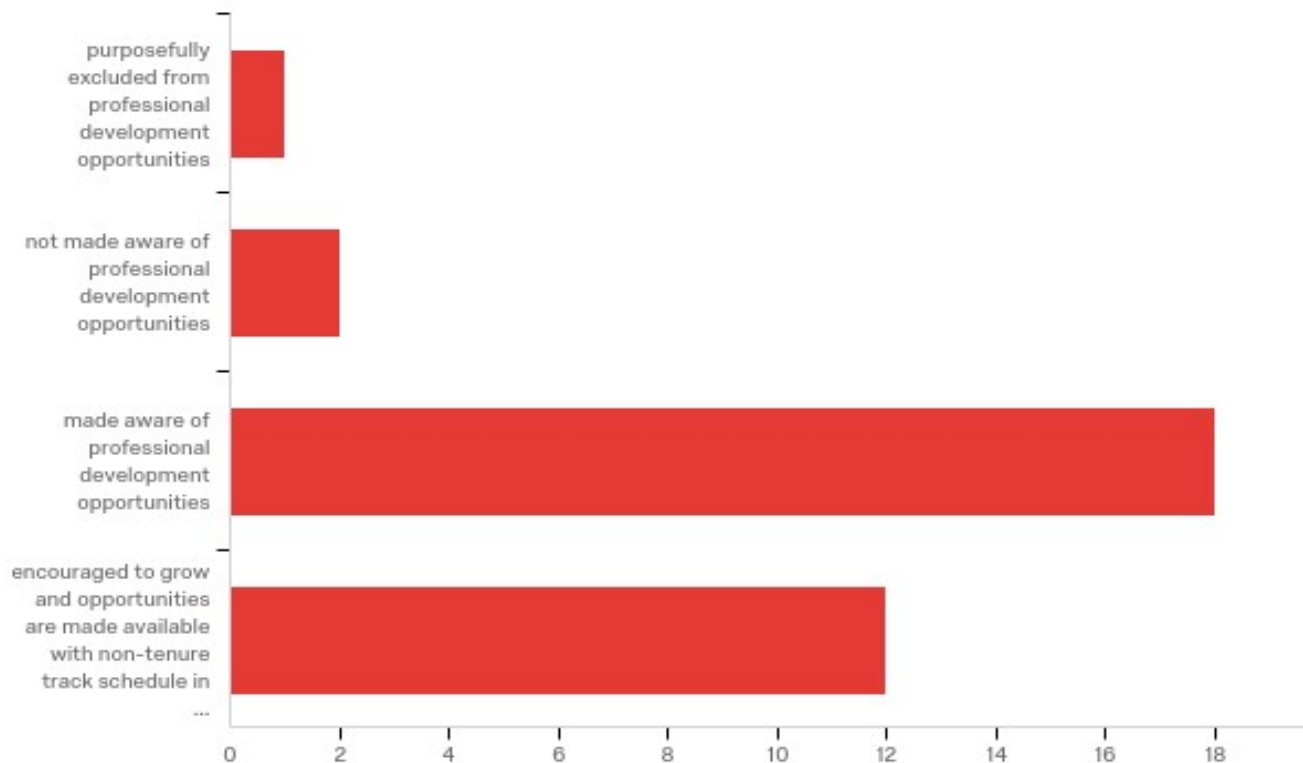
#	Answer	%	Count
1	haphazard and random	6.67%	3
2	occasionally intentional but also often random	24.44%	11
3	mostly intentional and organized	44.44%	20
4	always conducted with care in order to identify the best fit for departmental needs around academic issues	24.44%	11
	Total	100%	45

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



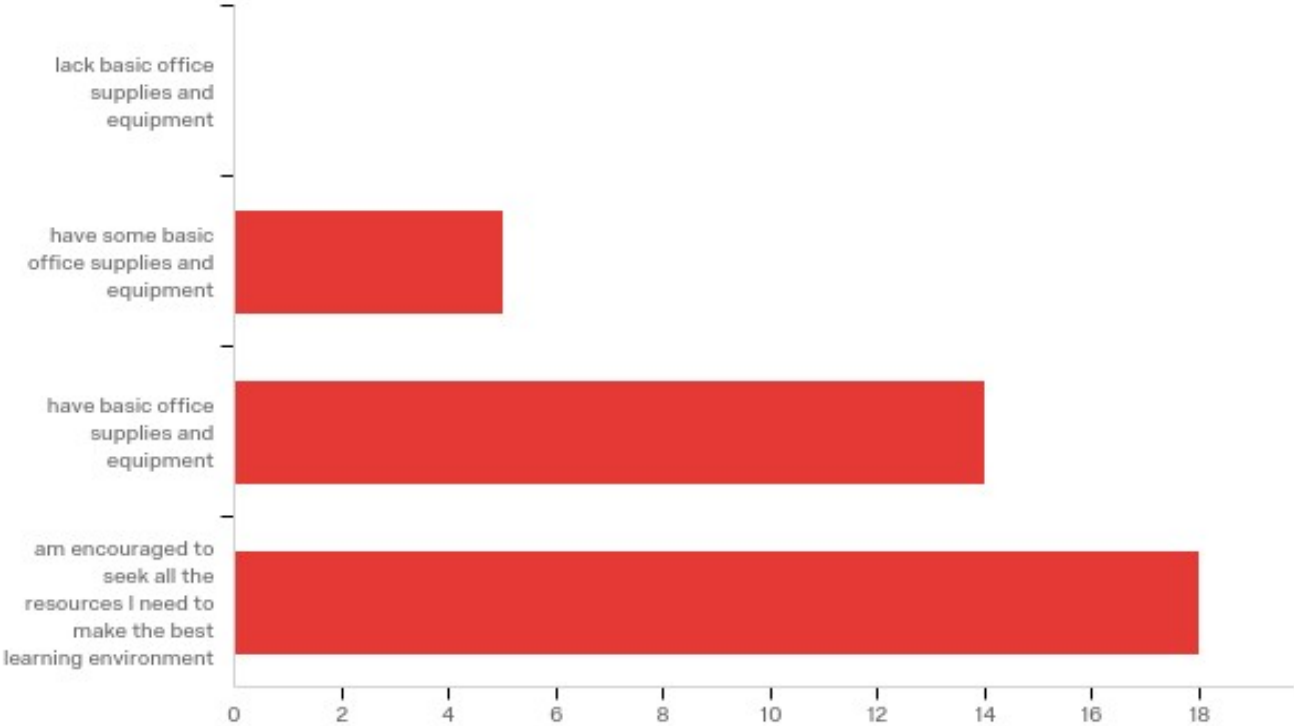
#	Answer	%	Count
1	always at the last minute	0.00%	0
2	sometimes at the last minute	3.23%	1
3	typically before courses begin	16.13%	5
4	well before courses begin and I am consulted about my teaching preferences and teaching schedules at other institutions (if applicable)	80.65%	25
	Total	100%	31

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



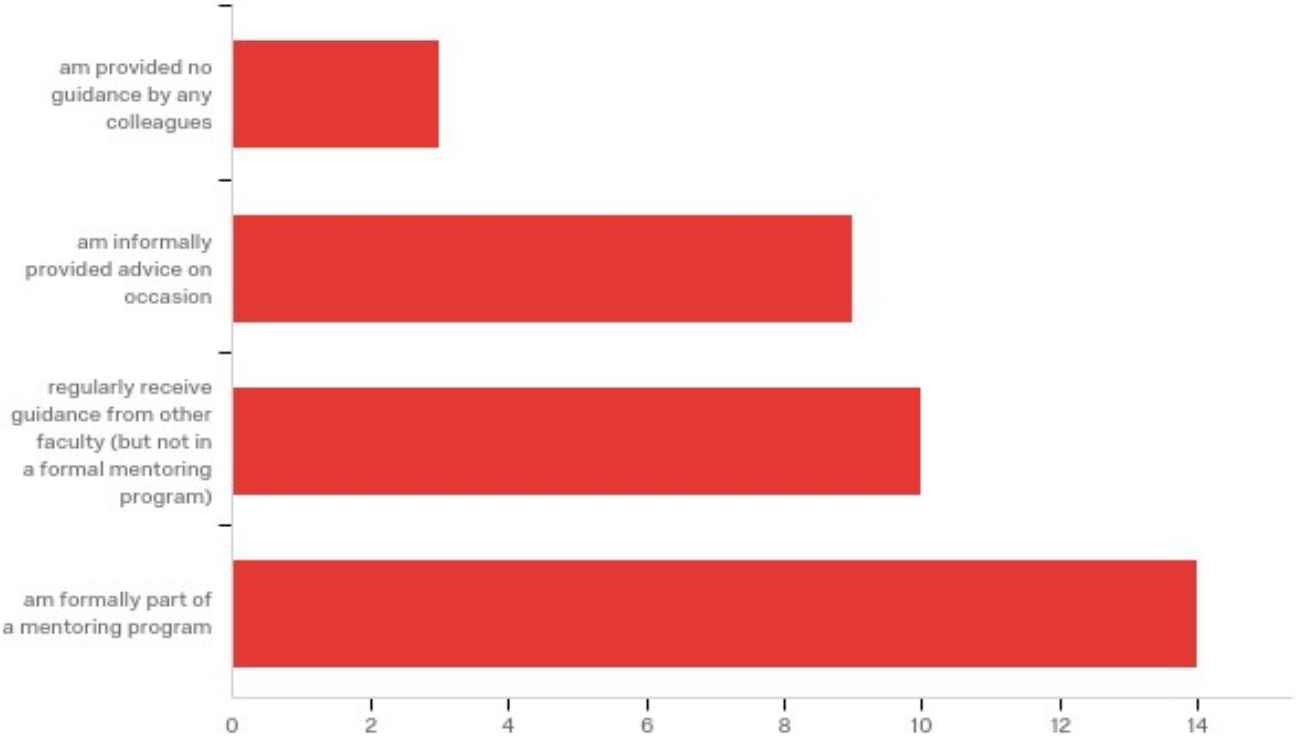
#	Answer	%	Count
1	purposefully excluded from professional development opportunities	3.03%	1
2	not made aware of professional development opportunities	6.06%	2
3	made aware of professional development opportunities	54.55%	18
4	encouraged to grow and opportunities are made available with non-tenure track schedule in mind	36.36%	12
	Total	100%	33

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



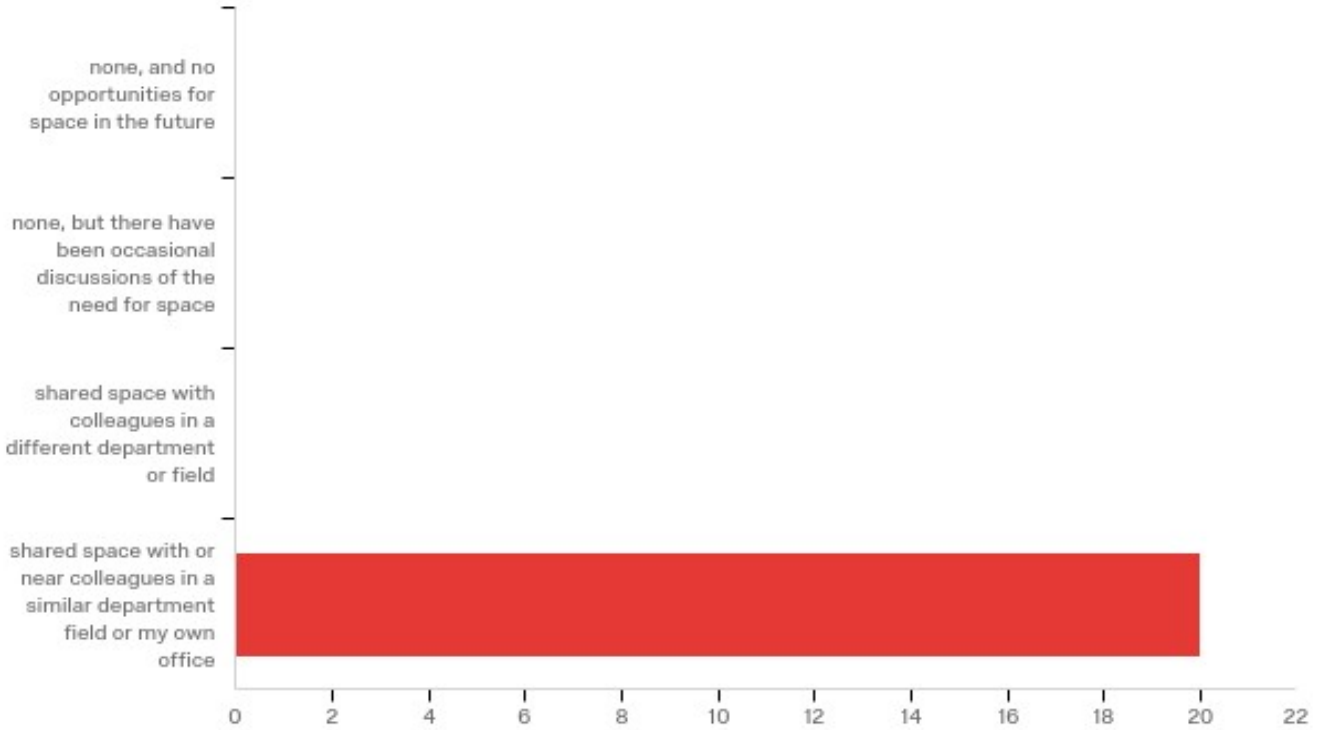
#	Answer	%	Count
1	lack basic office supplies and equipment	0.00%	0
2	have some basic office supplies and equipment	13.51%	5
3	have basic office supplies and equipment	37.84%	14
4	am encouraged to seek all the resources I need to make the best learning environment	48.65%	18
	Total	100%	37

Q1.11 - In terms of mentoring, I:



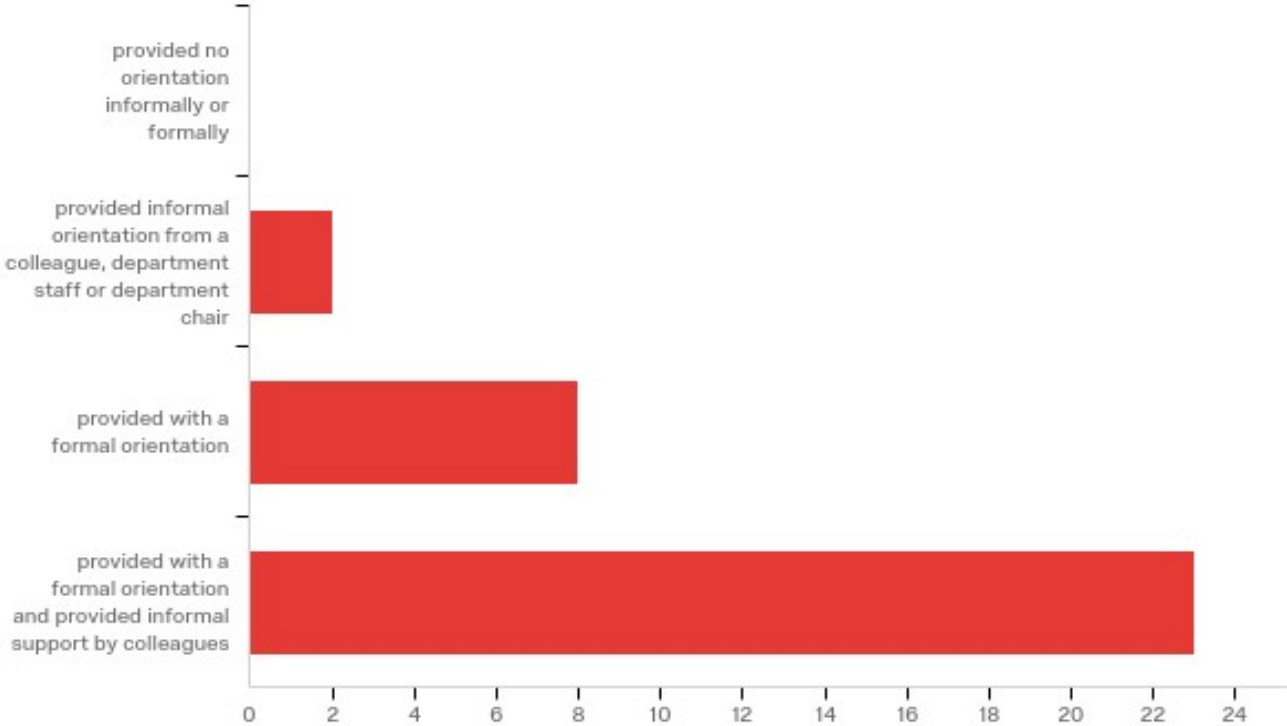
#	Answer	%	Count
1	am provided no guidance by any colleagues	8.33%	3
2	am informally provided advice on occasion	25.00%	9
3	regularly receive guidance from other faculty (but not in a formal mentoring program)	27.78%	10
4	am formally part of a mentoring program	38.89%	14
	Total	100%	36

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



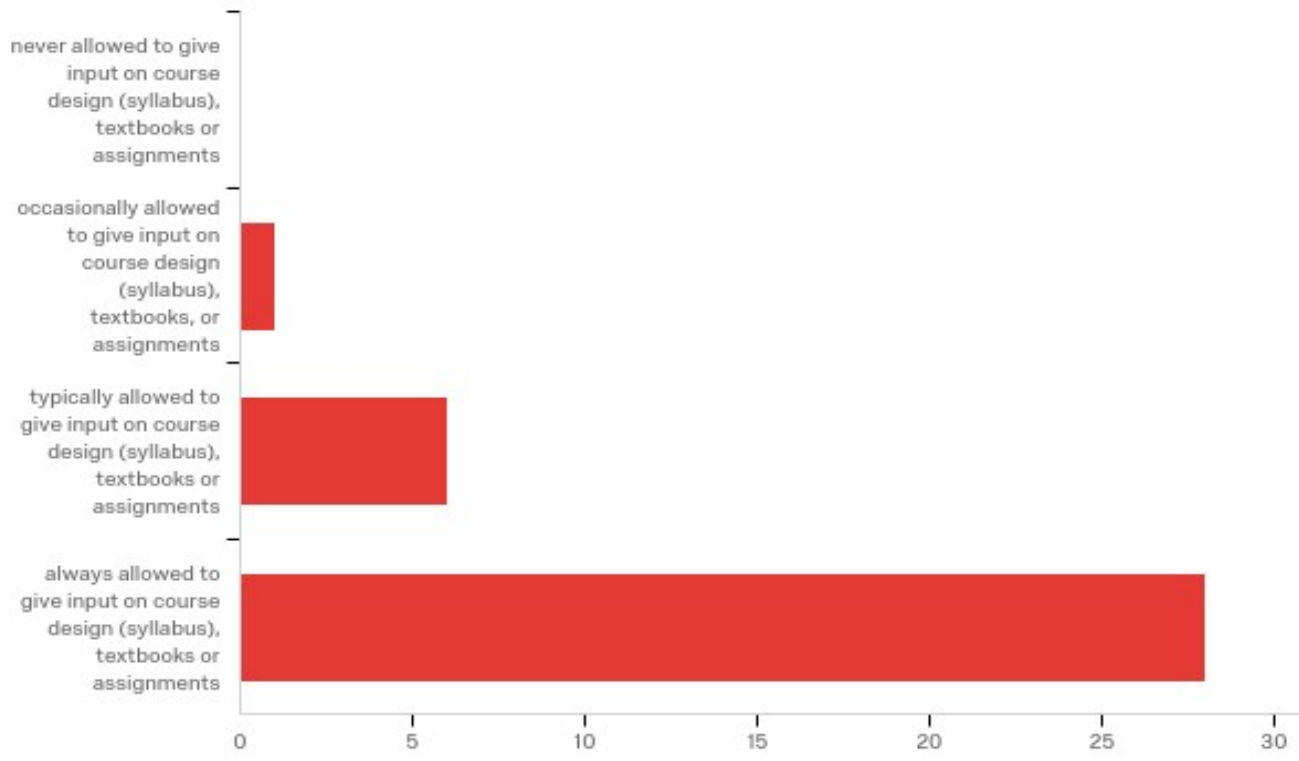
#	Answer	%	Count
1	none, and no opportunities for space in the future	0.00%	0
2	none, but there have been occasional discussions of the need for space	0.00%	0
3	shared space with colleagues in a different department or field	0.00%	0
4	shared space with or near colleagues in a similar department field or my own office	100.00%	20
	Total	100%	20

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



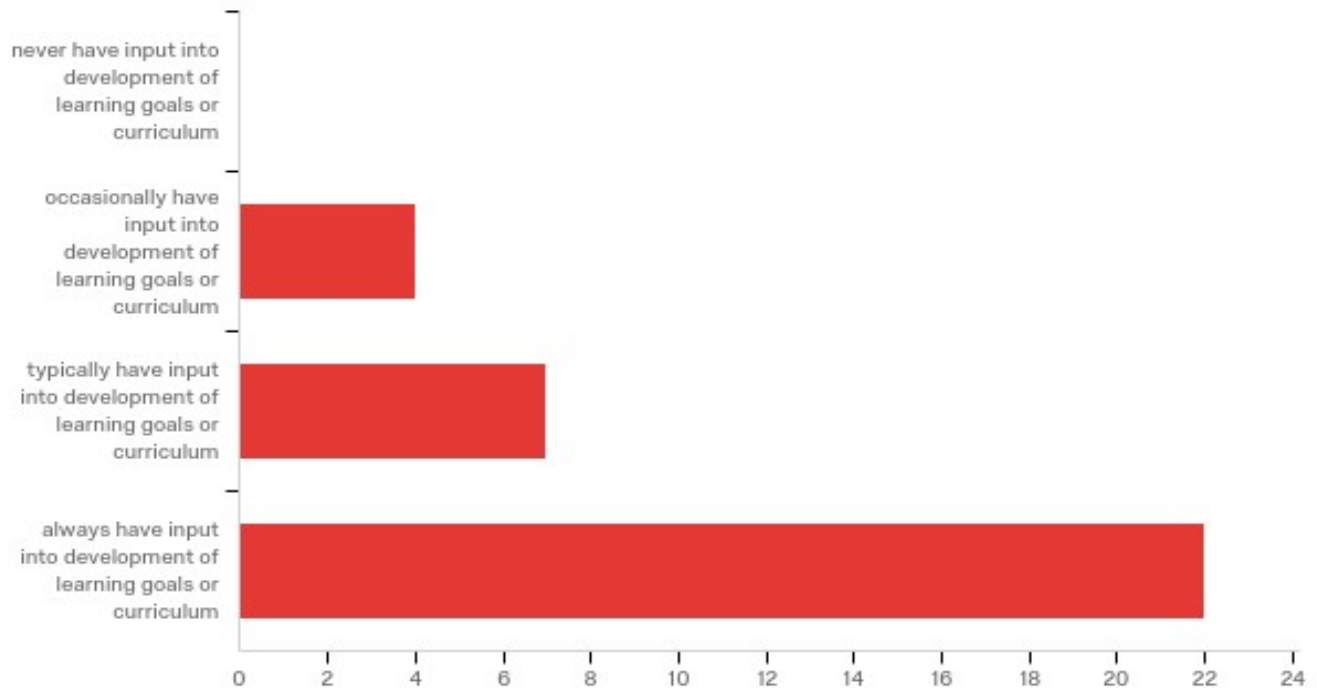
#	Answer	%	Count
1	provided no orientation informally or formally	0.00%	0
2	provided informal orientation from a colleague, department staff or department chair	6.06%	2
3	provided with a formal orientation	24.24%	8
4	provided with a formal orientation and provided informal support by colleagues	69.70%	23
	Total	100%	33

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



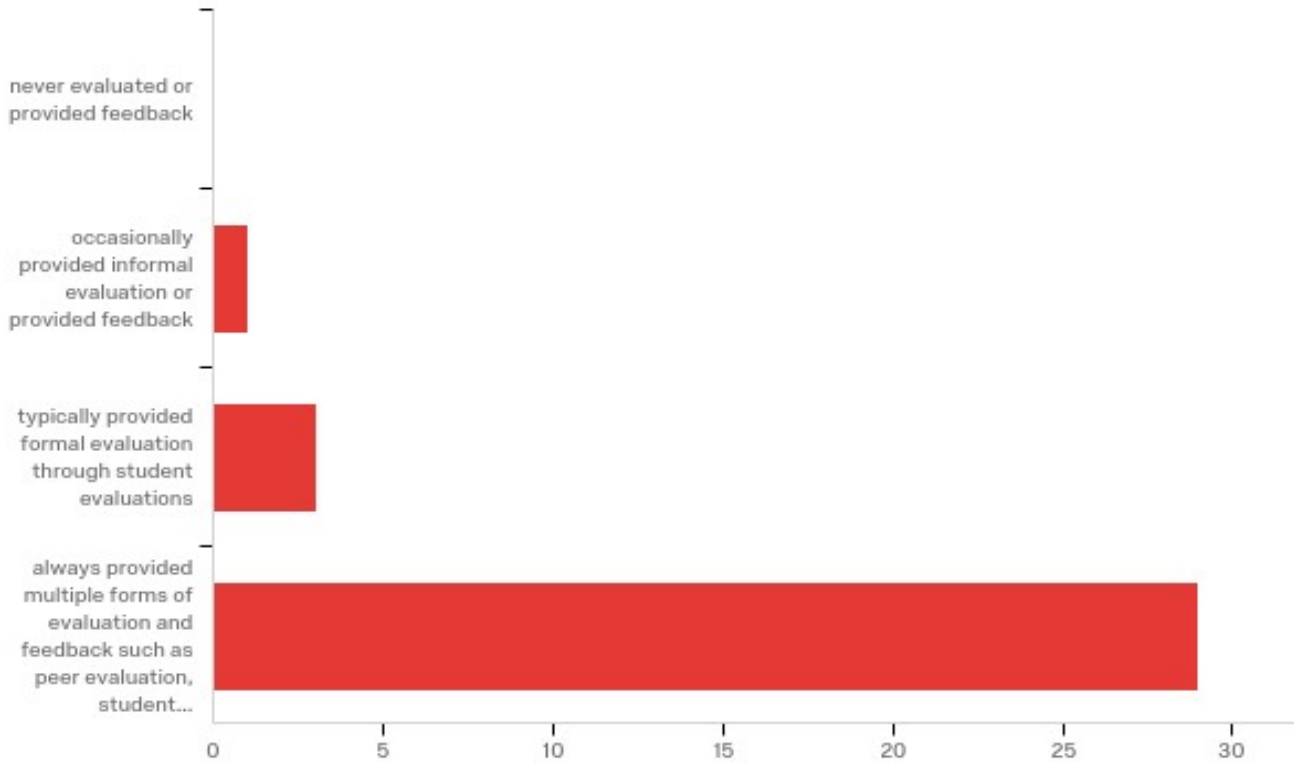
#	Answer	%	Count
1	never allowed to give input on course design (syllabus), textbooks or assignments	0.00%	0
2	occasionally allowed to give input on course design (syllabus), textbooks, or assignments	2.86%	1
3	typically allowed to give input on course design (syllabus), textbooks or assignments	17.14%	6
4	always allowed to give input on course design (syllabus), textbooks or assignments	80.00%	28
	Total	100%	35

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



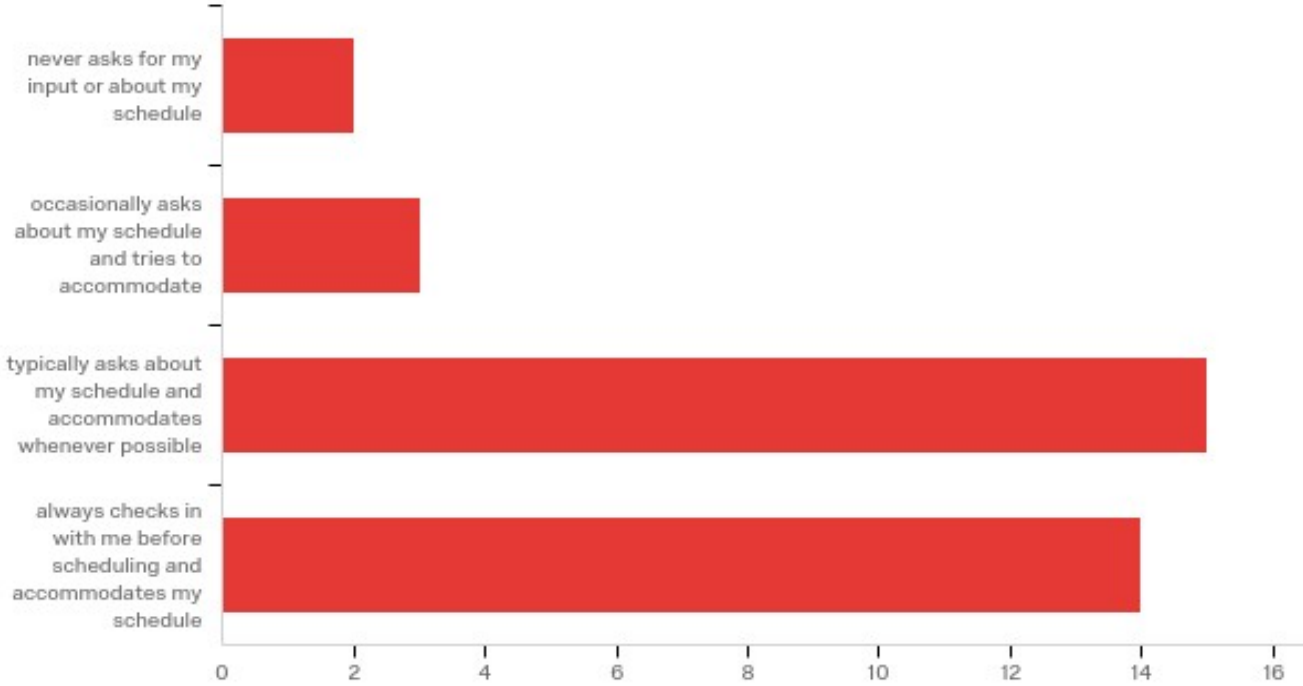
#	Answer	%	Count
1	never have input into development of learning goals or curriculum	0.00%	0
2	occasionally have input into development of learning goals or curriculum	12.12%	4
3	typically have input into development of learning goals or curriculum	21.21%	7
4	always have input into development of learning goals or curriculum	66.67%	22
	Total	100%	33

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



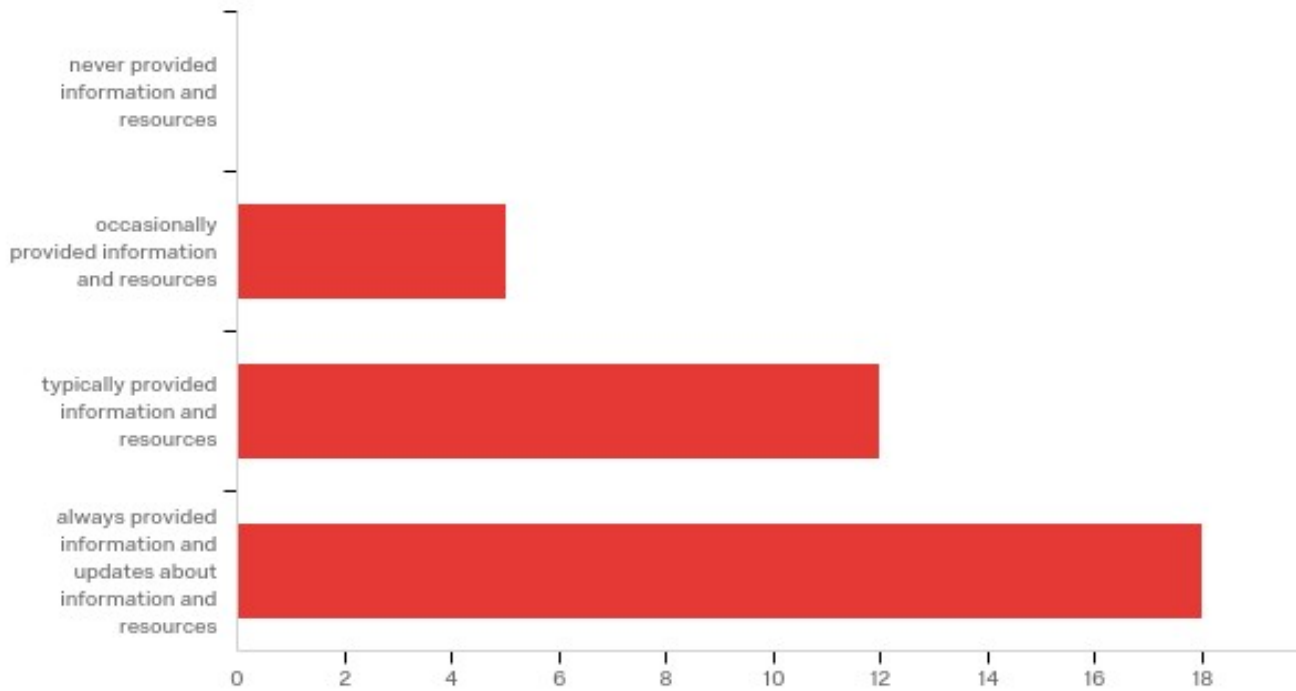
#	Answer	%	Count
1	never evaluated or provided feedback	0.00%	0
2	occasionally provided informal evaluation or provided feedback	3.03%	1
3	typically provided formal evaluation through student evaluations	9.09%	3
4	always provided multiple forms of evaluation and feedback such as peer evaluation, student evaluations, or portfolio review	87.88%	29
	Total	100%	33

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



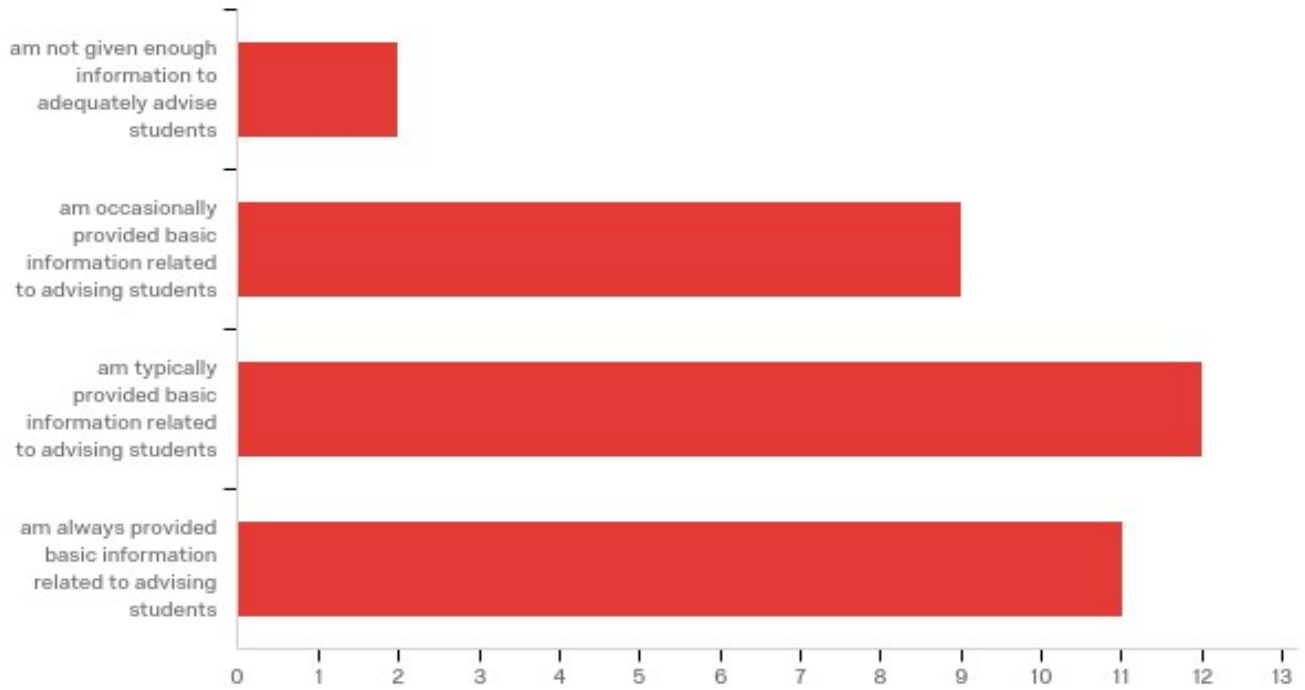
#	Answer	%	Count
1	never asks for my input or about my schedule	5.88%	2
2	occasionally asks about my schedule and tries to accommodate	8.82%	3
3	typically asks about my schedule and accommodates whenever possible	44.12%	15
4	always checks in with me before scheduling and accommodates my schedule	41.18%	14
	Total	100%	34

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



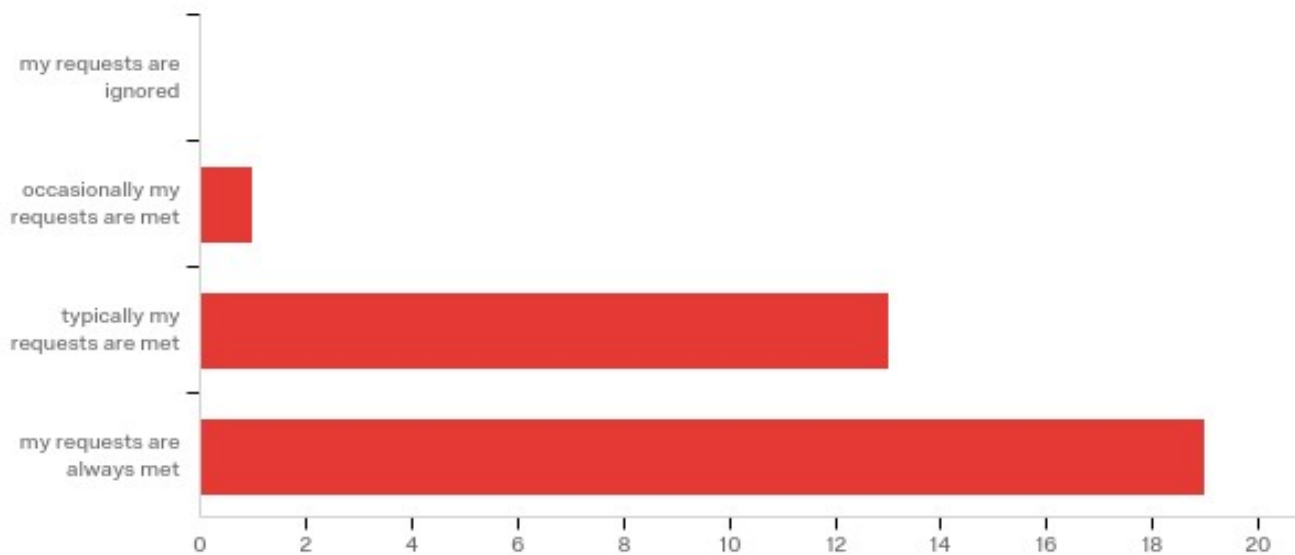
#	Answer	%	Count
1	never provided information and resources	0.00%	0
2	occasionally provided information and resources	14.29%	5
3	typically provided information and resources	34.29%	12
4	always provided information and updates about information and resources	51.43%	18
	Total	100%	35

Q1.19 - In terms of advising, I:



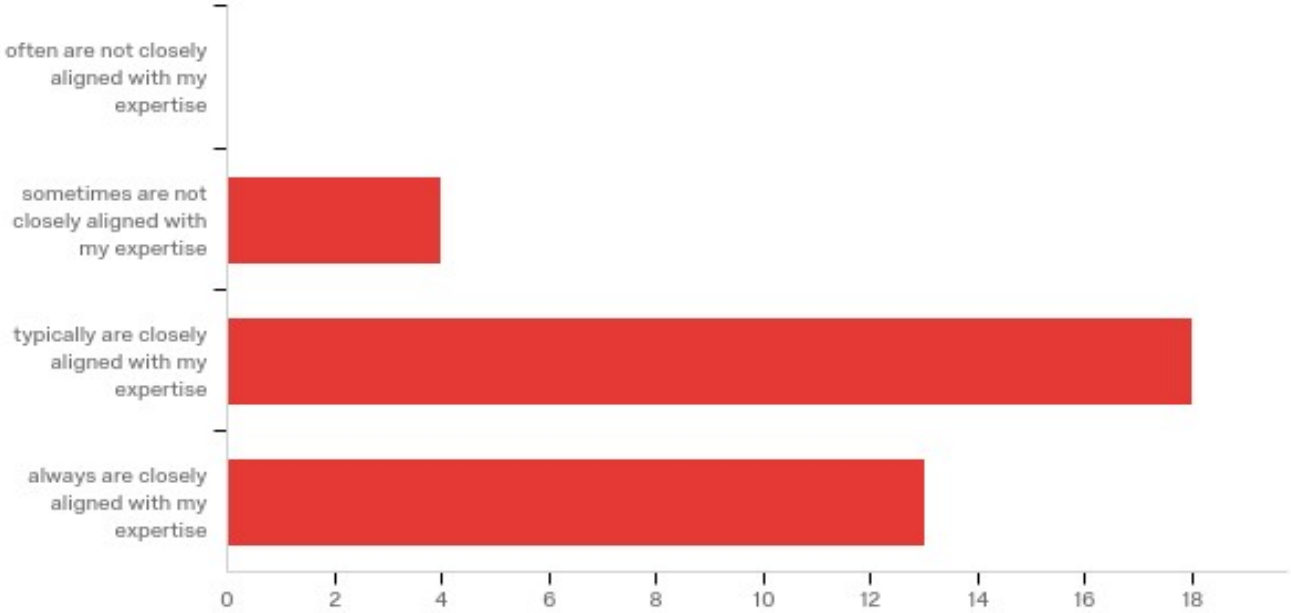
#	Answer	%	Count
1	am not given enough information to adequately advise students	5.88%	2
2	am occasionally provided basic information related to advising students	26.47%	9
3	am typically provided basic information related to advising students	35.29%	12
4	am always provided basic information related to advising students	32.35%	11
	Total	100%	34

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



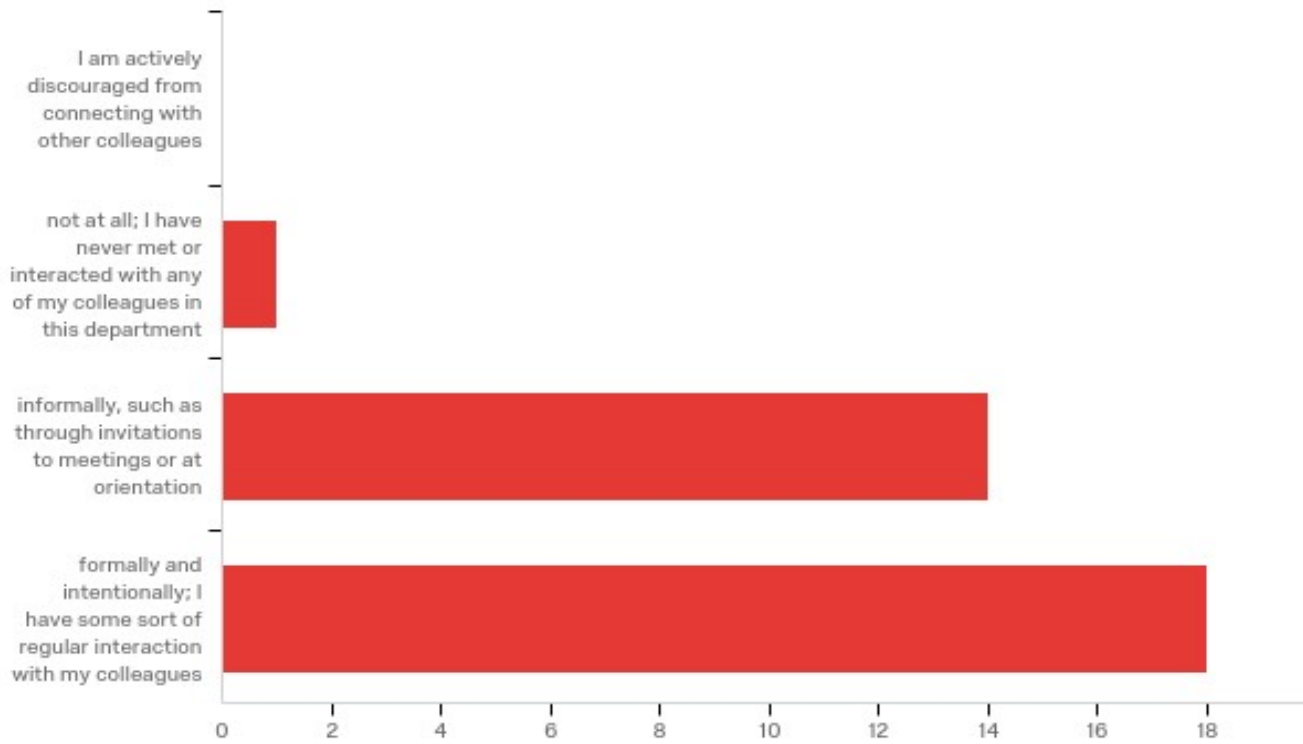
#	Answer	%	Count
1	my requests are ignored	0.00%	0
2	occasionally my requests are met	3.03%	1
3	typically my requests are met	39.39%	13
4	my requests are always met	57.58%	19
	Total	100%	33

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



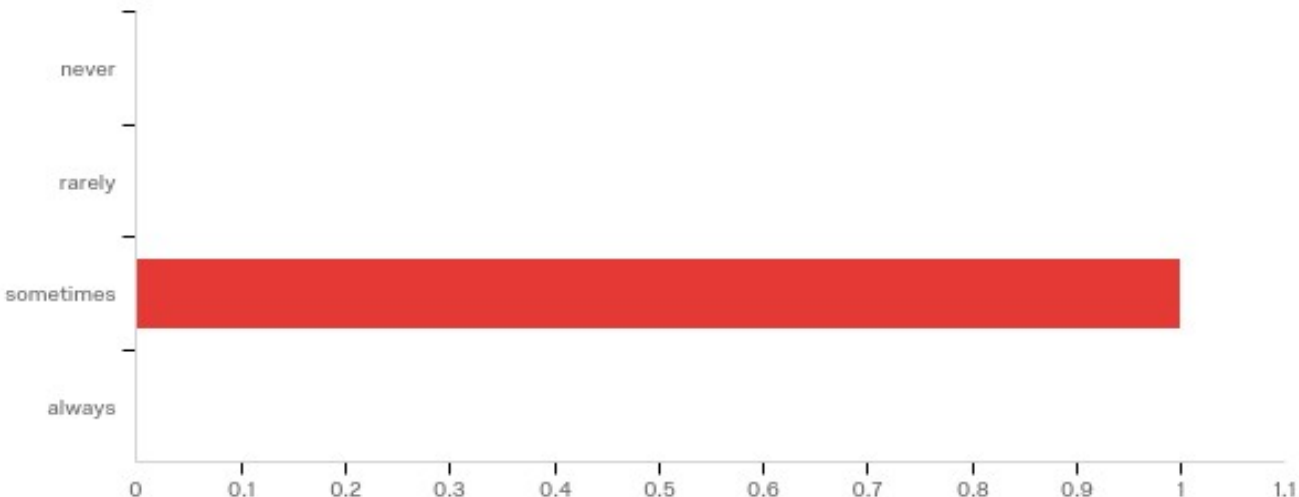
#	Answer	%	Count
1	often are not closely aligned with my expertise	0.00%	0
2	sometimes are not closely aligned with my expertise	11.43%	4
3	typically are closely aligned with my expertise	51.43%	18
4	always are closely aligned with my expertise	37.14%	13
	Total	100%	35

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



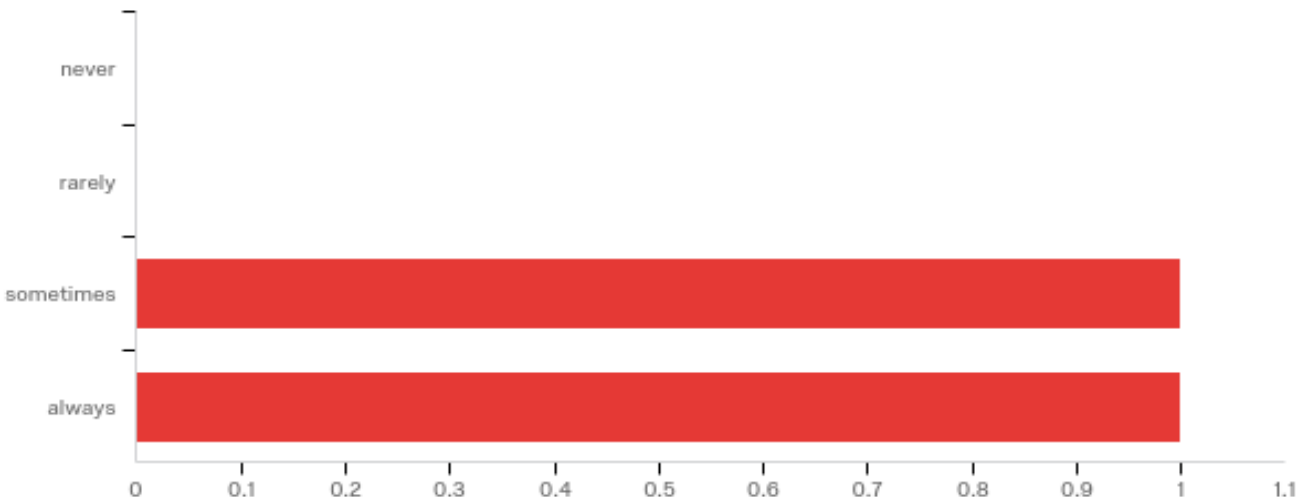
#	Answer	%	Count
1	I am actively discouraged from connecting with other colleagues	0.00%	0
2	not at all; I have never met or interacted with any of my colleagues in this department	3.03%	1
3	informally, such as through invitations to meetings or at orientation	42.42%	14
4	formally and intentionally; I have some sort of regular interaction with my colleagues	54.55%	18
	Total	100%	33

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	0.00%	0
3	sometimes	100.00%	1
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:



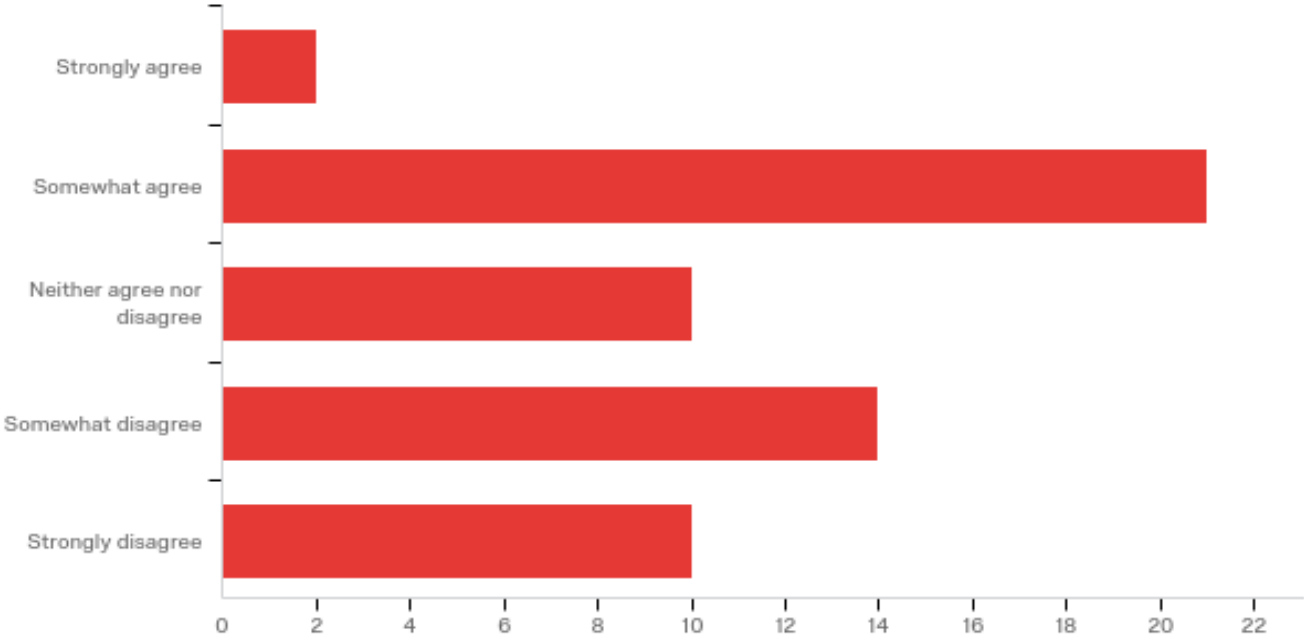
#	Answer	%	Count
1	never	0.00%	0
2	rarely	0.00%	0
3	sometimes	50.00%	1
4	always	50.00%	1
	Total	100%	2

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



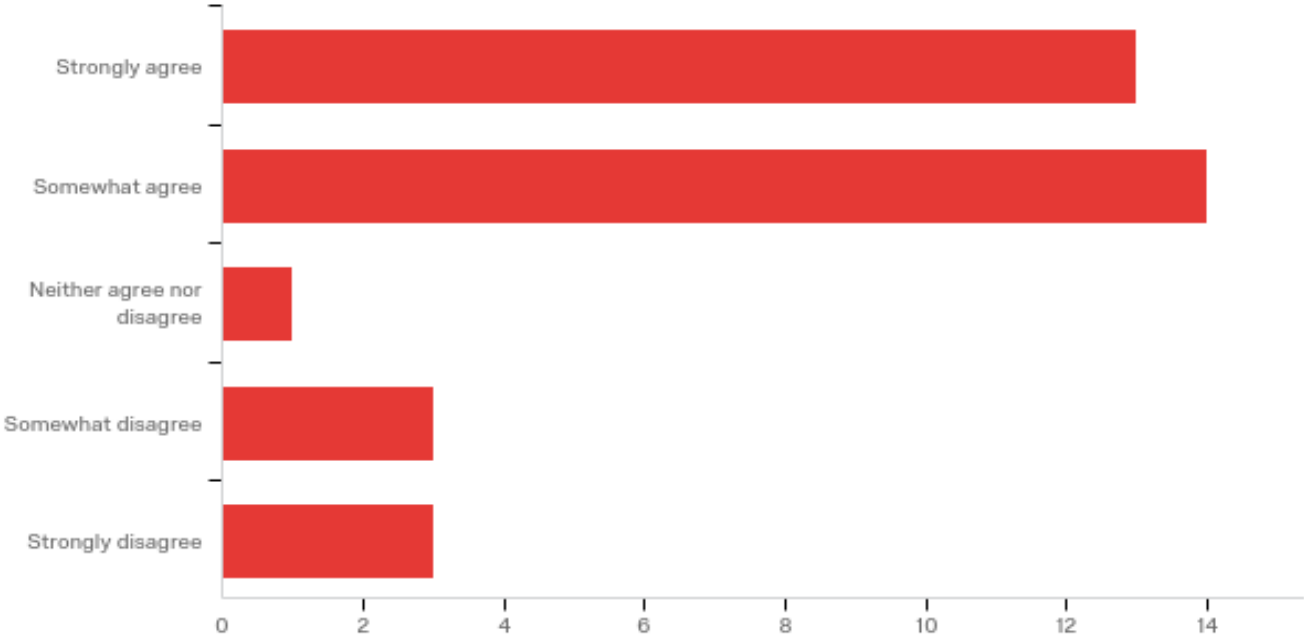
#	Answer	%	Count
1	never	0.00%	0
2	rarely	0.00%	0
3	sometimes, but generally around things like scheduling or basic course information	0.00%	0
4	regularly and in supportive ways that enhance my teaching and learning	0.00%	0
	Total	100%	0

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



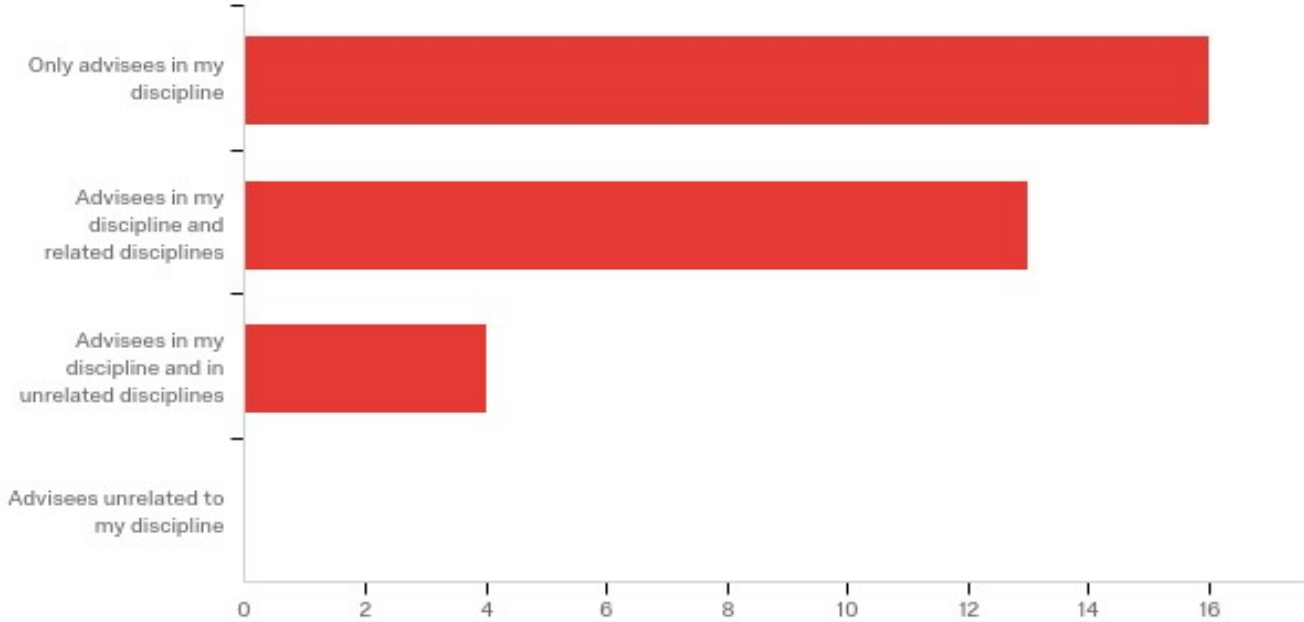
#	Answer	%	Count
1	Strongly agree	3.51%	2
2	Somewhat agree	36.84%	21
3	Neither agree nor disagree	17.54%	10
4	Somewhat disagree	24.56%	14
5	Strongly disagree	17.54%	10
	Total	100%	57

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



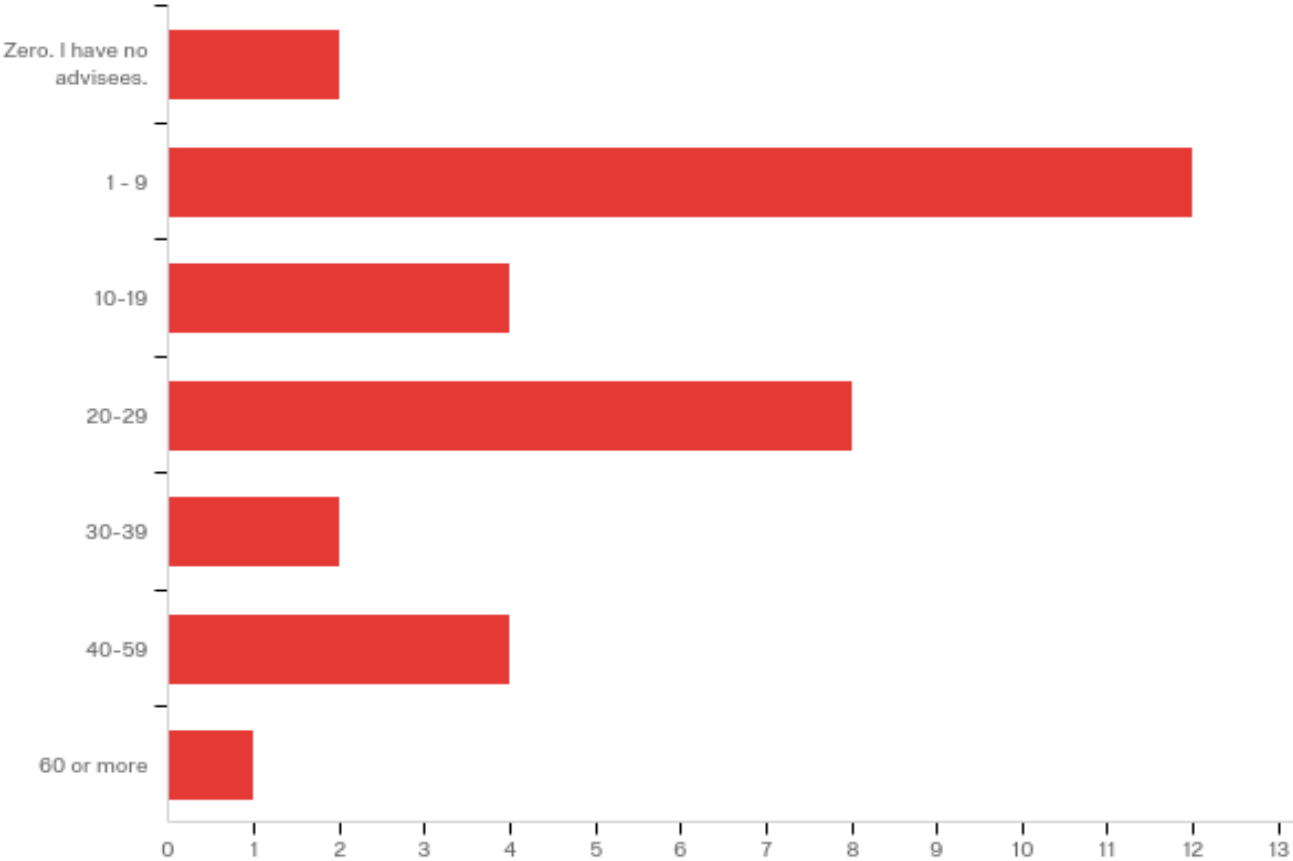
#	Answer	%	Count
1	Strongly agree	38.24%	13
2	Somewhat agree	41.18%	14
3	Neither agree nor disagree	2.94%	1
4	Somewhat disagree	8.82%	3
5	Strongly disagree	8.82%	3
	Total	100%	34

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



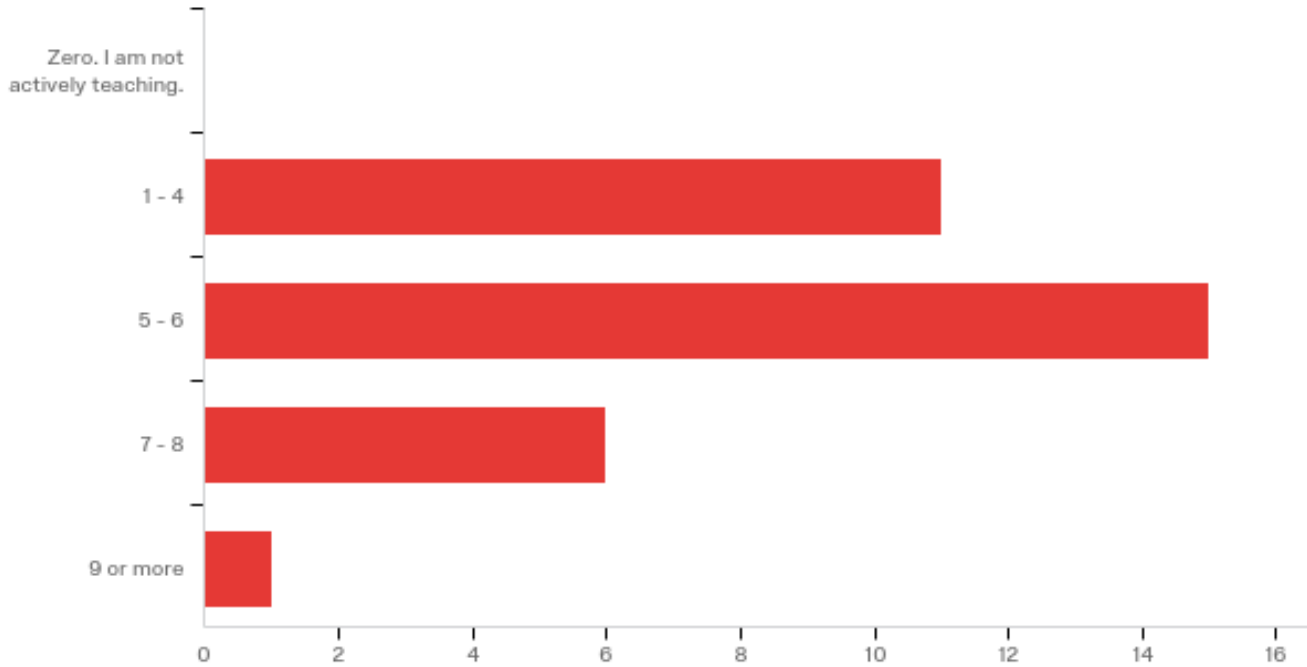
#	Answer	%	Count
1	Only advisees in my discipline	48.48%	16
2	Advisees in my discipline and related disciplines	39.39%	13
3	Advisees in my discipline and in unrelated disciplines	12.12%	4
4	Advisees unrelated to my discipline	0.00%	0
	Total	100%	33

Q30 - The number of advisees assigned to me is:



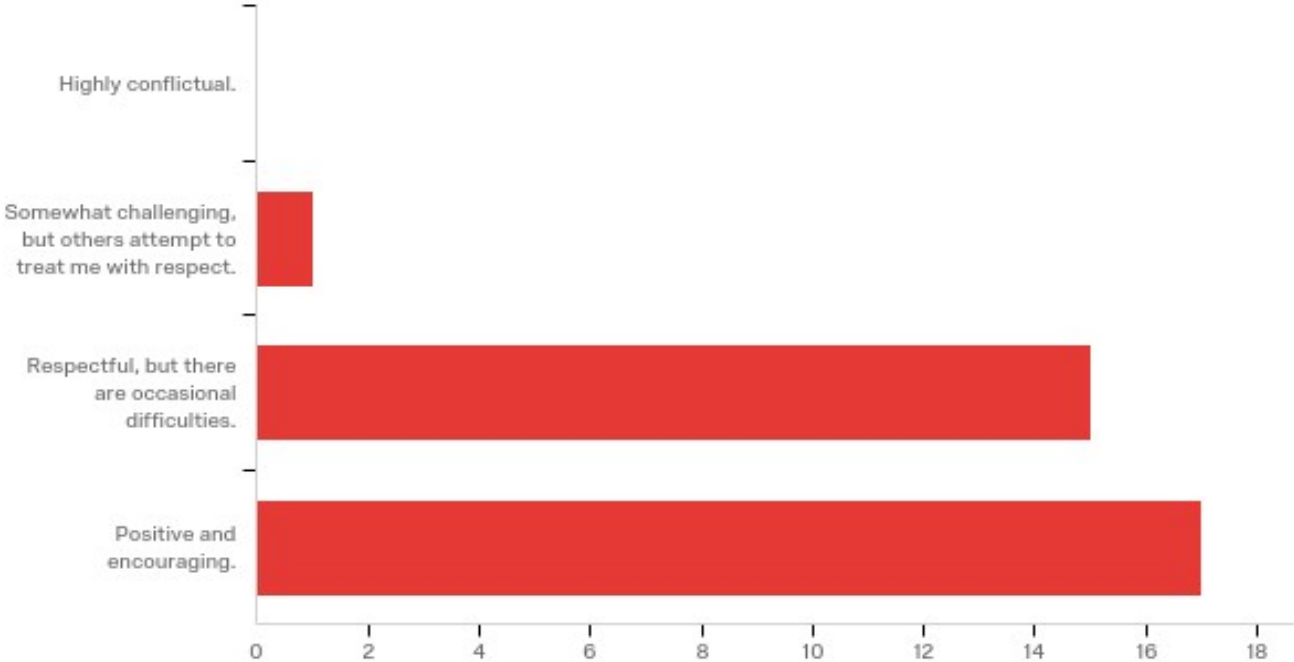
#	Answer	%	Count
1	Zero. I have no advisees.	6.06%	2
2	1 - 9	36.36%	12
3	10-19	12.12%	4
4	20-29	24.24%	8
5	30-39	6.06%	2
6	40-59	12.12%	4
7	60 or more	3.03%	1
	Total	100%	33

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	33.33%	11
3	5 - 6	45.45%	15
4	7 - 8	18.18%	6
5	9 or more	3.03%	1
	Total	100%	33

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



#	Answer	%	Count
1	Highly conflictual.	0.00%	0
2	Somewhat challenging, but others attempt to treat me with respect.	3.03%	1
3	Respectful, but there are occasional difficulties.	45.45%	15
4	Positive and encouraging.	51.52%	17
	Total	100%	33