Appendix A – Survey Questions

Q1. Do you have a non-tenure track appointment with primary teaching responsibility for one or more courses at CSU?

Q2. Do you have a non-tenure-track appointment with primarily research responsibilities?

Q3. What is your college?

Q4. How many year have you been employed at CSU?

Q5. Gender:

Q6. Ethnicity/Citizenship:

Q7. CSU Employment Category:

Q8. What is your appointment type?

Q9. What is your appointment category?

Q10. Do you have a Joint-Administrative Professional Faculty appointment in an academic department?

Q11. In what department(s) is your Joint-Administration Professional Faculty appointment?

Q12. What is your academic rank?

Q13. Teaching:

Q14. Research:

Q15. Other responsibilities:

Q16. What other responsibilities beyond teaching and/or research do you have in your position? If you do not have other responsibilities, please type "no others." (Open-Ended)
Q17. How many classes do you typically teach per semester?

Q18. How many students do you have in all of your classes combined in an average semester?

Q19. Do you teach courses that students take completely online?

Q20. Do you receive more compensation for teaching online than you would for teaching in a traditional classroom?

Q21. If your primary responsibility is research but you also teach, do you receive additional compensation for teaching classes?

Q22. When you were hired, did you receive a handbook or other written materials to help you become acquainted with your department and your position off the tenure track?

Q23. How important are the following to your job satisfaction? - Salary

Q24. How important are the following to your job satisfaction? - Student contact

Q25. How important are the following to your job satisfaction? - Contact with colleagues

Q26. How important are the following to your job satisfaction? - Autonomy

Q27. How important are the following to your job satisfaction? - Working collaboratively

Q28. How important are the following to your job satisfaction? - Having a flexible schedule

Q29. How important are the following to your job satisfaction? - Having freedom to create/deliver classes

Q30. How important are the following to your job satisfaction? - Having freedom to conduct research

Q31. How important are the following to your job satisfaction? - Feeling valued as a professional

Q32. How important are the following to your job satisfaction? - Having excellent research facilities
Q33. How important are the following to your job satisfaction? - Having excellent research opportunities

Q34. How important are the following to your job satisfaction? - Being mentored

Q35. How important are the following to your job satisfaction? - Obtaining professional development

Q36. How important are the following to your job satisfaction? - Being involved in department activities

Q37. How important are the following to your job satisfaction? - Being involved in department governance

Q38. How important are the following to your job satisfaction? - Being intellectually stimulated

Q39. How important are the following to your job satisfaction? - Enjoying collegiality

Q40. How important are the following to your job satisfaction? - Being fairly treated

Q41. How important are the following to your job satisfaction? - Exercising academic freedom

Q42. With respect to your professional position at CSU, how satisfied are you with the following? - Salary

Q43. With respect to your professional position at CSU, how satisfied are you with the following? - Student contact

Q44. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues

Q45. With respect to your professional position at CSU, how satisfied are you with the following? - Autonomy

Q46. With respect to your professional position at CSU, how satisfied are you with the following? - Working collaboratively

Q47. With respect to your professional position at CSU, how satisfied are you with the following? -
Having a flexible schedule

✓ Q48. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to create/execute classes

✓ Q49. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to conduct research

✓ Q50. With respect to your professional position at CSU, how satisfied are you with the following? - Feeling valued as a professional

✓ Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research facilities

✓ Q52. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research opportunities

✓ Q53. With respect to your professional position at CSU, how satisfied are you with the following? - Being mentored

✓ Q54. With respect to your professional position at CSU, how satisfied are you with the following? - Obtaining professional development

✓ Q55. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department activities

✓ Q56. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department governance

✓ Q57. With respect to your professional position at CSU, how satisfied are you with the following? - Being intellectually stimulated

✓ Q58. With respect to your professional position at CSU, how satisfied are you with the following? - Enjoying collegiality

✓ Q59. With respect to your professional position at CSU, how satisfied are you with the following? - Being fairly treated
Q60. With respect to your professional position at CSU, how satisfied are you with the following?
- Exercising academic freedom

Q61. Which of the following best describes your position?

Q62. Are you paid on a "per section" basis?

Q63. Are you paid a salary that has been negotiated as part of a research contract or research award?

Q64. Please indicate your level of agreement with the following statements:
- My job description and/or offer letter provided at the time of my hire clearly and accurately explained my job responsibilities.

Q65. Please indicate your level of agreement with the following statements:
- I understand the process for getting rehired or reappointed.

Q66. Please indicate your level of agreement with the following statements:
- The process for getting rehired/reappointed is reasonable.

Q67. Please indicate your level of agreement with the following statements:
- The process for getting rehired/reappointed is fair.

Q68. Please indicate your level of agreement with the following statements:
- I have adequate office space.

Q69. Please indicate your level of agreement with the following statements:
- I have access to adequate resources (e.g., supplies, copying) to support my teaching or research.

Q70. Please indicate your level of agreement with the following statements:
- I know how my effort (research, teaching, service) is distributed on the annual evaluation.

Q71. Please indicate your level of agreement with the following statements:
- My effort distribution correctly reflects my work responsibilities.

Q72. Please indicate your level of agreement with the following statements:
- I would switch to a standard tenure-track position (including an effort distribution that includes teaching, research, and
service) if it were possible.

✓ Q73. Please indicate your level of agreement with the following statements: - I would switch to a teaching-only tenure-track position if it were possible.

✓ Q74. Please indicate your level of agreement with the following statements: - I would switch to a research-only tenure-track position if it were possible.

✓ Q75. Is your job performance evaluated annually?

✓ Q76. Are you able to see the student evaluations of your teaching?

✓ Q77. Are you eligible for promotion and/or merit pay increases?

✓ Q78. Please indicate your level of agreement with the following statements: - Evaluation criteria accurately reflect my contractual responsibilities.

✓ Q79. Please indicate your level of agreement with the following statements: - My job performance is accurately assessed in my annual evaluation.

✓ Q80. Please indicate your level of agreement with the following statements: - I am eligible for promotion and/or merit pay increases.

✓ Q81. Please indicate your level of agreement with the following statements: - Research and/or teaching awards are available to provide recognition for the work I do.

✓ Q82. Please indicate your level of agreement with the following statements: - My title (e.g., instructor, assistant professor on special appointment) provides meaningful recognition for the work I do.

✓ Q83. Please indicate your level of agreement with the following statements: - My department and/or college newsletters recognize people in non-tenure-track positions.

✓ Q84. Please indicate your level of agreement with the following statements: - My department values my professional expertise and contributions.

✓ Q85. Please indicate your level of agreement with the following statements: - My department and/or college has developed good ways of showing that non-tenure-track faculty are valued members
of the university community.

✓ Q86. Please indicate your level of agreement with the following statements: - I have academic freedom.

✓ Q87. Please indicate your level of agreement with the following statements: - In general, the tenured and tenure-track faculty in my department respect my contributions.

✓ Q88. Please indicate your level of agreement with the following statements: - My pay has risen along with that of the tenured and tenure-track faculty in my department.

✓ Q89. Please indicate your level of agreement with the following statements: - My department pays non-tenure-track faculty who hold the terminal degree more than other non tenure-track faculty.

✓ Q90. Please indicate your level of agreement with the following statements: - I receive clear information about benefits.

✓ Q91. Please indicate your level of agreement with the following statements: - I am eligible for benefits like those of other employees.

✓ Q92. Please indicate your level of agreement with the following statements: - I am eligible for leave accrual in the case of childbirth, illness, or other exigencies.

✓ Q93. Please indicate your level of agreement with the following statements: - The university administration cares about my interests and situation.

✓ Q94. Please indicate your level of agreement with the following statements: - I am adequately represented by Faculty Council.

✓ Q95. Please indicate your level of agreement with the following statements: - I know who my Faculty Council representatives are or I know how to find out.

✓ Q96. Please indicate your level of agreement with the following statements: - I feel welcome at departmental faculty meetings.

✓ Q97. Please indicate your level of agreement with the following statements: - My opinion matters at faculty committee meetings.
Q98. Please indicate your level of agreement with the following statements: - I feel included in departmental decision-making about topics that are relevant to my job responsibilities.

Q99. Please indicate your level of agreement with the following statements: - I am compensated and/or rewarded for serving on committees and participating in other forms of faculty governance.

Q100. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I were invited and welcome to participate.

Q101. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I knew my efforts would be compensated/rewarded.

Q102. Please indicate your level of agreement with the following statements: - I feel comfortable talking to my department chair if I have a problem or concern.

Q103. Please indicate your level of agreement with the following statements: - I fear that my job may be threatened by possible budget cuts.

Q104. Please indicate your level of agreement with the following statements: - I believe that my department and college are doing everything they can to save my position in the face of budget cuts.

Q105. Please indicate your level of agreement with the following statements: - I believe that university administrators are working to save my position in the face of possible budget cuts.

Q106. Please indicate your level of agreement with the following statements: - Overall, I feel satisfied with my current position at CSU.

Q107. Please indicate your level of agreement with the following statements: - Overall, I consider my non-tenure-track position to be a temporary solution or a stepping stone to the next phase of my career.

Q108. Please indicate your level of agreement with the following statements: - I am glad that I am a member of the CSU faculty.

Q109. At CSU, what are the major issues facing non tenure-track faculty? (Open-Ended)
Q110. How would you address these issues? (Open-Ended)

Q111. Do you have any additional comments or suggestions? (Open-Ended)