Q1. Do you have a non-tenure track appointment with teaching responsibility for one or more courses at CSU?		
Count	**Percent**	
12	75.00%	Yes
4	25.00%	No
16	Respondents	

Q2. Do you have a non-tenure-track appointment with primarily research responsibilities?		
Count	**Percent**	
8	50.00%	Yes
8	50.00%	No
16	Respondents	

Q3. Do you have a non-tenure-track appointment with primarily clinical responsibilities?		
Count	**Percent**	
0	0.00%	Yes
16	100.00%	No
16	Respondents	

Q4. Do you have a joint administrative professional-faculty appointment?		
Count	**Percent**	
5	31.25%	Yes
11	68.75%	No
16	Respondents	

Q5. Please describe your primary responsibility at CSU:		
Count	**Percent**	
0	0.00%	
0	Respondent	

Q6. What is your college?		
Count	**Percent**	
0	0.00%	College of Agricultural Sciences
0	0.00%	College of Health and Human Sciences
0	0.00%	College of Business
16	100.00%	College of Engineering
0	0.00%	College of Liberal Arts
0	0.00%	Warner College of Natural Resources
0	0.00%	College of Natural Sciences
0	0.00%	College of Veterinary Medicine and Biomedical Sciences
0	0.00%	Other (please specify)
16	Respondents	

Q7. How many year have you been employed at CSU?		
Count	**Percent**	
1	6.25%	Less than 1
1	6.25%	1
0	0.00%	2
1	6.25%	3
3	18.75%	4
2	12.50%	5
2	12.50%	6
2	12.50%	7
0	0.00%	8
0	0.00%	9
4	25.00%	10 or more
16	Respondents	

Q8. Gender:		
Count	**Percent**	
5	31.25%	Female
11	68.75%	Male
0	0.00%	Transgender
16	Respondents	

Q9. Ethnicity/Citizenship:		
Count	**Percent**	
0	0.00%	Asian American
0	0.00%	African American
12	75.00%	European American
0	0.00%	Hispanic American
1	6.25%	Native American
1	6.25%	International - Not a U.S. Citizen
2	12.50%	Other (please specify)
16	Respondents	

Q10. Employment term: In 2013, following the passage of HB1144 by the Colorado General Assembly, the CSU Board of Governors approved the use of contracts of 1-3 years for NTTF. Previously, NTTF appointments, whether for a specific time period or "without term," were always "at will." What are the terms of your employment at CSU?		
Count	**Percent**	
11	68.75%	I have a one-semester or one year term
0	0.00%	I have a without-term appointment
2	12.50%	I have a contract for 1 - 3 years
3	18.75%	I do not know the term of my employment
16	Respondents	

Q11. CSU employment category:		
Count	**Percent**	
1	6.25%	Senior Teaching Appointment Faculty

Q11. CSU employment category:		
Count	**Percent**	
4	25.00%	Special Appointment Faculty
3	18.75%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
8	50.00%	Administrative Professional
16	Respondents	

Q12. What is your academic rank?		
Count	**Percent**	
7	87.50%	Instructor
0	0.00%	Assistant Professor
0	0.00%	Associate Professor
0	0.00%	Full Professor
1	12.50%	I don't know
8	Respondents	

Q13. What is your appointment type?		
Count	**Percent**	
3	37.50%	Regular
3	37.50%	Special (research funded)
0	0.00%	Other
2	25.00%	I don't know
8	Respondents	

Q14. What is your appointment category?		
Count	**Percent**	
2	25.00%	Research Associate (I-IV)
3	37.50%	Research Scientist
1	12.50%	Senior Research Scientist
1	12.50%	Other (Coordinator, Administrator, etc.)
1	12.50%	I don't know
8	Respondents	

Q15. Do you have a Joint-Administrative Professional Faculty appointment in an academic department?		
Count	**Percent**	
4	50.00%	Yes
3	37.50%	No
1	12.50%	I don't know
8	Respondents	

Q16. In what department(s)?	
Count	**Percent**
3	100.00%

Q16. In what department(s)?	
Count	**Percent**
3	Respondents

Q17. What is your academic rank?		
Count	**Percent**	
0	0.00%	Instructor
3	75.00%	Assistant Professor
0	0.00%	Associate Professor
0	0.00%	Full Professor
1	25.00%	I don't know
4	Respondents	

Q18. In which unit is your appointment?	
Count	**Percent**
3	100.00%
3	Respondents

Q19. Please indicate the percentage of your position that is involved with teaching and research: - Teaching		
Count	**Percent**	
1	6.67%	0%
2	13.33%	1 - 10%
4	26.67%	11 - 20%
1	6.67%	21 - 30%
1	6.67%	31 - 40%
0	0.00%	41 - 50%
0	0.00%	51 - 60%
0	0.00%	61 - 70%
1	6.67%	71 - 80%
0	0.00%	81 - 90%
5	33.33%	91 - 100%
0	0.00%	I don't know
15	Respondents	

Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research		
Count	**Percent**	
6	40.00%	0%
0	0.00%	1 - 10%
0	0.00%	11 - 20%
1	6.67%	21 - 30%
0	0.00%	31 - 40%
1	6.67%	41 - 50%
0	0.00%	51 - 60%
4	26.67%	61 - 70%
1	6.67%	71 - 80%
1	6.67%	81 - 90%

Q20. Please indicate the percentage of your position that is involved with teaching and research: - Research		
Count	**Percent**	
1	6.67%	91 - 100%
0	0.00%	I don't know
15	Respondents	

Q21. Please indicate the percentage of your position that is involved with teaching and research: - Service		
Count	**Percent**	
7	46.67%	0%
5	33.33%	1 - 10%
1	6.67%	11 - 20%
0	0.00%	21 - 30%
1	6.67%	31 - 40%
0	0.00%	41 - 50%
0	0.00%	51 - 60%
0	0.00%	61 - 70%
0	0.00%	71 - 80%
0	0.00%	81 - 90%
1	6.67%	91 - 100%
0	0.00%	I don't know
15	Respondents	

Q22. Do you have other responsibilities beyond teaching and/or research and/or service?		
Count	**Percent**	
4	26.67%	Yes (please describe)
11	73.33%	No
15	Respondents	

Q23. How many classes do you typically teach per semester?		
Count	**Percent**	
9	60.00%	1
1	6.67%	2
1	6.67%	3
0	0.00%	4
0	0.00%	5
0	0.00%	6
0	0.00%	More than 6
4	26.67%	Not applicable
15	Respondents	

Q24. If you teach, how many students do you have in all of your classes combined in an average semester?		
Count	**Percent**	
3	20.00%	Under 30
2	13.33%	30 - 49
4	26.67%	50 - 100
2	13.33%	101 - 500

Q24. If you teach, how many students do you have in all of your classes combined in an average semester?		
Count	**Percent**	
0	0.00%	More than 500
4	26.67%	Not applicable
15	Respondents	

Q25. Do you teach courses that students take completely online?		
Count	**Percent**	
2	13.33%	Yes
10	66.67%	No
3	20.00%	Not applicable
15	Respondents	

Q26. Does your compensation differ for teaching online than you would for teaching a residential instruction (RI) class?		
Count	**Percent**	
1	50.00%	Yes, I receive *more* compensation for teaching online courses
1	50.00%	Yes, I receive *less* compensation for teaching online courses
0	0.00%	Yes, but whether I receive more or less compensation for teaching online courses than RI depends on enrollment in the online course
0	0.00%	No, I receive the same compensation whether I teach an online or RI course
2	Respondents	

Q27. If your primary responsibility is research but you also teach, do you receive additional compensation for teaching classes?		
Count	**Percent**	
2	13.33%	Yes
6	40.00%	No
7	46.67%	Not applicable
15	Respondents	

Q28. When you were hired, did you receive a handbook or other written materials to help you become acquainted with your department and your position outside the tenure system?		
Count	**Percent**	
7	46.67%	Yes
8	53.33%	No
15	Respondents	

Q29. How important are the following to your job satisfaction? - Salary		
Count	**Percent**	
1	6.67%	Extremely important
10	66.67%	Very important
2	13.33%	Moderately important
1	6.67%	Slightly important
1	6.67%	Not at all important

Q29. How important are the following to your job satisfaction? - Salary		
Count	**Percent**	
0	0.00%	Not applicable
15	Respondents	

Q30. How important are the following to your job satisfaction? - Student contact		
Count	**Percent**	
5	33.33%	Extremely important
6	40.00%	Very important
3	20.00%	Moderately important
1	6.67%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q31. How important are the following to your job satisfaction? - Contact with colleagues		
Count	**Percent**	
4	26.67%	Extremely important
6	40.00%	Very important
4	26.67%	Moderately important
1	6.67%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q32. How important are the following to your job satisfaction? - Autonomy		
Count	**Percent**	
3	20.00%	Extremely important
9	60.00%	Very important
3	20.00%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q33. How important are the following to your job satisfaction? - Working collaboratively		
Count	**Percent**	
4	26.67%	Extremely important
7	46.67%	Very important
3	20.00%	Moderately important
0	0.00%	Slightly important
1	6.67%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q34. How important are the following to your job satisfaction? - Having a flexible schedule		
Count	**Percent**	
5	33.33%	Extremely important
9	60.00%	Very important
1	6.67%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q35. How important are the following to your job satisfaction? - Having freedom to create/execute classes		
Count	**Percent**	
2	13.33%	Extremely important
7	46.67%	Very important
3	20.00%	Moderately important
0	0.00%	Slightly important
1	6.67%	Not at all important
2	13.33%	Not applicable
15	Respondents	

Q36. How important are the following to your job satisfaction? - Having freedom to conduct research		
Count	**Percent**	
3	20.00%	Extremely important
5	33.33%	Very important
3	20.00%	Moderately important
1	6.67%	Slightly important
1	6.67%	Not at all important
2	13.33%	Not applicable
15	Respondents	

Q37. How important are the following to your job satisfaction? - Feeling valued as a professional		
Count	**Percent**	
8	53.33%	Extremely important
5	33.33%	Very important
0	0.00%	Moderately important
2	13.33%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q38. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	**Percent**	
1	6.67%	Extremely important
7	46.67%	Very important
3	20.00%	Moderately important
2	13.33%	Slightly important

Q38. How important are the following to your job satisfaction? - Having excellent research facilities		
Count	**Percent**	
1	6.67%	Not at all important
1	6.67%	Not applicable
15	Respondents	

Q39. How important are the following to your job satisfaction? - Having excellent research opportunities		
Count	**Percent**	
5	33.33%	Extremely important
3	20.00%	Very important
5	33.33%	Moderately important
0	0.00%	Slightly important
1	6.67%	Not at all important
1	6.67%	Not applicable
15	Respondents	

Q40. How important are the following to your job satisfaction? - Being mentored		
Count	**Percent**	
2	13.33%	Extremely important
3	20.00%	Very important
5	33.33%	Moderately important
3	20.00%	Slightly important
1	6.67%	Not at all important
1	6.67%	Not applicable
15	Respondents	

Q41. How important are the following to your job satisfaction? - Obtaining professional development		
Count	**Percent**	
2	13.33%	Extremely important
5	33.33%	Very important
6	40.00%	Moderately important
1	6.67%	Slightly important
1	6.67%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q42. How important are the following to your job satisfaction? - Being involved in department activities		
Count	**Percent**	
0	0.00%	Extremely important
2	13.33%	Very important
8	53.33%	Moderately important
4	26.67%	Slightly important
1	6.67%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q43. How important are the following to your job satisfaction? - Being involved in department governance		
Count	**Percent**	
0	0.00%	Extremely important
3	20.00%	Very important
4	26.67%	Moderately important
6	40.00%	Slightly important
2	13.33%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q44. How important are the following to your job satisfaction? - Being intellectually stimulated		
Count	**Percent**	
9	60.00%	Extremely important
5	33.33%	Very important
1	6.67%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q45. How important are the following to your job satisfaction? - Enjoying collegiality		
Count	**Percent**	
4	26.67%	Extremely important
8	53.33%	Very important
2	13.33%	Moderately important
1	6.67%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q46. How important are the following to your job satisfaction? - Feeling fairly treated		
Count	**Percent**	
8	53.33%	Extremely important
6	40.00%	Very important
1	6.67%	Moderately important
0	0.00%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q47. How important are the following to your job satisfaction? - Exercising academic freedom		
Count	**Percent**	
4	26.67%	Extremely important
8	53.33%	Very important

Q47. How important are the following to your job satisfaction? - Exercising academic freedom		
Count	**Percent**	
1	6.67%	Moderately important
2	13.33%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q48. How important are the following to your job satisfaction? - Secure or stable employment		
Count	**Percent**	
8	53.33%	Extremely important
5	33.33%	Very important
1	6.67%	Moderately important
1	6.67%	Slightly important
0	0.00%	Not at all important
0	0.00%	Not applicable
15	Respondents	

Q49. With respect to your professional position at CSU, how satisfied are you with the following? - Salary		
Count	**Percent**	
3	20.00%	Very satisfied
6	40.00%	Moderately satisfied
2	13.33%	Neither satisfied nor dissatisfied
2	13.33%	Moderately dissatisfied
2	13.33%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q50. With respect to your professional position at CSU, how satisfied are you with the following? - Student contact		
Count	**Percent**	
5	33.33%	Very satisfied
8	53.33%	Moderately satisfied
2	13.33%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues		
Count	**Percent**	
4	26.67%	Very satisfied
7	46.67%	Moderately satisfied
3	20.00%	Neither satisfied nor dissatisfied
1	6.67%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable

Q51. With respect to your professional position at CSU, how satisfied are you with the following? - Contact with colleagues	
Count	**Percent**
15	Respondents

Q52. With respect to your professional position at CSU, how satisfied are you with the following? - Autonomy		
Count	**Percent**	
6	40.00%	Very satisfied
8	53.33%	Moderately satisfied
1	6.67%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q53. With respect to your professional position at CSU, how satisfied are you with the following? - Working collaboratively		
Count	**Percent**	
5	33.33%	Very satisfied
6	40.00%	Moderately satisfied
4	26.67%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q54. With respect to your professional position at CSU, how satisfied are you with the following? - Having a flexible schedule		
Count	**Percent**	
11	73.33%	Very satisfied
3	20.00%	Moderately satisfied
1	6.67%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q55. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to create/execute classes		
Count	**Percent**	
7	46.67%	Very satisfied
2	13.33%	Moderately satisfied
4	26.67%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
2	13.33%	Not applicable

Q55. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to create/execute classes	
Count	**Percent**
15	Respondents

Q56. With respect to your professional position at CSU, how satisfied are you with the following? - Having freedom to conduct research		
Count	**Percent**	
6	40.00%	Very satisfied
3	20.00%	Moderately satisfied
4	26.67%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
2	13.33%	Not applicable
15	Respondents	

Q57. With respect to your professional position at CSU, how satisfied are you with the following? - Feeling valued as a professional		
Count	**Percent**	
3	20.00%	Very satisfied
6	40.00%	Moderately satisfied
3	20.00%	Neither satisfied nor dissatisfied
2	13.33%	Moderately dissatisfied
1	6.67%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q58. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research facilities		
Count	**Percent**	
2	13.33%	Very satisfied
2	13.33%	Moderately satisfied
7	46.67%	Neither satisfied nor dissatisfied
2	13.33%	Moderately dissatisfied
0	0.00%	Very dissatisfied
2	13.33%	Not applicable
15	Respondents	

Q59. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research opportunities		
Count	**Percent**	
2	13.33%	Very satisfied
3	20.00%	Moderately satisfied
8	53.33%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
2	13.33%	Not applicable

Q59. With respect to your professional position at CSU, how satisfied are you with the following? - Having excellent research opportunities	
Count	**Percent**
15	Respondents

Q60. With respect to your professional position at CSU, how satisfied are you with the following? - Being mentored		
Count	**Percent**	
1	6.67%	Very satisfied
5	33.33%	Moderately satisfied
6	40.00%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
1	6.67%	Very dissatisfied
2	13.33%	Not applicable
15	Respondents	

Q61. With respect to your professional position at CSU, how satisfied are you with the following? - Obtaining professional development		
Count	**Percent**	
1	6.67%	Very satisfied
3	20.00%	Moderately satisfied
8	53.33%	Neither satisfied nor dissatisfied
1	6.67%	Moderately dissatisfied
0	0.00%	Very dissatisfied
2	13.33%	Not applicable
15	Respondents	

Q62. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department activities		
Count	**Percent**	
1	6.67%	Very satisfied
4	26.67%	Moderately satisfied
8	53.33%	Neither satisfied nor dissatisfied
2	13.33%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q63. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department governance		
Count	**Percent**	
1	6.67%	Very satisfied
3	20.00%	Moderately satisfied
7	46.67%	Neither satisfied nor dissatisfied
2	13.33%	Moderately dissatisfied
0	0.00%	Very dissatisfied
2	13.33%	Not applicable

Q63. With respect to your professional position at CSU, how satisfied are you with the following? - Being involved in department governance

Count	Percent	
15	Respondents	

Q64. With respect to your professional position at CSU, how satisfied are you with the following? - Being intellectually stimulated

Count	Percent	
4	26.67%	Very satisfied
7	46.67%	Moderately satisfied
4	26.67%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q65. With respect to your professional position at CSU, how satisfied are you with the following? - Enjoying collegiality

Count	Percent	
4	26.67%	Very satisfied
6	40.00%	Moderately satisfied
4	26.67%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
1	6.67%	Not applicable
15	Respondents	

Q66. With respect to your professional position at CSU, how satisfied are you with the following? - Feeling fairly treated

Count	Percent	
2	13.33%	Very satisfied
5	33.33%	Moderately satisfied
4	26.67%	Neither satisfied nor dissatisfied
3	20.00%	Moderately dissatisfied
1	6.67%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q67. With respect to your professional position at CSU, how satisfied are you with the following? - Exercising academic freedom

Count	Percent	
6	40.00%	Very satisfied
3	20.00%	Moderately satisfied
6	40.00%	Neither satisfied nor dissatisfied
0	0.00%	Moderately dissatisfied
0	0.00%	Very dissatisfied
0	0.00%	Not applicable

Q67. With respect to your professional position at CSU, how satisfied are you with the following? - Exercising academic freedom

Count	Percent	
15	Respondents	

Q68. With respect to your professional position at CSU, how satisfied are you with the following? - Secure or stable employment

Count	Percent	
4	26.67%	Very satisfied
2	13.33%	Moderately satisfied
4	26.67%	Neither satisfied nor dissatisfied
3	20.00%	Moderately dissatisfied
2	13.33%	Very dissatisfied
0	0.00%	Not applicable
15	Respondents	

Q69. 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.

Count	Percent	
3	23.08%	Strongly agree
4	30.77%	Moderately agree
3	23.08%	Neither agree nor disagree
1	7.69%	Moderately disagree
1	7.69%	Strongly disagree
0	0.00%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q70. Please indicate your level of agreement with the following statements: - I must apply annually to work in my department.

Count	Percent	
7	53.85%	Strongly agree
2	15.38%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	7.69%	Strongly disagree
1	7.69%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q71. Please indicate your level of agreement with the following statements: - I understand the process for getting rehired or reappointed.

Count	Percent	
5	38.46%	Strongly agree
2	15.38%	Moderately agree
2	15.38%	Neither agree nor disagree
3	23.08%	Moderately disagree

Q71. Please indicate your level of agreement with the following statements: - I understand the process for getting rehired or reappointed.

Count	Percent	
1	7.69%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q72. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is reasonable.

Count	Percent	
5	38.46%	Strongly agree
4	30.77%	Moderately agree
3	23.08%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
1	7.69%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q73. Please indicate your level of agreement with the following statements: - The process for getting rehired/reappointed is fair.

Count	Percent	
4	30.77%	Strongly agree
4	30.77%	Moderately agree
3	23.08%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
2	15.38%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q74. Please indicate your level of agreement with the following statements: - I have adequate office space.

Count	Percent	
7	53.85%	Strongly agree
2	15.38%	Moderately agree
2	15.38%	Neither agree nor disagree
2	15.38%	Moderately disagree
0	0.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q75. Please indicate your level of agreement with the following statements: - I have access to adequate resources (e.g., supplies, copying, etc.) to support my teaching or research.

Count	Percent	
5	38.46%	Strongly agree

Q75. Please indicate your level of agreement with the following statements: - I have access to adequate resources (e.g., supplies, copying, etc.) to support my teaching or research.	
Count	**Percent**
5	38.46% Moderately agree
1	7.69% Neither agree nor disagree
2	15.38% Moderately disagree
0	0.00% Strongly disagree
0	0.00% Not sure
0	0.00% Not applicable
13	Respondents

Q76. Please indicate your level of agreement with the following statements: - I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.	
Count	**Percent**
2	15.38% Strongly agree
1	7.69% Moderately agree
0	0.00% Neither agree nor disagree
1	7.69% Moderately disagree
4	30.77% Strongly disagree
4	30.77% Not sure
1	7.69% Not applicable
13	Respondents

Q77. Please indicate your level of agreement with the following statements: - I am paid on a "per section" basis.	
Count	**Percent**
0	0.00% Strongly agree
2	15.38% Moderately agree
1	7.69% Neither agree nor disagree
0	0.00% Moderately disagree
2	15.38% Strongly disagree
4	30.77% Not sure
4	30.77% Not applicable
13	Respondents

Q78. Please indicate your level of agreement with the following statements: - I am paid a salary that has been negotiated as part of a research contract or research award.	
Count	**Percent**
1	7.69% Strongly agree
0	0.00% Moderately agree
3	23.08% Neither agree nor disagree
0	0.00% Moderately disagree
3	23.08% Strongly disagree
4	30.77% Not sure
2	15.38% Not applicable
13	Respondents

Q79. Please indicate your level of agreement with the following statements: - I know how my effort (research, teaching, service) is distributed on the annual evaluation.		
Count	**Percent**	
3	23.08%	Strongly agree
2	15.38%	Moderately agree
2	15.38%	Neither agree nor disagree
1	7.69%	Moderately disagree
2	15.38%	Strongly disagree
2	15.38%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q80. Please indicate your level of agreement with the following statements: - My effort distribution correctly reflects my work responsibilities.		
Count	**Percent**	
2	15.38%	Strongly agree
2	15.38%	Moderately agree
2	15.38%	Neither agree nor disagree
3	23.08%	Moderately disagree
0	0.00%	Strongly disagree
4	30.77%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q81. 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 that were possible.		
Count	**Percent**	
3	23.08%	Strongly agree
1	7.69%	Moderately agree
4	30.77%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	15.38%	Strongly disagree
1	7.69%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q82. Please indicate your level of agreement with the following statements: - I would switch to a teaching-only tenure-track position if that were possible.		
Count	**Percent**	
3	23.08%	Strongly agree
3	23.08%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
5	38.46%	Strongly disagree
0	0.00%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q83. Please indicate your level of agreement with the following statements: - I would switch to a research-only tenure-track position if that were possible.

Count	Percent	
3	23.08%	Strongly agree
3	23.08%	Moderately agree
1	7.69%	Neither agree nor disagree
1	7.69%	Moderately disagree
3	23.08%	Strongly disagree
0	0.00%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q84. Please indicate your level of agreement with the following statements: - My job performance is evaluated annually.

Count	Percent	
6	46.15%	Strongly agree
3	23.08%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	15.38%	Strongly disagree
2	15.38%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q85. Please indicate your level of agreement with the following statements: - Evaluation criteria accurately reflect my responsibilities and accomplishments.

Count	Percent	
4	30.77%	Strongly agree
5	38.46%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	7.69%	Strongly disagree
2	15.38%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q86. Please indicate your level of agreement with the following statements: - I am able to see the student evaluations of my teaching.

Count	Percent	
6	46.15%	Strongly agree
1	7.69%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
3	23.08%	Not sure
3	23.08%	Not applicable
13	Respondents	

Q87. Please indicate your level of agreement with the following statements: - My job performance is accurately assessed in my annual evaluation.

Count	Percent	
5	38.46%	Strongly agree
3	23.08%	Moderately agree
2	15.38%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
2	15.38%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q88. Please indicate your level of agreement with the following statements: - I am eligible for promotion and/or merit pay increases.

Count	Percent	
5	38.46%	Strongly agree
3	23.08%	Moderately agree
1	7.69%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	7.69%	Strongly disagree
2	15.38%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q89. 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.

Count	Percent	
3	23.08%	Strongly agree
0	0.00%	Moderately agree
3	23.08%	Neither agree nor disagree
1	7.69%	Moderately disagree
3	23.08%	Strongly disagree
1	7.69%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q90. Please indicate your level of agreement with the following statements: - My title (e.g., instructor, assistant professor on special appointment, senior teaching appointment) provides meaningful recognition for the work I do.

Count	Percent	
3	23.08%	Strongly agree
3	23.08%	Moderately agree
3	23.08%	Neither agree nor disagree
2	15.38%	Moderately disagree
2	15.38%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q91. Please indicate your level of agreement with the following statements: - My department and/or college newsletters recognize people in non-tenure-track positions.

Count	Percent	
0	0.00%	Strongly agree
3	23.08%	Moderately agree
2	15.38%	Neither agree nor disagree
6	46.15%	Moderately disagree
1	7.69%	Strongly disagree
1	7.69%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q92. Please indicate your level of agreement with the following statements: - My department values my professional expertise and contributions.

Count	Percent	
2	15.38%	Strongly agree
5	38.46%	Moderately agree
2	15.38%	Neither agree nor disagree
3	23.08%	Moderately disagree
1	7.69%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q93. 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.

Count	Percent	
0	0.00%	Strongly agree
2	15.38%	Moderately agree
4	30.77%	Neither agree nor disagree
5	38.46%	Moderately disagree
1	7.69%	Strongly disagree
1	7.69%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q94. Please indicate your level of agreement with the following statements: - I have academic freedom.

Count	Percent	
6	46.15%	Strongly agree
3	23.08%	Moderately agree
3	23.08%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
0	0.00%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q95. Please indicate your level of agreement with the following statements: - I fear that my job may be threatened by possible budget, enrollment, or funding fluctuations.

Count	Percent	
4	30.77%	Strongly agree
2	15.38%	Moderately agree
3	23.08%	Neither agree nor disagree
2	15.38%	Moderately disagree
1	7.69%	Strongly disagree
1	7.69%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q96. 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 possible enrollment, or funding fluctuations.

Count	Percent	
1	7.69%	Strongly agree
4	30.77%	Moderately agree
3	23.08%	Neither agree nor disagree
1	7.69%	Moderately disagree
1	7.69%	Strongly disagree
2	15.38%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q97. 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 enrollment, or funding fluctuations.

Count	Percent	
1	7.69%	Strongly agree
1	7.69%	Moderately agree
4	30.77%	Neither agree nor disagree
3	23.08%	Moderately disagree
2	15.38%	Strongly disagree
1	7.69%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q98. Please indicate your level of agreement with the following statements: - In general, the tenured and tenure-track faculty in my department respect my contributions.

Count	Percent	
4	30.77%	Strongly agree
5	38.46%	Moderately agree
1	7.69%	Neither agree nor disagree
2	15.38%	Moderately disagree
0	0.00%	Strongly disagree
0	0.00%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q99. 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.		
Count	**Percent**	
5	38.46%	Strongly agree
2	15.38%	Moderately agree
1	7.69%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	15.38%	Strongly disagree
2	15.38%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q100. Please indicate your level of agreement with the following statements: - My department pays non-tenure-track faculty who hold a Ph.D. more than other non tenure-track faculty.		
Count	**Percent**	
2	15.38%	Strongly agree
1	7.69%	Moderately agree
2	15.38%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
6	46.15%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q101. Please indicate your level of agreement with the following statements: - I receive clear information about benefits.		
Count	**Percent**	
6	46.15%	Strongly agree
6	46.15%	Moderately agree
0	0.00%	Neither agree nor disagree
1	7.69%	Moderately disagree
0	0.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q102. Please indicate your level of agreement with the following statements: - I am eligible for benefits like those of other employees.		
Count	**Percent**	
8	61.54%	Strongly agree
1	7.69%	Moderately agree
0	0.00%	Neither agree nor disagree
1	7.69%	Moderately disagree
1	7.69%	Strongly disagree
1	7.69%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q103. 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.

Count	Percent	
6	46.15%	Strongly agree
2	15.38%	Moderately agree
0	0.00%	Neither agree nor disagree
0	0.00%	Moderately disagree
1	7.69%	Strongly disagree
3	23.08%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q104. Please indicate your level of agreement with the following statements: - The university administration cares about my interests and situation.

Count	Percent	
3	23.08%	Strongly agree
6	46.15%	Moderately agree
1	7.69%	Neither agree nor disagree
1	7.69%	Moderately disagree
2	15.38%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q105. Please indicate your level of agreement with the following statements: - I am adequately represented by Faculty Council.

Count	Percent	
1	7.69%	Strongly agree
1	7.69%	Moderately agree
6	46.15%	Neither agree nor disagree
1	7.69%	Moderately disagree
2	15.38%	Strongly disagree
2	15.38%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q106. 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.

Count	Percent	
3	23.08%	Strongly agree
2	15.38%	Moderately agree
2	15.38%	Neither agree nor disagree
2	15.38%	Moderately disagree
2	15.38%	Strongly disagree
2	15.38%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q107. Please indicate your level of agreement with the following statements: - I feel welcome at departmental faculty meetings.

Count	Percent	
4	30.77%	Strongly agree
2	15.38%	Moderately agree
1	7.69%	Neither agree nor disagree
2	15.38%	Moderately disagree
1	7.69%	Strongly disagree
1	7.69%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q108. Please indicate your level of agreement with the following statements: - My opinion matters at faculty committee meetings.

Count	Percent	
2	15.38%	Strongly agree
1	7.69%	Moderately agree
2	15.38%	Neither agree nor disagree
0	0.00%	Moderately disagree
4	30.77%	Strongly disagree
2	15.38%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q109. 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.

Count	Percent	
2	15.38%	Strongly agree
1	7.69%	Moderately agree
3	23.08%	Neither agree nor disagree
3	23.08%	Moderately disagree
4	30.77%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q110. Please indicate your level of agreement with the following statements: - I am rewarded for serving on committees and participating in other forms of faculty governance.

Count	Percent	
2	15.38%	Strongly agree
0	0.00%	Moderately agree
1	7.69%	Neither agree nor disagree
4	30.77%	Moderately disagree
2	15.38%	Strongly disagree
1	7.69%	Not sure
3	23.08%	Not applicable
13	Respondents	

Q111. 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.

Count	Percent	
3	23.08%	Strongly agree
2	15.38%	Moderately agree
2	15.38%	Neither agree nor disagree
0	0.00%	Moderately disagree
2	15.38%	Strongly disagree
2	15.38%	Not sure
2	15.38%	Not applicable
13	Respondents	

Q112. Please indicate your level of agreement with the following statements: - I would become more involved in committees and faculty governance if I were knew my efforts would be rewarded.

Count	Percent	
2	15.38%	Strongly agree
3	23.08%	Moderately agree
2	15.38%	Neither agree nor disagree
1	7.69%	Moderately disagree
2	15.38%	Strongly disagree
2	15.38%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q113. 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.

Count	Percent	
7	53.85%	Strongly agree
3	23.08%	Moderately agree
2	15.38%	Neither agree nor disagree
0	0.00%	Moderately disagree
0	0.00%	Strongly disagree
1	7.69%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q114. Please indicate your level of agreement with the following statements: - Overall, I feel satisfied with my current position at CSU.

Count	Percent	
3	23.08%	Strongly agree
5	38.46%	Moderately agree
3	23.08%	Neither agree nor disagree
2	15.38%	Moderately disagree
0	0.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q115. 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.		
Count	**Percent**	
2	15.38%	Strongly agree
2	15.38%	Moderately agree
2	15.38%	Neither agree nor disagree
1	7.69%	Moderately disagree
4	30.77%	Strongly disagree
1	7.69%	Not sure
1	7.69%	Not applicable
13	Respondents	

Q116. Please indicate your level of agreement with the following statements: - I am glad that I am a member of the CSU faculty.		
Count	**Percent**	
7	53.85%	Strongly agree
3	23.08%	Moderately agree
2	15.38%	Neither agree nor disagree
1	7.69%	Moderately disagree
0	0.00%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
13	Respondents	

Q117. At CSU, the major problem facing non tenure-track faculty like myself is:	
Count	**Percent**
10	100.00%
10	Respondents

Q118. The way I would address this problem is:	
Count	**Percent**
10	100.00%
10	Respondents

Q119. Any additional comments:	
Count	**Percent**
7	100.00%
7	Respondents