Appendix B—Survey, Aggregate-- Narrative Responses (Q's 16, 109, 110, 111) Removed

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

Count	Percent	
297	74.25%	Yes
103	25.75%	No
400	Respondents	

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

Count	Percent	
78	19.50%	Yes
322	80.50%	No
400	Respondents	

Q3. What is your college?

Count	Percent	
20	5.65%	College of Agricultural Sciences
71	20.06%	College of Applied Human Sciences
31	8.76%	College of Business
8	2.26%	College of Engineering
120	33.90%	College of Liberal Arts
24	6.78%	Warner College of Natural Resources
28	7.91%	College of Natural Sciences
52	14.69%	College of Veterinary Medicine and Biomedical Sciences
354	Respondents	

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

Count	Percent	
17	4.80%	Less than 1
24	6.78%	1
30	8.47%	2
39	11.02%	3
23	6.50%	4
29	8.19%	5
23	6.50%	6
16	4.52%	7
11	3.11%	8
11	3.11%	9
131	37.01%	10 or more
354	Respondents	

Q5. Gender:

Count	Percent	
188	53.11%	Female
166	46.89%	Male
354	Respondents	

Q6. Ethnicity/Citizenship:

Count	Percent

Q6. Ethnicity/Citizenship:

Count	Percent	
12	3.39%	Asian American
1	0.28%	African American
261	73.73%	European American
8	2.26%	Hispanic American
6	1.69%	Native American
20	5.65%	International - Not a U.S. Citizen
46	12.99%	Other (please specify)

Count	Percent	
1	2.17%	4th generation American
1	2.17%	american
6	13.04%	American
1	2.17%	Anglo-American
1	2.17%	Arab
1	2.17%	Arab American
1	2.17%	Australian
1	2.17%	Bi-racial
1	2.17%	born in the USA
2	4.35%	Caucasian
1	2.17%	Caucasian - US Citizen
1	2.17%	Caucasian American
2	4.35%	Caucasian/US
1	2.17%	Caucasian/US citizen
1	2.17%	caucasion
1	2.17%	caucasion American
1	2.17%	hispanic european
1	2.17%	Human
1	2.17%	inappropriate question
1	2.17%	Mideel east, USA citizen
1	2.17%	mixed
1	2.17%	NA
1	2.17%	Naturalzed American
1	2.17%	Not important
1	2.17%	Pakistani
1	2.17%	U.S. Citizen, caucasian
1	2.17%	U.S. citizen/caucasian
1	2.17%	US citizen caucasian
1	2.17%	WASP??
1	2.17%	white american
1	2.17%	white male
1	2.17%	White/U.S. Citizen
1	2.17%	White\Anglo

354 Respondents

Q7. CSU Employment Category:

Count	Percent	
182	51.41%	Special Appointment Faculty
83	23.45%	Temporary Appointment Faculty
0	0.00%	Graduate Teaching Assistant (GTA)
1	0.28%	Multi-Year Research Faculty
34	9.60%	Administrative Professional
22	6.21%	Joint Academic-Administrative Professional
32	9.04%	I don't know

Q7. CSU Employment Category:

Count	Percent
354	Respondents

Q8. What is your appointment type?

Count	Percent		
19	57.58%	Regular	
8	24.24%	Special (research funded)	
2	6.06%	Other (please specify)	
	Count	**Percent**	
	1	50.00%	Clinical/adjunct
	1	50.00%	Regular for University Counseling Center; Affiliate for Psychology Department
4	12.12%	I don't know	
33	Respondents		

Q9. What is your appointment category?

Count	Percent		
6	18.18%	Research Associate (I-IV)	
6	18.18%	Research Scientist	
3	9.09%	Senior Research Scientist	
12	36.36%	Other (e.g., Coordinator, Administrator) (please specify)	
	Count	**Percent**	
	3	25.00%	Administrator
	1	8.33%	Administrator
	1	8.33%	Assistant Director
	1	8.33%	Associate Director - AP
	1	8.33%	Coordinator
	1	8.33%	Director
	1	8.33%	Extension Agent
	1	8.33%	Psychologist
6	18.18%	I don't know	
33	Respondents		

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

Count	Percent	
13	39.39%	Yes
13	39.39%	No
7	21.21%	I don't know
33	Respondents	

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

Count	Percent		
13	100.00%		
	Count	**Percent**	
	1	7.69%	Anthropology
	1	7.69%	Biology
	1	7.69%	Computer Information Systems and Dean's Office
	1	7.69%	Education

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

Count	Percent	
1	7.69%	Forest Range and Watershed Stewardship
1	7.69%	Forest, Rangeland & Watershed Stewardship
1	7.69%	Forest, Rangeland and Watershed Stewardship
1	7.69%	Forestry, Rangeland and Watershed Stewardship
1	7.69%	Forestry, Rangeland, and Watershed Stewardship
1	7.69%	Psychology
2	15.38%	School of Education
1	7.69%	Soil and Crop Science and Bioag Sciences and Pest Management
13	Respondents	

Q12. What is your academic rank?

Count	Percent	
159	57.19%	Instructor
76	27.34%	Assistant Professor
15	5.40%	Associate Professor
13	4.68%	Full Professor
5	1.80%	Other
4	1.44%	I don't know
6	2.16%	I do not have academic rank
278	Respondents	

Q13. Teaching:

Count	Percent	
29	8.31%	0%
38	10.89%	1 - 10%
22	6.30%	11 - 20%
12	3.44%	21 - 30%
9	2.58%	31 - 40%
19	5.44%	41 - 50%
9	2.58%	51 - 60%
15	4.30%	61 - 70%
24	6.88%	71 - 80%
29	8.31%	81 - 90%
143	40.97%	91 - 100%
349	Respondents	

Q14. Research:

Count	Percent	
229	65.62%	0%
25	7.16%	1 - 10%
17	4.87%	11 - 20%
8	2.29%	21 - 30%
5	1.43%	31 - 40%
6	1.72%	41 - 50%
4	1.15%	51 - 60%
6	1.72%	61 - 70%
9	2.58%	71 - 80%
17	4.87%	81 - 90%
23	6.59%	91 - 100%
349	Respondents	

Q15. Other responsibilities:

Count	Percent	
150	42.98%	0%
95	27.22%	1 - 10%
36	10.32%	11 - 20%
16	4.58%	21 - 30%
5	1.43%	31 - 40%
13	3.72%	41 - 50%
4	1.15%	51 - 60%
7	2.01%	61 - 70%
9	2.58%	71 - 80%
4	1.15%	81 - 90%
10	2.87%	91 - 100%
349	Respondents	

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."

Count	Percent	
176	100.00%	THE NARRATIVE RESPONSES HAVE BEEN REMOVED TO PROTECT IDENTITIES

Count	Percent

176	Respondents

Q17. How many classes do you typically teach per semester?

Count	Percent	
95	29.87%	1
68	21.38%	2
64	20.13%	3
51	16.04%	4
6	1.89%	5
3	0.94%	6

Q17. How many classes do you typically teach per semester?

Count	Percent	
4	1.26%	More than 6
27	8.49%	Not applicable
318	Respondents	

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

Count	Percent	
68	21.38%	Under 30
42	13.21%	30 - 49
69	21.70%	50 - 99
114	35.85%	100 - 499
5	1.57%	500 or more
20	6.29%	Not applicable
318	Respondents	

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

Count	Percent	
31	9.75%	Yes
268	84.28%	No
19	5.97%	Not applicable
318	Respondents	

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

Count	Percent	
9	29.03%	Yes
22	70.97%	No
31	Respondents	

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

Count	Percent	
30	8.77%	Yes
312	91.23%	No
342	Respondents	

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?

Count	Percent	
102	29.82%	Yes
240	70.18%	No
342	Respondents	

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

Count	Percent	
109	31.87%	Extremely important
140	40.94%	Very important
75	21.93%	Moderately important
13	3.80%	Slightly important

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

Count	Percent	
2	0.58%	Not at all important
3	0.88%	Not applicable
342	Respondents	

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

Count	Percent	
151	44.15%	Extremely important
135	39.47%	Very important
41	11.99%	Moderately important
7	2.05%	Slightly important
4	1.17%	Not at all important
4	1.17%	Not applicable
342	Respondents	

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

Count	Percent	
90	26.32%	Extremely important
150	43.86%	Very important
79	23.10%	Moderately important
18	5.26%	Slightly important
4	1.17%	Not at all important
1	0.29%	Not applicable
342	Respondents	

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

Count	Percent	
106	30.99%	Extremely important
142	41.52%	Very important
71	20.76%	Moderately important
10	2.92%	Slightly important
9	2.63%	Not at all important
4	1.17%	Not applicable
342	Respondents	

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

Count	Percent	
85	24.85%	Extremely important
120	35.09%	Very important
91	26.61%	Moderately important
32	9.36%	Slightly important
10	2.92%	Not at all important
4	1.17%	Not applicable
342	Respondents	

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

Count	Percent	
137	40.06%	Extremely important
120	35.09%	Very important

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

Count	Percent	
61	17.84%	Moderately important
16	4.68%	Slightly important
2	0.58%	Not at all important
6	1.75%	Not applicable
342	Respondents	

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

Count	Percent	
136	39.77%	Extremely important
122	35.67%	Very important
40	11.70%	Moderately important
16	4.68%	Slightly important
8	2.34%	Not at all important
20	5.85%	Not applicable
342	Respondents	

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

Count	Percent	
78	22.81%	Extremely important
51	14.91%	Very important
51	14.91%	Moderately important
34	9.94%	Slightly important
27	7.89%	Not at all important
101	29.53%	Not applicable
342	Respondents	

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

Count	Percent	
218	63.74%	Extremely important
95	27.78%	Very important
22	6.43%	Moderately important
4	1.17%	Slightly important
3	0.88%	Not at all important
0	0.00%	Not applicable
342	Respondents	

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

Count	Percent	
55	16.08%	Extremely important
59	17.25%	Very important
63	18.42%	Moderately important
35	10.23%	Slightly important
25	7.31%	Not at all important
105	30.70%	Not applicable
342	Respondents	

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

Count	Percent

Q33. How important are the following to your job satisfaction? - Having excellent research opportunities		
Count	**Percent**	
62	18.13%	Extremely important
57	16.67%	Very important
63	18.42%	Moderately important
41	11.99%	Slightly important
20	5.85%	Not at all important
99	28.95%	Not applicable
342	Respondents	

Q34. How important are the following to your job satisfaction? - Being mentored		
Count	**Percent**	
32	9.36%	Extremely important
75	21.93%	Very important
95	27.78%	Moderately important
74	21.64%	Slightly important
37	10.82%	Not at all important
29	8.48%	Not applicable
342	Respondents	

Q35. How important are the following to your job satisfaction? - Obtaining professional development		
Count	**Percent**	
73	21.35%	Extremely important
109	31.87%	Very important
98	28.65%	Moderately important
31	9.06%	Slightly important
19	5.56%	Not at all important
12	3.51%	Not applicable
342	Respondents	

Q36. How important are the following to your job satisfaction? - Being involved in department activities		
Count	**Percent**	
53	15.50%	Extremely important
117	34.21%	Very important
98	28.65%	Moderately important
40	11.70%	Slightly important
25	7.31%	Not at all important
9	2.63%	Not applicable
342	Respondents	

Q37. How important are the following to your job satisfaction? - Being involved in department governance		
Count	**Percent**	
38	11.11%	Extremely important
62	18.13%	Very important
86	25.15%	Moderately important
70	20.47%	Slightly important
63	18.42%	Not at all important
23	6.73%	Not applicable
342	Respondents	

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

Count	Percent	
221	64.62%	Extremely important
99	28.95%	Very important
20	5.85%	Moderately important
1	0.29%	Slightly important
1	0.29%	Not at all important
0	0.00%	Not applicable
342	Respondents	

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

Count	Percent	
140	40.94%	Extremely important
140	40.94%	Very important
48	14.04%	Moderately important
9	2.63%	Slightly important
4	1.17%	Not at all important
1	0.29%	Not applicable
342	Respondents	

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

Count	Percent	
258	75.44%	Extremely important
70	20.47%	Very important
11	3.22%	Moderately important
1	0.29%	Slightly important
2	0.58%	Not at all important
0	0.00%	Not applicable
342	Respondents	

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

Count	Percent	
156	45.61%	Extremely important
130	38.01%	Very important
44	12.87%	Moderately important
8	2.34%	Slightly important
0	0.00%	Not at all important
4	1.17%	Not applicable
342	Respondents	

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

Count	Percent	
35	10.23%	Very satisfied
106	30.99%	Moderately satisfied
59	17.25%	Neither satisfied nor dissatisfied
86	25.15%	Moderately dissatisfied
53	15.50%	Very dissatisfied
3	0.88%	Not applicable
342	Respondents	

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

Count	Percent	
160	46.78%	Very satisfied
125	36.55%	Moderately satisfied
32	9.36%	Neither satisfied nor dissatisfied
12	3.51%	Moderately dissatisfied
5	1.46%	Very dissatisfied
8	2.34%	Not applicable
342	Respondents	

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

Count	Percent	
85	24.85%	Very satisfied
151	44.15%	Moderately satisfied
65	19.01%	Neither satisfied nor dissatisfied
29	8.48%	Moderately dissatisfied
11	3.22%	Very dissatisfied
1	0.29%	Not applicable
342	Respondents	

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

Count	Percent	
155	45.32%	Very satisfied
120	35.09%	Moderately satisfied
41	11.99%	Neither satisfied nor dissatisfied
17	4.97%	Moderately dissatisfied
5	1.46%	Very dissatisfied
4	1.17%	Not applicable
342	Respondents	

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

Count	Percent	
90	26.32%	Very satisfied
120	35.09%	Moderately satisfied
84	24.56%	Neither satisfied nor dissatisfied
28	8.19%	Moderately dissatisfied
11	3.22%	Very dissatisfied
9	2.63%	Not applicable
342	Respondents	

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

Count	Percent	
171	50.00%	Very satisfied
119	34.80%	Moderately satisfied
35	10.23%	Neither satisfied nor dissatisfied
11	3.22%	Moderately dissatisfied
3	0.88%	Very dissatisfied
3	0.88%	Not applicable
342	Respondents	

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

Count	Percent	
138	40.35%	Very satisfied
95	27.78%	Moderately satisfied
52	15.20%	Neither satisfied nor dissatisfied
20	5.85%	Moderately dissatisfied
8	2.34%	Very dissatisfied
29	8.48%	Not applicable
342	Respondents	

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

Count	Percent	
68	19.88%	Very satisfied
65	19.01%	Moderately satisfied
58	16.96%	Neither satisfied nor dissatisfied
13	3.80%	Moderately dissatisfied
10	2.92%	Very dissatisfied
128	37.43%	Not applicable
342	Respondents	

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

Count	Percent	
54	15.79%	Very satisfied
117	34.21%	Moderately satisfied
46	13.45%	Neither satisfied nor dissatisfied
68	19.88%	Moderately dissatisfied
57	16.67%	Very dissatisfied
0	0.00%	Not applicable
342	Respondents	

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

Count	Percent	
36	10.53%	Very satisfied
49	14.33%	Moderately satisfied
76	22.22%	Neither satisfied nor dissatisfied
26	7.60%	Moderately dissatisfied
14	4.09%	Very dissatisfied
141	41.23%	Not applicable
342	Respondents	

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

Count	Percent	
33	9.65%	Very satisfied
61	17.84%	Moderately satisfied
68	19.88%	Neither satisfied nor dissatisfied

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

Count	Percent	
27	7.89%	Moderately dissatisfied
10	2.92%	Very dissatisfied
143	41.81%	Not applicable
342	Respondents	

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

Count	Percent	
30	8.77%	Very satisfied
57	16.67%	Moderately satisfied
128	37.43%	Neither satisfied nor dissatisfied
49	14.33%	Moderately dissatisfied
21	6.14%	Very dissatisfied
57	16.67%	Not applicable
342	Respondents	

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

Count	Percent	
35	10.23%	Very satisfied
87	25.44%	Moderately satisfied
112	32.75%	Neither satisfied nor dissatisfied
61	17.84%	Moderately dissatisfied
22	6.43%	Very dissatisfied
25	7.31%	Not applicable
342	Respondents	

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

Count	Percent	
45	13.16%	Very satisfied
101	29.53%	Moderately satisfied
113	33.04%	Neither satisfied nor dissatisfied
45	13.16%	Moderately dissatisfied
20	5.85%	Very dissatisfied
18	5.26%	Not applicable
342	Respondents	

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

Count	Percent	
28	8.19%	Very satisfied
59	17.25%	Moderately satisfied
144	42.11%	Neither satisfied nor dissatisfied
35	10.23%	Moderately dissatisfied
29	8.48%	Very dissatisfied
47	13.74%	Not applicable
342	Respondents	

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

Count	Percent	
96	28.07%	Very satisfied
160	46.78%	Moderately satisfied
47	13.74%	Neither satisfied nor dissatisfied
25	7.31%	Moderately dissatisfied
9	2.63%	Very dissatisfied
5	1.46%	Not applicable
342	Respondents	

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

Count	Percent	
76	22.22%	Very satisfied
152	44.44%	Moderately satisfied
62	18.13%	Neither satisfied nor dissatisfied
27	7.89%	Moderately dissatisfied
20	5.85%	Very dissatisfied
5	1.46%	Not applicable
342	Respondents	

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

Count	Percent	
74	21.64%	Very satisfied
105	30.70%	Moderately satisfied
55	16.08%	Neither satisfied nor dissatisfied
52	15.20%	Moderately dissatisfied
53	15.50%	Very dissatisfied
3	0.88%	Not applicable
342	Respondents	

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

Count	Percent	
109	31.87%	Very satisfied
144	42.11%	Moderately satisfied
65	19.01%	Neither satisfied nor dissatisfied
11	3.22%	Moderately dissatisfied
6	1.75%	Very dissatisfied
7	2.05%	Not applicable
342	Respondents	

Q61. Which of the following best describes your position?

Count	Percent	
129	38.05%	I must apply annually to work in my department.
142	41.89%	I have an ongoing, rolling, or multi-year appointment for which I need not apply annually.
68	20.06%	I am not sure.
339	Respondents	

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

Count	Percent	
153	45.13%	Yes
186	54.87%	No
339	Respondents	

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

Count	Percent	
46	13.57%	Yes
293	86.43%	No
339	Respondents	

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.

Count	Percent	
82	24.19%	Strongly agree
107	31.56%	Moderately agree
50	14.75%	Neither agree nor disagree
37	10.91%	Moderately disagree
37	10.91%	Strongly disagree
5	1.47%	Not sure
21	6.19%	Not applicable
339	Respondents	

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

Count	Percent	
81	23.89%	Strongly agree
108	31.86%	Moderately agree
51	15.04%	Neither agree nor disagree
39	11.50%	Moderately disagree
27	7.96%	Strongly disagree
17	5.01%	Not sure
16	4.72%	Not applicable
339	Respondents	

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

Count	Percent	
45	13.27%	Strongly agree
83	24.48%	Moderately agree
72	21.24%	Neither agree nor disagree
42	12.39%	Moderately disagree
45	13.27%	Strongly disagree
31	9.14%	Not sure
21	6.19%	Not applicable
339	Respondents	

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

Count	Percent	
45	13.27%	Strongly agree

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

Count	Percent	
79	23.30%	Moderately agree
86	25.37%	Neither agree nor disagree
38	11.21%	Moderately disagree
43	12.68%	Strongly disagree
29	8.55%	Not sure
19	5.60%	Not applicable
339	Respondents	

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

Count	Percent	
125	36.87%	Strongly agree
78	23.01%	Moderately agree
29	8.55%	Neither agree nor disagree
35	10.32%	Moderately disagree
51	15.04%	Strongly disagree
3	0.88%	Not sure
18	5.31%	Not applicable
339	Respondents	

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.

Count	Percent	
137	40.41%	Strongly agree
110	32.45%	Moderately agree
28	8.26%	Neither agree nor disagree
37	10.91%	Moderately disagree
21	6.19%	Strongly disagree
1	0.29%	Not sure
5	1.47%	Not applicable
339	Respondents	

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.

Count	Percent	
109	32.15%	Strongly agree
77	22.71%	Moderately agree
39	11.50%	Neither agree nor disagree
28	8.26%	Moderately disagree
26	7.67%	Strongly disagree
32	9.44%	Not sure
28	8.26%	Not applicable
339	Respondents	

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

Count	Percent	
79	23.30%	Strongly agree
96	28.32%	Moderately agree
44	12.98%	Neither agree nor disagree

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

Count	Percent	
36	10.62%	Moderately disagree
30	8.85%	Strongly disagree
36	10.62%	Not sure
18	5.31%	Not applicable
339	Respondents	

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.

Count	Percent	
139	41.00%	Strongly agree
37	10.91%	Moderately agree
39	11.50%	Neither agree nor disagree
31	9.14%	Moderately disagree
45	13.27%	Strongly disagree
19	5.60%	Not sure
29	8.55%	Not applicable
339	Respondents	

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.

Count	Percent	
138	40.71%	Strongly agree
41	12.09%	Moderately agree
36	10.62%	Neither agree nor disagree
22	6.49%	Moderately disagree
59	17.40%	Strongly disagree
13	3.83%	Not sure
30	8.85%	Not applicable
339	Respondents	

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.

Count	Percent	
47	13.86%	Strongly agree
32	9.44%	Moderately agree
30	8.85%	Neither agree nor disagree
24	7.08%	Moderately disagree
109	32.15%	Strongly disagree
15	4.42%	Not sure
82	24.19%	Not applicable
339	Respondents	

Q75. Is your job performance evaluated annually?

Count	Percent	
251	74.04%	Yes
44	12.98%	No
44	12.98%	Not sure
339	Respondents	

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

Count	Percent	
297	87.61%	Yes
8	2.36%	No
20	5.90%	Not sure
14	4.13%	Not applicable
339	Respondents	

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

Count	Percent	
116	34.22%	Yes
105	30.97%	No
118	34.81%	Not sure
339	Respondents	

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

Count	Percent	
80	23.74%	Strongly agree
99	29.38%	Moderately agree
46	13.65%	Neither agree nor disagree
26	7.72%	Moderately disagree
23	6.82%	Strongly disagree
41	12.17%	Not sure
22	6.53%	Not applicable
337	Respondents	

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

Count	Percent	
91	27.00%	Strongly agree
90	26.71%	Moderately agree
41	12.17%	Neither agree nor disagree
30	8.90%	Moderately disagree
27	8.01%	Strongly disagree
33	9.79%	Not sure
25	7.42%	Not applicable
337	Respondents	

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

Count	Percent	
72	21.36%	Strongly agree
42	12.46%	Moderately agree
27	8.01%	Neither agree nor disagree
12	3.56%	Moderately disagree
64	18.99%	Strongly disagree
86	25.52%	Not sure
34	10.09%	Not applicable
337	Respondents	

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.

Count	Percent	
39	11.57%	Strongly agree
46	13.65%	Moderately agree
48	14.24%	Neither agree nor disagree
24	7.12%	Moderately disagree
66	19.58%	Strongly disagree
87	25.82%	Not sure
27	8.01%	Not applicable
337	Respondents	

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.

Count	Percent	
39	11.57%	Strongly agree
94	27.89%	Moderately agree
64	18.99%	Neither agree nor disagree
61	18.10%	Moderately disagree
68	20.18%	Strongly disagree
8	2.37%	Not sure
3	0.89%	Not applicable
337	Respondents	

Q83. 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	
58	17.21%	Strongly agree
81	24.04%	Moderately agree
37	10.98%	Neither agree nor disagree
39	11.57%	Moderately disagree
55	16.32%	Strongly disagree
56	16.62%	Not sure
11	3.26%	Not applicable
337	Respondents	

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

Count	Percent	
81	24.04%	Strongly agree
105	31.16%	Moderately agree
39	11.57%	Neither agree nor disagree
44	13.06%	Moderately disagree
44	13.06%	Strongly disagree
21	6.23%	Not sure
3	0.89%	Not applicable
337	Respondents	

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.

Count	Percent	
34	10.09%	Strongly agree

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.

Count	Percent	
70	20.77%	Moderately agree
53	15.73%	Neither agree nor disagree
80	23.74%	Moderately disagree
71	21.07%	Strongly disagree
26	7.72%	Not sure
3	0.89%	Not applicable
337	Respondents	

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

Count	Percent	
130	38.58%	Strongly agree
126	37.39%	Moderately agree
35	10.39%	Neither agree nor disagree
20	5.93%	Moderately disagree
9	2.67%	Strongly disagree
11	3.26%	Not sure
6	1.78%	Not applicable
337	Respondents	

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.

Count	Percent	
70	20.77%	Strongly agree
103	30.56%	Moderately agree
50	14.84%	Neither agree nor disagree
40	11.87%	Moderately disagree
45	13.35%	Strongly disagree
24	7.12%	Not sure
5	1.48%	Not applicable
337	Respondents	

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.

Count	Percent	
28	8.31%	Strongly agree
35	10.39%	Moderately agree
22	6.53%	Neither agree nor disagree
48	14.24%	Moderately disagree
92	27.30%	Strongly disagree
90	26.71%	Not sure
22	6.53%	Not applicable
337	Respondents	

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.

Count	Percent	
24	7.12%	Strongly agree
13	3.86%	Moderately agree
30	8.90%	Neither agree nor disagree

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.

Count	Percent	
4	1.19%	Moderately disagree
32	9.50%	Strongly disagree
218	64.69%	Not sure
16	4.75%	Not applicable
337	Respondents	

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

Count	Percent	
82	24.33%	Strongly agree
112	33.23%	Moderately agree
39	11.57%	Neither agree nor disagree
33	9.79%	Moderately disagree
33	9.79%	Strongly disagree
20	5.93%	Not sure
18	5.34%	Not applicable
337	Respondents	

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

Count	Percent	
129	38.28%	Strongly agree
75	22.26%	Moderately agree
17	5.04%	Neither agree nor disagree
10	2.97%	Moderately disagree
29	8.61%	Strongly disagree
56	16.62%	Not sure
21	6.23%	Not applicable
337	Respondents	

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.

Count	Percent	
84	24.93%	Strongly agree
44	13.06%	Moderately agree
8	2.37%	Neither agree nor disagree
7	2.08%	Moderately disagree
31	9.20%	Strongly disagree
126	37.39%	Not sure
37	10.98%	Not applicable
337	Respondents	

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

Count	Percent	
17	5.04%	Strongly agree
72	21.36%	Moderately agree
63	18.69%	Neither agree nor disagree
71	21.07%	Moderately disagree
67	19.88%	Strongly disagree

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

Count	Percent	
45	13.35%	Not sure
2	0.59%	Not applicable
337	Respondents	

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

Count	Percent	
3	0.89%	Strongly agree
36	10.68%	Moderately agree
47	13.95%	Neither agree nor disagree
36	10.68%	Moderately disagree
81	24.04%	Strongly disagree
125	37.09%	Not sure
9	2.67%	Not applicable
337	Respondents	

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.

Count	Percent	
42	12.46%	Strongly agree
81	24.04%	Moderately agree
45	13.35%	Neither agree nor disagree
26	7.72%	Moderately disagree
60	17.80%	Strongly disagree
74	21.96%	Not sure
9	2.67%	Not applicable
337	Respondents	

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

Count	Percent	
79	23.44%	Strongly agree
83	24.63%	Moderately agree
41	12.17%	Neither agree nor disagree
30	8.90%	Moderately disagree
60	17.80%	Strongly disagree
23	6.82%	Not sure
21	6.23%	Not applicable
337	Respondents	

Q97. Please indicate your level of agreement with the following statements: - My opinion matters at faculty committee meetings.

Count	Percent	
42	12.46%	Strongly agree
77	22.85%	Moderately agree
40	11.87%	Neither agree nor disagree
36	10.68%	Moderately disagree
75	22.26%	Strongly disagree
34	10.09%	Not sure

Q97. Please indicate your level of agreement with the following statements: - My opinion matters at faculty committee meetings.

Count	Percent	
33	9.79%	Not applicable
337	Respondents	

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.

Count	Percent	
50	14.84%	Strongly agree
76	22.55%	Moderately agree
49	14.54%	Neither agree nor disagree
45	13.35%	Moderately disagree
87	25.82%	Strongly disagree
14	4.15%	Not sure
16	4.75%	Not applicable
337	Respondents	

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.

Count	Percent	
12	3.56%	Strongly agree
21	6.23%	Moderately agree
42	12.46%	Neither agree nor disagree
32	9.50%	Moderately disagree
107	31.75%	Strongly disagree
33	9.79%	Not sure
90	26.71%	Not applicable
337	Respondents	

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.

Count	Percent	
53	15.73%	Strongly agree
102	30.27%	Moderately agree
75	22.26%	Neither agree nor disagree
19	5.64%	Moderately disagree
20	5.93%	Strongly disagree
36	10.68%	Not sure
32	9.50%	Not applicable
337	Respondents	

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.

Count	Percent	
80	23.74%	Strongly agree
112	33.23%	Moderately agree
52	15.43%	Neither agree nor disagree
20	5.93%	Moderately disagree
20	5.93%	Strongly disagree
27	8.01%	Not sure
26	7.72%	Not applicable

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.

Count	Percent	
337	Respondents	

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.

Count	Percent	
142	42.14%	Strongly agree
95	28.19%	Moderately agree
30	8.90%	Neither agree nor disagree
29	8.61%	Moderately disagree
27	8.01%	Strongly disagree
9	2.67%	Not sure
5	1.48%	Not applicable
337	Respondents	

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

Count	Percent	
152	45.10%	Strongly agree
74	21.96%	Moderately agree
30	8.90%	Neither agree nor disagree
33	9.79%	Moderately disagree
23	6.82%	Strongly disagree
12	3.56%	Not sure
13	3.86%	Not applicable
337	Respondents	

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.

Count	Percent	
89	26.41%	Strongly agree
94	27.89%	Moderately agree
36	10.68%	Neither agree nor disagree
29	8.61%	Moderately disagree
38	11.28%	Strongly disagree
29	8.61%	Not sure
22	6.53%	Not applicable
337	Respondents	

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.

Count	Percent	
50	14.84%	Strongly agree
75	22.26%	Moderately agree
55	16.32%	Neither agree nor disagree
34	10.09%	Moderately disagree
49	14.54%	Strongly disagree
53	15.73%	Not sure
21	6.23%	Not applicable
337	Respondents	

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

Count	Percent	
81	24.04%	Strongly agree
142	42.14%	Moderately agree
36	10.68%	Neither agree nor disagree
50	14.84%	Moderately disagree
28	8.31%	Strongly disagree
0	0.00%	Not sure
0	0.00%	Not applicable
337	Respondents	

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.

Count	Percent	
58	17.21%	Strongly agree
55	16.32%	Moderately agree
43	12.76%	Neither agree nor disagree
47	13.95%	Moderately disagree
98	29.08%	Strongly disagree
14	4.15%	Not sure
22	6.53%	Not applicable
337	Respondents	

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

Count	Percent	
177	52.52%	Strongly agree
102	30.27%	Moderately agree
34	10.09%	Neither agree nor disagree
9	2.67%	Moderately disagree
10	2.97%	Strongly disagree
2	0.59%	Not sure
3	0.89%	Not applicable
337	Respondents	

Q109. At CSU, what are the major issues facing non tenure-track faculty?

Count	Percent	
262	100.00%	THE NARRATIVE RESPONSES HAVE BEEN REMOVED TO PROTECT IDENTITIES

Count	Percent

Q109. At CSU, what are the major issues facing non tenure-track faculty?

Count	Percent
262	Respondents

Q110. How would you address these issues?

Count	Percent	
242	100.00%	THE NARRATIVE RESPONSES HAVE BEEN REMOVED TO PROTECT IDENTITIES

Count	Percent

Q110. How would you address these issues?

Count	Percent	
242		Respondents

Q111. Do you have any additional comments or suggestions?

Count	Percent	
119	35.52%	Yes THE NARRATIVE RESPONSES HAVE BEEN REMOVED TO PROTECT IDENTITIES
216	64.48%	No
335		Respondents