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)