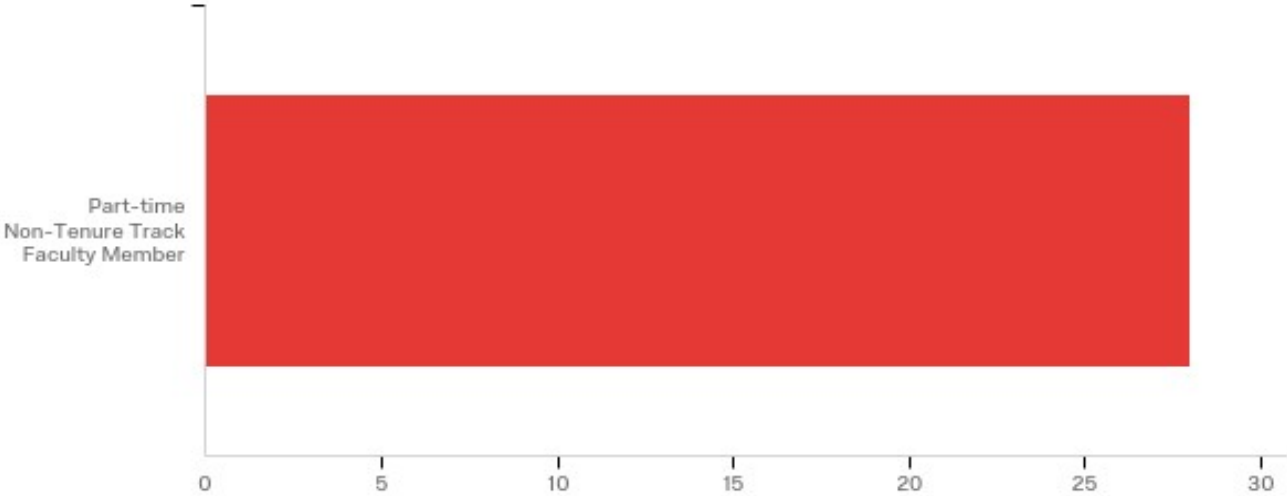


# Default Report

Departmental Cultures Survey

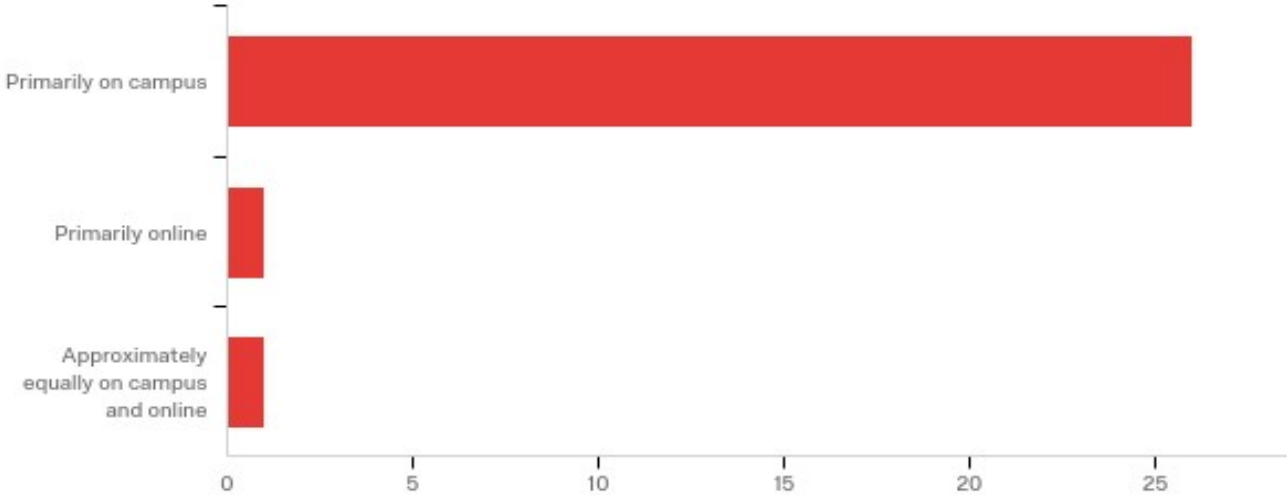
February 23rd 2017, 11:01 am MST

## Q1.1 - I work as a:



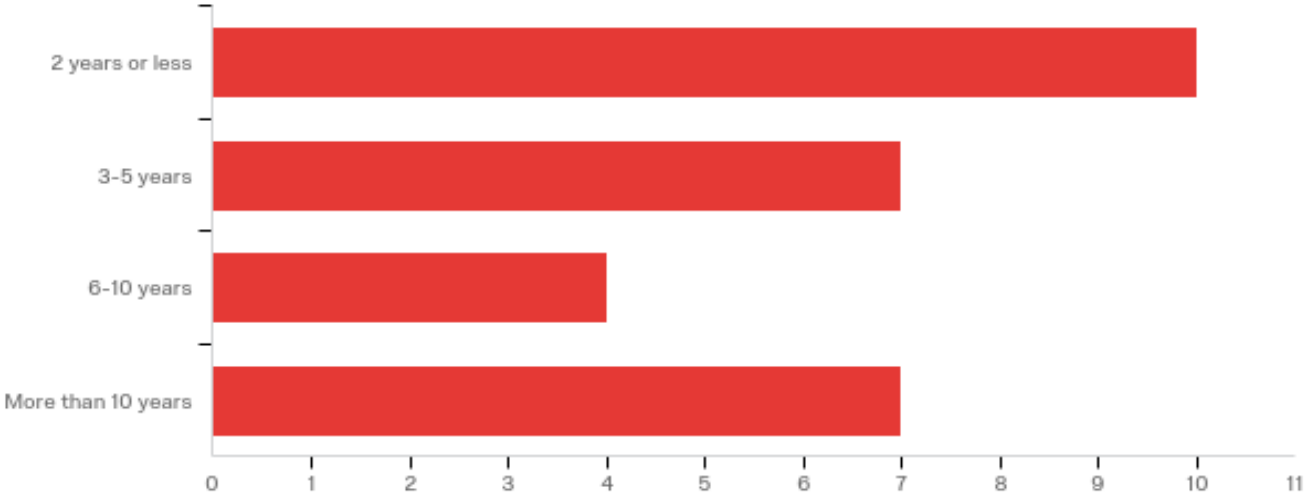
#	Answer	%	Count
1	Part-time Non-Tenure Track Faculty Member	100.00%	28
	Total	100%	28

**Q1.2 - I teach courses:**



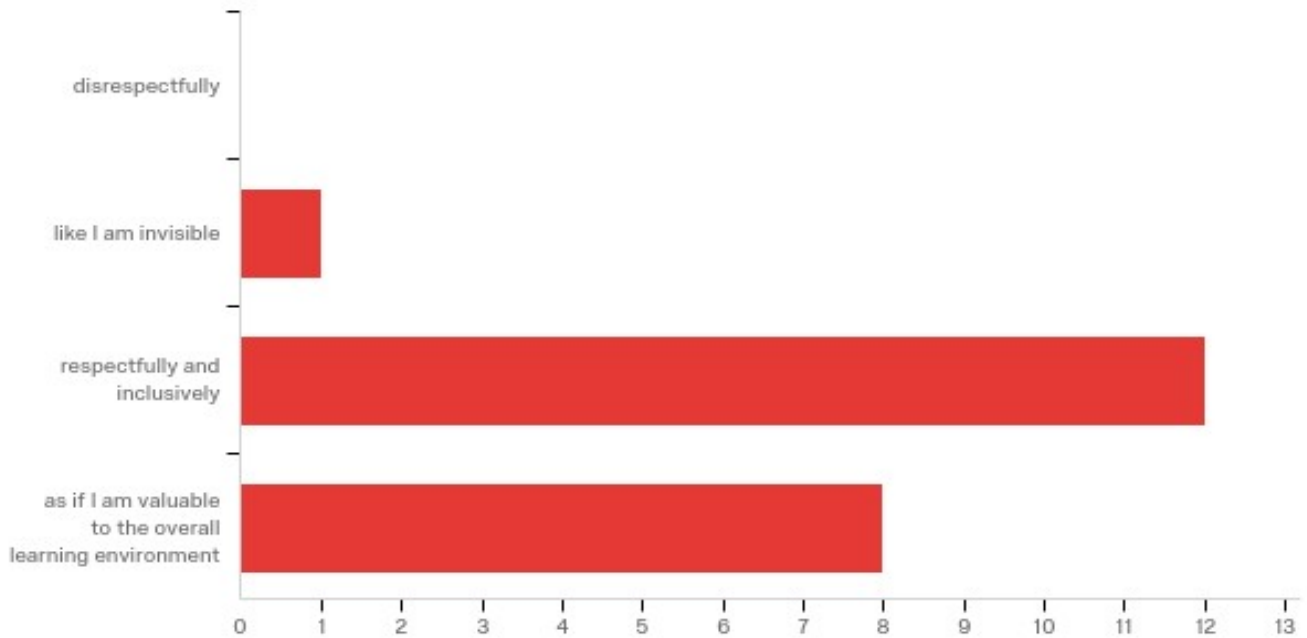
#	Answer	%	Count
1	Primarily on campus	92.86%	26
2	Primarily online	3.57%	1
3	Approximately equally on campus and online	3.57%	1
	Total	100%	28

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



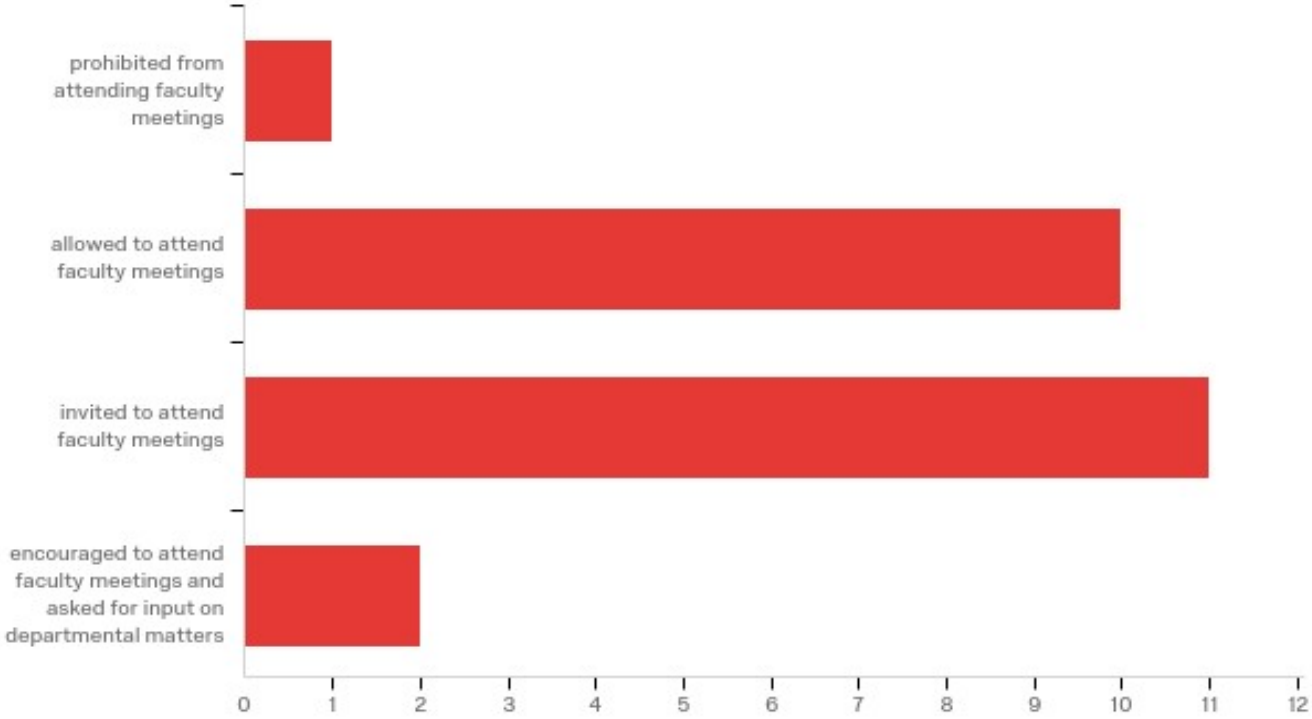
#	Answer	%	Count
1	2 years or less	35.71%	10
2	3-5 years	25.00%	7
3	6-10 years	14.29%	4
4	More than 10 years	25.00%	7
	Total	100%	28

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



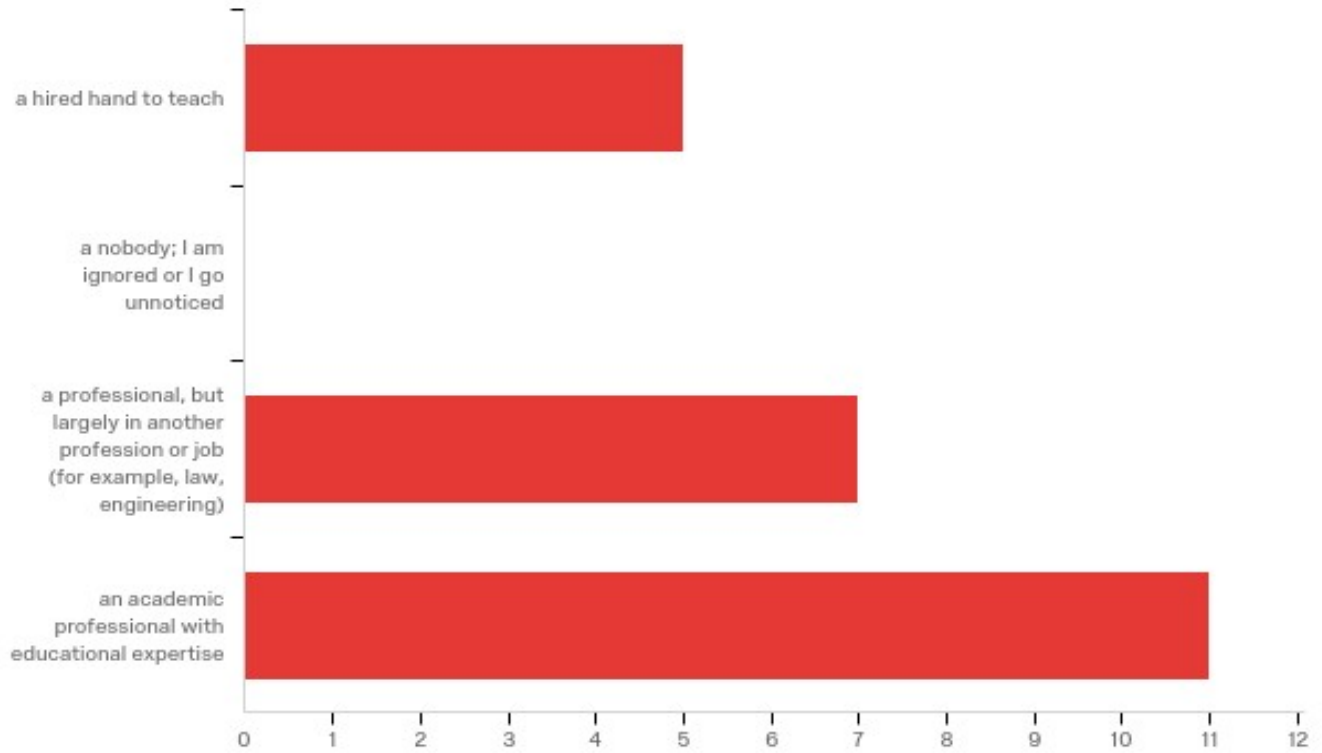
#	Answer	%	Count
1	disrespectfully	0.00%	0
2	like I am invisible	4.76%	1
3	respectfully and inclusively	57.14%	12
4	as if I am valuable to the overall learning environment	38.10%	8
	Total	100%	21

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



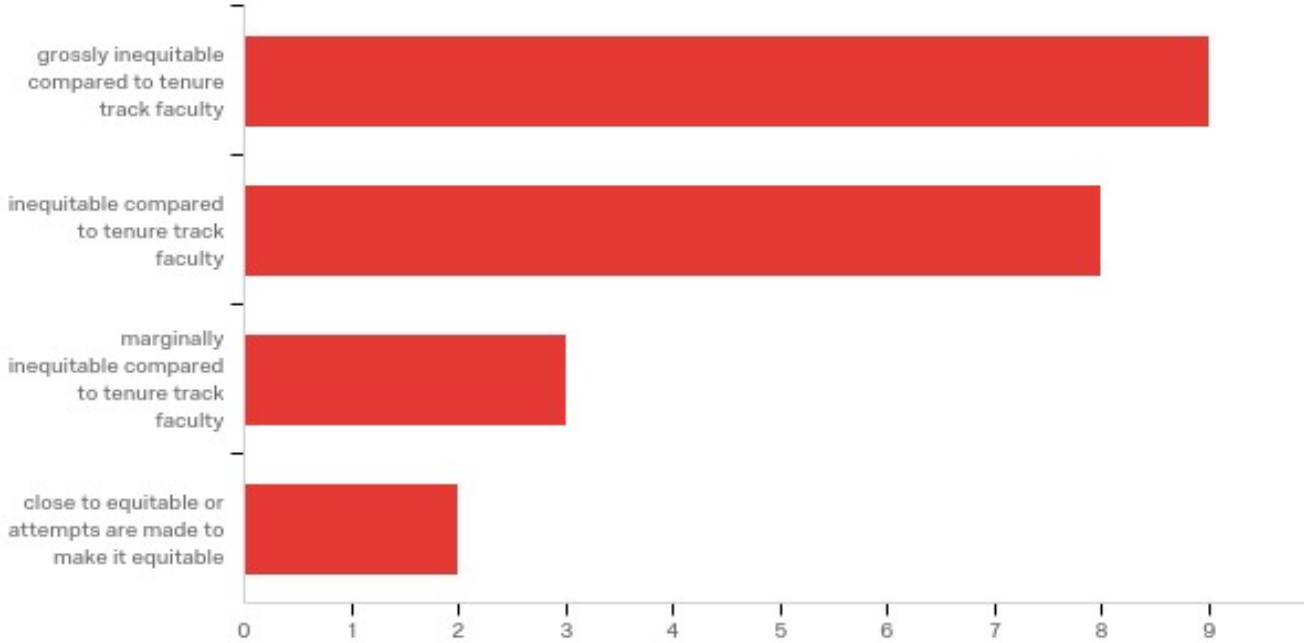
#	Answer	%	Count
1	prohibited from attending faculty meetings	4.17%	1
2	allowed to attend faculty meetings	41.67%	10
3	invited to attend faculty meetings	45.83%	11
4	encouraged to attend faculty meetings and asked for input on departmental matters	8.33%	2
	Total	100%	24

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



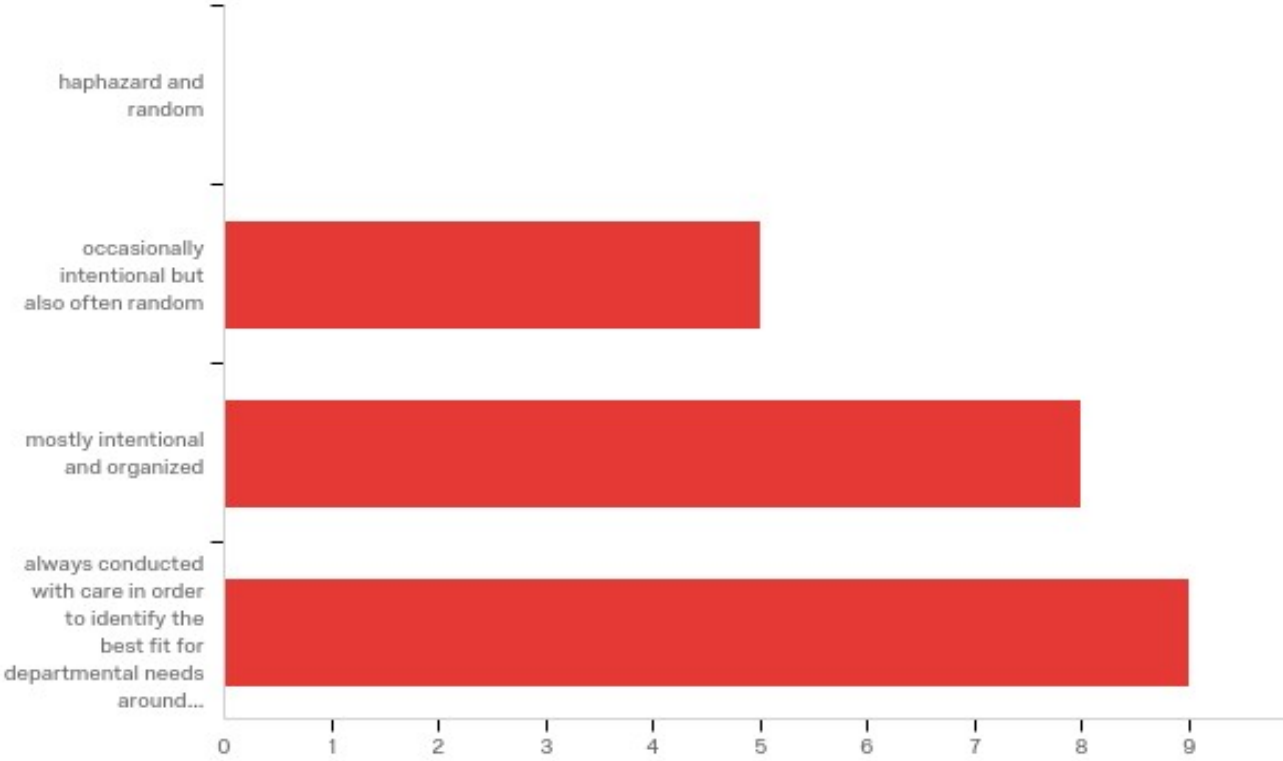
#	Answer	%	Count
1	a hired hand to teach	21.74%	5
2	a nobody; I am ignored or I go unnoticed	0.00%	0
3	a professional, but largely in another profession or job (for example, law, engineering)	30.43%	7
4	an academic professional with educational expertise	47.83%	11
	Total	100%	23

**Q1.6 - My salary and pay are:**



#	Answer	%	Count
1	grossly inequitable compared to tenure track faculty	40.91%	9
2	inequitable compared to tenure track faculty	36.36%	8
3	marginally inequitable compared to tenure track faculty	13.64%	3
4	close to equitable or attempts are made to make it equitable	9.09%	2
	Total	100%	22

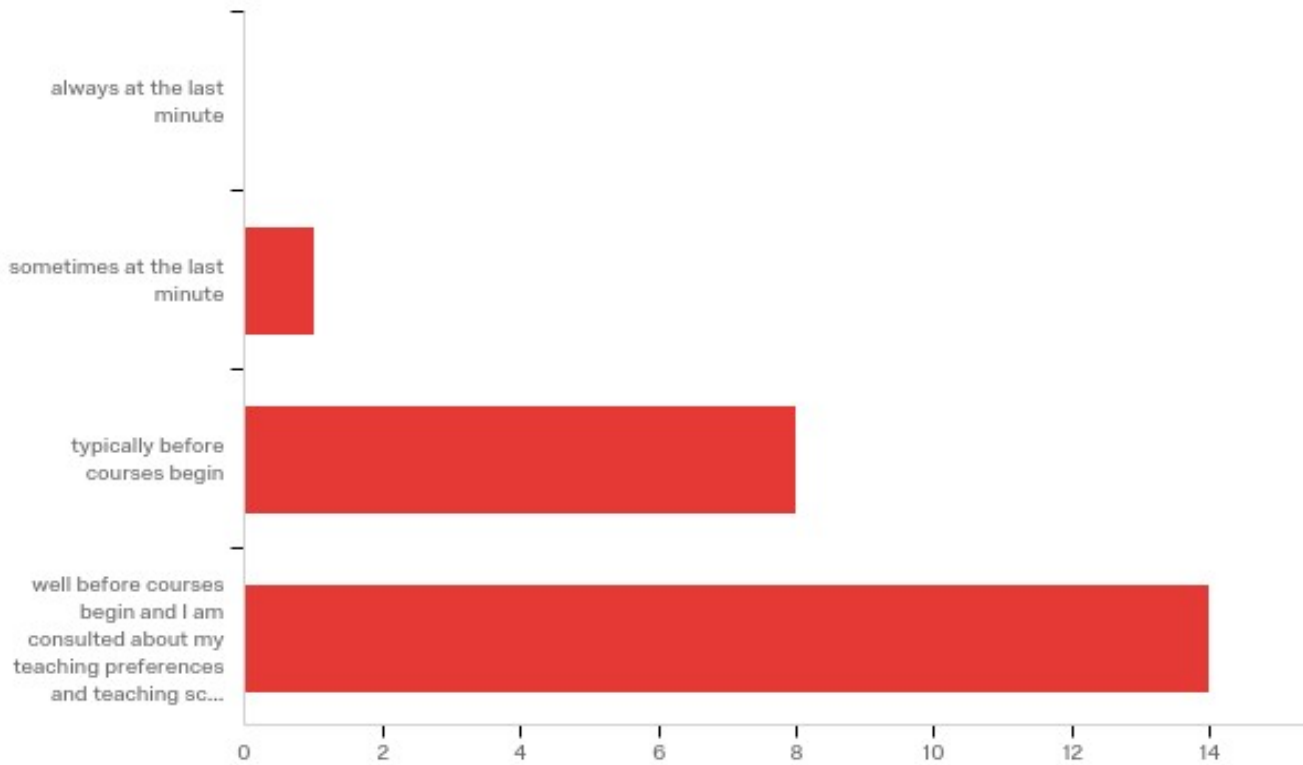
**Q1.7 - Adjunct faculty hiring practices in this department are:**



#	Answer	%	Count
1	haphazard and random	0.00%	0
2	occasionally intentional but also often random	22.73%	5
3	mostly intentional and organized	36.36%	8
4	always conducted with care in order to identify the best fit for departmental needs around academic issues	40.91%	9
	Total	100%	22

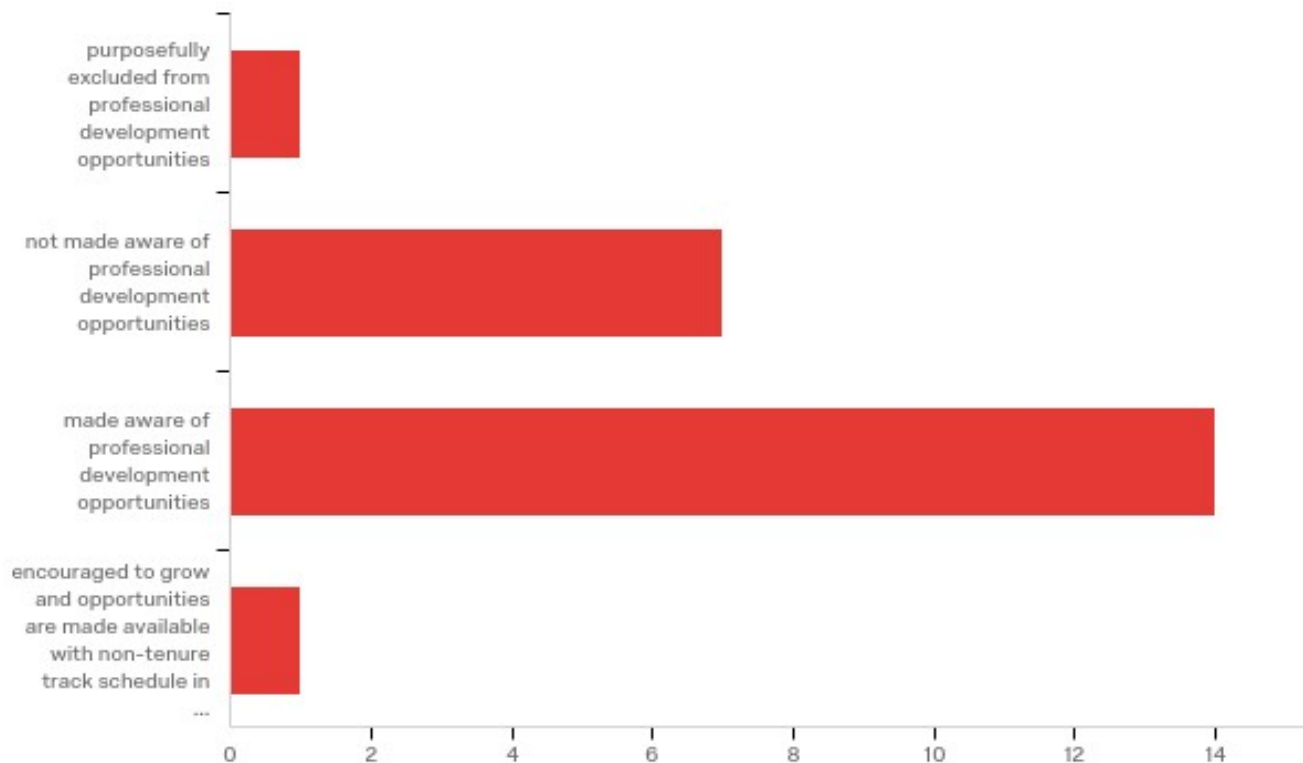


**Q1.8 - During my time in this department, my hiring or contract renewal occurs:**



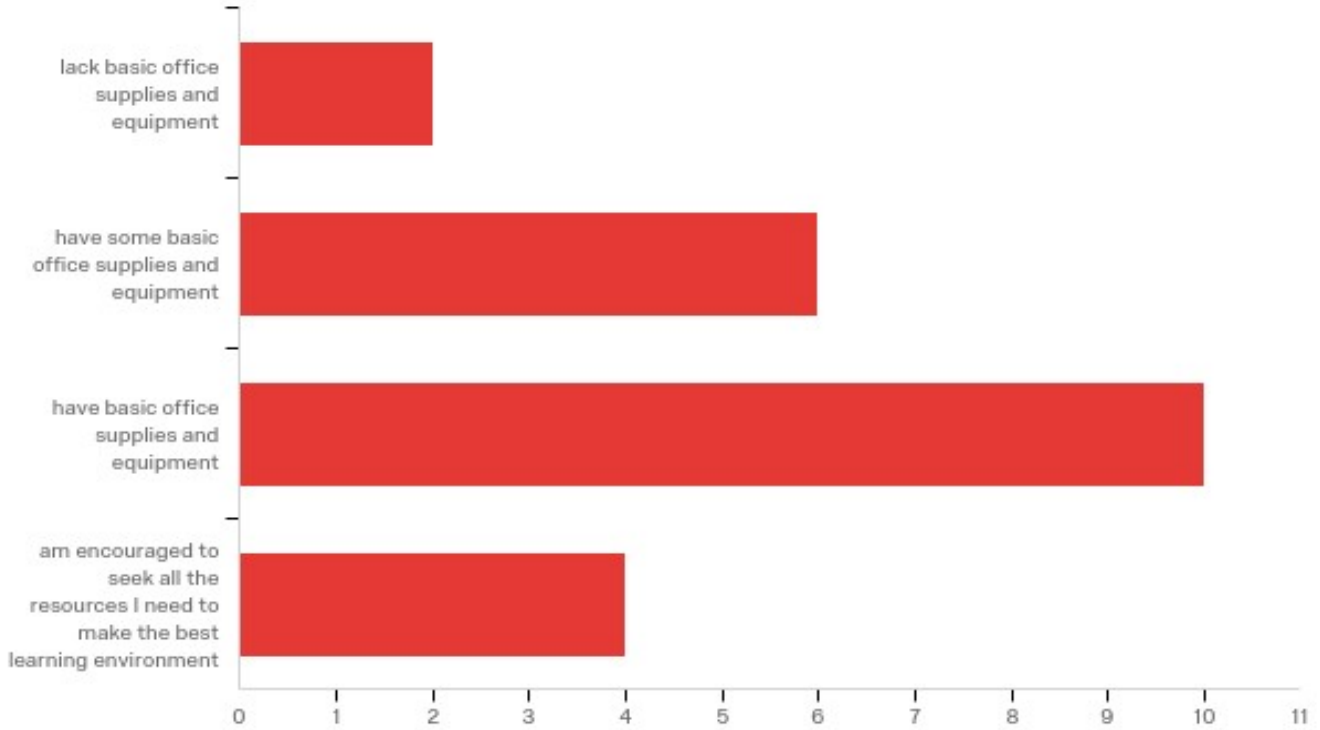
#	Answer	%	Count
1	always at the last minute	0.00%	0
2	sometimes at the last minute	4.35%	1
3	typically before courses begin	34.78%	8
4	well before courses begin and I am consulted about my teaching preferences and teaching schedules at other institutions (if applicable)	60.87%	14
	Total	100%	23

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



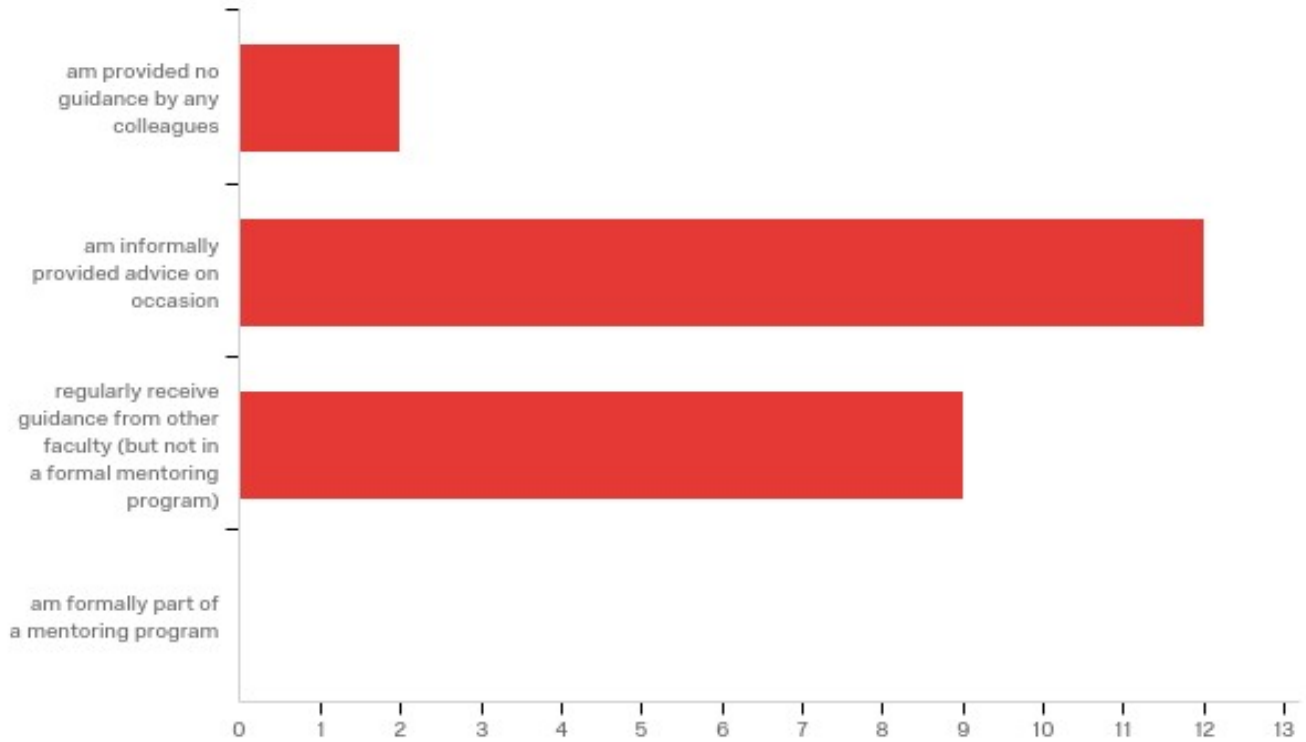
#	Answer	%	Count
1	purposefully excluded from professional development opportunities	4.35%	1
2	not made aware of professional development opportunities	30.43%	7
3	made aware of professional development opportunities	60.87%	14
4	encouraged to grow and opportunities are made available with non-tenure track schedule in mind	4.35%	1
	Total	100%	23

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



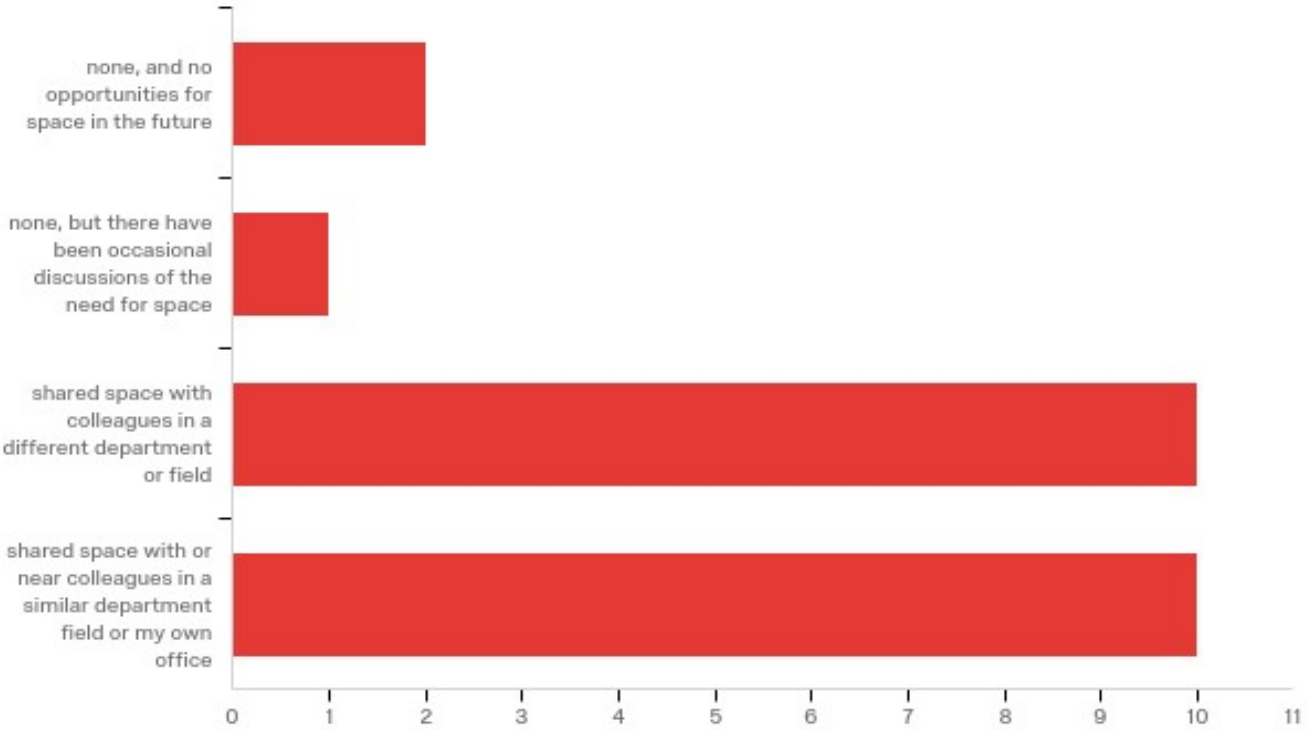
#	Answer	%	Count
1	lack basic office supplies and equipment	9.09%	2
2	have some basic office supplies and equipment	27.27%	6
3	have basic office supplies and equipment	45.45%	10
4	am encouraged to seek all the resources I need to make the best learning environment	18.18%	4
	Total	100%	22

### Q1.11 - In terms of mentoring, I:



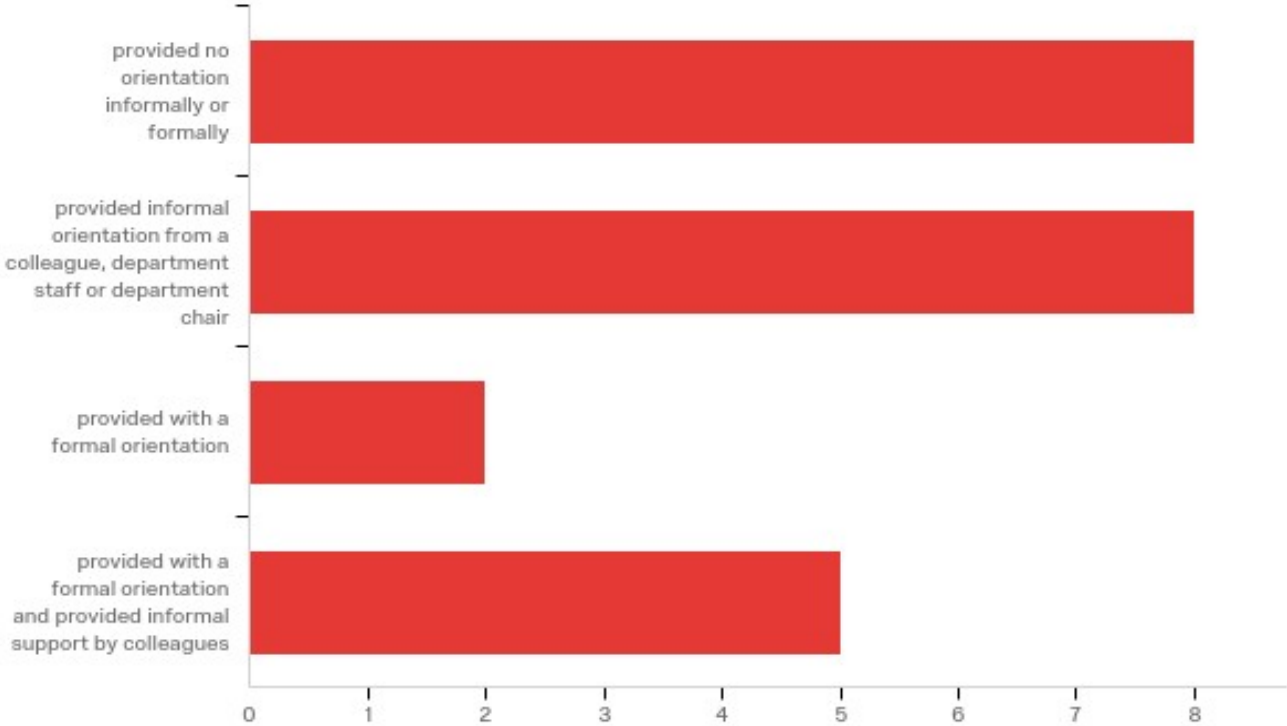
#	Answer	%	Count
1	am provided no guidance by any colleagues	8.70%	2
2	am informally provided advice on occasion	52.17%	12
3	regularly receive guidance from other faculty (but not in a formal mentoring program)	39.13%	9
4	am formally part of a mentoring program	0.00%	0
	Total	100%	23

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



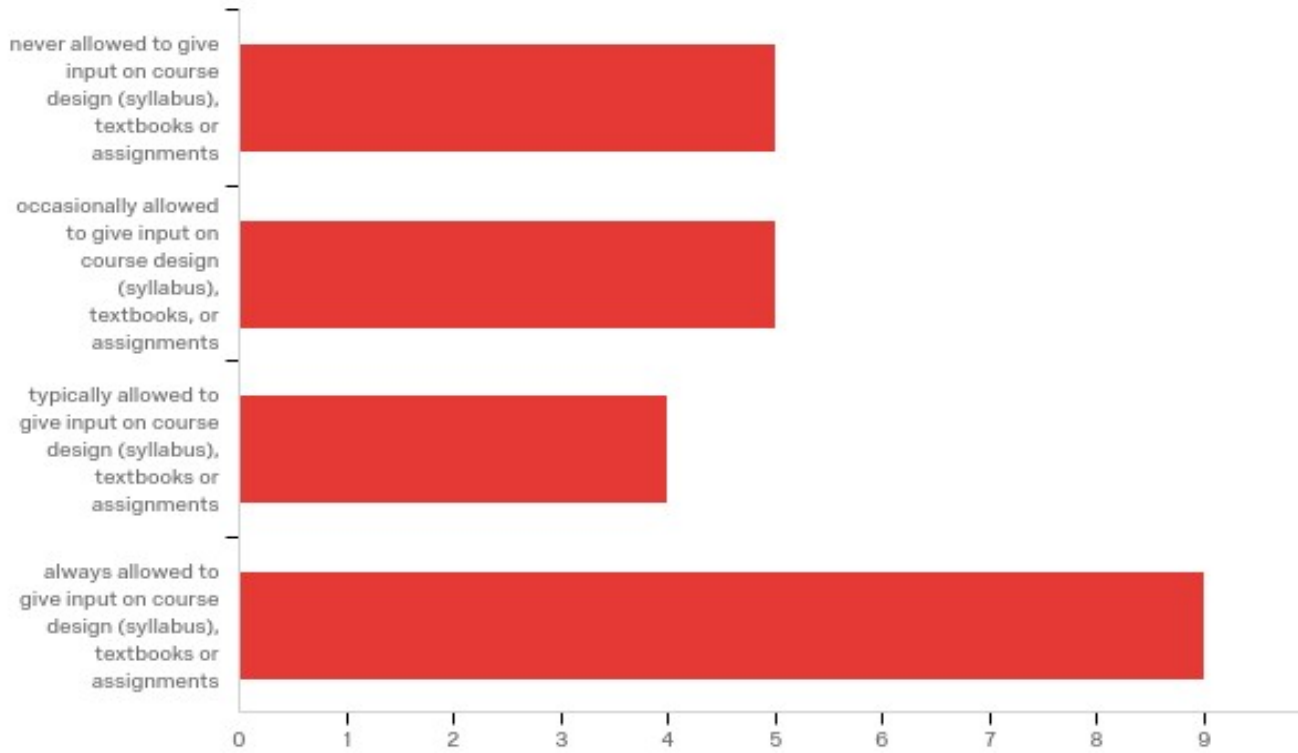
#	Answer	%	Count
1	none, and no opportunities for space in the future	8.70%	2
2	none, but there have been occasional discussions of the need for space	4.35%	1
3	shared space with colleagues in a different department or field	43.48%	10
4	shared space with or near colleagues in a similar department field or my own office	43.48%	10
	Total	100%	23

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



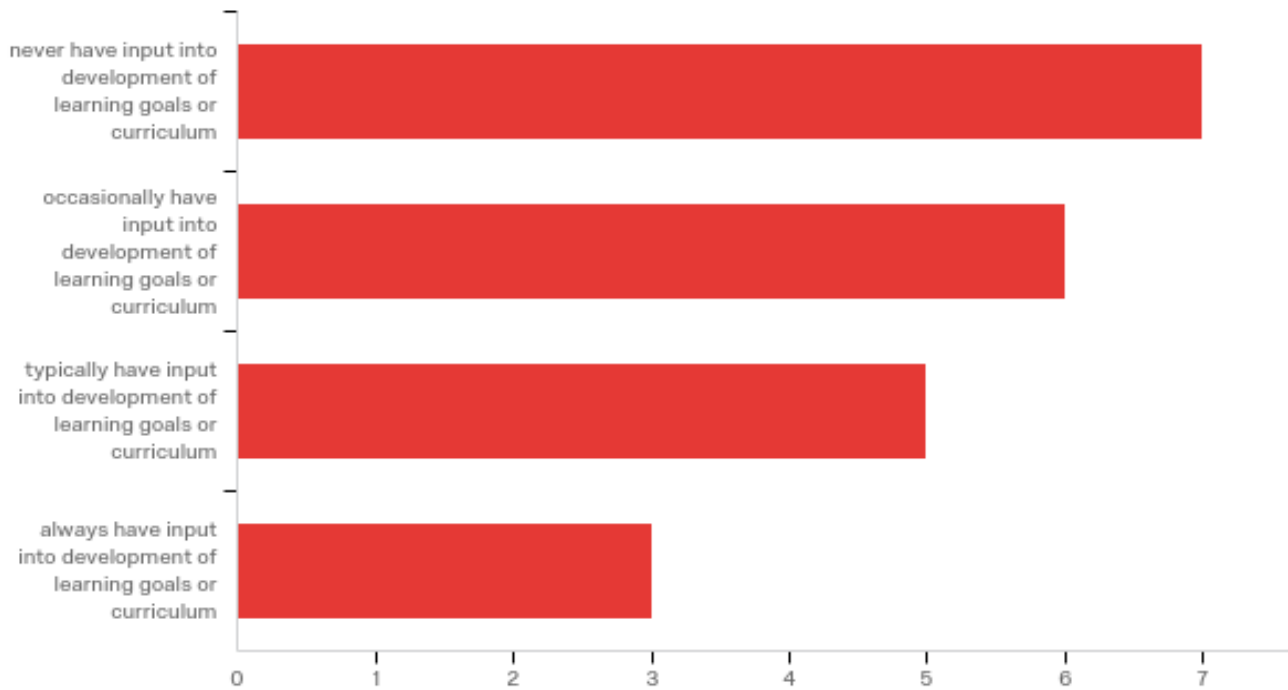
#	Answer	%	Count
1	provided no orientation informally or formally	34.78%	8
2	provided informal orientation from a colleague, department staff or department chair	34.78%	8
3	provided with a formal orientation	8.70%	2
4	provided with a formal orientation and provided informal support by colleagues	21.74%	5
	Total	100%	23

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



#	Answer	%	Count
1	never allowed to give input on course design (syllabus), textbooks or assignments	21.74%	5
2	occasionally allowed to give input on course design (syllabus), textbooks, or assignments	21.74%	5
3	typically allowed to give input on course design (syllabus), textbooks or assignments	17.39%	4
4	always allowed to give input on course design (syllabus), textbooks or assignments	39.13%	9
	Total	100%	23

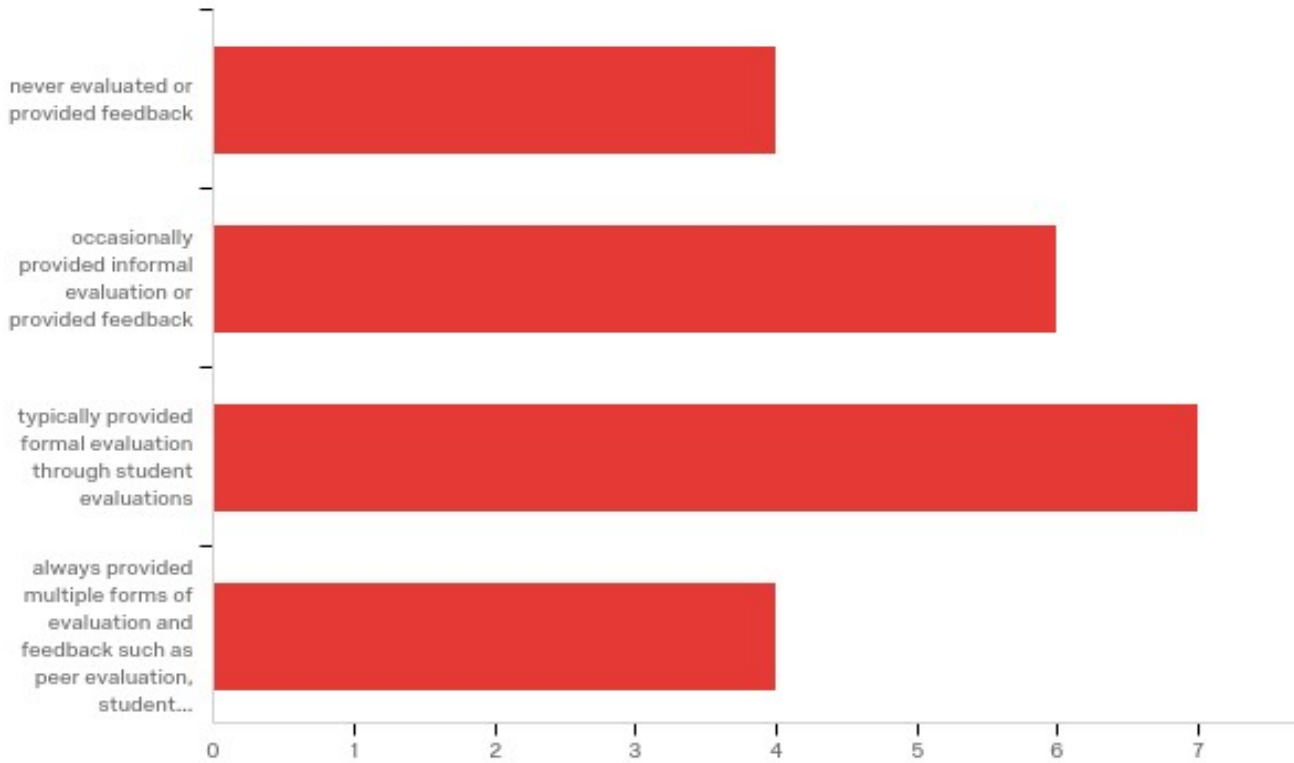
**Q1.15 - In terms of the learning goals/curriculum for my program, I:**



#	Answer	%	Count
1	never have input into development of learning goals or curriculum	33.33%	7
2	occasionally have input into development of learning goals or curriculum	28.57%	6
3	typically have input into development of learning goals or curriculum	23.81%	5
4	always have input into development of learning goals or curriculum	14.29%	3
	Total	100%	21

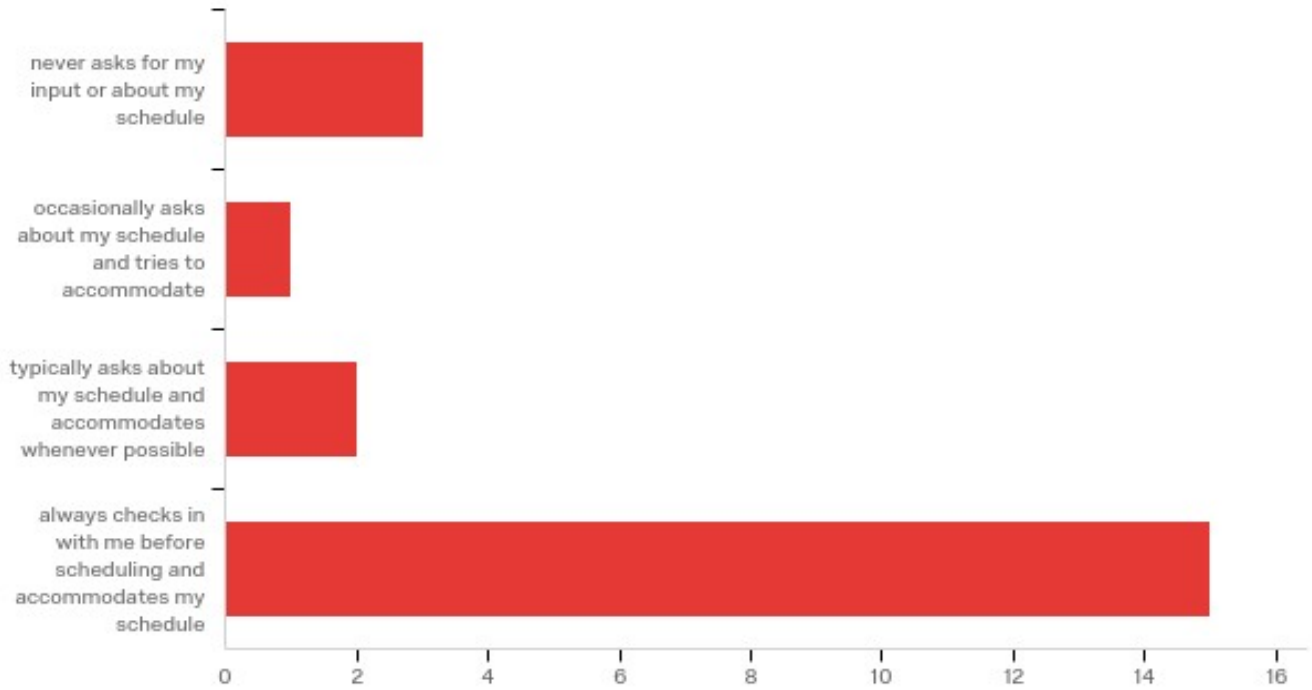


**Q1.16 - In terms of evaluation, I am:**



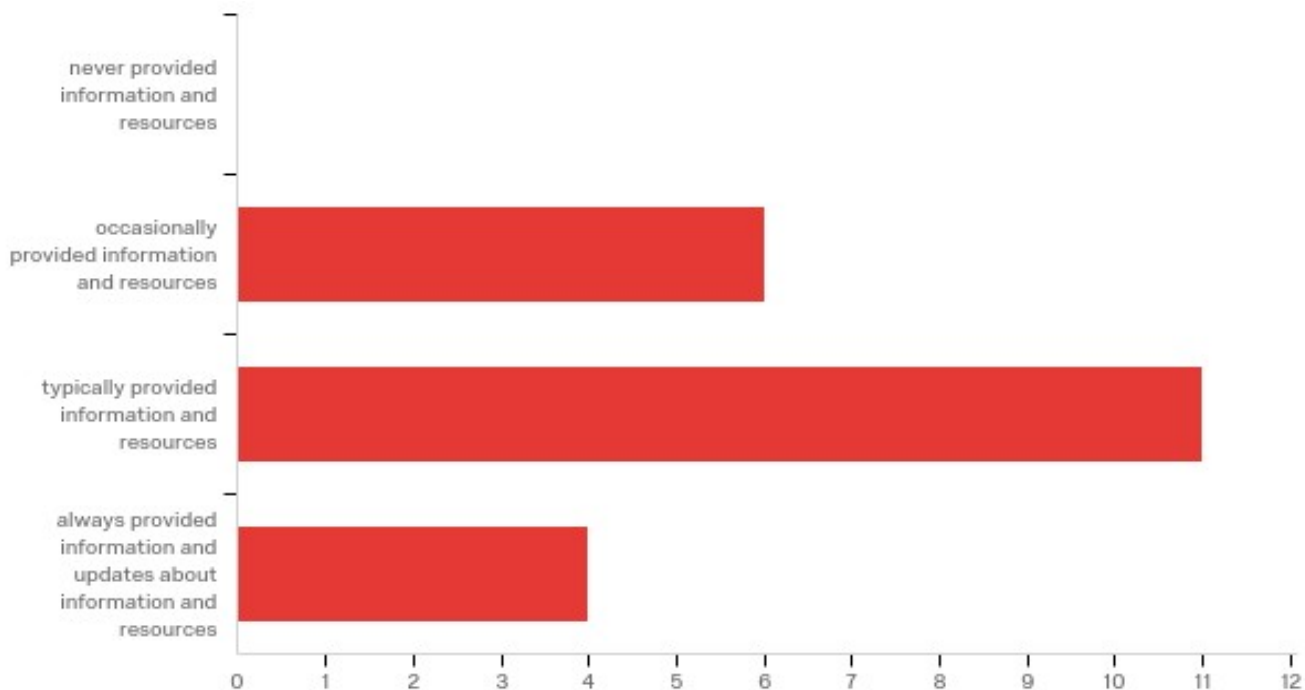
#	Answer	%	Count
1	never evaluated or provided feedback	19.05%	4
2	occasionally provided informal evaluation or provided feedback	28.57%	6
3	typically provided formal evaluation through student evaluations	33.33%	7
4	always provided multiple forms of evaluation and feedback such as peer evaluation, student evaluations, or portfolio review	19.05%	4
	Total	100%	21

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



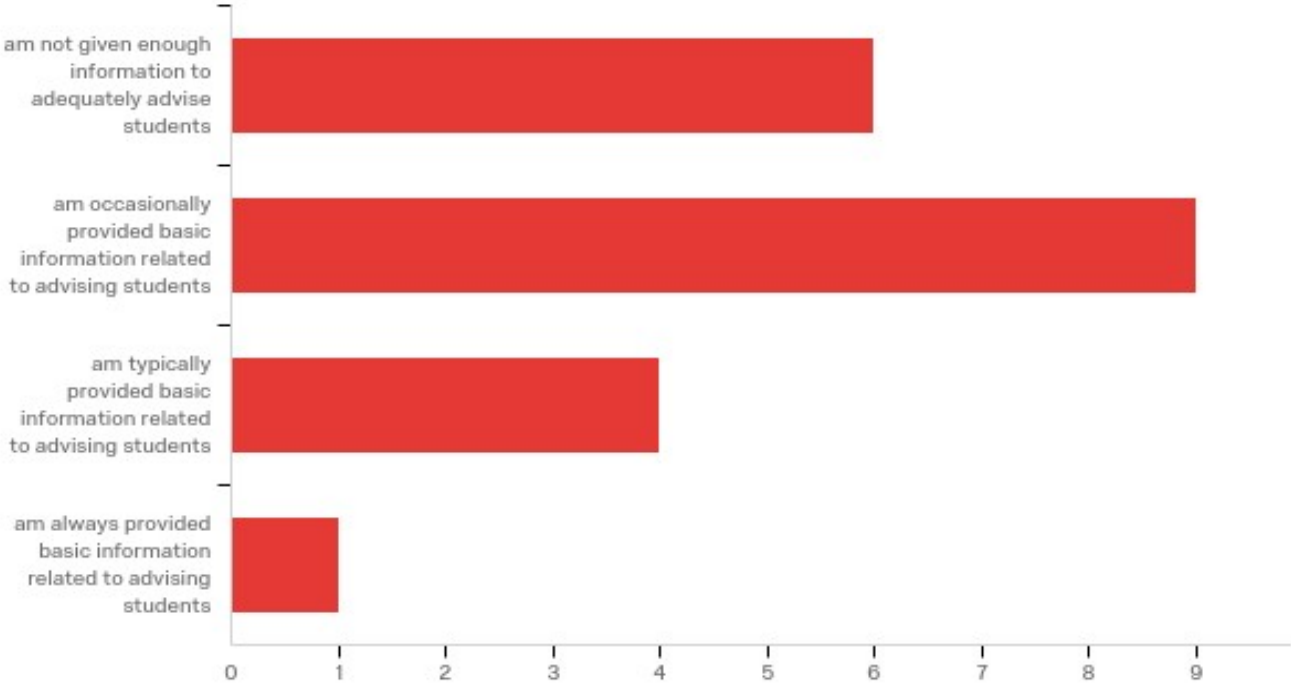
#	Answer	%	Count
1	never asks for my input or about my schedule	14.29%	3
2	occasionally asks about my schedule and tries to accommodate	4.76%	1
3	typically asks about my schedule and accommodates whenever possible	9.52%	2
4	always checks in with me before scheduling and accommodates my schedule	71.43%	15
	Total	100%	21

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



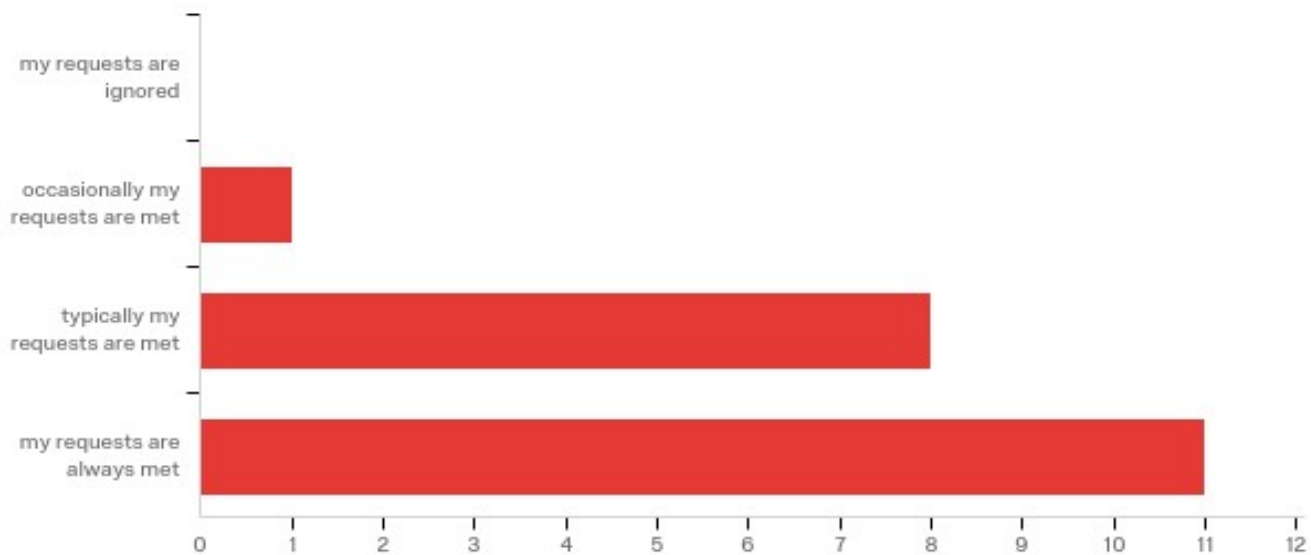
#	Answer	%	Count
1	never provided information and resources	0.00%	0
2	occasionally provided information and resources	28.57%	6
3	typically provided information and resources	52.38%	11
4	always provided information and updates about information and resources	19.05%	4
	Total	100%	21

**Q1.19 - In terms of advising, I:**



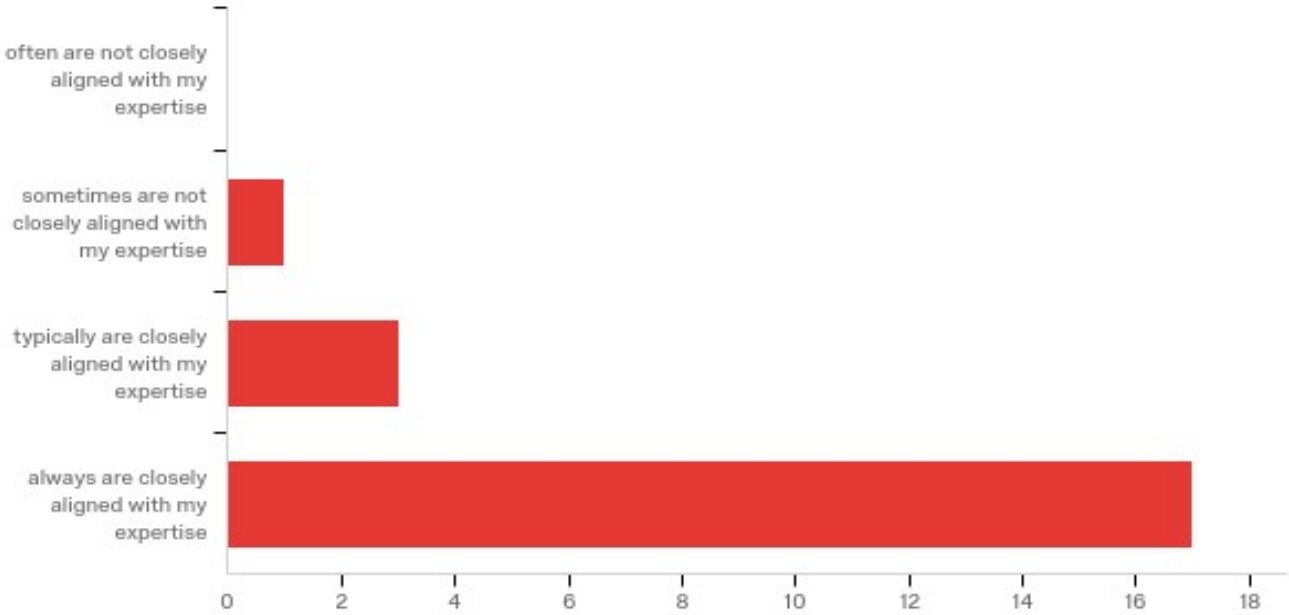
#	Answer	%	Count
1	am not given enough information to adequately advise students	30.00%	6
2	am occasionally provided basic information related to advising students	45.00%	9
3	am typically provided basic information related to advising students	20.00%	4
4	am always provided basic information related to advising students	5.00%	1
	Total	100%	20

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



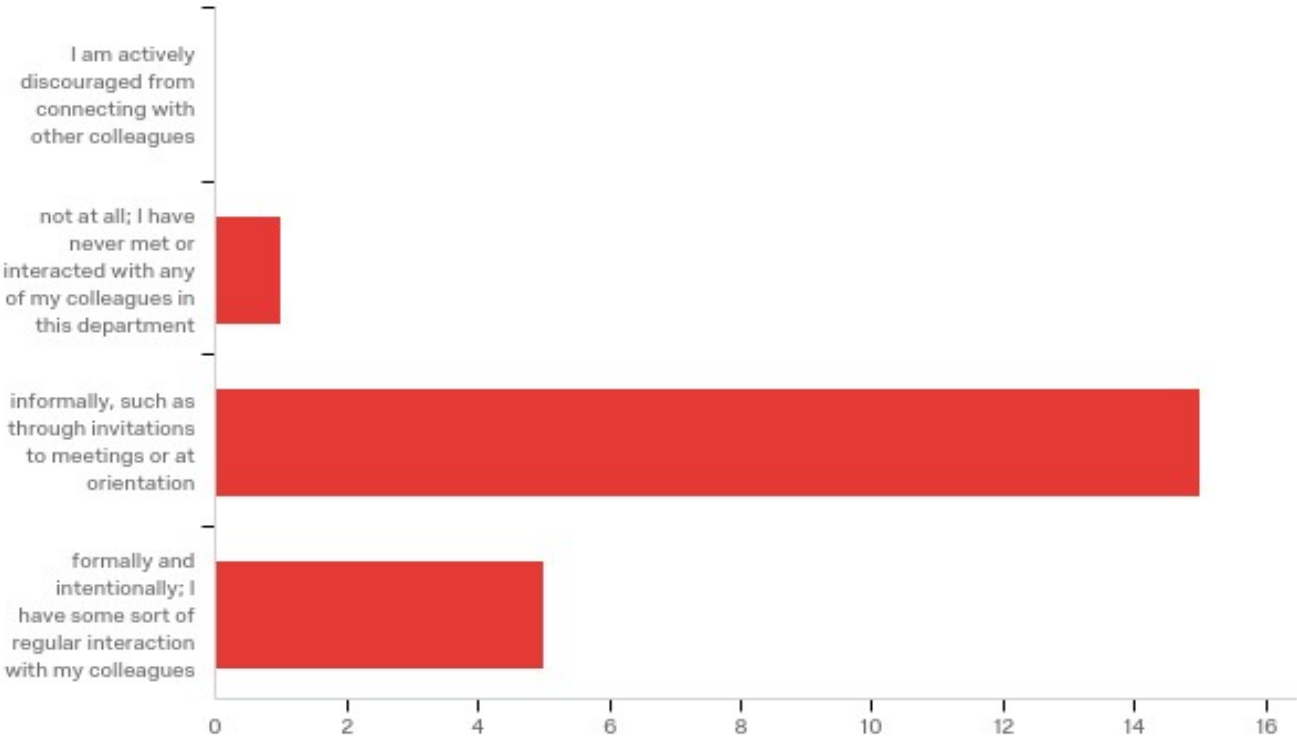
#	Answer	%	Count
1	my requests are ignored	0.00%	0
2	occasionally my requests are met	5.00%	1
3	typically my requests are met	40.00%	8
4	my requests are always met	55.00%	11
	Total	100%	20

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



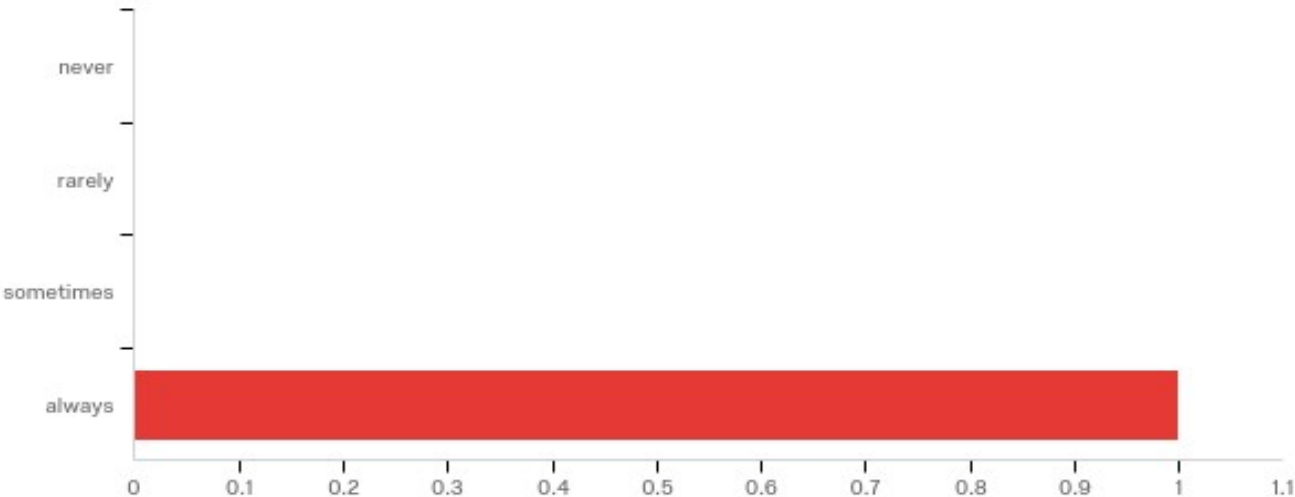
#	Answer	%	Count
1	often are not closely aligned with my expertise	0.00%	0
2	sometimes are not closely aligned with my expertise	4.76%	1
3	typically are closely aligned with my expertise	14.29%	3
4	always are closely aligned with my expertise	80.95%	17
	Total	100%	21

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



#	Answer	%	Count
1	I am actively discouraged from connecting with other colleagues	0.00%	0
2	not at all; I have never met or interacted with any of my colleagues in this department	4.76%	1
3	informally, such as through invitations to meetings or at orientation	71.43%	15
4	formally and intentionally; I have some sort of regular interaction with my colleagues	23.81%	5
	Total	100%	21

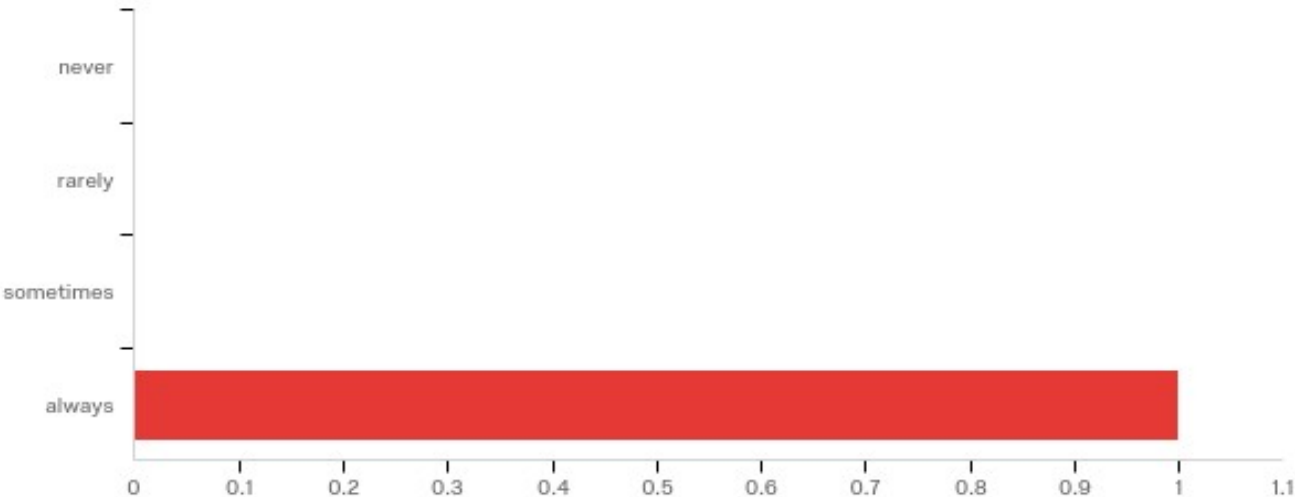
**Q2.1 - There are options for meetings and service requirements that are virtual (such as through Skype or conference call):**



#	Answer	%	Count
1	never	0.00%	0
2	rarely	0.00%	0
3	sometimes	0.00%	0
4	always	100.00%	1
	Total	100%	1

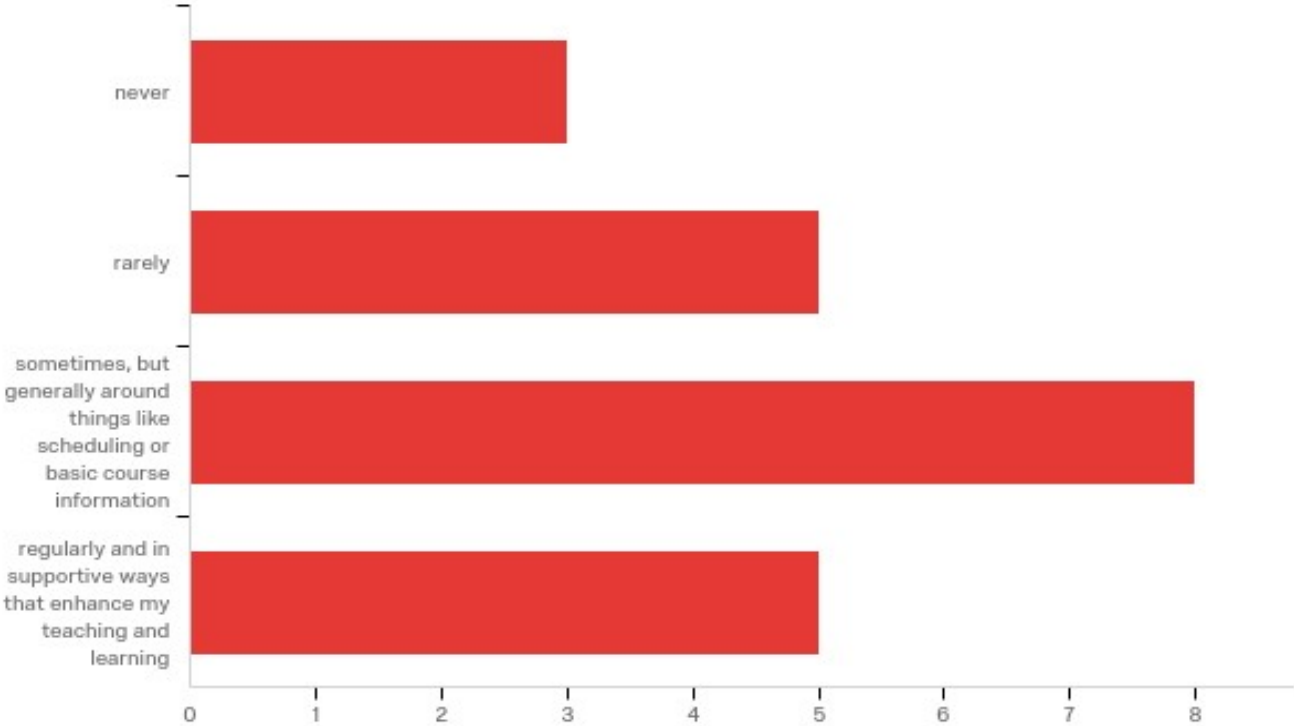


**Q2.2 - There is support for on-line teaching if issues emerge with the technology or curriculum:**



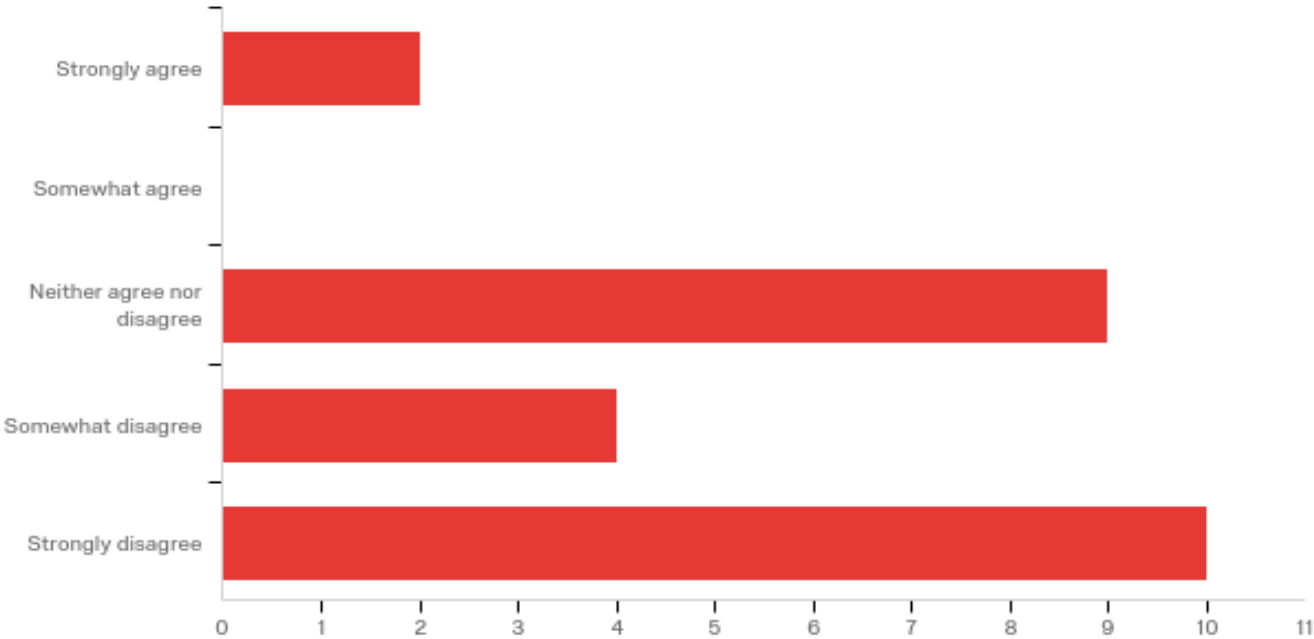
#	Answer	%	Count
1	never	0.00%	0
2	rarely	0.00%	0
3	sometimes	0.00%	0
4	always	100.00%	1
	Total	100%	1

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



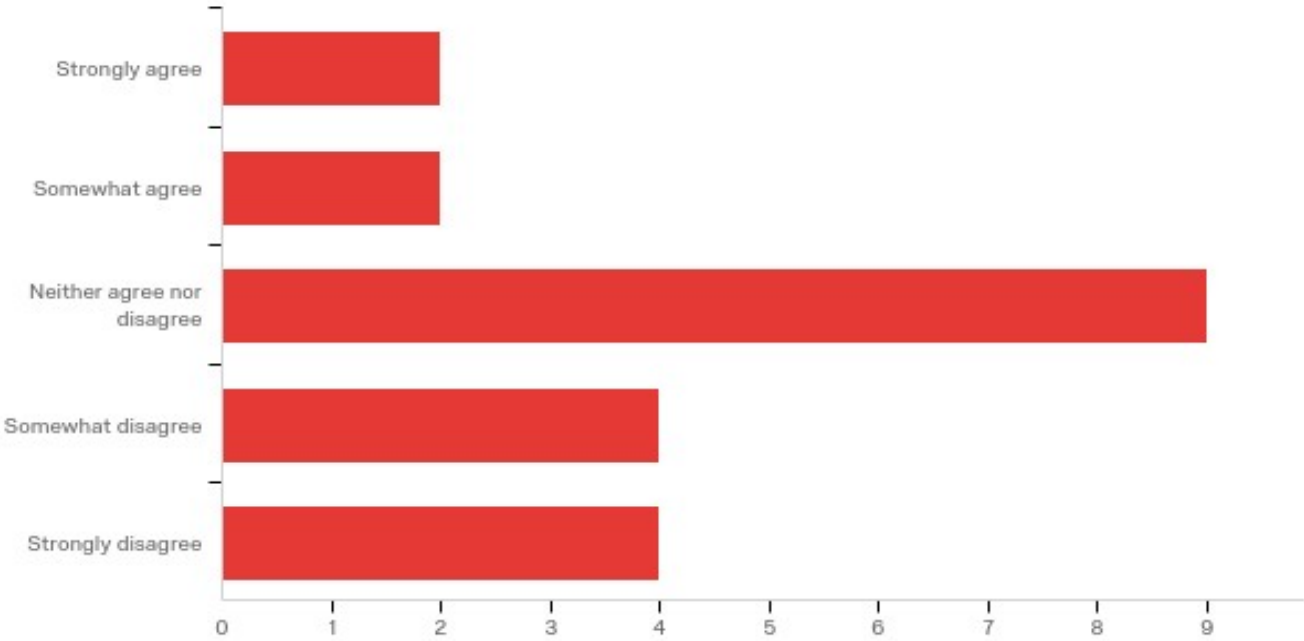
#	Answer	%	Count
1	never	14.29%	3
2	rarely	23.81%	5
3	sometimes, but generally around things like scheduling or basic course information	38.10%	8
4	regularly and in supportive ways that enhance my teaching and learning	23.81%	5
	Total	100%	21

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



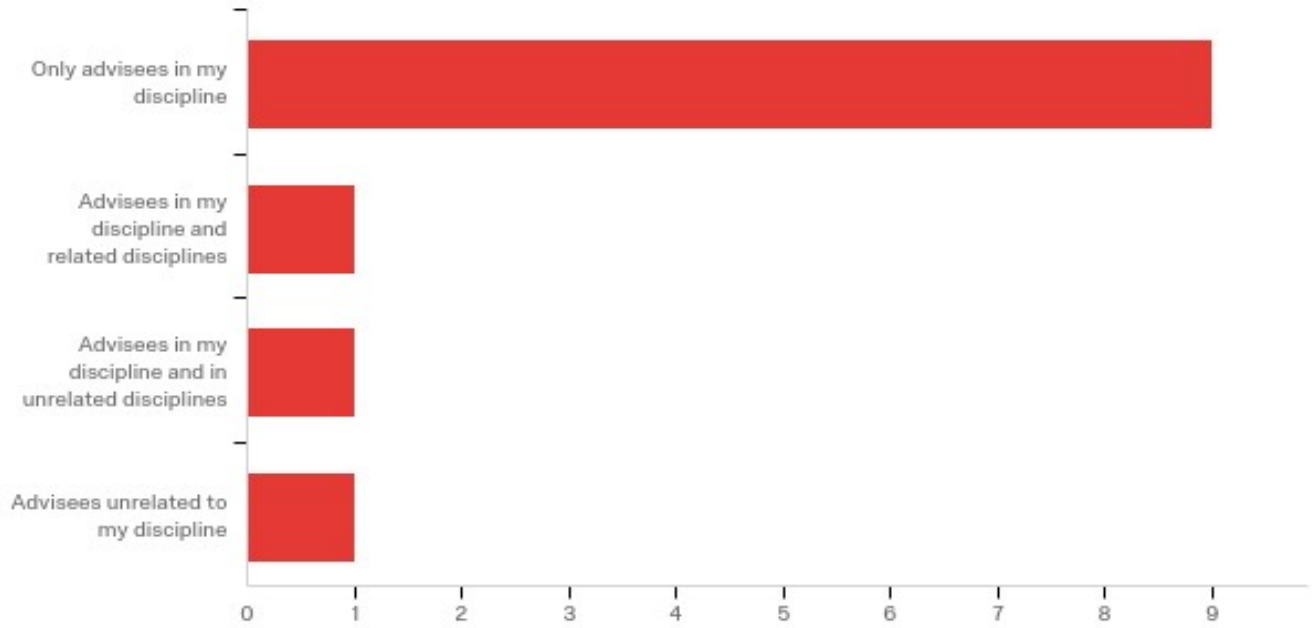
#	Answer	%	Count
1	Strongly agree	8.00%	2
2	Somewhat agree	0.00%	0
3	Neither agree nor disagree	36.00%	9
4	Somewhat disagree	16.00%	4
5	Strongly disagree	40.00%	10
	Total	100%	25

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



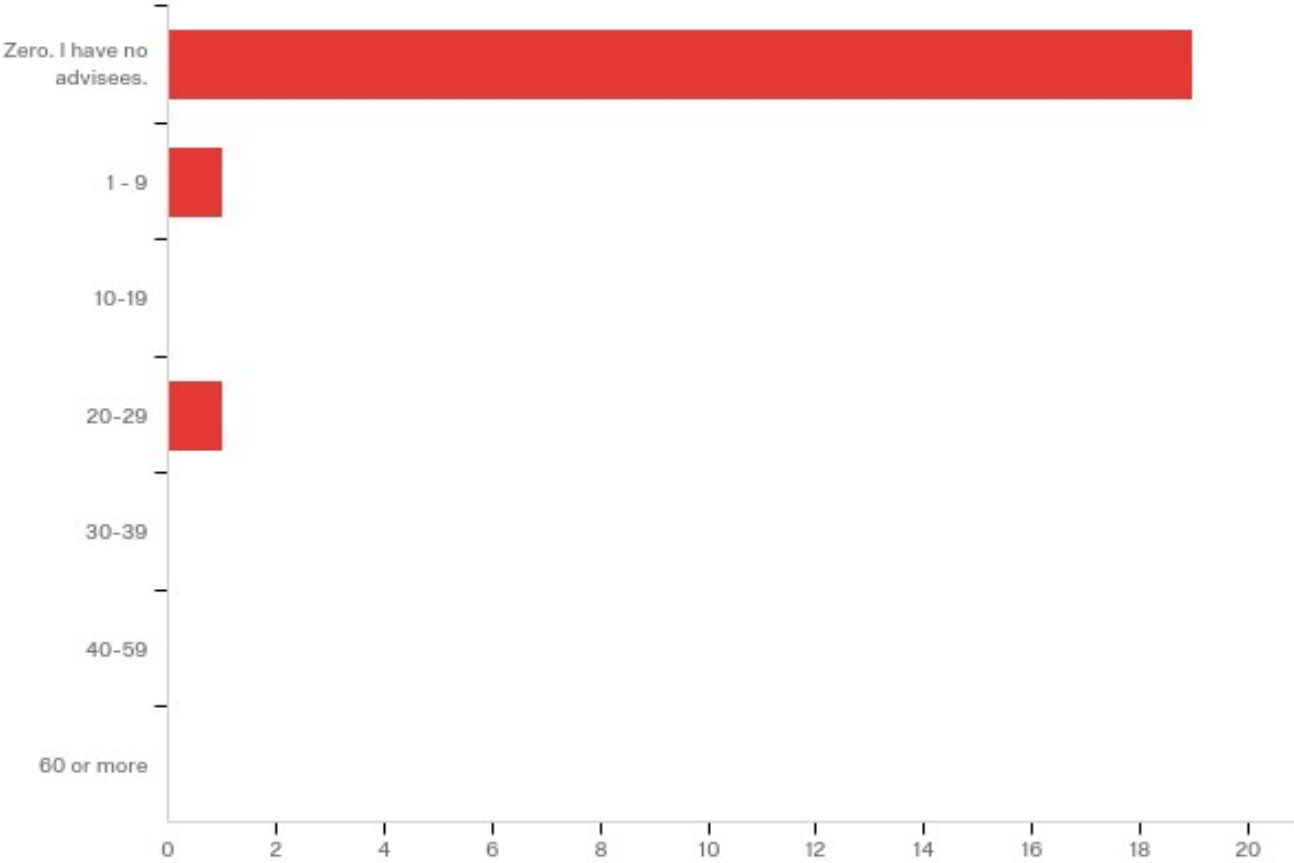
#	Answer	%	Count
1	Strongly agree	9.52%	2
2	Somewhat agree	9.52%	2
3	Neither agree nor disagree	42.86%	9
4	Somewhat disagree	19.05%	4
5	Strongly disagree	19.05%	4
	Total	100%	21

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



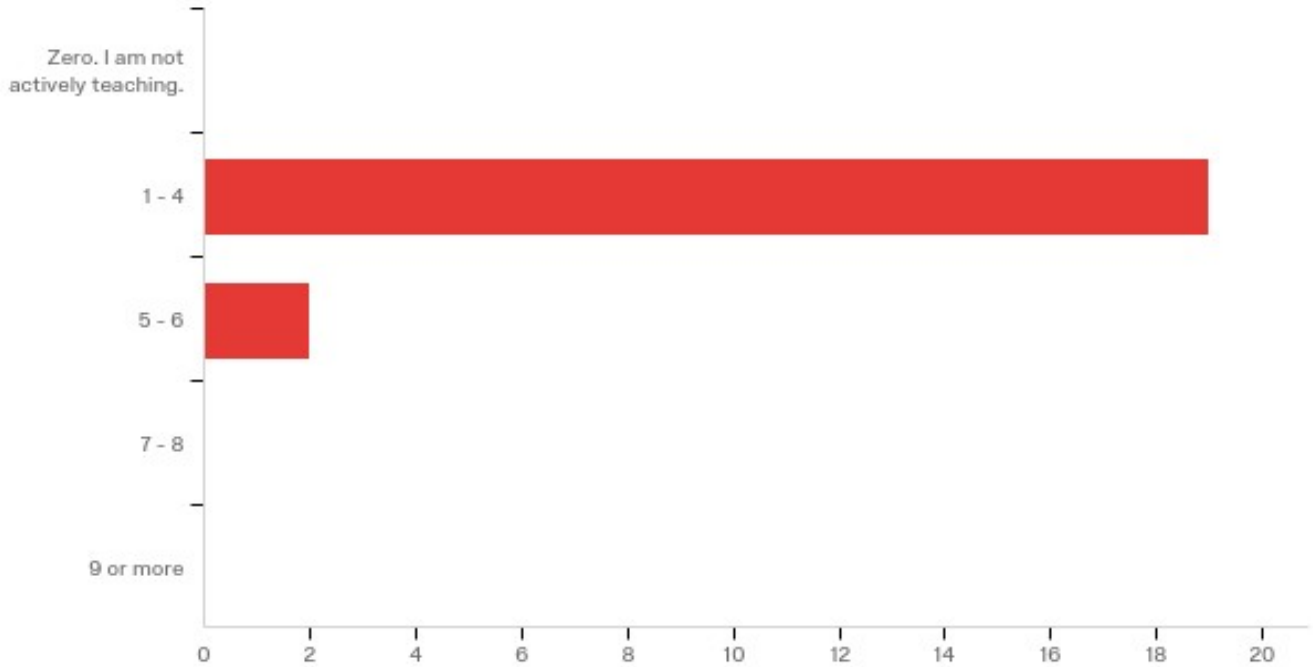
#	Answer	%	Count
1	Only advisees in my discipline	75.00%	9
2	Advisees in my discipline and related disciplines	8.33%	1
3	Advisees in my discipline and in unrelated disciplines	8.33%	1
4	Advisees unrelated to my discipline	8.33%	1
	Total	100%	12

**Q30 - The number of advisees assigned to me is:**



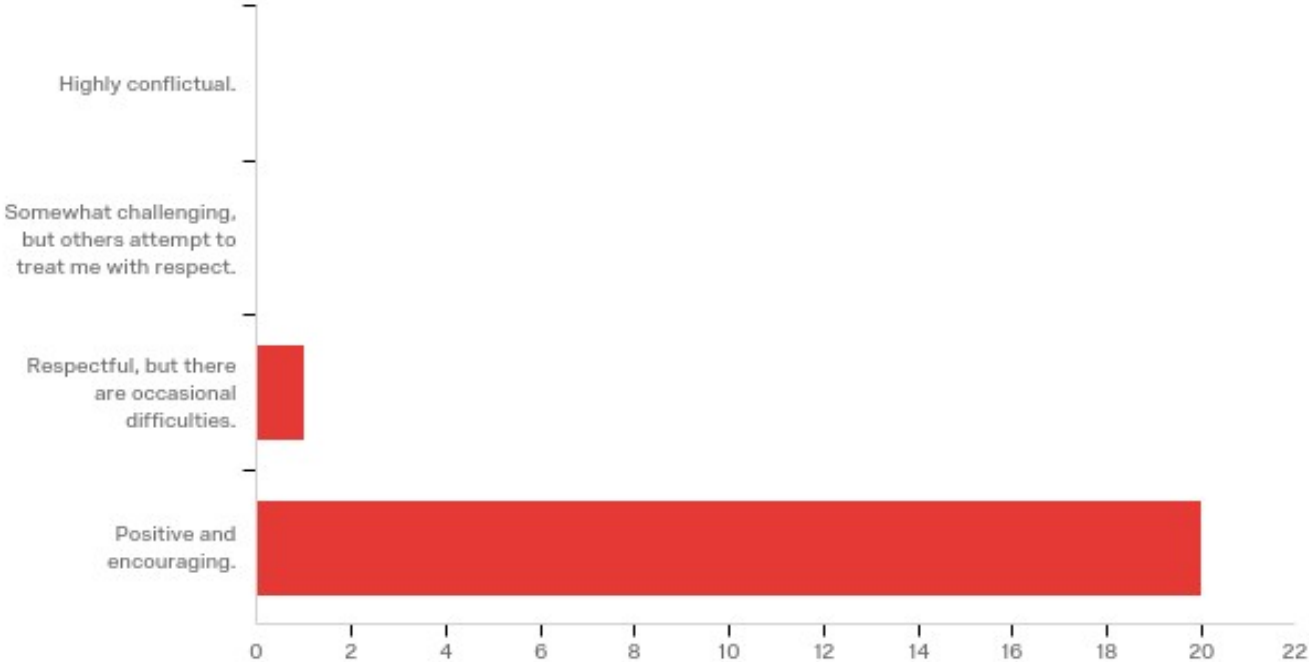
#	Answer	%	Count
1	Zero. I have no advisees.	90.48%	19
2	1 - 9	4.76%	1
3	10-19	0.00%	0
4	20-29	4.76%	1
5	30-39	0.00%	0
6	40-59	0.00%	0
7	60 or more	0.00%	0
	Total	100%	21

**Q31 - Consider the fall and spring semesters combined, and count each section you teach as a separate course preparation. For example, teaching three sections of Management 301, for this question, would be considered three course preparations. Using the foregoing methodology, I have the following number of courses to prepare:**



#	Answer	%	Count
1	Zero. I am not actively teaching.	0.00%	0
2	1 - 4	90.48%	19
3	5 - 6	9.52%	2
4	7 - 8	0.00%	0
5	9 or more	0.00%	0
	Total	100%	21

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



#	Answer	%	Count
1	Highly conflictual.	0.00%	0
2	Somewhat challenging, but others attempt to treat me with respect.	0.00%	0
3	Respectful, but there are occasional difficulties.	4.76%	1
4	Positive and encouraging.	95.24%	20
	Total	100%	21