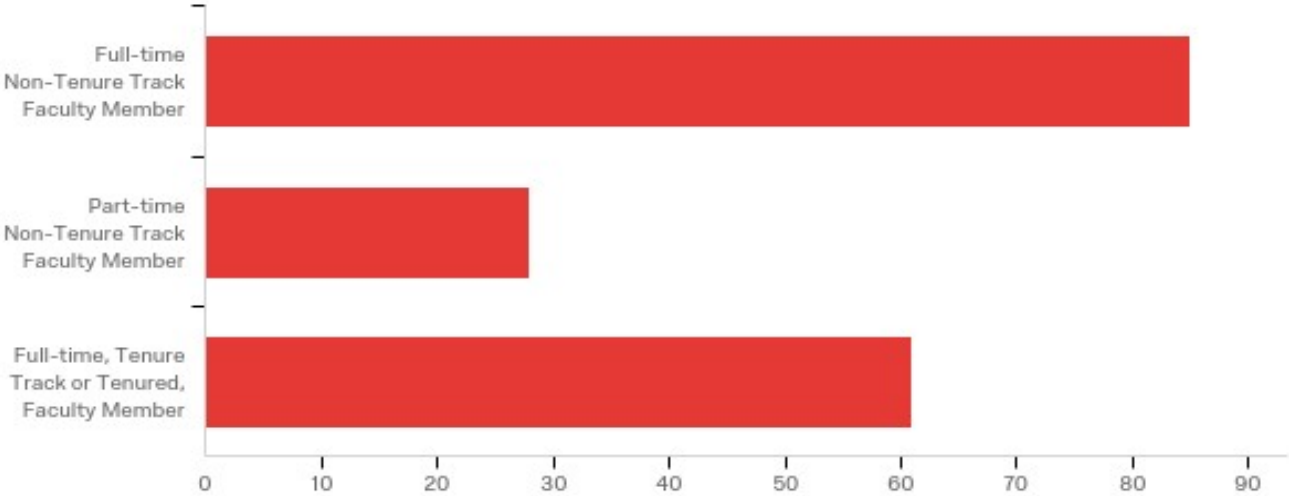


Default Report

Departmental Cultures Survey

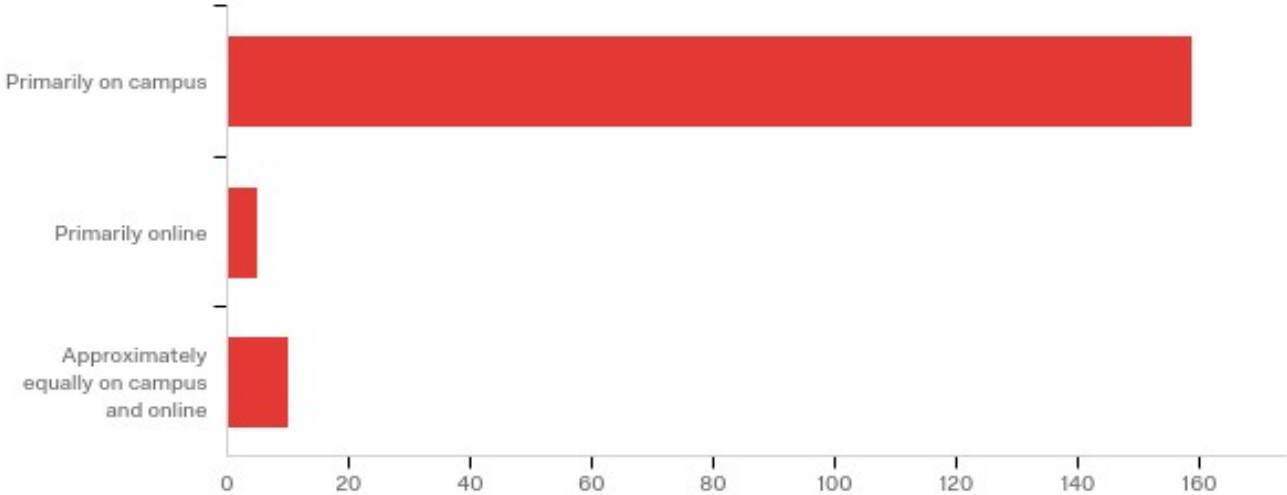
February 23rd 2017, 10:54 am MST

Q1.1 - I work as a:



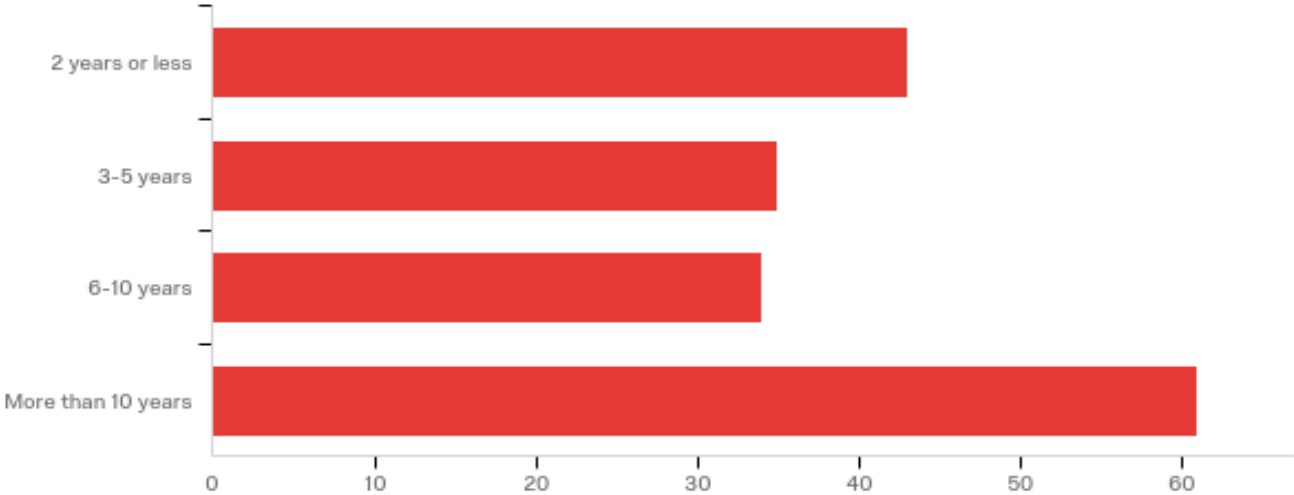
#	Answer	%	Count
1	Full-time Non-Tenure Track Faculty Member	48.85%	85
2	Part-time Non-Tenure Track Faculty Member	16.09%	28
3	Full-time, Tenure Track or Tenured, Faculty Member	35.06%	61
	Total	100%	174

Q1.2 - I teach courses:



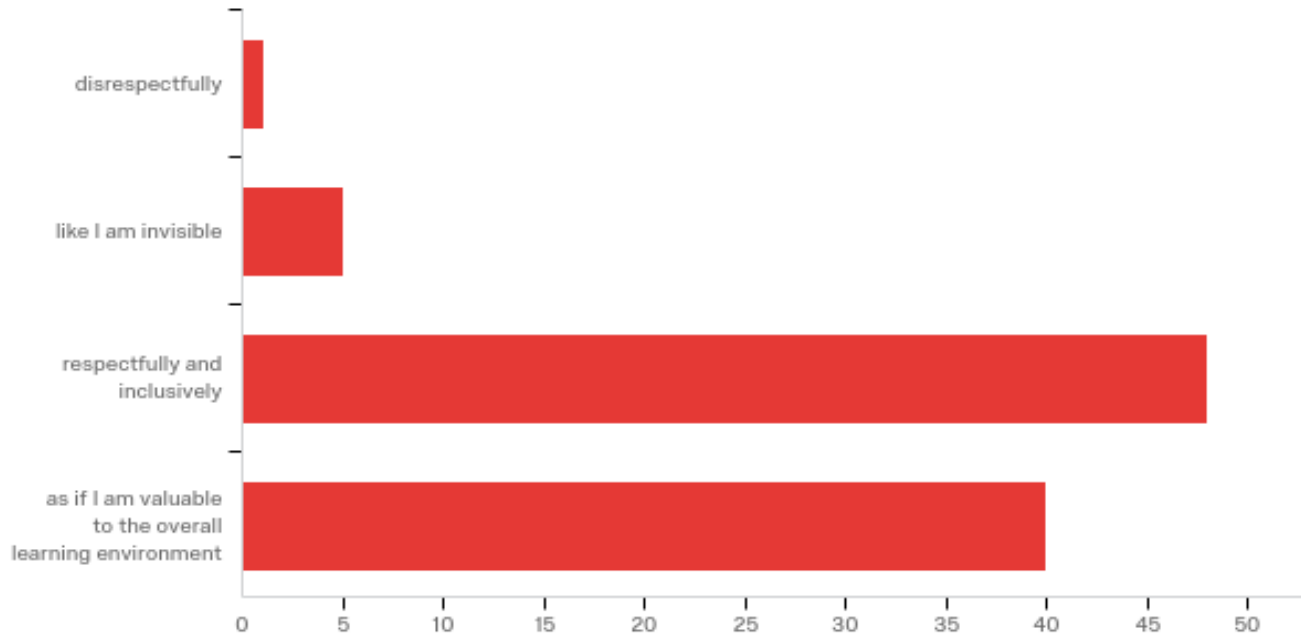
#	Answer	%	Count
1	Primarily on campus	91.38%	159
2	Primarily online	2.87%	5
3	Approximately equally on campus and online	5.75%	10
	Total	100%	174

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



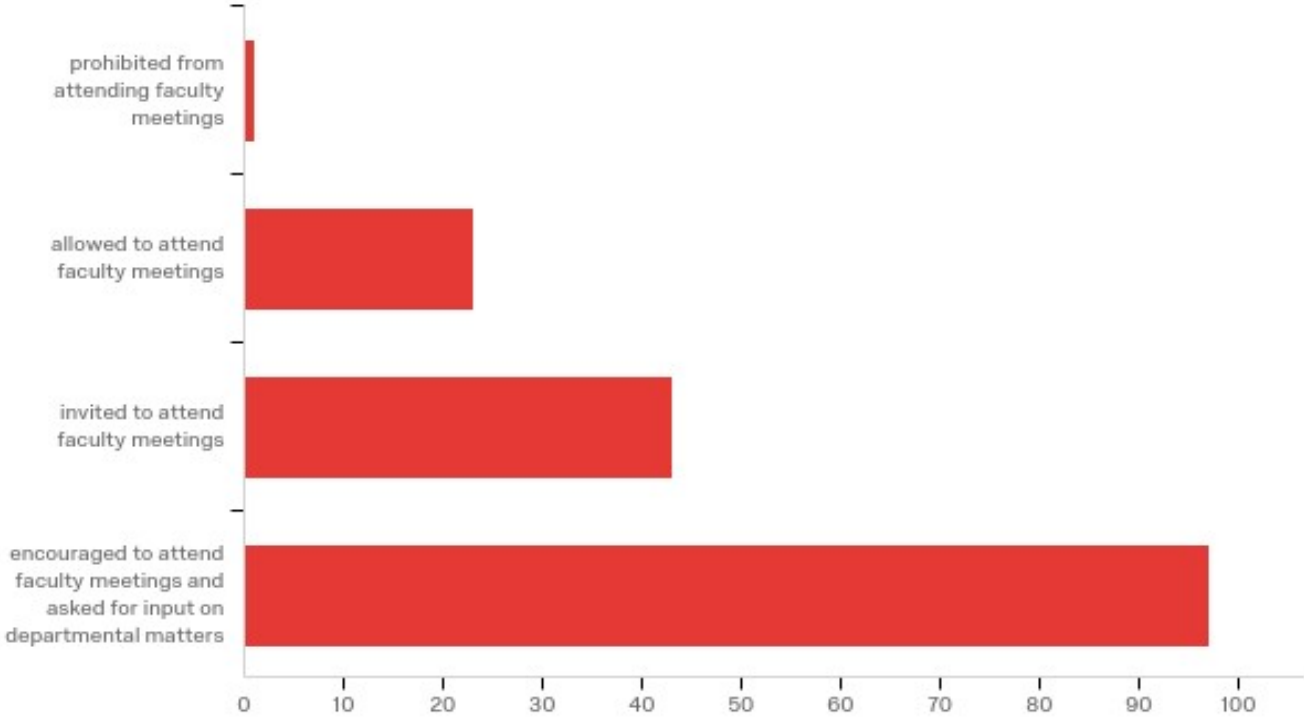
#	Answer	%	Count
1	2 years or less	24.86%	43
2	3-5 years	20.23%	35
3	6-10 years	19.65%	34
4	More than 10 years	35.26%	61
	Total	100%	173

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



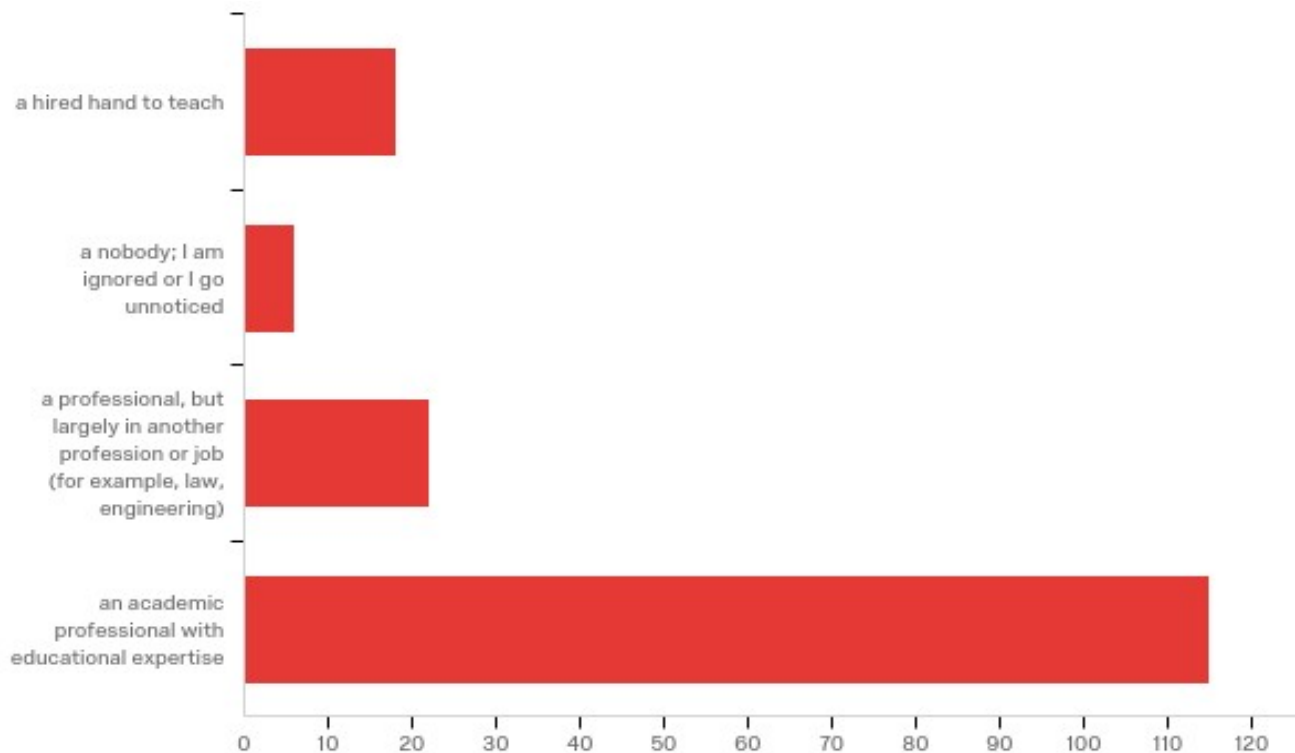
#	Answer	%	Count
1	disrespectfully	1.06%	1
2	like I am invisible	5.32%	5
3	respectfully and inclusively	51.06%	48
4	as if I am valuable to the overall learning environment	42.55%	40
	Total	100%	94

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



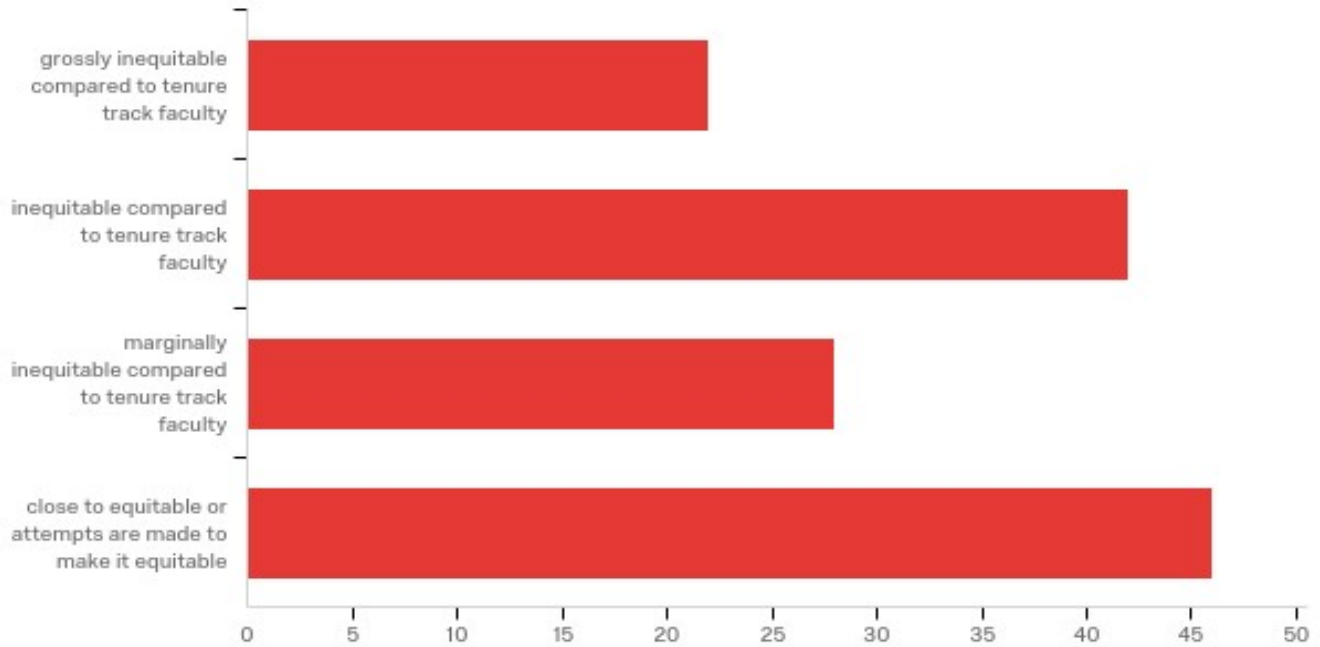
#	Answer	%	Count
1	prohibited from attending faculty meetings	0.61%	1
2	allowed to attend faculty meetings	14.02%	23
3	invited to attend faculty meetings	26.22%	43
4	encouraged to attend faculty meetings and asked for input on departmental matters	59.15%	97
	Total	100%	164

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



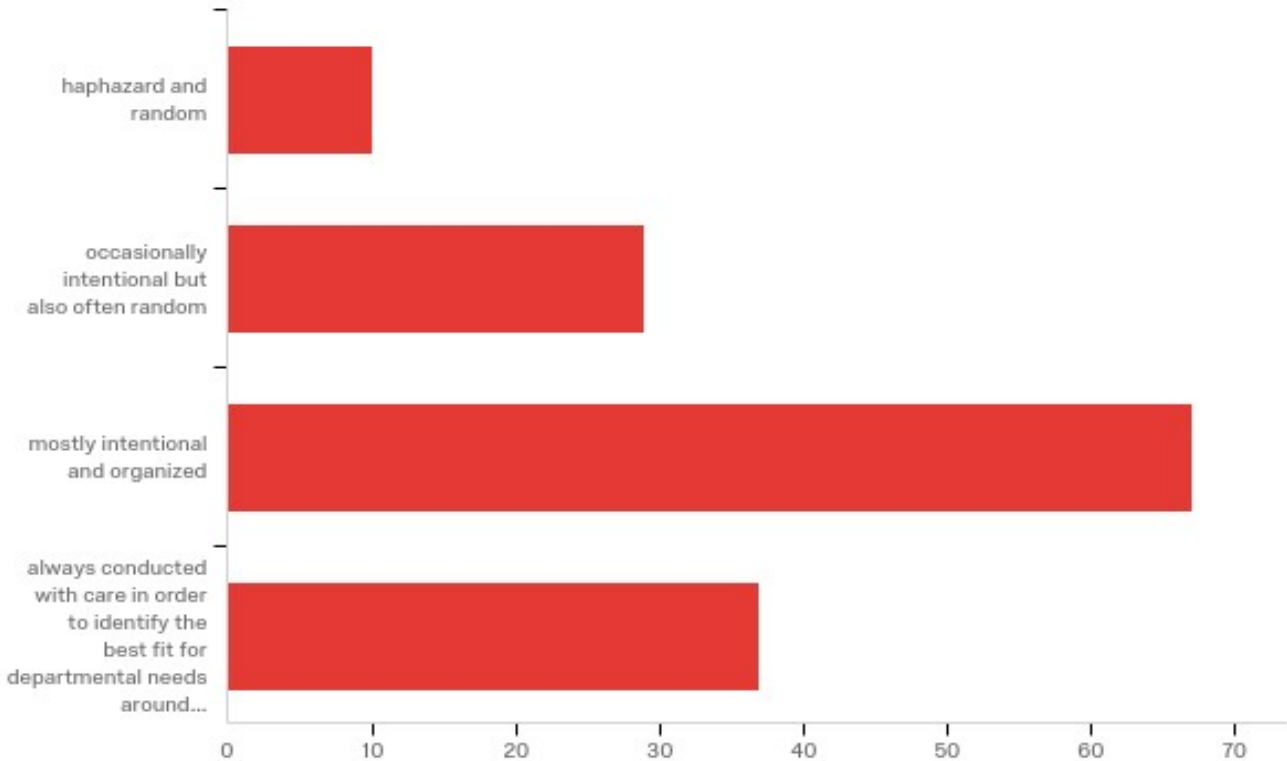
#	Answer	%	Count
1	a hired hand to teach	11.18%	18
2	a nobody; I am ignored or I go unnoticed	3.73%	6
3	a professional, but largely in another profession or job (for example, law, engineering)	13.66%	22
4	an academic professional with educational expertise	71.43%	115
	Total	100%	161

Q1.6 - My salary and pay are:



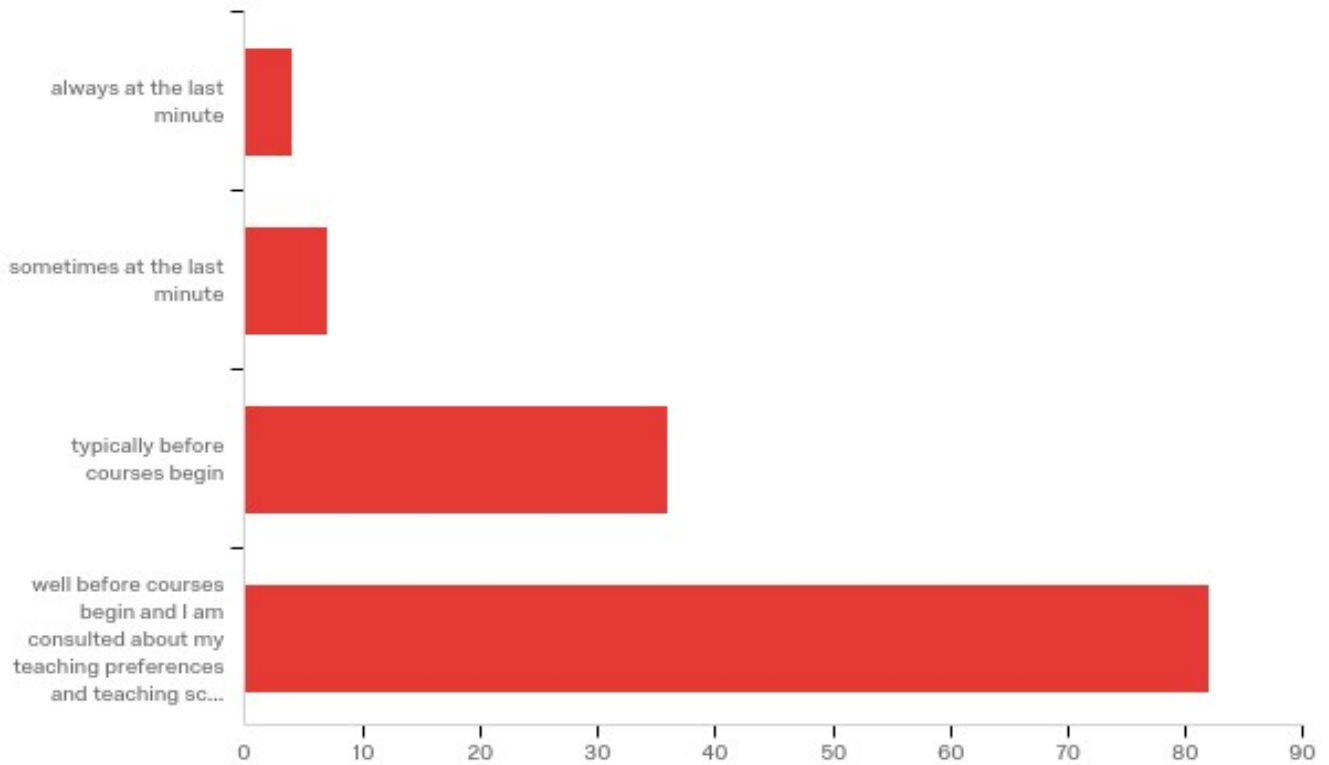
#	Answer	%	Count
1	grossly inequitable compared to tenure track faculty	15.94%	22
2	inequitable compared to tenure track faculty	30.43%	42
3	marginally inequitable compared to tenure track faculty	20.29%	28
4	close to equitable or attempts are made to make it equitable	33.33%	46
	Total	100%	138

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



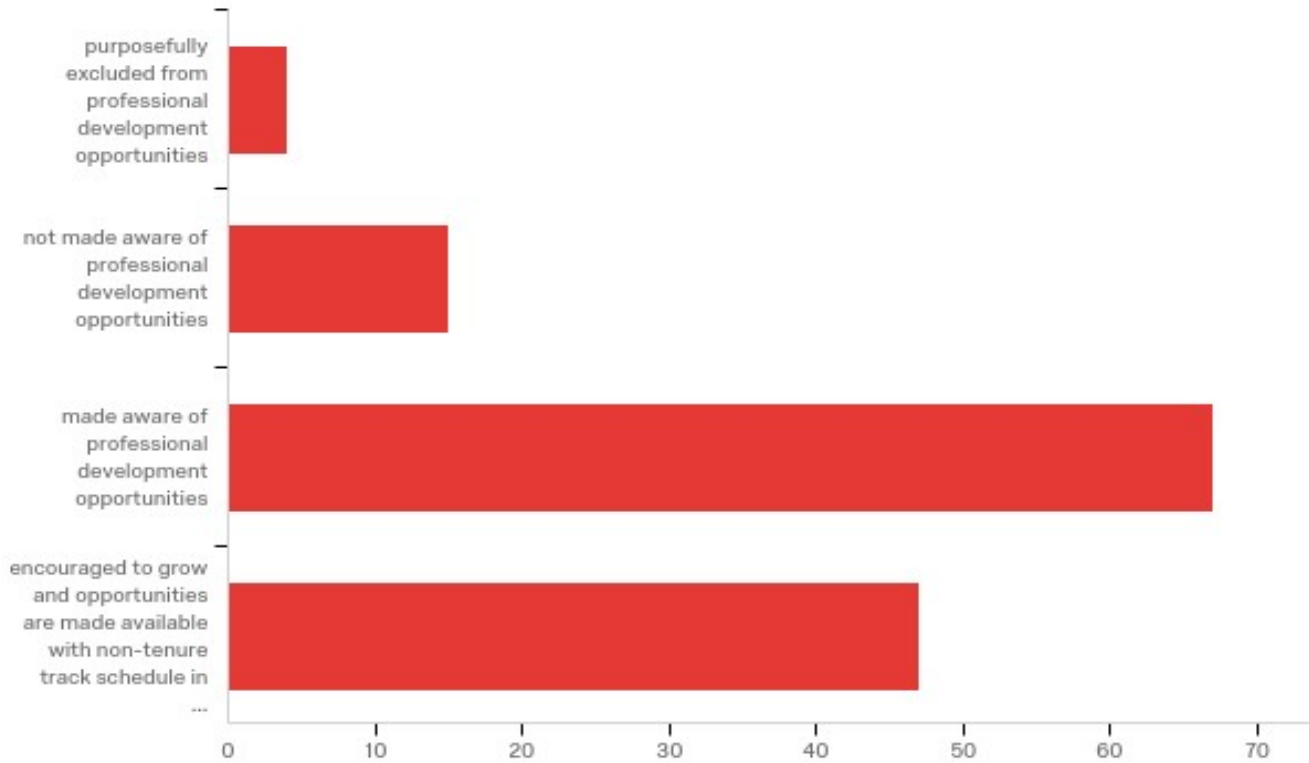
#	Answer	%	Count
1	haphazard and random	6.99%	10
2	occasionally intentional but also often random	20.28%	29
3	mostly intentional and organized	46.85%	67
4	always conducted with care in order to identify the best fit for departmental needs around academic issues	25.87%	37
	Total	100%	143

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



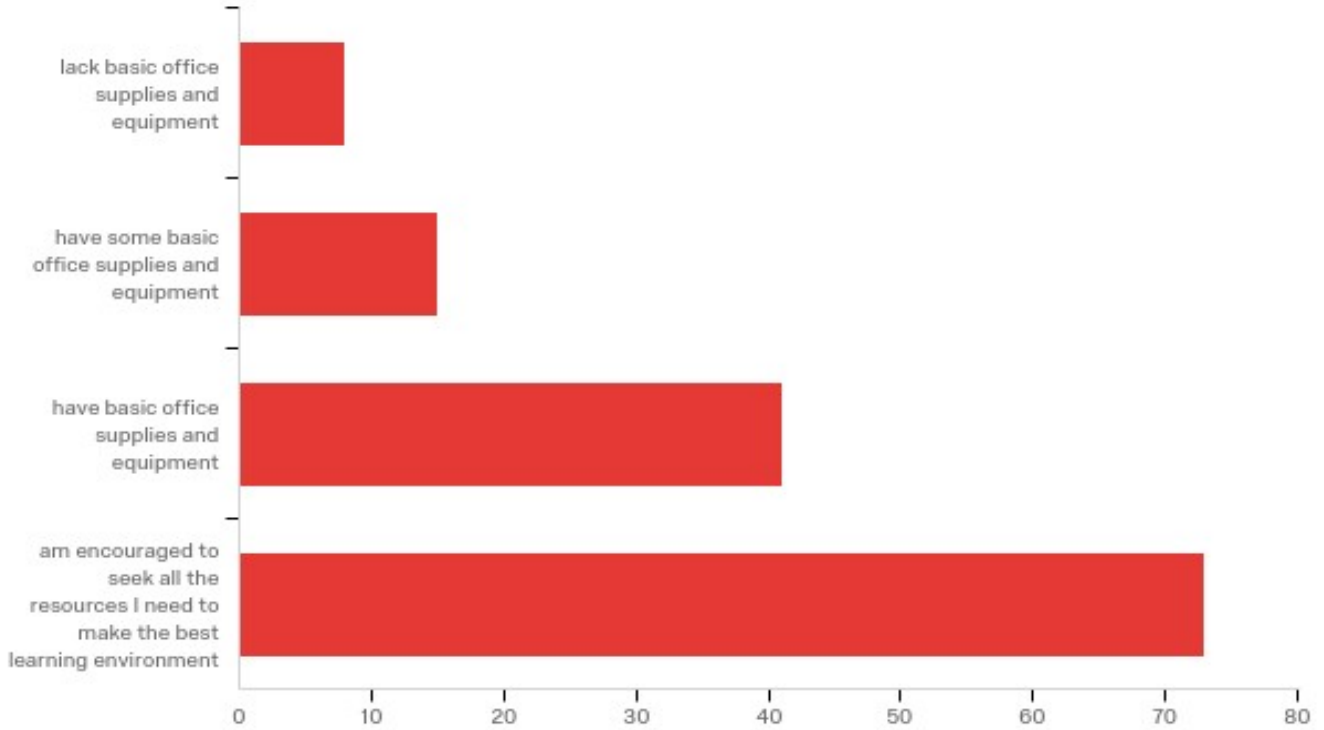
#	Answer	%	Count
1	always at the last minute	3.10%	4
2	sometimes at the last minute	5.43%	7
3	typically before courses begin	27.91%	36
4	well before courses begin and I am consulted about my teaching preferences and teaching schedules at other institutions (if applicable)	63.57%	82
	Total	100%	129

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



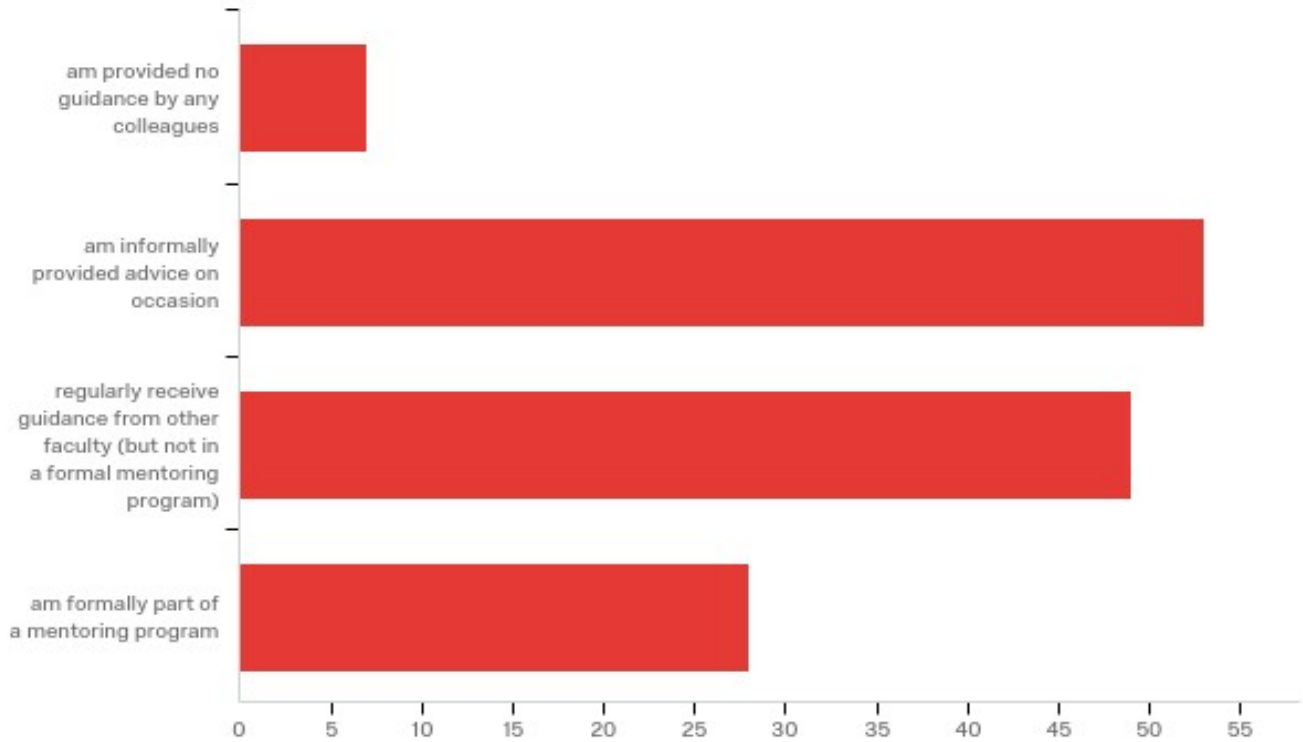
#	Answer	%	Count
1	purposefully excluded from professional development opportunities	3.01%	4
2	not made aware of professional development opportunities	11.28%	15
3	made aware of professional development opportunities	50.38%	67
4	encouraged to grow and opportunities are made available with non-tenure track schedule in mind	35.34%	47
	Total	100%	133

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



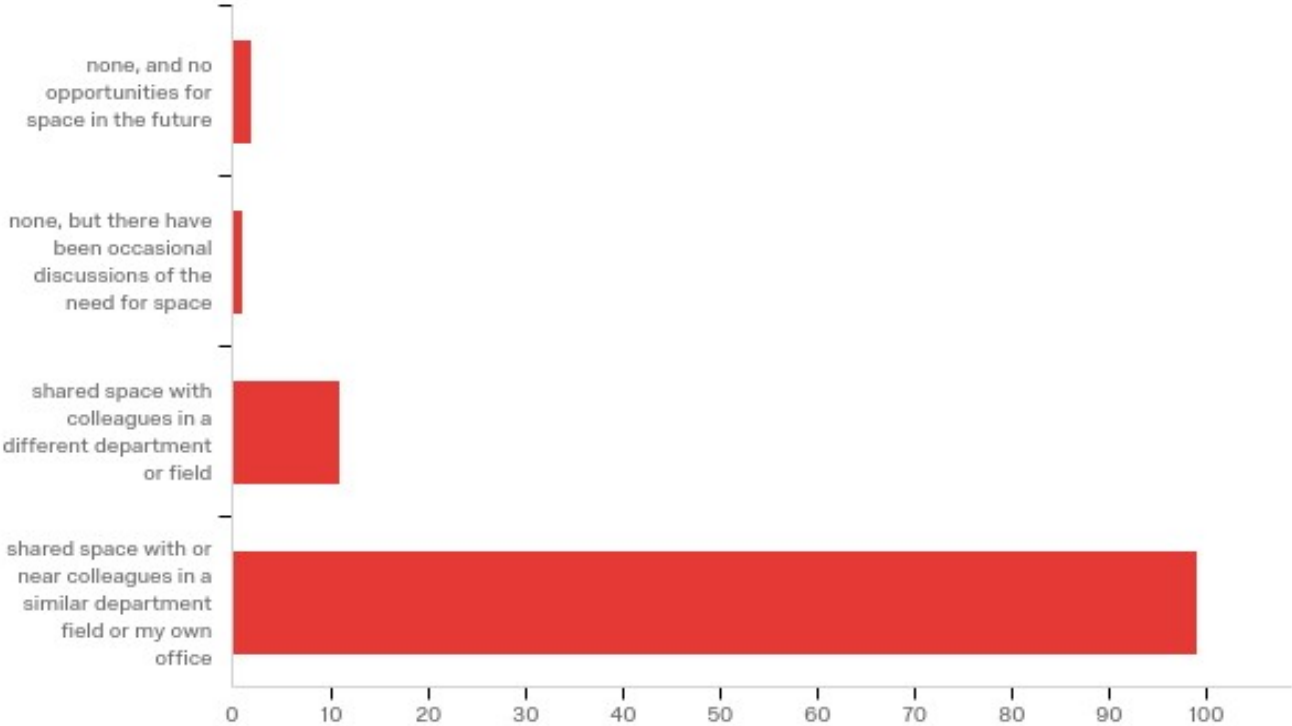
#	Answer	%	Count
1	lack basic office supplies and equipment	5.84%	8
2	have some basic office supplies and equipment	10.95%	15
3	have basic office supplies and equipment	29.93%	41
4	am encouraged to seek all the resources I need to make the best learning environment	53.28%	73
	Total	100%	137

Q1.11 - In terms of mentoring, I:



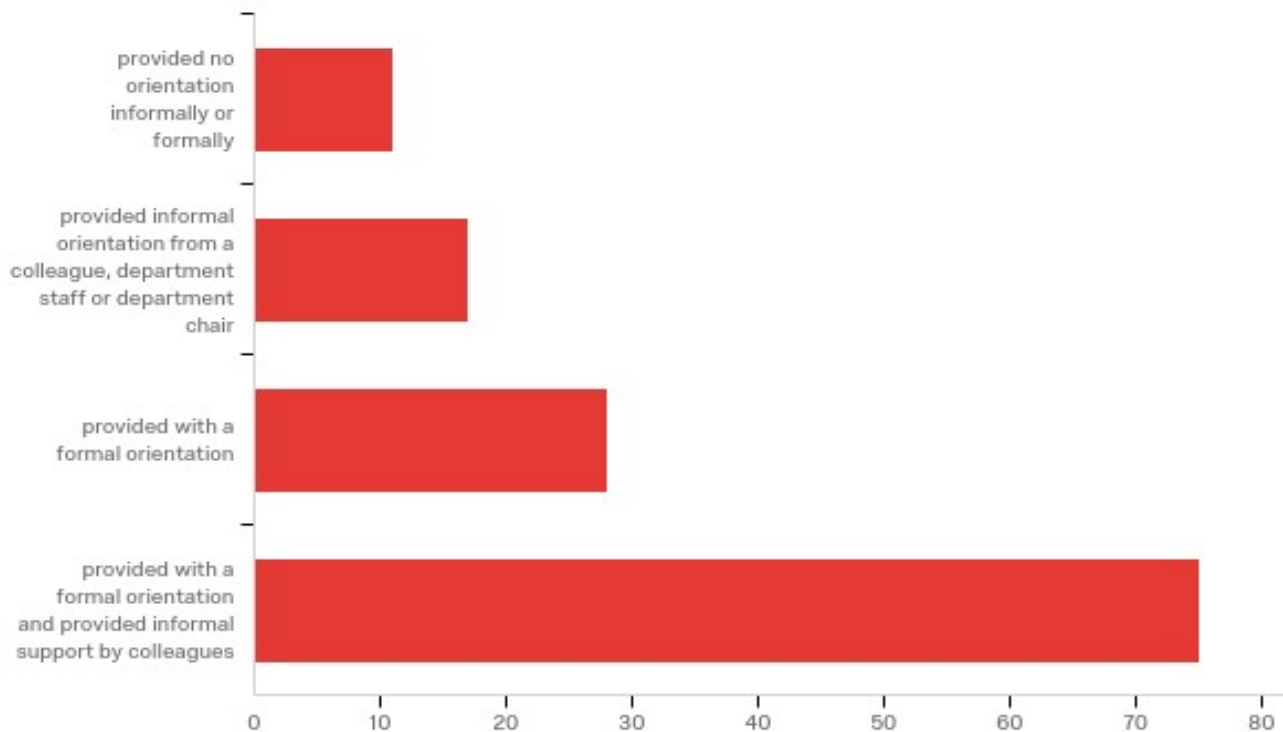
#	Answer	%	Count
1	am provided no guidance by any colleagues	5.11%	7
2	am informally provided advice on occasion	38.69%	53
3	regularly receive guidance from other faculty (but not in a formal mentoring program)	35.77%	49
4	am formally part of a mentoring program	20.44%	28
	Total	100%	137

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



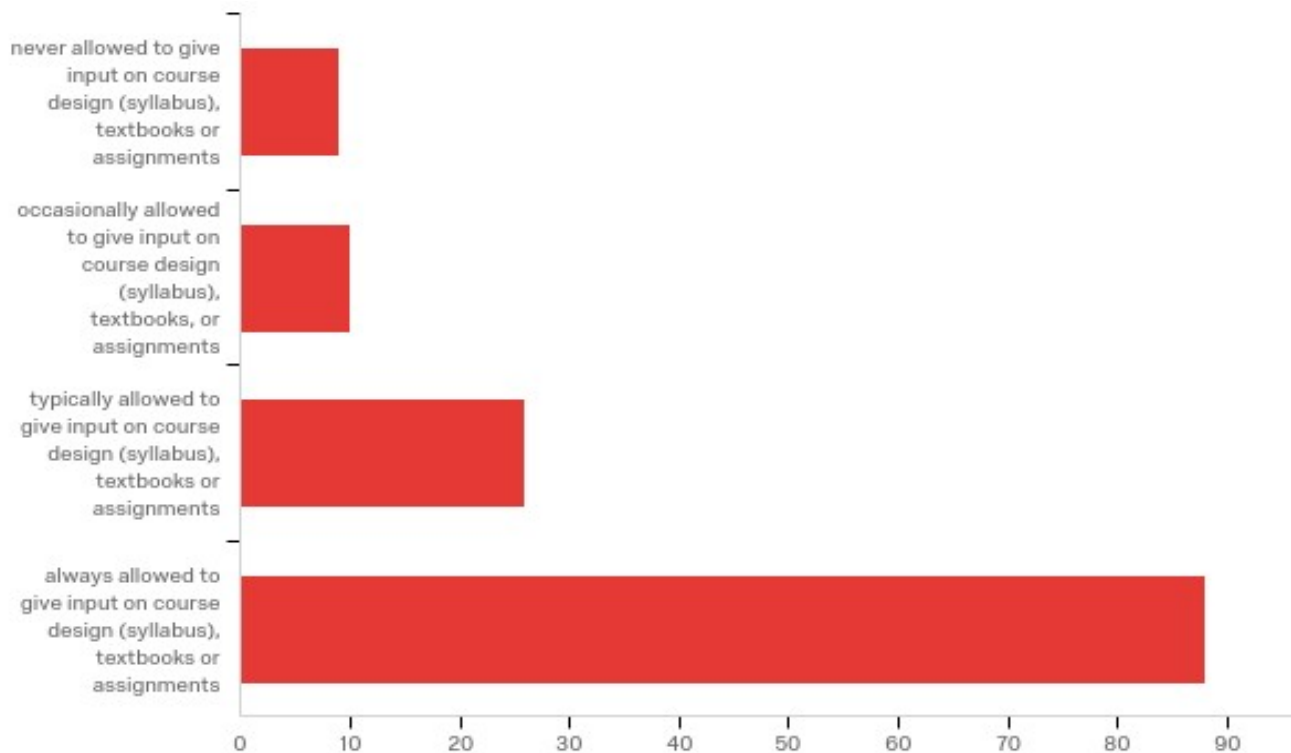
#	Answer	%	Count
1	none, and no opportunities for space in the future	1.77%	2
2	none, but there have been occasional discussions of the need for space	0.88%	1
3	shared space with colleagues in a different department or field	9.73%	11
4	shared space with or near colleagues in a similar department field or my own office	87.61%	99
	Total	100%	113

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



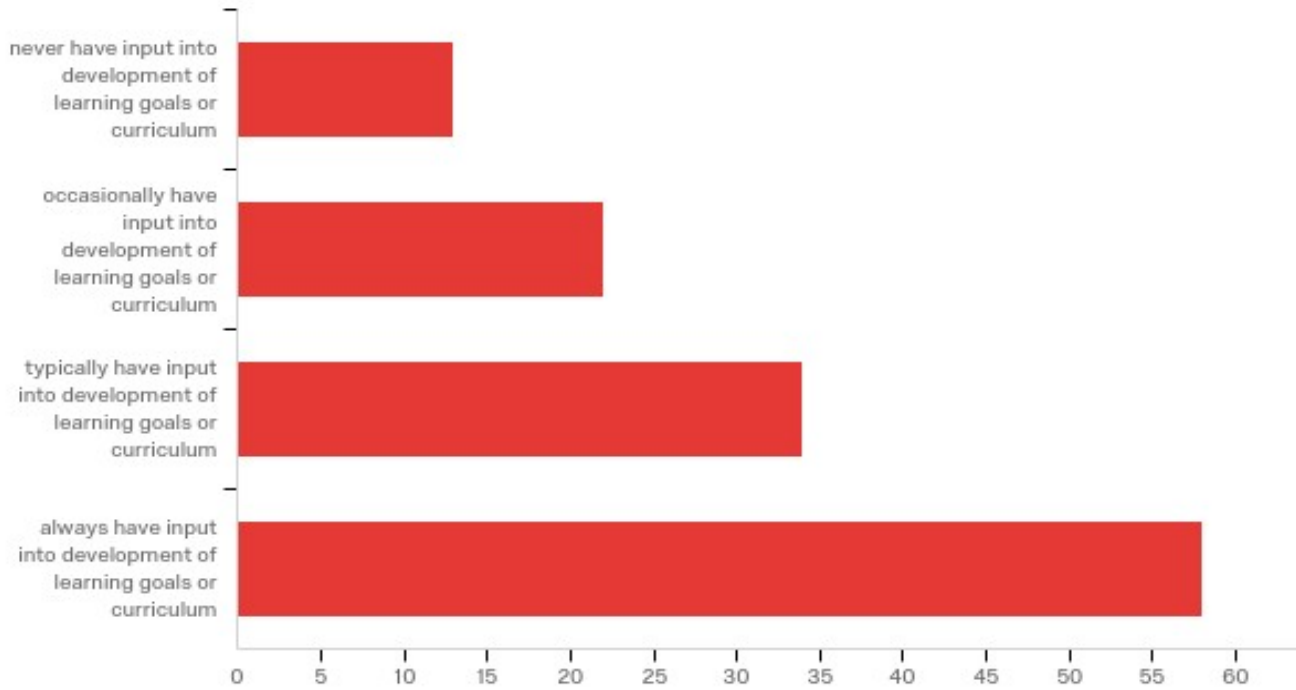
#	Answer	%	Count
1	provided no orientation informally or formally	8.40%	11
2	provided informal orientation from a colleague, department staff or department chair	12.98%	17
3	provided with a formal orientation	21.37%	28
4	provided with a formal orientation and provided informal support by colleagues	57.25%	75
	Total	100%	131

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



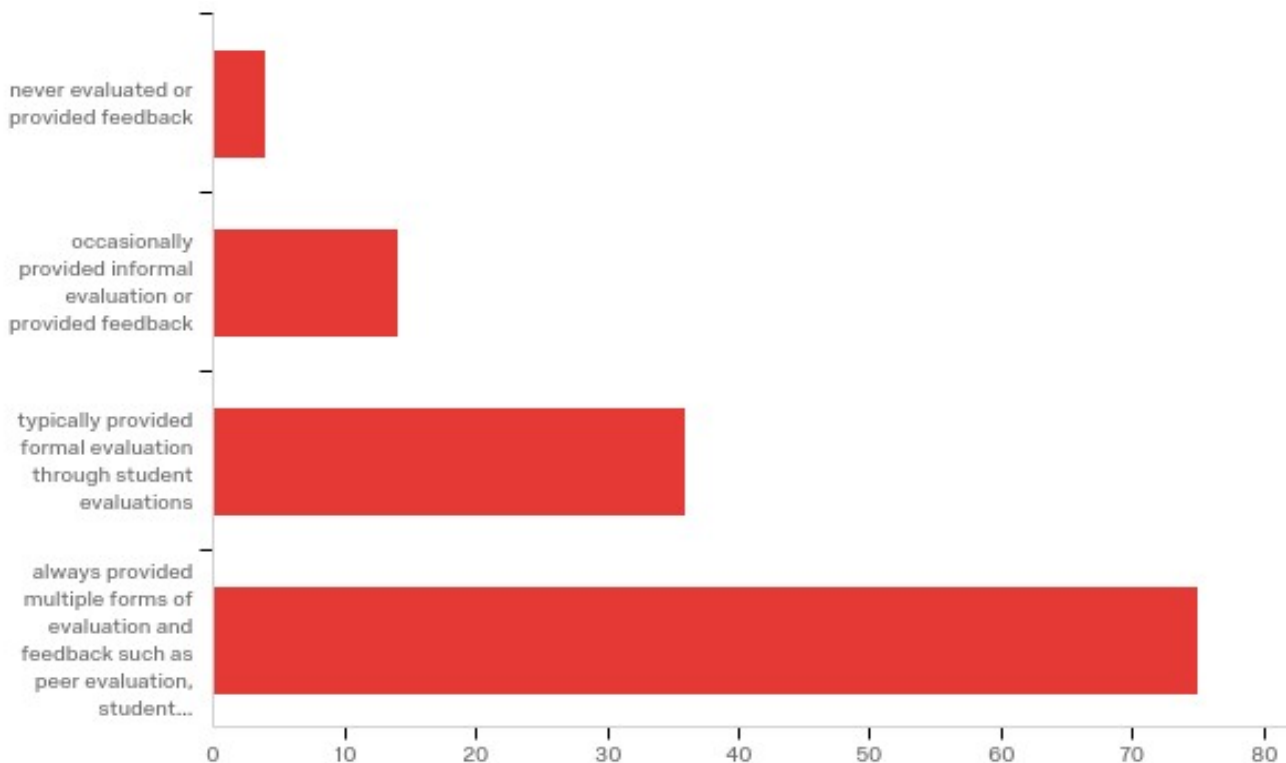
#	Answer	%	Count
1	never allowed to give input on course design (syllabus), textbooks or assignments	6.77%	9
2	occasionally allowed to give input on course design (syllabus), textbooks, or assignments	7.52%	10
3	typically allowed to give input on course design (syllabus), textbooks or assignments	19.55%	26
4	always allowed to give input on course design (syllabus), textbooks or assignments	66.17%	88
	Total	100%	133

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



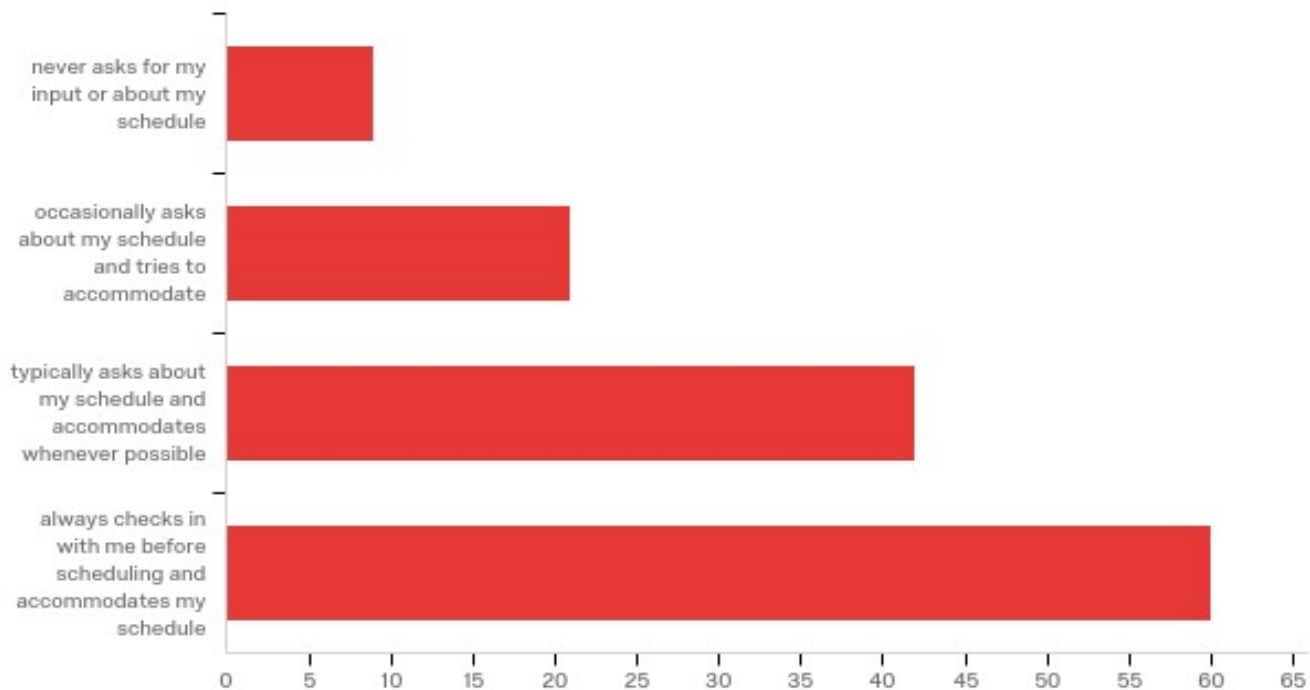
#	Answer	%	Count
1	never have input into development of learning goals or curriculum	10.24%	13
2	occasionally have input into development of learning goals or curriculum	17.32%	22
3	typically have input into development of learning goals or curriculum	26.77%	34
4	always have input into development of learning goals or curriculum	45.67%	58
	Total	100%	127

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



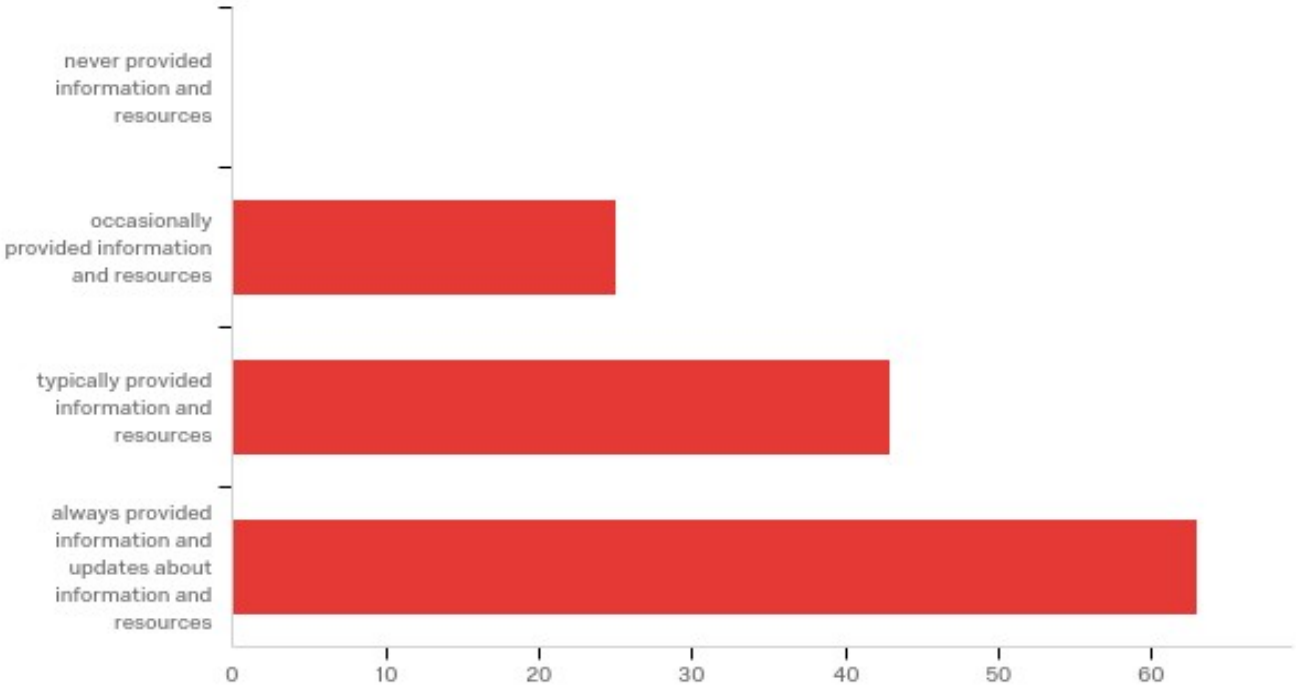
#	Answer	%	Count
1	never evaluated or provided feedback	3.10%	4
2	occasionally provided informal evaluation or provided feedback	10.85%	14
3	typically provided formal evaluation through student evaluations	27.91%	36
4	always provided multiple forms of evaluation and feedback such as peer evaluation, student evaluations, or portfolio review	58.14%	75
	Total	100%	129

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



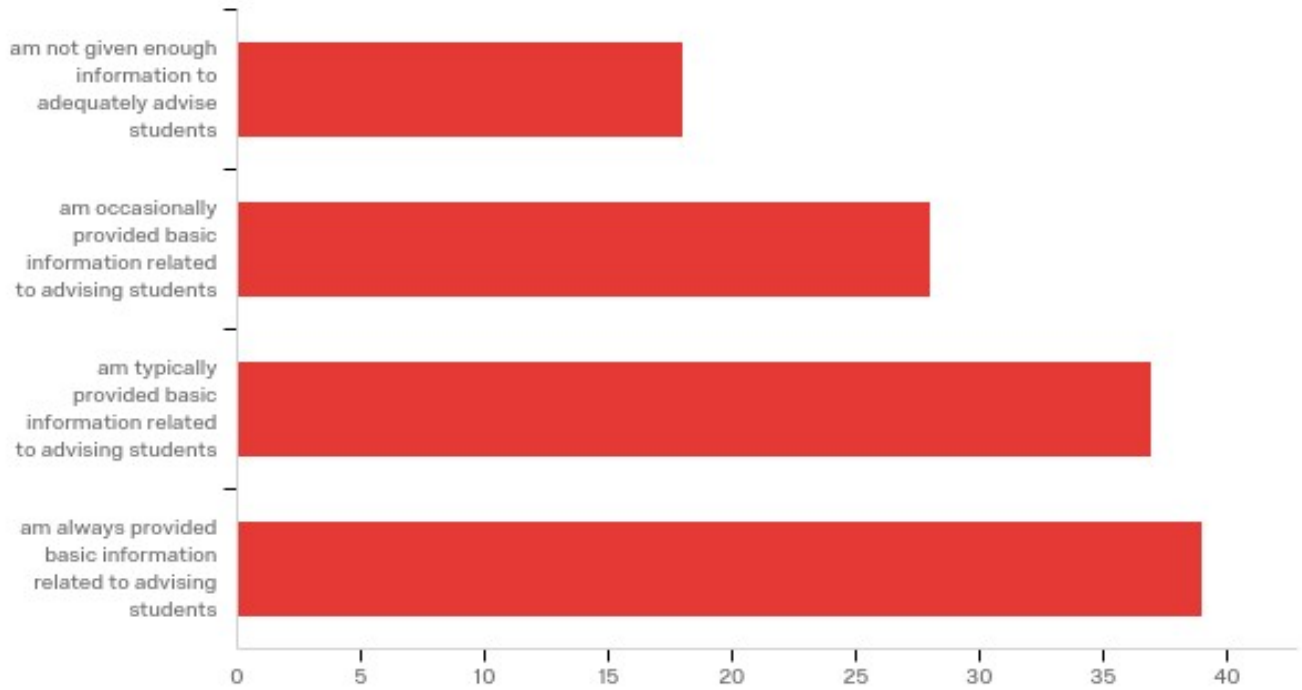
#	Answer	%	Count
1	never asks for my input or about my schedule	6.82%	9
2	occasionally asks about my schedule and tries to accommodate	15.91%	21
3	typically asks about my schedule and accommodates whenever possible	31.82%	42
4	always checks in with me before scheduling and accommodates my schedule	45.45%	60
	Total	100%	132

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



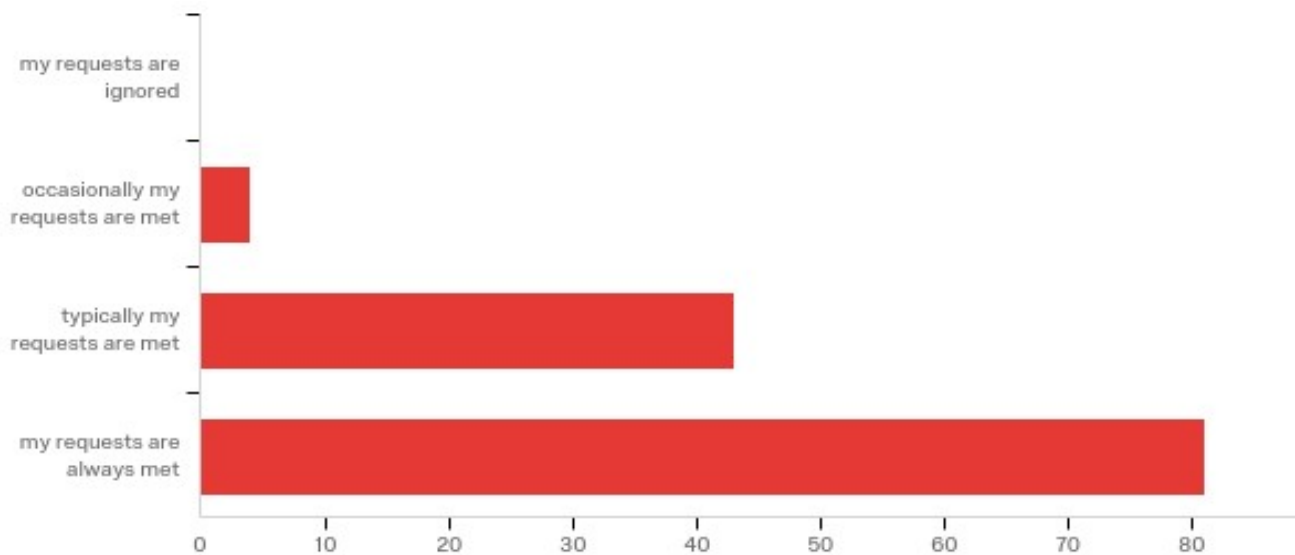
#	Answer	%	Count
1	never provided information and resources	0.00%	0
2	occasionally provided information and resources	19.08%	25
3	typically provided information and resources	32.82%	43
4	always provided information and updates about information and resources	48.09%	63
	Total	100%	131

Q1.19 - In terms of advising, I:



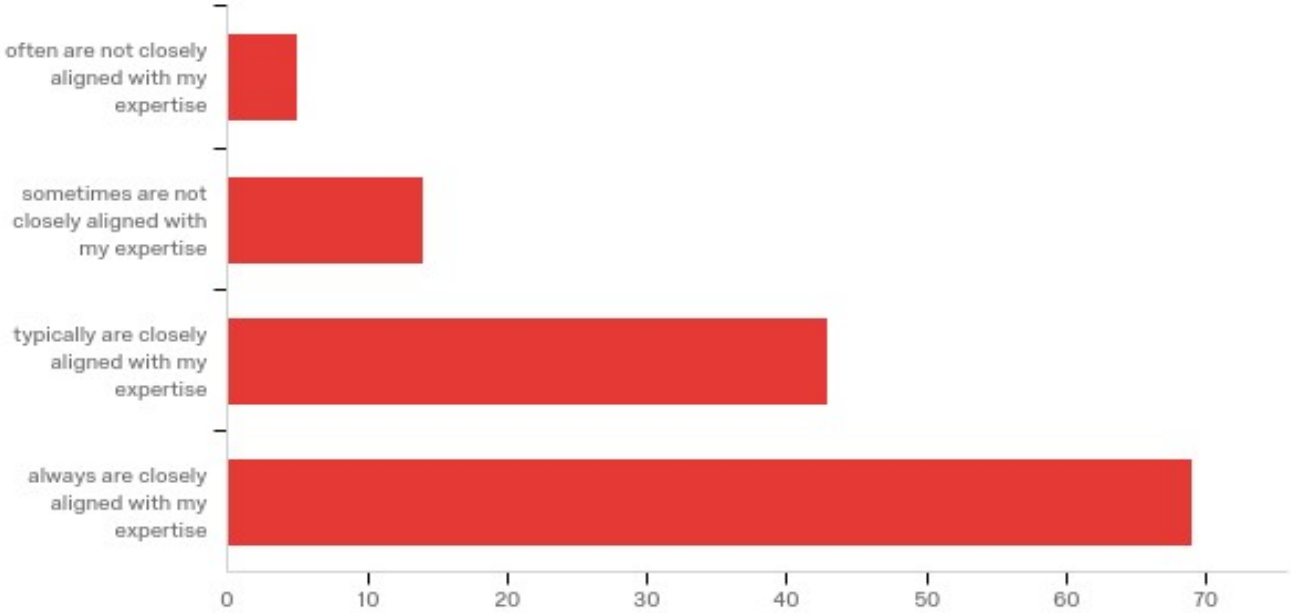
#	Answer	%	Count
1	am not given enough information to adequately advise students	14.75%	18
2	am occasionally provided basic information related to advising students	22.95%	28
3	am typically provided basic information related to advising students	30.33%	37
4	am always provided basic information related to advising students	31.97%	39
	Total	100%	122

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



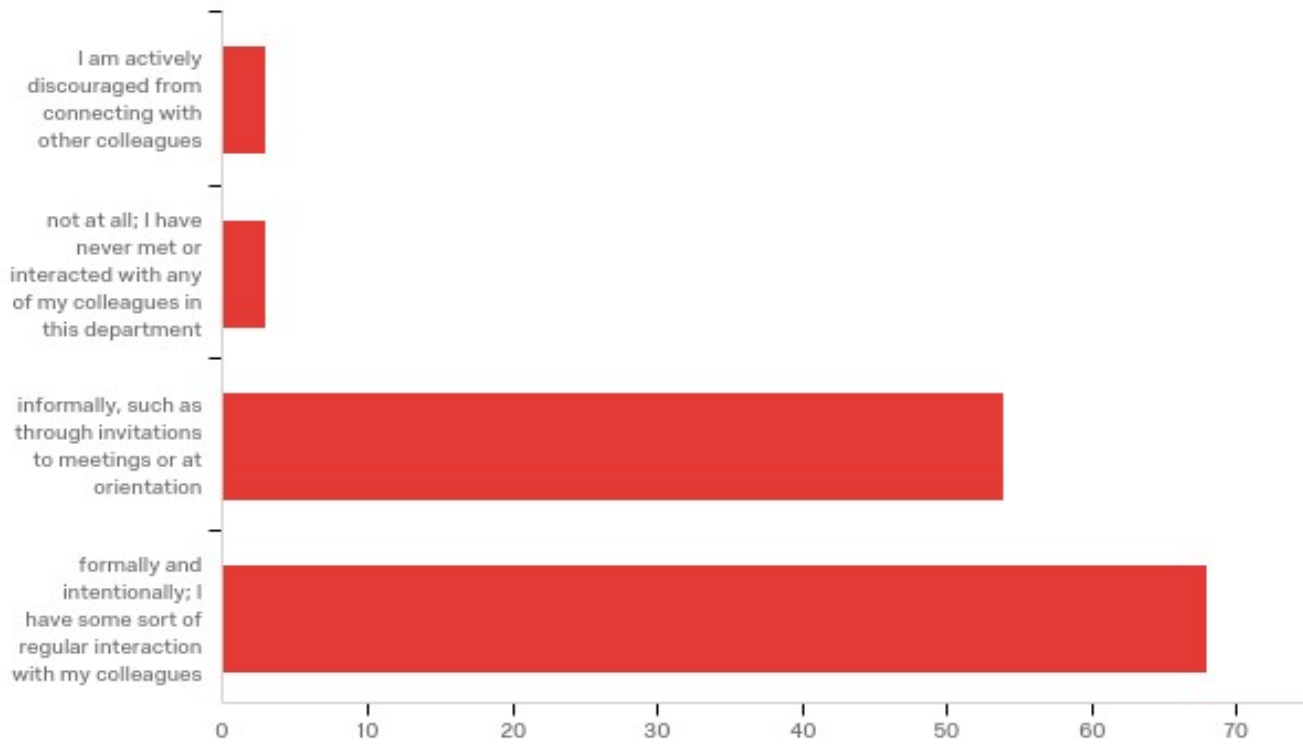
#	Answer	%	Count
1	my requests are ignored	0.00%	0
2	occasionally my requests are met	3.13%	4
3	typically my requests are met	33.59%	43
4	my requests are always met	63.28%	81
	Total	100%	128

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



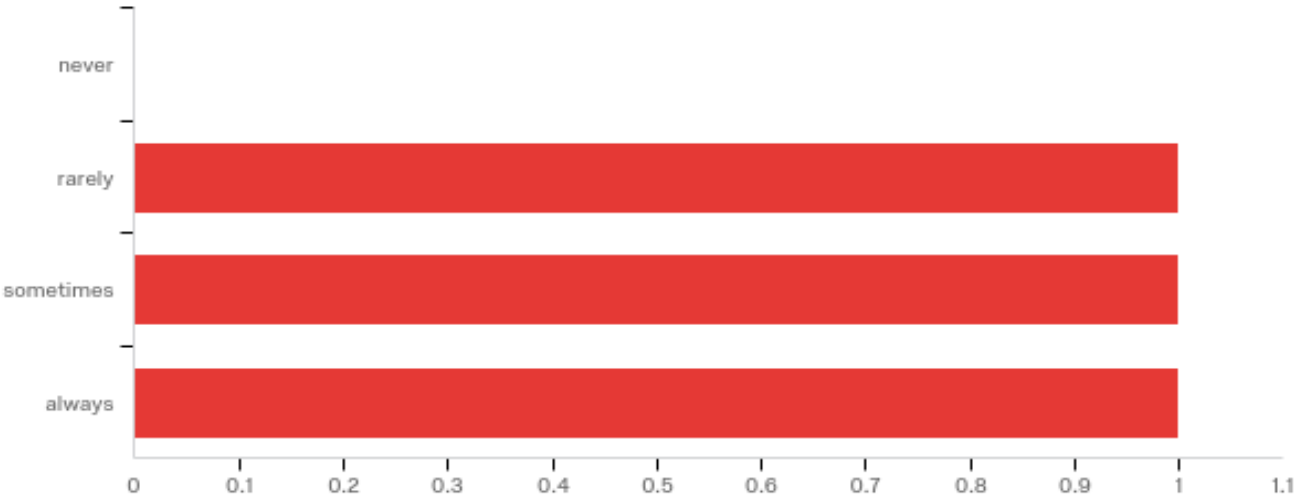
#	Answer	%	Count
1	often are not closely aligned with my expertise	3.82%	5
2	sometimes are not closely aligned with my expertise	10.69%	14
3	typically are closely aligned with my expertise	32.82%	43
4	always are closely aligned with my expertise	52.67%	69
	Total	100%	131

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



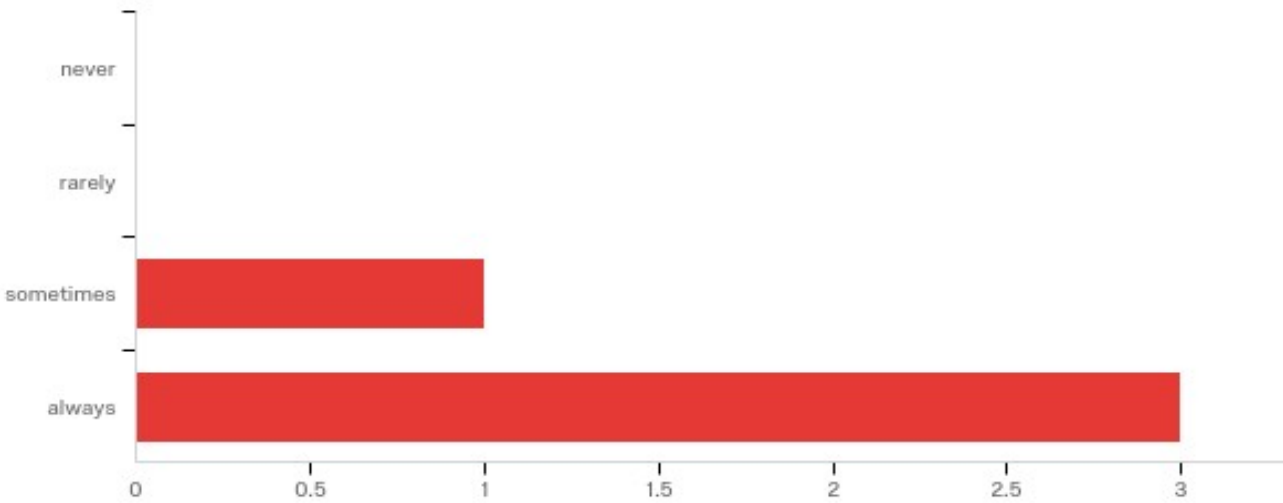
#	Answer	%	Count
1	I am actively discouraged from connecting with other colleagues	2.34%	3
2	not at all; I have never met or interacted with any of my colleagues in this department	2.34%	3
3	informally, such as through invitations to meetings or at orientation	42.19%	54
4	formally and intentionally; I have some sort of regular interaction with my colleagues	53.13%	68
	Total	100%	128

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



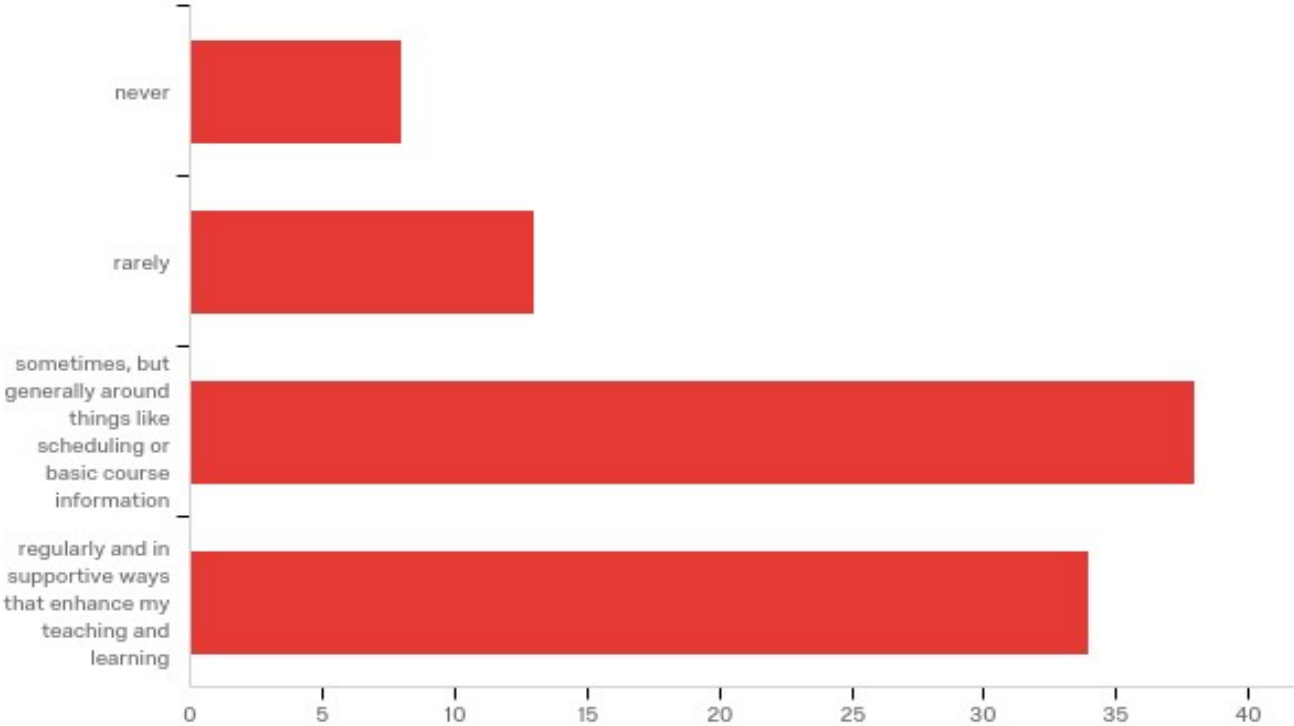
#	Answer	%	Count
1	never	0.00%	0
2	rarely	33.33%	1
3	sometimes	33.33%	1
4	always	33.33%	1
	Total	100%	3

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



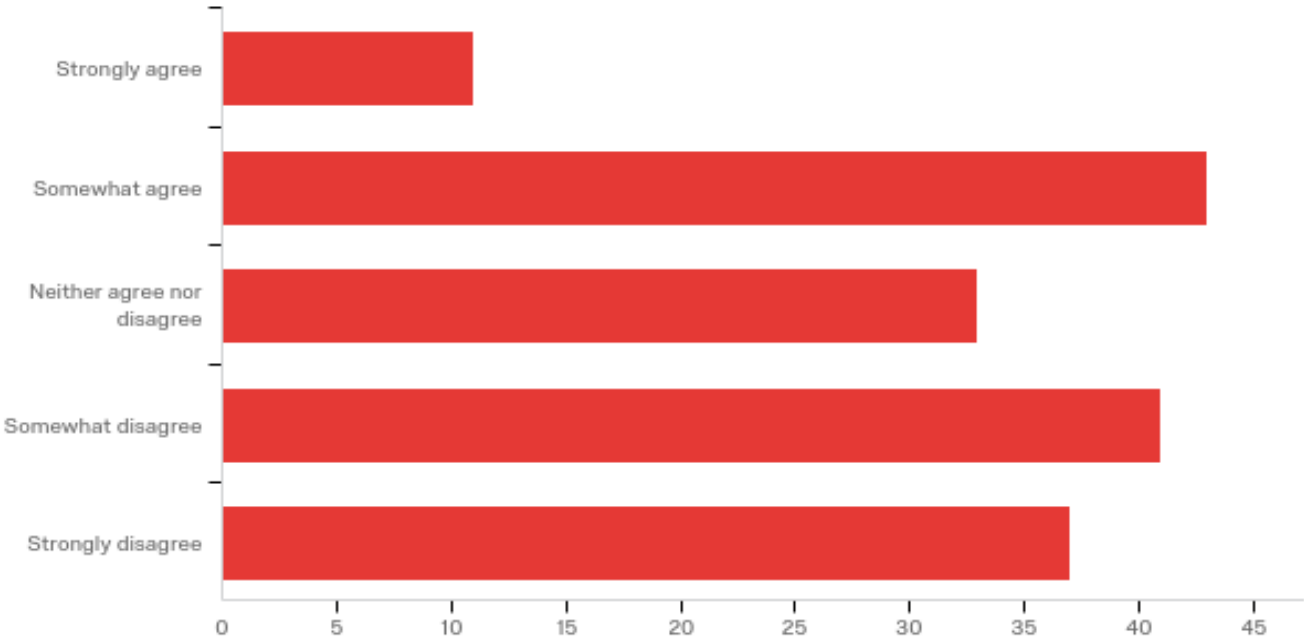
#	Answer	%	Count
1	never	0.00%	0
2	rarely	0.00%	0
3	sometimes	25.00%	1
4	always	75.00%	3
	Total	100%	4

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



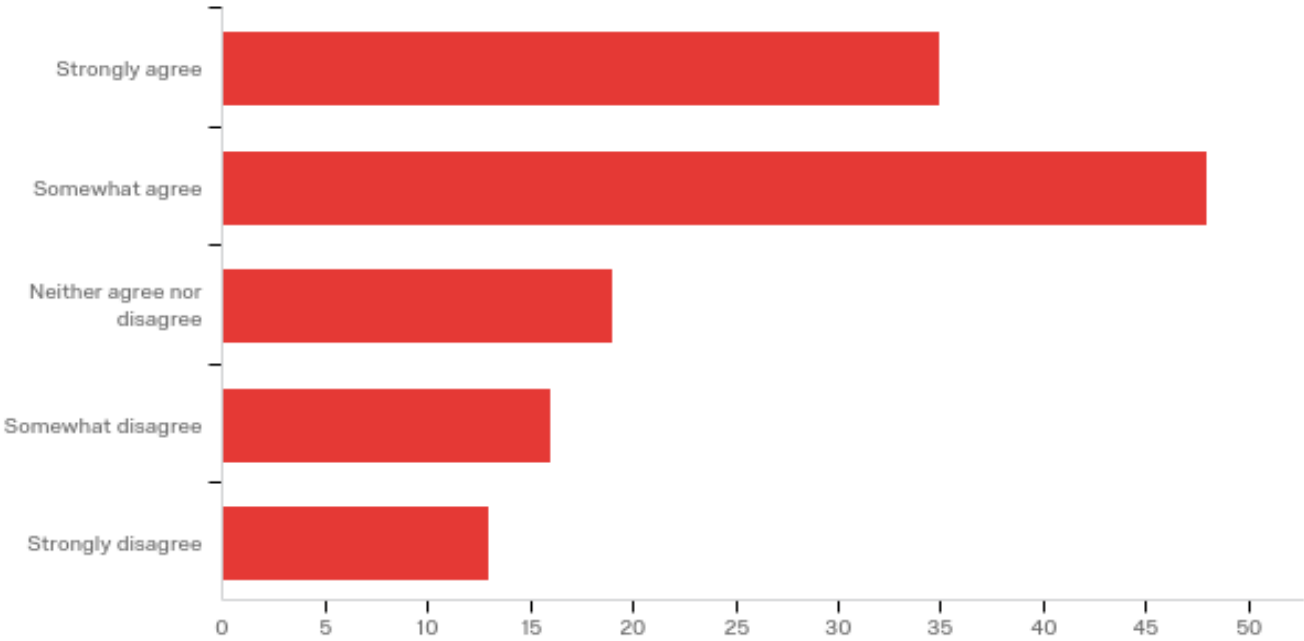
#	Answer	%	Count
1	never	8.60%	8
2	rarely	13.98%	13
3	sometimes, but generally around things like scheduling or basic course information	40.86%	38
4	regularly and in supportive ways that enhance my teaching and learning	36.56%	34
	Total	100%	93

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



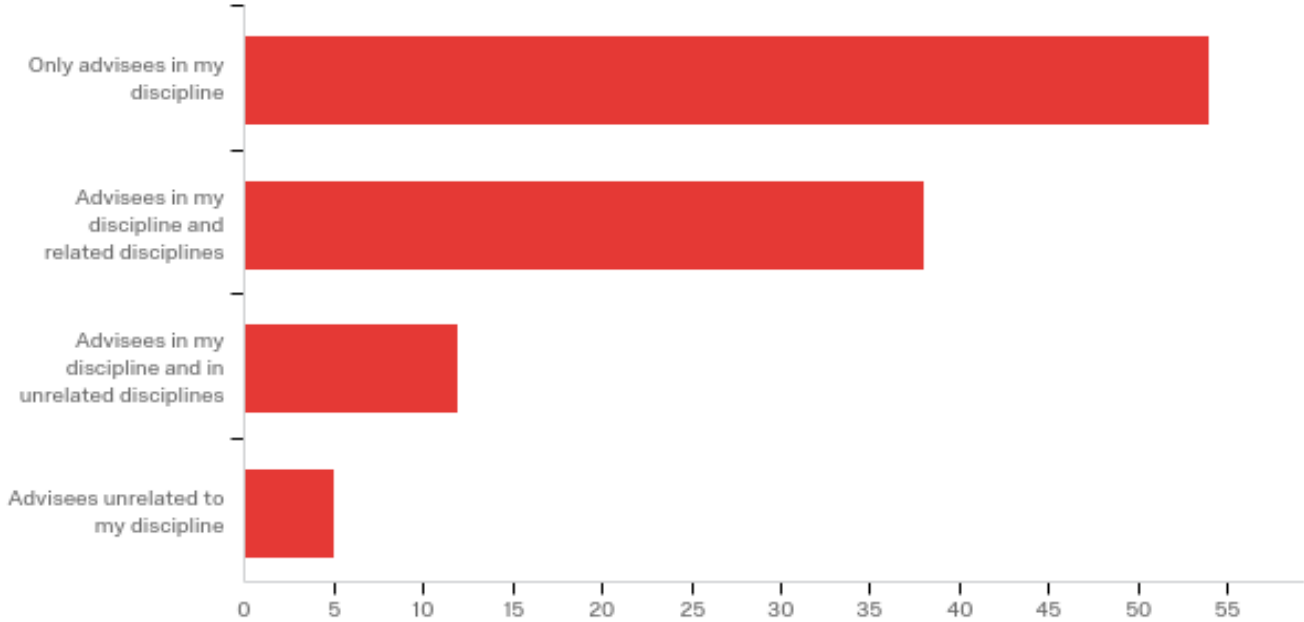
#	Answer	%	Count
1	Strongly agree	6.67%	11
2	Somewhat agree	26.06%	43
3	Neither agree nor disagree	20.00%	33
4	Somewhat disagree	24.85%	41
5	Strongly disagree	22.42%	37
	Total	100%	165

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



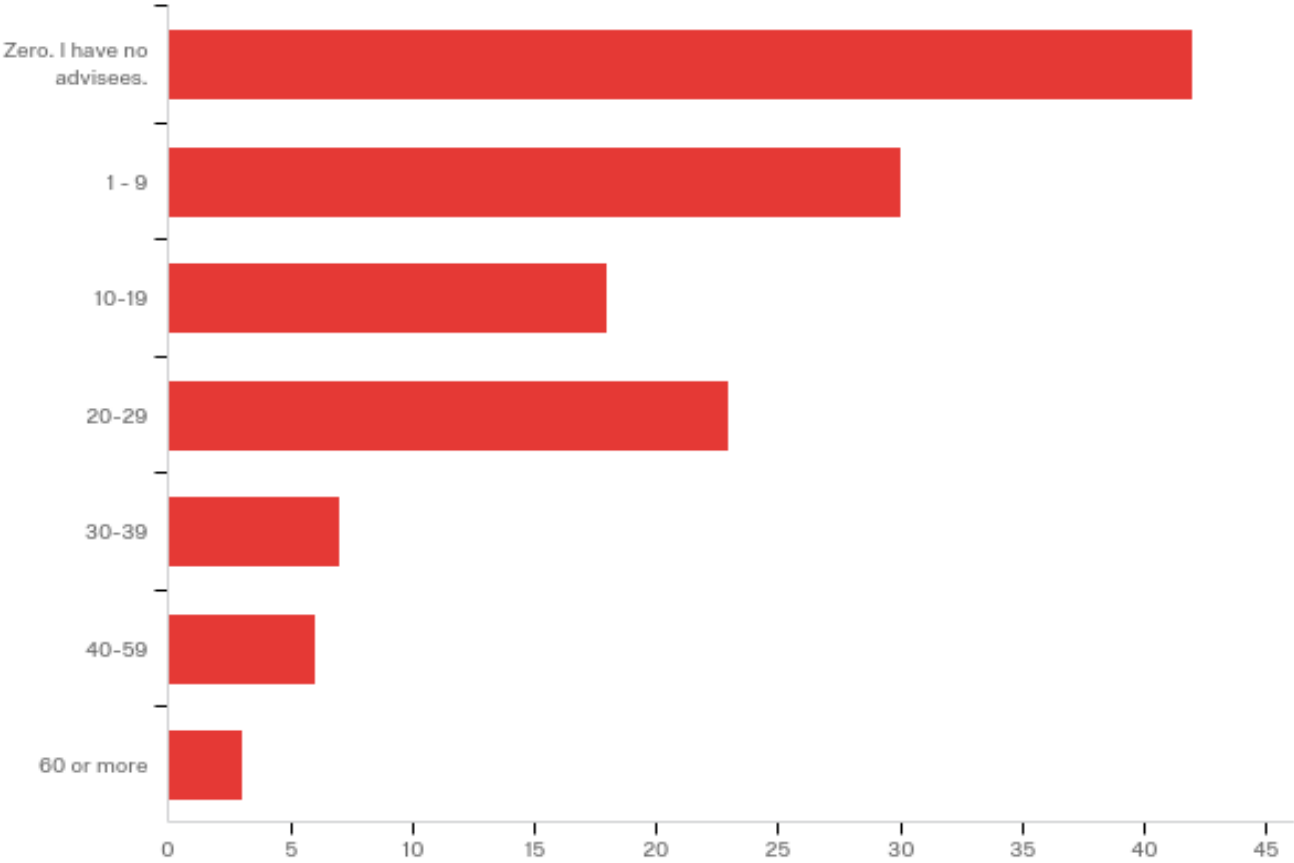
#	Answer	%	Count
1	Strongly agree	26.72%	35
2	Somewhat agree	36.64%	48
3	Neither agree nor disagree	14.50%	19
4	Somewhat disagree	12.21%	16
5	Strongly disagree	9.92%	13
	Total	100%	131

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



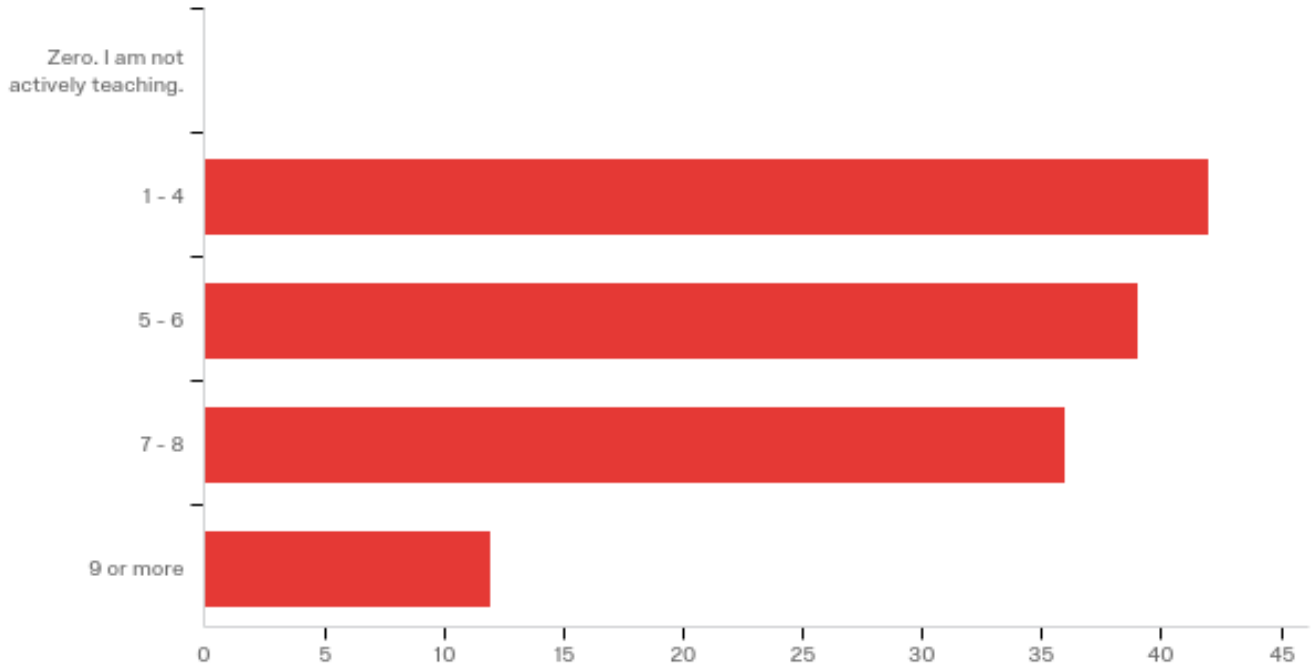
#	Answer	%	Count
1	Only advisees in my discipline	49.54%	54
2	Advisees in my discipline and related disciplines	34.86%	38
3	Advisees in my discipline and in unrelated disciplines	11.01%	12
4	Advisees unrelated to my discipline	4.59%	5
	Total	100%	109

Q30 - The number of advisees assigned to me is:



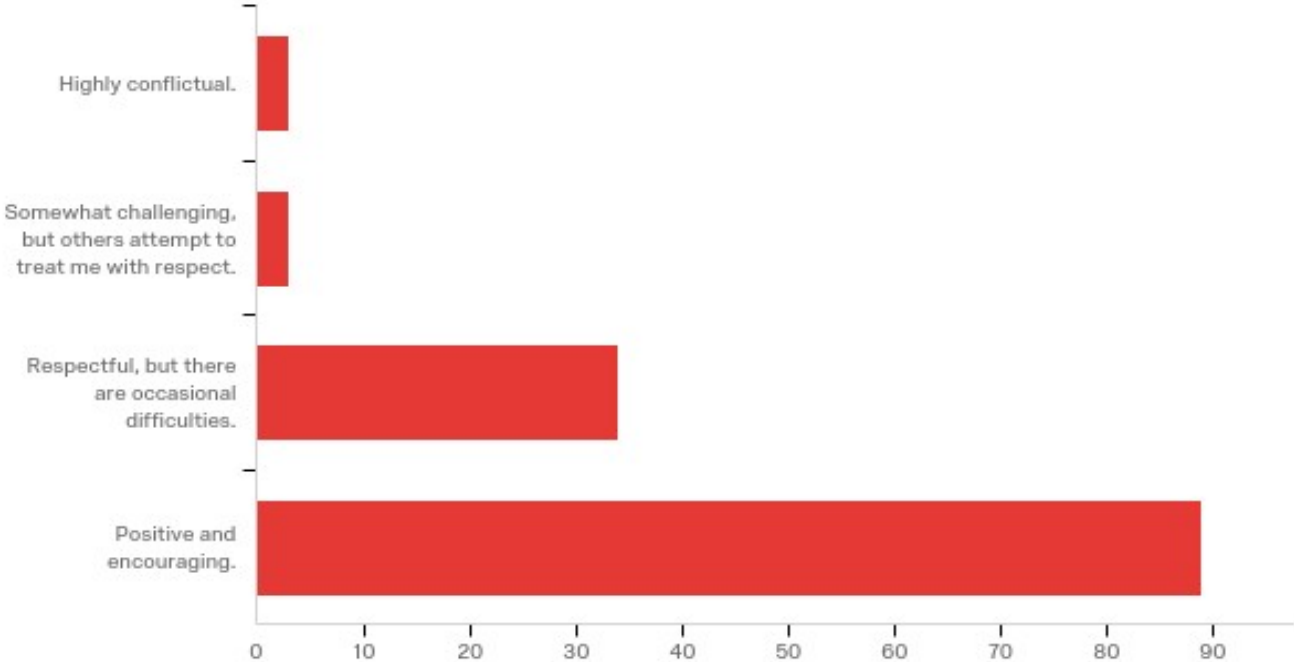
#	Answer	%	Count
1	Zero. I have no advisees.	32.56%	42
2	1 - 9	23.26%	30
3	10-19	13.95%	18
4	20-29	17.83%	23
5	30-39	5.43%	7
6	40-59	4.65%	6
7	60 or more	2.33%	3
	Total	100%	129

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	32.56%	42
3	5 - 6	30.23%	39
4	7 - 8	27.91%	36
5	9 or more	9.30%	12
	Total	100%	129

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



#	Answer	%	Count
1	Highly conflictual.	2.33%	3
2	Somewhat challenging, but others attempt to treat me with respect.	2.33%	3
3	Respectful, but there are occasional difficulties.	26.36%	34
4	Positive and encouraging.	68.99%	89
	Total	100%	129