

Faculty Climate Survey

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INFORMED CONSENT

The long-term goal of this research is to assist universities in enhancing the work climate and ensuring that valued resources are not lost unnecessarily.

To help us obtain baseline information, we need your input. We will ask about your intention to stay and the climate or atmosphere in your department/school/college.

Your participation is voluntary. No colleague or administrator will know who opted out from participation. In reporting the results, the responses of individuals will not be discussed. Your responses will be kept as confidential as legally possible. (Note: The circumstances under which such disclosure would be required are extremely unlikely).

If you have any questions about the research, please contact Prof. Judi Komaki at 1-646-312-3817 or Judith_Komaki@Baruch.CUNY.edu, or Prof. Susan Kent, Faculty Affairs, at 303-492-5491, susan.kent@colorado.edu, or Prof. Christie Yoshinaga-Itano, Diversity and Equity, at 303-492-3677, christie.yoshi@colorado.edu. For questions about your rights as a volunteer, please contact the Baruch College Office of Sponsored Programs at 646-312-3785.

Please indicate, on the next page, whether you consent to have your responses used for research purposes. If you choose to consent, you may then proceed with the survey.

[Continue -->](#) [Quit](#)

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I have read the preceding information and:

I consent to have my responses used for research purposes.

*I do **not** consent* to have my responses used for research purposes.
*** Thank you. You may close your browser window. ***

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A few important things to know: You can choose to stop the survey and resume later by closing your browser window. When you want to resume, just click on the same link in your e-mail and you will return to the survey page following the last one you submitted.

The back button on your browser is not intended to take you back to previous pages. Therefore, you cannot change responses on pages you have already submitted. Some pages may scroll and pause somewhat after being submitted. This is normal.

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Evenhandedness of Evaluation (Related to Annual Merit Increases)

In the last academic year 2004-2005, the evaluation committee/administrators in your department.... (Check all that apply.)

- Evaluated your performance fairly and accurately.
- Defined what it means to do high-quality research.
- Weighed the number of articles written more heavily than the quality of the work done.
- Simply counted the number of committees you were on for service.
- Used only student ratings to assess your teaching.
- Indicated the same expectations for all faculty in the department regardless of rank.
- Provided evidence that the evaluation was free from bias.
- Set up an evaluation system in which it is possible to exaggerate your accomplishments.
- Explained reasoning behind scores and the criteria on which those scores are based.
- Described what information you should provide prior to the committee evaluating your work (e.g., # of pages per article, evidence of progress in completing a book).
- Provided you with an opportunity to discuss the evaluation.
- Backed up or provided examples during feedback you received.

Advice About Career Advancement

In the last academic year 2004-2005, a colleague and/or administrator in your department.... (Check all that apply.)

- Gave you personalized feedback.
- Assessed your career goals or timetable.
- Helped you revise your goals, timetable, or strategy to better attain your goals.
- Shared valuable workplace experience and knowledge.
- Assigned a mentor to you.
- Neglected career-related questions you had.
- Spoke candidly with you about your career.
- Helped you develop a broader network of people who could be helpful.

Explained the procedures for tenure or promotion thoroughly.

Recommended you for an opportunity for which you were qualified.

Took specific actions that would purposely limit your career, or block promotion or tenure.

Showed that he/she actually cares at all about you.

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Acknowledgment of Expertise, Accomplishment, and Progress

In the last academic year 2004-2005, a colleague and/or administrator in your department.... (Check all that apply.)

- Provided encouragement or recognition.
- Shared positive comments with others about your work.
- Inquired about the status of your research/creative work.
- Talked to you about something you have written/created.
- Asked for your opinion on your area of expertise.
- Treated you and your work with respect and dignity.
- Made improper remarks or comments about you or your work.
- Was argumentative, condescending, and/or rude while discussing your area of research.
- Indicated that a discussion with you gave him/her a different perspective on the topic.
- Asked to read/see additional work you had done on a particular subject.
- Expressed negative comments about your work to others.
- Took you out to lunch to discuss your work.
- Nominated you for a professional award.

Climate of the Department or School/College (Check all that apply.)

- I find the atmosphere or climate here to be supportive.
- I feel left out of things here.
- People in this department take the time to get to know each other.
- I find it difficult to work here because of the poor climate.
- People in this department enjoy working together.
- My opinions do not matter here.
- I fit in with other faculty in this department.
- People here are rude to each other.
- Morale has improved over the past year.

Intention to Stay in the Department or School/College (Check all that apply.)

- I intend to keep working here for at least the next three years.

If I had to do it all over again, I would still accept this position.

It would take a lot to get me to leave this department.

I would be happy to spend the rest of my career in this department.

If I could leave this department right now, I would.

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Please indicate your gender.

Female

Male

What is your ethnicity/race?

American Indian

Asian American

Black/African American

Hispanic/Latino American

White American

Other, e.g., International

What is your current rank?

Full Professor

Associate Professor

Assistant Professor

Instructor or Senior Instructor (not Adjunct)

Other (e.g., Adjunct)

If you would like to comment on your intention to stay or the climate in your department/school/college, please do so here:

Thank you for participating in this survey.

[Submit & Close](#)

Thank you for completing this survey!

If you had any problems in completing or submitting this survey, please email Cathy.Kerry@colorado.edu in the [Office of Planning, Budget and Analysis](#) or contact her at 303-492-3763.

To exit this page, just close your browser window.