



Survey of Non-Tenure-Track Faculty, 2007

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Thank you for participating in this survey. All information that would permit identification of individuals will be kept strictly confidential.

Please choose a response that indicates your degree of agreement or disagreement with each statement.

	Strongly disagree	Disagree	Neutral opinion	Agree	Strongly agree
1. My position provides fair pay for my qualifications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My position provides fair pay for work performed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I would like to see the opportunity to do an optional overload of one class each semester, if the additional compensation were proportional to my current rate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. CU should redefine a full appointment for instructors as four courses per semester with a proportional increase in salaries.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I feel restricted in my classroom presentations due to my status as an at-will employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I feel constrained in expressing my opinions to other faculty or administrators because of my status as an at-will employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My department/program treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. My instructor status hampers my ability to serve on department committees or to vote in department meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I am provided as much opportunity for participation in my unit's governance as I would like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. To my knowledge, the original intent of the Instructor Bill of Rights in terms of criteria for promotion, benefits and salary increase is being recognized and carried out consistently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. The university offers appropriate protections against arbitrary termination of appointment or non-reappointment for instructors and lecturers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. In the case of a conflict between me and my supervisor, CU provides adequate grievance procedures to protect my interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I have an office in which I can talk with students with an acceptable level of confidentiality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. My department/program provides me sufficient opportunity for career advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I would like more support from my department or the university for professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. As a mark of distinction, I would favor expanding non-tenure tracks so that they include a fourth rank, which might be called "Teaching Professor" or "Professor of Practice."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I would prefer the titles of "Assistant, Associate, and Teaching Professor" to the present "Instructor, Senior Instructor (and whatever we might call an additional rank)."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I would prefer the titles of "Assistant, Associate, and Professor of Practice" to the present "Instructor, Senior Instructor (and whatever we might call an additional rank)."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I would like to see especially high achievement awarded by a selective category of tenure for exceptional instructors, as a recognition for extraordinary teaching plus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a record of contributions in service or research/creative work.
- 20. I think all instructors should be given tenure without conditions after 7 years of teaching at the university.
- 21. After a probationary period of 4 years, instructors should be offered six-year appointments, rather than the current norm for multi-year appointments of 3 to 4 years.
- 22. I feel constrained and pedagogically disadvantaged by course designs into which I have not had much input.
- 23. I would like to see a wider array of instructor appointment possibilities, such that they might vary their workload formula to include 'research,' along with 'teaching' and 'service.'
- 24. I would like to see more opportunities for instructors to serve in administrative positions that do not involve personnel decisions over tenure-track faculty.
- 25. I would favor a 20% increase in my rate of pay even if this requires a 20% reduction in the number of non-tenure-track appointments.
- 26. The criteria and procedures for promotion through the non-tenure-track ranks are not clearly articulated or followed by departments at CU.
- 27. I would favor an "Evergreen" rolling appointment in which instructors receive an appointment which is automatically renewed every year, with periodic reviews. (If the appointment were not renewed at the time of the review, at least one year would remain to be served before termination.)
- 28. CU should sponsor more awards for teaching quality and innovation.

29. How many courses do you typically teach each semester?

- None
- One
- Two
- Three
- Four
- Five
- Six
- Seven

30. How many different preparations do you typically teach each semester?

- None
- One
- Two
- Three
- Four
- Five
- Six
- Seven

If you are finished, click *Submit & Close* below. Thank you for your assistance.

[Submit & Close](#) [Quit](#)